

WPA

Wiltshire Police Authority



Wiltshire Police & Wiltshire Police Authority

Equality Objectives 2012-16

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Strategic Statement of Intent

Wiltshire Police will eliminate unlawful discrimination and will ensure that no individual or group is directly or indirectly discriminated against for any reason.

Wiltshire Police will actively promote its core values and behaviours to ensure it is an organisation where diversity is valued and respected so that we understand and work with our communities to make them safe.

Wiltshire Police will create a culture that values difference and which recognises the benefits a diverse workforce brings to the service we provide to our communities.

Pat Geenty
T/Chief Constable



Introduction

Statistics can help us understand our risks, but it is more important that we understand the human factors associated with risk. Listening to and working with all the communities we serve will help us to better understand and meet their needs.

Working with our partners in the public, private and voluntary sectors will help us to deliver our services in the most efficient, effective and timely way possible.

We value our workforce, not only as colleagues who deliver an excellent service but as individuals entitled to dignity, respect and consideration. We are committed to developing a workforce which understands and values the increasing diversity of the community we serve.

The Equality Act 2010 is an opportunity to review how our employment practices; spending decisions and service delivery impacts on different groups in the communities we serve.

We are committed to working with our communities, staff and partners to continue the progress we have already made in meeting our equality duties. We have identified a number of areas where it will be necessary to set Equality Objectives in order to continue our journey in meeting the equality duties. The areas identified are:

- Equality Data collection and use.
- Hate Crime
- Stop and Search
- Workforce
- Community Engagement.
- Assessing Equality Impact.

The following pages document the areas in more detail. SMART¹ actions will be developed within the Wiltshire Police Equality Action Plan which will be monitored by the Strategic Diversity Board to ensure progress is continued in meeting our equality duties.

Mike Veale
T/Deputy Chief Constable

¹ SMART = Specific : Measurable : Attainable : Relevant : Timebound

The Equality Act 2010

Public Sector Duty:

The general equality duty is set out in the Equality Act 2010 (the Act). In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic² and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

These are sometimes referred to as the three aims or arms of the general equality duty.

The Act helpfully explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic but that the others arms (advancing equality and fostering good relations) do not apply.

² Protected Characteristics = Age; Race; Gender; Sexual Orientation; Marriage & Civil Partnership; Disability; Religion & Belief; Pregnancy & Maternity.

Specific Duties:

The specific duties apply to all the public authorities that are listed in Schedule 1 to the regulations. A Police Service and Police Authority are included in that Schedule.

Publish information

Publish sufficient information to demonstrate its compliance with the general equality duty across its functions. This must be done by 31 January 2012 (and by 6 April 2012 for schools), and at least annually after that, from the first date of publication. This information must include, in particular:

- Information on the effect that its policies and practices have had on people who share a relevant protected characteristic, to demonstrate the extent to which it furthered the aims of the general equality duty for its employees and for others with an interest in the way it performs its functions.

Public authorities with fewer than 150 employees are exempt from the requirement to publish information.

Manner of Publishing information

Information must be published in such a manner that it is accessible to the public. The information required to be published under the Act can be published within another published document e.g. within the annual business plan.

Prepare and publish equality objectives

By 6 April 2012, prepare and publish:

- One or more objectives that it reasonably thinks it should achieve to meet one or more aims of the general equality duty.
- Subsequently objectives should be set at intervals of not greater than four years.
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It must also:

- Ensure the objectives are specific and measurable.



Wiltshire Police: Who are we? (From the Policing Plan 2011/14)

The oldest county Force in the country, Wiltshire Police is responsible for policing the county of Wiltshire and borough of Swindon in South West England with approximately 1,100 police officers, 300 special constables, 140 police community support officers and 1,000 support staff working around the clock. The Force serves a population of 635,000 people across 1,346 square miles - from Swindon's lively urban areas to rural and iconic sites such as Stonehenge.

Wiltshire Police is led by T/Chief Constable Pat Geenty, who is supported by a team of three Chief Officers (April 2012).



The Force delivers its services through a number of teams:

Neighbourhood Policing Teams Working with local communities is an essential part of modern policing. We have re-shaped team boundaries this year so that we have 27 Neighbourhood Policing Teams, consisting of Police Officers, Police Community Support Officers (PCSOs) and Special Constables. These team areas mirror community area boards (Wiltshire) or clusters (Swindon). The number of officers and PCSOs dedicated to neighbourhood policing will be maintained and they will patrol the same neighbourhood beats that they patrolled previously. These beats have simply been grouped together for consultation and administrative purposes into fewer but larger NPTs.

Response Teams There are approximately 350 officers dealing with and responding to your emergency and priority calls.

Criminal Investigation Departments (CID) detecting serious crime for example murder, serious assaults and rape.

Forensic Services investigating crime scenes, officers recover forensic evidence to enable the detection of crime.

Pro-active Policing Units targeting persistent and organised criminals whose activities affect Wiltshire.

Police Information Points based at police stations, run by volunteers who answer questions from the public about police, arrange NPT meetings and deal with enquiries.

There are also specialist teams which operate from headquarters at Devizes:

Justice, Major Incident Planning, Armed Response Group, Intelligence, Corporate Communications, Corporate Development, Human Resources, Finance, Information Technology, Learning and Development, Professional Standards and Air Support, as well as the Force's Emergency and Non Emergency contact centres.

Equality Objectives

Objective 1: Equality Data

Under the specific duties in the Equality Act 2010 Wiltshire Police were required to publish equality data on 31st January 2012 and at least annually thereafter. This deadline was met and there is a dedicated equality webpage on the Wiltshire Police website. In order to ensure that the publication of equality data is integrated into the wider planning process a decision has been made to update the equality data in April 2012 with end of year figures. The data will then be reviewed in April each year and integrated into the planning process of the service.

When collecting the data for publication in January 2012 it was apparent that the service was not collecting data about all of the protected characteristics. Also the accuracy of the data is in question due to some data sets being incomplete for a number of reasons.

Our objective is to review the relevance of the data collected by Wiltshire Police and which protected characteristics it covers. Also to ensure that data is correctly collected and data sets are accurate.

Wiltshire Police will be developing a number of actions to achieve these objectives over the coming months.

Objective 2: Hate Crime

Wiltshire Police is committed to improving the level of reporting of hate crime and the accuracy of Hate Crime statistics, however, it is apparent from current equality data that the level of reported hate crime is unrealistic and not representative of what is believed to be the true scale of the issue within the community.

Wiltshire Police have recently reviewed and updated both the Hate Crime Policy and procedures and are in the process of implementing the changes. Performance around Hate Crimes and Incidents are monitored and reported on at a local level and relevant details will be published with the equality data once available.

A number of actions will be developed in line with the new Hate Crime Policy to ensure that this objective is achieved.

Objective 3: Stop and Search

Stop and search data has been collated on a quarterly basis and reviewed by Wiltshire Police, Wiltshire Police Authority members and Community Advisor's, representatives from Equality Networks, Race Equality Councils. Policing Operations and the number of stop searches are scrutinised along with the breakdown of data concerning how many people from different ethnic backgrounds have been searched and the disproportionality figures. This ensures complete transparency and accountability of stop and search procedures and highlights any concerns and issues where further analysis and inquiries are required.

The monitoring process has indicated that Wiltshire Police have made significant movement in reducing the disproportionality element of stop and search. There is a need to ensure that the successes are published and that work continues to inform diverse communities across Wiltshire and Swindon of the relevance and fairness of the Stop and Search process as operated by Wiltshire Police.

A number of actions will be developed within the Wiltshire Police Equality Action Plan to ensure that this objective is achieved.

Objective 4: Workforce

Wiltshire Police has in place a number of key performance indicators (KPI's) to judge progress on how the service is creating a more representative workforce and ensuring fairness for all. These KPI's are heavily reliant on employees providing accurate details about their personal equality data. When reviewing the data it is apparent that not all protected characteristics are included. Also in some areas there is a reluctance of staff to provide personal equality data.

Wiltshire Police will be reviewing what it needs to have in place to ensure fairness and equality for all. This will include a review of what equality information it is relevant to collect to ensure this aim.

The Force is currently completing a piece of work to develop values and behaviours throughout the organisation. This work directly links to equality and diversity issues and will inform the development of equality objectives.

Actions will be developed under this objective to ensure that equality and fairness are at the centre of our recruitment, retention and promotion processes to ensure there are no barriers to those who identify with a particular protected characteristic.



Objective 5: Community Engagement

Wiltshire Police engage with the public in many ways on a day to day basis. Although this is the case there is no overarching community engagement strategy at the present time. The Neighbourhood Policing Strategy covers a number of elements of community engagement and there is a community engagement guide which lists useful contacts across Wiltshire and Swindon.

The Force has identified that there is a need to review the subject of community engagement to ensure that diverse communities within Wiltshire and Swindon are dealt with in a fair and equitable way.

The Force is also working with other public sector organisations in Wiltshire and Swindon who have also identified community engagement as an equality objective. Together they are exploring the possibility of developing a public sector community engagement strategy.

Further actions will be developed in partnership with other public bodies (where appropriate) to ensure this objective is achieved.

Objective 6: Assessing the Equality Impact

The Race Relations (Amendment) Act 2000 introduced a duty for statutory organisations to have in place a process whereby all policies, processes and decision could be assessed against their impact upon the then equality strands. The Equality Act 2010 has removed the need to have a formal process in place but still requires organisations to evidence that they have considered the impact of their policies, processes and decisions on those with protected characteristics. Wiltshire Police, together with partner organisations has been exploring how best to approach this issue.

At the present time Wiltshire Police do not have a written Impact Assessment policy in place, although there is a format for equality impact assessments to be carried out. The Force will review its equality impact assessment process with a view to formalising the approach with necessary guidance for staff.

A number of actions will be developed under this objective to ensure that a relevant and appropriate approach is taken to impact assessments and that the system is fully understood, implemented and monitored over the coming months.

Monitoring and Evaluation

Wiltshire Police Equality Action Plan

In order to ensure that progress on meeting the equality duty is properly evidenced an Equality Action Plan has been developed by Wiltshire Police. The plan lists the Equality Objectives as previously described and documents the SMART actions which have been set to achieve the objectives. Evidence will be included in the plan of progress against the actions.

The Equality Action Plan will identify lead officers for each objective and action, who will be responsible for driving progress forward.

The plan will be a living document and will be regularly monitored and managed by the Wiltshire Police Strategic Diversity Board.

The Equality Action Plan will be available to view on the Equality & Diversity webpage on the Wiltshire Police website.

Wiltshire Police Strategic Diversity Board

The purpose of this board, which was set up at the beginning of 2012, is to ensure a strategic approach both internally and externally to equality and diversity. The board will be responsible for managing and directing the Forces progress in meeting its equality duties and to embedding equality and fairness throughout the whole of Wiltshire Police.

The Strategic Diversity Board will be chaired by the Deputy Chief Constable (DCC). The membership of the board is under review at the present time, but will include representatives from all areas of Wiltshire Police together with representatives from the Police Authority, Community Advisor and other public sector organisations.

Key Performance Indicators (KPI's)

Historically the Force has been required to keep a number of KPI's to evidence its progress on equality issues. There has been a move away from this approach; however there may be a need to identify some performance indicators which can accurately evidence progress being made.