

Stephen Lawrence conference

On 24th February 2009, over 250 delegates attended the *Stephen Lawrence Inquiry, 10 years on* conference. This conference, hosted by the NPIA with the Ministry of Justice and the Home Office, considered the progress made 10 years on from the publication of the Stephen Lawrence Inquiry report.

Doreen Lawrence gave the opening address, welcoming progress to date but warning against complacency and highlighting that she had continuing concerns about race disproportionality in Stop and Search and the failure to meet recruitment targets. She said the priority for the Police Service should be to provide the right service for the community it serves.

Other keynote speakers and panel members included Government Ministers Jacqui Smith, Jack Straw and Hazel Blears, and Police Service representatives Commissioner Sir Paul Stephenson, Chief Constable Steve Otter, Chief Constable Peter Neyroud, Bob Jones and Cindy Butts. In addition, Nathan Hall and John Grieve from Portsmouth University gave a presentation on the legacy of the Lawrence Inquiry, highlighting hate crime investigation and family liaison officers as achievements. Dr Richard Stone gave a speech on his review of progress. His report is available on the [Stone Ashdown website](#). Hazel Blears speech is available via the [Communities and Local Government website](#) and Jack Straw's speech is available via the [Ministry of Justice website](#).

Those who attended the conference will automatically be sent a copy of the conference report in late April/early May. The report will be available to download from the [NPIA EDHR site](#) soon.

Tackling Race Inequality: A discussion document

[This document](#), produced by the Department for Communities and Local Government, seeks views on priorities for its future work and strategy to tackle race inequalities. The publication sets out a series of questions on the future approach for people to consider and reply to. The consultation period will end on **18 May 2009**. The planned future approach to achieving race equality will then be published later in the year.

Equality, Diversity and Human Rights Strategy

Consultation events to discuss the draft Equality, Diversity and Human Rights Strategy for the Police Service 2009 - 2012 were held in March; NPIA hosted the events at Bramshill and Harperley Hall on behalf of ACPO, APA and the Home Office. Delegates from all 43 force areas in England and Wales attended and contributed to the development of the Strategy and its associated Action Plan, which is due to be published in the summer.

Equality Standard for the Police Service

As of 6th April 2009, 11 forces are running field tests of the Equality Standard.

- City of London
- Cleveland
- Derbyshire
- Devon and Cornwall
- Greater Manchester Police
- Kent
- Lancashire
- Metropolitan Police
- North Wales
- Northumbria
- Sussex

Learning from the field tests will be gathered through an 'action-research' approach and will be incorporated into areas where improvements can be made. Non-testing forces will be kept up to date via Confidence and Equality Practitioner meetings. Formal implementation is expected by late autumn.

The Home Secretary, at the Stephen Lawrence conference, reported the Standard will help to establish local delivery targets so that frontline policing takes community needs into account and local communities are able to challenge any force that doesn't measure up.

NPIA Welsh Language Scheme

Our draft Welsh Language Scheme is out for public consultation. Please be quick with your responses, the closing date is Friday 10th April 2009! [View the Scheme and further information via this link.](#)

NPIA Neighbourhood Profiles Update document

This guide has been produced by the NPIA in consultation with police staff and partners to help BCU commanders, Neighbourhood Policing teams and partners to decide the most effective use of neighbourhood profiles. It is available via the [NPIA Neighbourhood Policing website](#)

Metropolitan Police Authority Race and Faith Inquiry

The MPA is conducting an inquiry into race and faith within the Metropolitan Police Service to understand the firsthand experiences of black and ethnic minority staff and officers within the service. Further details about the inquiry, including the terms of reference and a timetable are available on the [MPA website](#).

Association of Police Authorities: Local employment targets for under-represented groups

The latest APA guide '[Local Employment Targets for under represented groups](#)' is available on the APA Website. If colleagues have good practice they would like to share, for example, consultation and involvement in setting targets, they are invited to send these to tom.tyer@lga.gov.uk. An updated version of the guide, including practice examples, will be published this autumn.

Fire and Rescue Service Equality and Diversity Annual report including local employment targets

The draft Equality Strategy for the Police Service commits to producing an annual report of progress on equality; an example from a sector which already produces a national annual report is the [2009 report](#) from the Fire and Rescue Service. In addition to identifying progress made and areas where further improvement is required, Sections 4 and 5 cover local employment targets and performance to date.

Home Office Domestic Violence consultation: Together we can end violence against women and girls

The Home Office is undertaking a major consultation on domestic violence against women. [Their website](#) contains the consultation paper "Together we can end violence against women and girls", an online survey and lists the consultation events being held across the UK.

They have also produced a [leaflet on supporting a friend or relative experiencing domestic violence](#).

Jewish Police Association Event and National Association of Muslim Police conference

The NPIA has recently supported events for two diversity staff support associations.

On 10th March, the NPIA together with the [Jewish Police Association](#) hosted an event organised to raise awareness of issues of particular interest to Jewish police officers and staff. The event was held at the New West End Synagogue and is part of a wider initiative to assist efforts to increase the number of Jewish people working for the police service.

16th March 2009, the second annual conference for the [National Association of Muslim Police](#) was hosted at the NPIA site in Ryton.

The London Declaration on Combating Anti-Semitism

In February 2009 Sadiq Khan, Parliamentary Under Secretary of State for the Department of Communities and Local Government, signed a declaration with representatives from countries across the world to fight anti-semitism and all forms of hate crime. The full [declaration is available on the Communities and Local Government website](#).

Public confidence in the Police and their local partners: Results from the British Crime Survey year ending September 2008

A new set of questions was included in the British Crime Survey (BCS) from October 2007 relating to levels of confidence in the police working with local agencies to tackle the anti-social behaviour and crime issues that matter in the local area. These were developed for use in the new 'Making Communities Safer' Public Service Agreement (PSA 23). [Follow this link to view the results](#).

UN Convention on the Rights of persons with disabilities

On 3rd March, Jonathan Shaw, Minister for Disabled People, announced the start of the parliamentary process to ratify the UN Convention on the Rights of Persons with Disabilities. View the [Office for Disability Issues website](#) for further details.

News from the Equality and Human Rights Commission

EHRC publishes Equality Scheme

On 1st April the EHRC published their three-year Equality Scheme. You can find more information and [download a copy of the scheme](#) at their website.

EHRC calls for radical equal pay reform

On 16th March 2009, Nicola Brewer, Chief Executive of the EHRC, gave a speech calling for radical equal pay reform. She criticised the current system's reliance on individuals using legal action to address equal pay rather than promoting transparent and fair pay systems. View the [EHRC's website](#) for more information.

EHRC: Gypsies and Travellers – Simple Solutions for Living Together.

[This document](#) reviews the progress made since the 2006 'Common Ground' CRE report and considers whether things have improved in the last three years? Will the Government target for local authorities to increase site provision be met by 2011?

Other useful publications

Sexual orientation: A practical guide for the NHS

In the last Equality Update we highlighted the NHS had produced guidance on

Religion and Belief in the workplace and service delivery. As part of the same series of guides, a new document gives an [overview of the legislation on sexual orientation](#).

Terence Higgins Trust: HIV Transmission report

[This report](#) reviews the Police handling of criminal investigations relating to transmission of HIV in England and Wales, 2005-2008. Future work will include working alongside national investigating officers, the National Aids Trust and other Criminal Justice System partners to identify a 'good practice' investigative framework. Jointly agreed proposals will be sent to ACPO for sign off and national dissemination. It is anticipated that these will be ready by autumn 2009.

What works in enabling cross-community interactions? Perspectives on Good Policy & Practice

[This report](#) briefly reviews the evidence for the current state of community interaction within England, together with theoretical approaches which can inform activities that bring individuals and groups together. The report draws on the experiences of 28 practitioners from across the country on bringing different individuals and groups together.

Dates for your diary

Confidence and Equality Practitioner Network meetings 2009

North & Northern Ireland:
Derbyshire, Friday 24th April
Cumbria, Thursday 9th July

Wales, Midlands and West:
West Midlands, Monday 27th April
Gloucestershire, Thursday 2nd July

South & East:
Thames Valley, Wednesday 22nd April
Surrey, Wednesday 1st July

ACPO/NPIA Equality Conference
Gloucestershire, 1st and 2nd October.

Job opportunities in NPIA

The NPIA are currently advertising for several diversity related posts

- Head of the Positive Action Leadership programme (Seconded Supt) Closing date – 14th April
- Equality and Diversity Data Analyst (staff) Closing date – 15th April
- Diversity and Human Rights Officer (staff) Closing date – 17th April

For further information, please view the [NPIA website vacancies pages](#).

NPIA Equality Diversity and Human Right Unit

edhrunit@npia.pnn.police.uk

NPIA Head of EDHR - Everett Henry

PA to Head of EDHR – Mary Maddocks

Operational Unit (London)

Sandra Brown – Unit Head
Ian Saunders
Michele Edge
Carol-Ann Sweeney
Mark Weaver
Chandni Patel
Laura Costello

Corporate Unit (Bramshill)

Alex Protts – Unit Head
Lorna Woodcroft
Paul Bygrave
Linda Harpley

Visit our website at [Equality and Diversity](#)