Title	Activities
Wiltshire and Swindon Intelligence Network	There is a website that partners contribute to that charts community profiles and other comprehensive statistical and analytical data www.intelligencenetwork.org.uk
ONS Equality Statistical Data - Swindon	ONS data by Swindon Borough Council
Mental Ill Health & Learning Disabilities Guidnace	S.136 Policy and Custody Manual/ Guidance on dealing with people who are suspected of suffering with mental health problems
Diverse Communities within Custody Units	Training and awareness/ information relating to needs of diverse community
Partnership Mosaic data for analysis of communities	Profiling communities using mosaic, deprivation data and intelligence
satisfacition surveys	Satisfaction surveys within E Div
Community Profiling	Using MOSAIC to understand and profile communities
Rich Picture	Using Rich Picture to understand the community profile
Op Darnell	Design and delivery of services that prevented members of the young muslim community becoming involved in a demonstration
Bobby Van	Working with Bobby Van to understand the community and its needs
Profiling of the children and young people community in Wiltshire	Working with the Council 'Voice and influence team'
Community profiling 2	Use of MOSAIC for the profiling of communities when preparing a communications strategy for an operational event
People's Voice and Tomorrow's Voice	Wiltshire Police utilise surveys conducted by partners to inform and understand the diverse community
Community Safety Partnerships	design and delivery of services which are informed by the needs of the diverse community
The Life Project, Swindon	The Life Project, Swindon
Community Area Boards	Community Area Boards
Lead Officers Group	Lead Officers Group
Gypsy and Traveller Liaison Groups	Gypsy and Traveller Liaison Groups
Work with Salisbury Coalition Against Racism	Work with Salisbury Coalition Against Racism
Member of the COMPACT team	Member of the COMPACT team
Work with Muslim Youth Development project	Work with Muslim Youth Development project
Work within the Goan Community of Swindon	Work within the Goan Community of Swindon
Work with WASP and Local Authority	Work with WASP and Local Authority
Work with local solicitors and judiciary	Work with local solicitors and judiciary

Work with the Migrant Workers Forum	Work with the Migrant Workers Forum
Force Strategic Assessment	Force Strategic Assessment
People's Voice and Tomorrow's Voice, Place Survey	People's Voice and Tomorrow's Voice, Place Survey
Safeguarding Children and Adults	Liaising with partners
Local Resilience	Dealing with emergencies within the community
Local Resilience 2	Accessible communication delivered to the community
Knowledge Management Group	Knowledge Management Group
Community Engagement Programme	Community Engagement Programme
Interfaith days	Student Officers receive appropriate training from diverse communities
Violent Crime Profile for Force	Understanding community impact from crime
Serious Case Review	Wooton Bassett hammer attack
Sexual Violence - rape profiling	Understanding the profiling of diverses victims/ suspects
Repeat Victims of Sexual Violence	MARAC process for repeat victims of sexual violence
S.136 MHA Safe Places	Developing 'Safe Places' for s.136 MHA detainees
MAPPA and Mental Health Trusts	Encompassing MAPPA process within the protocol of the Avon & Wiltshire Mental Health
Offender Management	Development of 'Switch'
MASH	Multi agencyinitiatives preventing harm
Ob Liberal	Distraction Burglaries and vulnerable, elderly victims
DASH	Domestic Violence Risk Assessment
Revised Hate Crime Policy	Revised Hate Crime Policy
Reporting of Hate Crimes	Promoting the reporting of hate crimes through multi agency work
Forced marriages	Promoting and understanding forced marriages
Working with the LSCB	Working with the LSCB re children from different cultures
StopWatch Group	Feedback to frontline officers from Stopwatch group
Stop Watch Group	Quarterly analysis of disproportionality in stop and search
Justice Diversity Training	Diversity Training - Witness Care Unit.
Disproportionality monitoring	Monitoring of disproportionality within the Justice business area
Stop search	Dip sampling stop search forms and annual audit within department
Gypsy Travellers	Joint agency work to liaise and work with the gyps traveller community
External Force Website	Pages within the external website dedicated to stop and search and associated issues and explanations
Conduct Review Group	Professional Standards Conduct Review Group

Gypsy Travellers familiarisation	Familiarisation sessions within Contact Management
Autism Awareness	Familiarisation sessions to Contact Management staff
Vulnerability Training	Call takers making initial assessment for potential vulnerable callers
Stop Search Training	Disproportionality training to new recruits and current staff
Understanding impact of interactions with the public	L&D facilitate understanding of community impacts by creating and promoting relevant courses, programmes and training.
Customer feedback for specialist units	Ensuring that specialist dog units engage sufficiently with divisional customers and outside agencies to provide a service level that meets all needs.
NPT liaison with diverse groups	NPTs have wide network of community contacts to ensure that they receive feedback from Diverse groups on how Police behaviour affects them.
Satisfaction of diverse individuals and communities	Understanding how levels of satisfaction can differ according to the perceptions and needs of diverse individuals and communities
Independent Custody Visitors	Recording of information observed and provided to ICV's
Satisfaction survey feedback	MRUK survey of customer satisfaction includes elements of satisfaction from diverse communities
Satisfaction surveys	Website feedback relating to satisfaction and dissatisfaction
Prevent awareness training	Internal training of staff on Prevent and related information
RTC satisfaction levels	Dip sampling by Sgts
Disbaled Motorists	Dealing with issues that are specific to disabled motorists
Understanding perceptions of children and young people	Distribution and analysis of 'Tomorrow's Voice' survey
Diversity awareness and training within Contact management	Regular awareness checks and training concerning diversity for Contact Management staff
Satisfaction levels within the community	Using MOSAIC to understand and increase satisfaction levels
All new PCs, SPCs and PCSOs have attachments to agencies working alongside agencies dealing with specific groups of the community	As part of the initial development programs new recruits are sent to work with agencies who work with specific sections of the community. Upon return to the work place these recuits present information to others including the perceptions and satisfaction levels of the people they have met.
Supervision of Hate Crime via DMM process	Supervision of Hate Crime via DMM process
Attendance of staff on courses and at festivals	Attendance of staff on courses and at festivals
MEL Survey feedback	MEL Survey feedback

Satsfaction surveys feedback 3	Satsfaction surveys feedback
Investigative Skills Training	Satisfaction levels training
Investigative skills training customer satisfaction	Customer satisfaction for L&D courses
Neighbourhood Policing Teams website	The NPTs for each area are responsible for keeping an up to date log of activities to engage with local communities.
NPT quality of life perception	NPTs have webpages outlining the objective to improve quality of life issues for their communities. NPTs keep a database of minority group leaders, and regularly liaise with them regarding quality of life issues. Swindon Central NPT have recently instigated a process in which specially selected and trained officers attend a hate crime clinic set up by the LGBT community.
Citizen Focus Training to all front line staff	Training of all front line staff in 'citizen focus' related issues
Mental Ill Health and Firearms	Briefing off all firearms staff about the mentally unwell
Understanding by staff of 'quality of life issues'	As per criteria 3
Family Life Project	Full time PCSO seconded to Family Life Prject
Addressing 'Quality of Life' issues with partners	Corporate Comms works with statutory partners to address 'quality of life' issues
Community Engagement Officer	Community engagement officer involved in seeking community views from diverse individuals and communities.
Multi-agency approach to ascertaining 'quality of life issues' for Swindon Sex Workers	Any possible sex workers are identified at a monthly multi-agency meeting during which 'quality of life' issues and outreach opportunities are identified.
Police Authority MEL Survey	Wiltshire Police, in conjunction with the Police Authority conduct MEL survey to assess levels of local policing across all sections of the community
Dealing with ASB	Dealing with Anti-Social Behaviour with Partners
Hate crime recording process	Individual needs of hate crime victims is assessed and supported
MEL Survey feedback 2	MEL Survey feedback
Adapting learning to relevant community issues	L&D courses which address quality of life issues.
Dogs in schools and Firearms and Knife Education	HQ Ops education of Children and young persons

Patrols following Tension Monitoring and risk identification	CSD responsible for community tension monitoring and implementation/ trigger of patrol plans where heightened risk identified.
Equalities Framework for Wiltshire	Working in partnership to develop a single Equalities organisation to cater for needs of individuals, voluntary community sector and public sector bodies. This includes the development of an Equalities Charter a set of standards that all statutory bodies will work towards.
Working with partners - Vulnerability	Participation in the development and maintanance of partnerships designed to address needs of vulnerable people and those subject of ASB and Hate Crime.
Working with Partners to protect vulnerable diverse individuals	Pre-Crisis centre
Joint Analysis for the Bemerton Heath Project	Joint analysis of an area identified as vulnerable to crime, ASB and deprivation.
Prevent referral process	Multi partner approach in identifying the vulnerable
NPT assessment of, and focus on, vulnerable persons	Based on data outlining the most frequent callers, NPTs identify persons vulnerable for a variety of reasons and ensure frequent visits are made.
Organisational support	Corporate Comms team support initiatives and comms strategy regarding Vulnerability Policy and Procedures
Multi-agency approach to identifying and addressing vulnerability issues with Swindon Sex Workers	Any possible sex workers are identified at a monthly multi-agency meeting during which vulernerability is assessed by means of a vulnerablility matrix. All are risk assessed, and prioritised in terms of their vulnerability for outreach and intervention work.
Risk assessments concluded in custody to identify and address vulnerability	All detained persons taken into custody are risk-assessed to ascertain if they are vulnerable. Those identified as having certain vulnerabilities are referred as appropriate to other agencies.
Vulnerable Persons Policy	Working with partners to identify and protect vulnerable persons from harm
Top service users	identifying top service users and establishing their vulnerabilities and needs
Public Protection Unit	Dedicated and centralised PPU
Work with local solicitors and judiciary 2	Work with local solicitors and judiciary
Work with WASP and Local Authority 2	Work with WASP and Local Authority 2
Work within the Goan Community of Swindon 2	Work within the Goan Community of Swindon 2

Identifiying vulnerable communities	Identifiying vulnerable communities
People First campaign	Raising awareness of vulnerability
Safeguarding Training	Multi agency training for vulnerability and safeguarding training
Custody procedures	Women prisoners brought into custody are dealt with in a manner that takes into account their specific privacy, hygiene, and caring needs. Sealed boxes are available for Muslim detainees containing prayer mat and Kora'n. Kosher, vegatarian and halal foods are available for detained persons in custody.
Disproportionality within Custody	Monitoring of Disproportionality within Custody
Custody manual	Manual containing all relevant information to be responsive to E&D within custody environment
Custody Network	Interaction within Custody Network nationally
Independent Scrutiny within the Custody Suities	Use of Independent Custody Visitors
Custody Training	L&D Custody Training
Code of Practice for Victims of Crime (VCoP)	All investigating officers are expected to apply the principles of VCoP when updating victims of crime.
Inclusion of Equality and Diversity within Citizen Focus Frameworks, meetings and action plans	Citizen Focus meeting terms of reference across the force have had terms of reference reviewed to include taking account of Equality and Diversity Issues raised from any source.
Hate crime reporting procedures	current procedures and monitoring have acheived a 52% YTD detection rate together with signposting to support acilities.
Continual Diversity Training	Regular diversity training for staff within the witness care unit
Meeting the needs of diverse victims and witnesses	ESMS and Minicom
Hate crime monitoring	All hate crime is monitored and fed into DMM.
Dealing with Diverse Witnesses and Victims	Implementation of further guidelines on dealing with victims and witnesses
Satsfaction surveys feedback 2	Applying established procedures and frameworks such as the quarterly satisfaction surveys to meet and address diverse needs
vulnerability training 2	Contact Management staff using exisiting questions and framework to identify potential vulnerable callers

Customer Satisfaction Action Plan	Keeping Victims Informed
Mobile interview equipment	Introduction and use of mobile video interviews
Major Crime	Reacting to Major Crime and it's impact on communities
Planning for Serious Crime Investigation	Including IAG, community and minority groups in planning investigations into serious crime.
Gold Groups for serious crime	Organisation sets up gold group following serious crime
Notifying of disproportionate	The Force informs organisations such as the stop watch committee when there are anticipated stop checks or enforcement concerning different communities in relation to drugs.
Engagement with diverse individuals and communities	The organisation develops and involves itself with projects which engages with partners and communities in order to tackle the threat of violence.
Safety advice	External website containing saftey advice available to general public
Gyspy Traveller Forums	Improving the two way relationship between Police and Gypsy Traveller Communities
Tackling Organised Crime	Understanding how organised crime affects diverse individuals and communities
Contact management SOPs	Awareness of SOPs, policies and intelligence within contact management
Serious & organised crime training	L&D training
Op Liberal Distraction Burglaries	Op dedicated to distractiion burglaries, victims and offenders county wide and nationally
Labour Exploitation	Problem profiling looking at exploitation by certain communities
Missing Looked Afetr People	identifying and monitoring needs of identified vulnerable group
OCG Scoring Matrix	Development and use of a scoring matrix relating to OCG's
Problem Profiling	Commissioning of problem profiles relating to serious/ series or trends of crimes.
NPT training and integration	NPT have been trained by PREVENT training. Also ensured that they have the correct community contacts for two way communication
Understanding Domestic Extremist and Its Effects on Communities	Staff awareness, training and engagement activity.
Table top exercise - Muslim community	Firearms in out at table top Prevent exercise
PREVENT presentation to workforce	PREVENT presentation to workforce

PREVENT initiatives within the community	Differing activities within the community to raise the confidence levels of the organisation in relation to community cohesion
Community Impact - CONTEST Strategy	Community Impact of police and multi agency actions
PREVENT Training to new recruits	PREVENT Training to new recruits
Vulnerabilities to Domestic Extremism	Briefing senior managers on the vulnerable and domestic extremism
NPT involvement in Young Persons groups	NPT have a live database on the NPT website of youth and community groups - from nursery to youth groups and regularly engage with them
Engagement with children and young people	School visits and education
Safer Schools " Police in the Classroom" two day Training	Training of Police Officers and Staff to engage with young people and teachers and to deliver specific lessons in the classroom
Safe School Partnerships	Dedicated officer is ensuring appropriate training for officers allocated to schools with Safer school Partnership agreements.
Communication with children and young people	Facilitating and developing channels to improve communication to and with children and young people
Children possibly involved in the sex industry identified and protected	Persons are discussed at multi-agency monthly meeting. Any young people identified as potentially at risk are circulated to police and outside agencies, with a view to placing that child in police protective custody where appropriate.
School Liaison Officers	School Liaison Officers interacting with children and young people
Merlin Project	Information distributed via Merlin school's project
Public Protection Training	L&D carry out training, including child protection enabling officers and other agency staff to have the correct skills and abilities to deal with children/ young people within the community.
Identifying and managing young people that are vulnerable of engaging in violent crime	Analysis of repeat violent offenders
Violent crime anlaysis	Swindon DIU assess on a weekly basis offenders who are suspected of violent crimes. This is fed to daily strategic violence meetings. Young persons that are identified are fed to Youth Offending Team who apply measurement criteria to determine if the young person ought to be given DYO status. In any case, the young poeple are discussed at the YOT multi-agency meeting held on a monthly basis to determine what targetted intervention steps can be taken to reduce the offending behaviours.

Analysis of youth violence	Analysis has been carried out on young people involved in violent crime with a view to prevention and enforcement and intelligence gathering.
ASB panels and NPT input	NPT regularly analyse force databases with DIU to assess risk to and from young people
Strategic C&YP Steering Group	Meet to contribute to strategy with the aim of specifically tasking and recommending resources and activities (police and partners)
West Swindon Violent Offender Management	All VAP offenders are logged and assessed in terms of their level of offending and offending rates. Young people at risk of re-offending receive tragetted approach from NPTS.
Preventing children and young people from taking part in crime	Under taking of various initiatives to reduce the risk of children and young people becoming involved in crime
EMAS	Working in Partnership to develop interventions to reduce children and young people becoming involved in crime
Understanding communities	Understanding communities
Equality and Diversity Policies	Policy review
Promoting Equality	Mandatory Training for Supervisors
Monitoring of Grievances	Monitoring of grievances in relation to E&D issues
Pastoral care	Input and pastoral care to ARG
ACPO driven initiatives	ACPO drive to instill core values within the service both internally and externally
Accountable and transparent complaints procedure	Recording and dealing with complaints
Assessment and Development Framework within Contact Management	protected training time to improve awareness, including diversity issues
Diversity andawareness driven by senior Management	Contact Management senior staff supporting development protocol which promotes equality
Chief Officer's Communication	Regular communication by Chief Officers includes message to promote equality and diversity related issues and behaviours.
Flexible working	Adhering to the flexible working policy
Human Resources - PDPs, promotions and competencies	Every member of staff in the organisation has an electronic PDP which contains the Equality and Diversity competency.
Procurement - contactors	All contactors have to supply the force with information regarding their equalities practices. They also have to provide information in regard to the equalities make up of their organisations

Mandatory diversity training	Ensure all staff receive E&D training
ARG Diversity awareness	Diversity awareness training
Awareness workshop	Workshops to increase diversity makeup within the Firearms department
Reward and Recognition within Contact Management 1	Contact management recognises and rewards positive contributions within its business area, as well as other areas, such as diversity
Promoting Equality through Training	L&D Department ensure that equality awareness is promoted through all training session
Diversity within Promotion Process	Diversity assessment through all promotion processes
Standards of Professional Behaviour	Implementation of new Standards of Professional Behaviour for both Police and Police Staff
Armed Response Group under representation	Positive action to tackle under representation of female officers on the dept
Reasonable Adjustments	A working group has been developed to look at issues surrounding people within the organisation that have disabilities.
Engaging with underrepresented people	HR engaging with staff and national groups.
Recruitment of volunteers	Recruitment of volunteers from diverse communities
Diversity within RPU	Recruiting underrepresented people within RPU
Stepping Up	Positive Action within the work place
Staff Survey - HR	Identifying and analysing perceived barriers
Positive Action	PA campaings
Engaging with underrepresented people 2	L&D staff & resources engaging with underrepresented people
Improve diverse staffing levels	HR produces reports to support the PA to set equality employment targets Increase in confidence can be seen from the results of the 2009/10 staff survey results
Volunteers from minority groups	Recruitment and retention of volunteers form diverse groups
Streamlining of Dog Section	Making the dog section future proof and ensure that all are treatly fairly
Ensure equality across the whole diverse workforce	HR has been reviewing its diversity policies and procedures Its also introduced SAFF - to ensure that staff are rewarded with equality, fairness and respect Equality Impact Assessments are being carried out, especially in terms of HR policies and procedures

Human Resources - PDPs, promotions and competencies	Every member of staff in the organisation has an electronic PDP which contains the Equality and Diversity competency.
Staff Survey	Recording staff responses and opinions through a staff survey
Staff Survey - HR2	use of Staff Survey to monitoring concerns of the workforce
Employment Tribunals	Learning lessons from ETs
Staff Forum	Contact management hold Staff Forums to discuss current issues
Staff survey	Staff survey
Values & behaviour	Developing People Strategy with L&D
Clothing and equipment	Clothing and Equipment User Group
Clothing meets diverse needs	HR has produced a Standard of dress for Non-uniformed officers and staff
Clothing and equipment committee	ARG interaction with clothing and equipment committee
Diverse equipment	Ensure that all equipment to accessible to cross-section of staff
Specialised equipment for staff within Contact Management	identifying and dealing with 'reasonable adjustments' of staff within Contact Management
Religious and Cultural Needs Policy	Policy addressing religious and cultural needs within the workplace
Equality considerations with equipment & clothing	L&D Intervention
Scrutiny by Partners	Partners scrutinise performance outcomes and report confidence
Set diversity objectives with partners	Joint objectives have been set through the SES partner engagement meetings. Both Citizen Focus and HR attend these meetings
Positive Action within ARG	Positive Action input to ARG
Tackiling disproportinality and discrimination	Activimentoring and reviewing of the recruitment process
Positive Action Event	positivie action and addressing dfisproportionality within Contact Management staff
L&D Training	All training incorporates learning around positive equality outcomes and the tackling of diproportionality and discrimination.
Procurement	Pre-qualification questionairre
Firearms locker rooms	Recognising diversity issues and adapting the work enviroment in response to these issues
Smaller fleet for diverse workforce	Reviwing of vehicles purchaesd in order to make usability of fleet accessibe to everyone within the workforce, if applicable to role
Accessible buildings for staff and public	Consideration of accessibility issues surrounding buildings

Unsuitable premises	Identify unsuitable premises within L&D
Customer Feedback Box	Recording of satisfaction/ disatisfaction levels
Transparent Complaints Procedure	Installing different systems and procedures which ensure that the complaints process is accessible and inclusive
Complaints of a discriminatory/ racist nature	Engaging with diverse individuals and communities about the complaints system