

July 2011



Equality Analysis

POLICE AUTHORITY

ACTIVITY 2011/12

Executive Summary

Bedfordshire Police Authority meets its equalities duties by undertaking analysis of how the activity will impact differently on Bedfordshire residents. The Police Authority takes a risk based, low bureaucracy approach to maximize the value to communities.

Twelve of sixty activities within our business plan have been assessed as having a 'high' potentially different impact on individuals based on a protected characteristic. This document summarizes the consideration given and activity undertaken by the Authority to eliminate unlawful discrimination, promote equality of opportunity and foster good relations between people.

Available in large print

Introduction

As a Public Body Bedfordshire Police Authority has statutory responsibilities under the Equality Act 2010. This is known as the 'General Duty' and places the following requirements on the Police Authority:

- To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- To advance equality of opportunity between people who share a protected characteristic and those who do not.
- To foster good relations between people who share a protected characteristic and those who do not.

The Authority is also deemed a 'relevant partner' to 'Every Child Matters' under the Children's Act 2004 and considers it's impact on children and young people through Equality Analysis.

2011/12 Activities

Bedfordshire Police Authority has developed a business plan to ensure that it delivers its objectives in a very important year. The Authority is the governing body of the county's police service, agreeing its strategic plan and setting its budget. The police service is undertaking a change programme to improve services and meet the financial challenge of the national budget deficit. Police governance is also changing this year as police authorities are replaced by elected 'Police and Crime Commissioners' that aims to give a greater public voice in policing priorities.

Our business plan can be read [here](#). It is supported by an operational action plan. The action plan has sixty actions that have been assessed as having a high, medium or low differential impact on individuals with different 'protected characteristics' as defined by the Equality Act 2010. These are; age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, and sexual orientation. Given our statutory duties other issues such as language and community cohesion will be important considerations. Socio-economic disadvantage was written into the Equality Act, but was not enacted by secondary legislation and so is not currently a protected characteristic as defined by the Act.

In 2009 the Police Authority launched its [Single Equality Scheme](#) and published [annual reports](#) each year in October. These documents give an overview of our progress relating to equality, diversity and human rights issues.

How you can help

As an organisation we are committed to continuous improvement and welcome views from the public about how we can improve. We are particularly keen to hear from you about the contents of this document on an ongoing basis. If you believe that we have not considered a particular group or impact of our activity please let us know. Our contact details can be found [here](#).

Community Safety Partners to be encouraged to use threat, harm and risk when undertaking strategic planning

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

The 'Threat, Harm and Risk' approach aims to focus attention on areas of greatest need. These areas will be disproportionately affected by the economic environment and public sector service changes. Improved risk management therefore contributes to partners, the police and Police Authority to meet the general duty under the Equalities Act 2010 to advance equality of opportunity.

The process for determining need (threat, harm or risk) will be critical in determining the impact of this approach on different individuals. Public sector partners are subject to the same statutory duties as the Authority and will need to give due regard to the differential impacts when implemented this approach. The implications on particular protected characteristics will vary from service to service.

Overall, whilst areas of socio-economic disadvantage are likely to benefit from threat, risk harm approaches, consideration will need to be given to the visibility of services in areas of lower need. Recent joint Authority and Force research on reducing demand, highlighted families with complex needs.

Public consultation

In January 2011 Police Authority consultation indicated public support for a Threat Harm Risk approach. A survey of 1445 people reported that:

- 83% agree resources should focus more on places where crime / ASB are worse
- 73% agree investigation should focus on crime with greatest impact on victims
- 58% agree Force engagement can be triggered by demand

Focus groups conducted as part of the same consultation supported telephone resolutions for minor crime if the risks posed by individual vulnerability were managed. This was supported by 68% support for telephone resolution for minor crime in the survey.

Community Safety Partnerships

Partners across the three CSPs conduct strategic assessments that aim to reflect the needs of the community. Examples of other recent activity include Central Bedfordshire's Community Safety Partnership Plan Equality Impact Assessment that considers the six priorities set for 2010/11 across a range of criteria. This document found that people living in deprived neighbourhoods were two and a half times more likely to be a victim of burglary or robbery and were more likely than average to be 'very worried' about crime and anti-social behaviour. Partner strategic assessments focus on consideration of community needs, including vulnerability and draw on other local assessments, such as Health Needs Assessments or the work undertaken to draft a Social Justice Framework for Luton. CSP partners have the same statutory duties as the Police Authority.

Recommendation 1: The PA suggests partnership plans include equality analysis.

Particular groups are more likely to be disadvantaged where services plan separately, unable to see the sum total of their decisions. A particular group, such as young people, might not be particularly disadvantaged by a single set of services changes but by the cumulative effect of a number of uncoordinated changes. Joint strategic planning is likely to increase the combined understanding of communities, and capacity available to understand impact of plans.

Stakeholders have been involved through cross-partnership staff events. A wide range of feedback was collected and fed back into the Chief Executives Forum.

Police Authority consultation asked the public how partners could deliver services more effectively together. The public support partnership working, such as the Pan Public Sector Project and frequent comments made regarding the following:

- Strong emphasis on health particularly for a better understanding on mental health issues, learning difficulties, safeguarding issues and domestic abuse.
- Support for sharing business support functions such as human resources, corporate communications, management support, finance, and information technology. Suggestions also included co-location of contact and control room functions.
- Better partnership communication, particularly to and alongside parish councils. This is now being done through the partnership e-zine and key messages offered to parish councils for inclusion in local newsletters.
- Encouragement for a close alignment with schools and support for youth work.
- Concern about time spent in partnership meetings, with specific suggestion of video conferencing.

In focus groups discussing the Force's approach to reducing burglary, robbery and ASB the Police Authority explained Integrated Offender Management. Attendees were supportive, but on the condition that it was evaluated and success was communicated to the public.

Recommendation 2: Following the full implementation of IOM, encourage partnerships to communicate its successes.

Communicate to public what is prioritised and why

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

This year's Strategic Plan was published less widely than normal due to the financial challenge facing public services. The plan is available from our website that includes a read aloud function.

How residents want to be informed

Our July 2010 Blue Light survey comprised a thousand respondents found that two-thirds wanted to know more about policing in the county. Half of Blue Light respondents asked to be kept informed through letters and leaflets. This was the most favoured means for all age groups except over 75s who were more evenly split between telephone contact by Neighbourhood Watch and face-to-face contact.

Press Releases

Police Authority press releases are often of interest to local newspapers. It is less easy to measure who is reading these papers, although studies show that older people are more likely to read local newspapers than were other adults (English Longitudinal Study on Ageing 2003). Whilst there will be particular demographics that are more likely to read free papers, they have the advantage that they are received by most residential properties.

National figures show newspaper readership can vary widely between different newspapers, but the examples below may give some indication of age groups reading local papers. The readership under 35 compare with 36% of the Bedfordshire population under 35 years (Experian 2008). The Longitudinal Study reported that national daily newspapers were most frequency read by people aged 70-74.

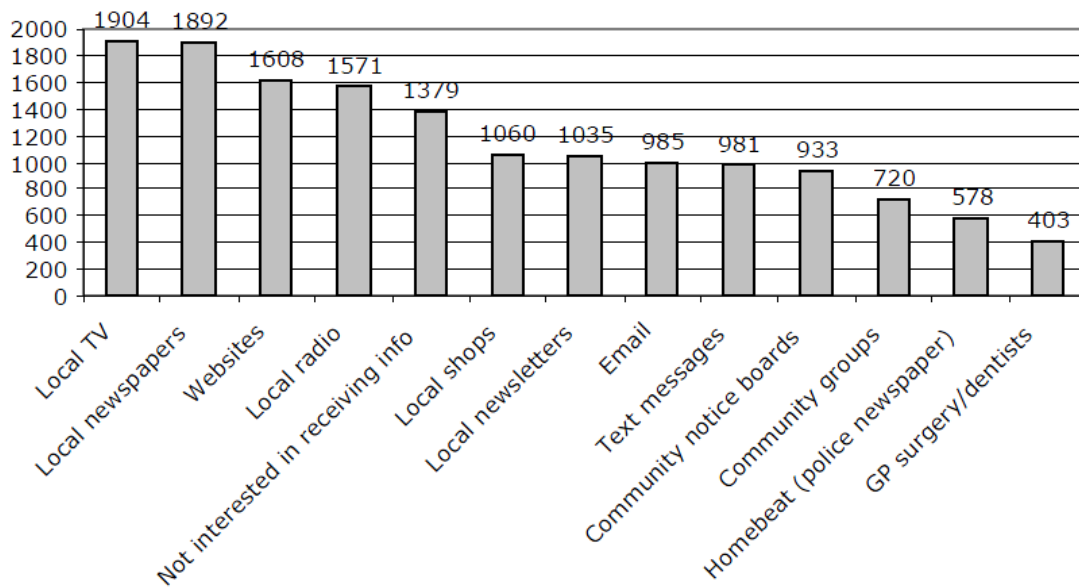
Newspaper	Male / Female Split	Readership under 35 years
The Sunday Times	50/50	29%
Mail on Sunday	50/50	17%

Young People

Bedfordshire Police Authority represents 155,100 people aged between 0 and 19. Of the estimated 40,400 people aged 20-24, 43% are in Luton (ONS 2009). The Bedfordshire Police and Authority Local Confidence Survey showed that of a sample of 261 people aged 16-24, a third of this age group viewed crime as a big or fairly big problem. This compared with only a quarter of a similar sample of people aged 45-54. Young people are likely to be aware of public sector spending reductions and the Authority will want to ensure that reassuring messages are also reaching young people.

In 2010 Northamptonshire Police Authority conducted a survey with five thousand young people that showed that a quarter were not interested in receiving any information. However, the majority were interested in receiving crime and policing updates through schools, including through school newsletters, assemblies, talks and classroom and corridor

displays. The young people aged 10-18 rated preferred forms of media as shown below.



Recommendation 3: At low cost the key message leaflets could be slightly redesigned and distribute to locations with high numbers of young people – e.g. Luton generally or University notice boards in Canfield, Luton and Bedford more specifically. The aim of this should be to reassure young people about the impact of police spending reduction on personal safety.

Older People

Cabinet Office research (2005) into communicating with older people found that:

- Many studies show older people prefer face to face communication
- Informal networks are important, with much greater reliance on ‘word of mouth’
- Older people watch more TV than any other age group
- Older people want more communication featuring people of their age range, but care needs to be taken as images can be easily rejected if considered to promote stereotypes etc
- Documents for older people should be of a manageable size (A5) and easily navigable
- Official branding can be effective in winning the attention of older readers with traditional logos are more accurately identified.

The Cabinet Office study analysed British Crime Survey data concluding that health status was the variable more closely associated with fear of crime than age. Older women are more likely to live alone than older men (Census 2001). If older people have higher crime fears this could be a particular focus of reassurance activity.

Recommendation 4: That the Police Authority survey taking place in August 2011 seek to understand how messages are being heard and include an age question in the demographic section. Survey and focus group results should then be fed into the October scrutiny committees to support scrutiny of Force communications (such as Local Policing Team presentations).

The English Longitudinal Study on Ageing (2003) found that 13% of those aged 65 to 69

reported 'fair' or 'poor' eyesight even 'when using glasses or lenses as usual', which rose to 33% among those aged 80 or older (higher among women). Similarly 16% of those aged 55 to 59 reported 'fair' or 'poor' hearing even 'when using a hearing aid as usual', increasing to 39% among the 80+ (higher among men).

Older people may be limited to attending events in their immediate locality. A quarter of women over 70 holding licence according to the National Travel Survey (2002). Specific engagement through Operation Vision or through Local Policing Team may be more suitable.

Recommendation 5: That the needs of vulnerable older people be highlighted to Members in any future discussion of Bobby Scheme funding. Police Authority staff monitor levels of distraction burglary and highlight increases to Members by exception.

Merchandise (pencils, fridge magnets etc) would allow the Authority to raise its profile amongst usually excluded groups, but at this time it would difficult to evidence the value for money this would provide. The Business Plan Action Plan includes an action to submit to updates to Parish and Town Council magazines. Another cost effective means of communication may be through GP surgeries.

Bedfordshire has more than 100 000 BME residents, most living in particular parts of Luton and Bedford. This suggests a particular focus on geographical areas might be more successful than small scale events with community groups. This is however, notwithstanding that different individuals and communities will have different communication preferences.

Recommendation 6: Consider equivalent Parish Council messages through LutonLine to ensure equal access to Luton residents.

Ensure equality impact assessing is undertaken as part of strategic planning process

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

Equalities issues need to be given due regard at each stage of strategic planning. By May the Strategic Plan will be in its second of four years. Environmental scanning should take account of equalities issues, such as the impact of demographic changes. Following the change to equality analysis Bedfordshire Police have developed a new to support their process.

The Strategic Plan was discussed at the Strategic Independent Advisory Group prior to approval by the Police Authority. To improve their ability to influence the document consultation needs to take earlier. If Member/Force meeting take place to discuss changes to the strategic plan, Strategic IAG members could be invited to contribute to the discussion.

Recommendation 7: Suggest Strategic IAG see Strategic Plan first draft at a similar time to Police Authority in November / December 2011.

Consultation is expected to take place in the Autumn of 2011 and this should seek opportunities, such as demographic questions, to understand the views of different people on strategic planning questions.

Recommendation 8: Support the OSA development to give due regard to consultation, demographic changes and other equalities issues.

Understand the impact of the 2011/12 budget and strategic plan

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

In recent years the Police Authority has used online surveys to attract the views of an increasingly large number of people (approximately 1000 in 2009/10 and 1500 in 2010/11). A fifth of Blue Light telephone survey respondents showed an interest in online surveys (2010). This year the Police Authority is using quantitative surveys alongside qualitative discussion / focus groups to understand the impact of service changes.

The August 2011 online survey will include open text boxes asking if public are experiencing any change in their policing service. Below we have outlined our efforts to promote the survey. The next survey is unlikely to be representative and therefore needs to balance findings with other methods of gathering views from underrepresented groups.

Online Survey 2010/11

Our strategic planning consultation was described as innovative by Her Majesty's Inspectorate of Constabulary in July 2011. The online budget survey was undertaken by 1,445 people including 76 businesses. The survey reflected gender, disability, all council tax bands, all postcode areas and included 260 victims of crime.

The Police Authority promoted the online survey with the voluntary sector and at university and college intranets. However, ages 16-24 and BME residents remained underrepresented when compared to Office for National Statistics 2008 population estimates. Consultation stalls in Luton, at a parent and toddler group and at the Students' Union were more representative by age and ethnicity. Feedback at a consultation stall at the East Cotts and Wilstead Community Safety Forum led a change of title of one priority area from distress to disorder. The Strategic Plan was also taken to the countywide Independent Advisory Group in February 2011 where the editor of the final version listened to feedback.

The consultation has not identified significant differences between survey respondents by demographic characteristic, but highlighted areas that were considered during the strategic planning process, such as the higher priority given to protection from violence by younger people. Overall, 2010/11 activity highlighted the importance of specific consultation with groups under-represented by the main method used.

The consultation aimed to reach a wider audience through Bedfordshire Police's Facebook, Bedford Borough's Twitter, University of Bedfordshire e-notice board, and the Central Bedfordshire and Luton Borough Council homepages.

Deliberative Forums / Focus Groups

Whilst the Police Authority has limited capacity it considers opportunities discuss issues with groups who are under-represented groups within our consultation. Although the reflection of people identifying themselves as having a disability has been broadly in line with population estimates (see full Budget Consultation EIA February 2010) the methodology will have

excluded some people who could contribute through discussion groups.

Focus groups reduce, but do not overcome, the cultural, language or physical barriers which prevent individuals and communities from influencing their police service at a strategic level. Whilst our online survey used shallow or broadcast means, focus groups can be more targeted and localised, using interaction of police authority staff to create dialogue, overcome barriers and test factors underlying the opinions gained through surveys.

Focus groups are by definition small-scale and more expensive per person reached. However there is a value in building relationships is that can encourage participation in broadcast forms of consultation, such as online surveys. Relationships are inherently fragile to change, such as if a key community contact or member of our own staff were to leave. These links will be particularly important for the new PCC who may need to quickly develop links in parts of Bedfordshire with which they are less familiar.

- Are messages are tailored to the needs of the community?
- How is Authority communication delivered, and by whom? (Just sending the same email to different people may miss the point. To improve student response to budget survey the Authority could seek to target literature to this group).

Cabinet Office (2006) research suggests that some members of ethnic minority groups do not consume mainstream media such as regular commercial television, radio or press and hence are not reached by advertising in these media.

Translation can be of benefit, but some older people may not be readers of their language and so would not benefit. Some media and public debate on this issue suggest this translation should be proportionate. Given that out written material is largely distributed online, translated material may still not reach the particular demographic that would benefit from it. The Cabinet Office (2006) produced guidance to support outreach with usually excluded groups. <http://www.communities.gov.uk/documents/communities/pdf/151918.pdf>

Members will continue to be important for promoting the survey to their community and business links.

Recommendation 9: The Authority should use Independent Custody Volunteers more effectively. ICVs are part of our organisation and significantly more representative of the community in terms of age, race and nationality than our normal consultation.

Understand the impact of the 2012/13 budget and strategic plan

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

Equalities considerations prior to the September 2010 PA focus groups with young people included participant recruitment, event venues / dates and the complexity of the sessions' content. The focus groups discussed young people's perception of crime, safety and their priorities. They test young people's awareness of police authorities as previous consultation had indicated that this was lower. The session particularly focussed on 'Stop Account / Search' as this was thought to be a common interface between Bedfordshire Police and young people. The groups included an inclusive range of ages and particular efforts were made to reflect disability and socio-economic disadvantage amongst participants.

The impact of partner spending cuts, will also be important. A Freedom of Information survey of 250 local authority charity spending reduction indicated that there would be a particular impact on children and young people (BBC).

Detailed planning for this consultation has not yet begun, but possibilities include:

- Stalls – Have previously provided a visible way consulting with the public and allow easy engagement with under-represented groups. For example we have consulted with parent and toddler, university age. This has also proved to be very cost effective.
- Engaging with usually excluded groups on their own premises.
- Use of local radio, such as 'In2beatz' in Bedford.
- Viral promotion of the survey, perhaps through youtube.
- Meeting with community representatives prior to wider consultation.

Communicate messages on financial challenges (e.g. collaboration impact on local policing).

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

Protected Characteristics and Communication Preferences

In the online survey we fed back on the above findings and asked what types of information residents were interested in. Most important to people was changes to emergency and local services. People aged 16-35 were just as interested in these categories, but even less interested than other age groups in inspection findings. Similar proportions of both men and women were interested in each category. Women were slightly more interested in specialist services that deal with serious and organised crime and men more interested in inspection reports. People with disabilities were more likely to be interested in all five categories than the population as a whole, perhaps indicating that people with disabilities are less informed due to current methods used.



Recommendation 10: That IAG Members are kept informed regarding changes and encouraged to feedback any concerns.

Increasing easy and equal access to the complaints system

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

Bedfordshire Police Authority operates a complaint system for complaints about Chief Police Officers. If we receive complaints regarding other aspects of policing we refer them to the appropriate Customer Services Department who refer issues that they cannot immediately correct to the Professional Standards Department. A review of Authority complaints processes has taken place to ensure alignment with Force processes.

Young People

Police Authority Focus Groups with young people in September 2010 heard a lack of awareness and confidence in the complaint system. **Recommendation 11:** The Police Authority should take opportunities to scrutinise issues of particular relevance to young people, such as incivility and stop and search.

Emerging Communities

Our process will need to take particular care to enable emerging communities to be aware of complaints processes, particularly as their countries of origin may not have equivalent opportunities for redress. The Bedfordshire Police 'You Voice Counts' pages are available in Bengali, Lithuanian, Polish, Punjabi, and Urdu. **Action: We will link to these pages in the specific language from the Police Authority complaints webpage.**

During the 2010/11 budget consultation Authority staff consulted a local refugee support group. The coordinator was not aware of any concerns regarding local police amongst their refugee and asylum seekers, but was aware of police community safety leads to approach were such a problem to be identified.

Force Equal and Easy Access – Equality Impact Assessment

In 2010 the Police Authority undertook a self-assessment of Police Authority complaints scrutiny. Of the 25 areas, all but two met or exceeded the standard. One of those two areas for concern was scrutiny of access to the complaints system and whether it is satisfied that there is equal access for all. The Authority asked the for an impact assessment to be conducted. The Force's Equality Impact Assessment looked at the process for recording a complaint, including the range of routes for the public to make complaints. Many of these routes allowed staff to use Language Line and hard of hearing facilities to record the complaint.

The findings of the Force EIA are useful for the Authority when considering the fairness of the process. The EIA concluded that although the routes for reporting complaints were numerous and varied, the routes were geared towards those having English as a first language, who are able-bodied and who have the confidence to that a report would be taken seriously. The EIA considered the result to be the system disadvantaging the following groups:

- Members of the public who do not have English as a first language;

- Members of the public who are not able to physically make a complaint with ease;
- Members of the public who do not have individual confidence to make a complaint;
- Young people who may feel they do not have a 'voice';
- Communities who are potentially disengaged through having a low level of 'trust' in the police.

The translation of the Forces 'Your Voice Counts' webpage took place as a result of this EIA.

Reviewing the way the Police Authority manages command and control and operational complaints

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

The Police Authority will forward any complaints command and control and operational received to Bedfordshire Police. A review has taken place to ensure consistency. As a result of this action a written procedure has been produced and all Police Authority staff now have a copy of the complaints process on their notice boards.

Communicate governance changes to the public

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

This activity will need to consider the wider communications issues outlined above.

A Transition Panel will be launched in September and a Transition Communications Plan developed. Detailed planning has not yet begun, but will give due regard to high impact activities required for the Authority to transition into the Office of the Police and Crime Commissioner.

In 2010 the Home Office published their equality impact assessment of proposals for a Police and Crime Commissioner. All of the findings are listed below:

- Consultation responses highlighted the need to ensure the diversity of Commissioner candidates; and the ability of one person to effectively represent diverse communities across a force area.
- There are a disproportionately low number of BME people and women in key public facing roles for example members of parliament, local councillors, and chief police officers.
- Consideration of how underrepresented groups can stand and participate in elections is crucial in gaining the support from and for the Commissioner to understand the needs of a wide range of people. Age, disability and sexual orientation are specifically mentioned.
- People from BME groups are much more unlikely to get involved in influencing local services and voting so it is important that the Commissioner can represent the views of all local communities effectively.

Local Authorities will run the election, but any information published by the Police Authority should give due regard to the wide range of potential audiences.

Chief Police Officer Recruitment

- Is this activity likely to impact differently or potentially exclude different individuals?
- Have protected characteristics outlined within the Equality Act 2010 been considered?
- What improvements can be made and how?
- How you have involved other stakeholders (internal and external) in the process of shaping this activity?

The Business Plan Action Plan includes an action to recruit a Deputy Chief Constable. This was in progress at the time of the plan's development and was completed soon after the plan was finalised. Bedfordshire Police currently have one police staff chief officer and the recruitment process for this category of Chief Officer is managed by the Force. From next year the Police and Crime Commissioner will take responsibility for the recruiting the Chief Constable, but not Assistant or Deputy Chief Constables.

The most recent Chief Police Officer appointment took place in winter 2010/11. Regard was given to equalities issues with the following established:

Disability

- The advert was checked for accessibility prior to being finalised including fonts, colour scheme etc.
- There is no fitness test for this role.
- The Authority provides accommodation to applicants as required.

Sex

- The gender balance of initial 3 candidates was 2 male and 1 female. This was more representative of women in the current recruiting pool (Officers at the rank of Assistant Chief Constable). At the time of the appointment the Authority had an equal number of female and male Chief Officers including a female Chief Constable.

Diversity Monitoring Arrangements

- Bedfordshire Police Authority uses a Home Office form that seeks to monitor gender, ethnicity, disability and age of applicants but not sexual orientation, religion or other protected characteristics.
- Best practice trans questions are not asked on the Home Office diversity monitoring form ('Is your gender identity the same as the gender you were assigned at birth? Do you live and work full time in the gender role opposite to that assigned at birth?').
- As future arrangements become clear the Authority may have the opportunity to raise this at a national level. Whilst a national monitoring form may continue to operate, the nature and process of Chief Constable appointments may change. Whilst Police and Crime Commissioners may wish to set an example they would equally not wish to dissuade applications from individuals not confident in the privacy of the process.

Other

- A check was made to ensure an 'HIV status question' was NOT included on diversity monitoring sheet as had been used by some PA's but is now advised against by APA.
- For a number of years the Police Authority has not conducted social events as part of the recruitment process. This ensures social, family and other connects do not influence the process
- There is unlikely to be any urban/rural disadvantage to applicants, although metropolitan/county policing experience may be a legitimate consideration for the appointment process.

Stage 2 – Take Action: Summary of Recommendations

These recommendations will be incorporated into the Police Authority Business Plan Action Plan (perhaps replaced by a including transition plan in the future):

	Recommendation / Actions Required	Timeframe	Responsible Officer / Member
1	The PA suggests partnership plans include equality analysis.	By November 2011	All attending partnerships
2	Following the full implementation of IOM, encourage partnerships to communicate its successes.	April 2012	All attending partnerships
3	Key message leaflet for young people	Following production of most appropriate briefing	Administration Officer
4	That the Police Authority survey taking place in August 2011 seek to understand how messages are being heard and include an age question in the demographic section. Survey and focus group results should then be fed into the October scrutiny committees to support scrutiny of Force communications (such as Local Policing Team presentations).	August 2011	Community Engagement Officer
5	That the needs of vulnerable older people be highlighted to Members in any future discussion of Bobby Scheme funding. Police Authority staff monitor levels of distraction burglary and highlight increases to Members by exception.	Ongoing	Policy and Project Officer

6	Consider equivalent Parish Council messages through LutonLine to ensure equal access to Luton residents.	As messages are published by local magazines	Deputy Chief Exec
7	Suggest Strategic IAG see Strategic Plan first draft at a similar time to Police Authority in November / December 2011.	November 2011	Policy and Project Officer
8	Support the OSA development to give due regard to consultation, demographic changes and other equalities issues.	November 2011	Policy and Project Officer
9	The Authority should include Independent Custody Visitors in strategic planning consultation.	August 2011	ICV Scheme Administrator
10	That IAG Members are kept informed regarding changes and encouraged to feedback any concerns.	Ongoing	Administration Officer
11	The Police Authority should take opportunities to scrutinise complaints issues of particular relevance to young people, such as incivility and stop and search.	October 2011 and January 2012	Member Support Team

12	The new Police and Crime Commissioner website should link to the complaints pages in the languages catered for by the Force website.	July 2012	Member Support Manager
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