

Equality Objectives Action Plan

Action Ref	Theme	Objective	Activity Description	Owner	Due Date	Source, Comment & Updates						Protected Characteristics																																																						
						Description						Age	Disability	Gender	Religion/Belief	Race	Sexual	Orientation																																																
1.1	OD	1	Increase participation of younger people in policing through volunteering and improving links with Colleges and Universities (such as the Weston College scheme)	Daimon Tilley - Public Service and Local Policing	Mar-14	21/10/2013	In August a first wave of engagement took place with students on Public Service courses at Strode College to invite them to undertake voluntary work at A&S. Second wave of engagement will be taking place at Weston College in November, and thereafter at UWE and other colleges. A cadet scheme will be launching in December in conjunction with Strode College.																																																											
1.2	OD	1	Develop the practical contribution of Independent Advisory Groups to improving services delivered by the Constabulary	Daimon Tilley - Public Service and Local Policing	Mar-14	17/09/2013	A comprehensive review of IAGs was presented to the SIAG in January 2013 (which are contained in the report IAG Review). In June 2013 the SIAG agreed to the recommendations. The current practices of IAGs are being mapped against what they should be doing (which are in the recommendations). PSLP is working with IAGs to fill the gaps. The restructure and of the DIAG took place in April 2013 and their working practices are in line with the recommendations.																																																											
1.3	OD	1	Increase diversity of people accessing information and policing services through introduction of a new website and relaunch of Track-my-Crime	Daimon Tilley - Public Service and Local Policing	Mar-14	17/09/2013	The Website Board is up and running with an agile system of work. A Track-my-Crime re-launch will take place will take place in September 2013 together with a "hearts and minds" campaign for staff. DIAG have a specific meeting about making information from the police more accessible to all communities to which specialists from the deaf, visually impaired and learning disabled communities will attend. Senior decision makers from the police will attend the meeting and respond to the recommendations.																																																											
2.1	OD	2	Introduce the 'Safe Places' scheme for people with learning disabilities to seek help from police and partners	Daimon Tilley - Public Service and Local Policing	Mar-14	17/09/2013	Plans are in place for all areas. Working closely with councils and third sector partners to develop a scheme to meet the needs of each Area. Districts are starting to roll out the scheme. Force-wide launch on 25 November 2013																																																											
2.2	OD	2	Introduce and promote the use of <i>I Need Help</i> Cards which will enable police officers and staff in direct contact with the public to identify their needs and deal with them appropriately.	Daimon Tilley - Public Service and Local Policing	Mar-14	17/09/2013	The Disability Independent Advisory Group have asked that this action be widened to include all disabilities. Therefore it has been agreed to update the "I need help cards" (as part of Safe Places scheme) to include information about other disabilities as well as learning disabilities.																																																											
2.3	OD	2	Increase the number of women from Asian communities reporting domestic violence and honour based violence	Daimon Tilley - Public Service and Local Policing	Mar-14	22/10/2013	The force has worked with more victims since the implementation of a specific role dedicated to improve reporting from Asian communities. Her work has developed a good reputation both inside and outside the force. This work is being tied in with the Domestic Abuse Workplan (see below) with a meeting planned for wc 11 November to explore opportunities to further increase reporting from BME women.																																																											
2.4	OD	2	Ensure the detection rate where BME females are victims of domestic violence is comparable to the detection rate of all female domestic violence victims	Geoff Wessell - Public Protection Unit	Mar-14	22/10/2013	As at the end of June 2013 (12 month rolling figure) the detection rates are: All Female Domestic Abuse victims is - 43.5%; Female BME Domestic Abuse victims is - 31.6%. Work is currently being carried out to approach partners to canvas their opinions on why reporting of Domestic Abuse by BME females is low (as this no doubt has a knock on effect with the detection rate). We have received feedback and actions will be incorporated into the revised Domestic Abuse work stream plan.																																																											
2.5	OD	2	Improve flagged hate crime group (race/faith, disability and homophobic) detection rates against the 2012 baseline	Geoff Wessell - Public Protection Unit	Mar-14	22/08/2013	<p>Please note that overall reporting rates for hate crime have increased over the same period by 10.6%</p> <table border="1"> <thead> <tr> <th colspan="7">Hate Crime Detection Rate 01/04/2013 - 31/07/2013</th> </tr> <tr> <th rowspan="2"></th> <th colspan="2">Current</th> <th colspan="2">Previous</th> <th colspan="2">Change</th> </tr> <tr> <th>Number</th> <th>Rate</th> <th>Number</th> <th>Rate</th> <th>Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Race/Faith</td> <td>185</td> <td>45.1%</td> <td>172</td> <td>45.3%</td> <td>13</td> <td>0.1%</td> </tr> <tr> <td>Disability</td> <td>5</td> <td>18.5%</td> <td>13</td> <td>40.6%</td> <td>-8</td> <td>-22.1%</td> </tr> <tr> <td>Homophobic</td> <td>21</td> <td>41.2%</td> <td>18</td> <td>40.9%</td> <td>-3</td> <td>-0.3%</td> </tr> <tr> <td>All Hate Strands</td> <td>236</td> <td>45.2%</td> <td>219</td> <td>46.4%</td> <td>17</td> <td>-1.2%</td> </tr> </tbody> </table>						Hate Crime Detection Rate 01/04/2013 - 31/07/2013								Current		Previous		Change		Number	Rate	Number	Rate	Number	%	Race/Faith	185	45.1%	172	45.3%	13	0.1%	Disability	5	18.5%	13	40.6%	-8	-22.1%	Homophobic	21	41.2%	18	40.9%	-3	-0.3%	All Hate Strands	236	45.2%	219	46.4%	17	-1.2%						
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