

**Cumbria Police Authority
Community and Race Relations Committee**

31 January 2005

Agenda Item No 8

Review of Constabulary progress on Race and Diversity Issues and a suggested way forward

A Report by the Chief Constable

1. Summary

- 1.1 This paper was recently presented to the Constabulary's Operations Board. Its purpose was to review the progress made on Race and Diversity issues in 2004, to suggest some targets for 2005 and to suggest a way forward.

2. Recommendation

- 2.1 That Members note the report.

3. Drivers for Change

- 3.1 The main driver is the legislative requirement to meet the General Duty to eliminate unlawful racial discrimination, promote equality of opportunity and to promote good relations between people of different racial groups.

How we do this is indicated in:

'The Interim report' from the Commission for Racial Equality.

The National Race Equality Action team has begun to indicate some of the changes that we will need to make.

ACPO, HO, APA, Centrex and HMIC as part of the response to the CRE Interim report produced *The Interim Race Equality Action Plan for the Police Service*. This highlights actions that should be achieved before the end of May 2005. The main targets that the needs to consider are:

- ...ensure that the resources needed to deliver equality and diversity outcomes across all departments and BCUs are identified and secured through the budget and business planning process.
- ...consider establishing a Diversity Unit.
- ...establish and resource independent advisory groups

'A Strategy for improving race and diversity 2004-2009' sets out the strategy for the implementation of the new Police Race and Diversity Learning and Development Programme. This strategy is not restricted to training. It sets out some new requirements and underlines others that we

already know about, most importantly, and in addition to the training aspects:

- Future work should cover all diversity areas, including race gender, sexual orientation, disability, age and religion and belief.
- It talks about the need for an appropriate organizational support and resources to put race and diversity policies into place
- A programme for the progression of diversity work will need to go to the Home office.
- There should be visible leadership by Chief officers and senior managers.
- Race and diversity needs to be a key element of citizen focused policing

4. Financial Implications

- 4.1 There are financial implications to meeting the requirements listed above, both for 2005 and ongoing years.

5. Race and Diversity

5.1. This is where we are:

The Constabulary made good progress in 2004 and met our main targets.

- Equality Steering Groups (ESG) are running in each Area.
- Area race and diversity champions have been appointed.
- Racist incident surveys are now being conducted by Victim support
- Joint agency work established on general R&D issues
- Joint agency work on Gypsy and Traveller issues established and protocol for unauthorized encampments now operating.
- Specialist officers are contributing to Gypsy and Traveller Work
- The gay/lesbian support workers scheme is in place.
- Julie Dodd, Eric Field and Julie Coughlin have been appointed as Minorities officers.
- Excellent work being done by a few individuals

5.2. Some of the issues

- Lack of real progress in areas.
- Difficulty in disseminating information about Language Line and the Gypsy and Traveller Joint agency protocol.
- Lack of enthusiasm in some areas.
- Poor attendance at some Area ESGs
- Work centered around a few key individuals in each area and not mainstreamed.
- South area Minorities officer is in name only.

- West area Minorities officer unable to make the progress he would like race and diversity work due to the demands from other areas of work.
- Linking the work done in areas and headquarters together for a more corporate approach.

5.3. This is where we need to be by the end of 2005.

- The new Race and Diversity scheme, including the action plan, up and running.
- A corporate approach to Race and Diversity issues embracing Areas and HQ.
- All officers involved in race and diversity role with a specific role to play
- Directors of all departments actively involved.
- The Constabulary's consultation targets achieved.
- ESGs focused, well attended, a vehicle for reviewing and moving forward real progress in areas.

5.4. How can this be achieved?

1a. Senior managers in area to plan with Diversity Champions how race and diversity work can be mainstreamed to all staff. Develop a corporate plan as to how local policing teams (embracing community officers, response, patrol, beat and PSOs), can focus on the race and diversity issues in the areas within which they work. The key targets being:

- to know who is in their local community and their needs (using all the statistics available to inform this process).
- Develop contacts within the community for the purpose of sustainable and meaningful consultation, both formal and informal.
- Identify and develop appropriate groups for the different levels of consultation that are necessary.

1b Actions to be raised on the Area plan

1c. Resulting strategy to be driven and monitored by Area Commanders.

2. Revisit who should be involved in area ESGs and the standing items on the agenda for each meeting.

3. Plan Consultation in 2005. Areas will need to consult on include Hate Crime, incident-reporting systems, stop and search, language line and the appropriate impact assessment areas.

4. Use the existing meeting structure to bring Area Commanders and Race and Diversity Area champions together to review and drive the Race and diversity plan for areas.

5.5. The benefits of adopting the recommendations.

Improved operational performance through:

- A change in organizational culture and practices to eliminate discrimination and establish an ethos of fair treatment for everyone.
- Improved recruitment and retention of officers from all underrepresented groups
- Improved interaction with diverse communities, creating a citizen focused, community based police service
- Better intelligence and communication from the public
- Increased community confidence.
- An achieved level of competence assessed through PDR and promotion procedures
- Improved Basic Command Unit and Force performance in race and diversity issues
- Compliance with legislation such as Employment Equality (Sexual Orientation) Regulations 2003, the Employment Equality (Religion and belief) Regulations 2003, the Race Relations (Amendment) Act 2000, the Human Rights Act 1998, the disability Discrimination Act 1995 and the Sex Discrimination Act 1995
- Upholding the moral principal of intolerance to all forms of discrimination.

5.6. The risk of not implementing the recommendations.

- No significant improvement in community confidence levels in the Police service in Cumbria.
- CRE assessment as non-compliant.
- Poor HMIC base line assessment in 2005

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