

Equality Update

September 2009

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

Equality Strategy

The new ACPO / APA / Home Office "Equality, Diversity and Human Rights Strategy for the Police Service" will be launched at the ACPO/NPIA Equality Conference on 1st October.

Forces and Authorities will be e-mailed PDF versions of the Strategy after this date; it will also be available on the NPIA EDHR web page at <http://www.npia.police.uk/en/9328.htm>

Earlier this summer the Association of Chief Police Officers Scotland published an Equality and Diversity Strategy 2009 - 2011 which is available here: <http://www.acpos.police.uk/BusAreas/EDStrategy.html>

Renaming of ACPO Business Area

The ACPO Race & Diversity Business Area, led by Chief Constable Stephen Otter of Devon & Cornwall, has been renamed the ACPO Equality, Diversity and Human Rights Business Area.

Also within the ACPO Business Area, Deputy Chief Constable Adrian Leppard of Kent is now the portfolio lead for Stakeholder Engagement (which replaces the previous IAG Portfolio).

Stephen Lawrence Inquiry – 10 Years On

In February this year NPIA Equality Diversity and Human Rights Unit, in partnership with the Home Office and Ministry of Justice, organised a conference to review the implementation of the Stephen Lawrence Inquiry recommendations 10 years on from the publication of the report by Sir William Macpherson. We have now published a conference report and action plan, which is available at:

<http://www.npia.police.uk/en/docs/StephenLawrenceFINALVERSION.pdf>

For further details about the conference see the April edition of our newsletter <http://www.npia.police.uk/en/docs/NPIAEqualityUpdate0409pdf.pdf>

The Home Affairs Select Committee took evidence and published a report on the 10th anniversary earlier this year. This is available at:

<http://www.publications.parliament.uk/pa/cm200809/cmselect/cmhaff/427/427.pdf>

The Home Office has published the "Stephen Lawrence Inquiry 10 Years On – Government Response". <http://police.homeoffice.gov.uk/publications/equality-diversity/stephen-lawrence-inquiry/10-years-on-government-response?version=1>

Equality Bill Roundup

The Equality Bill continues its progress through Parliament, and returns for further consideration later in the autumn. Consultation by the Government Equalities Office on the Specific Duties closes on the 30th of September. The GEO have indicated that draft specific duties will not be published until after the Bill



has received Royal Assent, which is expected in March 2010.

NPIA EDHR will continue to keep forces informed of the progress of the Bill through briefings at the quarterly Confidence & Equality Practitioner Networks.

The NPIA Digest is produced by our Legal Services Unit and aims to capture topical and key issues, current and future, impacting on all areas of policing. There is a specific section on Diversity. A series of articles providing detail of the provisions in the Equality Bill have been running in the NPIA Digest since June. See <http://www.npia.police.uk/digest> to access current and previous issues of the Digest and subscribe to be sent the Digest monthly.

There has been much written about the Bill over the last few months from many quarters. One report that caught our eye was a "think piece" on the Bill from the Fawcett Society. See: <http://www.fawcettsociety.org.uk/index.asp?PageID=973>

New Guidance on Handling Cases of Forced Marriage

HM Government has issued multi-agency practice guidelines for handling cases of forced marriage. The guidance includes sections for police, social services, health, housing and education and is intended to supplement the statutory guidance "The Right to Choose" issued under s.63 Forced Marriage (Civil Protection) Act 2007. <http://www.fco.gov.uk/resources/en/pdf/3849543/forced-marriage-guidelines09.pdf>

The Department of Children Schools and Families have published a related document "Forced Marriage – Prevalence and service response" <http://www.dcsf.gov.uk/research/data/uploadfiles/DCSF-RR128.pdf>

Equality Standard for the Police Service - Update

Feedback from the three-month field test with 11 forces, as well as consultation with staff representative organisations, equality organisations and Government departments (including community safety partners), strategic community stakeholders and a range of local community representatives has been reviewed and incorporated into planning and the Standard itself.

The Standard has been through an involved sign-off period and has now been agreed by the various boards/committees including the NPIA Board and ACPO Cabinet. The final product is on track for use by forces and Police Authorities in November. To aid early planning, the Standard (pre any Crystal Mark changes) is available on our website at: <http://www.npia.police.uk/en/9328.htm>

NPIA will support implementation through a series of workshops in November aimed at practitioner level attendance. We learnt from the field tests that each force has its own way of implementing the Standard therefore we are focusing the workshops on giving forces opportunities to see a few examples of what some of the trial forces did, to speak to the project team about any issues/concerns on implementation and to use the workshop to share ideas and learning.

The-soon-to-be-launched NPIA Police Online Knowledge Area (POLKA) will also be used to assist with benchmarking and the sharing of effective practice.

A media launch will be held on the afternoon of Wednesday, 2nd December 2009 in Central London. Speakers will include the Rt Hon David Hanson MP, CC Peter Neyroud and CC Stephen Otter. Invitations will be sent to Chief Constables and Chairs of Police Authorities in the next few weeks.

News from the Equality and Human Rights Commission

Shortly after our last newsletter, the EHRC published the findings of their "Human Rights Inquiry". In case you missed it see:

<http://www.equalityhumanrights.com/human-rights/human-rights-inquiry/>

Also in the last 3 months the Commission has published its 3 year strategic plan

<http://www.equalityhumanrights.com/media-centre/commission-launches-three-year-strategic-plan/>

The "Equalities Measurement Framework" is a joint initiative by the EHRC and Government Equalities Office. The first data sets are expected to be populated by January 2010. The details on this initiative are well worth an advance look at:

<http://www.equalityhumanrights.com/fairer-britain/equality-measurement-framework/>

Finally, we have a guidance note from the Commission to coincide with the upcoming third anniversary of the Disability Equality Duty

http://www.equalityhumanrights.com/uploaded_files/PSD/des_general_guidance.doc

NPIA EDHR Unit has been highlighting options for forces to coincide with the third anniversary of the Disability Equality and Gender Equality Duties at the Confidence & Equality Practitioner Networks. Any forces (or Police Authorities) with outstanding questions about the expiration of Schemes can contact ian.saunders@npia.pnn.police.uk for NPIA input.

Hate Crime

For the first time a cross Governmental action plan on hate crime has been published. The plan brings together in one place activity being conducted in 70 areas by Government departments and national agencies.

<http://www.homeoffice.gov.uk/documents/hate-crime-action-plan/>

MPA Race & Faith Inquiry

The Metropolitan Police Authority has published emerging findings from its "Race & Faith Inquiry" at:

<http://www.mpa.gov.uk/scrutinies/race-faith/emergingfindings/>

Disability Definitions

The Office of Disability Issues and the Office for National Statistics (ONS) have developed a new draft set of questions to define disability. It is hoped that this will enable data on outcomes for disabled people to be more easily compared and provide a more consistent evidence base across government. They have published a guide for use by analysts when designing questions to identify the DDA population in surveys.

<http://www.odi.gov.uk/research/definitions.php>

Department of Health Equality & Human Rights Bulletin

The DoH publishes a regular Equality and Human Rights newsletter. Whilst primarily aimed at health professionals, it often has interesting pieces and environmental scanning that colleagues in forces will find of interest. See:

<http://www.dh.gov.uk/en/Publicationsandstatistics/Bulletins/EqualityandHumanRightbulletin/index.htm>



Citizenship Survey Reports

The Department for Communities and Local Government have published the first 3 in a series of topic reports based on findings of the Citizenship Survey. These cover Empowering Communities, Identity and Values and Community Cohesion. In December they publish the Race, Religion and Equalities report.

You can see the reports available now at:

Identity and Values-

<http://www.communities.gov.uk/publications/corporate/statistics/citizenshipsurvey200708identity>

Community Cohesion -

<http://www.communities.gov.uk/publications/corporate/statistics/citizenshipsurvey200708cohesion>

Empowered Communities -

<http://www.communities.gov.uk/publications/corporate/statistics/citizenshipsurvey200708empower>

Dates for your diary

The launch event for the National Trans Police Association in November has been postponed to an as yet to be announced date in the New Year.

ACPO, NPJA & APA Equality Conference, Cheltenham Chase Hotel, Gloucestershire. 1st & 2nd October

Police Diversity Trainers Network, Plymouth. 16th to 18th October

National Black Police Association Conference, Coventry. 20th & 21st October.

National Association of Muslim Police "Focussing on Women" Conference, Central London. 11th November

National IAG Conference, Manchester. 30th November and 1st December

ACPO / NPJA Confidence & Equality Practitioner Networks:

- South & East - 7th December Hertfordshire
- North & Northern Ireland - 9th December Nottinghamshire
- Wales, Midlands & West - 10th December Dyfed-Powys

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

