

HUMBERSIDE POLICE



COMBINED EQUALITY SCHEME

ANNUAL REPORT

2010-2011

Foreword

I am pleased to present our 2010/11 Combined Equality Scheme annual report in which we outline our current position in relation to diversity and equality, including some of the actions we have taken, as well as those we intend to take to ensure we achieve our overarching goal to deliver a citizen focussed policing service which treats all individuals with respect and dignity and supports the vulnerable.

In support of our strategic vision and aims we recognise the importance of effective consultation and information strategies that reach out and seek to engage with our staff and the public. Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals and communities within the Humberside Police area and to the Force itself as it seeks to develop the skills and abilities of all its people and become an outstanding Police Force.

The personal commitment of every member of Humberside Police to this scheme and the application of its principles are essential to eliminate discrimination and provide equality of opportunity throughout the Force.

Tim Hollis
Chief Constable

A. EQUALITY AIMS & OBJECTIVES FOR 2010/11

1. Operational Delivery; meeting the needs of diverse individuals and communities.

We will work to improve the levels of satisfaction and confidence expressed by all our diverse individuals and communities and in particular those who are most vulnerable, ensuring that they feel engaged, listened to and supported. In doing so we will seek to support an improvement in community cohesion.

2. People and Culture; building an inclusive and supportive working environment by treating all with dignity and respect.

We will work to ensure that equality, diversity and human rights are fundamental to the way our organisation works, recognising the value it presents and provide a supportive environment which truly engages its people.

3. Organisational Processes; integrating equality across business areas to improve performance and capability.

We will ensure that in all our processes and procedures consideration will be given to equality, diversity and human rights. We will actively seek feedback to ensure that the best possible value is obtained from the work we do.

B. GOVERNANCE AND ACCOUNTABILITY

1. A governance structure has been in creation since 2009 which provides direction, performance monitoring and action management against the National Equality Standard and the Force Diversity strategy. The elements of this structure are:
 - Diversity Strategy Group – led by the Chief Constable
 - Equality and Fairness scrutiny – led by the Deputy Chief Constable
 - Equality Action Group – led by the Assistant Chief Officer (HR)
2. The inputs to these groups have included regular reporting on progress against the combined equality scheme and associated action plans and quarterly collation and analysis of data including grievance, complaints, employment levels and operational delivery results.
3. The outputs have included the development of internal learning and development models in relation to diversity to aid in delivering citizen focussed policing, identification of best practice and updates for the Police Authority.
4. This report provides an update on all positive action activity in terms of recruitment, retention and progression as well as end of year target results for the period 1 April 2010 to 31 March 2011 where relevant.

Support Networks

5. The Forum has continued to play a major role in empowering and informing staff on key issues by supporting all minority networking groups to achieve their individual aims and objectives, whilst having a role on all three governance structures which provide direction, performance monitoring and action management against the national equality standard and Force diversity strategy.

C. KEY INITIATIVES AND OUTCOMES

1. Operational Delivery; meeting the needs of diverse individuals and communities.

- 1.1 We have been working with our partners to create an understanding of our diverse communities and their needs, in particular the ability to report crime for certain members of our community has been greatly enhanced by the launch in June 2010 of the 'Hate Crime ... so do we' (HCSDW) reporting system.
- 1.2 The old 'True Vision' reporting system still used by some police forces around the country has now come to the end of its life within Humberside. Extensive consultation has taken place with the community who have *designed* the HCSDW reporting system which is aimed to work at a local level rather than a regional or national level.
- 1.3 The majority of Hate Crimes that are reported are racially/religiously aggravated hate incidents, significantly lower figures for homophobia/transphobia and significantly lower figures again for disablism - despite this, we are aware that all forms of hate crime, including racial/religiously aggravated are severely under reported. This fact has been highlighted continuously when working with various diverse and therefore often, minority communities at events such as Hull Pride, Grimsby Pride, Hull & East Yorkshire World Cup Event, various Disability awareness events, Hearing Impaired Forum, Visually Impaired Forum, an over 50's event and Hull's Youth Parliament, amongst others.
- 1.4 Various agency meetings also took place at divisional level in order to co-ordinate local joint marketing and promotion of Hate Crime awareness and reporting as well as supporting individuals with a multi-agency approach where appropriate.
- 1.5 Many victims of Hate Crime within this region suffer in silence, it is hoped that HCSDW, being multi-agency led and not police owned, will increase confidence and provide the police with essential information to tackle the problem.
- 1.6 The self-reporting system allows the victim, a witness or a third party (such as a service provider, carer, parent, teacher, etc), or any other concerned person, to report an incident to the police or to a reporting centre, giving us as much or as little information as they wish with anonymity if preferred. Information received, including that provided by anonymous reports, has highlighted areas of concern and provided us with a *picture* of what is happening in the community, including demographic hot-spots.
- 1.7 HCSDW is the new mechanism that has been developed for the third party reporting of Hate Crime. This means that anyone can report a hate incident through our partners or directly to us. There are reporting centres across Humberside which are listed on our website, which are supported, trained and managed by the Hate Crime & Diverse Communities Co-ordinator for

Humberside Police, in partnership with local authorities and other agencies. In addition to reporting centres, the HCSDW allows people to report by completing a postal form, calling a 24 hour reporting hate crime number or by text or email. This reporting system continues to develop and improve as time progresses.

- 1.8 As a mechanism to evaluating and reviewing our progress as well as sharing good practice, we have ensured our compliance with the Equality Standard in the Police Service at baseline level across all 22 Units and we continue to use the Standard as a tool to assist the Force to drive and sustain continuous improvement in equality and diversity.
- 1.9 The Equality Standard in the Police Service is a national standard designed to be used as a continuous improvement tool, which has 22 units. Each unit has three stages, which allows assessment of current performance and the planning of improvements. The framework of the Standard will assist the Force to drive and sustain continuous improvement. There are three levels within the framework as shown below and these reflect the stages of continuous improvement.

Baseline (B)	→	Integrating (I)	→	Excelling (E)
Assessing an activity that must be in place.		Assessing an area that is integrated into wider activities.		Assessing an outcome that contributes to improved community confidence.

- 1.10 Based on a self assessment, progress has been made in relation to the 'Baseline' standard for all 22 units and some evidence exists to support the 'Integrating' standard for a small number of the units.
- 1.11 The Equality Standard has significant overlap with the Working for the Public – Productivity Framework as well as the Combined Equality Scheme Action Plan, which is the vehicle used to deliver the standards within Humberside Police.
- 1.12 One of the ways we have ensured that our workforce understands the requirements to deal with all people fairly with respect and dignity according to need is that we have raised their awareness of specific learning difficulties. The single point of contact within the Force has provided a "master class" to Team Leaders and Supervisors within particular units of the organisation and to Operational HR Partners. This training is now available Force wide from our Learning & Development Unit.
- 1.13 Attendance at the Hull and Grimsby Pride events in July and September, using the media events van in collaboration with the Community Safety Unit raised the profile of the organisation and helped to overcome barriers and resistance whilst involving communities and individuals in resolving quality of life issues. Whilst we have not recruited externally for police officers and police staff roles, our attendance has helped build relationships for the future and created a positive message which is key in this area.

2. People and Culture; building an inclusive and supportive working environment by treating all with dignity and respect.

- 2.1 By working with the Police Authority we set challenging targets for recruitment and retention which represent the individuals and communities we serve. The local target for recruitment from visible minority ethnic and 'white other' communities, as agreed by the Police Authority, for 2010/11 was 6% of total staff recruited, i.e. police staff, police officers, special constables and volunteers.
- 2.2 Since 1 April 2010, 243 people have joined Humberside Police; 119 police staff (including staff to the internal staffing agency), 71 special constables and 53 volunteers, of which 10 are from the visible minority ethnic and 'white other' communities (2 police staff, 6 volunteers and 2 special constables (1 joined in the 1st quarter of the year, 3 joined in the 2nd quarter, 2 joined in the 3rd quarter and finally 4 joined in the final quarter)). This equates to 4.12% of recruits to date, which is -1.88% below the annual target.
- 2.3 Recruitment activity during the last 12 months (April 2010 to March 2011) has been very low, specifically due to the external recruitment freeze for police staff roles from September 2010 onwards. Of the 97 posts that have been advertised, only 19 have been advertised externally. There were 128 external applications for these 19 posts, 8 out of the 128 (6.25%) were from applicants from visible minority ethnic and 'white other' communities (e.g. applicants from EEU countries).
- 2.4 A further 16 applications were received for special constable (4) and volunteering roles (12) from visible minority ethnic and 'white other' communities.
- 2.5 The local target for retention of staff from visible minority ethnic and 'white other' communities for 2010/11 was 3% of total number of 'those who cease employment' with Humberside Police. Since 1 April 2010, 535 people have left Humberside Police for various reasons; 268 police staff, 112 police officers, 102 special constables and 53 volunteers, of which ten are from visible minority ethnic and 'white other' communities, this equates to 1.86% of all leavers, therefore we are +1.14% above target.
- 2.6 We are ensuring that diversity is reflected across the whole workforce in particular the collation of statistical information to monitor sexual orientation has also been addressed this year. The Recruitment and Employment Brand Manager instigated a low key, personalised approach via the Diverse Community Co-ordinator, to obtain more statistical information whilst ensuring confidentiality and discretion. Of the 56 people asked if they were prepared to 'self declare', 20 have responded positively and work continues in this area.

- 2.7 Considering and making reasonable adjustments for the diverse individuals within the organisation continue to be developed. The Senior HR Officer (Diversity) is the single point of contact for officers and staff who have specific learning difficulties, with support/guidance from the HR Manager (Equalities). Since the support was introduced, 27 members of staff have made contact with the SPOC to discuss their specific learning difficulty, 15 have or are in the process of receiving assessments or reasonable adjustments ranging from general support to the purchasing of bespoke hardware and software.
- 2.8 At a local level, the HR Manager (Equalities) has been working in partnership with the Force Occupational Health Unit and MIND to provide external support to members of staff and their line managers, who need additional specialist support when dealing with their long term mental health condition, in the work environment
- 2.9 The Humberside Action Network for Disability Support (HANDS) was formed this year to promote disability equality and to offer guidance and support to any member of Humberside Police who has a disability, or who has a caring role for someone with a disability.
- 2.10 At a national level, the HR Manager (Equalities) represented the Force in March at the National Disabled Police Association AGM, this provided an opportunity to network and gain insight into the wider challenges faced across all Forces.
- 2.11 In order to understand the rich diversity of the organisation all visible minority ethnic and 'white other' police officers, police staff, volunteers and special constables have been offered a career support interview during 2010-2011. The option has been very positively received with the majority of staff completing a career interview with a member of the Career Development Section with further support then being offered in terms of coaching.
- 2.12 Parent Pal was launched in November 2010 and is a scheme that involves staff and officers volunteering to be a pal for anyone trying for a baby, pregnant or a new parent, especially during maternity leave and following the return from maternity leave. So far, 11 members of staff have volunteered to become Parent Pals to 7 members of staff who have requested a Pal.
- 2.13 To provide visible leadership within the organisation and the community, a combined target of 11.5% of all female police officers who are sergeants and inspectors has been agreed with the Police Authority for 2010/11. As at 31 March 2011, of the 560 female officers in total, 8.04% are substantive sergeants (45 out of 241 sergeants (18.67%)) and 2.14% are substantive inspectors (12 out of 107 inspectors (11.21%)), equating to a combined rate of 10.18%, which is -1.32% below target.

- 2.14 The target of 24% of police officers to be female is currently exceeded (27.97%).
- 2.15 Progression to sergeant is key in increasing the representation of female supervisory officers and therefore additional activity has been focussed on identifying barriers to promotion and supporting officers in preparing for promotion.
- 2.16 Candidates for the Objective Structured Performance Related Examination (OSPRES) and internal promotion process have been offered study material and we have also arranged additional training and facilitated study groups that have increased our pass rate.
- 2.17 Consultation with female officers within specialists' roles has taken place to identify barriers to women's entry into Sergeant and Inspector roles and to identify opportunities to tackle these barriers. The barriers relate primarily to work/life balance and the need to have flexible working in relation to childcare responsibilities.
- 2.18 Links to WIN (Women's Integrated Network) have been established to promote career progression for women. For example, making them aware of the opportunity for coaching during their first 100 days of promotion and the HPDS (High Potential Development Scheme) opportunity.

3. Organisational Processes; integrating equality across business areas to improve performance and capability.

- 3.1 It is vital to acknowledge the need for all Police Officers, Police Staff, Special Constables and Volunteers to be aware of and have a good understanding of the requirements of equalities legislation and the duty it places on them.
- 3.2 In order to ensure a good level of knowledge for these valued team members, diversity and equality underpins all learning and development opportunities. Whilst diversity issues are now mainstreamed throughout all training inputs, a number of specific areas are worthy of note. Modules of the leadership programme address issues surrounding legal responsibilities under the Equality Act 2010 and Respect and Dignity at Work (RADAW) procedure.
- 3.3 A specific equality law training master class and e-learning package has been created and was launched in July 2011 to all members of staff to raise further awareness of the Equality Act 2010 and the legal responsibilities to show due regard in relation to the public sector equality duties.
- 3.4 Almost every function of Humberside Police has some impact (either positive or negative) on the lives, equality, access and inclusion of people with a protected characteristic. Legislation requires the full range of functions and policies, according to their relevance to equality to be prioritised and scrutinised to ensure that due regard to avoid any adverse impact on an individual with a protected characteristic has been considered. The method of systematically and thoroughly assessing and consulting on the effects that a proposed policy or procedure is likely to have on people, enables the organisation to pre-empt the possibility that a proposed or existing policy or procedure could affect some people unfavourably.
- 3.5 Humberside Police has 347 published policies, of which 122 policies were subject to equality impact analysis this year, with the remaining policies subject to impact analysis by July 2012. All new and revised policies are also subject to equality impact analysis prior to publishing.
- 3.6 A number of processes and reviews, including changes to the working patterns for front line police officers and staff have also undergone an equality impact analysis.
- 3.7 Regular monitoring and publishing of issues in relation to diversity takes place through the production of performance data on a quarterly basis in relation to:-
- Staff in post
 - Applicants for employment
 - Applicants for training
 - Applicants for promotion

- Performance Development Reviews
- Grievance and disciplinary procedures
- Harassment
- Those who cease employment
- Employment tribunals
- Maternity and paternity leave
- Flexible working

D. NEXT YEAR'S FOCUS

1. Humberside Police will continue to work towards the aims and objectives outlined within the scheme. We will use the action plan and the information gathered throughout the creation of this scheme to review progress and adjust the actions (as appropriate) in consultation with the identified leads responsible for each action.
2. We aim to take forward the following actions in to the next year:
 - Collaboration and creation of a joint Equality & Diversity Unit as part of a single human resource service serving both Humberside Police and South Yorkshire Police from April 2012.
 - Raise further awareness of equality law with appropriate training opportunities
 - Refinement of employment monitoring and publishing in line with the Public Sector Equality Duty
 - Positive action initiatives delivered by Career Development Unit and the Equality & Diversity Section
 - Continue to review processes utilising the compliance regime within the Force (equality impact analysis)
 - Refine the Respect and Dignity at Work procedure
 - Refine the equality impact analysis procedure
 - Continue to gather evidence in line with the Equality Standard in the Police Service and externally verify our performance and achievements at baseline/integrating.
 - Attend future FORUM meetings and associated networks.