



# Equality & Diversity Action Plan

Version 3.0

Date: 26 September 2011

Ref.	Area for improvement	Action required	Lead / Owner	Target Date	Update	Status
1.	<b>Equality Standard 1B</b> <b>Working with partners, the organisation regularly updates the profiling of diverse individuals and communities to understand their experiences and differing needs.</b>	<ul style="list-style-type: none"> <li>NH C/Insp to provide qtrly update confirming NH profiles remain valid and current to existing issues.</li> <li>OPT to provide 6M audit/review process to confirm NH profiles updated and relevant to NH issues.</li> </ul>	NH C/Insp	End of each quarter: April, June, September, December	M – reviewed 6 weekly. All profiles current/valid R & C – reviewed at MPRs with NPT Insp. S – Profiles reviewed at 1/10/11. All current/valid. H – Confirmed all profiles current/valid.  OPT query re: ownership. Head of HR to refer to Executive for review.	<b>G</b>
2.	<b>Equality Standard 2B</b> <b>The organisation ensures that the workforce has a practical understanding of disproportionality and the impact this can have on interactions with the public.</b>	<ul style="list-style-type: none"> <li>Refresh PPF training programme</li> <li>Roll out PPF training to all staff</li> </ul>	CP&G (Graeme Slaughter) Training Dept (Laura Raw)  Tara Holford	April 2012 progress review	Due to the high level of abstraction associated with Project I training PPF Training has been put on hold.  It will be recommended in 2012 following a refresh to take account of the Cleveland PPF Commitment and a review of the TEAM Cleveland behaviours against the new national competency framework.  The associated ICE (Improving Confidence through Engagement) training can be progressed separately to appropriately targeted staff and is included in Action 22 of the VCAP action Plan – ‘Districts should develop a mechanism to ensure that intelligence products are fully informed by community intelligence and NPT officers.	<b>R</b>
3.	<b>Equality Standard 3B</b> <b>The organisation ensures that the workforce understands how levels</b>	<ul style="list-style-type: none"> <li>Ensure fairness of access to our services:</li> <li>Establish a list of diverse and hard to reach groups across the Force area and</li> </ul>	CP & G (Miranda	30.06.11	The gap analysis is complete and a list of Stakeholders is in place. There is no capacity	<b>G</b>

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	<b>of satisfaction can differ according to diverse individuals and communities.</b>	<p>consult with these groups to establish how and by what methods is best to communicate. Gap analysis complete by 30/06/11</p> <ul style="list-style-type: none"> <li>Conduct analysis of results of levels of satisfaction with plan of activities to address any differentials evident.</li> </ul>	<p>Sykes)</p> <p>CP &amp; G (Miranda Sykes)</p>		<p>currently to take forward any further work on this in the Media and Marketing team.</p> <p>A Joint Consultation Strategy has been agreed with the Police Authority and is refreshed every year. The strategy sets out plans to consult with:</p> <ul style="list-style-type: none"> <li>Young People</li> <li>Parents</li> <li>Elderly</li> <li>Disabled</li> <li>Minority Groups</li> <li>Businesses</li> <li>Interested Parties/Special Interest Groups</li> </ul> <p>The results are fed into the annual planning process.</p> <p>The Local Confidence Survey and User Satisfaction Survey ask respondents their age, sex and ethnicity. The results are incorporated into the diversity pack and reviewed at the Equality &amp; Diversity Action Group meeting.</p>	
4.	<b>Equality Standard 4B Those in the workforce who engage directly with the public demonstrate an understanding of diverse individuals and communities perceptions of 'quality of life' issues and are able to use this knowledge to help them deliver their roles effectively.</b>	<ul style="list-style-type: none"> <li>Results fed back into the Media and Marketing plan and District Community Engagement plans via intranet site. Plan &amp; timetable by 31/07/11</li> <li>Staff knowledge &amp; professionalism to be assessed through MPR process.</li> </ul>	<p>CP &amp; G (Graeme Slaughter/ Miranda Sykes)</p> <p>To be determined</p>	31.07.11	<p>A corporate community engagement toolkit has been prepared and circulated to assist districts develop their community engagement plans. NH profiles as per item 1. prepared from this information.</p> <p>Head of HR to discuss with DCC ongoing process re: qualitative checks on PDRs linked to Oracle System MPR updates.</p>	<b>A</b>
5.	<b>Equality Standard 5B Work with partners identifies the factors that can create</b>	<ul style="list-style-type: none"> <li>Encourage and promote IAG membership within the Districts.</li> </ul>	NH C/Insp	End of each quarter:	<p>M – District IAG disbanded. CS Dept in course of reconstituting more representative group. Awaiting Exec steer re: vetting of potential IAG</p>	<b>A</b>

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	<b>vulnerability for diverse individuals and communities and action is taken to protect those people from harm.</b>	<ul style="list-style-type: none"> <li>Review, update and regularly discuss discrimination and harassment policies and procedures.</li> <li>District problem solving groups show issues re: community tensions being captured and monitored and used to inform operational plans</li> </ul>	Community Justice (C/I Tariq Ali)	April, June September, December	<p>members R&amp;C – IAG in place, well attended. Latest meeting 2/11/11.</p> <p>S – IAG in place and working well.</p> <p>H – 2 half day IAG events held in 2011.</p> <p>New hate crime policy to be updated in 2012 once new ACPO guidance released. Each District has multi-agency groups dealing with operational issues.</p> <p>Community tension monitoring by NPT's and PREVENT team in CJ</p>	
6.	<b>Equality Standard 6B The organisation can demonstrate that it recognises heightened risk of disproportionality within arrest, custody, bailing and disposal and has action plans in place to tackle them.</b>	<ul style="list-style-type: none"> <li>Qtrly update showing feedback from external and internal groups re: proportional and equality of service for custody function</li> </ul>	Community Justice (C/I Steve Lawson)	End of each quarter: April, June, September, December	Arrests and disposals information collected for quarterly diversity monitoring report. Latest quarterly report (July- Sep 2011) shows no disproportional activity or trends for concern.	<b>G</b>
7.	<b>Equality Standard 7B The organisation applies existing frameworks and guidance effectively to deliver improved services to meet the needs of diverse victims and witnesses</b>	<ul style="list-style-type: none"> <li>Promote improved hate crime reporting through liaison with external agencies e.g. IAGs, Victim Support, Community Safety Partnerships. Quarterly report.</li> </ul>	Community Justice (C/I Tariq Ali)	End of each quarter: April, June, September, December	<p>Quarterly report received, confirming number of activities focused on reporting hate crime and supporting victims. Examples in report:</p> <ul style="list-style-type: none"> <li>Schools and partnership local action meetings</li> <li>Victim support provided with hate crime data</li> <li>School activity monitoring</li> <li>Third Party reporting in place</li> <li>LA Safer Partnership trend analysis</li> <li>Community Safety Partnership Hate Crime Group</li> <li>Community Protection Officers monitoring</li> </ul>	<b>G</b>

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		<ul style="list-style-type: none"> <li>Monitor anti-social behaviour/hate crime to identify repeat victims and emerging trends in line with recommendations from the Pilkington case &amp; EHRC report on disability harassment. Annual report.</li> </ul>	Community Justice (C/I Tariq Ali)	April each year	<ul style="list-style-type: none"> <li>Graffiti removal time targets</li> <li>District consultation and Engagement Officer</li> <li>ASB Policy revised</li> <li>Stockton Repeat Victim Pilot ongoing</li> </ul> <p>Hate crime reviewed through quarterly diversity monitoring report. Latest report (July-Sep 2011) shows no significant causes for concern. Majority of hate crime in category of ethnicity, specifically focused on the night time economy (taxis and fast food outlets). EHRC recommendations on disability related harassment may result in increased crime reporting for future quarters.</p>	
8.	<b>Equality Standard 9B</b> <b>The organisation ensures that the workforce understands how terrorism and domestic extremism affects diverse individuals and communities</b>	<ul style="list-style-type: none"> <li>Qtrly update on adherence to Energy and environment model – Managing Community Tensions and application of PREVENT strategy at operational level. FIB to liaise with District NH Safety teams to confirm position</li> </ul>	Community Justice	End of each quarter: April, June, September, December	<ul style="list-style-type: none"> <li>All NPT teams have received PREVENT training</li> <li>Ongoing ACPO led training</li> <li>2 funded officers @ M8</li> <li>Gold/silver/bronze level multi-agency groups (with IAG representation)</li> </ul>	<b>G</b>
9.	<b>Equality Standard 10B</b> <b>Informed by community profiles the organisation ensures that those in the workforce having direct contact with children/young people have the skills to engage with them</b>	<ul style="list-style-type: none"> <li>Annual update required confirming levels of skill/capability of operational staff having direct contact with young people and consequent training requirements and actions.</li> </ul>	Community Justice & District NH Safety Leads	January each year to inform Force Annual training plan	<ul style="list-style-type: none"> <li>C&amp;YP officer based with SITY</li> <li>NPT involvement with Junior NHW, Junior PCSO's, Junior IAG, Cadets schemes.</li> <li>Funding for Youth PREVENT project</li> <li>All H NPT staff received training in dealing with young people.</li> </ul>	<b>A</b>
10.	<b>Equality Standard 11B</b> <b>Analysis of groups of children/young people who may be at risk of becoming offenders and victims of crime informs planning and activity</b>	<ul style="list-style-type: none"> <li>Qtrly update via District lead confirming analysis undertaken and built in to planning and activity.</li> </ul>	Community Justice (Christine Davidson)	End of each quarter: April, June, September, December	<p>Community Justice to work with NH Teams to establish risk matrix.</p>	<b>A</b>

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11.	<b>Equality Standard 12B</b> <b>Senior leaders communicate a vision which promotes equality and human rights, values diversity and prioritises the elimination of discrimination and exclusionary behaviours</b>	<ul style="list-style-type: none"> <li>• Implementation of new E-PDR system.</li> <li>• Production of Force Single Equality scheme to include equality &amp; diversity objectives</li> <li>• All Police staff issued with new Job descriptions and person specifications as part of job evaluation process.</li> </ul>	<p>P &amp; D (Denise Curtis-Haigh)</p> <p>P &amp; D (Howard Russell)</p> <p>P &amp; D (Paul Young)</p>	<p>31/03/12</p> <p>01/04/12</p> <p>31/03/12</p>	<p>Work in progress under Oracle project.</p> <p>Ongoing. E &amp; D objectives required to be published by 1/4/12 as per Equality Act 2010. Outturn report to Policy &amp; Resources Group Dec meeting. Aiming for final version of Single Equality Scheme to Feb 2012 meeting.</p> <p>Work in progress. Meeting 05/01/12 as start of process within overall Oracle project.</p>	<b>A</b>
12.	<b>Equality Standard 13B</b> <b>The organisation ensures its workforce (including contracted, voluntary and temporary staff) promotes equality and human rights, values diversity and addresses discrimination</b>	<ul style="list-style-type: none"> <li>• Equality and diversity statistical information to be produced via People Services and monitored through quarterly MPR process.</li> <li>• Corporate induction policy and procedure to be prepared and published</li> <li>• Update required on Cleveland Police Cadet programme</li> </ul>	<p>P &amp; D (Howard Russell/Karen Lindberg)</p> <p>P &amp; D (Paul Young)</p> <p>Safe in Tees Valley (Georgina Swanson)</p>	<p>End of each quarter: April, June, September, December</p>	<p>Quarterly reports produced for all qtrs to date in 2011/12 financial year. Latest report (July –Sep 2011) issued to Head of People Services 28/11/11. To be published on Force Intranet.</p> <p>Policy approved at SDG Aug 2011 and issued on Force Policies and Procedures site on 16/11/11.</p> <p>Cadet curriculum includes E &amp; D focused activities. Curriculum in process of rewrite.</p>	<b>G</b>
13.	<b>Equality Standard 14B</b> <b>The organisation engages with under-represented people in the workforce to identify and analyse barriers and specific experiences in relation to retention and progression</b>	<ul style="list-style-type: none"> <li>• Recruitment and selection policy to be developed to incorporate all positive action steps to provide equality across all protected characteristics.</li> <li>• Exit interview policy to be developed.</li> <li>• Review of positive action events to promote engagement and</li> </ul>	<p>P &amp; D (Paul Young)</p> <p>P &amp; D (Paul Young)</p> <p>P &amp; D (Caz Kerr)</p>		<p>Policy approved at SDG Oct 2011 and issued on Force Policies and Procedures site on 16/11/11.</p> <p>Policy approved at SDG Aug 2011 and issued on Force Policies and Procedures site on 17/11/11.</p> <p>Process for internal selections re: positive action events under review by recruitment</p>	<b>G</b>

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		<p>talent progression.</p> <ul style="list-style-type: none"> <li>Staff Equality Forum to be continuing focus of internal consultation with under-represented groups</li> </ul>	P & D (Howard Russell)		<p>team.</p> <p>SEF meetings held 9/8/11, 14/10/11 and scheduled for 15/12/11. Bi-monthly meetings scheduled for 2012. Police Pagan association approved for inclusion in Forum as CP network group.</p>	
14.	<b>Equality Standard 15B</b> <b>The organisation supports its police authority to set stretching and ambitious equality targets in consultation with local communities and the workforce</b>	<ul style="list-style-type: none"> <li>5 year recruitment strategy to be drafted as part of overall HR strategy</li> </ul>	P & D (Denise Curtis-Haigh)	31/03/12	To be progressed in 1 <sup>st</sup> quarter 2012. Awaiting Executive steer re: all resource requirements for CP (inc. Specials). Also to be affected by proposed national plans for pre-qualification processes for Police Officers.	<b>R</b>
15.	<b>Equality Standard 16B</b> <b>The organisation ensures that its workforce is treated and rewarded with equity, fairness and respect</b>	<ul style="list-style-type: none"> <li>Under J/E project reward and recognition strategy to be reviewed and updated, with quarterly reviews after update.</li> <li>Quarterly E &amp; D statistical data needs reviewing to ensure that relevant stats are being monitored with information produced in MPR process alongside being presented to Force SDG and SEF.</li> <li>Force wide staff satisfaction survey to be carried out</li> </ul>	P & D (Denise Curtis-Haigh)  P & D (Karen Lindberg/Howard Russell)  C P & G (Graeme Slaughter)	31/03/12  End of each quarter: April, June, September, December	<p>Work in progress under Oracle project.</p> <p>Latest quarter (July – Sep 2011) produced and issued to Head of People Services 28/11/11. Progressing business case for enhancements to self service options on Oracle to enable improved employee monitoring reporting as per Equality Act 2010.</p> <p>This action should be reassigned to Head of HR. However, the T/CC has decided not to carry out a staff survey at this point and to rely on the findings of the Federation Survey.</p>	<b>A</b>