



NPIA

National Policing
Improvement Agency

Equality Update

January 2010



This newsletter is produced by the Equality, Diversity and 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, Diversity and Human Rights Strategy for the Police Service Action Plan 2010-2012

The Action Plan to support the tripartite Equality, Diversity and Human Rights Strategy for the Police Service is currently being finalised. The NPIA is providing project support to the agencies involved in delivering the Action Plan to ensure the actions set are measurable and help to generate change.

An update will be provided to forces at the March round of the Confidence and Equality Practitioner Network meetings (see the last page for dates).

Next Steps

Next Steps is a new Stop and Search initiative from the NPIA Equality, Diversity and Human Rights Unit.

Michele Edge and Mike Ainsworth (seconded to the NPIA from the Office of Criminal Justice Reform)

are currently developing a toolkit to help forces identify and tackle disproportionality in stop and search.

Trials are due to take place in three forces in the next few months with wider roll out to follow.

For further information please contact Michele Edge at michele.edge@npia.pnn.police.uk

Police Online Knowledge Area (POLKA)

POLKA is now live and accessible to colleagues in forces and police authorities with access at this time limited to those on the PNN network. POLKA is dedicated to promoting online communication, collaborative working and the sharing of knowledge and practice. To join POLKA all you need to do is register and you can then browse through a wide selection of communities and select those you wish to join.

There are currently three communities sponsored by the NPIA Equality, Diversity and Human Rights Unit:

- 1) Equality: Equality Standard for the Police Service
- 2) Equality: Confidence and Equality Practitioner Network (CEPN)
- 3) Equality: Positive Action Officers Network

The CEPN and Positive Action Officers communities are for members only and you have to request membership to join these groups.

Under development is a community for the ACPO review of Independent Advisory Groups. We hope this will provide a suitable area to allow the sharing of good practice.

Join POLKA now at:
<https://polka.pnn.police.uk>

Equality Standard for the Police Service

The official launch of the Equality Standard for the Police Service took place on 2 December 2009 in London. Chief Constable and CEO of the NPIA, Peter Neyroud and speakers including policing minister David Hanson, welcomed the development of a tool to assist forces in improving confidence in the force's workforce and the communities they serve.

Paper copies of the final versions of the Framework and Overview have been sent to all Equality/Diversity Managers in forces. The documents are also available to download from the NPIA Equality, Diversity and Human Rights webpage at <http://www.npia.police.uk/en/11975.htm>.

The Equality Standard POLKA community is live and thanks to those who have already contributed. We look forward to welcoming more of you to the site in the near future and to building a lively and useful community for sharing ideas, challenges and good practice. Guidance documents and other useful information will be uploaded to POLKA so log in regularly to keep up to date.

Project team member Chandni Patel has been involved in the working group on the HMIC Working for the Public inspection. HMIC workshops on the inspection running in late January/early February will explain the link between equality and the productivity framework.

News from the Equality and Human Rights Commission

On 3 December 2009 the EHRC announced that it would hold an inquiry into disability related harassment <http://www.equalityhumanrights.com/media-centre/commission-to-investigate-disability-related-harassment-and-role-of-public-authorities/>.

The terms of reference for the inquiry have not yet been published, nor a chair appointed; both are expected before spring.

The NPIA EDHR team provided initial advice to forces at the December CEPN meetings and Chief Constable Stephen Otter (ACPO EDHR Business Area lead) has posted a letter on ACPO intranet advising forces he will act as Gold Commander, co-ordinating responses on behalf of the police service (a copy of this letter is available in the documents folder of the CEPN POLKA community).

Draft Codes of Practice

The first three draft Codes of Practice in support of the Equality Bill/Act are now out for consultation. They cover Employment, Equal Pay and Services & Functions: <http://www.equalityhumanrights.com/legislative-framework/equality-bill/equality-bill-codes-of-practice-consultation/>.

Trans Inequalities Review

<http://www.equalityhumanrights.com/fairer-britain/trans-inequalities-reviewed/>.

Impact of the recession on demographic groups

http://www.equalityhumanrights.com/uploaded_files/research/impact_of_the_recession.pdf.

Eastern European Migrant Employment Patterns

<http://www.equalityhumanrights.com/media-centre/eastern-european-migrant-employment-patterns-reviewed/>.

NPIA Equality Impact Assessments

Two national level equality impact assessments have now been published on the NPIA website. The first relates to the National Police Promotions Framework trial

<http://www.npia.police.uk/en/14666.htm> and the second to the National DNA Database <http://www.npia.police.uk/en/14189.htm>.

These EIAs are available for forces to use to inform their own impact assessments around operating procedures in relation to both products. Please contact alex.prottis@npia.pnn.police.uk or call 01256 602410 if you have any queries relating to the NPIA EIA Framework.

National Equalities Panel Report

The National Equalities Panel published *An Anatomy of Economic Inequality in the UK* in mid January. The report

considers the relationship between people's economic outcomes and their personal characteristics and circumstances (e.g. age or gender). The full report and summaries are available at http://www.equalities.gov.uk/national_equality_panel/publications.aspx.

MIND – Race, Culture and Mental Health

As part of their statistical factsheet series MIND have produced an interesting one on race, culture and mental health:

http://www.mind.org.uk/help/people_groups_and_communities/statistics_3_race_culture_and_mental_health.

TUC – Family-Friendly Rights: Transforming Britain's Workplaces

The TUC recently issued this practical guide, with good practice examples and legal information to assist trade union negotiators:

<http://www.tuc.org.uk/extras/familyfriendlyguide.pdf>.

ACPO/NPIA Equality Conference

This is the first newsletter since the annual police service equality conference in October 2009.

Keynote speakers were: Jonathan Rees, Government Equalities Office
Angela Mason, IDeA and Ian Rennie, Police Federation of England and Wales

Chief Constable Stephen Otter and Rob Garnham, APA Chair, launched the tripartite Equality, Diversity and Human Rights Strategy for the Police Service and Chief Constable Craig Mackey led a well received session on Stop Search.

There is now a page on the NPIA website specifically for the conference where you can find copies of presentations as well as English and Welsh language versions of the Strategy:

<http://www.npia.police.uk/en/14252.htm>.

The date of this year's conference is provisionally booked in as 28/29 October 2010 – please note this is a different date than previously advised.

Please direct any conference enquiries to: laura.costello@npia.pnn.police.uk

Recent Employment Appeal Tribunal Judgements

Mr A Dansie vs The Commissioner of Police for the Metropolis
http://www.employmentappeals.gov.uk/Public/Upload/09_0234fhwwCOLRN.doc.

Metropolitan Police Commissioner and others vs Mr L Eioyaccu
http://www.employmentappeals.gov.uk/Public/Upload/09_0023rjfhwwSM.doc.

Chief Constable of Lothian & Borders Police vs Ms K Cumming
http://www.employmentappeals.gov.uk/Public/Upload/EAT_S.0077.08.BIFINAL.doc.

Dates for your diary

ACPO/NPIA Confidence and Equality Practitioner Network Meetings

South & East
Cambridgeshire HQ
Huntingdon, Cambs
Tuesday 2 March 2010

North & Northern Ireland
GMP Training School
Prestwich, Manchester
Thursday 4 March 2010

Wales, Midlands & West
Leicestershire HQ
Enderby, Leicester
Friday 12 March 2010

Senior Women in Policing Conference

8–10 March 2010, Norwich

National Trans Police Association Launch

17 March 2010, Bramshill

Websites of Interest

CPA COACT

The Christian Police Association has launched a new website aimed at building bridges between Christian communities and the police. You can find it at: www.coact.org.uk/.

NDPA

The National Disabled Police Association have redeveloped their website and it now has a pnn address - www.ndpa.police.uk.

A poster for use by forces to advertise the website is available from the documents folder in the CEPN Network community on POLKA.