

This newsletter is produced by the Equality, Diversity & Human Rights Unit of the National Policing Improvement Agency.

It is produced for the benefit of equality and diversity leads within Police Forces and Police Authorities but may also be of use to others with an interest in equality and diversity in policing. To be added or removed from this mailing list, please contact [laura.costello@npia.pnn.police.uk](mailto:laura.costello@npia.pnn.police.uk)

### Equality Bill

The Equality Bill was published on 27th April. There is a very readable [summary](#) to support the Bill and associated documents on the [Government Equalities Office website](#).

The GEO have indicated that the consultation document that will reveal their thinking on the new Specific Duties is likely to be published on 8th June. This will be subject to 12 weeks of formal consultation, however they have said that they will not be publishing draft Specific Duties until after the Bill has received Royal Assent, which is due in March 2010. The draft Specific Duties will then be subject to further consultation in Summer 2010, before finalisation in time for a commencement date for both the General and Specific Duties of Spring 2011.

NPIA Equality, Diversity & Human Rights Unit is providing regular briefings for forces and authorities on the Equality Bill. The next round of ACPO/NPIA Confidence and Equality Practitioner Networks will focus on the Bill, including a session on managing the transition and consultation by ACPO on the draft Specific Duties. As a reminder for Network members the meetings take place in Surrey (1<sup>st</sup> July), Gloucestershire (2<sup>nd</sup> July) and Cumbria (8<sup>th</sup> July).

### New NPIA community panel

As of 1<sup>st</sup> April the NPIA have a transitional Strategic Equality and Diversity panel. The 6 person panel is made up of Chairs of the post Stephen Lawrence Groups plus the Chair and vice-Chair of the previous NPIA Independent Advisory Group. This transitional panel is tasked with recruiting a full panel before April 2010, who will provide the NPIA with vital community perspectives and feedback.

### Bradley Review

Lord Bradley's *Review of People with Mental Health Problems or Learning Disabilities in the Criminal Justice System* was published in April. This significant report has been welcomed by ACPO who are establishing regional Mental Health Forums to engage with forces. NPIA have been commissioned to develop new Professional Practice (doctrine), which is due to be published in the Autumn. For further information contact Supt. Andy Hunt (staff officer to the ACPO lead) at [a.hunt@west-midlands.pnn.police.uk](mailto:a.hunt@west-midlands.pnn.police.uk)

The full Bradley report and executive summary are available to download from the [Department of Health website](#). The government response to the Review can be viewed at the [Ministry of Justice website](#).

The Government will publish a plan drawn up by the National Programme Board by 31 October 2009.

Also of interest may be NACRO's training course on 2<sup>nd</sup> & 3<sup>rd</sup> July entitled "Working with Offenders with Mental Health Needs". [The course](#), open to people working in all criminal justice agencies, focuses on developing a partnership approach to meeting the needs of this group.

## Equality Standard for the Police Service - Update

Three-month trials of the Equality Standard for the Police Service are taking place in 11 forces across England and Wales (including a bilingual Welsh language trial). The trialling forces are Cleveland, Lancashire, Northumbria, Derbyshire, City of London, Devon & Cornwall, Sussex, Metropolitan Police Service, Kent, Greater Manchester Police and North Wales.

Regular 'Action Learning Sets', facilitated by an external consultant experienced in equality standards, are collecting forces' learning on key themes such as implementation, leadership, communications and local governance.

Main findings to date - such a large trial has produced a range of implementation approaches; force leadership will be crucial to successful implementation; some forces are finding it useful to add an extra layer to the guidance to describe the local context and the Standard is highlighting the need to work effectively with local partners.

The final Action Learning Set on 25 June will concentrate on ease of use, evidence collected, language used and how the stages of the criteria work. Forces will report on their projected costs – this improvement tool will have implementation costs but lower ongoing costs as it embeds into the performance culture.

## Positive Action Network

NPIA EDHR is about to launch a new forum for staff who work in the field of positive action in forces. The Positive Action Network will be both a physical and virtual place where staff who work in the field (whether recruitment or retention and progression) will be able to engage with colleagues across force boundaries to share their knowledge and experiences.

NPIA will host an initial event during the summer to bring colleagues together, with a view to them being one of the first communities to be established on the new Police Online Knowledge Area (POLKA). POLKA is a set of web-based tools such as blogs and discussion forums to facilitate online communication, collaborative working and the sharing of knowledge that NPIA is launching later this year. For further information please contact [ian.saunders@npia.pnn.police.uk](mailto:ian.saunders@npia.pnn.police.uk)

## Citizenship Survey

The latest Citizenship Survey for England and Wales, including data covering community cohesion, empowerment, values, racial and religious prejudice and discrimination, was published in April.

The statistics show 83% of people perceived their community as cohesive, agreeing that their local area was a place where people from different backgrounds got on well together, however 10% of people felt that racial or religious harassment was a very or fairly big problem in their local area.

The full report and statistical tables are available to download at the [DCLG website](#).

## IPCC Guidelines: Dealing with allegations of discriminatory behaviour

The Independent Police Complaints Commission have published guidelines on [Dealing with allegations of discriminatory behaviour](#). The guidelines replace the previous "Investigating allegations of racially discriminatory behaviour". They should be used by all those handling police complaints where there is alleged discrimination and provide guidance on the investigation of allegations of discriminatory behaviour across the main strands of diversity.

## Ministry of Justice - Access to Justice

The Ministry of Justice published two reports in May 2009 about the experiences of minority groups involved in the judicial process.

["Access to Justice: A review of the experiences of adults with mental health problems"](#) and ["Access to Justice: a review of existing evidence of the experiences of minority groups based on ethnicity, identity and sexuality."](#) Both reports are available on the [Ministry of Justice's website](#).

## Short study on women offenders

The Cabinet Office Social Exclusion Task Force and the Ministry of Justice have produced [a study](#) looking at the complex needs of women offenders, the services provided to them and what additional interventions would be beneficial.

## Fawcett Society Engendering Justice report

The Fawcett Society published the results of their Commission on Women and the Criminal Justice System in May. The [Engendering Justice: from policy to practice](#) report, highlights that institutional sexism remains, preventing women from taking senior posts and failing to recognise that women as victims, witnesses and workers have specific needs.

## Equality Guide for Government Depts

The Government Equalities Office and Communities and Local Government Department have produced an [Equality Guide](#) aimed at helping senior managers within the civil service to meet their obligations under the three current equality duties.

## Understanding Muslim Ethnic Communities

The Understanding Muslim Ethnic Communities research project provides an insight into 13 of the most significant Muslim communities in England. The reports provide insights into the characteristics of these communities, including the complexities of ethnic and religious identities and intergenerational issues. The individual reports and a summary report, intended to assist with effective engagement, are available to download at the [Communities and Local Government website](#).

## Managing the impacts of migration: Improvements and innovations

[Managing the Impacts of Migration: Improvements and Innovations](#) updates the 2008 publication *Managing the Impacts of Migration: A Cross Government Approach* and reflects changes in migration trends within the context of the economic downturn. The update highlights Government plans to increase immigration controls and the competitiveness of the UK workforce.

## Empowering communities to influence local decision making

[This report](#) looking at community empowerment provides evidence-based lessons for policy makers and practitioners about which mechanisms empower communities.

## Recent Police Related Employment Appeals Tribunal Judgements

Chief Constable of Dumfries & Galloway Constabulary v Mr C Adams (Disability Discrimination) Follow this link to read the judgement  
<http://www.employmentappeals.gov.uk/Public/Upload/EATS.0046.08.BIFINAL.doc>

## News from the Equality and Human Rights Commission

The EHRC Human Rights Inquiry report will be published on 15<sup>th</sup> June. This will be a significant document for all those working with human rights legislation.

This edition we were planning to tell you about some interesting new material from the EHRC, but unfortunately the EHRC website has had a makeover and much content is no longer available. Hopefully these issues will be resolved so whilst we can't link to them here's a heads up of items to keep an eye out for.

The Commission recently published web pages giving guidance on developing an equality scheme to meet the existing duties, they also shared copies of the assessment templates the Commission now have in place to assess Schemes.

On 29<sup>th</sup> April 2009, the EHRC published the report "Promoting the Safety and Security of Disabled People". The report includes testimony from disabled victims of violence and hostility. A three point plan to address the key issues raised has been developed. The full report, a summary and an easy read version will hopefully soon be re-instated to the [EHRC website](#).

## Upcoming events

### National Disabled Police Association AGM

25th September 2009 11:00 to 15:00  
Venue to be Confirmed

### ACPO/NPIA Equality Conference

1<sup>st</sup> & 2<sup>nd</sup> October 2009  
Cheltenham

### BAWP Professional Development Day and AGM

12<sup>th</sup> October 2009  
Holiday Inn, Stratford upon Avon.  
Bookings and more info available soon.

### National IAG Conference

30<sup>th</sup> Nov & 1<sup>st</sup> December,  
Manchester.  
More information to follow.

## Website of Interest

This edition's website of interest is [Changing Faces](#), a UK charity that supports and represents people who have disfigurements of the face and body from any cause. NPIA has signed up to the Face Equality at Work Charter.

As ever, if you have any feedback on the newsletter please email Laura Costello at [laura.costello@npia.pnn.police.uk](mailto:laura.costello@npia.pnn.police.uk)

### NPIA Equality Diversity and Human Right Unit

[edhrunit@npia.pnn.police.uk](mailto: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 Prottis – Unit Head  
Lorna Woodcroft  
Paul Bygrave  
Linda Harpley

Visit our website at <http://www.npia.police.uk/en/9328.htm>