

PROFESSIONAL STANDARDS AND DIVERSITY COMMITTEE – 4 MARCH 2010

DORSET POLICE AUTHORITY DRAFT COMBINED EQUALITY SCHEME

REPORT BY THE CHIEF EXECUTIVE

PURPOSE OF THE REPORT

To inform members of the results of consultation on the draft Combined Equality Scheme and ask members to recommend that the Authority formally adopt the Scheme.

1. BACKGROUND

- 1.1 In February 2009, members agreed that the Authority should develop a Combined Equality Scheme that would set out the arrangements for compliance with the Authority's statutory responsibilities under the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005 and the Equality Act 2006.
- 1.2 An initial draft of the combined scheme was reported to the Committee in May 2009 and members were informed that consultation with key stakeholders and further information gathering would be taking place. A revised draft would be brought back to this Committee in the light of the consultation findings and further information gathering for members' consideration prior to going forward to the Full Authority for approval.
- 1.3 The revised draft version of the scheme is attached at appendix A.
- 1.4 The National Equality agenda remains fluid with anticipated changes to legislation under the Equalities Bill. The Bill will receive its third reading in the House of Lords on 2 March 2010. Changes anticipated include a new duty to consider the socio-economic impact of decisions taken by Local Authorities and a closer alignment of Equality Schemes to the planning process. In due course, relevant changes will need to be reflected in both the Force and the Authority Equality Schemes.
- 1.5 The new Equality Standard for the Police Service was launched in December 2009 and is the subject of a later report on this agenda. It is anticipated that the implementation of the Equality Standard as a self-assessment and self improvement tool will also need to be reflected in the Force and Authority Equality Schemes.
- 1.6 It is my intention that a further report will be brought to Members to inform member of any further changes to the Scheme in the light of these changes in due course.

2. CONSULTATION FINDINGS

- 2.1 The scheme has been circulated for consultation purposes to the Central Independent Advisory Group and the Staff Associations and Support Networks. A

summary of the responses to six questions is set out below along with the Authority's response to the points raised:

Is it Easy to Read and Accessible?

"The document was fairly easy to read and understand. It was set out in an informative and chronological order that is easy to follow and is accessible.

However:

- *Will the Scheme be available in audio format for visually impaired people?*
- *Not very clear how accessible it is to all interest groups and public".*

- 2.2 The document will be available in a number of languages through the Google translation services on the website. As previously, all specific requests for alternative formats would be considered and the Authority has previously satisfied requirements in this regard. It is worthy of note that the environment in relation to this scheme remains fluid and it is likely that further changes will be forthcoming.

Are there any factual Inaccuracies?

"In 3.2 it should include equal pay and equal treatment directives. In 4.1 lists should include National Black Police Association". Further comments were received from internal consultation with staff associations and support networks.

- 2.3 To ensure that all relevant legislation in section 3 is difficult and such a listing is not conducive to the maintenance of a concise equality scheme. It is proposed that a simplified section is agreed that sets out the current general and specific equality duties with reference to the future equality bill which intends to streamline the current plethora of equality legislation.

Does it provide sufficient information about the authority and its approach?

"Generally yes. Very informative, giving exact details of all information, and setting a very proactive approach by the authority. However, in the wider community there may be some confusion between the roles of the Authority and the Police Force – or at least uncertainty about the differentiation".

- 2.4 The Authority has recently taken part in a national campaign to increase awareness of Police Authorities and will continue to work to raise the profile of the Police Authority and its key roles and responsibilities. Paragraph 1.1 of the Equality Scheme has been updated to clarify the difference in roles between the Force and the Authority.

Are there any Significant Omissions from the scheme or action plan?

"No. Appendix A is prioritised correctly. Query how the action plan is progressing and whether the target dates need to be revised?"

- 2.5 An updated action plan is included at appendix A.

Does the prioritisation of responsibilities accurately reflect their relevance to diversity?

"Yes, although number 7 (performance management) could be given a higher priority/relevance for diversity impact, especially if there is a failure in any part of the monitoring process"..

- 2.6 The importance of the development of a comprehensive performance management framework is recognised and this is already the subject of dialogue between the Force and the Chief Executive. A further report on that aspect will be brought to members of this Committee in May.

Are there specific further groups that we should specifically consult in relation to the document?

“A ‘full’ CIAG response should suffice. Additional consultation could lead to delays in implementation or adoption. I would like to think that every group either has been or will be consulted. Where Muslim’s are mentioned, they are treated as a uniform group. There are 3 main groups which should be consulted separately; namely Sunni, Shia and Ahmadiyya Muslims”.

- 2.7 An amendment has been made to 4.1 to reflect the reference to individual Muslim groups. We recognise that there are a large number of representative groups with who we would wish to engage and the Authority continues to work closely with the Force to ensure that consultation with Communities on policing matters is comprehensive. Also that the Authority are made aware of matters that need to be considered within the planning process to ensure that needs and expectations of all communities are considered. Once approved by the Full Authority, the Equality Scheme will be made widely available and further comments from all communities will be welcomed.

3. NEXT STEPS

- 3.1 The Combined Equality Scheme will continue to develop in line with the requirements of the national equalities agenda and once it has been approved by the full Authority, the Scheme will be placed on the Authority website. Views will continue to be invited on the scheme from interested parties.
- 3.2 Members have previously asked for progress to be reported to the Committee Quarterly. Actions in relation to the Scheme will continue to be progressed and a further update report will be brought back to the Committee in May. As previously agreed by members, an Equalities Annual Report will be reported to the Committee in the first instance.

4. RECOMMENDATION

- 4.1 Members are asked to note the report and to recommend the approval of the Combined Equality Scheme by the full Authority in June.

MARTIN GOSCOMB

Chief Executive

Members’ Enquiries to:
Press Enquiries to:

Mrs Penny Ford, Senior Policy Officer (01305) 223743
Public Relations Officers (01305) 223780/3640



**COMBINED
EQUALITY SCHEME**

Version 2.0

March 2010

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STATEMENT BY THE CHAIRMAN OF THE DORSET POLICE AUTHORITY

I am pleased to introduce the Dorset Police Authority's Combined Equality Scheme which sets out the Authority's commitment to equality and respect for diversity and explains the values, principles and standards that guide the Authority's approach.

The trust and confidence of communities in policing is fundamental and the Authority's overarching vision is that every person who is affected by the Force and Authority's activities and services should perceive their experience to be fair and equitable.

We expect all to be treated fairly and with respect, free from harassment, bullying, victimisation or discrimination and wish to ensure transparency and accountability for the way in which both the Authority and the Force deliver their functions, policies and services.

Our aim is to promote equality in everything we do and we are committed to promoting greater understanding and confidence within the community.

We recognise that a better understanding of the needs of communities and individuals will inform our decision making and develop more targeted services and policies. We also recognise the importance of effective consultation and information and of working closely with the Force and other strategic partners to foster a joined up approach.

Dorset Police Authority has an overarching statutory responsibility to promote equality and diversity in the Force and Authority and maintains oversight of the Force's own equality and diversity arrangement and policies.



Mr M G Taylor CBE DL
Chairman of the Dorset Police Authority

1. DORSET POLICE AUTHORITY

1.1 Policing is governed in England and Wales by a tripartite relationship between The Home Secretary, Local Police Forces and Police authorities. The Statutory responsibilities of the Police Authority are set down in the Police Act 1996 and subsequent legislation. Dorset Police Authority's overall responsibility is to secure the maintenance of an efficient and effective police force and to hold the Chief Constable to account for the exercise of his functions and those under his direction and control. The Chief Constable is responsible for direction and control of the Police Force

1.2 The Dorset Police Authority comprises 17 members made up of 9 local councillors and 8 independent members, at least one of which is a magistrate. The full Police Authority meets at least four times a year. The Authority delegates certain responsibilities to four main committees which also meet quarterly:

- Audit, Resources and Continuous Improvement,
- Professional Standards and Diversity,
- Human Resources and
- Community Engagement and Communications.

1.3 All formal meetings of the Authority are usually held in public.

1.4 The Police Authority has delegated the following powers to the Professional Standards and Diversity Committee:

To undertake a leading role to assist the Police Authority to carry out its duty under the Police and Justice Act 2006 to promote equality and diversity within the Force and within the Authority and, in support of that role:

(a) To oversee the development of the Authority's Equality Schemes and equality arrangements, including undertaking equality impact assessments of the Authority's policies, activities and functions.

(b) To monitor the operation and implementation of the Authority's Equality Scheme.

(c) *To oversee the Force's equality and diversity policies and arrangements including monitoring the operation of the Dorset Police Equality Schemes, the effectiveness of the Force's equality impact assessment arrangements and carrying out more detailed regular monitoring of the Force's equality arrangements, statistics and outcomes in areas such as:*

- *The Force's equality duties in relation to employment;*
- *The Force's employment statistics and outcomes;*
- *Stop and search/stop and account;*
- *Racial incidents; and*
- *The Force's Independent Advisory Groups.*

1.5 A lead member has been designated to represent the Authority's interests and attend Force Meetings and other local, national and regional events on behalf of the Authority. The Lead Member is also the Vice Chairman of the Professional Standards and Diversity Committee.

1.6 An Equality Working Group, comprising members and officers of the Authority, has been established to assess the full range of its functions and policies according to their relevance to equality and report the findings to the Professional Standards and Diversity Committee.

2. INTRODUCTION

- 2.1 As a public organisation the equalities legislation sets an important framework. The trust and confidence of our communities in the Police is essential to effective policing. The Police Authority has responsibilities to ensure that its own arrangements comply with relevant legislation and in addition have a responsibility to monitor that the Force's arrangements are compliant. The Dorset Police Authority recognises the need to ensure that all are included within its approach to equality and this includes age, disability, gender, race, religion and belief, sexual orientation and gender identity.
- 2.2 Closely aligned to the responsibilities under equalities legislation, the Authority also has a specific mandatory duty to monitor the compliance of the Force in relation to their duties under the Human Rights Act 1998. The Authority is in the process of developing a separate complementary policy which will set out their arrangements in relation to this duty.
- 2.3 The Police Authority and Force has put in place arrangements to consult widely on policing matters and this enables the Force and Authority to set policing priorities that not only reflect Government priorities but also those issues that are important to local people. It is essential that those who are in a minority or have particular needs or vulnerabilities contribute to the consultation process and have access to relevant policing services. It is also important that Dorset Police is an employer of choice and that its workforce is representative of those that make up our communities.
- 2.4 Each year, the policing priorities and the arrangements for their delivery are set out in the Dorset Police and Dorset Police Authority Three Year Strategic and Annual Policing Plan. This Equality Scheme complements that Strategy and Plan and sets out how the Dorset Police Authority will meet its general and specific equality duties and deliver its wider responsibilities in relation to equality and diversity. A number of specific priority actions have been identified to ensure that our activities and services are effective and we meet our statutory responsibilities in relation to equality. These can be found at Appendix A.
- 2.5 An annual report will be made to the Professional Standards and Diversity Committee which will update the scheme as required and include a summary of progress against specific actions, a summary of any key matters arising from the

equality impact assessment process and a current position in relation to employment monitoring. The Annual Report will be presented to the full Police Authority and made widely available. The report will also be published on the Authority's website and forwarded to community and interest groups.

- 2.6 A separate Combined Equality Scheme is published by Dorset Police which sets out the Force's own responsibilities and action plan which is included at Appendix D.

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3. OUR STATUTORY RESPONSIBILITIES IN RESPECT OF EQUALITY AND DIVERSITY

3.1 Under the Police and Justice Act 2006, every police authority has a duty to promote equality and diversity within the police force maintained for its area and within the authority.

3.2 The Race Relations Act 1976 (as amended by the Race Relations Act 2000) places a general duty on specified public authorities to promote race equality. This **general duty** means the Police Authority must have due regard to:

- The need to eliminate unlawful race discrimination;
- The need to promote equality of opportunity; and
- The need to promote good race relations between people of different racial groups.

3.3 The Equality Act 2006 which amends the Sex Discrimination Act 1975 places a **statutory duty** on all public authorities, that in carrying out their functions they must have due regard to the need to:

- Eliminate unlawful sex discrimination and harassment; and
- Promote equality of opportunity between men and women

3.3 The Disability Discrimination Act 1995 amended by the Disability Discrimination Act 2005 places a **general duty** on all public authorities to do the following:

- Promote equality of opportunity between disabled people and other people
- Eliminate discrimination that is unlawful under the Disability Discrimination Act
- Eliminate harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to meet disabled people's needs, even if this requires more favourable treatment

3.4 A number of **specific** duties were also introduced:

- To publish an equality scheme identifying priorities and the steps in place to implement them
- To involve, consult and gather information and views from key stakeholders and interested parties

- To assess and monitor our functions and policies for policies for relevance, priority and any adverse impact
- To develop a three year action plan and produce an annual report on progress
- To ensure the public have access to our information and services
- To ensure that all police authority members, staff and volunteers are trained to understand and carry out the duties and that effective employment monitoring arrangements are in place
- To ensure that there are procurement monitoring arrangements in place
- To ensure that there are effective feedback mechanisms in place both in terms of complaint and contribution

3.5 The Single Equalities Bill was published in April 2009 and is currently progressing through the parliamentary process. The Bill is intended to streamline all legislation into one overarching equality duty.

3.6 The Equality, diversity and human rights strategy for the Police Service was published in 2009 which set out how the Association of Chief Police Officers, the Association of Police Authorities and the Home Office will promote equality, respect diversity and promote human rights and respect diversity in policing. This strategy included the introduction of an Equality Standard for the police service which was launched in all forces in the autumn of 2009. The Standard will enable forces and authorities to assess their own performance and to benchmark and continuously improve their level of service against the standards.

4. UNDERSTANDING THE VIEWS OF OUR COMMUNITIES

- 4.1 It is important for the Force and the Authority to keep informed about the community that it serves and how satisfied they are with the services provided by the Force. The Police Authority and the Force will use the following arrangements to help to understand the needs and views of local communities and their priorities for policing:

Surveys

The British Crime Survey - Nationally co-ordinated by the Home Office

The Community Safety Survey – Locally co-ordinated by Opinion Research Services

Neighbourhood Policing Survey – Locally co-ordinated by Safer Neighbourhood Teams

Victim Satisfaction Survey – Locally co-ordinated by the Dorset Police and Opinion Research Services

Community Groups

Independent Advisory Groups

Dorset Race Equality Council

South West Multi Cultural Network

Disability Wessex

Gypsies, Travellers and Other Nomadic People

Muslim Contact Groups

Lesbian and Gay Liaison Officers Multi Agency Group

Meeting the Public

Partners and Community Together (PACT) meetings

Police Authority Community Engagement Programme

Trade Unions and Staff Support Networks

Association of Chief Police Officers

Superintendent's Association

Police Federation

UNISON

Dorset Action for Women Network

Minority Ethnic Police Association

Disability Support Network

Lesbian and Gay Liaison Officers

Christian Police Association

Gay Police Association

5. ASSESSING AND MONITORING OUR FUNCTIONS AND POLICIES

- 5.1 To ensure, as far as possible, that everybody who is affected by the activities and services of Dorset Police Authority is treated with respect, free from harassment, bullying, victimisation and discrimination, all of the Authority's policies and functions must be assessed to ensure they will not negatively impact or unlawfully discriminate against particular groups.
- 5.2 The Force has responsibility for assessing and prioritising its own functions and policies and the arrangements for doing so are set out in the Dorset Police Combined Equality Scheme.
- 5.3 The Dorset Police Authority has delegated responsibility to the Professional Standards and Diversity Committee to develop arrangements and consider and prioritise the full range of its functions and policies according to their relevance to equality. The Equality Working Group will assess each policy to gauge whether a policy or function disadvantages any group and make arrangements for appropriate adjustments to be made.

Equality Impact Assessments

- 5.4 The impact assessment follows three stages:

Stage 1 - Initial Assessment of Functions and Policies

An initial assessment of the function or policy will be undertaken to assess whether they could have a differential impact in relation to any group and whether there is the potential for unjustifiable adverse impact.

Stage 2 - Full Impact Assessment

Any new policies and those that have been referred in stage 1 will be the subject of a full equality impact assessment to consider if the policy:

- Has clear aims and objectives
- Is likely to affect different groups directly or indirectly in different ways
- Reflects the views of interested parties, service users and members of the public
- Is the subject of monitoring and review
- Is published

Stage 3 - Action Plans

If there is any evidence of potential unlawful discrimination or unjustifiable adverse impact, we will formulate an action plan, which sets out how the policy should be monitored, amended or implemented and be the subject of further review.

- 5.5 All policies that have been assessed as relevant to the general duty are subject to ongoing monitoring. Interim changes will be made as issues arise and each policy will be reviewed annually.
- 5.6 If a likely adverse impact on a particular group or generally is identified in the course of a review, the impact assessment arrangements detailed in Stage 3 will be applied.
- 5.7 A list of prioritised functions for equality impact assessment is included at Appendix B. Reports on assessments, consultation and monitoring will be presented to the Professional Standards and Diversity Committee and published on the Authority's website.

6. MONITORING AND SCRUTINY OF DORSET POLICE

- 6.1 The Chief Constable reports progress on the Dorset Police Combined Equality Scheme bi-annually to the Professional Standards and Diversity Committee. This includes progress reports on the Force's three-year action plan for the Authority's consideration. In the event that the monitoring reveals matters that require attention or investigation, the Chief Constable will arrange for the causes to be investigated and the Authority updated about any actions to address the matter.
- 6.2 Members of the Police Authority are represented on the Force Strategic Diversity Board that oversees the strategic management of the Dorset Police Combined Equality Scheme. The Force's External Diversity and Community Engagement Group and Employee Relations and Diversity Group have responsibility for implementation of the action plan. Each reports to the Strategic Diversity Board.
- 6.3 The Force's own Equality Scheme includes details of all Force Policies and their relevance in terms of diversity. The Police Authority has a duty to oversee the Force's own arrangements for assessing the impact of policy or procedure in terms of equality and diversity.
- 6.4 A number of areas have been identified as areas of particular potential risk and the Authority continues to develop its arrangements to maintain oversight in respect of these areas which include:
- Employment Monitoring including recruitment, retention and progression.
 - Training - applications and attendance.
 - Reporting, Investigation and Detection of Hate Crime, Violent Sexual Crime and Domestic Violence.
 - Child Protection
 - Recording and Investigation of Complaints
 - Recording and Outcomes of Street Intervention Activity
 - Crime Investigation, Case Progression and Disposal
 - Quality of Service
 - Equality Impact Assessment
 - Community Profiling
 - Custody

6.5 An action plan setting out the key priorities in terms of developing the Authority's arrangements is attached at Appendix A. Full details of progress in relation to these areas will be reported to the Professional Standards and Diversity Committee on a quarterly basis.

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7. ENSURING THE PUBLIC HAVE ACCESS TO THE AUTHORITY'S INFORMATION AND SERVICES

- 7.1 The Authority recognises that people have different needs for accessing the information and services we provide and this will be a consideration within each impact assessment.
- 7.2 Information about the Police Authority including its roles, structure, policies and publications, is available on our website and can also be supplied to any member of the public on request. In conjunction with the Force, the Police Authority also circulates an annual publication on local policing arrangements to every household in the County.
- 7.3 The Authority does not translate its information, policies and publications into different languages or alternative formats as a matter of course but will deal with specific translation requests as far as it is reasonably able to do so. The Police Authority website has a translation facility that enables access in a number of different languages.
- 7.4 The Police Authority uses a number of venues in Dorset to carry out its activities but mainly these take place in the Police Authority Offices and Committee Rooms at Police Headquarters, Winfrith. We consistently review all venues to ensure accessibility.
- 7.5 The Authority recognises the importance of evidencing that our communication and consultation successfully reaches all communities in Dorset. Consequently the Authority will monitor the profile of those it engages in consultation to identify any groups that may not have had the opportunity to make a contribution.

8. SPECIFIC DUTIES IN RELATION TO EMPLOYMENT

- 8.1 The Authority is responsible for the appointment and employment of chief officers, independent members of the Authority, volunteers and staff. Policies and processes in relation to employment matters are based on the standards of those adopted by the Force.
- 8.2 The Police Authority monitors its employees and members by the numbers of employees and applicants for employment, training and promotion. Our Combined Equality Scheme Annual Report will include a summary of monitoring data against the Authority's employment duties insofar as it relates to Police Authority staff.
- 8.3 Monitoring will include members, independent custody visitors and members of misconduct panels. These figures will be published in our Combined Equality Scheme Annual Report though, given the very small number of staff and members involved, the statistics will be reviewed beforehand to minimise the risk of personal identification. The information we publish will also cover any chief officer selection process panels that may have been undertaken in that year.
- 8.4 All members, volunteers and staff are encouraged to provide their self-classified status voluntarily and at the time of seeking the information clear reasons will be given as to the reasons for collecting and monitoring the data, how it will be used as well as the provisions of the Data Protection Act governing how the information may be processed. The information will be contained within an annual report to the Professional Standards and Diversity Committee

9. TRAINING POLICE AUTHORITY MEMBERS, VOLUNTEERS AND STAFF

- 9.1 The Police Authority Training Plan provides a framework that ensures relevant training is provided to all members, independent custody visitors and misconduct panel members and staff. The training plan incorporates a structure of equality and diversity training which is provided either by participation at Dorset Police training events or in partnership with other authorities in training provided by the Association of Police Authorities.
- 9.2 Underpinning the Authority's Training Plan is the principle of assessing individual training needs to determine the level and extent of the training each person should receive. Overall, the aim is to ensure that people who have particular responsibilities for meeting the duties, such as undertaking equality impact assessments or custody visiting have the necessary skills to carry them out.
- 9.3 A record of all training attended is made in order that training needs can be assessed on an annual basis.

10. WELCOMING VIEWS

10.1 The Dorset Police Combined Equality Scheme sets out how the Force will engage with the public in a focused, influential, proportionate and transparent manner to help the Force improve its awareness.

10.2 Similarly, the Police Authority is keen to promote opportunities for people to become actively engaged in helping the Force and Authority to ensure the delivery of high quality policing services.

10.3 We welcome the views and involvement of any person that can help the Police Authority to develop the way that it carries out its activities, and there are a number of opportunities for people to raise specific equality and diversity issues they may have with the Authority. Further details can be obtained by:

- Visiting the Authority's website on www.dpa.police.uk
- Sending an e-mail directly to the Chief Executive:
martin.goscomb@dorset.pnn.police.uk
- Telephoning the Police Authority offices on (01202 or 01305) 223966
- Sending a fax to the Police Authority offices on (01202 or 01305) 223967
- Writing to Mr Martin Goscomb, Chief Executive, Dorset Police Authority, Force Headquarters, Winfrith, Dorchester, Dorset DT2 8DZ

11. COMPLAINTS

11.1 All Members of the Dorset Police Authority carry out their duties according to a Code of Conduct. Responsibility for considering complaints that a member of the Authority may have breached the Code of Conduct lies with the Standards Committee. Any complaint should be addressed to The Chair of the Assessment Sub-Committee, c/o the Monitoring Officer at Dorset Police Authority, Force Headquarters, Winfrith, Dorchester, Dorset, DT2 8DZ.

11.2 The Assessment Sub- Committee can only deal with complaints about the behaviour of a member of the Authority. If you have a complaint about the service provided by the Police Authority please send details of your complaint to the Chief Executive at the above address.

11.3 Full details of how to make a complaint can be obtained from the Authority's website or by contacting the Chief Executive.

12. THE ROLE OF THE COMMISSION OF EQUALITY AND HUMAN RIGHTS

12.1 The Equality and Human Rights Commission (EHRC) is a non-departmental public body and independent influential champion whose purpose is to reduce inequality, eliminate discrimination, strengthen good relations between people and protect human rights. The EHRC will take an active role in helping to achieve change to benefit some of the most vulnerable and least well represented people in our society.

12.2 Further information about the Commission is available on the EHRC website:
www.ehrc.org.uk

Or by contacting them at:

3 More London

Riverside Tooley Street

London SE1 2RG

Telephone: 08456046610

13. VERSION CONTROL

Version	Approval	Date
0.1	Professional Standards and Diversity Committee	7 May 2009
1.1	Consultation with Diversity Officers	

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DORSET POLICE AUTHORITY COMBINED EQUALITY SCHEME – ACTION PLAN

No	Priority	Target Date	Current position
1.	Monitor the development of the Equalities Bill, the National Tripartite Equality Strategy and the National Police Improvement Agency Equality Standard to consider the local implications and take necessary action.	April 2010	<p>Equalities Bill – 3rd Reading in the House of Lords 2nd March 2010.</p> <p>Tripartite Equality Strategy. Published in October 2009.</p> <p>Equality Standard published in November 2009.</p>
2. (New)	To ensure effective oversight arrangements are in place in relation to the implementation of the Equality Standard by the Force.	May 2010	The Force Strategic Diversity Board is currently co-ordinating a self assessment against the Equality Standard. Quarterly progress reports will be brought to the Professional Standards and Diversity Committee.
3	<p>To ensure effective oversight arrangements are in place in relation to:</p> <ul style="list-style-type: none"> ▪ Employment Monitoring ▪ Training ▪ Reporting, Investigation and Detection of Hate Crime, Violent Sexual Crime and Domestic Violence. ▪ Child Protection ▪ Recording and Investigation of Complaints ▪ Recording and Outcomes of Street Intervention Activity ▪ Crime Investigation, Case Progression and Disposal ▪ Quality of Service ▪ Equality Impact Assessment ▪ Community Profiling ▪ Custody ▪ Recruitment 	May 2010	A proposal for future reporting to the Authority is being developed and will be reported to the Professional Standards and Diversity Committee in May 2010.
4.	To enhance the Police Authority arrangements to engage with community groups and staff liaison groups.	April 2010	A joint consultation and engagement framework is currently being reviewed and is due to be reported to the Community Engagement and Communication Committee in April 2010.

4.	To implement a programme of equality impact assessment for the Authority functions and activities and report quarterly to the Professional Standards and Diversity Committee.	May 2010	The Equality Working Group has been reconvened and is now reporting quarterly to the Professional Standards Committee.
5.	To implement a procedure to enable monitoring of the effectiveness of the Force's equality impact assessment arrangements.	May 2010	A procedure has been established and will be implemented by the Equality Working Group. The arrangements were reported to the Professional Standards Committee in March 2010
6.	To oversee the Force's implementation of a revised Street Intervention policy and procedure.	May 2010	The Policy and Procedure is in place. An action plan to ensure effective implementation is now being progressed by the working group. The Force has agreed to be a pilot force to support the development of the Next Steps programme which is being implemented by the NPIA.
7.	To work with the Force to better understand and address the barriers to becoming an employer of choice for Black and Minority Ethnic Communities.	May 2010	Policing Plan Targets have been set. .
8.	To ensure effective arrangements are in place to undertake an Equal Pay Audit.	May 2010	The Force is currently undertaking an equal pay audit which is being externally validated and will be reported to a future meeting of the Human Resources Committee.
9.	To ensure that arrangements for procurement of equipment and resources appropriately address equality and diversity matters.	May 2010	An assessment of the Force's Procurement arrangements will be undertaken against the Equality Standard and reported to a future Professional Standards Committee.
10.	To report annually to the Professional Standards and Diversity Committee on the Combined Equality Scheme	September 2010	The annual report will be brought to Members of the Committee in September 2010.
11.	To ensure that the employment arrangements in place in the Authority are compliant with the equality duty in all areas.	September 2010	The annual report will set out the current position in relation to employment and identify any particular risks to the Authority.

PRIORITIES FOR EQUALITY IMPACT ASSESSMENT

	Police Authority Responsibilities	Relevance/ Priority	Comment
1.	Ensuring effective arrangements for consulting local communities about policing and reflecting those views in local policing priorities and targets	High	The current joint policy is due to be reviewed and updated
2.	Promoting diversity within the Force and within the Authority	High	Draft Equality Scheme and Working Group now in place
3.	Administering the Independent Custody Visiting Scheme	High	Significant potential for Equality and Human Rights issues to arise
4.	Producing a policing plan before the beginning of each financial year setting out the policing priorities and targets for the Force	High	Initial Equality Impact Assessment Completed
5.	Monitoring the handling of complaints against the police and ensuring that complaints procedures are carried out properly	High	IPCC guidance awaited
6.	Monitoring the performance of the Police Force in complying with the Human Rights Act 1998.	High	APA guidance has been recently published and will be the subject of review
7.	Monitoring the performance of the Police Force in complying with the delivery of the Policing Plan	Medium	Established procedures are in place and under continuous development
8.	Oversight and scrutiny of performance against key and local performance targets and providing performance information to local communities	Medium	Established procedures are in place and under continuous development
9.	Holding the Chief Constable to account for the exercise of his functions and those of persons under his direction and control	Medium	Established procedures are in place.
10.	Membership of the Crime and Disorder Reduction Partnerships	Medium	Opportunity for closer working with partners
11.	Appointing the Chief Constable and Other Chief Officers	Medium	Home Office controlled procedure
12.	Considering the Force's Financial and Resourcing Plan, setting a budget and setting the council tax	Low	Low Risks/Opportunity in terms of equality
13.	Monitoring the Budget	Low	Low Risks/Opportunity in terms of equality
14.	Securing that arrangements are made for the Force to collaborate with other police forces where such collaboration would be in the interests of the efficiency and effectiveness of the force or policing generally	Low	Lower Risks/Opportunity in terms of equality
15.	Monitoring the Force's Continuous Improvement Activity	Low	Low Risks/Opportunity in terms of equality
16.	Publishing a local policing summary that sets out the Police Authority's priorities for the coming year and how the Force has met the priorities of the previous year	Low	Established procedures are in place. No immediate risks identified

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GLOSSARY

1. Glossary of Abbreviations used in this Scheme

ACPO	Association of Chief Police Officers
APA	Association of Police Authorities
BCU	Basic Command Unit
EC	Equality Commission
DAWN	Dorset Action for Women Group
ET	Employment Tribunal
HMIC	Her Majesty's Inspectorate of Constabulary
HR	Human Resources
ICV	Independent Custody Visiting
IPCC	Independent Police Complaints Commission
GPA	Gay Police Association
PACE	Police and Criminal Evidence Act
PCA	Police Complaints Authority (now IPCC)

2. Glossary of Key Terms used in this Scheme

Due regard	In practice this means giving greater consideration and resources to functions and policies that have the most effect on the public, or on the authority's employees
Function	The full range of activities carried out by a public authority to meet its duties
General Duty	The Race Relations (Amendment Act 2000), the Disability Discrimination Act 2005 and the Equality Act 2006 introduced a number of general duties (See section 3)
Policies	Principles or criteria defining the different ways in which an Organisation carries out its roles, functions and duties
Public authority	This term includes police authorities for the purposes of The Gender Equality Duty
Equality Impact Assessment	A systematic way of finding out how a proposed policy is likely to affect the promotion of race equality
Race Equality Scheme	A document setting out how a public authority plans to meet its statutory duties under the Race Relations Act (as amended)
Relevance	Relevance is about how far a function or policy affects people as members of the public or employees of the authority
Specific Duty	The Race Relations (Amendment Act 2000), the Disability Discrimination Act 2005 and the Equality Act 2006 introduced a number of specific duties (See section 3)

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