

Equality and Diversity Strategy 2013



Protecting communities,
fighting crime

Foreword

This strategy sets out our long standing commitment to fairness and equality, explaining how we will meet and surpass our legal responsibilities. This document details how all members of Derbyshire Constabulary and The Office of the Police and Crime Commissioner for Derbyshire will challenge each other and ourselves to continue to meet our commitment. We acknowledge that it is our duty to engage with local people, to really listen to what they tell us, and most importantly take action to deliver.

The Equality Act 2010 presented us with a welcome and timely opportunity to review the progress made to date and to identify areas for improvements. Actively engaging with the communities we serve helps us to treat everyone

according to their needs and doing everything possible to protect the most vulnerable and marginalised, and to be active, visible and approachable in all the communities we serve.

This strategy is integral to both the Force Commitment and the objectives of the Police and Crime Commissioner, and is one of the ways we demonstrate our duty to effectively police Derbyshire. Understanding and recognising the importance of equality is fundamental to being a part of policing in Derbyshire and fits properly with our values and our commitment to our communities. This equality strategy is not optional and we therefore commend it to you and look forward to you demonstrating your own support for the plan and the principles within it.



A handwritten signature in black ink that reads "Mick Creedon".

Mick Creedon
Chief Constable
Derbyshire Constabulary



A handwritten signature in black ink that reads "Alan Charles".

Alan Charles
Police and Crime Commissioner
Derbyshire

Principles

How does this fit?

As well as having a moral responsibility to address equality and diversity issues, Derbyshire Constabulary and the Office of the Police and Crime Commissioner for Derbyshire, like all public authorities have a legal obligation under section 149 of the Equality Act 2010 (the Act) known as the public sector equality duty, to their workforce and the communities they serve.

Section 149 extends the new equality duty to cover a range of protected characteristics (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, and sexual orientation). The equality duty is a major driver for the constabulary and the commissioner's office to demonstrate how we integrate consideration of equality and good relations into day to day business; it requires equality considerations to be reflected into the design of policies, the delivery of services, and the way in which the constabulary and the Commissioner deal with officers and staff.

Purpose/vision

How does this help the organisation?

Our vision is to treat people fairly and equally. By embracing and valuing equality and diversity, we will improve our service delivery, enhance our social responsibility and create an inclusive and positive working environment for all members of the organisation.

In order to do this, we have developed a strategy which brings together our Commitment, Values, Equality Policy and Legal obligations under the public sector equality duty.

The general equality duty is set out in 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 characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

Our commitment of providing a high-quality policing service to everyone in Derbyshire will be reached, in terms of equality, through three supporting objectives to:

- Eliminate discrimination through the systematic review of our operational and workplace policies and practices
- Provide equality of opportunity through access to service for all and delivering a service which meets all our customers needs
- Foster good relations by understanding better the communities we serve and creating opportunities for meaningful engagement.

To deliver on our commitment we use the following values to guide our conduct, expressing the behaviour and attitudes expected of every officer and member of staff:

- | | |
|------------------|---|
| Integrity | We are open and honest. Our relationship with our communities, our partners and each other is based on trust. |
| Respect | We respect and value everyone at every level of the organisation. Valuing our differences is one of our strengths |

- Performance** We aim for the highest possible standard. We want to do the right thing every time. We work to get the best out of all that we have and we celebrate our achievements.
- Responsibility** We take responsibility for what we do, as individuals and team members. We work together and support each other to put our communities at the heart of everything we do.
- Innovation** We will be courageous to meet the most difficult challenges and adapt to new and developing situations.

Benefits

What will happen when we get there?

We have a tradition of policing with the support and co-operation of our communities. Support is given when the public have confidence in us and the service we provide. Co-operation from the public help us to maintain order, solve crime and keep communities safe. Promoting equality and embracing diversity is not only the right thing to do, it is essential to the effectiveness of policing.

Working in communities our police officers and staff treat everyone according to their needs and do everything possible to protect the most vulnerable. We will be active, visible and approachable to all communities in Derbyshire.

Key outcomes:

- Service delivered according to need
- Improved public confidence in policing
- Communities more involved in performance scrutiny
- Sustained improvement in satisfaction across diverse communities.

Strategic themes

How do we make sure this works?

We recognise that equality is fundamental in everything we do, and so requires consideration at all levels. To do this, we gauge policies and functions used to deliver our day-to-day business and manage our workforce to ensure they comply with our commitment and obligation to equality and diversity. We achieve this by undertaking a process known as an Equality Impact Assessment (EIA).

An EIA is a 'tool' which helps us make sure our policies, and the way we do business is fair for everyone. An EIA makes us think about the impact of our proposed or existing policies and functions on all communities and on our workforce, making sure that, as far as possible, any negative impacts are minimised and that opportunities for promoting equality are maximised.

(see Appendix a & b on pages 8-9)

The EIA process underpins our approach to equality duty compliance across three strategic themes:

1 Operational Delivery

Derbyshire Constabulary carries out its business at an operational level by adopting ways to:

- Prevent and reduce crime
- Attack criminality
- Protect vulnerable people
- Provide reassurance
- Deliver value for money.

It is crucial in the delivery of these policing activities to ensure that we provide a fair and equal service to all involved.

We will achieve this by ensuring

- our services are non-discriminatory, enabling equality of access and service provision
- we actively engage with all communities in order for them to influence and shape policies and functions in order to gain equal levels of satisfaction
- priorities are influenced and set by the needs of all communities in Derbyshire and inequalities are narrowed by seeking views of the community.

2 People and Culture

Derbyshire Constabulary endorses the principle that our workforce should reflect the community which it serves.

By treating our staff fairly and equally, and by embracing diversity, we will create an inclusive and positive working environment for all.

We are committed to focusing our employment procedures and practices on maximising the potential of each unique individual.

To achieve this we will:

- Monitor the diversity profile of our staff and officers to understand the composition of the workforce and ensure we address their needs at work
- Challenge and investigate any discriminatory behaviour and enforce the disciplinary procedure when this is considered necessary
- Provide all staff and officers with opportunities to influence the development of policies and practices
- Support staff and officers by making reasonable adjustments
- Monitor and measure diversity across a range of employment areas including recruitment, progression and retention to remove any direct or indirect associative or perceptive discrimination.

3 Organisational processes

Derbyshire Constabulary recognises that by embedding equality into organisational processes it can use its influence and resources, where possible to promote inclusion and redress inequality.

We will achieve this by

- Ensuring that the providers of products and services procured by Derbyshire Constabulary are compliant with equality and diversity issues
- Managing our buildings and other equipment to ensure the needs of our workforce and communities are taken into account
- Ensuring we have the capacity to learn from complaints made by the public.

Responsibilities

This strategy applies to everyone in the constabulary, regardless of rank or position, including volunteers and contractors who deliver services on our behalf. We all have a part to play in ensuring that the service we provide to our community is fair and professional regardless of individuals protected characteristics.

We are all responsible for promoting equality and diversity by our behaviour and actions, and for co-operating with measures introduced to ensure equality of opportunity and non discrimination.

It is also vital there is robust governance in place to ensure that equality is mainstreamed into the constabulary's day-to-day business. This is provided internally by the Strategic Equality Assurance Board. The Commissioner provides the overall governance of the constabulary, and this includes a responsibility to oversee the constabulary's equality activity to ensure compliance with the duty.

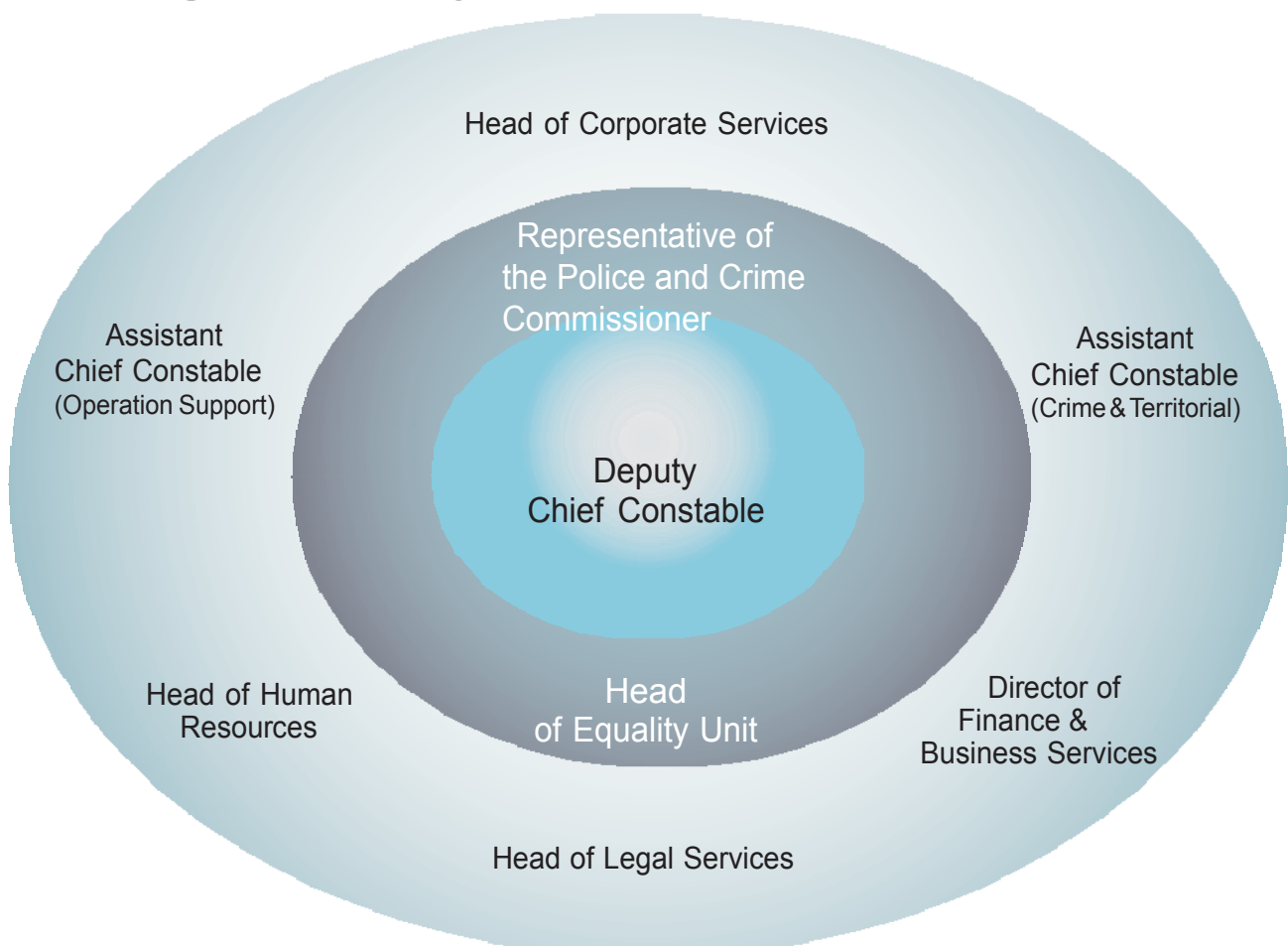
The Strategic Equality Assurance Board is chaired by the Deputy Chief Constable. The structure as illustrated on the following page.

The board is responsible for:

- leadership to the constabulary in the promotion of equality and diversity
- compliance with equality legislation
- access and provision of service which meets the needs of service users
- dismantling barriers that prevent equality of access to employment and promotion for all.

Having due regard to the equality duty means taking a proportionate approach and as a result of significant changes stemming from public spending cuts, the board have adopted risk-based method to meet our obligations.

Strategic equality assurance board



Police & Crime Commissioner for Derbyshire

November 2012 saw the election of Derbyshire's first Police and Crime Commissioner.

The Police Reform and Social Responsibility Act 2012 made radical changes to police governance providing for the introduction of elected Commissioners' who would supersede Police Authorities in taking responsibility for police governance.

The Commissioners main responsibilities are: Setting and updating the Police and Crime Plan, which sets out the Commissioners objectives,

- Setting the force budget and council tax precept,
- Engaging with communities to ascertain their views,
- Appointing, and where necessary dismissing, the Chief Constable and
- Commissioning services of partner agencies to deliver a joined up approach to crime including the distribution of grants from central government.

The Police and Crime Commissioner's responsibilities with regard to equality are two fold.

- **Firstly as part of the governance role to oversee constabulary compliance with the equality duties and ensure that the constabulary encompasses equality as an integral part of delivering services to the public and dealing with staff.**

To achieve this, the Commissioner is represented at the Constabulary's Strategic Equality Assurance Board to which any high level equality related risk would be escalated. This allows regular oversight at the strategic group to which other force groups and departments report.

The Commissioner periodically receives reports on constabulary equality activity and compliance at Strategic Governance Board meetings, this being a primary forum for constabulary reporting to the Commissioner. He will be sighted on the equality data and information published by the constabulary which so far has been highlighted for its high standard by the EHRC. Oversight of this information enables the Commissioner to scrutinize performance in relation to the duties. The Commissioner also receives reports and briefings which relate to a wide variety of policing issues in which equality considerations are a priority such as hate crime, ASB, domestic abuse and sexual exploitation to name but a few. Confidence and satisfaction levels are also monitored.

- **Secondly – the Commissioner, as a public body, is also subject to the general public sector equality duty.**

As the elected voice of the people and with wide responsibilities for the provision of policing and community safety services, the principles of equality and inclusion will be integrated into daily business.

The Commissioner is committed to promoting equality and diversity into dealings with the public, the constabulary, partners and stakeholders, staff and volunteers, contractors and suppliers.

The Commissioner's first Police and Crime Plan has now been published and this sets out the Commissioner's manifesto commitments and election pledges and contains 6 key objectives. These take into account the risks and threats in the county as a whole ensuring a holistic and inclusive approach to the setting of strategic priorities.

The plan also sets out the Commissioner's commitment to equality and to ensuring that we engage and consult with as wide a range of people and groups as possible. This, we hope will enable us to ensure that appropriate services are commissioned and resources directed equitably and proportionately taking into account the community as a whole and also those people who are vulnerable.

The way forward

The public sector equality duty is made up of a general equality duty set out in the Equality Act 2010 supported by specific duties imposed by statutory regulations. Like other public authorities listed in the schedule which accompanies the regulations, the constabulary is required to publish information demonstrating our compliance with the equality duty. This equality information is published and updated annually on our website (www.derbyshirepolice.co.uk). This includes information on the effect that our policies and practices have had on employees and service users who share a protected characteristic.

Derbyshire Constabulary Equality Objectives 2012 - 2016

Our equality objectives strengthen our performance in meeting the equality duty. Setting objectives encourages an outcome focused approach resulting in an improved service and a positive working environment.

Progress on our equality objectives are incorporated into an action plan and monitored by the Strategic Equality Assurance Board with continuing oversight provided by the Commissioner.

Objective 1 - We aim to improve community relations by ensuring equality and fairness is at the heart of everything we do.

We will achieve this by ensuring Derbyshire Constabulary consistently meets its equality obligations in the way it develops and delivers policies and practices that impact on our public functions, staff and operational structure.

Objective 2 - We aim to improve our understanding of our communities so that we can treat everyone individually and according to their needs.

We will achieve this by having a clear plan on how to reach out to all our communities and by finding out who needs our services and how best that can be delivered.

Objective 3 - We aim to improve protection and support for those more at risk from crime and anti-social behaviour.

We will achieve this by ensuring Derbyshire Constabulary does everything possible to protect the most vulnerable and strengthen partnership working with statutory agencies and voluntary sector organisations.

Objective 4 - We aim to improve community confidence in policing by being more open about what we do.

We will achieve this by increasing transparency on the use of police powers to improve the confidence of our communities.

Objective 5 - We aim to improve the diversity of our workforce

We will achieve this by creating an inclusive and positive working environment for a workforce which reflects the communities it serves.

Appendix a

Form 0027
N10/11

DERBYSHIRE CONSTABULARY
Equality Impact Assessment – Screening

SECRET CONFIDENTIAL RESTRICTED NOT PROTECTIVELY MARKED
(when complete) (when complete) (when complete) (when complete)

Name of Policy function or project: _____ Policy/Ref No: _____

Q1. Briefly describe the intention of the policy, function or project and who will be affected (For example service users, staff and officers, Police Authority, partner agencies?)

Q2 How relevant is the policy, function or project to the equality duty for service users, staff or the wider community?
(Tick all that apply)

(Tick all that apply)	Direct relevance	If ticked please explain:
Affect a large proportion of people (service users, staff or wider community)	<input type="checkbox"/>	
Have the potential for affecting people differently?	<input type="checkbox"/>	
Significantly affect a small proportion of people?	<input type="checkbox"/>	
Relate to a function that has been identified previously as unfair or disproportionate?	<input type="checkbox"/>	
Have a likelihood of creating an adverse impact on relations between any particular protected group?	<input type="checkbox"/>	
Involve a significant commitment of resources? (staff or finance)	<input type="checkbox"/>	
Provide services or facilities?	<input type="checkbox"/>	
Other (expand/explain)	<input type="checkbox"/>	
	No direct relevance	If ticked please explain:
Detail administration processes?	<input type="checkbox"/>	
Have little or no direct impact upon people.	<input type="checkbox"/>	

Q3. Using your professional judgement, which of the particular protected characteristics is the policy, function or project likely to disproportionately impact upon?

Age	<input type="checkbox"/>	Race	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex	<input type="checkbox"/>
Marriage and Civil Partnership	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	None	<input type="checkbox"/>

Q4. Using your knowledge of the subject and your professional judgement, do you consider that... (please chose option from below)

There is direct relevance to the equality duty, and it is proportionate to conduct a full EIA.	<input type="checkbox"/>	Carry out full EIA
There is direct relevance to the equality duty, but it is not proportionate to conduct a full EIA.	<input type="checkbox"/>	Fill in below
There is no direct relevance to the equality duty and therefore does not require a full EIA	<input type="checkbox"/>	Fill in below

Please explain why a full EIA is NOT required and include an explanation, especially where it is considered not to be proportionate (please include statistical information and evidence if available). Please be aware this document may be made publicly available.

Declaration – this information is accurate to the best of my knowledge.

Assessment Author:	Name: _____	Date: _____
Policy/Function/Project Owner:	I am satisfied the assessment meets the legal requirements of the public sector equality duty. Name: _____	Date: _____
Please be aware this document may be made publicly available. Please select the suitable protective marking for this completed document.	Suitable protective marking selected YES <input type="checkbox"/>	
Head of Equality:	Name: _____	Date: _____

This form may be published alongside the policy document on the intranet. Information gathered from this screening will be retained by the Equality Unit as evidence of our duty to comply with the Equality Act 2010.

Appendix b

Form 0028
N1011

DERBYSHIRE CONSTABULARY
Equality Impact Assessment – Full

SECRET CONFIDENTIAL RESTRICTED NOT PROTECTIVE MARKED
(when complete) (when complete) (when complete) (when complete)

Name of the policy, function or project		Policy/Ref No	
Divisional / Departmental owner			
Person completing the EIA			
Date EIA Started			
Version Number			
Briefly describe the intention of the policy, function or project and who will be affected. (For example, service users, staff and officers, Police Authority, partner agencies)			
Using your professional judgement, which of the protected characteristics is the policy, function or project likely to disproportionately impact upon?			
Age	<input type="checkbox"/>	Race	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex	<input type="checkbox"/>
Marriage and Civil Partnership	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	None	<input type="checkbox"/>

Data collection	What existing information, statistical data or evidence-based research is there to help identify how this policy, function or project might affect people from protected groups differently? What does this tell you?
	What gaps in the information or research have been identified? If there are gaps, what other sources of information can be used?

Engagement and consultation	<p>Who have you consulted with? Notes: Liaise with the Equality Unit to identify who to consult with.</p> <p>Please summarise what these people/ groups have said. What were their recommendations? Were their recommendations adopted? If not why not?</p> <p>Is further consultation required? If so who with? (Details should also be recorded on action plan for continued monitoring)</p>
Assessment of likely impacts	<p>Does this policy, function or project have the potential to directly or indirectly discriminate against any protected group? If so, who and why?</p> <p>How does the organisation advance equality through this policy, function or project? How does it better meet the needs of people with a protected characteristic?</p> <p>Is the proposed policy, function or project likely to affect relations between certain protected groups? Is there an opportunity to promote better understanding between different groups? If so how?</p>
Mitigating adverse impact	<p>What can be done to reduce any adverse impact?</p> <p>What are the resource implications, for undertaking the above?</p>
Decision	<p>Having considered the potential or actual impact of the policy, function or project which of the following options has been taken?</p> <p>No major change – the policy, function or project will be maintained in current form: <input type="checkbox"/> The EIA demonstrates the policy or practice is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.</p> <p>Adjust the policy, function or project: <input type="checkbox"/> The EIA identified potential problems or missed opportunities. Adjust the policy or practice to remove barriers or better promote equality.</p>

2

	Continue with the policy, function or project despite known issues: The EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly set out the justification for continuing with the policy or practice. Any justification must be in line with the duty to have due regard. <input type="checkbox"/>
	Stop and remove the policy, function or project: The EIA shows actual or potential unlawful discrimination. It must be stopped and removed. Please state how the implications of abandoning this activity will be managed. <input type="checkbox"/>
	Please justify and summarise why the above decision has been made:

Publishing and sign off	This EIA will be available as a public document in its entirety on the Force's website, unless otherwise advised, and information from it may form as part of the Force's annual reporting on the public sector equality duty. Please select the suitable protective marking for this completed document.																												
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">EIA Author</td> <td>Name:</td> <td colspan="2"></td> </tr> <tr> <td></td> <td>Date:</td> <td colspan="2"></td> </tr> <tr> <td>Policy Owner</td> <td>Name:</td> <td colspan="2"></td> </tr> <tr> <td></td> <td>Date:</td> <td colspan="2"></td> </tr> <tr> <td></td> <td>Suitable protective marking selected</td> <td>YES</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Head of Equality</td> <td>Name:</td> <td colspan="2"></td> </tr> <tr> <td></td> <td>Date:</td> <td colspan="2"></td> </tr> </table>	EIA Author	Name:				Date:			Policy Owner	Name:				Date:				Suitable protective marking selected	YES	<input type="checkbox"/>	Head of Equality	Name:				Date:		
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Policy Owner	Name:																												
	Date:																												
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Head of Equality	Name:																												
	Date:																												

Review	Review date (12 months after sign off or sooner if monitoring indicates an adverse impact with the policy or function)
	Date

Governance of process will be by the Strategic Equalities Assurance Board

Equality Impact Assessment – Action Plan – Full

	Name of the policy, function or project	Published on	Divisional/Departmental Owner	Person completing the EIA					
	Action	Owner	Target Date	How will Outcome be measured	Are any changes recommended in light of this action? Include reasons				

The Action Plan should detail the changes that have been made to the policy, function or project and any other measures that are to be introduced to mitigate any adverse impact, foster good relations or promote equality of opportunity. You should record all actions you have undertaken in the ongoing monitoring of your 'policy, function or project'. As well as any changes that have been made in response to feedback from consultation, it is also important that the people or groups consulted are informed of any decision made in relation to their feedback and the reason for that decision.

4

If you require copies of items from this document in another format or language please contact:

Equality Unit

Derbyshire Constabulary

Police Headquarters · Butterley Hall

Ripley · Derbyshire · DE5 3RS

email: equalityunit@derbyshire.pnn.police .uk

Bu projedeki konuları başka bir formatta ya da anadilinizde istiyorsanız, aşağıdaki adresle bağlantı kurunuz.

यदि आपको किसी अन्य रूप या भाषा में इस योजना की मदों की प्रतियों की आवश्यकता हो, तो कृपया नीचे दिए गए पते पर सम्पर्क करें।

اگر آپ کو اس اسکیم کے آئٹموں (شامل اشیاء) کی نقلیں کسی دیگر شکل، یا زبان میں چاہئیں، تو برائے مہربانی اوپر دیئے ہوئے پتے پر رابطہ کریں۔

如果您需要此項計劃內容的其它格式或語言的拷貝，請與上述地址聯繫。

إذا تطلبت نسخاً من المواد من البرنامج بصيغة، أو لغة أخرى، برجاء الإتصال بالعنوان المعطى أعلاه.

ਜੇ ਤੁਸੀਂ ਇਸ ਸਕੀਮ ਤੋਂ ਆਈਟਮਾਂ ਦੀਆਂ ਨਕਲਾਂ, ਕਿਸੇ ਹੋਰ ਫਾਰਮੈਟ ਜਾਂ ਭਾਸ਼ਾ 'ਚ ਚਾਹੁੰਦੇ ਹੋ, ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਉਪਰ ਦਿੱਤੇ ਪਤੇ 'ਤੇ ਸੰਪਰਕ ਕਰੋ।

Если Вам нужны экземпляры позиций из данного плана в другом формате или на другом языке, пожалуйста, обратитесь по адресу, указанному выше.

اگر بہ کپی ہائی از مواردی از این طرح در فرمتی دیگر، و یا بہ زبانی دیگر احتیاج دارید، لطفاً با آدرس داده شدہ فوق تماس حاصل فرمائید.

نہ گہر پتوئستیت بہ چند کڑیہ کی تری ہنر بابہ تیکی نہم بہرنامدیہ بہ فزوما یان زمانیکی تر ہدیہ، تکاہہ پیوہندی بہم ناوہ نشانہوہ بکہ کہ لہ خوارہوہ دہستہ بہر کراوہ.

Veillez nous contacter à l'adresse mentionnée ci-dessus en cas de besoin d'exemplaires d'articles de cette liste sous un autre format ou dans une autre langue.

Jeśli potrzebujesz tych informacji w innym języku lub formacie, prosimy o kontakt pod adresem podanym powyżej.