

Draft Equality & Diversity Action Plan

Date: 26 September 2011

Version 2.0

Ref.	Area for improvement	Action required	Lead / Owner	Target Date	Update	Status
1.	Equality Standard 1B Working with partners, the organisation regularly updates the profiling of diverse individuals and communities to understand their experiences and differing needs.	<ul style="list-style-type: none"> NH C/Insp to provide qtrly update confirming NH profiles remain valid and current to existing issues. OPT to provide 6M audit/review process to confirm NH profiles updated and relevant to NH issues. 	NH C/Insp	End of each quarter: April, June, September, December	July 2011 confirmed that all ward profiles up to date. Maintenance activity to ensure continuing focus on NH activity.	
2.	Equality Standard 2B The organisation ensures that the workforce has a practical understanding of disproportionality and the impact this can have on interactions with the public.	<ul style="list-style-type: none"> Refresh PPF training programme Roll out PPF training to all staff 	CP&G (Graeme Slaughter) Training Dept (Laura Raw)			
3.	Equality Standard 3B The organisation ensures that the workforce understands how levels of satisfaction can differ according to diverse individuals and communities.	<p>Ensure fairness of access to our services:</p> <ul style="list-style-type: none"> Establish a list of diverse and hard to reach groups across the Force area and consult with these groups to establish how and by what methods is best to communicate. Gap analysis complete by 30/06/11 Conduct analysis of results of levels 	CP & G CP & G	30.06.11		

Appendix A

Ref.	Area for improvement	Action required	Lead / Owner	Target Date	Update	Status
		of satisfaction with plan of activities to address any differentials evident.				
4.	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.	<ul style="list-style-type: none"> Results fed back into the Media and Marketing plan and District Community Engagement plans via intranet site. Plan & timetable by 31/07/11 Staff knowledge & professionalism to be assessed through MPR process. 	CP & G (Graeme Slaughter/ Miranda Sykes) To be determined	31.07.11		
5.	Equality Standard 5B Work with partners identifies the factors that can create vulnerability for diverse individuals and communities and action is taken to protect those people from harm.	<ul style="list-style-type: none"> Encourage and promote IAG membership within the Districts. Review, update and regularly discuss discrimination and harassment policies and procedures. District problem solving groups show issues re: community tensions being captured and monitored and used to inform operational plans 	NH C/Insp Community Justice (C/I Tariq Ali) NH C/Insp	End of each quarter: April, June September, December		
6.	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.	<ul style="list-style-type: none"> Qtrly update showing feedback from external and internal groups re: proportional and equality of service for custody function 	Community Justice (C/I Steve Lawson)	End of each quarter: April, June, September, December		
7.	Equality Standard 7B The organisation applies existing	<ul style="list-style-type: none"> Promote improved hate crime reporting through liaison with external agencies e.g. IAGs, 	Community Justice (C/I Tariq Ali)	End of each quarter:		

Appendix A

Ref.	Area for improvement	Action required	Lead / Owner	Target Date	Update	Status
	<p>frameworks and guidance effectively to deliver improved services to meet the needs of diverse victims and witnesses</p>	<p>Victim Support, Community Safety Partnerships. Quarterly report.</p> <ul style="list-style-type: none"> Monitor anti-social behaviour/hate crime to identify repeat victims and emerging trends in line with recommendations from the Pilkington case & EHRC report on disability harassment. Annual report. 	<p>Community Justice (C/I Tariq Ali)</p>	<p>April, June, September, December</p> <p>April each year</p>		
8.	<p>Equality Standard 9B The organisation ensures that the workforce understands how terrorism and domestic extremism affects diverse individuals and communities</p>	<ul style="list-style-type: none"> 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 	<p>Community Justice</p>	<p>End of each quarter: April, June, September, December</p>		
9.	<p>Equality Standard 10B 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</p>	<ul style="list-style-type: none"> Annual update required confirming levels of skill/capability of operational staff having direct contact with young people and consequent training requirements and actions. 	<p>Community Justice & District NH Safety Leads</p>	<p>January each year to inform Force Annual training plan</p>		
10.	<p>Equality Standard 11B Analysis of groups of children/young people who may be at risk of becoming offenders and victims of crime informs planning and activity</p>	<ul style="list-style-type: none"> Qtrly update via District lead confirming analysis undertaken and built in to planning and activity. 	<p>Community Justice (Christine Davidson)</p>	<p>End of each quarter: April, June, September, December</p>		
11.	<p>Equality Standard 12B Senior leaders communicate a vision which promotes equality</p>	<ul style="list-style-type: none"> Implementation of new E-PDR system. Production of Force Single 	<p>P & D (Denise Curtis-Haigh)</p>	<p>31/03/12</p>		

Appendix A

Ref.	Area for improvement	Action required	Lead / Owner	Target Date	Update	Status
	<p>and human rights, values diversity and prioritises the elimination of discrimination and exclusionary behaviours</p>	<ul style="list-style-type: none"> Equality scheme to include equality & diversity objectives All Police staff issued with new Job descriptions and person specifications as part of job evaluation process. 	<p>P & D (Howard Russell) P & D (Paul Young)</p>			
12.	<p>Equality Standard 13B The organisation ensures its workforce (including contracted, voluntary and temporary staff) promotes equality and human rights, values diversity and addresses discrimination</p>	<ul style="list-style-type: none"> Equality and diversity statistical information to be produced via People Services and monitored through quarterly MPR process. Corporate induction policy and procedure to be prepared and published Update required on Cleveland Police Cadet programme 	<p>P & D (Howard Russell/Karen Lindberg) P & D (Paul Young) Safe in Tees Valley (Georgina Swanson)</p>	<p>End of each quarter: April, June, September, December</p>		
13.	<p>Equality Standard 14B The organisation engages with under-represented people in the workforce to identify and analyse barriers and specific experiences in relation to retention and progression</p>	<ul style="list-style-type: none"> Recruitment and selection policy to be developed to incorporate all positive action steps to provide equality across all protected characteristics. Exit interview policy to be developed. Review of positive action events to promote engagement and talent progression. Staff Equality Forum to be continuing focus of internal consultation with under-represented groups 	<p>P & D (Paul Young) P & D (Paul Young) P & D (Caz Kerr) P & D (Howard Russell)</p>			
14.	<p>Equality Standard 15B The organisation supports its</p>	<ul style="list-style-type: none"> 5 year recruitment strategy to be drafted as part of overall HR 	<p>P & D (Denise Curtis-Haigh)</p>	<p>31/03/12</p>		

Appendix A

Ref.	Area for improvement	Action required	Lead / Owner	Target Date	Update	Status
	police authority to set stretching and ambitious equality targets in consultation with local communities and the workforce	strategy				
15.	Equality Standard 16B The organisation ensures that its workforce is treated and rewarded with equity, fairness and respect	<ul style="list-style-type: none"> • Under J/E project reward and recognition strategy to be reviewed and updated, with quarterly reviews after update. • Quarterly E & 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. • Force wide staff satisfaction survey to be carried out 	<p>P & D (Denise Curtis-Haigh)</p> <p>P & D (Karen Lindberg/Howard Russell)</p> <p>C P & G (Graeme Slaughter)</p>	<p>31/03/12</p> <p>End of each quarter: April, June, September, December</p>		