

Equality Standard for the Police Service 2010

Initial Self Assessment Process with IAG's

This report is intended for our Independent Advisory Group members and the police senior management teams who have been engaged with the Equality Standard work in the last few months. This report sets out the work done to arrive at this point in terms of collective evidence for the Equality Standard for the Police Service. It explains the force self assessment that we have arrived at following the data collection and makes some commentary on some of the issues and findings arising from the evidence collection process.

As can be seen from the chart on page two we are currently at the stage where the Equality and Diversity Department has collated and checked the evidence submitted by each of the BCU's and Departments.

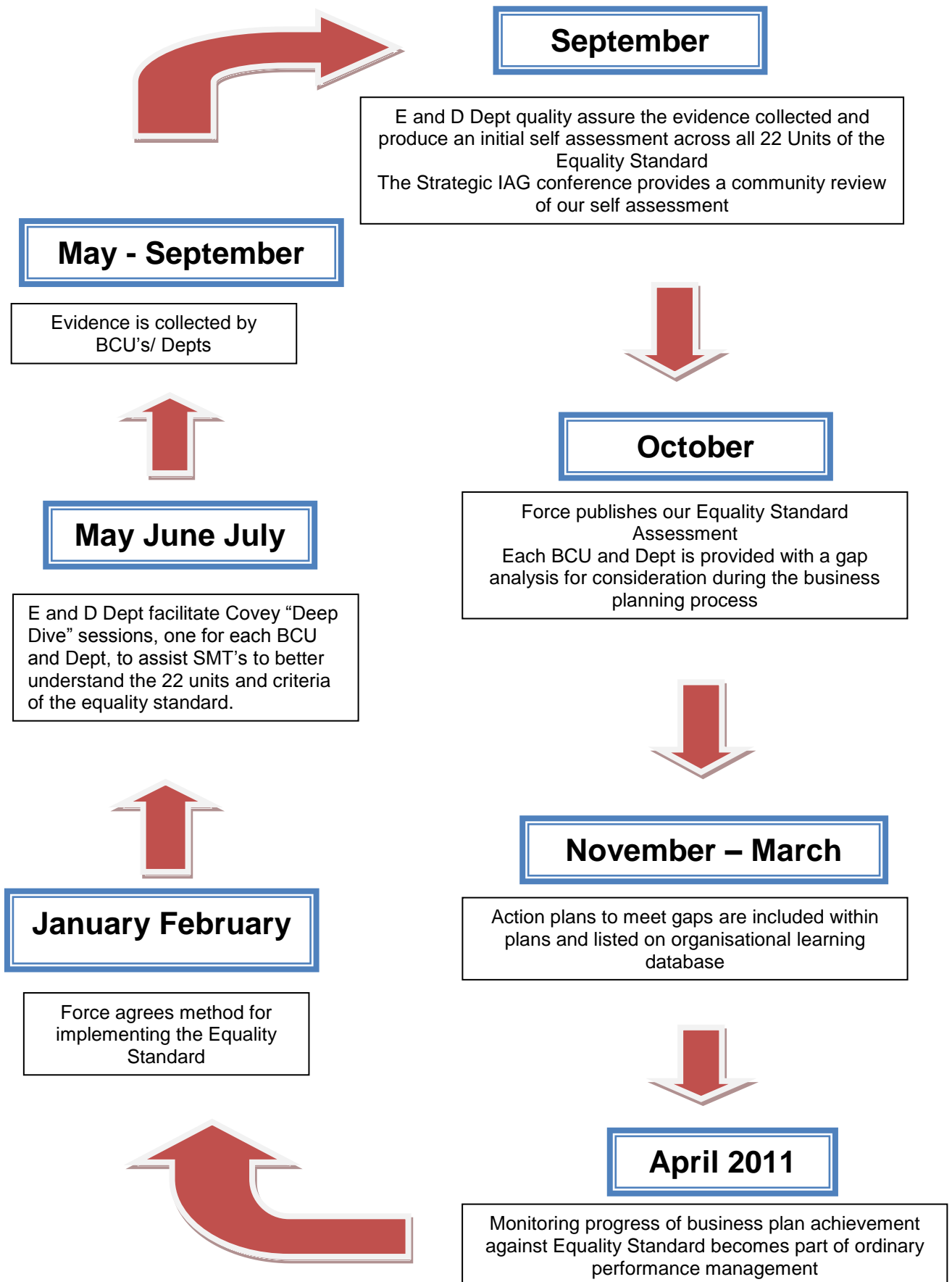
We are providing all IAG members with the following documents to help us in checking our self assessment grade against the Equality Standard;

A document entitled "Force Scoring Matrix" that contains some of the best evidence we have collected from all over the force in each of the 22 Units of the Equality Standard. This document also contains the self assessment of our grade for each Unit which can be Baseline, Integrating or Excelling. Indeed there are some Units that we have graded as below Baseline due to lack of evidence. The document also shows a High, Medium and Low indicator for each of the assessed grades so that we know whether, for example we are just achieving Baseline in a given unit or whether we are nearly at Integrating.

The full list of all the evidence we collected will be placed on our force website in the Equality and Diversity page <http://www.devon-cornwall.police.uk/SupportAdvice/EqualityDiversity/Pages/default.aspx> from midday on the 21st September. This is in case anyone wishes to look at the full list of evidence we received from the senior management teams across the force. To prevent IAG members from getting bogged down in detail we produced the "force Scoring Matrix" which is circulated with this report as "edited highlights" of the full list.

The document entitled "Unit Scores by SMT" sets out the self assessment by every Senior Management Team against each of the 22 units of the Equality Standard in an "Easy Reference" chart format. As can be seen from the chart this leads us to an overall assessment of;

- **3 units below Baseline**
- **15 units at Baseline**
- **4 units at Integrating**
- **0 units at Excelling**



We are holding a special conference in Plymouth on the 30th September so that our Independent Advisors can review the evidence that we have provided in the attached document (entitled "Force Scoring Matrix") and consider the following questions

- Do you think the evidence backs up our self assessment, if not what would you change and why?
- What would you suggest as the priority in which the gaps we have identified should be dealt with in the next round of business plans?
- What do you think about the process we have used to introduce the standard and are there any improvements to make for next year?

We will use the information we gain from the IAG conference to help each SMT in their planning process for 2011/2012 to address the gaps that they consider to be the highest priority. It is intended that the annual assessment process be repeated in September each year with IAG input so that we can publish an annual update of our continuous improvement against the national Equality Standard for the Police Service.

We have tried to write out all acronyms in full but are conscious that, as the work has been done across the force there are some which we have not been able to correct in the text of the documents. Please use our on line glossary at <http://www.devon-cornwall.police.uk/LinksAbbreviations/Pages/Abbreviations.aspx> if you get stuck or come to the conference and ask one of the senior officers present to explain it to you.

In reviewing all the evidence that has been sent back to us the Equality and Diversity Department have undertaken a quality assurance process where we have reviewed the grades of each management team and corrected them according to the national criteria. The Equality Standard was introduced in December 2009 and this is the first time that any Force has undertaken the work and we acknowledge that we are learning as we go. In order to assist the IAG members in starting to think about the evidence, we make the following observations about the work that has been done to date;

- The evidence consists, in the main, of lists of activities or actions although some of the better replies include links to relevant documents or websites. In future we would like to see this use of links to the source documents increased so that access to the documents is made available to anyone who wishes to "check" the evidence. On this first occasion though we will have to accept the evidence as submitted
- Where individual departments have scored below Baseline this does not always indicate that no evidence was provided, merely that where evidence was provided it fell below the Baseline standard.
- The use of acronyms and abbreviations is widespread and we have tried to eliminate it as best we can. However in future it will be made clear to the departments submitting evidence that the document will be made public and they should explain each abbreviation in full

- Unit 19 was very difficult to evidence as the baseline wording is “**The organisation is able to identify all activities delivering positive equality outcomes and tackling disproportionality and discrimination**”. Clearly use of the word “all” makes it almost impossible to grade as it is a very high standard. Brendan Brookshaw is a member of the National Editorial Board for the Equality Standard and will bring this to the notice of the National Police Improvement Agency at the next meeting
- The Deep Dive sessions that were run with leadership teams proved very successful in gathering a lot of evidence in a single day-long session. The E and D Dept ran additional sessions after the submission deadline of the 1st September to assist some teams to provide better quality evidence. We will consider the use of this method again next year as it was popular with the management teams
- The NPIA do not anticipate high scores for the first year of this process and the final self assessment for the force is higher than anticipated by the E and D Department, although it is a fair representation of the evidence that was submitted
- It is clear that some departments will need more assistance next year in fully understanding and evidencing the Standard. There were some good quality returns from Criminal Justice Department, the three Basic Command Units, the Operations Department, the Deputy Chief Constable’s Portfolio and the HR Directorate

As an IAG member can we thank you for your involvement in this quality assurance of our self assessment. We appreciate that this is a lot of work for you but it is invaluable to the police service in helping us shape policing business plans for the future that include equality and diversity at their hearts. Sadie has circulated invites to the conference on the 30th September and we are confident that the event will be informative and challenging but ultimately a key point in producing our self assessment against the Equality Standard for the Police Service.