

Committee: Police Committee	Date: 17 January 2014
Subject: Equalities Update	Public
Report of: Equality, Diversity and Human Rights Manager	For Information
<u>Summary</u>	
<p>This paper aims to inform the Committee of the recent work in the area of EDHR across the force since the last meeting.</p> <p>There are a number of ongoing areas that the Force is working on whilst identifying new areas for improving EDHR practice.</p> <p>.</p> <p>Recommendation It is recommended that this report be received and its content noted.</p>	

Main Report

1. Areas of Work:

1a) Stonewall Equality Index- Initial feedback from Stonewall has identified the following areas as needing attention:

- **Policies-**They need to be audited (not just the new ones) and made more inclusive. Stonewall have offered to give us contacts for Suffolk and Norfolk Constabularies as they have really good examples of these.
- **Training-** More specific examples are needed and greater clarity on various strands of discrimination, bullying and LGB identities. Again, Norfolk and Suffolk have been cited as having great examples that can be used even on a reduced training budget.
- **Monitoring-** Most police forces perform well on this whereas City of London Police are a bit behind. I'll find out some good examples to send you.
- **Supplier Policy-** Suffolk Constabulary are considered to be performing exceptionally well in this area and this is a subject that will be covered during discussions around their overall approach. CoLP may however be limited in their ability to adapt procurement criteria because of the arrangement with the Corporation.
- **Engagement of staff and senior management-** Stonewall have some really excellent examples of best practice in this area from a housing association, B3 Living which they will share with us to help improve performance in this area.

An on-site meeting with the Stonewall relationship manager is being arranged for mid-February to go through our submission in detail. Representatives from HR, Chorus, EDHR and other interested parties will be in attendance, providing an opportunity to develop the basis of an action plan that will be reported back the QoS/EDHR Board.

1b) Disability Equality Standard- The benchmarking has not yet commenced. Access to the assessment database has been set up and users assigned. Funding for the assessment had to be identified as this is not covered by the membership fee with Business Disability Forum

which has led to delays. However the existing evidence that the Force hold for the ESPS assessment contains a significant amount relating to disability, which assist in the process.

A further report will be brought to the Committee once the evaluation has been completed and the Force has developed appropriate responses to the areas for improvement.

1c) Equality Duty Compliance-The Force is currently working on collating and formatting information to meet the Equality Duty compliance deadline of 31st January 2014. The Force has committed to updating its equality information quarterly, so it remains well within the compliance requirements, however the annual update will be completed on time

1d) Resilience and Mental Health- On 25th February 2014, the Force in partnership with Freaney Williams Limited, one of Europe's leading disability and diversity consultancies, is hosting a an event at CH Rolph Hall, for all police forces across the country that supports mental health and wellbeing.

This highly interactive event will examine the police services' need to ensure the well-being of its entire administrative and operational staff. It will help develop their mental and emotional resilience in a time of change and increasing operational pressures. In addition, it will explore help Forces' current approaches and how they can be developed to obtain maximum buy-in from all staff – from Chiefs down to operational and support line managers.

The workshop-style event will give participants an insight and understanding of the issues regarding the development and management of staffs' mental and emotional resilience in relation to their job roles. For example, it considers the provision of reasonable adjustments, the skills and understanding needed to identify the signs that someone may be becoming unwell, how to start the conversation with the individual and what to do next.

The workshop will cover:

- **Definition:** What is meant by the terms 'resilience' and 'well-being'.
- **Law:** What are the issues under the Equality Act 2010.
- **Best Practice:** What is best practice and what are the implications.
- **The Signs:** What are the potential indicators if issues arise, what should managers look for and what should they do.
- **Barriers:** What are the barriers that stop people talking to their managers, HR and others about their well-being and what can be done about them.
- **Conversation:** How to be confident having a conversation with an individual about their well-being.
- **Adjustments:** An overview of common adjustments for individuals who might benefit from support.

The event is aimed at HR managers, Diversity Practitioners, Change Programme Leaders and Leadership Programme Managers, to ensure that the mental health and wellbeing issues are considered and identified at different stages and factored into projects development.

Conclusion:

The Force continues to work on EDHR issues, with strong oversight through the QoS/EDHR board. Using feedback from the external benchmarking exercises we can identify areas that can be prioritised for action which will help the Force to move towards best practice and looking at specific areas of the EDHR agenda in more detail.

In hosting the event in February, the Force is reinforcing its commitment to EDHR issues and allowing its own staff to network with other forces to identify best practice that we can adopt or share our own with others. It enhances our credentials as an organisation that is actively working on EDHR.

Contact:

Nagina Kayani, EDHR Manager

0207 601 2212

Nagina.Kayani@city-of-london.pnn.police.uk