

For Information	
Public	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	22nd January 2014
Report of:	DCC Sue Fish
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Agenda Item:	9

Equality, Diversity and Human Rights Performance and Monitoring

1. Purpose of the Report

- 1.1 To inform the Strategic Performance & Resources Board of the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

2. Recommendations

- 2.1 That the Police and Crime Commissioner note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

3. Reasons for Recommendations

- 3.1 To ensure that the Police and Crime Commissioner is kept updated on these issues

4. Summary of Key Points

4.1 Equality Objectives

As part of the Police and Crime Commissioner and Chief Constables' commitment to equality and diversity, four key equality objectives have been identified and adopted (See **Appendix 1**). The work towards each of these objectives is led by a designated member of the Chief Officer team.

The current leads for these objectives are

Proportionality	ACC Steve Jupp
Engagement	ACC Simon Torr
Culture	DCC Sue Fish
Representation	ACO Margaret Monckton

Progress on these objectives is monitored by the Equality, Diversity and Human Rights strategy board which meets on a quarterly basis and is chaired by the Chief Constable. The Deputy Police and Crime Commissioner attends these meetings on behalf of the Office of the Police and Crime Commissioner.

Over the past year significant work has taken place towards these objectives the highlights of which include:

Stop and Search

A considerable amount of work has taken place to improve the use and monitoring of stop and search powers, and in particular to ensure that any issues of apparent disproportionality are tackled robustly.

The work programme, which is managed at Chief Officer level, has consisted of a variety of activities which include; the development and role out of a stop and search Blackberry application which improves the recording of stop and search both in terms of personal information used and geographical mapping; improved data collection and monitoring allowing more effective performance management by supervisors; and refresher training for all officers covering legislation, community impact, behaviours and attitudes.

Further activities to support this area are contained in the Stop and Search Strategic Vision and Plan (**Appendix 2**)

Hate Crime

A consolidate action plan for tackling hate crime and improving outcomes has been developed and Chief Inspector Ted Antill has been designated as the primary crime lead for this area. The plan incorporates recommendations from national reports¹, and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies through the Hate Crime Steering Group of the Safer Nottinghamshire Board.

Positive Action Recruitment Programme

Following the opportunity provided by the Police and Crime Commissioner's commitment to increase Police Officer numbers, Nottinghamshire Police embarked on a proactive positive action programme to improve the numbers of police officers and staff from groups currently under represented in the workforce. To facilitate this work two dedicated positive action co-ordinators were recruited in April and recruitment and progression action plans have been developed and implemented (see **Appendix 3** and **Appendix 4**).

Summer Road Show Engagement Programme

As part of an ongoing programme of public engagement the Corporate Communication department organised Nottinghamshire Police and the Office of the Police & Crime Commissioner's successful presence at a number of community events during the summer. These included events such as Nottinghamshire County Show, National Armed Forces Day, Nottinghamshire Pride, Emergency Services Day, Caribbean Carnival and Nottingham MELA.

¹ Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight' and 'Out in the Open' reports into disability related harassment and Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013.

Cadet Scheme

In May a cadet programme was launched, the aim of which was to create greater engagement between the force and young people, especially those from minority, under-represented and deprived sections of the community. A total of 76 cadets were recruited of which 53.9% were female and 13.2% BME.

The cadets meet once a week on a weekday evening, where they learn about a range of topics including; police history, first aid, conflict management skills and campaigns; including those to reduce road traffic accidents, anti-social behaviour, and alcohol related crime. As part of the programme, cadet's will volunteer four hours a month to assist the police in attending public events, delivering crime prevention initiatives, conducting crime surveys and general public engagement activities.

In addition to the above outward facing activities a number of internal activities related to the Equality Objectives have also taken place. These have included; a series of half day "EDHR Events" for staff and partners covering topics such as Gender Reassignment, Dementia and Faith Groups, the development of a "Diversity in Action" annual staff award which recognises staff who have actively contributed towards improving relationships within diverse communities and the creation of an Equality and Diversity section on the staff intranet which provides advice, information and resources around a range of equality and diversity matters.

4.2 Exploring and Improving BME Policing Experiences

In February 2013 a research project, which analysed relations between Nottinghamshire Police and the county's black and ethnic minority community, was commissioned by the Police and Crime Commissioner as part of his pre-election pledge to give BME communities a bigger voice within policing.

The research, led by Professor Cecile Wright from the University of Nottingham, was aimed at improving the relationship between Nottinghamshire's BME community and the police, particularly around the way various styles of policing are interpreted. The project report, published in July and welcomed by both the Police and Crime Commissioner and the Chief Constable, made a series of recommendations around areas such as recruitment, training and stop and search.

As a result a working group has been set up, which includes representation from the BME community, members of Nottinghamshire Police's Chief Officer Team and the Police and Crime Commissioner. This group will provide a focus to ensure the recommendations are driven forward and progress on these recommendations are reported back to the BME community.

4.3 Equality and Diversity Information Report 2013

In line with the Equality Act 2010 (Specific Duties) Regulations 2011, Nottinghamshire Police has published an annual report containing details of

the information, gathered and used to inform progress towards meeting the public sector equality duty. The report is available on the Nottinghamshire Police website and is attached at **Appendix 5**.

The report contains performance data and statistical information in three areas; demographic information for Nottinghamshire, performance data in relation to service delivery and information regarding the make up and culture of Nottinghamshire Police. The information covers the period from 1st April 2012 to the 31st March 2013.

Highlights from the report include

- The number of Hate Crimes (crimes and non crimes) recorded has decreased between 2011/12 and 2012/13 by just over 7%, detection of Hate Crime has improved from 51.6% to 59.1%.
- Nottinghamshire Police has significantly exceeded its target to reduce the number of young people entering the youth justice system for the first time. (Target 10% reduction; achieved 42.2% reduction)
- Pegasus; a system devised by community members from our disability advisory group, to help make the initial phase of contacting Nottinghamshire Police easier; now has over 750 members and has been expanded to assist disabled and vulnerable people contact, Nottinghamshire Fire & Rescue Service and Nottinghamshire East Midlands Ambulance Service.
- 28.08% of our Police Officers are women; in line with the national average of women officers for the Police Service in England and Wales
- BME representation for the whole organisation is 4.23% with the highest representation being found amongst Special Constables at 6.04%.

4.4 **Stonewall Workplace Equality Index (WEI) 2013**

In January 2013, Nottinghamshire Police was assessed against the Stonewall Workplace Equality Index for the first time. The Workplace Equality Index is an annual benchmarking exercise that ranks employers against 109 individual criteria across 25 questions, divided into eight areas of good practice to assess its work on LGB equality.

Organisations from across the private, public and third sectors entered the 2013 index and Nottinghamshire Police was ranked 226th out of 376. This position was highlighted by Stonewall as significantly high for a first time entrant to the index.

Maximum marks were achieved in the categories of diversity policy, diversity team, policy audit, employment tribunals, network group and procurement policy. In addition the "Senior Champion" category scored particularly well,

with Nottinghamshire Police scoring above the average score for top 100 companies in this area.

As a result of feedback from Stonewall a number of activities have been identified and built into equality objective work plans with a view to improving Nottinghamshire Police's standing in the index in 2014.

5. Financial Implications and Budget Provision

5.1 Not applicable - update report only

6. Human Resources Implications

6.1 Not applicable - update report only

7. Equality Implications

7.1 Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

8. Risk Management

8.1 Not applicable - update report only

9. Policy Implications and links to the Police and Crime Plan Priorities

9.1 Not applicable - update report only

10. Changes in Legislation or other Legal Considerations

10.1 Not applicable - update report only

11. Details of outcome of consultation

11.1 Not applicable - update report only

12. Appendices

- 12.1 Appendix 1 Equality Objectives 2012 -2016
- Appendix 2 Stop and Search Strategic Vision and Plan
- Appendix 3 Recruitment Action Plan
- Appendix 4 Progression Action Plan
- Appendix 5 Equality & Diversity Information 2013