

## The Commissioner's equality statement

### Introduction

The Equality Act 2010 establishes the following nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

On 5 April 2011, the Public Sector Equality Duty ('PSED' or 'the Duty') came into force. This requires public sector bodies to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

### The Commissioner's equality objectives

The Commissioner is committed to upholding equality, not only as prescribed under the Duty, but further to it. The Commissioner will achieve this by:

1. Always demonstrating a personal commitment to upholding equality.
2. Always acting in line with the Nolan Principles of Public Life.
3. Ensuring matters of diversity, equality and inclusivity are given appropriate consideration and weight in everything that her office does.
4. Holding the Chief Constable of Devon and Cornwall Police to account on equality issues within Devon and Cornwall Police, both internally and in external engagements with partners, stakeholders and most importantly, the public.

5. Ensuring services provided, funded, contracted or commissioned by the OPCC strive to meet the needs of everyone in Devon, Cornwall and the Isles of Scilly, and that these services are accessible to all.

The Office of the Police and Crime Commissioner for Devon, Cornwall and Isles of Scilly's Equality Strategy 2026 to 2029 sets out the approach we will take to meeting our legal requirements and achieve the objectives outlined above.

Our Public Sector Equality Duty annual report 2025-26 details how the Commissioner and her office has fulfilled their obligations under the Public Sector Equality Duty, in line with Section 149 of the Equality Act 2010.

**Statement end**