



POLICY	Issue: 1.0
Equality and Diversity Policy	Date: 26/03/2008

Policy Statement

The Civil Nuclear Police Authority (The Authority) is committed to encouraging and achieving a working environment which is underpinned by fairness to all individuals, where diversity is recognised, encouraged and valued, and where the concept of individual responsibility is accepted by all.

This vision extends beyond the employment relationship and encompasses the needs of all stakeholders and members of the community policed by the Civil Nuclear Constabulary (The Constabulary). We will treat all individuals both within the Authority, and in the community, with dignity and respect, providing an environment free of harassment, bullying, victimisation or discrimination.

We recognise that race relations are of particular significance to policing and we readily accept the specific legislative and statutory requirements that fall on us. In particular, we are committed to meeting the requirements of the Race Relations (Amendment) Act 2000, which places a general duty on public bodies to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups.

It is also incumbent upon us to ensure we play a vital role in dismantling the perception of institutional racism in policing.

Aims of the Policy

The principles above are intended to ensure that all employees and eligible job applicants enjoy equal opportunity for employment and advancement. The Authority recognises not only the basic obligation of all employers to provide equitable treatment in employment matters, but also the business advantages in valuing individual differences and encouraging all employees to develop their skills and abilities.

Individual employees have a duty to co-operate with the Authority in implementing the policy through avoiding unlawful discrimination and harassment in their dealings with their colleagues and through implementing the Equality and Diversity Strategy and associated action plan. Managers have a particular responsibility for observing employment practices and procedures in a manner free from discrimination and harassment.

This policy is enacted by the following management system documents:

CNC Strategies/02.00 Equality and Diversity Strategy

Document Reference	CNC/POL/13.1.7	Page 1 of 1
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