



**DERBYSHIRE POLICE AUTHORITY**

**RACE EQUALITY SCHEME**

**2008 - 2011**

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## **1 Derbyshire Police Authority**

### **1.1 The Authority**

Derbyshire Police Authority is one of 43 Police Authorities in England and Wales, each of which oversees the work of its local police force. Police Authorities are independent bodies made up of local people who together with the Home Secretary and chief police officers are responsible for the management of policing in England and Wales.

The key statutory duty for a Police Authority is to secure an efficient and effective police service in its area. This is achieved by:

- Holding the police budget and deciding how much council tax should be raised for policing
- Appointing and dismissing the chief constable and senior police officers
- Consulting widely with local communities about policing in their area and setting policing priorities based on what people say
- Monitoring how well the police perform against targets set by the Authority
- Publishing a 3 year plan and an annual plan which informs of what communities can expect from their police service
- Overseeing complaints against senior police officers and appoints or dismisses the Chief Constable

Derbyshire Police Authority has 17 members currently made up of:

- 9 Councillors
- 8 Independent Members

Profiles of the members of the Authority can be viewed by going to the website [www.derbyshire.police.uk/policeauthority](http://www.derbyshire.police.uk/policeauthority). Information about the performance of the Authority can be found in the Annual Plan or about the Derbyshire Force in the Annual Policing Plan, both of which are available in electronic or paper based formats.

### **1.2 Values, Principles and Standards**

The Authority will demonstrate its approach to race equality issues by the fulfilment of its duties under the Race Relations Act 1976 (RRA). Section 71 of the RRA places a general duty on the Police Authority to ensure all functions are performed with “due regard to the need to eliminate unlawful racial discrimination, promote equality of opportunity and good relations between persons of different racial groups”. The Race Relations (Amendment) Act 2000 strengthened and extended the provisions of the RRA to include all public services and make Chief Officers vicariously liable for acts of race discrimination committed by police officers.

The Authority will demonstrate its approach to race equality issues by:

- The fulfilment of its duties under the Race Relations (Amendment) Act 2000 in the performance of all its functions, duties and powers
- Focusing on the achievement of real equality outcomes not processes
- Demonstrating strategic, high level leadership for race equality issues
- Being transparent and accountable for the way in which both the Police Authority and the force delivery services and policies to all its communities
- Ensuring that in everything it does, the Authority reflects and takes account of the views of all the diverse communities in its area
- Increasing public confidence and trust in policing
- Working closely with the Force and other strategic partners to promote race equality of opportunity
- Build race equality into the Police Authority's core business thinking and processes

### **1.3 Strategic Aims and Objectives**

The Authority's key aim is to increase trust and confidence in policing amongst minority ethnic communities by:

- Rigorously monitoring and scrutinising the Force's approach to race equality
- Developing a fuller understanding of the communities the Police Authority serves and formulating communication and engagement strategies that are inclusive
- Incorporating the Authority's race equality aims and objectives into all its strategies and activities of the Authority's committees and panels
- Considering all functions, policies and practices in order to determine whether they have any implications for race equality

In establishing its Race Equality Scheme Derbyshire Police Authority will ensure a proportionate approach is adopted; the responsibility for the achievement of key objectives within this Scheme will be devolved to the Human Resources Committee and will become an integral part of its business plan. Ownership of the Race Equality Scheme and Action Plan as a whole will remain with the Police Authority.

## **2 Meeting the General and Specific Duty**

The statutory duty requires public authorities to identify and tackle discrimination, to prevent harassment and to ensure that their work promotes equality of opportunity between all. The Race Relations (Amendment) Act 2000 strengthens the 1976 Act in by extending protection against racial discrimination by public authorities, to include police authorities, by making it unlawful for them to discriminate on racial grounds when performing their functions, be it directly, indirectly or by victimisation.

### **2.1 The General Duty**

The Race Relations (Amendment) Act 2000 places an enforceable positive duty on public authorities when carrying out their functions to have due regard to the:

- Elimination of unlawful discrimination
- Elimination of harassment
- Promotion of equality of opportunity
- Elimination of unlawful discrimination and harassment in the fields of employment and vocational training

### **2.2 The Specific Duty**

In addition to the general duty certain public authorities, including police authorities, are required to comply with the specific duty. This requirement focuses on the key areas of policy-making, service delivery and employment. The specific duties are steps, methods, or arrangements, used to meet the ultimate objective, namely the general duty. Within the specific duty there is a requirement that each authority publishes a Race Equality Scheme demonstrating how it intends to fulfil its general and specific duties and setting out its race equality objectives.

The Scheme should include a statement of:

- The way in which the public has been involved in the development of the Scheme
- The authority's methods for impact assessment
- Steps which the authority will take towards fulfilling its general duty (the Action Plan – Appendix A)
- The authority's arrangements for gathering information in relation to employment and where appropriate, the delivery of its functions
- The authority's arrangements for putting the information gathered to use, in particular in reviewing the effectiveness of its Action Plan and in preparing subsequent Race Equality Schemes

- Within three years of the Scheme being published the authority must take steps set out in its Action Plan (unless it is unreasonable or impracticable for it to do so) and put into effect the arrangements for gathering and analysing information
- A report must be published containing a summary of the steps taken under the Action Plan, the results of its information gathering and the use to which it has put the information.

Derbyshire Police Authority, via the Human Resources Committee will request annual updates on Force progress in achieving their race equality scheme and associated action plans.

### **3 Implementation**

Derbyshire Police Authority will prioritise action to address the most significant race inequalities within its remit and take actions which will deliver the best outcomes and promote equality of opportunity.

Existing Police Authority policies and procedures will be reviewed to ensure that they have due regard to the need to promote race equality and to eliminate unlawful discrimination and harassment. These principles will be embedded into all new policy development and will be supported by the carrying out of Equality Impact Assessments – see section 5 - which will include an assessment of the likely occurrence and potential impact of any discrimination.

#### **3.1 Race Equality Performance Indicators and Targets**

In establishing performance measures Derbyshire Police Authority will take account of both local and national performance indicators. The Authority will demonstrate that it has set robust and challenging performance targets in relation to promoting race equality. Specifically, this will include:

- Achievable targets for increasing the number of Police Authority staff from black and minority ethnic communities
- Indicators to measure how the Police Authority's engagement with local communities has improved
- Ensure the Force complies with all relevant legislation by scrutinising their performance and monitoring progress

#### **3.2 Monitoring Progress**

The Authority will address the issue of monitoring by considering:

- How the Police Authority will monitor its functions and policies and those of the Force on an on-going basis

- The evidence of the impact of policies and procedures on different minority groups
- What methods will be used, for example, how the Authority will consult and inform both local communities and Police Authority staff
- Who will be responsible for carrying out this task
- How functions, policies and practices will be reviewed, if necessary, as a result of this monitoring process

It is recognised that without continuously monitoring Police Authority functions, policies and practices it will be impossible to know how they are affecting different racial groups, or whether they are having an adverse impact. It is important the Authority collects and analyses both qualitative and quantitative data in order to ensure the Authority continues to meet the general duty.

In monitoring the way in which the Authority consults upon and determines the local policing priorities it will ask the following:

- Is it confident that the existing consultation arrangements enable the Authority to gain the views of all the different groups in the community, including Black and Minority Ethnic (BME) communities?
- Is it clear how the Authority and Force uses the responses they receive during community consultation to inform decision-making?
- How does the Authority ensure that local policing priorities do not discriminate against or ignore the needs and requirements of particular racial groups?
- Do local policing priorities have an equal and fair impact upon all racial groups?

### **3.3 Employment Monitoring**

Derbyshire Police Authority will monitor by racial group, its current membership as well as applicants from those who wish to become a Member, Independent Custody Visitor, Members of Standards/Misconduct Panels and existing and new Officers of the Authority.

### **3.4 Monitoring the Composition of the Authority**

Although not strictly required by the legislation, as a matter of good practice, the Authority will consider ethnic monitoring of:

- Authority Members
- Members of Standards/Misconduct Panels

- Independent Custody Visitors

The Authority is mindful of the benefit in reflecting the community that it serves and is aware of the need to attract a variety of applicants who mirror where possible, the diverse range of Derbyshire communities.

Selection Panels for Independent Members are required to keep a record of applicants for up to four years. Although not specifically required by the regulations, Selection Panels should – as a matter of good practice – include ethnic monitoring details as part of these records.

### **3.5 Monitoring Police Authority Staff**

The Authority will monitor their staff by racial group by collating the relevant information from the ethnic monitoring forms which form part of the application process and via tracking requests for additional support and modifications to work patterns and/or work environment. This will be reviewed on an annual basis by the Human Resources Committee. The Police Authority will consider using exit questionnaires or interviewing all leavers to ascertain the reasons behind their decisions – were they related to equality issues?

### **3.6 Monitoring Job Applicants**

When monitoring job applicants the Authority will ensure that it makes a distinction between internal and external applicants. It will monitor by:

- Ethnic origin
- Gender
- Differences in success rates at different stages in the selection process
- Reasons for rejection

The information gathered is for statistical monitoring purposes only and will not form part of the selection process.

## **4 Training for Members and Staff**

The Authority will make sure that all its Members and Officers are aware of and have good understanding of their duties in relation to promoting equality and eliminating racial discrimination. It is recognised that:

- All Members need to understand how to apply the duties in fulfilling their responsibilities

- Specialist training should be provided to those who will be directly involved in the development, implementation or management of the Race Equality Scheme or employment monitoring

The Authority will ensure that its Officers and Members have access to ongoing diversity training and development. All Officers and Members will be expected to:

- Have an understanding of Equality Impact Assessments
- Have an understanding of race equality and its impact on the operation of the Force
- Have or have access to a copy of the Race Equality Scheme and Action Plan
- Engage in scrutiny and performance assessment of the Force in relation to race and other equality issues.

The Authority will ensure that the needs of equality and diversity will be taken into account when formulating its annual 'upskilling' plan.

## **5 Equality Impact Assessment**

The Equality Act 2006 places a duty on all authorities including Police Authorities, to conduct Equality Impact Assessments (EIA) which is a procedure which systematically identifies whether a policy, procedure or function affects all groups equally. An initial assessment or screening is required for all existing policies, procedures or functions and should any inequalities be found then a full EIA will be conducted. Derbyshire Police Authority will respond as necessary to address and amend any actual or potential inequalities identified. The EIA can be based on existing knowledge, data and informed estimates of the scope of the issue and the people it will affect.

In carrying out assessments for each policy, procedure or function the Authority will need to consider whether there are any reasons to believe that people from some groups are being, or could be, negatively or adversely affected by this function, procedure or policy.

EIA should be made publicly available and Derbyshire Police Authority's can be viewed at [www.derbyshire.police.uk/policeauthority](http://www.derbyshire.police.uk/policeauthority)

## **6 Consultation**

### **6.1 Consulting and Informing Authority Members and Staff**

The Authority will both consult and inform Members and staff at different stages when creating or revising the Race Equality Scheme Action Plan. Both staff and members will be consulted and informed throughout the development and implementation of the Police Authority's Race Equality Scheme. Equally, it will make

all aware of their responsibilities under the Race Relations (Amendment) Act 2000, notably that compliance with the Act is obligatory.

The Authority will consult and inform staff and Members of:

- The arrangements made to meet the general and specific duties
- The Police Authority Action Plan and timetable
- How the Action Plan will be put into practice
- Who is responsible for overseeing this process
- How staff will be kept regularly informed of further developments and progress
- What will be expected of Members and staff as a result of new duties
- What training will be provided and who should attend

## **6.2 Consulting and Informing Local Communities**

In addition to the specific duty to consult local communities on the impact of proposed policies, the Authority will regularly report back to these communities on how the Authority is progressing with its Race Equality Action Plan.

The Authority will consider:

- Involving the public at an early stage in the development of the Action Plan to monitor their perception of how the Police Authority is performing in its duty to promote race equality
- Working closely with the Force on community consultation strategies
- Putting mechanisms in place to keep the public informed of the Police Authority's race equality progress
- The best way to report back information, for example, through the annual Policing Plan
- The measures that need to be taken to ensure that those communities which are frequently overlooked are consulted and informed

## **6.3 The Consultation Review Process**

In reviewing the way in which the Authority arranges consultation exercises, points considered include:

- The most appropriate way of gaining the views of specific groups in the local area
- The need to develop different methods of consultation to meet the requirements of varied groups
- The organising of events to ensure the date does not coincide with a religious or cultural festival which may prevent some groups from attending
- Holding meetings and events at times which are convenient for people with family or religious commitments
- Timely communication and publicity about consultation events using appropriate formats and languages

## **7 Access to Information and Services**

The Authority will ensure that the public has access to information and services including information about the work of Selection Panels for Independent Members and Independent Custody Visiting Schemes.

Every report produced will be publicly available (unless confidential or exempt) and the Authority will ensure that there are no barriers preventing *any* communities from knowing about or accessing Police Authority information and services.

To meet this specific duty, the Authority will:

- Monitor requests for information
- Monitor how people use this information, including obtaining feedback from local communities on how they think the Police Authority could improve communications with the public
- Identify and remove any barriers to full access by ensuring that information is available in a range of formats to include different languages
- Consider the most effective ways for the Authority to distribute information
- Monitor the number, frequency and progress of complaints
- Ensure the Authority regularly feeds back information and keeps the public informed of its work

## **8 Complaints and Feedback**

Derbyshire Police Authority will deal effectively with complaints relating to race equality issues.

It is important that Police Authority Members, Officers and the public are aware of the Authority's complaints and procedures notably in relation to arrangements the Authority has made to deal with any complaints regarding the way it is meeting the general and specific duties.

Race equality issues will be integrated with existing internal complaints procedures.

A complaint against a Member of the Authority may be a matter for investigation by the Standards Board if it relates to an alleged breach of the Authority's Code of Conduct. Under the mandatory provisions of the Model Code of Conduct, all members must promote equality by not discriminating unlawfully against any person and treat others with respect.

The Authority has established a Standards Committee which is responsible for promoting and maintaining high standards of conduct for Police Authority Members by monitoring compliance with the Members' Code of Conduct. The Professional Standards Panel oversees and monitors complaints against police officers and police staff. Terms of reference for both the Standards (Authority), Professional Standards (Force) Committees and details of the Police Authority's complaints procedure can be viewed on the Police Authority website. Copies of all equality schemes are available on the Derbyshire Police Authority website, with alternative formats available on request. Reports to and minutes of the Human Resources Committee are also available in electronic and paper based formats.

## **9 Action Plan**

The Race Equality Scheme Action Plan will be reviewed on a twice yearly basis by the Human Resources Committee. Included in this review will be details of what has been achieved to eliminate discrimination, an assessment of the Authority's progress towards their objectives and the setting of new objectives for the coming year. The Citizen Focus and Partnership Committee will assess the results of communication and consultation activity the Authority has performed and use this information to inform the development of their business plan.

The Action Plan review will also incorporate recommendation from the Commission for Equality and Human Rights (CEHR), Home Office, Association of Police Authorities, Association of Chief Police Officers, Her Majesty's Inspectorate of Constabulary and the National Policing Improvement Agency.

Updates to the Scheme and Action Plan will be made as objectives are achieved and as new ones are established.

## **10 Review of the Race Equality Scheme**

An annual review of the Scheme will be presented to the Human Resources Committee where the following will have been considered:

- How equality of opportunity and good race relations have been advanced during the past year

- What improvements can be made
  - Areas in which progress has proved challenging
  - How better to monitor public perception and satisfaction with the Scheme
  - Commitment to ongoing implementation of the Scheme and embedding its principles into the culture of Derbyshire police Authority
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Should you require further information relating to Derbyshire Police Authority's Race Equality Scheme please visit our website [www.derbyshire.police.uk/policeauthority](http://www.derbyshire.police.uk/policeauthority)

Or alternatively contact:

Louise Farrow  
Research and Policy Officer  
Derbyshire Police Authority  
Constabulary Headquarters  
Butterely Park  
Ripley  
Derbyshire  
DE5 3RS

Telephone: 01773 733790  
Facsimile: 01773 733772

Email: [louise.farrow.4872@derbyshire.pnn.police.uk](mailto:louise.farrow.4872@derbyshire.pnn.police.uk)

**Derbyshire Police Authority  
Race Equality Scheme Action Plan (Amended 2009)**

Our mission is to ensure that our communities receive a policing service which has their support and confidence and is of the highest quality.

Objective	How It Will Be Achieved	Responsibility	Target Completion Date
Carry out regular reviews of the Race Equality Scheme (RES).	Review the content of the Race Equality Scheme and update the RES Action Plan on a 6 monthly basis.	HR Committee, Research and Policy Officer and Chief Executive.	May and November 2009
Ensure that all Authority Members are fully aware of their duties under the RES (Include Custody Visitors).	Schedule an 'Up Skilling' session to cover the differing areas of equality including responsibilities under general and specific duties (Include Custody Visitors).	Research and Policy Officer	April 2009
Carry out a Race Equality Scheme Impact Assessment.	The Race Equality Scheme will be Impact Assessed.	HR Committee, Research and Policy Officer.	May 2009
Review existing and formulate new policies with reference the RES.	A review of existing Police Authority's policies is to be undertaken. The development of new policies will take into account the requirements of the Race Equality Scheme.	Research and Policy Officer in consultation with the appropriate committees.	May 2009
All new and revised policies are to be impact assessed using the initial/full impact assessment pro-forma.	Assessments are to be attached as an appendix to the relevant policy upon completion.	Research and Policy Officer	Ongoing

Promote the RES.	The RES, Action Plan and Impact Assessment are to be placed on the website. Hard copies and copies in different formats can be made available upon request.	Research and Policy Officer	March 2009
Consultation with the public.	Ensure that the Authority reflects and takes into account the views of all diverse communities within its area, use these responses in the enhancement of existing consultation strategies and methods.	Research and Policy Officer, Citizen Focus and Partnership Committee	Ongoing
Monitor Recruitment.	Monitor applications to become a Member/Officer of the Authority – report back to HR Committee.	Research and Policy Officer, HR Committee.	Ongoing
Monitor Grievance and Disciplinary Actions.	Monitor Grievances and Disciplinary Actions by ethnicity.	Chairman/Chief Executive	Ongoing
Ensure Active Scrutiny of the Forces' Race Equality Scheme.	HR Committee are to request progress reports from the Force, ensuring transparency and accountability for the way in which services and policies are delivered to all communities.	HR Committee and Force Diversity Manager.	Annual Review