

**Report of the Chief Constable to the Chair and Members
of the Policy & Resources Panel
15th December 2011**

Executive & Presenting Officer: Mrs Jacqui Cheer, Temporary Chief Constable

Status: For information

2010/11 Outturn report for Equality and Diversity

1. Purpose

- 1.1 To present Members with details of key activities undertaken by Cleveland Police in 2010/11 which demonstrate its commitment to the promotion of equality and diversity in its operational and organisational procedures.

2. Recommendations

- 2.1 That Members note the contents of the report.

3. Introduction

- 3.1 For public bodies equality and diversity activities have been specified by various pieces of UK legislation and European directives. 2010 saw the introduction of the Equality Act which brought previously passed legislation e.g. Disability Discrimination Act, Sex Discrimination Act under the umbrella of one single act covering equality in the UK. The Equality Act sets out a general duty for public bodies, specifying that in the exercise of their functions, they must have due regard to the need 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.

3.2 These are sometimes referred to as the three aims or arms of the general equality duty. The Act further explains that 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.

3.3. The term 'protected characteristic' has replaced 'strands of diversity'. The list of protected characteristics under the Act is:

- Age
- Disability
- Gender Reassignment
- Marriage/Civil Partnership
- Pregnancy/Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

4. Activities undertaken by Cleveland Police

4.1 Cleveland Police, throughout 2010 and 2011, prior and subsequent to the passing of the Equality Act has been active in promoting and delivering activities to demonstrate its commitment to equality and diversity both internally and externally

4.2 External/internal and community activities

Neighbourhood Policing has been a key driver in the concept of policing to meet the needs of the community and in recognising the various diverse groups that make up the community. Cleveland Police has, within its day to day operational activities, set up and maintained a number of activities, as follows:

- Neighbourhood profiles – Profiles of all wards being policed, specifying the demographics, crime and reassurance issues for the individual areas which then inform the policing priorities.
- District Independent Advisory Groups (IAG) – Each of the four policing districts has its own IAG that is attended by community groups and chaired by an independent member of the local community.

- Community Safety Partnerships (CSP) – Each District has a Safer District Partnership, with the Force representative being the local District Commander. Working with other agencies e.g. local authorities, fire services, primary care trusts, probation services a Community Safety Plan to tackle crime, disorder and drug misuse is prepared and implemented.
- Custody visits – Internal network group (Disability Support Network) visited Custody in February 2010 to check arrangements for detainees with disabilities.
- Trained witness interviewers in achieving best evidence for vulnerable and intimidated victims.
- Links established to domestic abuse specialist agencies e.g. My Sister's Place, Outreach.
- Training delivered to Family Liaison Officers and Sexual Offences Liaison Officers working with agencies and charities e.g. EVA, Cruse, Women's Support Network.
- Staff Equality Forum (SEF) established and meets on quarterly basis, allowing for dialogue with equality network groups internal to the organisation e.g. Black Police Association, Gay Police Association, Disability Support Network. The Police Pagan Association has been added to this group in 2011, having been recognised by Cleveland Police, with its first attendance at the SEF in August 2011.
- Safer Middlesbrough Partnership hosted the launch of 'Stop Hate UK' to tackle the problem of hate crime.
- Hate Crime by type e.g. race, disability, sexual orientation recorded and reported on quarterly through the Diversity quarterly monitoring report.
- Equality Impact assessments incorporated into the Force Policy Development framework as standard mechanism for reviewing new and existing policies.

4.3 Consultation events

Within 2010 Cleveland Police carried out specific consultation events, both with external community groups and its own staff.

4.4 External events

Externally, between July and September 2010 a number of consultation events took place across the four policing districts. These were open to all members of the community but also involved members of the public who represented strands of diversity. The following groups were involved in these events:

- Middlesbrough Disability Forum
- Blind Voice UK – Stockton
- Lesbian, Gay, Bisexual and Transgender (LGBT) members of the community
- Mesmac – Middlesbrough
- BME ladies groups – Middlesbrough & Hartlepool
- Members of the deaf community
- Over 50's group – Stockton
- IAG members – all Districts

4.5 The most important issues identified to be addressed by Cleveland Police were:

- Fairness and equality for all members of the community.
- All hard to reach and perceived excluded groups are consulted and a multi-agency, community approach is provided to ensure adequate training, knowledge and development for all staff to deal fairly and equally with all members of the community.
- More awareness and understanding for the Police and the public in racism and hate crime and how to report it. Ensure reported incidents are logged by the Police and only categorised as hate crime if the evidence is there.
- Take hate crime seriously and provide a sensitive and consistent approach to tackling it.
- Ensure all crimes are dealt with fairly across our communities.
- Bring together all members of the community so that all gain an understanding of each others views and gain respect for each other.
- More visible, friendly and approachable Police, PCSOs and Partner agencies in our communities.
- All members of the community to feel safe in the place where we live and work.
- Police Officers receive training on Human Rights, Equal Opportunities and associated training to enable them to behave respectfully with tact and good manners.
- High profile, low tolerance attitude to all anti-social and racist behaviour.

4.6 Internal events

Internally, between January and June 2010 a series of focus group meetings with Cleveland Police officers and staff were held. These focus groups were themed by diversity strand under the headings of:

- Gender/Transgender
- Race
- Disability
- Sexual Orientation
- Religion & Belief
- Age

4.7 The focus of these events was to determine what was working well and what needed improving. A number of areas for improvement were identified. A snapshot of just some of the recommendations for improvement is as follows:

- Ensure the roles of Diversity Officers, Advisors and groups are recognised across the Force.
- Ensure staff consultation focus groups continue of a regular basis.
- Ensure any lessons learned from grievances and employment tribunals are fed back to secure continuous improvement.
- That training and awareness is delivered to line managers on employment issues.

- Diversity training is mandatory for all staff.

5. Equality Objectives

5.1 The Force has identified policing priorities within the Policing Plan 2011/14, these being:

- Reducing crime
- Reducing anti social behaviour
- Keeping you safe
- Delivering value for money

5.2 In order for the Force to effectively deliver its service our corporate equality and diversity objectives are:

- To deliver a policing service that recognises, understands and meets the needs of all of our communities.
- To ensure that our services are accessible, appropriate, fair, proportionate and inclusive for all communities.
- To earn the trust and confidence of the public to ensure crime is reported and intelligence is given.
- To ensure the needs of victims, witnesses and those at risk of offending are met.
- To ensure that all of our policies, practices, functions and procedures take into consideration their relevance to equality.
- To ensure that public confidence in the delivery of our services is reflected by a trained workforce that is aware of all issues concerning equality and diversity.
- To develop, promote and realise the full potential of our staff.
- To encourage and mainstream equality and diversity as an integral part of routine operational policing by translating stated policy into effective activity and service delivery.
- To become an employer of choice and increase the diversity of the workforce to reflect the community that we serve.

6. Progressing Equality & Diversity

6.1 The Force has adopted the National Policing Improvement Agency (NPIA) diagnostic tool, the Equality Standard for the Police Service, as its mechanism to determine its level of capability regarding equality and diversity. Two baseline assessments have been carried out by senior Police Officers and Police Staff, the most recent being in July 2011, from which the Force has determined that it has successfully met and maintained the baseline level of the Equality Standard. A gap analysis against the Equality Standard has informed the preparation of the Force Equality and Diversity Action Plan.

6.2 From the People & Diversity Business Plan 2011/12 the Head of People & Diversity has identified the following equality and diversity priorities:

- Equality and Diversity strategy – Implement the new governance arrangements to facilitate the integration of the E & D strategy into the Strategic Development Group meeting to enable both internal and external E & D activities to support the strategic direction of the Force. Identify and publish the Force's equality objectives which will ensure that service delivery meets the diverse needs of both the community and the workforce.
- Equality and Diversity Action Plan – Update the E & D action plan. Refresh and re-launch a quarterly E & D action group to monitor and update the action plan. The first draft of the Action Plan is attached as Appendix A to this report. A fully updated version will be presented for Members' review at the next Policy and Resources meeting in February 2012.
- Publish Equality Data – In line with the Equality Act 2010 identify E & D data requirements, collate and publish via the Force website by 31st January 2012.
- Consultation (Internal) – Review the Staff Equality Forum (SEF) attendees to reflect the result of the changes incurred through the outsourcing arrangements with Steria. Combine the gender agenda group and set up and agree revised governance arrangements including refreshed terms of reference.
- The Force is currently refreshing its Single Equality Scheme (SES) following changes in legislation. The SES is out for final consultation and the updated scheme will be brought for Members attention next year.

7. Implications

7.1 Financial

There are no financial implications arising from this report.

7.2 Equal Opportunities & Diversity

There are no equal opportunities or diversity implications arising from this report.

7.3 Human Rights Act

There are no Human Rights Act implications arising from this report.

7.4 Sustainability

There are no sustainability implications arising from this report.

7.5 Risk

There are no risk implications arising from this report.

8. Conclusion

- 8.1 The Force is making significant progress in promoting equality and diversity across the Force. Identified areas for development form the basis of an action plan which will be kept under constant review.

Jacqui Cheer
Temporary Chief Constable