



Avon & Somerset Constabulary

Equality Objectives and Measurement (Action Plan)

2013-14

Introduction

At a time of significant change, and with the (expanded) Single Equality Duty in force, it is necessary to redefine our equality and diversity priorities and objectives. These need to be evidence-based and outcome-focused, and reporting on progress will be published annually.

Strategic Priorities

Our overarching Strategic Priorities (from our Police and Crime Plan 2013) are to:

- Reduce the impact that anti-social behaviour has in our communities
- Tackle domestic and sexual violence, particularly violence towards women and children
- Prevent and reduce burglary and fear of burglary in your area
- Ensure victims are at the heart of the criminal justice system.

Strategic Themes

To fulfil these priorities, there are 3 strategic themes we need to work across:

- A. Operational Delivery
- B. Organisational Processes
- C. People and Culture

Equality Objectives

Within the strategic themes, the six equality objectives that will contribute to our priorities are:

Theme A Operational Delivery:

- 1 Understanding and involving diverse communities
- 2 Supporting vulnerable victims, witnesses, suspects and detainees

Theme B Organisational Processes:

- 3 Improving management data on equality issues
- 4 Integrating equality across all of our business/functions

Theme C People and Culture:

- 5 Developing a workforce which represents our diverse communities
- 6 Promoting a fair and equitable working environment for all employees

Measurements and Actions to support the Equality Objectives

Our equality objectives will be measured by the action plans we put in place to support them. One overarching action plan, containing the actions and measures below will be implemented and reviewed quarterly. However, many of the actions below necessitate a separate and further action plan to improve our equality performance, and each will be considered a subset of the overarching action plan.

All actions will be bound by a one-year timescale: to March 2014.

- 1. Understanding and involving diverse communities:
 - 1.1 Increase participation of younger people in policing through volunteering and improving links with Colleges and Universities (such as the Weston College scheme)
 - 1.2 Develop the practical contribution of Independent Advisory Groups to improving services delivered by the Constabulary
 - 1.3 Increase diversity of people accessing information and policing services through introduction of a new website, the new force appointment system, our information centre and a re-launch of Track-my-Crime

2. Supporting vulnerable victims, witnesses, suspects and detainees:
 - 2.1 Introduce the 'Safe Places' scheme for people with learning disabilities to seek help from police and partners
 - 2.2 Introduce and promote autism and disability 'Alert' cards to increase the capability of police officers and staff in direct contact with the public to identify their needs and deal with them appropriately
 - 2.3 Increase the number of women from Asian communities reporting domestic violence and honour based violence
 - 2.4 Ensure the detection rate where BME females are victims of domestic violence is comparable to the detection rate of all female domestic violence victims
 - 2.5 Improve flagged hate crime group (race/fait, disability and homophobic) detection rates against the 2012 baseline
 - 2.6 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

3. Improving quality and use of management data on equality issues
 - 3.1 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
 - 3.2 Improve monthly data reporting on stop and search:
 - 3.2.1 to show ethnicity breakdown by the 5+1 census categories (rather than white vs BME)
 - 3.2.2 to show district and sub-district level disproportionality
 - 3.2.3 to reduce the number of records showing gender as 'unknown'
 - 3.3 Improve quality and comprehensiveness of Equality Monitoring Data recorded in a single application (SAP)

4. Integrating equality across all of our business/functions:

- 4.1 Promote our Equality Analysis Toolkit for managers and leaders
- 4.2 Train, advise and monitor our Strategic Procurement Services on equality duties in procurement processes and practices

5. Developing a workforce which represents our diverse communities:

- 5.1 Coordinate a programme of work to promote recruitment, retention and progression of groups underrepresented in the workforce
- 5.2 Coordinate a programme of work to promote recruitment and retention of volunteers from underrepresented groups

6. Promoting a fair and equitable working environment for all employees:

- 6.1 Continue to reduce the gap in satisfaction between disabled and non-disabled staff, as measured by the staff survey
- 6.2 Create and promote a comprehensive 'Maternity Toolkit' for managers and staff/officers

Consultation

Consultation on draft objectives above took place throughout March and April 2013, and as a result, the final objectives have been changed to reflect stakeholder concerns. The opportunity for consultation was offered to members of the public (via Equality South West), members of all of our Independent Advisory Groups, members of staff support networks and unions, our Chief Officers and senior managers, and relevant business area leaders and action owners.