

UPDATE ON THE CONSTABULARY CONFIDENCE AND EQUALITY BOARD

A report by the Chief Constable

Background

At the Police Authority meeting on 15 December 2005, the Deputy Chief Constable presented a report on the current situation regarding fairness and equality issues in Cumbria. The report provided information on the action plans of the 3 work groups aligned to the Confidence and Equality Board and the role and accountabilities of the Diversity Champions.

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

Recommendation

That Members note the report.

Detail

The Confidence and Equality Board last met on 13 February 2006. In light of a review of the membership, it was agreed to further extend membership to the BCU Commander from West Cumbria and the Operational Support Commander based at HQ. This ensures that there is representation across the Constabulary at each meeting.

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 - provided an update on the work in progress through their action plans. There was also a discussion around Hate Crime issues and it was identified that there was a need to have a Hate Crime Champion. This person was identified as Chief Supt. Cardwell, BCU Commander for West Cumbria. For ease of reference, the amended membership of the CEB and Diversity Champions has been supplied (at Appendix A).

The members of the Group were updated as to the public launch of the actions the different Agencies were going to take as a result of the joint agency BME consultation exercise that had taken place in 2005. The event was very well attended and work is underway to progress the issues raised for the Constabulary.

The remainder of the meeting was around the subject of the introduction of Independence Advisory Groups (IAGs) to the Constabulary.

Inspector Davies, Partnerships and Crime Reduction Dept. and Sgt McGilloway from the Diversity Unit gave a presentation based on ACPO guidance and the national picture including financial implications. At the conclusion of the presentation, decisions were made regarding the strategic and operating structure. Work is now

underway in BCUs regarding IAG membership, which will be further discussed at Chief Officer Group at the end of March.

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. Operational Support are in the process of setting up their own Confidence and Equality Group to better assist the management of the Race and Diversity agenda within the department.

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 a race impact assessment having been carried out.

All members of staff are in the process of working on their Race and Diversity objective through 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.

Michael Baxter
Chief Constable

Appendix A Confidence and Equality Board

Membership

DCC (Chair)
ACC (Ops)
BCU Commander South
BCU Commander North
BCU Commander West
OSD Commander HQs
Director Personnel & Development
Director Strategic Development
Police Authority lead on R & D
Head of P.S.D. (Ch.Supt)
Director of Partnerships (Supt)
Marketing & Communications Manager
Head of Diversity Unit (Sgt)

Diversity Champions

DCC Christine Twigg – Constabulary Race and Diversity Champion.
ACC (Ops) Graham Sunderland – Race issues
BCU Commander Dee Collins – Gender issues
BCU Commander Andy Davidson – Age issues
Director P & D Graham Noble – Disability issues
Director Strategic Development Jenny Davies – Religion and Belief issues
Head of PSD Peter Kirkbride- Sexual Orientation issues.
BCU Commander Ian Cardwell – Hate Crime Issues.
Director Partnerships Supt Thwaites – Champion of Partnerships Issues.