

***NORTHUMBRIA POLICE  
MINUTES***

---

<b><i>Title</i></b> <b>EXECUTIVE BOARD</b>		<b><i>Meeting Number</i></b> 10/2010
<b><i>Date</i></b> 2 December 2010	<b><i>Location</i></b> Conference Room, Block 13	<b><i>Duration</i></b> 09:10 – 11:10

---

***Present:***

Mr J Campbell – T/Deputy Chief Constable (Chair)  
Mr S Culkin – Assistant Chief Officer (Finance & Resources)  
Mr B McCardle – Assistant Chief Officer (Corporate Services)  
Mr D Pryer – T/Assistant Chief Constable (Major Crime and Intelligence)  
Mr G Vant – Assistant Chief Constable (Central Support)  
Mrs M Coates – Corporate Development (Secretary)

***Invitees:***

Mrs J Lawson – Head of Human Resources (*Present for items 4 & 9*)  
Mr P Armatage – Director of ICT (*Present for item 10*)  
Mr S Neill – T/Chief Superintendent (Operations Command) (*Present for items 11 & 12*)

***Apologies:***

Mrs S Sim – T/Chief Constable  
Mr S Ashman – Assistant Chief Constable (Area Operations)

---

**OPEN SESSION UNDER THE FREEDOM OF INFORMATION ACT 2000**

**1 OPENING**

The Chair opened the meeting and welcomed all members.

**2 MINUTES OF THE OPEN SESSION OF EXECUTIVE BOARD HELD ON 5 OCTOBER 2010**

The minutes of the open session of Executive Board held on 5 October 2010, having been previously circulated, were agreed as an accurate record.

**3 MATTERS ARISING**

There were no matters arising from the minutes.

**4 EQUALITY ACT 2010**

The Head of Human Resources (HR) highlighted recent changes in legislation and advised members that HR policies and procedures had been updated to reflect these. Equality Impact Assessments and diversity training have also been updated. Communications were cascaded across the Force in October regarding the launch of the Equality Act and its provisions.

It was noted that recruitment and selection procedures for police staff have been particularly affected, whereby external candidates can no longer be deselected on the basis of their sickness history, whilst the Home Office are still considering how the new legislation will affect police officers.

**NOT PROTECTIVELY MARKED**

The Head of HR explained that further detail may follow case law relating to the new provisions and it was acknowledged that although the new legislation heightens employer liability, impact should be minimal.

Members *NOTED* the update provided.

***DISCHARGED***

**5 ANY OTHER BUSINESS**

There were no further items discussed.

**6 DATE, TIME AND VENUE OF NEXT MEETING**

11 January 2011, 9am, Command Block

**NOT PROTECTIVELY MARKED**