



Bedfordshire Police Authority

COMMITTEE AND MEETING DATE	Compliance and Risk Management Committee 21 September 2011
AGENDA ITEM No:	7
TITLE:	SECOND ANNUAL REPORT OF THE POLICE AUTHORITY SINGLE EQUALITY AND HUMAN RIGHTS SCHEME
DATE OF REPORT:	5 September 2011
REPORT OF:	Chief Executive and Treasurer
AUTHOR:	Policy and Project Officer
ACTION REQUIRED:	For approval
APPENDICES:	None

EXECUTIVE SUMMARY:

Bedfordshire Police Authority has statutory responsibilities under the Equality Act 2010 and is required to:

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

This paper provides assurance that the Police Authority is compliant with its statutory equality duties, with specific regard to its Single Equality and Human Rights Scheme (2009, amended following Equality Act 2010). Police Authority activity has built upon the work of the previous year and shows improvement towards meeting objectives within the Single Equality and Human Rights Scheme.

RECOMMENDATIONS:

Recommendations

1. That members agree that the Police Authority is compliant with its statutory duties in relation to the Single Equality and Human Rights Scheme.
2. That the Annual Report 2010 – 2011 on the Single Equality and Human Rights Scheme is approved

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BACKGROUND PAPERS:

Police Authority Business Plan 2011/12 and associated Action Plan

Police Authority Equality Analysis 2011/12

Home Office Equality Impact Assessment of Proposals for a Police and Crime Commissioner (2010)

ADDITIONAL PAPERS:

The Race and Faith Inquiry Report (Metropolitan Police Authority, July 2010)

Assessment of Women in the Police Service (Home Office, March 2010)

The Stephen Lawrence Inquiry, Ten Years (Feb 2009)

1 INTRODUCTION

- 1.1 Following the Equality Act 2010 the Police Authority is no longer required to publish an Annual Report against its Scheme, however at the January 2011 Equality and Diversity Advisory Panel Members determined that the Authority would provide an update to this meeting of the Compliance and Risk Management Committee.
- 1.2 The purpose of this paper is to report highlights to Members regarding progress against the Police Authority Single Equality and Human Rights Scheme (hereafter, 'The Scheme'). The Scheme was published in September 2009 in line with best practice on compliance with statutory disability, gender and race equality duties. This followed approval by the Equality and Diversity Advisory Panel and the Police Authority, both in July 2009.
- 1.3 This report details some of the activity undertaken in 2010 -11.

2 THE FIRST ANNUAL REPORT (SEPTEMBER 2010)

- 2.1 The Authority reviewed progress made against the Scheme's objectives for the year October 2009 to September 2010. The Authority had:
 - Conducted six impact assessments. Lesson learnt suggested a prioritisation process was required for future impact assessments.
 - Supported the Force in adopting the 'Equality Standard for the Police Service'.
 - Undertaken focus groups with young people, traditionally underrepresented in our consultation.
 - Trained committee chairs in impact assessments
 - Focused scrutiny on the satisfaction gap
 - Members' Community Safety Forums evaluations fed back on representativeness of attendees.
 - Conducted Human Rights and Critical Incidents training with Members and Independent Custody Visitors.
- 2.2 Over the last year the Police Authority has built on these activities to further fulfil the objectives of our scheme. The next section reports back on actions undertaken under each theme heading.

3 SUMMARY OF THE SECOND YEAR OF THE SCHEME (OCTOBER 2010 TO SEPTEMBER 2011)

Statutory Duty 1: Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Objective 1: Areas requiring equality analysis are identified and equality analysis is completed

- 3.1 The Police Authority has taken a risk-based approach to equality analysis across all of this year's business. The sixty activities within the Business Plan

Action Plan were evaluated and given a risk grading. Research was conducted on the 12 high risk areas and a secretariat working group met to consider how delivery could be improved to ensure compliance with duties and to assign actions. These actions will be monitored through the Business Plan and exceptions will be reported to this committee (as determined at item 8).

3.2 Actions identified through the equality analysis of the 12 high risk areas include:

- Contributing to the equality analysis of partnership plans and equality analysis commissioned by the Organisational Strategic Assessment working group.
- Promoting key messages and consultation to Independent Custody Visitors and Independent Advisory Group members more effectively to support wider community awareness.
- Undertaking communication activity aimed at young people to reassure them regarding the impact of spending reductions on personal safety as highlighted by consultation.
- Conducting scrutiny of complaints processes where a complaint is made against a collaborated resource to ensure appropriate standards and community confidence.

Equality analysis recommendations such as these will be developed into specific actions and incorporated and monitored through the business / transition plan.

Statutory Duty 2: Advance equality of opportunity between people who share a protected characteristic and those who do not.

Statutory Duty 3: Foster good relations between people who share a protected characteristic and those who do not.

Objective 2: Communication, consultation and engagement takes account of views from across our community, including regard for protected characteristics

3.3 Consultation now routinely uses mechanisms to boost representation of underrepresented groups and improve the quality of engagement. In addition to improving the number and diversity of survey respondents that Authority uses stalls and discussion groups across the county.

3.4 This year the Authority has expanded into a broader range of communication methods, including Parish and Town Council Magazines, Twitter and Facebook. The Police Authority web pages on Equality and Diversity and Stop and Search have been updated to reflect legal and organisational changes and to ensure consistency with Force pages.

3.5 Regard is given to equalities in publications, such as the Chief Officer advert colour scheme and increasing the front size within the partnership precept information booklet. The Authority's 'Making Contact' e-magazine has developed some brand recognition, and the Authority has provided copies to partially sighted residents in an appropriate format.

Statutory Duty 1: Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Statutory Duty 2: Advance equality of opportunity between people who share a protected characteristic and those who do not.

Objective 3: Effective monitoring and scrutiny of Force equalities

- 3.6 Over the last year Members have scrutinised Force activities in relation to equality and diversity. For example:
- Members have scrutinised an Equality and Diversity Performance report and identified one area for further benchmarking and analysis.
 - In seminars Members have asked the extent to which the communications strategy considered usually excluded groups.
 - Members have been involved in the governance of 'critical incidents' to provide community oversight in support of Force activity.
- 3.7 There has been a continued focus on the regard given by the Force to understanding the potential for their policies and activity to affect individual residents differently (impact assessing / equality analysis). Quality assurance has been provided on assessments relating to the following issues:
- Honour Based Violence, Forced Marriage and Female Genital Mutilation (January 2011)
 - Street Checks (January 2011)
 - Child Abuse (January 2011)
 - Rape Investigation (February 2011)
 - Amended Equality Analysis for Rape Investigation (May/June 2011)
 - Crime Management Process (August 2011)
 - Proposed Shift Pattern (August 2011)
 - New Force Structure (August 2011)
 - New Local Policing Model (August 2011)

Section 4 of this report updates Members on the current status of this work.

- 3.8 In addition the Police Authority continues to prioritise and invest in Protective Services to ensure that the needs of the most vulnerable are addressed.

Objective 4: Fair and proportionate approach to employment and volunteering

- 3.9 Independent Custody Visitor recruitment has successfully represented much of the diversity within our community. New marketing approaches, such as using University of Bedfordshire volunteering centre, helped to promote the scheme across the community. This is evidenced in the reflection of protected characteristics amongst applicants that included a good gender balance, people of different faiths and none, a third of applications from BME people and some reflection of our Eastern European population. An equal third of applicants came from Luton, Central Bedfordshire and Bedford and age demographics were also appropriately reflected (ten <25, five 26-40, eight 41-

55 and fourteen >55). This level of community reflection is rare within the police and criminal justice sectors and is highlighted as a particular success.

- 3.10 Analysis of ICVs unsuccessful at interview did not suggest disadvantage based on any particular characteristic. No staff were recruited to the Police Authority's secretariat in the last year.
- 3.11 In March 2011 all Police Authority staff completed the AA1 Equality and Diversity National Occupational Standard component qualification. The Chief Executive and Deputy also completed the AA2 strategic equalities component.

Statutory Duty 2: Advance equality of opportunity between people who share a protected characteristic and those who do not.

Statutory Duty 3: Foster good relations between people who share a protected characteristic and those who do not.

Objective 5: Statutory Partnerships in which the Police Authority is involved demonstrate commitment to statutory equality duties.

- 3.12 Partners across the three Community Safety Partnerships conduct strategic assessments that aim to reflect the needs of the community. Examples of other activity include Central Bedfordshire's Community Safety Partnership Plan Equality Impact Assessment and Luton's Annual Public Health Report / Needs Assessment.
- 3.13 Independent Custody Visitors have continued to use the interaction flash cards to ensure they can communicate sufficiently with non-English speaking detainees to ensure their welfare. This year all ICVs have been issued with personal flash cards and the system will be reviewed by the Eastern Region ICV schemes in November 2011.

Objective 6: Ensure that equality, diversity and human rights is actively promoted within strategic planning and reflected within priorities.

- 3.14 A key contribution to the promoting diversity within strategic planning has been through public consultation totalling more than four thousand responses in the 12 months to September 2011.
- 3.15 The public asked the Authority to balance the resources given to protecting life, from violence, property and from disorder and this is reflected within the Strategic Plan 2011-15. The Plan reflects the rural and urban mix of the county and acknowledges that housing growth and immigration will continue to change the population served. The Threat, Harm, Risk approach taken by the plan aims to focus resources on the areas that are worst affected by crime and the victims that are the most vulnerable.

4 QUALITY ASSURANCE OF IMPACT ASSESSING / EQUALITY ANALYSIS

- 4.1 The Authority's longstanding focus on the regard to statutory equalities duties has continued over that last year. The Authority received a prioritised list of areas requiring impact assessment including a list of ten high risk areas. Four of these were dip-sampled by Members and comments discussed across

Performance Committee, Youth Issues Panel and the Equality and Diversity Panel.

- 4.2 The Rape Investigation EIA was re-conducted and reviewed by Members to support assurance sought from the June meeting of the Compliance and Risk Management Committee. Whilst some aspects had improved, the Committee asked a Member to reality check the equality analysis being undertaken as the Force was planning for significant change to structures and service delivery.
- 4.3 The reality checking has noted an improvement in the quality of research and analysis, with due regard given to each protected characteristic. The Member benchmarked Bedfordshire's equality analysis against two other forces gaining further assurance. Areas for improvement remain in relation to resilience and embedding (as Equality Analysis appeared to have relied on significant involvement of the Equality and Diversity Advisor), and the monitoring of actions identified through the process. A list of assessments / equality analysis quality assured by Members during the last year can be found at paragraph 3.7.

5 SERVICE / FINANCIAL IMPLICATIONS

- 5.1 Bedfordshire Police Authority has statutory responsibilities under the Equality Act 2010 and is required to:
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- 5.2 The activities listed in section 3 show how the Authority meets these duties and the expectations of its own scheme. The resource requirements for many of these activities are low, often requiring the Authority take different approaches to its work rather than undertake additional activity.

CONCLUSION

The Police Authority is achieving its aim of mainstreaming equalities into business as usual. This will support the expected transfer of our equalities duties to a Police and Crime Commissioner in May 2012.

Over the next year compliance with statutory duties will continue to focus on two strands of work. Firstly, ensuring that the Authority and Force conduct equality analysis on key strategic decisions and secondly improving equalities outcomes through performance and resources scrutiny. Over the next year the Police Authority will monitor equalities activity through mainstream business / transition plans.

RECOMMENDATIONS

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