

ORIGINATOR: CHIEF CONSTABLE

PAPER NO: AP15/36

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL -
16 JUNE 2015**

SUBJECT: DIVERSITY ANNUAL REPORT 2014-15

SUMMARY:

1. The aim of this report is to provide an overview of work carried out during 2014/15 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. EQUALITY ACT 2010

- 1.1 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. INTERNAL DIVERSITY UPDATE

Equality Impact Assessments

- 2.1 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.
- 2.2 Around 90 EIAs of 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 Corporate Development and Change business cases using the specifically developed business case template.

Policy Review

- 2.3 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 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.

Equality Opportunities Employer

- 2.4 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 the “Two Ticks” positive about disabled people JobCentre Plus scheme, ‘Mindful Employer’ being positive about mental health.

Stonewall Equality Index – Top 100 Employers

- 2.5 The Constabulary continues to be committed to ensuring that we have supportive and equitable practices for our Lesbian, Gay, Bisexual and Transgender (LGBT) staff. In this year’s Stonewall index the Constabulary achieved 73rd place in the top 100, and out of 397 entrants. Whilst this is a lower position than last year (58th/100), we remain one of the few police forces in the country within the top 100.

Diversity Initiatives

- 2.6 Over the past year a number of initiatives have been run within Suffolk Constabulary to encourage awareness of diversity issues among officers and staff. Dyslexia and LGBT roadshows have been run across the county in Lowestoft, Bury St Edmunds, Ipswich and Martlesham Police Headquarters. As part of autism awareness month, a masterclass was held by Autism Anglia and money was raised by encouraging members of staff to wear something blue for the day. An annual diversity calendar has been developed to promote a number of diversity issues that are relevant for officers and staff of Suffolk Constabulary. This calendar will form the basis of all initiatives in 2015/2016.

Positive Action Recruitment

- 2.7 Suffolk Constabulary is participating in the FT (Fast Track) and DE (Direct Entry Superintendent) schemes as part of the Progression 2018 national programme and Leadership directives. During planning and completion of recruitment and selection campaigns the following areas have been incorporated as part of our Positive Action strategy.

Consultation and Inclusion

- 2.8 Staff Support Networks (SSN's) have been invited to participate in the selection processes (group exercises and observations). Opinions are gathered and shared between groups, officers, management tiers and members. Our SSN's are encouraged to highlight to their member's potential career opportunities and also the benefits of being included with selection processes.

Positive Steps to Minimise Barriers

- 2.9 We have removed 'Line Manager approval' at the initial paper sift phase (as this was identified as a progression barrier). Applicants are encouraged to take the opportunity to meet with officers in force or senior officers to explore personal development planning. All applicants within FT/ DE are recommended to the College of Policing and offered the opportunity to attend national briefings for underrepresented groups. Those applicants who are identified through a recruitment process, but unsuccessful for the role to which that have applied, are offered feedback and 'briefings' regarding alternate schemes or career options.

Working with External Groups

- 2.10 Within the last 12 months we have consulted with ISCRE (Ipswich and Suffolk Council for Racial Equality) via diversity meetings or independent meetings to update on recruitment and selection processes, and discuss any perceived issues.
- 2.11 For the graduate scheme, connections have been instigated with University Campus Suffolk (UCS) and Essex University to look at talent pipeline options. Both UCS and Essex University have promoted the graduate schemes within their alumni networks. As part of our positive action drive, planning work around Internships is being developed.

Media and Marketing

- 2.12 ISCRE have also circulated Direct Entry advertising via their Minority Ethnic Community Action Network (MECAN) newsletter. Additionally, during the DE selection process a specific media campaign was designed, which was local to the Suffolk area, both online and on the radio, via Diversity Digital media.

Future Recommendations

- 2.13 Working with Learning and Development, recommendations have been made as part of the Positive Action planning for an internal audit and mapping exercise to highlight development or progression (or any lack of). A further internal survey has been recommended as part of the positive action plan to update on internal survey findings from 2013/2014.

3. EXTERNAL DIVERSITY UPDATE

Partnership Working

- 3.1 The Constabulary continues to maintain a good working relationship with ISCRE (Ipswich and Suffolk Council for Racial Equality) and our IAG (Independent Advisory Group) who continue to act as our critical friends.
- 3.2 We also have established relationships with partner organisations across the county, who provide a network of support and advice on anything from topical issues in relation to the elderly (Age Concern) to service user stories from mental health partners (MIND) as just two examples.
- 3.3 The following provides a snapshot of just some of the work that Suffolk Constabulary have been undertaking with partners to improve the trust and confidence of all the communities within Suffolk.

Prevent

- 3.4 Under the Prevent Agenda, the Constabulary has been working hard to ensure that partners are fully aware of their statutory obligations under the new Prevent Duty Guidance, and that we are working together with partners to help them to achieve this. Our ambition is to continue to deliver WRAP 3 (Workshop to Raise Awareness in Prevent) training promoting awareness of those vulnerable to radicalisation throughout the county, led by our colleagues at Suffolk County Council and we now have a firm process in place to deal with those referred through the Multi Agency Safeguarding Hub (MASH).
- 3.5 The 'We Stand Together Campaign' was an initiative led by Greater Manchester Police in response to the terror atrocities in Paris and Sydney. Suffolk Constabulary embraced the campaign and used social media and other outlets to promote that it stands together with everyone to promote a multi-cultural and diverse society.

Migrant Link Officers

- 3.6 We have recently introduced Migrant Liaison Officers for each district. These are staff from Safer Neighbourhood Teams who have been especially selected to promote links with their communities, particularly hard to reach groups. They also act as a conduit for any information that we may need to urgently share with our communities (to prevent community tension for example), and can provide intelligence and information back to us for action where required.

Mental Health

- 3.7 We continue to work with the Clinical Commissioning Groups and Norfolk and Suffolk Foundation Trust in order to deliver the Mental Health Crisis Care Concordat, a partnership agreement between numerous agencies to improve the service delivery for people in crisis through mental health conditions. We were commended on the content of our Concordat which was one of the first delivered across the country, and

one of the few that included consultation with service users to provide a richer picture within the document. We have an Inspector dedicated to enhancing our relationships with service users themselves, together with other agencies across the public, private and voluntary sectors as we seek to continuously improve how we as deal with members of the public who suffer from mental health issues.

Hate Crime

- 3.8 We remain committed to our support of the work of the Suffolk Hate Crime Service and we are about to embark on a joint campaign to promote and improve the way that Suffolk Constabulary deal with disabled victims of crime. We are working with Leicester Constabulary to assess the needs of our hard of hearing community and seek to improve our response to those victims of crime who are hard of hearing.

Summary

- 3.9 The Diversity Department has now embedded the re-structure, with 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. Whilst this has been a significant change for the team, they have remained committed to providing the best level of service possible to the communities that we serve. Partnership working is a key part of the role and we continue to strive towards working together with as many agencies, organisations and communities that we can to maintain continuous improvement in our service delivery for the people of Suffolk.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no financial implications associated with this report.

5. OTHER IMPLICATIONS AND RISKS

- 5.1 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