

# LEICESTERSHIRE POLICE AUTHORITY

PAPER MARKED



Meeting        **POLICE AUTHORITY**

Date            **MONDAY 28 JUNE – 2.00 P.M.**

Report of      **CHIEF CONSTABLE AND CHIEF EXECUTIVE**

Subject        **CONSTABULARY EQUALITY SCHEME 2009-2011/ POLICE AUTHORITY  
EQUALITY SCHEME 2009-2011 – UPDATES AND NATIONAL  
DEVELOPMENTS**

## **Purpose of the Report**

1. The purpose of this report is to inform members of the progress of the Leicestershire Constabulary Equality Scheme and the Police Authority Equality Scheme, along with any developments nationally in the area of equality and diversity in the last year.

## **National developments**

2. The new Equality Act 2009 became an Act of Parliament on 8 April 2010. The Equality Act 2010 replaces the existing anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It provides a framework for simpler and more streamlined processes. It also strengthens the law in certain areas to assist in tackling discrimination and inequality. Currently the timetable is scheduled for parts of the legislation to come into effect in October 2010, with the specific duties being determined by April 2011. Further provisions are scheduled for 2012. However currently the legislation is being checked by the new coalition government, before these dates are finalised. Further consultation is being planned over the Summer and Autumn.
3. On 12 May 2010, the Prime Minister appointed Theresa May MP as Home Secretary and as Minister for Women and Lynne Featherstone MP as the Parliamentary Under Secretary of State (Minister for Equalities).
4. The APA, ACPO and Home Office have produced a 3 year Equality, Diversity and Human Rights Strategy. The strategy has been subject to extensive consultation throughout the country. It was discussed at the ACPO race and diversity meeting on Tuesday 16<sup>th</sup> June 2009 and was presented to ACPO cabinet on 1<sup>st</sup> July, followed by the National Policing Board on 28<sup>th</sup> July 2009. It was published and circulated in November 2009.
5. The Ministerial Ethnic Minority Steering Group has been established and set out an action plan to improve the recruitment, retention and progression of Black Minority Ethnic officers and staff. The group is chaired by the Policing Minister and is being used as an oversight of activity for delivery and scrutiny. Areas of particular interest are retention rates, progression through the ranks and into specialist units and effective use of exit surveys. In addition, the Women in Policing Steering Group was

also established, concentrating on the recruitment, retention and progression of women in the police service.

6. The APA produced guidance on 10<sup>th</sup> March 2009 entitled Setting Local Employment Targets for Under Represented Groups – Police Authority Circular 01/2009. This included 13 recommendations in connection with setting local employment targets for under represented groups. The Ministerial Ethnic Minority Steering Group has endorsed the circular and will be reviewing the local employment targets set in 2009/2010 local policing plans. Leicestershire Constabulary set a local BME employment target of 15%.
7. The Equality Standard was published in December 2009. The standard was piloted in 11 forces between April – July 2009. Particular attention was given to reducing the bureaucracy of the Standard to a minimum, as well as making sure it is a tool that can be used to improve and learn. The HMIC will use aspects of the Standard to assist with its working for the public inspection in the Autumn of 2010 and it is envisaged that it will be a tool used by HMIC in future inspections when looking at equality and diversity issues. The Constabulary are currently in the process of identifying a delivery plan for the implementation of the equality standard. It has been decided that the Constabulary will benchmark at the baseline level across the 22 areas.
8. The Equality and Human Rights Commission announced on the 4<sup>th</sup> December 2009 that they would be conducting a formal enquiry into the steps taken by public authorities to eliminate disability harassment. This will take a year to complete. The terms of reference were published on Monday 14<sup>th</sup> June 2010. The Commission have also begun the national call for evidence from any disabled person who has been harassed and from organisations that work for/with them, including voluntary and community sector organisations, public authorities (such as local councils, police, housing, social services and education) and public transport operators.
9. Nationally ACPO have established a gold group to look at any potential threat to confidence in policing of the enquiry. Leicestershire Constabulary are represented on the gold group by Gordon Fraser, T/DCC. In addition a national silver group has been set up, Lynne Woodward, the Head of Diversity represents Leicestershire Constabulary on this group. Several meetings of the silver group have been held and guidelines on areas for forces to look at and ensure are up to date, were circulated on 7<sup>th</sup> June 2010.
10. The Equality and Human Rights Commission (EHRC) announced on the 3<sup>rd</sup> June 2010 that it had written to five police forces requesting more information about their use of stop and search powers. The five police forces are Dorset, Leicestershire, West Midlands, Thames Valley and the Metropolitan police force. The Commission has requested that the five forces justify any disproportionality and has asked them to provide information about how they are meeting their obligations under the Race Relations Act. The forces have been given 21 days to respond. The Commission has a number of enforcement powers which it could decide to use if either a force does not co-operate with its inquiries, or if any response does not satisfactorily explain how in using stop and search the force complies with the RRA.
11. The Commission's action follows its Stop and Think report, published on 15 March 2010, which concluded that a number of forces were using the stop and search tactic in a way that is disproportionate and possibly discriminatory. The report was a review of the use of stop and search powers across England and Wales, looking at 42 policing areas over the past five years. The results showed that nationally, black people are at least six times more likely to be stopped and searched as white people. Asian people are about twice as likely to be stopped and searched as white people.

The EHRC have requested information to be supplied by 1<sup>st</sup> July. The Force are currently developing the response and have involved the expertise of the National Police Improvement Agency, who are currently piloting a stop and search project entitled Next Steps.

### **Progress of the Constabulary Equality Scheme Action Plan 2009 - 2010**

12. The Constabulary have recently updated their Equality Scheme to 2009 – 2011. This has included in particular the review and updating of the disability action plan, as required by the Disability Discrimination Act 2005. The review of the scheme was informed by involvement from members of the disabled communities. In addition a sexual orientation action plan has also now been published, following a number of events held within the LGBT communities. Further changes are ongoing as a number of involvement events will be running in conjunction with the Police Authority in the Summer/Autumn of 2010. The weblink is:  
<http://www.leics.police.uk/files/library/documents/LC%20Equality%20Scheme%20Dec%202009%20to%202011%20December18-01-10.pdf>.
13. The Equality Scheme has also been amended to include the current hate crime delivery plan, which gives a series of actions outlining what is being planned in the area of hate crime. The progress that has been made to date in this area are as follows:-
  - a new disability hate crime pack has been launched, which includes additional stickers on every pack outlining the local text messaging service, enabling the deaf community to report crimes.
  - the roll out of the county wide “Keep Safe” cards aimed at members of the community with learning disabilities.
  - the hate crime policy has recently been reviewed and updated.
  - a new hate crime campaign was launched, by the Chief Constable, Simon Cole entitled “Stamp it Out” on 17<sup>th</sup> June 2010. This has come out of an initiative in the gay community via PRISM, which is the lesbian, gay, bisexual transgender forum.
  - ongoing chasing is still occurring with the True Vision project (on line reporting facility for hate crime) which has still not been re-instated due to National IT issues.
14. The Constabulary have 7 years of employment monitoring data (2002/2009) which has been published on the external website. The 2009 – 2010 is shortly to be published. The simplified data, as well as the more detailed breakdowns are all available on the external website. The weblink is:-  
[http://www.leics.police.uk/departments/13\\_diversity\\_unit/44\\_employment\\_statistics/](http://www.leics.police.uk/departments/13_diversity_unit/44_employment_statistics/).  
Monitoring of all the areas of the employment duty continues to be scrutinised by the Strategic Equality and Confidence Board on a quarterly basis.
15. The following are further areas of progress on the Equality scheme action plan:-
  - work has begun to ensure that our staff diversity monitoring is up to date on NSPIS. This includes updating information on NSPIS via the self service aspect of the HR system.
  - the equality impact assessment form has been reviewed and has been changed to facilitate a better understanding and completion of the process. Corporate Development have also undertaken a review on the policy on policies, which looks at the compliance process attached to implementing all new procedures/policies and guidance. Currently many of the completed equality impact assessments are published externally on the website, with in excess of 110 being completed. The weblink for the equality impact assessments are:-  
[http://www.leics.police.uk/library/17\\_equality\\_impact\\_assessments/](http://www.leics.police.uk/library/17_equality_impact_assessments/).

- the current position with regard to equality and diversity training has been reviewed. A paper was discussed at both COG and the Strategic Equality and Confidence Board (SECB), with a plan of action identified. A review of current diversity inputs to other courses has also been actioned at SECB. This will look at the involvement of under represented groups, including people with disabilities and the extent of involvement in the design and delivery of courses.
- the reasonable adjustments policy is still out for consultation and has been circulated to members of the disability independent advisory group.
- the regional collaboration on a common approach to procurement with the Procurement Managers from Leicestershire, Derbyshire, Lincolnshire, Northamptonshire and Nottinghamshire has concluded with a common agreed set of guidance and information. A suite of standardised documents have been drafted for ensuring equalities duties are met in the procurement process. A training session was conducted in January 2009 for key budget holders in the Force along with the Regional Procurement Managers. The Head of Diversity has conducted training for Northamptonshire procurement staff in May 2009. The guides have been circulated nationally as an example of good practice.
- staff are still attending the Positive Action Leadership programme. This forms one element of the strategy of the Race and Diversity Learning Requirement.
- the Breaking Through Action Plan is currently being reviewed again.
- the Disability Independent Advisory Group for the Constabulary held several meetings in 2009/2010. A number of community representatives have attended and dates have been established for the rest of the year. The IAG were presented with the new disability hate crime packs which were launched in late 2009. Useful feedback was obtained at the meeting on increasing the accessibility of the new packs.
- a pack of new leaflets on communication tips for people with different disabilities was launched. In addition training has been given to staff and members of the Local Resilience Forum on disability awareness.
- the Constabulary have implemented new voice activated software (Dixterit), for use on the external website, as well as the internal intranet. The software enables the user to choose differing contrasts, colours, font sizes and background colours, as well as enabling the text to be spoken to the user. So far feedback has been extremely positive.

### **Progress of the Police Authority Equality Scheme**

16. The Authority's Equality Scheme is overseen by the Diversity Panel who receive regular reports on progress to each meeting. The Scheme is on the Authority's website and can be accessed at <http://www.leics-pa.police.uk/files/library/equality-scheme-dec-09-version-30.pdf>. The Authority have action plans in place for race, disability, gender and, whilst there is no statutory requirement, an action plan is also in place for sexual orientation. During the last 12 months the following developments have taken place:-

- The Authority's Disability Action Plan was revised and was published on 4 December 2009. The revised Plan places a greater emphasis on monitoring the Constabulary in relation to disability hate crime, continued monitoring of Operation Teak and monitoring of training delivered in relation to vulnerable people and the use of disabled people in the design and delivery of such training.
- Equality impact assessments have been undertaken in relation to the Authority's Engagement and Consultation Programme 2010, the council tax leaflet 2010/11 and the proposed Communications Strategy presented elsewhere on this agenda.

- Analysis of consultation undertaken during 2009 was reported to the Consultation and Engagement Committee at their meeting on 1 October 2009 and as a result of the gaps identified the Consultation Programme for 2010 was amended to address areas where some sections of the community were unrepresented.
- Consultation in the current year has included an event with the elderly and disabled in Barwell and engagement with disaffected youth at STRIDE premises. Information on stop and search was provided at the STRIDE event with 'Know Your Rights' cards being distributed.
- A training plan for members and staff is in place and delivery is overseen by the Authority's Standards Committee. The Plan includes training on the Authority's statutory obligations in relation to diversity and equality.
- Volunteers received diversity training in October 2008 and a further training session is scheduled to take place on 25 November 2010. The training will cover scenarios relating to transgender issues.
- Feedback received from the LGBT community identified that promotional material did not include photographs of same sex couples. This will be addressed in any future material produced.
- Satisfaction of service delivery to the LGBT continues to be monitored through the Authority's Priority Setting Survey and results from CRAVE.
- A Disability Independent Advisory Group is now in place and future events with the disability community will be planned with the group. Membership of the group includes practitioners across a wide range of disability forums.
- Three members of the Authority are working with the Force to consider the recruitment, promotion and retention of Black and Minority Ethnic officers. The outcome of these discussions will be included in the Local Policing Plan for 2011/11 which will be published at the end of June 2010.
- The Chairman of the Diversity panel continues to attend meetings of the Police Advisory Group on Racial Issues.

17. There has been some slippage regarding some actions contained within the Scheme. These include the production of an easy read summary version of the Scheme, diversity training for members and staff although actions are in place to provide this by the end of this financial year and the production of an easy read priority setting survey form however this is currently being finalised.

### **Police Authority Monitoring of the Constabulary**

18. The Authority have a duty to monitor the implementation of the Constabulary's Equality Scheme. To this end the following monitoring has taken place during the past year:-
- A special Police Authority meeting was convened on 13 October 2009 to scrutinise how the Force was addressing the issues arising from the Barwell incident and how vulnerability would be identified and dealt with in future. The Authority continue to receive update reports on the action plan arising from this incident.
  - A selection of equality impact assessments undertaken by the Force are provided to the Diversity Panel at each meeting.
  - The Authority's Performance Panel have received information on the service provided to victims of rape and serious sexual offences and will continue to monitor developments in this area. This area of business predominately deals with victims who are female or vulnerable through domestic abuse.
  - The Authority continue to monitor the results of data from stop and search through the Chief Constable's quarterly performance report and reports

provided to each meeting of the Diversity Panel. Information on stop and search has also been received and considered by the Authority's Performance Panel.

- Figures relating to hate crime will be reported to future meetings of the Diversity Panel.
- The Chairman of the Diversity Panel continues to attend meetings of the Constabulary's Strategic Equality and Confidence Group where hate crime figures and data from satisfaction surveys is analysed for disproportionality.
- The Authority's Human Resources Committee continue to monitor any disproportionality in relation to grievances, employment tribunal cases and police staff misconduct cases.
- The Authority's Professional Standards Committee monitor any disproportionality in complaints received from members of the public and complaints arising from stop and search was the focus of a dip sampling of complaint files undertaken on 28 January 2010.
- Reports on The Breaking Through Action Plan are provided to the Human Resources Committee who scrutinise progress in this area.

### **Other areas of equality and diversity work undertaken**

19. The gender agenda steering group, which was chaired by Mike Goodwin (Temporary DCC) continued to operate and work was commissioned, looking at the representation of women in the organisation, mentoring, flexible working and sickness levels. A gender survey was been circulated to identify any particular issues relating to areas of work within the Constabulary that have a very low female representation. The results of this were presented to the Strategic and Equality Confidence Board in May. Following the retirement of T/DCC Mike Goodwin, the current work of the gender steering group is under review by the HR Director, Alison Naylor.
20. The Constabulary participated in the 2009 Opportunity Now benchmarking exercise looking at issues effecting gender. The Constabulary were awarded a silver standard in the benchmarking exercise.
21. The Constabulary were commended in the National Opportunity Now awards for women in public service. Leicestershire Constabulary was 1 of 3 nominated finalists (with the London Fire Service and Birmingham City Council) for the Opportunity Now award. This is on the strength of the Gender Steering Group and Gender Agenda 2 work that the Force has undertaken so far. The overall winner was the London Fire service.
22. The Constabulary have set up a Stonewall group looking at issues affecting gay and lesbian staff within the organisation. The group was chaired by Chris Eyre, the T/CC and met to look at potential barriers and good practice when dealing with LGB issues in the Constabulary.
23. The Constabulary completed the Stonewall benchmarking exercise for 2009. The Constabulary fell out of the top 100 employers and was ranked as 111<sup>th</sup> out of 352 participating organisations.
24. The Constabulary granted matched volunteering leave for staff who volunteered to help during the Special Olympics in July 2009. In addition the Constabulary were part of the law enforcement torch run with the Olympic flame. In total 25 staff were chosen as volunteers and about 30 staff acted as torch bearers. During the Special Olympics, the force provided a microsite on the external website, aimed at the athletes and families visiting Leicester during the games. The microsite provided easy read

information on how to contact the police and some safety leaflets, again produced in easy read format.

25. The Constabulary completed the Employers Forum on Disability – Disability Standard. The Constabulary were given a silver award for the work undertaken. Work is currently ongoing to identify future areas of development.
26. The Constabulary are part of the County Equality Forum and have been successful in obtaining £300,000 money from GOEM (Government Office of East Midlands) from the RIEP (Regional Improvement and Efficiency Partnership) fund for 3 years. This money is being used to employ a small number of workers to look at areas of impact assessment, common equality training, hate crime monitoring and case work, across Leicester City, County and smaller district councils in Leicestershire. The RIEP project has resulted in an equality audit being conducted of all partner agencies, identifying areas of commonality and future areas of work. A booklet on good practice is about to be published. Work is currently ongoing to establish a common approach to impact assessment amongst the partners who are public authorities. Currently the funding is still available and has not been subject to any budgetary cuts. Although this will be monitored in the forthcoming months.
27. The Constabulary launched the honour based violence and forced marriage DVD in March 2009 at police headquarters along with a number of partner agencies, following on from the conference held at the Peepul Centre in November 2008. The DVD is a useful tool to assist in raising awareness on the issues of forced marriage and honour based violence. A follow up conference was held at Force Headquarters in November 2009.

### **Recommendation**

28. The Authority is recommended to approve the progress of equality and diversity work.

### **Implications**

Financial:	none
Legal:	Statutory obligations highlighted in the report.
Diversity:	Issues highlighted in the report
Risk management:	none

### **Background papers**

Framework for a Fairer Future – the Equality Bill 2008  
From the Neighbourhood to the National: Policing our Communities Together  
ACPO Equality, Diversity and Human Rights Strategy  
The NPIA Equality Standard

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