

**ORIGINATOR: CHIEF CONSTABLE**

**PAPER NO: AP17/36**

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL -  
16 JUNE 2017**

**SUBJECT: DIVERSITY ANNUAL REPORT 2016 - 2017**

**SUMMARY:**

1. The aim of this report is to provide an overview of work carried out during 2016/17 to promote equality and diversity within Suffolk Constabulary and in the services provided for all the people of Suffolk, thereby meeting the duty under the Equality Act 2010 and simultaneously the diversity and equality requirements of the Police and Crime Plan 2013-2017.

**RECOMMENDATION:**

1. The Accountability and Performance Panel is asked to note the work undertaken by the Constabulary, as detailed in this annual report.

## **1. EQUALITY ACT 2010**

- 1.1 The Equality Act 2010 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. 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. STRATEGIC UPDATE**

- 2.1 A new Diversity Strategy has been signed off by the Constabulary. It links into a number of Action Plans, which are overseen by the Diversity and Inclusion Board.

## **3. INTERNAL DIVERSITY UPDATE**

### Equality Impact Assessments

- 3.1 The Constabulary carries out an Equality Impact Assessment (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.
- 3.2 Around 40 EIA's of the Constabulary policies and procedures are currently published on the Suffolk Constabulary external website. 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. EIA's are completed for all Corporate Development and Change business cases using the specifically developed business case template.

### Policy Review

- 3.3 The policy review schedule is a rolling programme which ensures that all policies and procedures remain relevant, current and fit for purpose. 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. The Norfolk and Suffolk Collaboration Programme continues to prompt the Joint Policy Unit 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.

### Equality Opportunities Employer

- 3.4 The Constabulary remains a member of the "Two Ticks" Jobcentre plus scheme. The "Two Ticks" scheme is a recognition given by Jobcentre Plus to employers based in Great Britain who have agreed to take action to meet commitments regarding the employment, retention, training and career development of disabled employees.

### Positive Action Recruitment

- 3.5 Insight programme - Suffolk Constabulary has developed an introduction package for people interested in joining the police service who are 18 and have identified as belonging to an underrepresented group in the force. The programme is an introduction / insight into police force and the recruitment/application process undertaken in order to join.
- 3.6 Police Officer Recruitment Positive Actions – ‘We are recruiting’ posters have been translated into seven different languages and have been sent to contacts we already have into those communities along with a social media presence on Facebook and Twitter. All responses received came into a Positive Action email address at which point the perspective candidates were contacted by phone and questions could be answered prior to applications being submitted. This also gave applicants a point of contact that could be accessed throughout the process.
- 3.7 The Constabulary also spoke with candidates directly and gave general advice on the completing of the application forms and the recruitment process going forward. One face to face meeting with candidates took place which was supported by the PCSO and staff support associations that have established links with that community.
- 3.8 PCSO Recruitment Positive Actions – In preparation for opening the lines in Suffolk we are planning 3-4 information evenings that will be targeted towards minority applicants, these evenings will be intended to give information about the role and the recruitment process. The Constabulary will also be targeting an advertising campaign through posters handed out to the communities, along with the use of social media and radio advertising targeting specific communities. The Constabulary has devised Positive Action business cards which continues to be used by officers and handed out to members of the community that they feel would make good applicants.

### Working with External Groups

- 3.9 Within the last 12 months the Constabulary has consulted with the Ipswich and Suffolk Council for Racial Equality (ISCRE) via diversity meetings or independent meetings to update on recruitment and selection processes, and discuss any perceived issues.
- 3.10 As part of the commitment to a diverse workforce, the Constabulary distributed Positive Action leaflets at the Essex University Graduate Event.

## **4 EXTERNAL DIVERSITY UPDATE**

### Partnership Working

- 4.1 The Constabulary continues to maintain a good working relationship with ISCRE (Ipswich Council for Racial Equality) and the IAG (Independent Advisory Group) who continue to act as critical friends to the Constabulary. Work is underway to reform and renew the IAG to make membership more appealing to harder to reach groups.
- 4.2 The following provides a snapshot of just some of the work that Suffolk Constabulary have been undertaking with partners to improve the trust and confidence of all the communities within Suffolk.
- 4.3 The Prevent and Community Cohesion officer is working together with partners to help raise awareness about radicalisation. They have been delivering workshops to

- raise awareness of Prevent (WRAP) internally and also delivering presentations within the community on Prevent.
- 4.4 Working closely with other co-ordinators within Community Safety and utilising the police community SPOCS to raise awareness of Prevent in the community.
  - 4.5 Three ideology workshops have been delivered in the East, West and South which were attended by staff, partners and community members. The workshops informed attendees on how vulnerable people are radicalised, the similarities between Islamist and Far right, origins of the symbols used by these groups and the support and counter narrative which is given to de-radicalise them. This was funded by the Counter Terrorism Intelligence Unit.
  - 4.6 The Vulnerable to Radicalisation form for Suffolk has been amended with additional guidance and information boxes. This was in consultation with the Prevent Delivery Group and the Channel Panel.
  - 4.7 A Prevent Personal Safety Training (PST) presentation was produced and is now being delivered to all frontline staff who undertakes the annual PST training.
  - 4.8 Prevent officer is present at a number of community events including the annual One Big Multi-Cultural event and Hindu Holi Festival at Holywell's Park, Ipswich, supporting the Hate Crime co-ordinator and Emerging Communities Co-ordinator. The events are very diverse in their content and now well established and attended by the community.
  - 4.9 As part of International Women's Day, an event was held in March 2017 by the Suffolk Association of Women in Policing (SAWP). This was organised by the Hate Crime Co-ordinator, Emerging Communities Co-ordinator and Prevent Co-ordinator. The event was opened by Assistant Chief Constable Rachel Kearton. It was well attended and received by women from different nationalities, from the community and partner organisations. Presentations were given on hate crime, modern day slavery; honour based violence and forced marriage. This event was very successful and the group would like to get more involved in policing. Work is underway to establish regular meetings.
  - 4.10 PCSO Single Point of Contact (SPOC) - In the new County Policing structure, we have recently introduced PCSO SPOC's for each Safer Neighbourhood Team (SNT). These are staff that have been selected to promote links with the communities, particularly hard to reach groups with regards to:
    - Hate Crime;
    - Mental Health and Vulnerabilities;
    - Vulnerable Communities;
    - Young People and ASB;
    - Retail and Licensing;
    - Crime Reduction;
    - Chronically Excluded.
  - 4.11 They will also act as a contact point for any information that the Constabulary may need to urgently share with communities (to prevent community tension for example), and can provide intelligence and information back to us for action where required.
  - 4.12 Mental Health -The Constabulary continues to work with the Clinical Commissioning Groups and Norfolk and Suffolk Foundation Trust and other Partners in order to deliver the Mental Health Crisis Care Concordat, a partnership agreement between

numerous agencies to improve the service delivery for people in crisis through mental health conditions. Our Mental Health Co-ordinator has been in post for over a year and sits within the Community Safety department.

- 4.13 The Constabulary has 24 Mental Health SPOC's who sit within the SNT and Custody and they liaise with service users and various mental health providers throughout Suffolk to reduce the demand on police and safeguard our most vulnerable people. The Constabulary also has a Triage nurse who is situated in the Contact and Control Room and we also have a Mental Health Nurse who goes out with a Police Officer look at people in mental health crisis and offer support to officers on the best course of action.
- 4.14 The Mental Health Coordinator has arrange for Bi monthly training for the SPOCs as well as training for the NRT, Specials, new PC's and PCSO's and Police Cadets around Mental Health, Learning Disabilities, Autism and Dementia.
- 4.15 The Mental Health coordinator had liaised with many partners such as Norfolk Suffolk Foundation Trust (NSFT), Voluntary and Statutory Partnership (VASP), Suffolk User Forum, Suffolk Family carers, Mind, Clinical Commissioning Group (CCG) and Suffolk County Council, working in partnership to safeguard the most vulnerable.
- 4.16 The Constabulary sits on the Suicide Strategy for Suffolk and sit on the various work streams. Some staff and officers have also undertaken the ASSIST Suicide First Aid training, with one officer putting the training to use by talking a female off a parapet.
- 4.17 Dementia - Community engagement continues within the Dementia Friendly Community by police officers and PCSOs.
- 4.18 Learning Disabilities SPOCS have received training from the Learning Disability nurses, Autism Anglia and a service user to help them identify needs of these people when engaging with them. In addition, SPOCS can sign post families on where they might be able to get help.
- 4.19 The Constabulary has undertaken a review of Autism and Learning Disabilities within Custody Suites. The Constabulary has used service users and Autism Anglia to establish gaps and then address any issues or concerns. Some Custody Detention Officers and SPOCS have been offered bespoke training by Autism Anglia in partnership with Norfolk Constabulary.
- 4.20 Hate Crime - The Hate Crime Co-ordinator is working in partnership with Suffolk County Council and the Office of the Police and Crime Commissioner (OPCC) in developing a new model for a Hate Free Suffolk. The Safer and Stronger Communities Group have recently approved our proposal and we are now discussing the final details before communicating to all involved parties.
- 4.21 The Hate Crime Co-ordinator has continued to tackle the issue of under reporting of hate crime by reaching out to communities and encouraging them to report hate crimes and incidents. Having a presence at events such as: Indian Mela, One Big Multicultural Festival, Global Rhythms, Music in The Park and Holi Festival of Colour is helping to break down barriers and make the Constabulary accessible.
- 4.22 During October, the Hate Crime Co-ordinator, the Emerging Communities Coordinator and the Prevent Officer from the Community Safety department organised events to promote Hate Crime Awareness week and Black History month. Locations were visited across the county, including schools, mosques, police

recruitment events, voluntary agencies and information was made available around hate crime, how to report it and support available to victims.

- 4.23 Input on hate crime, unconscious bias, prejudice and discrimination was given to new PCSO's and Student Officers during their initial induction training programme. The Hate Crime Co-ordinator and Emerging Communities Coordinator developed a bespoke one day training package which they delivered, to ensure all new staff had the most relevant and up to date information.
- 4.24 In the new policing model PCSO's have specialist roles as Single Points of Contact (SPOC'S). The Hate Crime Co-ordinator and Emerging Communities Coordinator work closely with the 21 Vulnerable Communities SPOC's across the county, putting on training days for them and being their point of contact for any help and advice they require.
- 4.25 In the wake of major incidents such as the EU referendum vote and the Westminster Bridge attacks, the Hate Crime Co-ordinator provided reassurance to communities by making visits and directing PCSO SPOC's to engage with their local communities. This reassurance then continued on in the form of the national 'We Stand Together' campaign which we continue to support.
- 4.26 As part of this ongoing reassurance the Hate Crime Co-ordinator and the Prevent Officer have produced an operational briefing to coordinate a police presence around local mosques during Ramadan. This will provide additional support and reassurance to our Muslim community when they are attending prayers during this important time in their calendar.
- 4.27 The Hate Crime Co-ordinator has continued to work with Suffolk Refugee Support to offer advice to newly arrived Syrian families who are relocating to Suffolk as part of the governments Syrian Refugee Resettlement Programme. An initial presentation is given on British policing, customs, values and acceptable/unacceptable behaviour and an explanation of hate crime and how to report it.
- 4.28 The Hate Crime Co-ordinator continues to sit on the Southern Area Hate Crime Panel, with hate crime leads from other forces and representatives from the Home Office, Ministry of Justice and CPS. This forum provides valuable ideas, information and discussion around hate crime.
- 4.29 The Hate Crime Co-ordinator also sits on the CPS Local Scrutiny and Involvement Panel which provides valuable input on the CPS requirements for a successful hate crime prosecution.

#### Summary

- 4.30 The new Community Safety department structure has incorporated the Diversity and Equality agenda into the new roles in the Strategic component of the department. The roles consists of a Partnerships Manager, Mental Health Co-ordinator, Hate Crime and Vulnerabilities Co-ordinator, Drug Liaison Officer, Young People and ABS co-ordinator, Emerging Communities Officer, PREVENT and Community Cohesion Officer. Working in partnership is a key part of the roles and the Constabulary continues to strive towards working together with a variety of agencies, organisations and communities to maintain continuous improvement in service delivery for the people of Suffolk.

## **5 FINANCIAL IMPLICATIONS**

5.1 There are no financial implications associated with this report.

## **6 OTHER IMPLICATIONS AND RISKS**

6.1 There are no other implications or risks associated with this report.

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