

# **Devon and Cornwall Police**

## **Equality, Diversity and Human Rights Strategy**

### **Introduction**

The world around us is changing and policing has to respond and adapt to those changes in order to continue to protect society and provide quality services that meet the different needs of all our communities. Policing has undergone a transformation over recent years. It has responded to changes in society, rising public expectations, the needs of new and emerging communities as well as the impact of globalisation, technology and international terrorism. Effective policing is vitally important to all our lives and it is central to protecting the rights and freedoms that underpin our society.

The modern police service places great emphasis on local responsibility and accountability, reducing bureaucracy and providing greater freedom and flexibility for the police service. Real commitment to openness and transparency is the only way that the freedom and flexibility to exercise discretion can balance the requirement to demonstrate fairness and accountability.

Equality and Human Rights are central to the delivery of excellence in Devon and Cornwall Police, which is charged with the responsibility of preserving life and protecting our communities from harm. A fairer society benefits everyone, and the police service has a key role to play in promoting equality and human rights and tackling discrimination. Promoting equality and human rights and respecting diversity are the foundations to creating greater community confidence in the police. This aim of creating greater confidence in the police is the primary vision of this strategy. The strategy will be monitored by using the Equality Standard for the Police Service as a self-assessment of our progress that will be verified by the Police Authority and open to public scrutiny.

## **Strategic Aim**

- We aim to build a police service that has the trust and confidence of all communities and a service that reflects the communities it serves.

In working to achieve our aim we want to establish a culture in which all staff believe that fairness is the basis of everything that we do. It is one of the main reasons why the public will have confidence in the police service. This belief is based in law and good practice and is simply the right thing to do.

## **Strategic Objectives**

This strategy addresses three priority areas:

1. **Operational Delivery** - delivering services that are accessible, responsive and meet the needs of all communities
2. **People and Culture** - building an inclusive and supportive working environment that encourages development and progression for all staff
3. **Organisational Processes** - embedding equality into organisational processes and the management of performance

Key objectives for each priority area are outlined below.

### **Operational Delivery**

- Work in partnership to build strong and cohesive communities that value and celebrate difference
- Build good relations, trust and confidence with all our communities
- Provide policing services that meet the needs of all our communities
- Use police powers fairly
- Consider the needs and concerns of minority and disadvantaged communities in all our work. Where appropriate recording the considerations in a formal community impact assessment

- Investigate all incidents and crimes proportionately and appropriately and with due regard to the needs of all our communities and individuals
- Treat all victims and witnesses and those suspected of offences with respect. Fully inform them of the progress of their case in accordance with the victims' code and provide appropriate and accessible support that meets their individual needs

## **People and Culture**

- Develop an organisational culture that is inclusive and that recognises, respects and values difference. We want all our staff to feel passionate and proud of the organisation
- Comply fully with all legal requirements in relation to equality, diversity and human rights in a way that is transparent to the public and builds public confidence
- Deliver improvement in the recruitment, retention and progression of officers and staff from minority or under represented communities so that we are recognised by the public as an organisation that treats all our staff fairly
- Always consider the impact of our plans and actions on minority communities. Where appropriate record our considerations in a formal equality impact assessment
- Equality, diversity and human rights will form part of all learning and development provision

## **Organisational Processes**

- Embed equality into mainstream performance management
- Ensure that business management and resource allocation processes, for example our procurement systems, promote equality
- Identify the issues and concerns of all communities through the Partners and Communities Together (PACT) process and respond effectively to those concerns
- Help and encourage people from minority communities to give us independent advice so that we can improve our services and public confidence in our ability to deliver those services

## **Delivery & performance management**

- Every member of Devon and Cornwall Police is personally and individually responsible for delivering this strategy in our day to day work.
- This strategy follows the ACPO, APA and Home Office Equality, Diversity and Human Rights Strategy for the Police Service
- All BCU and Department plans deliver this strategy by identifying and addressing areas for improvement and organisational learning
- The Chief Constable is the Equality, Diversity and Human Rights champion for Devon and Cornwall Police and is accountable for the delivery of this strategy
- Progress will be monitored and reviewed by the Deputy Chief Constable through the force performance monitoring framework using the National Equality Standard for the Police
- The Strategic Independent Advisory Group will provide advice and guidance in support of this strategy through critical assessment of our performance