

**DEVON AND CORNWALL CONSTABULARY  
STRATEGIC INDEPENDENT ADVISORY GROUP  
Tuesday 9<sup>th</sup> February 2010  
(Freedom of Information classification – OPEN)**

**Equality Standard for the Police Service**

**1. STRATEGIC ISSUE FOR CONSIDERATION**

- 1.1 The Equality Standard for the Police Service (ESPS) was launched nationally on the 2<sup>nd</sup> December 2009. This force was a field trial force for the Standard and Brendan Brookshaw, our Head of Equality and Diversity is a member of the Key National Working Group which has developed the ESPS with the National Police Improvement Agency (NPIA). The Equality Standard Framework and an accompanying Overview have been provided prior to this meeting. More information is available from the NPIA at: <http://www.npia.police.uk/en/11975.htm>
- 1.2 The ESPS needs to be integrated into mainstream force performance monitoring systems over the next 12 months. The force is required to assess itself against the ESPS criteria, seek peer and community review of our self-assessment and publish the result. Progress against some of the criteria in the Standard will be the subject of the Her Majesty's Inspectorate of Constabularies Workforce Productivity Inspection that is anticipated this year.

**2. RECOMMENDATIONS FOR DECISION**

- 2.1 This paper is provided to Independent Advisory Group (IAG) members for information purposes.

**3. SALIENT POINTS**

- 3.1 The draft Equality and Diversity Department business plan for 2010/2011 includes the following work to prepare the force for the integration of the National Equality Standard for the Police Service within mainstream performance mechanisms. This framework of activity was agreed in principle with Deputy Chief Constable Melville during the field trial process and requires a significant investment in time and resources from the Equality and Diversity Department. It should operate in a similar way to the current method for collecting evidence

for the Policing Pledge and the Citizen Focus Hallmarks but with some refinements.

<ul style="list-style-type: none"> <li>• Introduce the Equality Standard and what is required for all Basic Command Units (BCUs) and Departments at Senior Officers Conference (replacement for Organisational Development Group)</li> </ul>	March 2010
<ul style="list-style-type: none"> <li>• Equality and Diversity Department will facilitate 8 Covey “Deep Dive” sessions, one for each BCU and Department, to assist Senior Management Teams (SMTs) to better understand the elements and criteria of the Equality Standard. (This was found to be good practice during the field trial in Plymouth). It requires a day commitment from the SMT with Sector Inspectors to gain a good understanding of what constitutes evidence for the Standard and to identify existing work that can be used as that evidence. This commitment is only required in the first year. It is anticipated that one ‘deep dive’ session will capture much of the evidence required and enable SMTs to identify it for themselves in future planning cycles.</li> </ul>	April /May 2010
<ul style="list-style-type: none"> <li>• Equality and Diversity Department will assess all the evidence submitted and quality assure it against the Equality Standard criteria to produce a self-assessment document which gives the force position and gap analysis for BCU and departmental planning.</li> </ul>	September 2010
<ul style="list-style-type: none"> <li>• Equality and Diversity Department will link with regional forces to carry out peer review of self assessment</li> </ul>	October 2010
<ul style="list-style-type: none"> <li>• Equality and Diversity Department will provide IAG members with the data and the capacity to understand and provide advice on our self assessment</li> </ul>	October and November 2010
<ul style="list-style-type: none"> <li>• Equality and Diversity Department will publish the finalised self-assessment on the force web pages and provide gap analysis to help senior leaders define force, BCU and departmental business plans for 2011/2012. This process is iterative and will be</li> </ul>	December 2010

repeated each year in the same months as shown above to demonstrate that Equality is mainstreamed through all business plans and monitored through the Equality Standard.	
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**AUTHOR/SPONSOR**

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