

# EQUALITY, DIVERSITY & INCLUSION STRATEGY 2019 - 2021 EXECUTIVE SUMMARY



## WHY DO WE NEED A STRATEGY?

Policing has undergone transformation responding to changes in demand, increased public expectation, greater diversity in communities and the impact of globalisation, technology and international terrorism, all of which impact on the nature of crime committed. We police by consent. To continue doing so we must gain the confidence of the communities through transparency, engagement and the ethical and fair application of the law by a workforce that reflects its local communities.

In its response to the Home Affairs Select Committee Report on Diversity in Policing, the Government restated its view that a diverse workforce representing those communities served goes right to the core of this country's principle of policing by consent. This enhances the level of skill and talent of our workforce and assists in improving our understanding of all communities and ultimately our ability to tackle crime affecting them. Policing forms a part of the public services system that society depends on. [The Lammy Review](#) which looked at the treatment and outcomes for Black, Asian and Minority Ethnic individuals in the Criminal Justice System and the [Race Disparity Audit](#) published in October 2017 both evidenced race disparities across the public sector.

[Being Disabled in Britain 2017](#) published by the European and Human Rights Commission (EHRC) and publications from Stonewall such as [LGBT in Britain: Hate Crime and Discrimination 2017](#) further highlight disparity impacting on specific groups. Policing can create disparity but also has to manage the consequences of disparity from other parts of the public sector.

It is clear from reports like these that we cannot do this alone and must take a joined up approach with our communities, partners and our staff. This strategy provides a framework that aims to deliver the changes required to best serve all communities.

## HOW HAS IT BEEN DEVELOPED?

Wiltshire Police continues to work with partners, local communities and its employees to improve understanding of where we need to concentrate resources to eliminate discrimination, harassment and victimisation and advance equality of opportunity for all. Wiltshire Police has reviewed its approach to equality, diversity and inclusion following the publication of reports such as the Race Disparity Audit, the Lammy Report and the National Police Chiefs' Council (NPCC) Diversity, Equality and Inclusion Strategy 2018-2025. This helped set our future direction with the benefit of research and academic studies providing an evidence base.

A series of public engagement sessions led by the Deputy Chief Constable and an online survey tool provided opportunity for members of local communities and employees to review the proposed strategy and provide their views; full account of these views has been taken throughout the consultation. Oversight was provided by subject experts who reviewed all feedback received throughout the consultation. This Strategy aims to provide the overarching framework that will deliver positive equality outcomes, improve our performance and ensure our legal compliance. Progress will be monitored by the Diversity Strategy Board, led by the Deputy Chief Constable. This is a long term plan and will be reviewed to identify short, medium and long term activities driving improvements and delivery.

## OUR STRATEGY IN SUMMARY

We've based our Strategy on the three themes developed by the National Police Chiefs' Council (NPCC):

OUR COMMUNITIES	<b>Improve understanding of our communities</b>	Through data collection and analysis of community data.
	<b>Engagement and good relations</b>	We will develop effective engagement strategies that interact with all communities and develop strong relationships building trust and confidence
	<b>Increasing confidence</b>	We will apply the <a href="#">Code of Ethics</a> to our work and interactions with those we come into contact with. Hate crimes can have a damaging effect on confidence in the police. We will deal with these crimes effectively to reduce this impact.
OUR ORGANISATION	<b>Transparency and scrutiny</b>	We will make our organisation as transparent as possible and encourage scrutiny of our activities. We will ensure that through this scrutiny, where changes are required they are delivered.
	<b>Developing our workforce</b>	We will develop our staff to better understand equality, diversity and inclusion and the positive results that can be delivered. Creating an inclusive culture enabling employees to have confidence to disclose their characteristics is crucial to this.
	<b>Understanding our workforce</b>	We will improve understanding of the makeup of our workforce by putting systems in place that collect, collate and assess information across the nine strands of diversity. Our strategy will facilitate formal and informal engagement with staff and support networks to ensure we truly understand how we can develop the most inclusive organisation and a culture that promotes and embeds diversity and equality. We will listen to our staff and work together to deliver this. As an organisation we will focus on attracting, recruiting and developing a workforce that is reflective of the diverse communities served.
OUR PARTNERS	<b>Understanding the Partnership Landscape</b>	Through partnership working we will put systems in place that collect, collate and analyse data and information that highlights disparity in the services provided across the nine strands of diversity.
	<b>Tackling Disparity</b>	With our partners we will explain, where necessary reduce and where possible eliminate disparity and improve services delivered to the public.
	<b>Joint Service Delivery</b>	We will work with partners to develop strategies that provide effective public service provision in our communities.