

CUMBRIA POLICE AUTHORITY

**22nd August 2005
Agenda Item 4**

A report by the Chief Constable

UPDATE ON EQUALITY AND FAIRNESS ISSUES IN CUMBRIA

Background

Several national reports and two recent Cumbrian reports clearly inform the Constabulary's Race and Diversity Agenda.

A Diversity Unit, comprising 5 posts, has been established within the Constabulary, which brings together existing posts and 2 new posts.

A Confidence and Equality Board has also been established to drive the agenda forward.

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 15th December 2005.

Detail

The Commission for Race Equality (CRE)

The Commission for Racial Equality (CRE) inspection of Police Forces and Police Authorities followed in the wake of the '*Secret Policeman*' documentary. The CRE published an Interim report from the first half of that inspection in June 2004.

Chief Constable's Fahy and Baggot led on this issue at the Chief Constables' Council, which met in October 2004 and the '*Interim Race Equality Action Plan for the Police service*', (IREAP) was published in December 2004.

Following the Chief Constables' Council, race and diversity issues were discussed at a Cumbria Chief Officer Group meeting in November and the Chief Constable requested work to be undertaken in regard to the work programme. The need to undertake that work was reinforced by internal issues including a business case submitted by the Cumbria Black Police Association.

The Final Report from the CRE inspection came out in March 2005, the recommendations were much as expected and had already been largely incorporated into existing work plans as requested by the Chief Constable. This final report afforded the Constabulary the opportunity to release a revised Race and Diversity Equality Scheme for the period 2005-2008.

The Police Race and Diversity Learning and Development Programme (PRDLDP).

In November 2004 'A strategy for Improving Performance in Race and Diversity 2004-2009' was launched by the Home Office, APA, ACPO and Centrex. This strategy covers the race and diversity learning and development needs of the police service in England and Wales. It followed the publication of the HMIC thematic inspection on race and diversity training, *Diversity Matters*, and the interim CRE report as previously mentioned. The Constabulary began to address the requirements of the strategy, which included the preparations for the appointment of two race and diversity trainers.

Further guidance on the implementation of the strategy was circulated to forces in January 2005 by the Home Office. (*H.O. Circular 4/2005*)

This guidance set out the key elements of the PRDLDP strategy and the immediate actions required by police forces in relation to its implementation.

The Constabulary immediately set to work on implementing the priority actions. The first decision made was to appoint the Deputy Chief Constable as the Constabulary Race and Diversity Champion. The second was to establish a programme board to manage the implementation of the Strategy. It was agreed that the existing Race Equality Steering Group should be replaced by the Confidence and Equality Board and should be chaired by the Deputy Chief Constable. This Board would also consider the interests of the recognised 6 strands of diversity – Race, Gender, Sexual Orientation, Disability, Religion and Belief and Age.

The Morris Report in to Professional Standards & Employment Matters within the Metropolitan Police Service (MPS)

This inquiry began in January 2004 and was published in December of the same year. Although it was primarily concerning issues within the MPS the inquiry team also visited other police services across the country.

The team examined the way the Service handled complaints, grievances, allegations against individuals and conflict within the workplace. Their aim was to find ways in which they might be improved for the future.

Nationally, and particularly within the media, there was a common misapprehension that the Inquiry was about race. Part of the work did consider discrimination issues, and some of the recommendations focused on the way in which black and minority ethnic officers and staff were treated and managed.

The recommendations published in December 2004 had national implications and Cumbria Constabulary linked this in to the existing and amended Race & Diversity Equality Scheme work plan.

Events January to July 2005

With so much work going on nationally in the field of Race and Diversity it became clear that the Constabulary needed to establish a Diversity Unit to move the Race and Diversity agenda forward in a coherent and robust manner. Race and Diversity was discussed again at the Chief Officer Group meeting held in February 2005. The Chief Constable also believed that the Constabulary would benefit from an independent review of race and diversity activity. An assessment of the internal environment would provide the Chief Officer Group with a position statement as to where the Constabulary stood in it's efforts to embed race and diversity that would be more local in focus than the reports previously referred to. It was anticipated that the result of this piece of work would inform the direction the Constabulary needed to take in it's continued commitment to embedding race and diversity issues and to the role of the Diversity Unit within the Organisation.

AHG, an independent consultation company, were commissioned to carry out this work. This report was completed and forwarded to the Constabulary at the beginning of June 2005. This report provides a clear steer as to the work needed to be taken by the Constabulary to ensure that Race and Diversity is embedded.

At the same time, the Constabulary, working together with 17 other partners from the Cumbria Race and Diversity Partnership, including the Police Authority, commissioned a company called IODA to do research with Black Minority Ethnic (BME) people in Cumbria. This work was to assess the needs of people from diverse cultural and ethnic backgrounds living in Cumbria. This report provided the external position for the Chief Officer Group to use in making decisions as to the way forward on service delivery. The outcome of this audit was delivered to the partners in June 2005.

In July 2005 ACPO, APA and the Home Office published the national Race Equality Programme. This programme pulled together all of the actions for the police service which had arisen out of the CRE inspection and also included relevant actions from The Morris Enquiry and a range of other earlier published sources which were still highly relevant such as the Taylor Review into Racism in the Scottish Police Service. This document is invaluable in providing a holistic approach to the many different reports, which have national recommendations for the Constabulary to work towards.

Both the AHG and IODA reports contain information on Cumbria attitudes to Race and Diversity and are key documents, sitting alongside the national reports, in how Cumbria Constabulary takes this agenda forward.

The Current situation and future work.

The Constabulary now has in place the Confidence and Equality Board, Appendix A, chaired by the Deputy Chief Constable, on which a member of the Police Authority sits. Within this Board there are 3 working groups. One group chaired by Assistant Chief Constable (Ops) has an external focus, one group, chaired by a BCU Commander, has an internal focus and the third group, Chaired by the Director of Personnel and Development, has a responsibility to manage the learning and development requirements.

This Board will be responsible for ensuring that the national recommendations as discussed earlier are implemented thus informing the direction of the Constabulary in the coming months.

The Board has already met twice and a third meeting is planned for the 1st September where the below listed documents will be considered and work plans agreed.

Nationally relevant documents:

Strategy for Improving performance in Race and Diversity in the Police Force 2004-2009.

The Race Equality Programme for the Police Service July 2005

Cumbria relevant documents relating to service delivery:

Cumbria Attitudes survey

IODA Joint Agency Consultation

Internally relevant documents:

The Cultural Audit

The AHG report

The Diversity Unit has also been formed with a Head of Unit. Within the Unit there are 2 police Trainer posts whose responsibility is the implementing of the learning and development strategy, 1 post concentrating on external issues and 1 post concentrating on internal issues. Not all posts have been filled at present, but work is on going to recruit the appropriately skilled people for the posts as soon as possible.

The Unit is responsible to the CEB and aligns as follows;

- Head of the Unit sits on the CEB
- The individual focusing on external issues sits on the External Service Delivery Group.
- The individual focusing on internal issues sits on the Internal Issues Group ((this post currently vacant)
- The 2 trainers will work solely on the learning requirements (1 person in post only at this moment in time.)

Conclusion

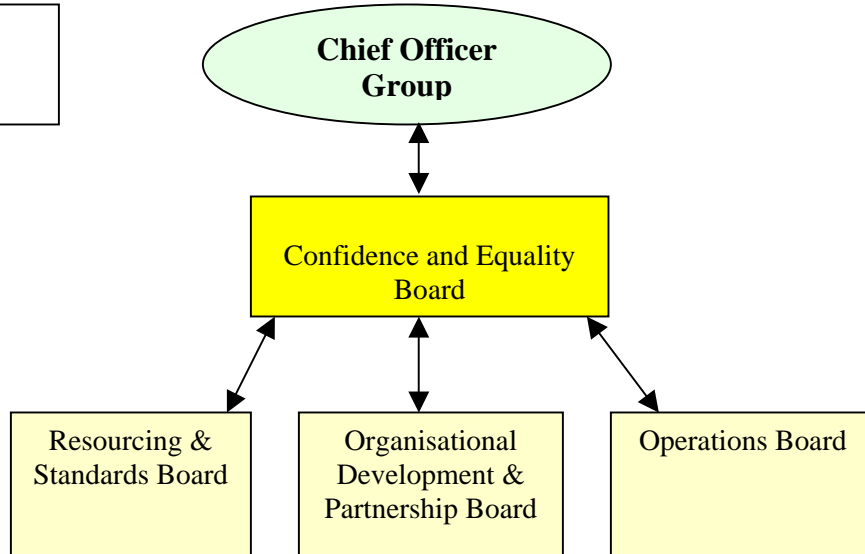
The Confidence and Equality Board has only been recently established and not withstanding that it has met twice since the 7th July 2005. It will next meet on the 1st September 2005 reflecting the importance of the Race and Diversity agenda to the Constabulary.

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 15th December 2005.

Michael Baxter
Chief Constable

Cumbria Constabulary Race and Diversity Meeting Structure

Decision Making & Performance Management Level



Constabulary Groups reporting to C & EB

