



DERBYSHIRE POLICE AUTHORITY - EQUALITY ACTION PLAN 2012

VERSION 1.1 – 29.03.2012

Our mission is 'to ensure that our communities receive a high quality policing service which has their full support and confidence'.

Equality Objective 1: Ensure the Derbyshire Police Authority consistently meets its equality obligations in the way it does business and meets its legal and moral responsibilities

Serial	Outcome	Action	Lead Officer	Timescale	Progress
(a)	(b)	(c)	(d)	(e)	(f)
1.1	The Organisation is culturally competent and recognises, respects and values diversity and champions equality, diversity and human rights.	Joint Equality Strategy to be developed with Force – to be circulated to Members and Staff and publicised to demonstrate commitment to Equality and Diversity.	CX	By April 2012	Draft joint strategy agreed with Force and currently on Force website during consultation. Due to be signed off at Force Strategic Equality Assurance Board on 3 April 2012.
		Members to be aware of Strategy and informed on equality duties	CX	By April 2012	Report to March 2012 Corporate Governance Committee.
		Police Authority (EOAS) Staff to be fully conversant with equality duties and aware of joint strategy	CX	April 2012	
		ICV training includes equality, diversity and human rights issues	CX	Ongoing	
		Existing policies and procedures to be reviewed and subject to Equality Impact Assessments (EIAs)	CX	January 2012	EIA screening on major policies completed and on website – Feb 2012
		Development of new policies and procedures to take into account equality and diversity	CX/Transition Team	As necessary	Ongoing/as necessary
		Fair and proportionate procedures for recruitment of EOAS staff and appointment of members, chief officers and volunteers.	CX	Ongoing	Ongoing as required
		Fair and proportionate procedures for identification of appropriate training needs for	CX	Ongoing	Ongoing as required

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		EOAS staff, members and volunteers.			
		Members duty bound to act in accordance with statutory Code of Conduct which itself is consistent with equality duties	CX/Standards Committee	Ongoing	Code in Place
		Regular self-monitoring of Authority equality duty compliance and action plan through the Code of Corporate Governance and Annual Governance Statement.	CX	Annually in March	Report in March 2012 to Corporate Governance Committee
1.2	Equality, Diversity and Human Rights is promoted within the strategic planning process and a strategic focus on this is maintained within the Authority's priorities for 2012	Committee Action and Delivery Plans to have due regard to equality, diversity and human rights.	CX	Ongoing	Ongoing – equality integrated into action plans
		Embed risk management, equality and diversity within planning and decision making processes	CX	Ongoing	Equality implications included in reports to inform decision making
1.3	The organisation is aware of the profiles of the communities it represents	Regular reviews of up-to-date relevant information regarding the profiles of the communities of Derbyshire.	CX	Ongoing	Ongoing
		Gives appropriate consideration to information gained in exercising its functions.	CX	Ongoing	Ongoing

Equality Objective 2: To scrutinise Force equality activity and oversee Force progress towards meeting its equality objectives under the Equality Act 2010

Serial	Outcome	Action	Lead Officer	Timescale	Progress
(a)	(b)	(c)	(d)	(e)	(f)
2.1	Maintains oversight of Force equality activity and scrutinises the Force's plans to improve performance in relation to its own equality objectives.	Lead member to sit on Force Strategic Equality Assurance Board (SEAB) to maintain oversight and links with Force equality and diversity initiatives.	Lead Member/DCX	In place	Lead member already sits on SEAB.
		Oversee Force Equality Act duties compliance by receipt of annual equality report from Force.	DCX	Annually	Report received to Corporate Governance Committee in Jan 2012
		ICV scheme oversees treatment of persons in custody to ensure compliance with Human Rights.	DCX	Ongoing	Ongoing
		Independent Misconduct Panel Members sit on Force Misconduct Panels which hear Police Officer disciplinary proceedings to provide independent input and ensure fairness.	DCX	Ongoing	Ongoing
2.2	Works with the Force and influences the Force to maintain a culturally aware organisation which is representative of the communities it serves and provides an equitable and accessible service to all sectors of the community.	Performance management framework reflects appropriate indicators for oversight of user satisfaction and confidence levels	DCX	Ongoing – Updated annually in March 2012	Ongoing. Reviewed in March 2012 for use going forwards
		Performance management framework reflects appropriate indicators for monitoring of workforce diversity	DCX	Ongoing – Updated annually in March 2012	Ongoing. Reviewed in March 2012 for use going forwards
		Monitoring of complaints to maintain awareness of reasons for dissatisfaction and ensure equitable treatment for all	DCX	Ongoing	Ongoing.

Equality Objective 3: Gain a better understanding of the policing and crime needs of our communities to enable better informed decision making and to effectively influence more inclusive services					
Serial	Outcome	Action	Lead Officer	Timescale	Progress
(a)	(b)	(c)	(d)	(e)	(f)
3.1	Has secured and understood the views of local people about policing in Derbyshire including all sectors of the community	Robust cycle of consultation giving due consideration to the needs of diverse community groups – provide appropriate methodology and opportunity of access for all	Community Engagement Officer	Next cycle of consultation being planned for summer 2012	
		Liaise with partner agencies to work towards an integrated approach to engagement and consultation where appropriate to avoid duplication and consultation fatigue.	Community Engagement Officer	As necessary	
3.2	Has developed a sustained programme of engagement, research and consultation that helps the Authority to understand the policing needs of all Derbyshire's communities	Robust cycle of consultation giving due consideration to the needs of diverse community groups – provide appropriate methodology and opportunity of access for all	Community Engagement Officer	Next cycle of consultation being planned for summer 2012	
		Planned cycle of consultation and engagement	Community Engagement Officer	Next cycle of consultation being planned for summer 2012	
		Continue to review opportunities to undertake new and innovative community engagement initiatives which reach all community	Community Engagement Officer	Ongoing – as necessary	

3.3	Community concerns have been addressed at appropriate level leading to improvements in public confidence	Oversight of Quality of Service Complaints	Community Engagement Officer	Ongoing	Process instigated for oversight of quality of service complaints in March 2012
		Lead member engagement through Force Confidence Steering Group	Lead member/ Community Engagement Officer	Ongoing	Lead member sits on Confidence Steering Group
		Feedback of public issues raised at public consultation events	Community Engagement Officer	After consultation events in summer 2012	
3.4	Has adopted a proactive media and communications plan which ensures access to information for all sectors of the community	Utilise full range of technology available within existing resources.	Community Engagement Officer	Ongoing – as appropriate	
		Provision of information in a variety of formats/languages where appropriate.	Community Engagement Officer	Ongoing – as appropriate	