



Police Authority Equality & Human Rights Scheme 2009-2011 Implementation Plan

The implementation plan outlines the roles, responsibilities and activities each police Authority Committee will need to consider when implementing the single equality scheme action plan.

Police Authority Single Equality Scheme Implementation Plan

Performance Committee – responsible for strategic planning, Best value and performance

SES Action	SES Objective	Committee activities	Deliverables
Include performance improvement targets within the Police Authority Business Plan which promote equality & diversity.	Ensure that equality, diversity and human rights are actively promoted within the strategic planning process	<ul style="list-style-type: none"> • Scrutinise key disproportionality issues • Scrutinise BME satisfaction disparity gap • Contribute to Authority EIA as sent to the committee for consideration • Train Chair on EIA process • Dip sample one Force EIA per meeting • Assess effectiveness of the Force SES twice per calendar year • Scrutinise Force budgetary provision in delivering its SES actions 	<ul style="list-style-type: none"> • Chair trained in EIA process • Disproportionality issues identified and performance issues addressed • EIAs completed and published • Force EIAs are scrutinised and approved or amended • Report produced on Force SES performance • Report produced on financial implications of delivering the Force SES • Disparity gap performance improvement plan agreed and published
Relevant PA Committee work plans include diversity activities	Maintain a strategic focus on the promotion of equality, diversity and human rights within Police Authority priorities.		
Complete EIAs on key Authority business areas	Equality Impact Assessments are considered and completed		
Receive regular reports on progress against equality-related objectives set through the strategic planning process	Effective monitoring is in place of the Force Single Equality Scheme.		
Provide information to partners on Police Authority strategic priorities, including equality objectives			
Conduct dip-sampling exercise of force Equality Impact Assessments to determine effectiveness of this process.			

Police Authority Single Equality Scheme Implementation Plan

Audit and Business Assurance Committee – monitors and makes recommendations on Corporate governance

SES Action	SES Objective	Committee activities	Deliverables
Complete EIAs on key Authority business areas	Equality Impact Assessments are considered and completed	<ul style="list-style-type: none"> • Identify up to three issues/policies to EIA 	<ul style="list-style-type: none"> • EIAs completed and published
Scrutinise Force equality governance structures and ensure focus is on outputs & outcomes	Effective monitoring is in place of the Force governance structures	<ul style="list-style-type: none"> • Contribute to Authority EIA as sent to the committee for consideration • Train the Chair in EIA process • Identify/scrutinise Force governance structures • Lead role in identifying how the PA will assist in delivering the National Policing Equality Standard(NPES) 	<ul style="list-style-type: none"> • Chair trained in EIA • Governance structures in place and functioning effectively • Police Authority understands and communicates its role in delivering the NPES.

Police Authority Single Equality Scheme Implementation Plan

Finance Committee – responsible for revenue and financial management

SES Action	SES Objective	Committee activities	Deliverables
Complete EIAs on key Authority business areas	Equality Impact Assessments are considered and completed	<ul style="list-style-type: none">• Contribute to Authority EIA as sent to the committee for consideration• Train the Chair in EIA process	<ul style="list-style-type: none">• EIAs completed and published• Chair trained in EIA

Police Authority Single Equality Scheme (SES) Implementation Plan

Human Resources Committee – responsible for recruitment, retention and training

SES Action	SES Objective	Committee activities	Deliverables
Complete EIAs on key Authority business areas	Equality Impact Assessments are considered and completed	<ul style="list-style-type: none"> • Contribute to Authority EIA as sent to the committee for consideration • Train the Chair in EIA process • Scrutinise the delivery of the Force Positive Action Strategy • Ensure the Force statutory monitoring information is scrutinised and publicly accessible 	<ul style="list-style-type: none"> • EIAs completed and published • Chair trained in EIA
Receive regular reports on progress against equality-related objectives set through the strategic planning process	Effective monitoring is in place of the Force single equality scheme and governance arrangements		
Conduct dip-sampling exercise of force Equality Impact Assessments to determine effectiveness of this process.			
Inform the Human Resources Committee of the implications of the Police Authority's statutory equality employment duties	Fair and proportionate employment procedures for Police Authority members are in place.		

Police Authority Single Equality Scheme (SES) Implementation Plan

Community Engagement Committee – consider the involvement of the public, either as individuals or as a community in policy and service decisions

SES Action	SES Objective	Committee activities	Deliverables
Complete EIAs on key Authority business areas	Equality Impact Assessments are considered and completed	<ul style="list-style-type: none"> • Contribute to Authority EIA as sent to the committee for consideration 	<ul style="list-style-type: none"> • EIAs completed and published
<p>Include diversity questions within surveys and consultations and ensure that results are considered in relation to results.</p> <p>Collate details of statistically significant or qualitatively important differences in the responses and disseminate feedback to Police Authority members via committee briefings</p>	Communication, consultation and engagement plans are designed to take account of the views of all communities, including minority ethnic, disabled, lesbian, younger and older people and all those of different faiths	<ul style="list-style-type: none"> • Train the Chair in EIA process • Scrutinise the delivery of the Force Positive Action Strategy • Develop diversity and equality questions for use with PA survey materials and engagement plans • Scrutinise survey and engagement results 	<ul style="list-style-type: none"> • Annual report on the Positive Action scheme is published on the Force internet • Diversity questions are included in survey and engagement materials • Staff support groups are funded and supported • IAGs are functioning and effective
<p>Request that disaggregated data is provided through the development of Crime and Disorder Reduction Partnerships' (CDRP) annual strategic assessments and Children's Trusts 'Children and Young Peoples Plans'.</p> <p>Identify mechanisms being used by LSPs, CDRPs and Children's Trusts to engage with diverse groups to determine community priorities.</p>	Statutory Partnerships in which the Police Authority is involved demonstrate commitment to statutory equality duties	<ul style="list-style-type: none"> • List all engagement activity being undertaken by LSPs, CDRPs & Children's Trusts • Scrutinise performance of the Police Authority Engagement Plan (2009-2010) • Ensure Force staff support groups are included in engagement activity where appropriate • Ensure Independent Advisory Groups (IAG) are included in engagement activity where appropriate 	

Police Authority Single Equality Scheme (SES) Implementation Plan

Complaints and Professional Standards Committee – considers complaints from the public and internal disciplinary matters

SES Action	SES Objective	Committee activities	Deliverables
Complete EIAs on key Authority business areas	Equality Impact Assessments are considered and completed	<ul style="list-style-type: none"> • Contribute to Authority EIA as sent to the committee for consideration • Train the Chair in EIA process • Identify and scrutinise all complaints made to PSD from internal and external sources. 	<ul style="list-style-type: none"> • EIAs completed and published • Chair trained in EIA • Complaints are dealt with in a non discriminatory way and lessons are recorded and acted upon.