

Easy Read Document



Equality Plan

from 2012 to 2016



1 What is this about?



This booklet is written by Derbyshire Constabulary and the Police and Crime Commissioner who look after policing in Derbyshire.



We want Derbyshire to be a safe place to live where everyone trusts the police to do a good job of fighting crime and treating people fairly.



To help us do this we need a plan. This plan is called an equality strategy.



It does not matter:

- what age people are
- what race they are
- what religion they are
- if they are disabled
- if they are a man or a woman
- if they are having a baby
- if they are gay or not
- if they are married or have a boyfriend or a girlfriend
- if they change from being a man to a woman, or a woman to a man.

2 Why do the police need this plan?



It is the right thing to do

We need to know that people trust us. If we trust and respect people, then people will trust and respect us.



It will help us do our job better

People will be happier to come to us for help or to give us information.

It will help us keep good workers if they know that they will be treated fairly.



Because we have to

There is a law to make sure that people are treated fairly and we want to make sure we follow these laws.

3 About our plan



Treating disabled people fairly

We want to make sure disabled people:

- Can easily get help and information from the police.
- Can get information that is easy to understand.
- Are offered extra help when talking to the police.
- Can have a chance of getting a job with the police.
- We look at what disabled people can do, not what they can not do.



Treating young and old people fairly

Sometimes people are treated unfairly because they are young. Just because someone is young it does not mean they are a liar or a troublemaker.

Older people may be treated unfairly because they are old and might not be taken seriously, or some people might think they are too old to do a job.

The police must remember this and make sure this does not happen.



Treating people of all races and religions fairly

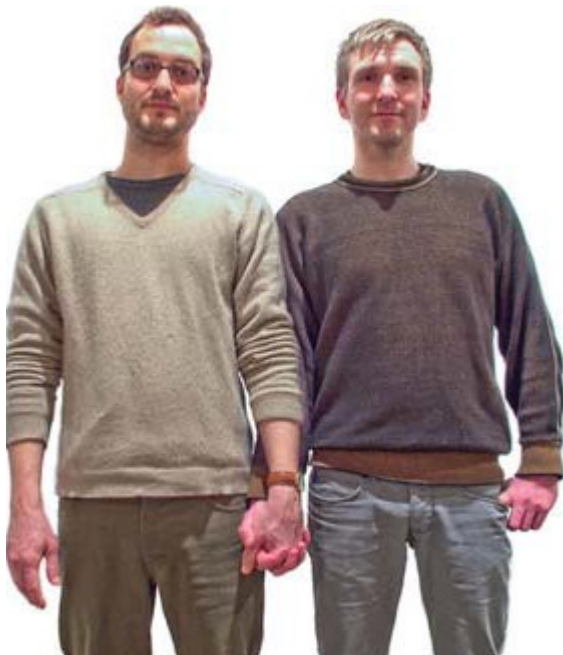
When we talk to people who have been victims of a crime, or who have broken the law, we do not let their race or colour of their skin affect the way we talk to them.

There are many religions.

For some people, religion is a big part of their life, and they go to religious places like churches, temples or mosques.

Some people are not religious

We need to make sure that we treat everyone fairly if they have a religion or not.



Treating men and women fairly

Its important to treat men and women fairly. For example, when women work for us they get equal pay and pensions and men get chance to look after their children.

When women talk to the police we take what they say seriously, for example, if a man hits their partner or someone in the family.

Treating gay people fairly

In the past people who are gay and who had been beaten up or bullied might not tell the police because they thought the police would not listen or treat them unfairly. We need to make sure that people who are gay trust the police.

4 How we will make our plan work



Our employment rules

Treating our workers fairly makes them happier and better workers. We use surveys and interviews to find out how workers feel about the way they are treated. We keep the information about our workers private.

We ask questions like,

“why are there not many women doing that job?”

or

“what is stopping people with a disability from doing this job?”



The way we train our police officers

Our police officers are trained to make sure they know how to treat people fairly. Also people from the local community have the chance to meet and help train our new police officers.

The way we offer our services to people

We want to make sure that we give people the services that they need, and that our services are of a high standard for everyone.

5 Hate Crime



We work with other groups that all want to help you if you are a victim of hate crime.

Hate crime is where someone hurts you or treats you badly because you have a disability or because you are gay or come from a different culture.

If you are a victim of hate crime:

- We give you advice about what to do.
- We stay in touch with you so that you know we are still dealing with the crime.
- We give you a phone number that you can ring to talk to us.
- We can get other groups to help if you want.
- We do all we can to find and talk to the person that hurt you.



6 What happens next?



We have written 5 main areas in our plan that we want to work on over the next four years.

We will talk and listen to many different people and ask them to fill in questionnaires to make sure that they are happy with the plan.

Each year we will write a booklet on what work has been done and show how well we are doing at being fair and equal.

If you would like to see the areas we are looking at or our reports each year you will find them on the internet.

If you need help to find them or understand them please give us a ring on telephone number 101 and ask for the Equality Unit.

**DERBYSHIRE
CONSTABULARY**



101

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