



PS 197 : Diversity Equality and Inclusion (DEI) Policy

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SECTION 1 Version Control

Version No.	Date	Post Holder/Author	Post	Reason for Issue
1.0	Feb 2016		Senior HR Partner	
1.1	June 2022	Sue Sullivan	Policy and Wellbeing Partner	General updates, which also includes our commitment to wellbeing and inclusion

Section 2 Aims and Objectives of the Policy

Our Commitments

Nottinghamshire Police aims to be recognised both locally and nationally as an organisation people choose to work for because it treats people fairly, respectfully and without discrimination, whilst looking after our employees' health and wellbeing.

We aim to provide a positive and inclusive working environment that attracts, supports and develops the best talent from across the widest possible range of individuals, identities and communities. We aim to achieve a work force that, at all levels, broadly reflects the community we serve.

Nottinghamshire Police wants to create a culture where people of all backgrounds and individual experiences feel appreciated, valued and able to give their best. It is committed to achieving equality of opportunity in service delivery and employment and being an employer of choice.

All people who access services, members of the public, job applicants and employees will be treated fairly and without discrimination. Reasonable adjustments can be made so that services are accessible to everyone who needs them.

We will use our powers proportionately; ensure our services are accessible to all and that

crimes which affect particular protected groups are dealt with proactively.

We will regularly, and meaningfully, listen and engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences.

We aim to have a workforce that is representative of the communities of Nottinghamshire.

Nottinghamshire Police is committed to this policy and to the development of Positive Action initiatives to ensure that the policy is, and continues to be, fully effective.

Scope of the Policy

The policy applies to all police officers, police staff, staff of the OPCC, volunteers and special constabulary officers working for Nottinghamshire Police.

In this policy, staff refers to staff working for Nottinghamshire Police and the OPCC.

Policy Statement

Our Actions

Nottinghamshire Police will fulfil its legal obligations under the Equality Act 2010, and the associated Public Sector Equality Duty, by giving 'due regard' to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between different people when carrying out their activities

Discrimination or harassment on the grounds of age, disability, gender identity, marriage and civil partnership, maternity and pregnancy, race, religion or belief, sex and sexual orientation, (or any other unjustifiable criterion), will not be tolerated. We will take a zero tolerance approach and use the disciplinary procedure wherever instances of discrimination and harassment occur.

Our Harassment and Bullying Policy provides a framework for ensuring individuals have channels for support and are able to report instances of harassment or bullying.

We will work to evaluate the effectiveness of our policies through collecting information and monitoring data on employment and service delivery. We will take action where evidence shows unfair treatment or where particular communities are not adequately reflected in the workforce at all grades.

We will work to remove and/ or minimise disadvantage, taking steps to meet the needs of different people, positive action initiatives, and encouraging people from protected groups to participate within the organisation and community we serve. We will provide reasonable adjustments where appropriate.

New policies and service developments will be subject to an Equality Analysis to minimise the potential for any negative impacts on specific groups and also to identify opportunities

to bring positive benefits to specific groups.

We will consult with and involve diversity support groups, unions and staff associations on People Services policy developments.

We will work to meet our diversity, equality and inclusion objectives through our DEI strategy with our chief officer team leading DEI portfolios.

Equality in Employment

Nottinghamshire Police aims to increase the extent that our workforce is representative of the communities of Nottinghamshire. All staff will have the opportunity to progress and develop so that this representation is reflected at all levels and across all areas of our organisation.

Nottinghamshire Police's Diversity, Equality and Inclusion policy covers all aspects of employment including vacancy advertising, the recruitment and selection process, career development, training, conditions of service and termination of employment. This list is not exhaustive.

To ensure that the policy is operating effectively Nottinghamshire Police will maintain records of employee's and applicant's age, race, sexual orientation, religion or belief, pregnancy/maternity status, marriage/civil partnership status, gender, gender identity and disability.

Where required, we will consider the introduction of monitoring in other equalities areas.

Nottinghamshire Police will ensure that no-one is unfairly discriminated against when applying for a job or during the course of their employment.

Recruiting managers will be appropriately trained either by a course/written guidance to comply with policies and procedures and fully understand diversity, equality and inclusion to ensure that all applicants are treated fairly, equitably and with dignity and respect.

All employees will have equal access to training and career development. Positive action initiatives will be put in place to encourage and enable under-represented groups to participate.

Employees will be advised on the sources of support available to them if they have issues or concerns. An employee who has a concern regarding unfair discrimination or harassment at work may use one of Nottinghamshire Police's formal policies e.g., Dispute Resolution or Harassment and Bullying.

Responsibility of all Nottinghamshire Police officers, staff specials and volunteers

Nottinghamshire Police requires all its' people to behave in ways that promote diversity, equality and inclusion, are non-discriminatory and reflects the PROUD values - [Living our values \(npf.internal\)](#). This applies to the way they behave to members of the public in the delivery of services and to other officers or staff in the course of their work.

Officers and staff should participate actively in measures introduced by Nottinghamshire Police to ensure that there is equality of opportunity and non-discrimination.

All individuals should draw the attention of management to alleged unlawful or unfair discriminatory acts or practices.

Should any individual, through the course of their work, be found to have caused or encouraged discrimination or subjected anyone to harassment or bullying, this will be regarded as a particularly serious offence, rendering them liable to disciplinary action.

Training courses and other sources of information will be provided, where appropriate, to broaden and promote a greater understanding and awareness of these issues and personal responsibilities.

The implementation of this, Diversity, Equality and Inclusion Policy will be closely monitored by the Diversity Equality and Inclusion Board.

Nottinghamshire Police undertakes to inform all staff of this policy statement.

This policy is supported at all levels within the organisation and the implementation has been consulted and developed with the Support Networks, Unions, Federation and Superintendent Association.

Statement of legislative compliance

This document has been drafted to comply with the general and specific duties in the Equality Act 2010; Data Protection Act; Freedom of Information Act; European Convention of Human Rights; Employment Act 2002; Employment Relations Act 1999, and other legislation relevant to policing.