

# Equality Update

## February 2009

### Welcome to Equality Update

This newsletter for police forces and authorities is produced by the NPIA Equality, Diversity and Human Rights Unit. It provides a mixture of updates on the work of the team and national policing partners, together with environmental scanning on equalities issues. To find out more about the team and our work to support the service on EDHR issues please contact us at [edhrunit@npia.pnn.police.uk](mailto:edhrunit@npia.pnn.police.uk)

*Everett Henry, Head of Equality Diversity and Human Rights, NPIA*

### Equality Strategy

Work on a national Equality Strategy for the service is nearing completion and, prior to it being approved by national bodies, the NPIA is hosting a final round of consultation for forces and police authorities at the end of March. All forces have been invited to send up to 5 delegates to events being held at Harperley Hall, Co. Durham on the 17th of March and Bramshill, Hampshire on the 19th of March. These events are an opportunity for colleagues from forces and authorities to see and comment on the current draft and be briefed on the planned delivery of the strategy. Booking forms have been sent to the head of equality / diversity in all forces. For further information contact [ian.saunders@npia.pnn.police.uk](mailto:ian.saunders@npia.pnn.police.uk)

### Equality Bill

The Government Equalities Office (GEO) has a dedicated [Equality Bill webpage](#). This includes background information including an [Equality Bill Factsheet](#) published 18<sup>th</sup> December 2008.

The first [Public Service Agreement \(PSA15\)](#) specifically on equalities has now been published.

### Stephen Lawrence Inquiry – 10 years on

A number of events, reports and news articles have been produced to mark the tenth anniversary of the Stephen Lawrence Inquiry. The NPIA, with the Ministry of Justice and Home Office, are hosting a conference on 24<sup>th</sup> February 2009 entitled **Stephen Lawrence Inquiry - 10 years on**.

The Equality and Human Rights Commission are using the anniversary to initiate a debate about the state of race relations in Britain today. They have produced a report **Police and Racism: What has been achieved 10 years after the [Stephen Lawrence Inquiry report?](#)**

Chair of the EHRC, Trevor Phillips, gave a speech on 19<sup>th</sup> January about the current state of race relations in Britain. Further information, including Trevor Phillips speech and links to related content is available on the [Equality and Human Rights Commission website](#).

Dr Richard Stone, an original panel member on the Stephen Lawrence Inquiry, has written a report entitled the **Stephen Lawrence Review – an independent commentary to mark the 10<sup>th</sup> anniversary of the Stephen Lawrence Inquiry**. This is not yet available online.

A further report, entitled **Stephen Lawrence Inquiry 10 Years On: A Critical Review of the Literature**, is available on the [Runnymede Trust website](#).

### NPIA Equality Standard

#### Why are we adopting a Standard?

The Standard will contribute to integrating equality and diversity into all business areas, to improving overall performance and to building community confidence. Its coverage includes community engagement, leadership and tailoring recruitment, retention and progression activities to better reflect communities. It was in the Government Green Paper-*From the Neighbourhood to the National* and Police Authorities will make use of it to support local target setting. It has the support of ACPO Cabinet.

## **Does it link strategically to policing and Government priorities?**

Links include the National Community Safety Plan; Citizen Focus and Neighbourhood Policing; the Policing Pledge and Workforce Modernisation. It will also help forces to demonstrate delivery of relevant Public Service Agreements (PSAs). It aligns with the five Business Excellence Model enablers and fits with the Customer Service Excellence approach.

## **What is the latest progress?**

Consultation and 'critical read' feedback has been incorporated and the new timetable allows for more formalised testing than originally planned. This will also ensure that we align with the awaited Equality Bill and tripartite Equality Strategy. Three-month field trials, from April, take an 'action research' approach to identify learning and share it with non-trial forces as we go along. Implementation is planned by late autumn.

We are learning from Kent Police's successful implementation of the Equality Standard for local government (ESlg) in order to provide forces with tailored implementation support. Kent diversity practitioner colleagues have the backing of the force's senior officers to move across to our new Equality Standard as it is bespoke to core policing, more evidence-based and less bureaucratic.

For further information on the Equality Standard please contact [carol-ann.sweeney@npia.pnn.police.uk](mailto:carol-ann.sweeney@npia.pnn.police.uk) or [chandni.patel@npia.pnn.police.uk](mailto:chandni.patel@npia.pnn.police.uk)

## **BAWP/NPIA Gender Agenda 2 Practice Examples**

As part of the work on Gender Agenda 2, a document has been produced collating [practice examples from forces](#). The document is searchable and links to a template to supply additional examples.

## **APA Stop and Account Survey**

The [APA website](#) includes a link to an online survey being used to monitor the reaction of the public to the new Stop and Account procedure. This survey will remain available to the public throughout 2009 and Police

Services are offered the opportunity to advertise this survey on their stop and account receipts/business cards.

## **APA Human Rights Guidance & A Snapshot of Community Engagement Methods**

The Association of Police Authorities has published [Human Rights Guidance for Police Authorities](#). The guide has been developed to assist police authorities by providing Human Rights legal framework set against the context of policing, alongside a toolkit to assist authorities in meeting this monitoring function.

The APA has also published a [Snapshot of Community Engagement Methods – Examples of Community Engagement by Police Authorities](#).

## **Home Office Recruitment, Retention and Progression report**

In November 2008 the Policing Minister, Vernon Coaker, produced his [Assessment of Minority Ethnic Recruitment, Retention and Progression in the Police Service](#). This identified good practice as well as a number of areas for improvement. See the [press release](#) for more information.

## **Section 95 – Women and the Criminal Justice System**

The latest [Statistics on Women and the Criminal Justice System](#) were published in January 2009.

## **Home Affairs Select Committee Inquiry: Young Black People and the Criminal Justice System**

[This report](#), published in December 2008, updates on the progress being made on the House of Commons Home Affairs Select Committee's Inquiry on Young Black People and the Criminal Justice System (CJS) in June 2007. The Inquiry looked at the relationship between young black people and the CJS, focusing on the reasons for their over-representation in the system.



## Census White Paper

The [White Paper for the 2011 Census](#) was published in December. The proposed ethnicity categories have been amended since the 2007 Test Census. NPJA Equality, Diversity and Human Rights Unit will shortly update and reissue to forces its advice on interim measures for ethnic monitoring in advance of the finalisation of the 2011 census categories. For further information contact [ian.saunders@npja.pnn.police.uk](mailto:ian.saunders@npja.pnn.police.uk)

## Recent Police Related Employment Appeal Tribunal Judgements

*Homer v Chief Constable of West Yorkshire Police, The West Yorkshire Police Authority and Others (Age Discrimination)*  
(see <http://tinyurl.com/EDHREUfeb09-18>)

## Police Federation/British Association for Women in Policing Women's Health Leaflet

[This leaflet](#) has been produced by the Police Federation of England and Wales and the British Association for Women in Policing (BAWP) to provide useful information to all female police officers, police staff, managers and safety representatives.

## Home Office - Stop Knife Crime

[This site](#) provides ideas, advice, support, access to campaign materials and best practice on how to engage young people and tackle knife crime in your area.

## Ministry of Justice – Delivering the Government response to the Corston Report

The government's [one year progress report on its strategy for addressing the needs of women offenders](#), in response to Baroness Corston's independent review of women with particular vulnerabilities in the criminal justice system.

## Department of Health: Religion or Belief – A practical guide for the NHS

Although primarily aimed at the NHS, [this document](#) provides a useful overview of legislation and includes sections on employment, service delivery and mainstreaming religion and belief considerations into business processes.

## Time to Change

Mind, Rethink and Mental Health Media have launched the **Time to Change Campaign** which aims to end mental health discrimination.  
[www.time-to-change.org.uk](http://www.time-to-change.org.uk)

## New Equality, Diversity and Human Rights Team members

Michele Edge has joined the team from Cheshire Police, replacing Ray Powell as lead on Stop and Search, Stop and Account and Hate Crime. Michele will be making contact and visiting forces in relation to the Practice Oriented Package. Michele can be contacted on 0207 147 8399 or at [michele.edge@npja.pnn.police.uk](mailto:michele.edge@npja.pnn.police.uk).  
Laura Costello has joined the team from Kent Police as the EDHR Team Administrator. Laura can be contacted on 0207 147 8436 or at [laura.costello@npja.pnn.police.uk](mailto:laura.costello@npja.pnn.police.uk).

## Forthcoming dates for your diary

### National Association of Muslim Police conference

Ryton, March 16<sup>th</sup> 2009.  
(see [www.namp-uk.com/](http://www.namp-uk.com/))

### [Senior Women in Policing Conference](#)

University of Exeter, Streatham Campus,  
30<sup>th</sup> March – 1<sup>st</sup> April 2009

**NACRO** "Working with offenders with mental health needs" – 5<sup>th</sup>/6<sup>th</sup> March 2009  
The National Association for the Care and Resettlement of Offenders have places left on this 2 day course running in London. £110.  
(<http://tinyurl.com/EDHREUfeb09-16>)



## And finally .....

This edition's website of interest is ...

### **ACAS (Advisory, Conciliation and Arbitration Service)**

[www.acas.org.uk](http://www.acas.org.uk)

The site contains useful information relating to equality and diversity, dispute resolution and grievance procedures, information for parents and carers and much more besides!

Please forward any comments or suggestions for future editions of this newsletter to

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## **NPIA Equality Diversity and Human Right Unit**

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Visit our website at [www.npia.police.uk/en/9328.htm](http://www.npia.police.uk/en/9328.htm)

