



ORIGINATOR: CHIEF CONSTABLE

PAPER NO. AP14/57

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL –
13 AUGUST 2014**

SUBJECT: DIVERSITY ANNUAL REPORT

SUMMARY:

1. The aim of this report is to provide an overview of work carried out during 2013/14 to promote equality and diversity within Suffolk Constabulary and in the services we provide for all the people of Suffolk, thereby meeting our duty under the Equality Act 2010 and simultaneously the diversity and equality requirements of the Police and Crime Plan 2013-2017.

RECOMMENDATION:

1. The Accountability and Performance Panel is asked to note the work undertaken by the Constabulary, as detailed in this annual report.

1. EXECUTIVE SUMMARY

1.1 The aim of this report is to provide an overview of work carried out during 2013/14 to promote equality and diversity within Suffolk Constabulary and in the services we provide for all the people of Suffolk, thereby meeting our duty under the Equality Act 2010 and simultaneously the diversity and equality requirements of the Police and Crime Plan 2013-2017, which are;

- Exploring the work that the Constabulary has undertaken to ensure that our policing is fair, accessible, respects the human rights of all and is responsive to the needs of our ever-changing diverse communities (Police and Crime Plan page 4); and
- Explaining the work being undertaken to help develop our workforce profile to reflect our communities (Police and Crime Plan, page 21).

2. EQUALITY ACT 2010

2.1 The Equality Act 2010 includes a public sector equality duty, which aims to embed equality considerations into the day-to-day work of public authorities so that we tackle discrimination and inequality and contribute to making society fairer. The General Duty requires us to have due regard to the need to:

- a) eliminate discrimination, harassment, victimisation;
- b) advance equality of opportunity; and
- c) foster good relations

2.2 In order to meet our requirements as outlined above, over the last year, we have been working to three over-arching equality objectives that support our Policing Priorities and reflect the three themes in the Association of Chief Police Officers' (ACPO) equality, diversity and human rights strategy.

The three objectives are follows:

- To check and monitor our performance that could lead to discrimination;
- To increase the diversity of the police family in Suffolk to reflect the communities we serve; and
- To increase the trust and confidence of all our communities in policing.

3. EXPLORING OUR EQUALITY OBJECTIVES

3.1 The Equality Act 2010 requires us to take a pro-active approach to equality and inclusion. The Constabulary has produced action plans for each of the protected characteristics to monitor progress and ensure our attainment of the overarching three objectives. Examples of the work that has been undertaken in respect of these areas is outlined within the Appendix A (see pages 13-16). Over the course of the year, the Diversity Programme Board has been a central forum that has monitored progress against our objectives within these plans.

3.2 This report will now explore the work that has been undertaken in support of each equality objective.

TO CHECK AND MONITOR PERFORMANCE THAT COULD LEAD TO DISCRIMINATION

- 3.3 Suffolk Constabulary strives to eliminate unlawful discrimination, harassment and victimisation by treating communities, staff and officers fairly, with dignity and respect, making sure that everyone has access to our services. Equality and diversity runs through all aspects of our organisation and some key ways that our compliance in this area is measured will now be explored.

Equality Impact Assessments

- 3.3.1 The Constabulary carries out an Equality Impact Assessment (EIA) as part of the development and review of all policies, practices and procedures. The documents, which are published, evidence how due regard has been paid to the Equality General Duty and Human Rights Legislation.
- 3.3.2 Over 85 EIAs on our policies and procedures are currently published on the Suffolk Constabulary external website. The completion of EIAs is undertaken in accordance with the joint Norfolk and Suffolk EIA Policy and the associated EIA Workbook and the Suffolk Management of Corporate Documents Procedure. EIAs are completed for all Strategic Change Business cases using the specifically developed Business Case template.
- 3.3.3 This process continues to be effective and has identified areas where the Constabulary can improve. For example, where an issue was raised within an EIA relating to monitoring the access to courses and training for all staff, a new process was subsequently designed to ensure that if a course application is refused, this is monitored through the Learning and Development department to ensure that fairness and non-discriminatory processes are in place.

Policy Review

- 3.3.4 The policy review schedule is a rolling programme which ensures that all policies and procedures remain relevant, current and fit for purpose. All policies, practices and procedures are assessed against the nine protected characteristics plus, as a matter of good practice, two additional categories – Family Status, for example dependents or caring responsibilities and Economic Status are assessed. The Norfolk and Suffolk Collaboration Programme continues to prompt the Joint Policy Unit's delivery of an ever increasing number of joint policies and all are fully assessed for Human Rights issues by the Norfolk Constabulary Legal Services Department.

Complaints

- 3.3.5 Specific incidents relating to Human Rights issues are reported to the Office of the Police and Crime Commissioner (PCC) as they occur. In particular, the PCC is updated on any incident referred to the Independent Police Complaints Commission (IPCC) when it occurs. A representative from the Office of the PCC carries out quality assurance checks on complaints files every six months. The outcome is reported to the Accountability and Performance Panel.
- 3.3.6 Professional Standards circulate lessons learned to officers and this has highlighted some examples where officers need to show greater consideration for and knowledge of people's faiths and cultural beliefs. For example, officers have been made aware of planning and accounting for any cultural awareness considerations when conducting search warrants following a recent complaint.

Custody

- 3.3.7 Quality assurance checks are conducted by custody inspectors who carry out regular dip-sampling of custody records. The checks follow a set checklist and include juveniles and vulnerable detainees. The audits include checks of compliance with the Police and Criminal Evidence Act and there are also checks on whether detainees dietary, religious or cultural needs are identified and met. Further scrutiny on the conditions and treatment of detainees in custody is provided by the Independent Custody Visitors.
- 3.3.8 The audits conducted have identified examples of good practice, where, for example, a detainee and his interpreter were both provided with privacy and time for prayers to observe Ramadan and the timing of a Superintendents review of detention was specific in order to allow this religious need. To ensure learning is shared across the teams, a quarterly bulletin is circulated to all custody staff entitled 'Custody News'.
- 3.3.9 Following the HMIC thematic inspection report 'Who's Looking Out for The Children?' 2011, much work has and continues to be undertaken by Norfolk and Suffolk Constabularies' joint custody department in conjunction with partner agencies to both increase and improve provision of PACE beds for those juveniles remanded in custody overnight. Significant improvements have been made and all cases referred are now audited jointly by all relevant agencies to ensure continuous improvement and good practice.
- 3.3.10 This work has provided the springboard to develop youth safeguarding within custody and the following processes have now been adopted:
- Quarterly youth safeguarding meeting to review both PACE bed and overall safeguarding issues involving Police and partner agencies (Custody , Youth Offending Team (YOT), Children's Services, Multi-Agency Safeguarding Hub (MASH), Social Services and Appropriate Adult Scheme);
 - Quarterly audits of juvenile custody records jointly by Police and YOT , supplementary to those already conducted by custody Inspectors to identify issues specific to juveniles in custody;
 - Increase in mandatory number of juvenile records examined by custody Inspectors;
 - Increased provision of appropriate adult (AA) schemes for both Norfolk and Suffolk;
 - Specific guidance with all relevant juvenile signposting available to custody officers as an easy reference guide.

TO INCREASE THE DIVERSITY OF THE POLICE FAMILY IN SUFFOLK AND REFLECT THE COMMUNITIES WE SERVE

- 3.4 As Suffolk Constabulary serves a diverse community, it is crucial to develop a workforce that reflects this. To achieve these goals the Constabulary needs to have the best possible understanding of our communities and this needs to be supported by a knowledgeable and confident workforce to help meet those needs.
- 3.4.1 To meet this objective, the Constabulary aims to remove barriers to equality of opportunity in recruitment, retention and progression and to seek ways to attract people from all backgrounds to our organisation.

- 3.4.2 Examples of the work that has been undertaken over the course of the last year in support of our commitment to this objective are now explored.

Workforce Profile Working Group

- 3.4.3 Suffolk Constabulary has established a workforce profile working group to understand the profile of our workforce and make recommendations to the Diversity Programme Board of ways to enhance representation of underrepresented groups in specific ranks, grades or roles. This is chaired by the Deputy Chief Constable.
- 3.4.4 The initial focus for the group is on the under representation of females in senior roles and Black and Minority Ethnic (BME) staff. In April 2014, an 'improve your board techniques' workshop was organised which focused on female and BME officers and staff seeking promotion. In addition a survey has been sent out to female staff requesting their views on barriers to self-development. Results are currently being collated.
- 3.4.5 There continues to be under representation across the workforce, with a lack of BME officers and staff and under representation of women in senior roles. Following the recent senior promotion boards, two females were promoted to Chief Inspector (one of whom was a High Potential Development Scheme delegate).
- 3.4.6 Despite the work that has been undertaken this year, Suffolk Constabulary is not on course to meet the targets set of developing a more diverse workforce; that by 2016 to achieve an overall proportion of at least 4% Black and Minority Ethnic Officers (BME) and staff. The current proportion of the workforce that is BME is 1.91%. The lack of recruitment opportunities for police officers in particular makes this more problematic.
- 3.4.7 Progress is, however, being made towards achieving an overall proportion of at least 25% female officers by 2016, with the current proportion of female officers being 28.3%. Equally, there is progress required to achieve the targets to recruit 10% BME volunteers, 5% BME specials and 30% female specials by 2016. The current position is 28.3% for female officers, and an overall position for BME staff at 1.9%
- 3.4.8 The two priorities for the workforce profile working group need to continue to be a focus for the force moving forwards.

Equality Opportunities Employer

- 3.4.9 As part of the drive to become an equal opportunities employer, the Constabulary has joined, "Think, Act, Report" promoting gender equality in the workplace. The Constabulary remain members of Stonewall (LGB&T), "Two Ticks" positive about disabled people JobCentre Plus scheme and 'Mindful Employer' being positive about mental health. The Constabulary is currently exploring joining Race for Opportunity and is considering whether to maintain membership of the Mindful Employer Scheme.

Police Officer Recruitment

- 3.4.10 The Diversity team worked with the recruitment team to facilitate a workshop in May 2013 for people from BME backgrounds ahead of the police officer recruitment. This was well attended and further similar events are considered to be of value when recruitment opportunities become available in the future.

Recruitment Equality Progress Survey

3.4.11 A Recruitment Equality Progress Survey has been launched to gather qualitative evidence of the experiences of new BME recruits from their point of application until they have completed two years in post. This has been jointly drafted with the support of the Human Resources department and the Suffolk Ethnic Police Association (SEPA).

Developing Potential

3.4.12 Supported by Learning and Development, the Constabulary has run a development programme, 'Developing Potential', driven through SAWP (Suffolk Association of Women in Policing) but supported by all staff networks. This is a self-development programme for members of underrepresented groups, focused on developing confidence and promoting self-development. A full evaluation is being undertaken and results will be shared in due course. This intake finishes in September 2014.

Development Programmes

3.4.13 In September 2013, a development event for women was run, Springboard, which focuses on confidence building, assertiveness, identifying values and setting goals inside and outside the organisation. This is a useful course to encourage women to develop themselves and consider applying for new roles. Similarly, Fresh Steps is a personal and work development programme for older workers. The Constabulary runs annual training sessions for staff, with the latest session starting in March 2014.

Diversity Training

3.4.14 All new police staff attend mandatory induction training, which includes an element of equality and diversity training. All newly recruited police officers and PCSO's attend a week of diversity training at an early point in their training programme. The week is arranged and delivered in partnership with various community organisations in Suffolk.

Stonewall Equality Index

3.4.15 In this year's Index the Constabulary achieved 58th place in the top 100, and out of 378 entrants. This is testimony to the good work that the organisation undertakes to ensure supportive and equitable practices for our LGBT staff.

TO INCREASE THE TRUST AND CONFIDENCE OF ALL OUR COMMUNITIES IN POLICING

3.5 The Constabulary has continued to develop, undertake and support a range of initiatives that ensure that our policing is responsive to the needs of local communities and protects them from harm.

3.5.1 Our local Safer Neighbourhood teams (SNT) are responsible for engaging with local communities and support and develop a range of local initiatives with community groups. At a strategic level, each area Commander also has community networks they can utilise to enable them to hold gold meetings with community members if and as required. These meetings are designed to utilise the skills of our partners to advise, support and guide an effective response to an incident or crime.

- 3.5.2 Organisationally, the Constabulary continues to maintain a good working relationship with ISCRE (Ipswich Council for Racial Equality) and our IAG (Independent Advisory Group) who continue to act as our critical friends. IAG members were present at the SNT development days in May 2014. This regular contact helps to ensure that scrutiny and critical review of force business is conducted, which have included discussions on stop and search and the new diversity strategy (see 4.3 below).
- 3.5.2 Outlined below are examples of some of the initiatives that have been developed over the last year.

Honour Based Violence and Female Genital Mutilation

- 3.5.3 Suffolk Constabulary has continued to work in partnership to develop awareness training for honour based violence (HBV) and female genital mutilation (FGM). A draft procedure covering HBV, FGM and forced marriage is currently being developed, which will be supported by some wider training for staff.

Hate Crime

- 3.5.4 Within the Police and Crime Plan, specific reference is made to continuing to address hate crime. In support of the Hate Crime Service run by Suffolk County Council during October 2013, Suffolk Constabulary supported the Hate Crime Service to deliver various sessions focused on hate crime, mate crime (where people pretend to befriend a vulnerable person, while secretly stealing from or abusing them), sensory loss and held drop in sessions. Also, in September 2013, the Constabulary attended the launch of the research conducted by Sheffield Hallam University into Hate crime in Suffolk, which has helped to focus the work of the Constabulary.
- 3.5.5 The Constabulary has continued work with partners to extend the Stay Safe Scheme. The card allows for people to access support if they feel vulnerable when out in their community. At present Stay Safe places are in the following towns and villages:

Aldeburgh
Beccles
Brandon
Eye
Felixstowe
Haverhill
Ipswich
Kesgrave
Lowestoft
Mildenhall
Needham Market
Newmarket
Saxmundham
Stowmarket
Sudbury
Wickham Market
Woodbridge

- 3.5.6 The Hate Crime Service plan to have Stay Safe Places in every town in Suffolk by 2014.

Development of a Volunteer Police Cadet Scheme

3.5.7 There are now five Police Cadet groups in the county. The schemes at Martlesham, Ipswich, Lowestoft and Bury St Edmunds have continued, and in March 2014 the fifth scheme in Sudbury was established. A cadet co-coordinator has been appointed, who started in October 2013, and the Constabulary intends to increase this to 9 groups across the county by July 2015. The cadets are involved in a range of activities that support the community, including crime prevention patrols, leaflet drops and they supported the Suffolk Show.

Kudos

3.5.8 Kudos delivers positive interactions with young people from ethnic minority backgrounds, aged 7yrs – 11yrs. They visit Suffolk Constabulary to learn about the police family, to enhance their knowledge, assist with crime prevention, prevent offending and they are encouraged to consider the Constabulary as a future career pathway. The eight week course is delivered with the assistance of local schools and young people visit the Constabulary on alternative weeks. Currently the programme is mid-way through delivery.

YBM: Young Black Males

3.5.9 This is an ongoing project to build stronger relationships with our young black communities in Ipswich. It provides young people with employability skills to encourage future employment which could be part of the police family. The program is currently focusing on the group becoming a social enterprise which will enable further activities and other strands of the program to be developed. This will provide positive engagement opportunities for the police service.

Disability Involvement Day

3.5.10 In October 2014, the Disability Sub-group of the Joint Diversity Working Group (of which Suffolk Constabulary is a member) held an involvement day focusing on disability. Attendees included disabled people, disability support groups, charities and associations, and statutory organisations. The aim of the day was to enable statutory bodies to consult with disabled people about service improvements and the Constabulary agreed to a pledge regarding our services for disabled communities.

4. DIVERSITY AND EQUALITY IN 2014 AND BEYOND

4.1 During 2013, a review of Community Safety was conducted and this has encompassed a review of how the Constabulary delivers equality and diversity. This has included re-defining the roles of the central diversity team, as well as writing a diversity strategy and reviewing our equality objectives, to make sure that they are fit for purpose and continue to drive our commitment and our activity in respect of equality and diversity. To ensure that there is wide ownership across the organisation, departmental action plans have also been introduced.

Diversity roles

4.2 The Diversity department has been re-shaped to have an internal focused role, an external focused role and a part time role focused on positive action recruitment, (Equalities Recruitment Advisor) supported by an administrative role:

- The responsibilities of the internal role include reviewing Equality Impact Assessments (EIA's), supporting staff networks and champions, providing internal advice and supporting training. This will be managed through HR (Human Resources).
- The responsibilities of the external role include supporting stop and search, prevent, hate crime and supporting county wide networks and events as well as providing tactical advice and support to staff and supporting the community tensions work stream.
- The Equalities Recruitment Advisor role is focused on supporting the recruitment, retention and progression of underrepresented groups across the Constabulary, by providing specialist advice and support in promoting and encouraging wide and diverse recruitment across the organisation, including employees, special constables and volunteers.

Equality and Diversity Strategy

4.3 Following on from the department re-structure, a diversity and equality strategy has been prepared, which is currently in draft format and awaiting final approval by the Chief Constable following consultation. The diversity and equality objectives have been reviewed and there will be some new, specific, measurable and timely aims and objectives, to ensure compliance with the Equality Act 2010. The proposed overarching aims for the forthcoming year are as follows:

- **Operational Delivery** - We will engage with all communities and increase trust and confidence by providing a fair and responsive service, listening and treating people with respect.
- **Organisational Processes** - We will ensure that the Constabulary's policies and procedures are non-discriminatory and comply with equalities legislation and monitor our practice and performance for areas that could lead to discrimination.
- **People and culture** - We will continue to develop a representative workforce and an open and trusting culture, supporting equality of opportunity for everyone.

4.4 In terms of these overarching priorities and measurable outcomes, moving forward this will enable a better monitoring and scrutiny of how the Constabulary is working towards achieving our aims, in a specific and timely manner. They are also directly in line with the Association of Chief Police Officers' (ACPO) equality, diversity and human rights strategy.

Departmental Action Plans

4.5 To further embed the ownership of equality and diversity across the force, in the forthcoming year, the Constabulary is planning to have action plans for each department focused on diversity and equality objectives and in support of the above aims. Departments will provide updates at the quarterly force strategic equalities and inclusion board, chaired by the Deputy Chief Constable. Additionally, there are already actions plans already in existence for hate crime and stop and search.

5. FINANCIAL IMPLICATIONS

- 5.1 There are no financial implications associated with this report. The advice of the Chief Finance Officer has therefore not been sought.

6. OTHER IMPLICATIONS AND RISKS

- 6.1 This report has been assessed against the Police and Crime Commissioner's Risk Register. There are currently no areas that are reported on within this document that impact on the current wider force risk assessment or alter the ratings outlined.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	N/A
Has communications advice been sought on areas of likely media interest and how they might be managed?	No
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes

Appendix A: Details of work undertaken in support of the development of the Protected Characteristics across the organisation

AGE

- **Norfolk and Suffolk Dementia Action Alliance.** The Constabulary remains a member of the Norfolk and Suffolk Dementia Action Alliance. A range of dementia friends have been established across the county, and in July 2013 they received an input from a representative from the Alzheimer's society.
- **Charter for Older People in Suffolk.** Suffolk Constabulary remains a member of the charter.
- **Health and Well-being Board.** Suffolk Constabulary were represented at the Ageing Well Conference in October 2013, focused on how we can establish a county that supports older people. In addition, the Constabulary supports the sub-group working on helping older people in Suffolk to have a good quality of life.
- **SAY: Suffolk Assembly of Youth.** This forum is run by SCC but links in with lots of other youth organisations. SAY wants to offer all children in Suffolk the opportunity to access all activities that are provided by the numerous organisations by bringing them together and to offer young people an 'app' which will allow all children to see what activities are being delivered locally and by what organisation, whether it is free or requires payment. SAY also offers young people the opportunity to progress into Youth Parliament. Suffolk Constabulary are involved with both of these initiatives.
- **Exploitation Event.** In June 2013, the Constabulary hosted a workshop focused on exploitation in Suffolk. Numerous partnership agencies joined us to take part in the event, including Suffolk County Council, NSPCC and NHS.
- **Age UK Suffolk.** Following on from a county wide event in February, links have been established with the Chief Executive of Age UK Suffolk and also members of his team across the county. They are very encouraging to develop stronger links between their local offices and our SNT's, to re-establish or create new community engagements and helping develop county wide crime reduction campaigns focused on areas such as distraction burglary.
- **Outreach Youth.** Outreach Youth supports and works with young people across Suffolk and North Essex, aged 13 to 19 years, who are gay, lesbian, bisexual, transgender or questioning their sexuality. They provide opportunities to meet as a group and offer one-to-one support in safe, welcoming, non-judgmental settings in Ipswich, Lowestoft and Bury St Edmunds.

DISABILITY

- **Disability Liaison Officers (DLOs).** The Constabulary now has 12 Disability Liaison Officers (DLOs) across the county. The DLOs receive additional training and are encouraged to develop links with local neighbourhood based disability groups and organisations. They provide advice, guidance and information to internal and external agencies. They also support the work of the Suffolk Hate Crime Service, assisting to support victims of hate crime, and to act as a point of contact between the Constabulary and disabled people. Quarterly meetings will be arranged to promote the network across the county.

- **Reach Out Suffolk.** Reach Out Suffolk is a support group for disabled staff and staff who have caring responsibilities for someone who is disabled. It continues to offer support to members and encourage new members to join despite having some reductions in key post holders across the past year.
- **Autism training.** Our Personal Safety Trainers are liaising with the ACS and CYP Workforce Development officer at Suffolk County Council and are integrating an Autism input for all officers within their personal safety training.
- **Guide dog event.** In October 2013, one of the Constabulary's disability champions hosted a guide dog masterclass. This was attended by police officers and police community support officers and focused on providing people with a better understanding and to experience walking with a guide dog.

GENDER/SEX

- **Suffolk Association of Women in Policing (SAWP).** The Constabulary continues to support the development of the Suffolk Association of Women in Policing (SAWP). A number of events are also being offered to members this year;
- **Development events.** Members of SAWP have been offered the opportunity to attend various development events including, joining our Norfolk Colleagues at the joint conference in November 2013, which focused on 'Achieving a Work-Life Balance', attending the Staffordshire Police Women's development event, 'helping you be all you want to be' and also attending the Senior Women in Policing Event, focused on communication and connection.
- **In March 2014, International Women's Day.** This year the Constabulary linked up the University Campus Suffolk to attend an event at Trinity Park for international women's day. The focus of the day was 'Aiming Higher and Achieving your Full Potential.' This informative morning event featured inspirational presentations from high profile local and national speakers, interactive and skills-based workshops, networking opportunities, practical advice and an exhibition showcasing local businesses and not-for-profit organisations that support and empower women and girls.
- **Transphobia awareness.** Throughout the last year the Constabulary has been actively supporting all staff members to attend Trans Awareness training sessions at the LGBT Network in Ipswich. These training sessions are informative and provide staff with the potential to develop further community links in the future.

RACE

- **Staff member successfully elected as President of National Black Police Association.** Franstine Jones from the Constabulary's Diversity department has successfully become the first female President of the National Black Police Association, and continues to work on supporting and influencing the national agenda in relation to race issues.
- **Black History Month.** Suffolk Constabulary celebrated Black History Month throughout October 2013. The theme for this year was 20 Years on from Stephen Lawrence. The Constabulary supported this by developing profiles from BME officers and staff capturing their contributions and experiences of policing in Suffolk and sharing these on the intranet.

- **Suffolk Ethnic Police Association (SEPA).** The Suffolk Black Police Association has been re-named as the SEPA and continues to support staff and provide advice across the organisation.
- **Becoming more Culturally Competent.** The organisation continues to deliver training to police officers to help them to understand different communities and respect and value difference.
- **Holocaust Memorial Day.** The Constabulary supported Holocaust Memorial Day in January 2013 by using an information stand to raise awareness amongst staff.

RELIGION AND BELIEF

- **Force Chaplains.** The Constabulary now has a chaplain from Suffolk Inter-Faith Resource (SIFRE), representing the Multi Faith prospective. Plans are in place to increase the diversity of faiths within the Chaplaincy, starting with Ipswich. The network continues to meet regularly. We also now have a Muslim Chaplain.
- **All Communities Together (ACT) Now Training.** All Communities Together (ACT) Now training sessions continue to be delivered to students from Suffolk New College and Suffolk One and criminology students from Suffolk University Campus.
- **Christian Police Association.** In the last few months, the Christian Police Association has been formalised and is working to encourage and support Christians around the county and also links with the National Christian Police Association.
- **Faith Master class.** The constabulary hosted a Faith masterclass in October 2013. This was organised by SIFRE and the diversity team. This well attended and informative and those that attended benefitted from the opportunity to discuss different faiths with community members.
- **Inter-faith week.** The Constabulary supported Inter-faith week in November 2013, supporting SIFRE. The event involved lectures about different faiths, visits to different places of worship, guided tours and information for students.
- **Indian Diwali.** In support of Indian Diwali in November 2013, the Constabulary supported the event with stands at the Corn Exchange in Ipswich.
- **Indian Mela.** In support of the Indian Mela, in July 2013, Suffolk Constabulary supported the Ipswich and Suffolk Indian Association (ISIA) committee by organising stands at the event, supported by the local Safer Neighbourhood Team.

SEXUAL ORIENTATION

- Suffolk Constabulary is committed to delivering a high-quality service to Lesbian, Gay and Bisexual (LGB) people equitably, respectfully and inclusively, remaining mindful of the individual's right to confidentiality. Suffolk Constabulary will ensure that these same values are demonstrated in its internal working environment, ensuring that our LGB staff enjoy a working environment free of prejudice, discrimination and harassment.

- **LGBT Link officers.** The Constabulary has a network of 21 LGBT link officers across the force (previously called Gay Liaison Officers). The rationale behind changing the name was to be more inclusive and to ensure that there is support to all of the LGBT community and to emphasise the signposting nature of the role for both our staff and for our community members. This year we have appointed 2 LGBT link officers to continue work with Ipswich Town Football Club relating to homophobia in football, as well as a link to our partner agency the LGB&T Network.
- **Suffolk Gay Police Association (SGPA).** The Suffolk Gay Police Association have continued working closely with Norfolk GPA to develop links across the 2 counties and recently agreed to become a combined support network across both counties. A national conference is being planned for Autumn 2014.
- **LGBT History Month.** The Constabulary again flew the Rainbow Flag at Police Headquarters and at major police stations to show its support for LGB staff and the wider LGBT community. During LGBT history month, on 6th February 2013, representatives from Suffolk Constabulary attended an LGBT conference with partners to showcase the work taking place in Suffolk to advance equality for the LGB&T community and to help attendees to learn and share good practice across the public, private and voluntary sectors. The conference was entitled, 'A Level Playing Field? The Future of LGB&T Equality in Suffolk'.
- **Public Sex Environment Awareness Day.** In April 2014, the Constabulary hosted a Public Sex Environment Awareness Day. The purpose of this event was to raise awareness about the joint management and, where necessary, policing of Public Sex Environments across the county. Constabulary staff were joined by various partner agencies, including, several council departments, various Suffolk Hate Crime Service, Suffolk Wildlife Trust, The LGBT Network and The Terence Higgins Trust.

PREGNANCY, MATERNITY AND PATERNITY

- Work has continued to develop the Constabulary's maternity buddy scheme with a re-launch throughout this year to help provide staff with contact and support. The Constabulary now has 10 maternity buddies.