

The Equality Standard for the Police Service

Standard	Organisational Processes – integrating equality across business areas	
Unit 18	About “setting equality, diversity and human rights priorities and objectives with partners”	
Criteria	Evidence sources	Evidence
<p>Understanding that this is a Police Authority requirement in line with legislation. This unit, together with Unit 12 (leadership) and Unit 13 (required workforce behaviours) drives the whole Standard and provides a way to get started via existing equality and diversity activity and the Police Authority requirements</p> <p>This criteria emphasises that evidence on the priorities must be linked to the <i>Tripartite Equality, Diversity and Human Rights Strategy</i> and priorities agreed with Local Strategic Partnerships and other partners</p>	<p>Force’s Equality, Diversity and Human Rights Strategy and its action plan; evidence of consultation with IAGs and statutory partners; consultation with Trades Unions/Staff Associations/Diversity Staff Support Groups; staff engagement events; Local Strategic Partnerships meeting minutes; action plans for local and national policing plans; consultation feedback actioned in business plans; local/corporate and internal/media communication channels</p> <p>Also consider: Review/evaluation of outcomes of activity; Annual Reports; IAG and community feedback; results of inspections/surveys; Police Authority surveys; one-off surveys; workforce feedback; independent/peer review assessment reports</p>	<p>Territorial Policing Dept</p> <ul style="list-style-type: none"> • Work with Devon and Cornwall Community Watch association to incorporate Equality and Diversity element to their constitution <p>Devon BCU</p> <ul style="list-style-type: none"> • As at 10. • Safer Devon Partnership • Torbay safer Communities • Safer Schools • Gap around target setting in partnership • LAAs • Torbay Anti-Bullying Strategy • Devon Anti-Bullying Strategy • Devon / Torbay Children’s Trusts • Need understanding of partnership business that BCU staff are engaged in. • CSPs • LSPs • IAG attendance • Staff Associations • Equality Strategy Scrutiny Group • Internal Equality & Diversity Strategic Group • Mental Health & Criminal Justice

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		<p>Group</p> <ul style="list-style-type: none">• Devon Strategic Partnership• Safer Devon Partnership – Prejudice & Hate Crime• Torbay Strategic Partnership• Safer Torbay Partnership – Prejudice & Hate Crime• Devon PREVENT Group• Exeter Community Liaison Group <p>Cornwall and the Isles of Scilly BCU</p> <ul style="list-style-type: none">• Safer Cornwall Partnership• Safer Schools• Gap around target setting in partnership• LAAs• Cornwall Anti-Bullying Strategy• Cornwall Children’s Trust• Need understanding of partnership business that BCU staff are engaged in.• CSPs• LSPs• IAG attendance• Staff Associations• Equality Strategy Scrutiny Group• Internal Equality & Diversity Strategic Group• Mental Health & Criminal Justice Group• Cornwall Strategic Partnership
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		<ul style="list-style-type: none">• Safer Cornwall Partnership – Prejudice & Hate Crime• Cornwall PREVENT Group <p>Criminal Justice Dept</p> <ul style="list-style-type: none">• CJD recognise that this is a Police Authority issue• CJD Strategic Support have been trained in the Equality Act 2010 and Equality Impact Assessments and will be conducting effective EIA's on policies/procedures/working practices etc over the next 6 months.• Frequent strategic and local liaison takes place with CPS, HMCS, YOT and other partners where this issue can be driven forward.• LCJB Hate crime scrutiny panels• Gatekeeper training• TACT training with national joint unit and special branch• Working closely with Witness Service, CPS and Courts in relation to special measures <p>Operations Dept</p> <ul style="list-style-type: none">• When examining this unit as a department, consideration has been made to the internal partners that the department has.• Recruitment procedures take account
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		<p>of diversity issues, in particular in respect of under representation, working closely with HR.</p> <ul style="list-style-type: none">• AA1 and AA2 training.• Representation targets.• Open days, awareness sessions, opportunities for attachments. Feedback from these incorporated into future planning.• Results from other internal surveys.• Links with the Women in Policing network. <p>HR Directorate</p> <ul style="list-style-type: none">• This is a Police Authority and force level requirement (<i>H&S</i>) <p>• Crime Dept</p> <ul style="list-style-type: none">• Critical Friends Working Group <p>Deputy Chief Constables Portfolio</p> <ul style="list-style-type: none">• Meet regularly with partners,- health, local authority, fire, support groups (alcohol, domestic abuse) schools; Strategic IAG; Other partners in CJS (probation CPS). Review of Violence Against Women Strategy; Profile re Honour Based violence- + comms strategy around this; Internal E&D group; <p>Plymouth BCU</p>
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		<ul style="list-style-type: none">• LSP executive/board• Theme groups• LSP Integrated planning process• LAAs/NIs• Plymouth Report / Priority setting for city• CDRP Strategic Assessment• Plymouth City vision• Plymouth City Council Equality Standards assessment and improvement plan• IAGs• SMT attendance at Partnership meetings• SMT relationships with partners/key groups• Feeding local priorities/issues into Force/PA planning/budget setting process – bottom up approach• Force Equality, Diversity and Human Rights Strategy/Plan• Force vision, objectives and aims• 2012 program• National indicators SPIs• Safeguarding• Social inclusion• Operational Octennial – HR objectives jointly with MDP• Short sermon• YOS management Board – diversity performance scrutiny involving
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		members of diverse communities	
BCU/ Dept assessment of level of attainment	<i>Baseline</i>	<i>Integrating</i>	<i>Excellent</i>
E&D Unit assessment of level of attainment	Baseline	<i>Integrating</i>	<i>Excellent</i>
Details of further work required if necessary (Action Plan)			
Action	Owner	Date By	Progress
Collator		BCU/ Dept	Date