



**Warwickshire**

POLICE AUTHORITY

*The authority behind the force*

## **Race Equality Scheme**

**2008-2011**

Published May 2008

## Foreword by the Chair of the Police Authority

I am pleased to present the Warwickshire Police Authority's Race Equality Scheme as required under the Race Relations (Amendment) Act 2000. Although this is a statutory requirement, the Authority greatly welcomes the general duty to tackle racial discrimination, promote equality of opportunity and promote good race relations, all of which build upon our existing values.

It is our intention that this scheme will provide a clear and appropriate benchmark for the Police and the Authority. We trust the community will support this approach through which they may hold us to account. I am confident that it will encourage both the Authority, and those it can influence, to strive continuously to achieve equality of opportunity. I ask that everyone embrace its spirit now and in the future.



A handwritten signature in black ink that reads "Philip Blundell". The signature is written in a cursive style and is underlined.

Philip Blundell  
Chair of Warwickshire Police Authority

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## About Warwickshire Police Authority

The Police Authority is made up of County Councillors, Magistrates and Independent Members, who reflect the diverse community of Warwickshire. Their key responsibility is to secure the maintenance of an efficient and effective Police Force in Warwickshire. The Authority's organisational structure is located in Appendix A.

Warwickshire Police Authority is committed to promoting good race relations and equality of opportunity in all of its business. Our aim is that everyone regardless of their race, and whether working for, affected by or receiving services from the Authority, perceives their experiences with the Authority to be fair and equitable.

## Introduction

The Warwickshire Police Authority Race Equality Scheme states what we intend to do over the next 3 years to make sure we meet our legal requirements under the Race Relations (Amendment) Act 2000.

The Act places general and specific duties on a wide range of public bodies, including the Police Authority, to promote race equality. This duty arose from the Inquiry Report into the death of Steven Lawrence, which identified institutional racism in some public organisations. The Government responded to this by making a commitment to remove the potential for discrimination from public services. This commitment formed the basis for the Race Relations Act (Amendment) 2000, the aim of which is to make the promotion of race equality central to the way public authorities work.

To achieve this aim Warwickshire Police Authority has a general duty to have due regard to the:

- Elimination of unlawful race discrimination.
- Promotion of equality of opportunity.
- Promotion of good race relations between people of different racial groups.

In addition to these, the Authority has two specific duties; firstly to prepare and publish a Race Equality Scheme which sets out how we will:

- Assess and prioritise our functions and policies.
- Assess and monitor our functions and policies.
- Consult with the people of Warwickshire.
- Publish the results of our assessments, consultations and monitoring exercises.

- Ensure that the public have access to the Authority's information and services.
- Train Police Authority staff, Members and Independent Custody Visitors.
- Monitor Warwickshire Police Force to ensure they are meeting their duties under the Race Relations Act.

Secondly we must monitor the Authority's employment procedures and policies to include the number of people from each minority ethnic group by:

- Staff in post.
- Applicants for employment, promotion and training.

The next part of this scheme will state what we have done to achieve our duties so far and what we propose to do to strengthen these arrangements. The statements made in this scheme will form our action plan, detailing what we will do, who will do it and by when this will be achieved. The action plan is detailed in Appendix B.

There is a duty to review, update and republish the Race Equality Scheme every three years. The current scheme has been implemented for 2008-2011, however we intend to use the scheme only until a Combined Equality Scheme is in place for the Authority, during 2008.

A combined scheme would incorporate the requirements of Race, Gender and Disability equality legislation, with those of Age, Religion & Belief and Sexual Orientation, to produce a comprehensive document including all six strands of diversity identified by the Equalities Review.

By bringing all of the schemes into one document, the equalities objectives and actions of the Authority will all be captured in one place, making the process less confusing and reducing duplication.

There will be some separate actions for the different strands of diversity, as the statutory duties differ between the strands and there will be different areas that we would choose to focus on, to develop work in each area of diversity.

### **How we will Assess and Prioritise our Functions and Policies**

Race equality is more relevant to some of our functions and policies than others. Therefore we have assessed each of these to establish if and how they impact on race equality. To achieve this we consulted with staff, Members of the Authority and other Police Authorities to identify all of our functions and policies. The Authority's Diversity Panel then asked the following questions of each area:

- Does our function or policy affect racial groups differently?

- Will there be a negative impact on any particular group?
- Is there any evidence (e.g. complaints, lower levels of satisfaction in a service) that some racial groups are being given a different quality of service?
- Is there any public concern, especially among Black and Minority Ethnic people, that our functions and policies discriminate?
- Can we promote equality of opportunity and good race relations more effectively?

From this initial screening process, the Panel was then able to prioritise each function and policy in relation to its impact on race equality. Appendix C provides the results of this assessment and states what priority rating has been allocated by the Panel. A reassessment of the relevance rating has been undertaken every year since the original assessment to ensure that the relevance rating is current.

All proposed and revised policies are fully assessed to ensure a structured approach to policy development in the Authority.

### **How we will Monitor and Consult on our Functions and Policies**

All of the policies that have been assessed and deemed relevant to the general duty to promote race equality are subject to ongoing monitoring. To ensure improvement we will continually monitor our functions and policies to make sure that they do not have any adverse impact on race equality.

We will consult with the communities affected by our policies and staff responsible for implementing them. To achieve this the Authority will be tasked with looking for ways of consulting effectively with the community of Warwickshire. We will engage with people from ethnic minority backgrounds, in particular those groups that we have identified (through existing findings, evidence and consultation) as most likely to be affected.

If during our consultative and monitoring process we find evidence of unlawful racial discrimination or unjustifiable adverse impact, the Authority's Diversity Panel will formulate an action plan. This plan will state how the policy should be monitored, amended or carried out to meet all parts of the general duty. Consideration will be given to the following areas:

- How can we alter the policy or function to remove any discriminatory or adverse impact?
- How can we adapt to ensure that we meet differing needs of particular racial groups?
- What future monitoring shall we undertake to ensure we meet our duties?

- What measures need to be put in place to review the effectiveness of the agreed action plan?

Where appropriate further research and consultation with relevant individuals will be undertaken. The action plan and results of this will be made accessible to the public.

### **How we will Publish the Results of our Assessments, Consultation and Monitoring Exercises**

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A Race Equality Scheme annual report will be produced by the Diversity Panel, which will include the following information:

- The outcome of any impact analysis assessments.
- The results of any public consultation on policies and activities, including any action taken and/or reasons for not implementing suggestions.
- The outcome of monitoring undertaken to ensure that Warwickshire Police comply with their duties under the Act.
- Any action plans formulated to address areas of concern.

Our Race Equality Scheme will be made available on the Authority website [www.warwickshirepa.gov.uk](http://www.warwickshirepa.gov.uk). Where requested this can also be made available in alternative languages and formats, including large print and audiotape.

### **How we will Ensure that the Public have Access to the Authority's Information and Services**

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Information about the Police Authority including its role, structure, policies and publications is available on our website [www.warwickshirepa.gov.uk](http://www.warwickshirepa.gov.uk) and will be made available to any member of the public on request, within Data Protection and Freedom of Information policy.

We are currently reviewing our website information and the accessibility to our information and service. A key consideration in this review will be how people can gain access to information about our functions, services and activities.

### **How we Train Police Authority Staff, Members and Independent Custody Visitors on Race Equality**

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All members of the Police Authority receive a package of training to equip them for their role and to help them develop specialist skills. It is imperative that all members of the Authority, Support Staff, and every Independent Custody Visitor

understand what race equality means and the requirements of the legislation. Refresher training will be delivered as required.

Specialist training will be made available to those members undertaking specific roles, for example training in undertaking impact assessments. All training events will be evaluated by the course participants and monitored by the Authority.

### **How we Meet our Specific Duties in Relation to Employment**

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The Authority appreciates the importance of ethnic monitoring as a tool to help measure our progress in achieving equality of opportunity in employment. To meet our specific duty the law says we must monitor the following by racial group:

- Staff in post.
- Applicants for employment, promotion and training.

We are also required to publish these results, which the Authority will make available on the Authority website.

### **How we will Monitor the Force?**

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The Authority is responsible for holding the Force to account on its progress regarding race equality and to ensure it undertakes all of its general and specific duties under the Act. The Force makes available regular reports on the following areas, which the Diversity Panel then monitors:

- Force Race Equality Scheme.
- Employment duty statistics.
- Exit Interviews.
- Procurement processes.
- Complaints information.
- Stop and Search information.
- Racial incidents information.

This information is scrutinised throughout the year by the Panel, which will raise any concerns it has with the full Police Authority to agree remedial action.

## **What do I do if I have a Complaint about the Authority Race Equality Scheme?**

The Warwickshire Police Authority aims to provide a high-quality service to both the people of Warwickshire and the Police Service. We therefore welcome complaints as much as compliments and comments since they are important indicators of our performance. We are confident that our service is of high quality but realise that, like many organisations, we can sometimes get it wrong. Telling us what you think of this scheme and what the Authority does is very important to us. Only then can we make improvements to our service.

A complaints procedure has been developed by the authority to identify how to complain, including about diversity matters, either as a member of staff, a member of the Authority or as a member of the public. This is effective as it is a simple, fair and open procedure of investigation, which analyses complaints so that we can improve our services in the future.

If you have any comments about this document and its contents please contact Debbie Mullis, Police Authority Policy Officer through the following:

Address: Warwickshire Police Authority  
3 Northgate Street  
Warwick  
CV34 4SP

Email: [policeauthority@warwickshire.gov.uk](mailto:policeauthority@warwickshire.gov.uk)  
Telephone: 01926 418086

## **The Equality and Human Rights Commission**

The Equality and Human Rights Commission opened on 1 October 2007. The organisation brings together the Commission for Racial Equality, the Equal Opportunities Commission and the Disability Rights Commission. In addition the Commission takes on responsibility for age, religion or belief, sexual orientation and human rights.

The Equality and Human Rights Commission is under a duty to work with public authorities to assist them to meet their general and specific duties. The Act also provides the Commission with powers to enforce compliance against the general and specific duties.

The Commission and individuals are given the right by the Act to take legal action against public authorities for unlawful racial discrimination. Where a public authority has not met the general duty, the commission or a person with an

interest can challenge their actions by applying for a judicial review. The commission also has the power to conduct formal investigations and serve compliance notices on public authorities that do not comply with their specific duties.

If you wish to make a complaint to the commission, this should be put in writing to the following address:

Equality and Human Rights Commission Helpline  
Freepost RRLG-GHUX-CTR  
Arndale House  
Arndale Centre  
Manchester  
M4 3EQ

Tel: 0845 604 6610

Fax: 0845 604 6630

Email: [info@equalityhumanrights.com](mailto:info@equalityhumanrights.com)

## Appendix A – Warwickshire Police Authority Structure at May 2008

### Governance Streams – Member Roles

			Governance Stream Lead Member	Special Responsibilities (Additional Allowances)	Included Responsibilities (Basic Allowances)
<b>POLICE AUTHORITY</b> <b>Chair (Elected)</b> <b>Vice Chair (Elected)</b> 9 County Councillors 3 Magistrates 5 Independents Nine Meetings covering the performance in each Governance Stream in sequence Appointment / Remuneration Ctte – C / VC + 3 members (3Cllr + 2Ind)	<b>G O V E R N A N C E P L A N</b>	SCRUTINY	<b>Warwickshire Partnerships &amp; Local Policing</b> (Safer Neighbourhoods) <b>Lead Member &amp; LAA Public Service Board</b>  <b>Joint Force Performance Lead</b>	Chair of Community Engagement Panel & Local Scrutiny Lead Member (Cllr)  District Partnership Leads x 5 (inc Local Policing Performance) (Cllr)  Lead for Voluntary Services  Safeguarding Children Lead	<b>Members of Community Engagement Panel:</b> •District Partnership Leads •District Scrutineers  LCJB Link
		AUDIT PANEL	Chair of Audit Panel (Cllr)	Chair / V Chair, Stream Leads, and Dep Finance Lead +2 to ensure 3 Cllr members on the panel	
		SCRUTINY	<b>Resources &amp; Standards</b>  <b>Lead Member &amp; Lead for Financial Planning</b>	Chair of Professional Standards Committee  Lead for Member Development  Dep Lead for Financial Planning (Cllr if Lead is Ind)	<b>Member of Professional Standards Committee – 4 members</b>  Reps on APA Committees & Working Groups - linked to relevant Governance Stream & Lead Roles
		STANDARDS COMMITTEE	Chair of Standards Committee (Independent)	2 Members + Chair of Professional Standards Committee	
		SCRUTINY	<b>External Partnerships, Protective Services &amp; Business Improvement</b>  <b>Lead Member &amp; Business Improvement Board</b>  <b>Joint Force Performance Lead</b>	Lead for HR (& BIB)  Lead for ICT and Support Services  Lead for Diversity and Staff Development	Member of Regional Meetings  Dep Lead for Major Crime Performance  Dep Lead for ICT & Support Service Performance  Member of Diversity Panel - 3 members

## Appendix B – Warwickshire Police Authority Action Plan 2008-2009

Action	Owner	Deadline
To review the Authority Action Plan and Race Equality Scheme.	Diversity Panel and Policy Officer	May 2011
<b>How we Assess and Prioritise our Functions and Policies</b>		
To screen each policy before implementation by using our assessment grid.	Diversity Panel and Policy Officer	As and when required
<b>How we will Monitor and Consult on our Functions and Policies</b>		
To produce an action plan, if evidence of unlawful racial discrimination is identified.	Diversity Panel and Policy Officer	As appropriate
<b>How we Publish the Results of our Assessment, Consultation and Monitoring Exercises</b>		
To produce a scheme summary for the Authority's Annual Report.	Policy Officer	September 2008
To make any scheme available on the internet.	Policy Officer	As appropriate
<b>How we will Ensure that the Public have Access to the Authority Information and Services</b>		
To review the Diversity pages on the Police Authority website.	Policy Officer	September 2008

<b>How we Train Police Authority Staff, Members and Independent Custody Visitors on Race Equality</b>		
Organise and carry out Diversity training for new Members, Authority Staff and Custody Visitors.	Policy Officer / Consultant / Force Diversity Lead	As and when required
Organise and carry out refresher training.	Policy Officer / Consultant / Force Diversity Lead	As and when required
Ensure those with specific responsibility for progressing the Race Equality Scheme receive appropriate specialist training.	Policy Officer	As and when required
<b>How we Meet our Specific Duties in Relation to Employment</b>		
To monitor staff in post and applications for employment, promotion and training.	Diversity Panel	As and when required
<b>How we will Monitor the Force</b>		
To monitor and scrutinise Force performance against their duties in relation to employment.	Diversity Panel	Ongoing
To raise any concerns the Diversity Panel has with the information received from the force with the full Police Authority.	The Chair of the Diversity Panel and Policy Officer	Ongoing

### Appendix C – An Assessed List of Warwickshire Police Authority Functions and Policies

Function/Policy	Is it Relevant to the General Duty		What is the Degree of Relevance		Relevance	Impact
	Who is affected by this function or policy?	Is there evidence or reason to believe that some groups could be affected differently?	Does it relate to: 1. Eliminating discrimination 2. Promotion of Equal Opportunities 3. Promoting good race relations	Is there any public concern that our functions/policies are being operated in a discriminatory manner?  0. None 1. A little 2. Some 3. A lot		
Determine the local priorities for policing	Local communities and police force	Yes	1 & 3	1	High	Medium
Publish an annual policing plan including the Best Value Performance Plan	Local communities and police force	No	1, 2 & 3	0	High	Medium
Report back to the community at the end of the year	Readers of the report	Yes – interest in report is very limited	1,2 & 3	0	Medium	Medium
Appoint and dismiss the Chief Constable	Applicants	No	1,2 & 3	0	Medium	Low
Hold the Police Fund and maintain accounts	Local communities and police force	No	-	0	Low	Low
Nominate one or more members of the Authority to answer questions at a meeting of a relevant council	Police Authority Members	No	3	0	High	Low

Function/Policy	Is it Relevant to the General Duty		What is the Degree of Relevance		Relevance	Impact
	Who is affected by this function or policy?	Is there evidence or reason to believe that some groups could be affected differently?	Does it relate to: 1. Eliminating discrimination 2. Promotion of Equal Opportunities 3. Promoting good race relations	Is there any public concern that our functions/polices are being operated in a discriminatory manner?  0. None 1. A little 2. Some 3. A lot		
Collaborate with other Police Authorities to jointly provide equipment, premises, or other material or facilities, where appropriate	Other Police Authorities	No	-	0	Low	Low
Provide advice and assistance to an international organisation, institution or a police body outside the UK (including secondment of police officers)	Receivers of advice and assistance	No	1,2 & 3	0	High	Low
Decide the charges for the provision of special police services	Users of the service	No	-	0	Low	Low
Comply with any direction given by the Secretary of State on performance targets	Local communities and police force	No	-	0	Low	Medium
Comply with any code of practice issued by the Secretary of State	Local communities and police force	No	-	0	Medium	Low

Function/Policy	Is it Relevant to the General Duty		What is the Degree of Relevance		Relevance	Impact
	Who is affected by this function or policy?	Is there evidence or reason to believe that some groups could be affected differently?	Does it relate to:	Is there any public concern that our functions/polices are being operated in a discriminatory manner?		
			1. Eliminating discrimination 2. Promotion of Equal Opportunities 3. Promoting good race relations	0. None 1. A little 2. Some 3. A lot	High Medium Or Low	High Medium Or Low
Comply with any direction made by the Secretary of State following an adverse report by HMIC	Local communities and police force	No	-	0	Medium	Low
Comply with any direction made by the Secretary of State as to the budget requirement	Local communities and police force	No	1, 2 & 3	0	High	Low
Comment on any HMIC report on Warwickshire Police	Local communities and police force	No	1, 2 & 3	0	High	Low
Investigate complaints about the conduct of Chief Police Officers	Local communities and police force	No	1, 2 & 3	0	High	Low
To keep itself informed of the workings of the complaints or disciplinary matters	Local communities and police force	No	1, 2 & 3	0	High	Low
Have regard to any guidance issued by the Home Secretary on complaints and disciplinary matters	Local communities and police force	No	1, 2 & 3	0	High	Low

Function/Policy	Is it Relevant to the General Duty		What is the Degree of Relevance		Relevance	Impact
	Who is affected by this function or policy?	Is there evidence or reason to believe that some groups could be affected differently?	Does it relate to:	Is there any public concern that our functions/polices are being operated in a discriminatory manner?		
			1. Eliminating discrimination 2. Promotion of Equal Opportunities 3. Promoting good race relations	0. None 1. A little 2. Some 3. A lot	High Medium Or Low	High Medium Or Low
Pay out of the Police Fund, any damages or costs awarded against police in respect of torts	Local communities and police force	No	-	0	Low	Low
To receive grants from any local council that falls wholly or partly within the Authority area	Local communities and police force	No	-	-	Low	Low
Accept gifts or money and loans of other property including commercial sponsorship	Police force Sponsors	No	2 & 3	0	Medium	Low
Conduct Best Value reviews	Local communities and police force	No	1,2 & 3	0	Medium	Low
Publish any audit report on its Best Value plan	Local communities and police force	No	-	0	Low	Low
Co-operate with the "responsible authorities" in formulating and implementing crime and disorder audits	Crime and Disorder Partners, Local communities and Police Force	No	1,2 & 3	0	High	Medium
Exercise its functions with due regards to need to do all that it reasonably can, to prevent crime and disorder in its area	Crime and Disorder Partners, Local communities and Police Force	No	2 & 3	0	High	Medium

Function/Policy	Is it Relevant to the General Duty		What is the Degree of Relevance		Relevance	Impact
	Who is affected by this function or policy?	Is there evidence or reason to believe that some groups could be affected differently?	Does it relate to: 1. Eliminating discrimination 2. Promotion of Equal Opportunities 3. Promoting good race relations	Is there any public concern that our functions/polices are being operated in a discriminatory manner?  0. None 1. A little 2. Some 3. A lot		
Comply with the requirements of the Freedom of Information Act	Applicant/ Police Authority	No	-	0	High	Low
Maintain an effective independent Custody Visitors Scheme	Detainees, Custody Visitors and Police Force	Yes (Training)	1 & 2	0	High	Low
Appoint independent members to serve on the Police Authority	Public and Police Authority	Yes (Recruitment and Training)	1 & 2	0	High	Low
Communication and Media Strategy	Local Communities and Police Force	No	1,2 & 3	0	High	Low