

Dignity at Work Policy Statement



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This document has been assessed for:	
Compliance with Legislation	<input checked="" type="checkbox"/>
Equality Impact Assessment	<input checked="" type="checkbox"/>
Freedom of Information issues	<input checked="" type="checkbox"/>
Human Rights compliance	<input checked="" type="checkbox"/>
Health and Safety	<input checked="" type="checkbox"/>
Risk Management	<input checked="" type="checkbox"/>

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1. Policy statement

Statement of Commitment to Fair Treatment

The Chief Constable believes that all those who contribute to the work of the police service and the members of the communities we serve have the right to be treated with dignity and respect. We recognise that fair treatment for both our colleagues and the public is the cornerstone of policing by consent.

It is also the responsibility of the Cleveland Police Authority under section 149 of the Public Sector Equality Duty, to have due regard to the need to eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under this Act; to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

It is the duty of all individuals to adhere to the principles with the aim of eliminating all forms of discrimination and promoting fairness, dignity and respect in the delivery of a high quality service to all members of the public and in dealing with each other. Cleveland Police also expects all agencies and contractors who carry out work with and for the Force to comply with the policy. The main principles are: -

- No individual will be treated less favourably on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any other unjustifiable grounds. For the purposes of this document all of the above categories, in line with the changes under the Equality Act 2010, will be referred to as "protected characteristics";
- Everyone will be treated with dignity and will receive fair and equal treatment in all matters concerning selection, training, development, transfer and promotion;
- Any behaviour, practices, or language which is perceived to be offensive to colleagues and members of the public will be deemed unacceptable and will not be tolerated;
- Persistent targeted intimidation by any person towards another (bullying) will not be tolerated.