



ORIGINATOR: CHIEF CONSTABLE

PAPER NO. AP14/44

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL –
18 JUNE 2014**

SUBJECT: DIVERSITY ANNUAL REPORT

SUMMARY:

1. This report provides an overview of work carried out during 2013/14 to promote equality and diversity within Suffolk Constabulary, and in the services provided by the Constabulary to all the people of Suffolk.
2. The report also gives an update on the Human Rights Action Plan.

RECOMMENDATION:

1. The Accountability and Performance Panel is asked to note the content of this report.

1. KEY ISSUES FOR CONSIDERATION

- 1.1 This report provides an overview of work carried out during 2013/14 to promote equality and diversity within Suffolk Constabulary and in the services we provide for all the people of Suffolk.
- 1.2 Specifically, it will outline, how Suffolk Constabulary is meeting its statutory requirements under the Equality Act. It will explain the work being undertaken to help develop our workforce profile to reflect our communities. It will also explore the work that the Constabulary has undertaken to ensure that our policing is fair, accessible and meets the needs of our diverse communities.

2 EQUALITY ACT 2010

- 2.1 The Act includes a public sector equality duty, which aims to embed equality considerations into the day-to-day work of public authorities so that we tackle discrimination and inequality and contribute to making society fairer.
- 2.2 The General Duty requires us to have due regard to the need to:
- a) eliminate discrimination, harassment, victimisation;
 - b) advance equality of opportunity; and
 - c) foster good relations
- 2.3 To help us achieve this, we have published three over-arching equality objectives that support our Policing Priorities and reflect the three themes in the Association of Chief Police Officers' (ACPO) equality, diversity and human rights strategy.
- The three objectives are:
- To check and monitor our performance that could lead to discrimination;
 - To increase the diversity of the police family in Suffolk to reflect the communities we serve; and
 - To increase the trust and confidence of all our communities in policing.
- 2.4 The Constabulary has produced action plans for each of the protected characteristics. These will ensure the Constabulary makes progress towards its equality objectives.
- 2.5 The Diversity department has undergone a re-structure over the last year. The department has been re-shaped to have an internal focused role, an external focused role and a part time role focused on positive action recruitment, supported by an administrative role.
- 2.6 The responsibilities of the internal role include reviewing Equality Impact Assessments (EIA's), supporting staff networks and champions, providing internal advice and supporting training. This will be managed through HR.
- 2.7 The responsibilities of the external role include supporting stop and search, prevent, hate crime and supporting county wide networks and events as well as providing tactical advice and support to staff and supporting the community tensions work stream.

- 2.8 The positive action recruitment role is focused on supporting the recruitment, retention and progression of underrepresented groups across the Constabulary, by providing specialist advice and support in promoting and encouraging wide and diverse recruitment across the organisation, including employees, special constables and volunteers.
- 2.9 Suffolk Constabulary has established a workforce profile working group to understand the profile of our workforce and make recommendations to the Diversity Programme Board of ways to enhance representation of underrepresented groups in specific ranks, grades or roles. This is chaired by the Deputy Chief Constable. The initial focus for the group is on the under representation of females and BME staff. In April 2014, an 'improve your board techniques' workshop was organised which focused on female and BME officers and staff seeking promotion. In addition a survey has been sent out to female staff requesting their views on barriers to self-development. Results are currently being collated.
- 2.10 Following on from the re-structure, a diversity and equality strategy has been prepared, which is currently in draft format and awaiting final sign off by the Deputy Chief Constable following consultation. As part of this strategy, the diversity and equality objectives have been reviewed. The proposed overarching aims are as follows:

Operational Delivery

We will maintain and improve community engagement and increase the trust and confidence of all communities in policing by providing a fair and responsive service, treating people with respect.

Organisational Processes

We will ensure that the Constabulary's policies and procedures are non-discriminatory and comply with equalities legislation and monitor our practice and performance for areas that could lead to discrimination.

People and culture

We will continue to develop a representative workforce and an open and trusting culture, supporting equality of opportunity for everyone.

Underneath all of these overarching objectives are a series of key areas of focus outlining how we will meet these objectives.

- 2.11 The Constabulary is planning to have action plans for each department focused on diversity and equality objectives. This will increase ownership and accountability for diversity across the force and departments will provide updates at the force diversity board. Additionally, there are already actions plans already in existence for hate crime and stop and search.
- 2.12 As part of the drive to become an equal opportunities employer, the Constabulary has joined, "Think, Act, Report" promoting gender equality in the workplace. The Constabulary remain members of Stonewall (LGB&T), "Two Ticks" positive about disabled people JobCentre Plus scheme and Mindful Employer being positive about mental health. The Constabulary is currently exploring joining Race for Opportunity.

- 2.13 The Constabulary has continued to support the Independent Advisory Group (IAG), attending their away day. IAG members will be present at the upcoming SNT development days in May 2014.
- 2.14 Supported by Learning and Development, the Constabulary has run a development programme, 'Developing Potential', driven through SAWP (Suffolk Association of Women in Policing) but supported by all staff networks. This is a self-development programme for members of underrepresented groups, focused on developing confidence and promoting self-development.
- 2.15 All newly recruited police officers and PCSO's attend a week of diversity training at an early point in their training programme. The week is arranged and delivered in partnership with various community organisations in Suffolk.
- 2.16 All new police staff attend mandatory induction training, which includes an element of equality and diversity training.
- 2.17 Suffolk Constabulary has continued to work in partnership to develop awareness training for honour based violence (HBV) and female genital mutilation (FGM). A draft procedure covering HBV, FGM and forced marriage is currently being developed, which will be supported by some wider training for staff.

3. AGE

- 3.1 Work to promote equality with regard to age diversity issues, is focused on both younger and older people.
- 3.2 **Norfolk and Suffolk Dementia Action Alliance.** The Constabulary remains a member of the Norfolk and Suffolk Dementia Action Alliance. A range of dementia friends have been established across the county, and in July 2013 they received an input from a representative from the Alzheimer's society.
- 3.3 **Charter for Older People in Suffolk.** Suffolk Constabulary remains a member of the charter.
- 3.4 **Health and Well-being Board .** Suffolk Constabulary were represented at the Ageing Well Conference in October 2013, focused on how we can establish a county that supports older people. In addition, the Constabulary supports the sub-group working on helping older people in Suffolk to have a good quality of life.
- 3.4 **Fresh Steps.** Fresh Steps is a personal and work development programme for older workers. The Constabulary runs annual training sessions for staff, with the latest session starting in March 2014.
- 3.5 **Development of a Volunteer Police Cadet Scheme.** There are now five Police Cadet groups in the county. The schemes at Martlesham, Ipswich, Lowestoft and Bury St Edmunds have continued and in March 2014, the fifth scheme in Sudbury was established. A cadet co-coordinator was appointed, who started in October 2013, and the Constabulary intends to increase this to 9 groups across the county by July 2015.
- 3.6 **KUDOS.** Kudos delivers positive interactions with young people aged 7yrs – 11yrs who visit Suffolk Constabulary to learn about the police family, to enhance their knowledge, assist with crime prevention, prevent offending and to offer the Constabulary as a future career pathway. The 8 week course is delivered with the

assistance of local schools and young people visit the Constabulary on alternative weeks. Currently the programme is mid-way through delivery.

- 3.7 **YBM: Young Black Males.** This is an ongoing project to build stronger relationships with our young black communities in Ipswich. It provides young people with employability skills to encourage future employment which could be part of the police family. The program is currently focusing on the group becoming a social enterprise which will enable further activities and other strands of the program to be developed. This will provide positive engagement opportunities for the police service.
- 3.8 **SAY: Suffolk Assembly of Youth.** This forum is run by SCC but links in with lots of other youth organisations. SAY wants to offer all children in Suffolk the opportunity to access all activities that are provided by the numerous organisations by bringing them together and to offer young people an 'app' which will allow all children to see what activities are being delivered locally and by what organisation, whether it is free or requires payment. SAY also offers young people the opportunity to progress into Youth Parliament. Suffolk Constabulary are involved with both of these initiatives.
- 3.9 **Exploitation Event.** In June 2013, the Constabulary hosted a workshop focused on exploitation in Suffolk. Numerous partnership agencies joined us to take part in the event, including Suffolk County Council, NSPCC and NHS.
- 3.10 **Age UK Suffolk.** Following on from a county wide event in February, links have been established with the Chief Executive of Age UK Suffolk and also members of his team across the county. They are very encouraging to develop stronger links between their local offices and our SNT's, to re-establish or create new community engagements and helping develop county wide crime reduction campaigns focused on areas such as distraction burglary.
- 3.11 **Outreach Youth.** Outreach Youth supports and works with young people across Suffolk and North Essex, aged 13 to 19 years, who are gay, lesbian, bisexual, transgender or questioning their sexuality. They provide opportunities to meet as a group and offer one-to-one support in safe, welcoming, non-judgemental settings in Ipswich, Lowestoft and Bury St Edmunds.

4. **DISABILITY**

- 4.1 The Constabulary is committed to the Social Model of Disability, which says that 'disability is caused by the way society is organised'. The Constabulary aim to ensure that disabled people have full access to its services by removing barriers and proactively tackling discrimination. The Constabulary will make itself more accessible, ensuring that as far as possible the needs of disabled people are met.
- 4.2 **Disability Liaison Officers (DLOs).** The Constabulary now has 12 Disability Liaison Officers (DLOs) across the county. The DLOs receive additional training and are encouraged to develop links with local neighbourhood based disability groups and organisations. They provide advice, guidance and information to internal and external agencies. They also support the work of the Suffolk Hate Crime Service, assisting to support victims of hate crime, and to act as a point of contact between the Constabulary and disabled people. Quarterly meetings will be arranged to promote the network across the county.
- 4.3 **Stay Safe Scheme.** The Constabulary has continued work with partners to extend the Stay Safe Scheme. The card allows for people to access support if they feel vulnerable when out in their community. At present Stay Safe places are in the

following towns and villages: Aldeburgh, Beccles, Brandon, Eye, Felixstowe, Haverhill, Ipswich, Kesgrave, Lowestoft, Mildenhall, Needham Market, Newmarket, Saxmundham, Stowmarket, Sudbury, Wickham Market, Woodbridge. The Hate Crime Service plan to have Stay Safe Places in every town in Suffolk by 2014.

- 4.4 **Disability Involvement Day.** In October 2014, the Disability Sub-group of the Joint Diversity Working Group (of which Suffolk Constabulary is a member) held an involvement day focusing on disability. Attendees included disabled people, disability support groups, charities and associations, and statutory organisations. The aim of the day was to enable statutory bodies to consult with disabled people about service improvements.
- 4.5 **Reach Out Suffolk.** Reach Out Suffolk is a support group for disabled staff and staff who have caring responsibilities for someone who is disabled. It continues to offer support to members and encourage new members to join.
- 4.6 **Autism training.** Our Personal Safety Trainers are liaising with the ACS and CYP Workforce Development officer at Suffolk County Council and are integrating an Autism input for all officers within their personal safety training.
- 4.7 **Guide dog event.** In October 2013, one of the Constabulary's disability champions hosted a guide dog masterclass. This was attended by police officers and police community support officers and focused on providing people with a better understanding and to experience walking with a guide dog.

5. GENDER/SEX

- 5.1 **Suffolk Association of Women in Policing (SAWP).** The Constabulary continues to support the development of the Suffolk Association of Women in Policing (SAWP). A number of events are also being offered to members this year;
- 5.2 **Development events.** Members of SAWP have been offered the opportunity to attend various development events including, joining our Norfolk Colleagues at the joint conference in November 2013, which focused on 'Achieving a Work-Life Balance', attending the Staffordshire Police Women's development event, 'helping you be all you want to be' and also attending the Senior Women in Policing Event, focused on communication and connection.
- 5.3 **In March 2014, International Women's Day.** This year the Constabulary linked up the University Campus Suffolk to attend an event at Trinity Park for international women's day. The focus of the day was 'Aiming Higher and Achieving your Full Potential.' This informative morning event featured inspirational presentations from high profile local and national speakers, interactive and skills-based workshops, networking opportunities, practical advice and an exhibition showcasing local businesses and not-for-profit organisations that support and empower women and girls.
- 5.4 **Workforce profile working group.** A workforce profile working group has been established to look at the under representation of women and BME officers across the organisation. As part of this workshop, a development day (organised by the Suffolk Association of Women in Policing [SAWP]) focused on developing board techniques was held in April 2014. This was extremely well attended and excellent feedback received.

- 5.5 **Springboard workshop.** In September 2013, a development event for women was run, which focuses on confidence building, assertiveness, identifying values and setting goals inside and outside the organisation.
- 5.6 **Transphobia awareness.** Throughout the last year the Constabulary has been actively supporting all staff members to attend Trans Awareness training sessions at the LGBT Network in Ipswich. These training sessions are informative and provide staff with the potential to develop further community links in the future.
- 6. RACE**
- 6.1 The Constabulary continues to focus on increasing the number of Black and Ethnic Minority (BME) people who are successful in joining the service while working to ensure appropriate representation at all levels within the organisation – and ensuring that the service provided is inclusive and non-discriminatory.
- 6.2 **Staff member successfully elected as President of National Black Police Association.** Franstine Jones from the Constabulary's Diversity department has successfully become the first female President of the National Black Police Association, and continues to work on supporting and influencing the national agenda in relation to race issues.
- 6.3 **Black History Month.** Suffolk Constabulary celebrated Black History Month throughout October 2013. The theme for this year was 20 Years on from Stephen Lawrence. The Constabulary supported this by developing profiles from BME officers and staff capturing their contributions and experiences of policing in Suffolk and sharing these on the intranet.
- 6.4 **Police Officer Recruitment.** The Diversity Unit worked with the recruitment team to facilitate a workshop in May 2013 for people from BME backgrounds ahead of the police officer recruitment.
- 6.5 **Suffolk Ethnic Police Association (SEPA).** The Suffolk Black Police Association has been re-named as the SEPA and continues to support staff and provide advice across the organisation.
- 6.6 **Workforce profile working group.** A workforce profile working group has been established to look at the under representation of women and BME officers across the organisation. As part of this workshop, a development day (organised by the Suffolk Association of Women in Policing [SAWP]) focused on developing board techniques was held in April 2014. This was extremely well attended and excellent feedback received.
- 6.7 **Becoming more Culturally Competent.** The organisation continues to deliver training to police officers to help them to understand different communities and respect and value difference.
- 6.8 **Disproportionality in Professional Standards.** In October 2013, the Constabulary hosted an event to discuss disproportionality in professional standards investigations and work is on-going to address issues outlined from this event. A Diversity Action Plan is in place in PSD, and Diversity training for the whole department will take place in May.

6.9 **Recruitment Equality Progress Survey.** A Recruitment Equality Progress Survey has been launched to gather qualitative evidence of the experiences of new BAME recruits from their point of application until they have completed two years in post. This has been jointly drafted with the support of HR and SEPA.

6.10 **Holocaust Memorial Day.** The Constabulary supported Holocaust Memorial Day in January 2013 by using an information stand to raise awareness amongst staff.

7. RELIGION AND BELIEF

7.1 The population of Suffolk, as with the rest of the UK, is made up of people of many religions, beliefs and views. The role of Suffolk Constabulary is to take account of all such beliefs and provide an equitable policing service for all throughout the county.

7.2 **Force Chaplains.** The Constabulary now has a chaplain from Suffolk Inter-Faith Resource (SIFRE), representing the Multi Faith prospective. Plans are in place to increase the diversity of faiths within the Chaplaincy, starting with Ipswich. The network continues to meet regularly. We also now have a Muslim Chaplain.

7.4 **All Communities Together (ACT) Now Training.** All Communities Together (ACT) Now training sessions continue to be delivered to students from Suffolk New College and Suffolk One and criminology students from Suffolk University Campus.

7.5 **Christian Police Association.** In the last few months, the Christian Police Association has been formalised and is working to encourage and support Christians around the county and also links with the National Christian Police Association.

7.6 **Faith Master class.** The constabulary hosted a Faith masterclass in October 2013. This was organised by SIFRE and the diversity team. This well attended and informative and those that attended benefitted from the opportunity to discuss different faiths with community members.

7.7 **Inter-faith week.** The Constabulary supported Inter-faith week in November 2013, supporting SIFRE. The event involved lectures about different faiths, visits to different places of worship, guided tours and information for students.

7.8 **Indian Diwali.** In support of Indian Diwali in November 2013, the Constabulary supported the event with stands at the Corn Exchange in Ipswich.

7.9 **Indian Mela.** In support of the Indian Mela, in July 2013, Suffolk Constabulary supported the Ipswich and Suffolk Indian Association (ISIA) committee by organising stands at the event, supported by the local Safer Neighbourhood Team.

8. SEXUAL ORIENTATION

8.1 Suffolk Constabulary is committed to delivering a high-quality service to Lesbian, Gay and Bisexual (LGB) people equitably, respectfully and inclusively, remaining mindful of the individual's right to confidentiality. Suffolk Constabulary will ensure that these same values are demonstrated in its internal working environment, ensuring that our LGB staff enjoy a working environment free of prejudice, discrimination and harassment.

8.2 **Stonewall Equality Index.** In this year's Index the Constabulary achieved 58th place in the top 100.

- 8.3 **LGBT Link officers.** The Constabulary has a network of 21 LGBT link officers across the force (previously called Gay Liaison Officers). The rationale behind changing the name was to be more inclusive and to ensure that there is support to all of the LGBT community and to emphasise the signposting nature of the role for both our staff and for our community members. This year we have appointed 2 LGBT link officers to continue work with Ipswich Town Football Club relating to homophobia in football, as well as a link to our partner agency the LGB&T Network.
- 8.5 **Suffolk Gay Police Association (SGPA).** The Suffolk Gay Police Association have continued working closely with Norfolk GPA to develop links across the 2 counties and recently agreed to become a combined support network across both counties. A national conference is being planned for Autumn 2014.
- 8.6 **LGBT History Month.** The Constabulary again flew the Rainbow Flag at Police Headquarters and at major police stations to show its support for LGB staff and the wider LGBT community. During LGBT history month, on 6th February 2013, representatives from Suffolk Constabulary attended an LGBT conference with partners to showcase the work taking place in Suffolk to advance equality for the LGB&T community and to help attendees to learn and share good practice across the public, private and voluntary sectors. The conference was entitled, 'A Level Playing Field? The Future of LGB&T Equality in Suffolk'.
- 8.7 **Public Sex Environment Awareness Day.** In April 2014, the Constabulary hosted a Public Sex Environment Awareness Day. The purpose of this event was to raise awareness about the joint management and, where necessary, policing of Public Sex Environments across the county. Constabulary staff were joined by various partner agencies, including, several council departments, various Suffolk Hate Crime Service, Suffolk Wildlife Trust, The LGBT Network and The Terence Higgins Trust.

9. PREGNANCY, MATERNITY AND PATERNITY

- 9.1 Work has continued to develop the Constabulary's maternity buddy scheme with a re-launch throughout this year to help provide staff with contact and support. The Constabulary now has 10 maternity buddies.

10. HATE CRIME

- 10.1 **Hate crime awareness week.** During October 2013, Suffolk Constabulary supported the Hate Crime Service to deliver various sessions focused on hate crime, mate crime, sensory loss and held drop in sessions.
- 10.2 **Hate Crime Research.** In September 2013, the Constabulary attended the launch of the research conducted by Sheffield Hallam University into Hate crime in Suffolk.

11. HUMAN RIGHTS

Policy Development

- 11.1 The Constabulary carries out an Equality Impact Assessments (EIA) as part of the development and review of all policies, practices and procedures. The documents, which are published, evidence how due regard has been paid to the Equality General Duty and Human Rights Legislation.

- 11.2 The policy review schedule is a rolling programme which ensures that all policies and procedures remain relevant, current and fit for purpose.
- 11.3 The Norfolk and Suffolk Collaboration Programme continues to prompt the Joint Policy Unit's delivery of an ever increasing number of joint policies and all are fully assessed for Human Rights issues by the Norfolk Constabulary Legal Services Department.
- 11.4 All policies, practices and procedures are assessed against the nine protected characteristics plus, as a matter of good practice, two additional categories – Family Status, for example dependents or caring responsibilities and Economic Status are assessed.
- 11.5 Over 85 EIA's on single force Suffolk only and joint Norfolk and Suffolk policies and procedures are currently published on the Suffolk Constabulary external website.
- 11.6 The completion of EIA's is undertaken in accordance with the joint Norfolk and Suffolk EIA Policy and the associated EIA Workbook and the Suffolk Management of Corporate Documents Procedure.

Change Programme Business Cases.

- 11.7 EIA's are completed for all Strategic Change Business cases using the specifically developed Business Case template.

Complaints.

- 11.8 Specific incidents relating to Human Rights issues are reported to the Office of the Police and Crime Commissioner (PCC) as they occur. In particular, the PCC is updated on any incident referred to the Independent Police Complaints Commission (IPCC) when it occurs.
- 11.9 A representative from the Office of the PCC carries out quality assurance checks on complaints files every six months. The outcome is reported to the Accountability and Performance Panel.

Custody

- 11.10 Quality assurance checks are conducted by custody inspectors who carry out regular dip-sampling of custody records. The checks follow a set checklist and include juveniles and vulnerable detainees. The audits include checks of compliance with the Police and Criminal Evidence Act and there are also checks on whether a detainees dietary, religious or cultural needs are identified and met. Further scrutiny on the conditions and treatment of detainees in custody is provided by the Independent Custody Visitors.

12. FINANCIAL IMPLICATIONS.

- 12.1 There are no financial implications associated with this report.

13. OTHER IMPLICATIONS AND RISKS:

- 13.1 No risks have been identified in respect of this report.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	N/A
Has communications advice been sought on areas of likely media interest and how they might be managed?	No
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes