

Cumbria Police Authority

Communities, Equality and Diversity Committee

14 April 2010

Agenda Item No. 16

Report by the Acting Chief Executive

COMMUNITIES, EQUALITY AND DIVERSITY SCRUTINY PLAN

BACKGROUND:

At its meeting on 11th January, the Committee considered the areas of the Policing Plan and Policing Pledge which fall within its remit. It was agreed that the Chair of the Committee would review the terms of reference and current forward plan for scrutiny for the Committee to ensure that it was focussed on priority areas.

RECOMMENDATION that:

Members discuss and agree the methods and priorities for scrutiny by the Committee for the next 12 months.

DETAIL:

Communities, Equality and Diversity Committee's terms of reference give it responsibility for scrutinising the Constabulary and Authority's work in relation to fair treatment, equality of opportunity and promoting diversity, as well as public consultation and partnership working. The full terms of reference are provided along with the agenda. The Committee was keen to ensure that it focused its scrutiny on priority areas and felt that it was opportune to review both the topics for scrutiny, as well as the methods for doing this (including the frequency). The Chair of the Committee met with officers from the Authority Executive to consider current reporting to the Committee and drew up a proposal on which Members have had the opportunity to comment via email. Members' comments, which related to victim support, scrutiny of partnership working and complaints on human rights and stop and search, have been incorporated. This proposal does not increase the amount of reporting required from the Constabulary and is intended to increase the focus of discussions on priority areas, which may require a change of emphasis in some reporting, such as consultation results.

Priority area	Areas to focus on	Method and frequency of reporting
Equality schemes	Delivery of action plan for Constabulary and Police Authority Development of Constabulary's Single	Constabulary report against action plan- quarterly (and on draft scheme in April) Authority report against action plan- quarterly

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	<p>Equality Scheme</p> <p>Equality impact assessment of Constabulary and Authority policies</p>	<p>Look at arranging a meeting with staff diversity support groups before CED meetings so they can raise issues with Members. This would replace the presentation in the meeting.</p> <p>Report on policies impact assessed, policies not impact assessed that are due to be and on training provided- Constabulary- 6 monthly; Authority- quarterly, but consider moving to 6 monthly</p>
Human rights	How the Constabulary is performing in this area (e.g. are they respecting human rights?, are they improving how they deal with young	Verbal report from lead member on activity since last meeting (e.g. dip sampling of stop and search), any issues identified and their level of confidence in the systems in place
Every Child Matters	people?, are they using stop and search powers proportionately?)	ACC be asked to comment on progress
Stop and search	<p>For human rights: how effectively the Authority is monitoring human rights</p> <p>For stop and search: does the data indicate that they are stopping people of different ethnicities proportionately? What are the reasons for this and what evidence is there of this?</p>	<p>Specific written reports requested from Constabulary when necessary e.g. on the draft Youth Action Plan</p> <p>Stop and search data report every 6 months</p> <p>Recommended that Professional Standards Committee be asked to advise the Chair of CED Committee of any complaints relating to these areas.</p>
Consultation	<p>Quality assuring the methods used</p> <p>Checking the consultation being carried out provides value for money</p>	<p>Monitoring Joint Consultation Strategy action plan- 6 monthly</p> <p>Monitoring Authority engagement action plan- 6 monthly (Draft action plans to April meeting)</p>

Priority area	Areas to focus on	Method and frequency of reporting
	<p>What is being done with the results?</p> <p>What areas do we need to know more about?</p>	<p>Summary report of consultation methods and results (not a presentation- so the meeting can focus on scrutiny of methods and emerging issues)- quarterly (when results available)</p>
Partnerships	Areas which can be raised with partners or issues arising from partnerships	<p>Standard item for discussion- each meeting</p> <p>Whilst oversight of partnerships is currently in CED Committee's terms of reference, it is suggested that another committee might be better placed to do this- as Governance Committee and Policing Plan and Performance Committee already are, in part.</p>
Quality of service	'Qualitative' information, including victims' experience	<p>Issues identified by other committees, especially Policing Plan and Performance, which require further investigation.</p> <p>Consider appointing a lead member on victims to look into support provided and their experience- to identify issues the committee should look into further. (That Member could speak to Victim Support, Let Go Project etc. to identify any issues)</p>

In relation to the term of reference about monitoring the recruitment of black and minority ethnic officers, it was felt that this is now scrutinised in more depth by the Personnel Committee and that the terms of reference should be amended accordingly. Members are asked to discuss and agree the plan and methods for scrutiny, as well as how they wish to deal with scrutiny of partnership working.

Stuart Edwards
Acting Chief Executive

6 April 2010

HUMAN RIGHTS IMPLICATIONS:

The oversight and scrutiny of the extent to which human rights are respected is a key role of this Committee, which needs to be considered in the planning of future priorities.

RACE EQUALITY / DIVERSITY IMPLICATIONS:

Ensuring that the Constabulary and Authority are promoting equality fo opportunity and diversity, including through their equality schemes and public consultation, are areas which the Committee will need to considered in the planning of future priorities.

STRATEGIC RISK IMPLICATIONS:

The Authority has statutory duties related to monitoring equality and diversity, engaging the public, which it may not fulfill if it does not give sufficient time to them. Members will want to consider the relative risk of and community impact of the potential areas for scrutiny before deciding which to prioritise.

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