

Committee: Police Committee	Date: 16 th January 2015
Subject: Equality Diversity and Human Rights (EDHR) Update	Public
Report of: Commissioner of Police Pol 02/15	For Information

Summary

Members have requested a regular written report on matters relating to the Equality, Diversity and Human Rights (EDHR) Portfolio, and the Commissioner undertook to provide a quarterly update, of which this is the first. The areas covered by this report are:

A. Local work and initiatives- including:

- **EDHR Action Plan** – A new EDHR action plan has been developed in line with the recommendations of the College of Policing.
- **Restructure of EDHR Department** – The EDHR department has gone through a review and the department will work from HR from January 2015.
- **Equality Impact Assessments** – Equality Impact Assessments are being completed across the Force and a new EIA process is being developed.
- **Lesbian Gay Bisexual Transgender (LGBT) Network Action Plan** – As a result of the Stonewall Index an action plan has been developed by the LGBT network to address some of the areas of concern and this has been integrated into the EDHR Action Plan.
- **Disability Enabling Network (DEN) Awareness Raising Event** – DEN has held a number of events around raising awareness of supporting careers and well being.
- **Police Officers Guidance to Judaism** – EDHR distributed a guide for Police officers to Judaism in light of events taking place internationally to ensure officers were comfortable when engaging with the Jewish community.
- **Stop and Search** – City of London Police has implemented a number of recommendations of the Government's Best Use of Stop and Search Scheme.
- **Independent Advisory Group (IAG) New Members and meet the IAG Event** – The IAG have had 4 new members join them and a meet the IAG event was organised to introduce the various areas of work to the IAG.
- **Christmas Tree Campaign** – The City of London Police launched a Christmas tree campaign to raise money for the City Police Children's Charity.

B. Change Projects – including:

- **New Custody Suite** – A new custody suite is being designed and a

number of EDHR factors have been considered and work will commence next year.

- **Agile Working** – Laptops have been rolled out to various departments and it is hoped that agile working will have a positive impact on how we work.

C. National events and initiatives- including:

- **Islamophobia Awareness Event** – During November the Force hosted an Islamophobia Awareness Event to raise awareness of Islamophobia.
- **BPA Conference** – The National BPA held a conference in November supported by the City of London Police.
- **BME 2018 Survey** – The College of Policing BME 2018 survey has now been completed and a number of best practices have been sent to forces to adopt.

Recommendation

It is recommended that this report be received and its content noted.

Main Report

Background

Members have requested a regular written report on matters relating to the Equality, Diversity and Human Rights (EDHR) Portfolio, and the Commissioner undertook to provide a quarterly update, of which this is the first. This report highlights the work that is being carried out locally and also work within the national remit in relation to EDHR issues.

All the matters described in this report are overseen and directed by the Quality of Service and EDHR Board, chaired by the Assistant Commissioner and on which your Committee is represented by the Lead Member for EDHR. The IAG also has a member on the Board.

A. Local work and initiatives

EDHR Strategy and Action Plan

1. A revised Strategy was produced for the financial year 2013-14 and provides a framework to support the Force meeting its responsibilities under the Equality Act 2010. The Strategy is structured around the elements of the National Equality Improvement Model, (EIM) namely Operational Policing, People and Culture and Organisational Processes, and the associated indicators contained in the Model allow forces to identify the key activities and

areas to support both their Police Plan objectives and their Equality priorities. Progress against the objectives in the Action plan has been regularly monitored, and the plan is being refreshed ready for the start of the next financial year. This is to be presented to the next EDHR Board and the highlights of the first years work will be reported in the next update to this Committee.

2. The Equality Improvement Model (EIM) replaced the Equality Standards for the Police Service last year that had been developed since the National Police Improvement Agency (NPIA) closed in 2011. This Force, along with all others, self assessed against the Standards but then had an audit conducted by an independent assessor to validate our work. The assessment praised the scale and quality of our evidence, we were the only force in the UK to secure such independent assessment. We are currently gathering the evidence for assessment against the EIM, and will again seek an independent audit of our work.

Restructure of EDHR Department

3. The EDHR department has gone through a restructure as part of a review of all units within the Corporate Development Department, and in January it will move to the HR Department, to ensure closer working between EDHR and HR. This model is most common across other police forces, and will allow more direct influence over HR policies and procedures, which are critical for ensuring equality for our staff and our service to the public.

Equality Impact Assessment (EIA)

4. The Force has a legal duty to eliminate unlawful discrimination, advancing equality of opportunity and fostering good relations around protected characteristics. These duties do not prevent us from reducing services where necessary, but offer a way of developing proposals that consider the needs of all members of our community.

The EDHR Department are reviewing our current EIA process to make it easier to understand and complete, whilst ensuring it is thorough and robust; the following have been taken into consideration while developing the new EIA to ensure we meet our public duty:

- Is the purpose of the policy change/decision clearly set out?
- Have those affected by the policy/decision been involved?
- Have potential positive and negative impacts been identified?
- Are there plans to alleviate any negative impact?
- Are there plans to monitor the actual impact of the proposal?

Your Committee will be updated in relation to the new EIA once it is completed.

Lesbian Gay Bi-sexual Transgender (LGBT) Network Action Plan

5. The LGBT support network has developed an Action Plan as a result of the Stonewall Review (reported to your Committee last year), to assist the Force to develop the recommendations from the review. The Action Plan is divided into four areas namely Organisational LGBT Objectives, Staff Training Development, LGBT Networking and lastly Communication. The Action Plan forms part of the EDHR Action Plan and a number of areas are integrated into the EDHR Action Plan in order to reduce duplication and to widen some of the work to cover other protected characteristics.

Disability Enabling Network (DEN) Awareness Raising Event

6. During September 2014 a “Well being” event was held for police officers and staff at Wood Street Police Station. The Force’s Well Being officer and the Force Physiotherapist gave inputs on the well-being and welfare services offered by Occupational Health. There was considerable interest in this event with all subsequent feedback was positive. A second event was held in December, with the theme of “Supporting Carers”. The input, delivered by Carers UK, provided advice to anyone looking after, supporting and/or caring for an ill, frail or disabled family member or friend, or who had an interest in this issue as a manager or colleague.

Police Officers Guidance to Judaism

7. A guide on Judaism for Police Officers was distributed to officers across the Force to provide guidance when meeting with and working with the Jewish Community. The guidance was produced by the Community Safety Trust (CST) and covered practical advice around Jewish religious festivals as well as Synagogues and how to best engage with the community.

Stop and Search report

8. The Force has implemented a number of recommendations of the Government’s Best Use of Stop and Search Scheme. The voluntary scheme, announced by the Home Secretary in April, is part of a range of measures that will contribute to a reduction in the overall use of stop and search, lead to better and more intelligence-led stop and searches and more effective outcomes.

The following aspects of the scheme have been, or are being, implemented;

- Restrict the use of Section 60 “no suspicion” powers;
- Give members of the public the opportunity to observe stop and search in practice; (Members of Police Committee have been invited to observe CoLP Officers in action)
- Introduce a community complaints trigger – ensuring that complaints are properly monitored and scrutinised;

- Increase transparency by recording all outcomes of stop and search and whether there is a connection between the grounds for the search and the outcome;
- Set up a independent Stop and Search Scrutiny group made up of members of the public;
- Set up Stop and Search working group which will look at implementing some of the above changes and will work with partner organisations to work on reducing the impact of Stop and Search on our communities;
- Publish Stop and Search Data on line.

Independent Advisory Group (IAG) New Members and meet the IAG Event

9. The IAG have recruited 4 new members from various backgrounds and work experiences ranging from youth organisation leadership to government and charity industry knowledge. This will provide the police Force with a genuine partnership, encouraging the active involvement of people from diverse groups to provide independent personal views and perceptions. A “Meet the IAG” event was organised for different department heads to meet the IAG to introduce themselves and the work their departments do. It was felt this was a way forward to develop and establish better relationship between various departments and the IAG, and result in the Force engaging with IAG members, and building confidence around various areas of work.

Christmas Tree Campaign

10. Christmas trees were placed in our four main buildings to obtain charitable donations and build on the Christian meaning of Christmas. The EDHR team felt that other religious festivals are celebrated in Force and Christmas should be celebrated in the same way. Alongside each tree were chocolates for staff. In return, it is hoped staff would back the campaign and make a cash donation to help fund the work of the Force Children’s Charity.

B. Change Projects

New Custody suite

11. A new custody unit is being designed to be housed at Wood Street Police station. Through work being done with the Home Office steps have been put into place to ensure all elements of EDHR are considered in the development of the new suite. A number of forces are going through (or have recently gone through) the hugely expensive process of design and build. Some have learnt (to their cost) that it requires specialist knowledge and architectural expertise to get it done properly.
12. To put the Force in a strong position, we are part of a national working group, consisting of 24 forces plus representatives from Cabinet Office, Local Partnerships and the National Police Estates Group (NPEG). This collective learning will ensure we reach a design which understands all the necessary requirements.

Agile Working

13. Agile working is a way of working in which an organisation empowers its people to work where, when and how they choose – with maximum flexibility and minimum constraints – to optimise their performance and deliver “best in class” value and customer service. Work on rolling out agile working has begun across the Force, with laptops being issued to staff in various departments. The use of agile working brings a number of benefits for the Police Service once fully integrated and the EDHR team have been involved with the development of policies and procedures to ensure none of our staff are disadvantaged by the implementation of new working practices.

C. National events and initiatives

Islamophobia Awareness Event

14. As part of Islamophobia Awareness Month (IAM) which takes place every year during the month of November, the Muslim Engagement and Development Network and the City of London Police jointly hosted a conference on ‘Challenging Islamophobia, Building Communities’. The conference provided an insight into prevailing trends in Islamophobia, work being done by statutory and voluntary agencies to tackle anti-Muslim prejudice and hate crime and partnerships between police forces and local communities to instil confidence in policing; in reporting hate crime; and in challenging Islamophobic narratives.

BPA Conference- October 2014

15. The conference brought together members of the 45 Black Police Associations (BPA) in England, Scotland, Wales and Northern Ireland, as well as invited guests from the USA and Canada, to explore and discuss ways of making the police service more reflective of the communities they serve. In addition, it was attended by Commissioner Leppard and the Commissioner of the Metropolitan Police Service, Sir Bernard Hogan-Howe. Staff from CoLP are active in the National BPA and the Force has a good national profile as a result.

BME 2018 Survey

16. A survey of Black and Minority Ethnic (BME) officers was conducted by the College of Policing BME Progression 2018 Programme team, to support the design and development of work to improve equality within the police service. The online survey was open to all serving BME officers in the 43 forces in England and Wales and British Transport Police and was live between February and April 2014. As a result of the survey forces were given a breakdown of best practices across all the forces. Forces were also given positive action practical advice considerations for them to use when looking at the use of positive action initiatives to promote equality in the police service

workplace. The EDHR board will be assessing the implications for CoLP at its next meeting and the outcome reported to your Committee in the next update.

Conclusion

17. The Force continues to work on EDHR issues, with strong oversight through the QoS/EDHR Board and the Lead Member for EDHR issues, Alderman Alison Gowman who was consulted on this report. Additionally, acting on the feedback from external benchmarking exercises, assists the Force to incorporate best practice into its processes. Regular written reports to your Committee, strengthens the scrutiny process in place that holds the Force to account on its performance in this important area.

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