Eq	Equality Objectives Action Plan																	
						Source, Comment & Updates							Pro	tecte	d Ch	aracte	eristics	
Action Ref	Theme	Objective	Activity Description	Owner	Due Date					Desc	cription			Ane	Disability	Gender	Religion/Belief	Race Sexual Orientation
1.	OE	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	2 00	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	3 OE	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 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.	OE	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	2 00	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	3 OE	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	I OE	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.											
			Improve flagged hate crime group (race/faith, disability and homophobic) detection rates against the 2012 baseline			22/08/2013	Please note that overall reporting rates for hate crime have increased over the same period by 10.6%											
				Geoff Wessell - Public Protection Unit			Hate Crime Detection Rate 01/04/2013 - 31/07/2013											
2.5	5 OE	2						Curr Number	rent Rate	Previ	ous Rate	Cha Number	nge %					
							Race/Faith	185 5	45.1% 18.5%		45.3% 40.6%	13 -8	0.1%					
							Disability Homophobic	21	41.2%	18	40.6%	-8 -3	-22.1% -0.3%					
							All Hate Strands	236	45.2%	219	46.4%	17	-1.2%					
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2.6	OD	2	Implement an action plan to improve our response to vulnerable persons issues, in particular disability hate crime, in light of the outcomes from the Equality and Human Rights Commission ("EHRC") 'Hidden in Plain Sight' report and the Serious Case Review into Winterbourne View Hospital	Geoff Wessell - Public Protection Unit	Mar-14	22/10/2013	Action plans are in place for both the Safeguarding Vulnerable Adult and Hate Crime work streams. They incorporate the recommendations from ("EHRC") 'Hidden in Plain Sight' report and the Serious Case Review into Winterbourne View Hospital. A network of district Safeguarding champions has been established across the force and force wide training to be rolled out by SARI with particular emphasis on disability hate crime. 1st training day set for 14 <sup>th</sup> November. Safer Places scheme is also due to be launched within the force area and is planned to be rolled out through the Autumn. In addition, work is taking place to arrange training for all front line staff on hate crime and safeguarding vulnerable people; planning is in conjunction with SARI, and the first conference is due on 18 March 2014, and thereafter again in May.			
3.1	OD	3	Introduce new tools and training for Communications staff to better identify and prioritise attendance for vulnerable people who are victims of crime or ASB or in need of help	Daimon Tilley - Public Service and Local Policing	Mar-14		The proposals for the the first stages of this work are encapsulated in the "First Point of Contact" aspects of the new Operating Model framework - currently in draft.			
3.2	OD	3	Improve monthly data reporting on stop and search:	Mike Prior - SS Lead	Mar-14	29/08/2013	Management data now available (a) showing 5+1 census categories, with disproportionality against white shown for each sub-category, as well as arrest rate, (b) showing district and sub district level disproportionality and arrest rate. (Only sub-district level in Bristol outstanding.) Gender records no longer in issue.			
3.2.1	OD	3	to show ethnicity breakdown by the 5+1 census categories (rather than white vs BME)	Mike Prior - SS Lead	Mar-14		See above.			
3.2.2	OD	3	to show district and sub-district level disproportionality	Mike Prior - SS Lead	Mar-14		See above.			
3.2.3	OD	3	to reduce the number of records showing gender as 'unknown'	Mike Prior - SS Lead	Mar-14		See above.			
3.3	OD	3	Improve quality and comprehensiveness of Equality Monitoring Data recorded in a single application (SAP)	Emma Zeeman - HR	Mar-14	22/08/2013	Equality monitoring recorded in SAP has been improved for some processes (establishment, distribution, applicants, recruits, promotions, sickness, leavers), and improvements are in progress for other processes (grievances, discipline, capability). Testing of the new functionality is planned for late October 2013.			
4.1	OP	4	Promote our Equality Analysis Toolkit for managers and leaders	Emma Zeeman - HR	Mar-14	22/08/2013	Promotion is taking place in meetings HR is having with the leads for each Change Programme Brief.			
4.2	OP	4	Train, advise and monitor our Strategic Procurement Services on equality duties in procurement processes and practices	Emma Zeeman - HR	Mar-14	22/08/2013	Information provided on best practice. Arrangements for a workshop are in progress.			
5.1	P&C	5	Coordinate a programme of work to promote recruitment, retention and progression of groups underrepresented in the workforce	Emma Zeeman - HR	Mar-14	22/10/2013	Outreach work into schools and universities with the aim of attracting BME candidates in progress. Two open evenings held at HQ. Data analysis underway to target further educational establishments with high proportions of potential BME candidates likely to gain level 3 qualifications. An independent review of recruitment practices is now underway, performed by external BME community members, to improve inclusion and take-up rates from BME communities.			
5.2	P&C	5	Coordinate a programme of work to promote recruitment and retention of volunteers from underrepresented groups	Daimon Tilley - Public Service and Local Policing	Mar-14	22/10/2013	Pilot underway in Somerset East targeting organisations representing disabled people. A partially sighted volunteer has been trained to use e-Sibs to help us in supporting our Specials. Meetings are planned with the Disabled Police Association and the Black Police Association to plan a calendar of joint events to attract disabled and BME volunteers.			
6.1	P&C	6	Continue to reduce the gap in satisfaction between disabled and non- disabled staff, as measured by the staff survey	Emma Zeeman - HR	Mar-14		Over 65 workshops for managers on disability management have been undertaken across the force, with over 600 line managers having attended. More workshops are planned in October/November to capture managers outstanding. Staff survey due in Sept/Oct, with results due out November 2013.			
6.2	P&C	6	Create and promote a comprehensive 'Maternity Toolkit' for managers and staff/officers	Emma Zeeman - HR	Mar-14	29/08/2013	Working group formed to review process and all related documentation. Process revised and mapped, 3 policies revised, and 11 related documents (forms/checklists/guidance) revised. Revisions currently being consulted on with unions, Occupational Health and other stakeholders.			