

**CUMBRIA POLICE AUTHORITY**

**15<sup>th</sup> December 2005**

**Agenda Item No 24**

**UPDATE ON THE CONFIDENCE AND EQUALITY BOARD**

**A report by the Deputy Chief Constable**

**Background**

At the Police Authority meeting on 26 September 2005, the Acting Chief Constable presented a report on the current situation regarding fairness and equality issues in Cumbria. This report provided greater detail as to the membership of the Confidence and Equality Board (CEB) and its terms of reference. The report went on to outline the membership of the three working groups aligned to the CEB, their terms of reference and the role of the Diversity Unit.

The purpose of this report is to provide an update on the progress towards the further development and delivery of the Race and Diversity Agenda across the Constabulary.

**Recommendations**

- I) Members are asked to note the report.
- II) Members are also asked to note that a further progress report will be brought to the Police Authority meeting on the 22 March 2006.

**Detail**

The Confidence and Equality Board last met on 4 November and welcomed the Constabulary Head of Marketing and Media as a new member of the Board.

At this meeting the Chairs of the three working groups - the Confidence and Equality Operations Group, the Race and Diversity Learning (PRDLDP) Group and the Valuing Individuals Group - presented their draft action plans for approval. Following minor adjustments these action plans were approved. (Please see Appendices).

These action plans will feed into the Area race and diversity action plans through the Area Confidence and Equality Groups via the Chairs.

**- Diversity Champions**

In line with national recommendations, the Constabulary has identified Race and Diversity champions at a strategic level. These champions are members of the CEB and are aligned to one of the 6 strands with a 7<sup>th</sup> strand champion also identified to deal with any issues that do not sit specifically with the other 6 strands with a particular focus on partnerships.

It had initially been agreed that the Police Authority member of the CEB would be the champion for sexual orientation. However, following discussions on the accountabilities of these persons, it was felt that this role must be held by a member

of the Constabulary and could not therefore be held by the Police Authority member, who was in agreement with this proposal.

The Champions and their accountabilities are detailed below:

- ACC (Ops) Graham Sunderland – Race issues
- BCU Commander Dee Collins – Gender issues
- BCU Commander Andy Davidson – Age issues
- Director Personnel & Development Graham Noble – Disability issues
- Director Strategic Development Jenny Davies – Religion and Belief issues
- Head of Professional Standards Peter Kirkbride – Sexual Orientation
- Head of Partnerships Brian Horn – Other race and diversity, with a particular focus on partnership work.

Initial accountabilities were identified as being:

- Actively fulfil duty to promote equality, especially in their diversity areas.
- Role models for all strands of diversity and their 'champion' area in particular.
- Engage with both internal and external stakeholders
- Assist in the direction and support of the race and diversity strategy.
- Identify key issues/inhibitors relating to the strategy and assist in seeking resolutions.
- Inform organisational policies and procedures of new legislation and ways of working.

All Champions will receive training through the Senior Leadership Development Programme delivered by Bramshill Police Staff College.

The key priorities for the Diversity Unit were also agreed as below:

- Ensure a proactive approach to race and diversity
- Identify and draft relevant documentation for the Constabulary
- Support the Diversity Directorate and portfolio leads
- Work in partnership with departments and BCUs to deliver equality and diversity outcomes
- Facilitate community engagement and consultation

- Develop, in partnership with departments/BCUs, positive action initiatives
- Ensure the Constabulary is able to respond to the needs of a diverse community
- Ensure the Constabulary identifies and supports the needs of staff in relation to equality and diversity
- Race and diversity issues are the responsibility of managers and individuals and the Diversity Unit is available for advice.

#### **- Work in Progress**

All Area Confidence and Equality Groups have met (or are due to meet in the near future) to progress work from the 3 action plans, together with their own local race and diversity work plans.

Race impact assessments are continuing to be carried out against all high impact policies. The policy approval procedure has been amended to ensure that, in line with legislation, no policy is approved without there being a race impact assessment having been carried out.

From February 2006, all members of staff will be required to have a race and diversity objective within their annual performance development review. This will be measured and any development needs identified through this process.

Training has commenced with the first group of staff identified as key priority groups under the Strategy for Improving Performance in Race and Diversity 2004 –2009.

Work has commenced with regard to a baseline assessment under the Disability Discrimination Act to provide a basis for the work that will need to be completed to assist in the production of a Disability Equality Scheme by 4 December 2006.

Work is under way to develop a communication strategy (both internal and external) to ensure that the Constabulary's commitment to progressing the Race and Diversity Agenda is seen as having a high priority.

#### **- Conclusion**

A further report on progress towards further developing and delivering the Race and Diversity agenda will be presented to the Police Authority in 3 months time at its meeting on 22 March 2006.

**Christine Twigg**  
**Deputy Chief Constable**

**Appendix A**

Action plans for all three work groups aligned to the Confidence and Equality Board as titled on each document.

# CUMBRIA CONSTABULARY

## CONFIDENCE & EQUALITY OPERATIONS SUB GROUP



Date Minuted	Action	Action	Owner	Update/paper due to next meeting	Status	Date closed
28.07.05	4	Message to be put out to Force advising of why the group has been established/objective of the group.	Bob Qazi	Nov	Open	
28.09.05	7	All reports to be circulated...AHG, Morris, Taylor, CRE, HMIC ACPO, Diversity, Home Office Circular ...for each member of the group to retain.	Suzanne Sweeten	Nov	Open	
28.09.05	8	In an attempt to include visitors to Cumbria in considerations of the quality of service delivery a renewed attempt will be made to engage the Tourist Board and the Lake District National Park in	Patricia Bell	Nov	Open	

		Dialogue and the joint agency work.				
28.09.05	9	Gill Shearer to be invited to become a member of the group.	Graham Sunderland	Nov	Open	
	10	The group should use performance data to monitor race and diversity aspects of the service delivery side of performance.	Geoff Steele to talk to Jenny Davies.	Nov		
28.09.05	11	Further debate is necessary to decide how the group will quality-assure policies as part of the impact assessment process.	Janet McGilloway / Patricia Bell	Nov	Open	
28.09.05	12	Define how community intelligence gathered from circs and the LPT cultural audit will be managed.	Andy Carter	Nov	Open	
28.09.05	13	Develop a proper Hate Incident profile.  Review Hate Crime Policy to include performance indicators, measures to enable regular audit/analysis.  Identify a single point of contact for each area, to address areas of	Bob Pallas   Geoff Steele to	Nov	Open	

		difficulty with compliance in respect of Hate Crime policies and procedures. North Area – Julie Dodd West Area – Eric Field South Area?	Speak to his DCI re south nominee.			
28.09.05	14	Formally launch the Race and Diversity Equality scheme to satisfy the publishing requirement in race legislation. Chief Constables message and other bits need to be updated in light of all the changes.  Publish business case for the 'Strategy for improving race and diversity in the police force.'	Graham Sunderland to take to Confidence and Equality Board  Janet McGilloway	Nov	Open	
28.09.05	15	Group to be updated on: <ul style="list-style-type: none"> <li>• Race and Diversity Training for newly promoted Sgts and Insp</li> <li>• Race and Diversity Training built into PIP</li> <li>• Training for Area Supervisors.</li> </ul>	Janet McGilloway Dave Hetherington and Barry Carruthers	Nov	Open	
28.09.05	16	Lack of awareness by staff of the statutory duties under the RRA Act problems is to be addressed	Chris Wickwar to circulate to this group once	Nov	Open	

		through the use of workbooks. Dave Hetherington is currently "Cumbrianising" it.	complete			
28.09.05	17	Investigate the issue of disabled parking at HQ.	Jayne Hall	Nov	Open	
28.09.05	18	IAGs and CIAGs update needed.	Chris Wickwar / Colin Davies	Nov	Open	
28.09.05	19	Invite members of the Community to sit on this Group once IAGs are set up.	Chris Wickwar to update the next meeting	Nov	Open	
28.09.05	20	Cultural Audit of all LPTs will happen across all BCU's. First Language based consultation with minority ethnic groups may be necessary.	Chris Wickwar to monitor progress  Geoff Steele to consult with Jenny Davies	Nov	Open	
28.09.05	21	Funding of Initiatives – Chris Wickwar to pick up the issue of the funding of various race and diversity initiatives BCU Commanders/Jo Murray/Mark Pannone/Geoff Steele. & approach CDRPs.	Chris Wickwar	Nov	Open	
28.09.05	22	The role of Area Race and Diversity Champions should be defined.	Andy Carter	Nov	Open	

28.09.05	23	<p>Relaunch Language Line: Within the Constabulary to officers and ensure that front desks display relevant information. With the public...some of who may not be using the service for fear of not being understood.</p> <p>ACC Sunderland will provide £300 from his contingency fund for the leaflet for the public.</p>	<p>Patricia Bell / Gill Shearer / Chris Wickwar</p> <p>Suzanne Sweeten to sort out virement</p>	Nov	Open	
	24	<p>ESGs in Areas will now be called Area Confidence &amp; Equality Groups. The Area Confidence &amp; Equality Groups should be looking at the area aspects of the issues raised in all three Race and diversity groups.</p>	<p>Graham Sunderland to raise at Operations Board.</p>	Nov		
	25	<p>Each Area to customise the CJB 'Religions and Cultures Guide'</p>	<p>Andy Carter Mark Graham Geoff Steele</p>	Nov		
	26	<p>The new True Vision packs should be utilised effectively. The Border TV documentary may help to publicize the material.</p>	<p>Chris Wickwar / Bob Pallas / Gill Shearer.</p>	Nov		

28.09.05	26	Information to be made available on Hate Symbols through our intranet.	Geoff Steele to raise with Barry Carruthers	Nov	Open	
28.09.05	27	Guidance notes in various languages - We need to be aware of what languages are available to us for what leaflets.	Graham Sunderland will raise with Graham Noble's group	Nov	Open	
28.09.05	28	Barrow officers to visit fast food outlets and similar venues to give repeat best practice and offer weekly review of CCTV tapes	Geoff Steele to monitor and report back.	Nov	Open	

## Work Plan for Race and Diversity Learning Group

This work plan is in line with the national PRDLDP implementation plan, the Race Equality Programme and the agreed key miles stones presented to the initial meeting of the working group.

### Actions already completed

Action	Outcome
(12. PRDLDP) Appoint a Chief Officer within each force to be a 'champion' of race and diversity learning and development	Graham Noble (Director P & D) appointed.
(13. PRDLDP) establish a programme board within each force, chaired by a chief officer or senior member of the Authority to address race and diversity, equality, trust and confidence issues.	CEB formed July 2005

### Actions to progress

Action	Owner	Deadline	Success Criteria	Review date
1. Identify the priority groups required to reach Nos 1A5 (Promoting Diversity) & introduce a framework for their assessment.(PRDLDP action Plan 27)	Diversity Unit PRLDP Sgt. & Qualifications Coordinator	311205	Agreement of CEB as to groups ----- Publication of the national NOS assessment strategy ----- Completion nationally of the re-drafting of the NOS 1A4 & 5 ----- Successful qualification of sufficient A1 qualified assessors.	27 October 2005

Action	Owner	Deadline	Success Criteria	Review date
2. Implement a framework for the assessment of NOS in relation to all staff within the non-priority groups. (PRDLDP 28)	Diversity Unit PRLDP Sgt. & Qualifications Coordinator	311205	Publication of the national NOS assessment strategy	1 <sup>st</sup> December 2005
2. Establish an open and effective communication system to disseminate new values & behaviours & a new approach to the organisational policies and practises (PRDLDP action plan 15).	Head of Diversity Unit in conjunction with the Communications Manager	311205		1 <sup>st</sup> December 2005
3. Specifically include race and diversity learning & development objectives & achievement within annual plans (PRDLDP action plan 16)	Head of Diversity Unit in conjunction with Head of Strategic Planning	310306		31 <sup>st</sup> December 2005
4. Identify opportunities for community engagement in learning & development & other contextualised learning in the work place. (PRDLDP 34)	Diversity Unit PRDLDP Training Sgt/Diversity Advisor/ Head of Training	On going	Engagement with the communities  Funding provision in line with the APA guidance	31 <sup>st</sup> December 2005
5. Ensure National Learning Requirement for race and diversity is covered within all training plans. (PRDLDP 40)	Force Training Manager in consultation with Head of Diversity Unit	31 <sup>st</sup> December 2005		1 <sup>st</sup> December 2005

Action	Owner	Deadline	Success Criteria	Review date
6. Ensure that regular PDRs are carried out for Race and Diversity trainers & that support & development opportunities are identified effectively (PRDLDP 46)	Head of Diversity Unit	March 2006		1 <sup>st</sup> December 2005
7. Force wide training needs analysis to be conducted through the PDR process to identify common & individual training needs in relation to race equality. Once identified these to be fed into the course design process and met where appropriate by external courses, projects or placements (REP priority action K3 CRE rec. 48)	Head of Diversity Unit/ Personnel Officer in charge of PDR & the Force Training Manager	On going	Successful integration of PDR & Training need identification ----- Receipt of Home Office guidance regarding the relationship between PDRs and the development of training expected Autumn 2005 ----- Amendment of PDR Policy to include mandatory setting of PDR objective for all staff.	1 <sup>st</sup> December 2005
8. Analysis of the training needs of all officers and staff with respect to both the general and specific duties under the RRA Act 2000 & then meet them either within race and diversity training or separately	Diversity Unit PRDLDP Training Sgt in conjunction with the Head of Training	On going	Approval at Force Learning Panel of PNA including protected work time to complete work book.	27 <sup>th</sup> October 2005

(REP priority action L4 CRE rec 56)				
9. Training on investigating racial discrimination & race and diversity generally should be compulsory for professional standards staff. The effectiveness to be monitored & measured through the PDR process. (REP priority action P16)	Head of Diversity Unit In consultation with Head of PSD	Ongoing		1 <sup>st</sup> December 2005
10. Provide all staff with access to the National Centre for Applied Learning Technologies (NCALT) to allow access to distance learning packages in race and diversity from the work place.	Director of Information Directorate/Head of Training/Head of Diversity Unit	April 2006	Funding required to upgrade the system to allow access to all.	March 2006
11. Annual review process to evaluate the progress made in force in addressing race and diversity, equality, trust and confidence issues. (PRDLDP 53)	Director of P & D	April 2006		T.B.N.
12. Inforce monitoring procedures to be established by force programme boards (PRDLDP 50)	Director of P & D	April 2006		TBN

Work Force Development Plan for the Valuing Individuals Group

Action	Owner	Success Indicator	Deadline	Review Date
1. To assist Cumbria Constabulary to respond to issues arising from the AHG Report	Diversity Unit and Chair of V.I.G.	Successful management of the AHG Report	31.12.2005	Next meeting of V.I.G. (to be arranged following CEB 4.11.2005)
2. To progress key issues arising from the Force Culture Audit: -  2a) To assess ways of tackling inappropriate language.  2b) To assess ways of tackling inappropriate behaviour.  2c) To promote valuing and fair treatment of our staff.	Diversity Unit and Chair of V.I.G.	Number of grievances/complaints submitted.  Number of successfully resolved related grievances/complaints  Staff satisfaction surveys Future Cultural Audit.	Ongoing	Next meeting of V.I.G. (to be arranged following CEB 4.11.2005)

<p>3. To progress raising awareness of the Gender Agenda within the Force</p>	<p>Helen Ivory – Chair of Women In Police Working Group</p>	<p>Development of Professional Development Days</p> <p>Numbers of applicants for Springboard courses</p> <p>Establishment of Network/Support Group</p>	<p>Ongoing</p>	<p>Next meeting of the Women in Policing Group to be arranged.</p>
<p>4. To support the development of internal diversity groups/associations</p> <p>4a) The development of a Force Disability Group.</p> <p>4b) The developments of a LGBT support Group.</p> <p>Please Note – Support to the</p>	<p>Tony Kirkbride</p> <p>TBA</p>	<p>Formation of Group</p> <p>Number of meetings held</p> <p>Number of issues directed to the V.I.G.</p> <p>Formation of Group</p> <p>Number of meetings held</p> <p>Number of issues directed to the V.I.G.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Next meeting of V.I.G. (to be arranged following CEB 4.11.2005)</p> <p>Next meeting of V.I.G. (to be arranged following CEB</p>

<p>BPA/Federation/Unison and Supts Association will continue, as these are established groups.</p>				<p>4.11.2005)</p>
<p>5. To encourage confidence in the complaints procedure and promote awareness and availability of PSD.</p>	<p>Diversity Team And PSD</p>	<p>Numbers of complaints submitted Number of complaints /grievances successfully resolved Staff surveys and dip sampling Level of awareness of process.</p>	<p>31.3.2006</p>	<p>Next meeting of V.I.G. (to be arranged following CEB 4.11.2005)</p>