

# **Warwickshire Police Authority Combined Equalities Scheme 2009-2012**

**DRAFT: August 2009**

## **Foreword by the Chair of the Police Authority**

Welcome to our first Combined Equality Scheme. Historically we, as a Police Authority, have been committed to the provision of a Police Force and the delivery of its duties that promotes fairness, challenges discrimination and reflects the diverse nature of communities within Warwickshire. We view equality and diversity as the keystone to the most effective and the most inclusive policing of our county.

The Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equalities Act 2006 have all introduced general and specific duties and this scheme details how the authority discharges these duties. This scheme builds on the individual schemes we have in place to address these legislative requirements and develops our procedures to encompass other equalities strands.

We are proud of our achievements to date and we are fully committed to ensuring that we remain vigilant and continue to strive to improve performance even further. We welcome the opportunity this combined equalities scheme brings to improve accountability and scrutiny in this most important aspect of our work. It establishes a framework within which we will continue to embed equality and diversity principles into all areas of our work.

Together, with the Force, we will work to achieve our common vision of 'Protecting our communities together, We are committed to protecting people who live, work and travel through Warwickshire from harm, irrespective of race, gender, faith, disability or sexual orientation.

Ian Francis  
Chair, Warwickshire Police Authority

## **Monitoring the Police Force**

This document describes the arrangements Warwickshire Police Authority (the Authority) has in place to meet statutory and moral obligations to eliminate inequality and discrimination from within its organisation. The Authority also has a duty to monitor Warwickshire Police Force (the Force) performance in this area. In particular, the Authority will:

- Comment as necessary on the Force's combined equalities scheme
- Monitor progress against the Force action plan
- Receive reports on specific activities
- Receive an annual report on the scheme and the action plan.

The Authority will conduct these activities through its Diversity and Equality Panel, which will report to the full Authority on a regular basis.

## **Section 1: Combined Equalities Schemes**

**This section considers what Warwickshire Police Authority is, what equality and diversity legislation and duties mean to the Authority, and how the scheme has been developed and evaluated.**

### **1.1 What is Warwickshire Police Authority**

Warwickshire Police Authority is an independent body that has a statutory role to ensure that the policing service provided by the Chief Constable and Warwickshire Constabulary is efficient and effective. It has 17 members. Nine members are County Councillors appointed by Warwickshire County Council, in proportion to the balance of political party representation on the County Council. There are eight independent members appointed from the general public, at least one of whom is a lay justice serving within the force area.

The Authority is committed to ensure that all people in Warwickshire, regardless of gender, race, religion/belief, disability, age or sexual orientation, receive a policing service that is both: fair and equitable; and responsive to their needs. The Authority recognises and values the differences among individuals and is committed to enhancing the levels of mutual confidence and understanding that exist between the police force in Warwickshire and different groups within our wider community.

### **1.2 The Authority's Vision**

The Authority and Force have a joint vision: "Protecting our communities together". In delivering this vision, we are committed to protecting people, who live, work and travel through Warwickshire from harm, by which we mean:

- Reducing the number of people killed on our roads or by crime
- Reducing crimes of violence and road injuries
- Protecting people from loss, such as having their possessions stolen
- Protecting against distress by giving individuals and communities the confidence to go about their lives without fear.

In support of our vision, we undertake to promote and deliver equality both internally, with our own staff and the Force, and externally, in how we deliver a fair and equitable service to our communities. Consequently, we view this Combined Equality Scheme, and its Action Plan, as critical working documents.

### **1.3 The General Duties to promote Equality**

In response to legislation, the Authority has already produced individual schemes to address the issues of race, gender and disability. The purpose of this Combined Equalities Scheme is to produce in one document the processes for consultation, monitoring and review of procedures, policies, functions and practices that affect and impact on all or any of the strands of diversity described above. The Scheme will outline the areas that are common to several strands as well as those specific areas that are required by the individual pieces of legislation.

## 1.4 Race Equality

The **Race Relations (Amendment) Act 2000** amended the Race Relations Act 1976 to give public authorities a statutory duty to promote race equality. This duty is commonly referred to as the Race Equality Duty (RED). The RED aims to provide fair and accessible services, and to improve equal opportunities in employment.

The Act places general duties on public authorities to have due regard in their actions to

- Eliminate racial discrimination
- Promote equality of opportunity.

It includes specific duties to prepare and publish a Race Equality Scheme, which includes arrangements for

- Promoting good relations between people of different racial groups
- Publishing the results of assessment, consultation and monitoring exercises
- Ensuring public access to the information and services the Authority provides
- Training staff in connection with duties contained in the Act.

## 1.5 Disability Equality

The **Disability Discrimination Act 2005** places general duties on public authorities to:

- Promote equality of opportunity between disabled people and able bodied people
- Eliminate discrimination that is unlawful under the Act
- Eliminate harassment of disabled people that is related to their disabilities
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Make positive efforts to take account of disabled people's disabilities even where that involves treating disabled people more favourably than others.

Since December 2006, there has been a legal duty on all public sector organisations to promote equality of opportunity for disabled people. The Disability Equality Duty (DED) requires from public bodies to recognise the distinctive nature of disability, most notably in relation to the duty of reasonable adjustments to deliver better outcomes for disabled people. In addition, there are provisions within the DED to

- Undertake Disability Impact Assessment
- Involve (rather than just consult) disabled people in drafting a Disability Equality Scheme and action plan
- Ensure that the DED applies to individuals as well as policies.
- Describe what needs to be done to achieve full equality for disabled people rather than merely monitor an impact on disabled people.

## 1.6 Gender Equality

The **Equality Act 2006** amends the Sex Discrimination Act 1975 and places a statutory duty on all public authorities to eliminate unlawful discrimination and harassment, and to promote equality of opportunity between men and women.

The 1975 legislation sought to address inequality between men and women within the work force, the new legislation went further to protect men and women, including transgender and transsexual men and women, in the provision of goods and services as well as in the work place. The Equalities Act goes further by creating special duties to

- Prepare and publish a Gender Equality Scheme showing how the general and specific duties and setting out gender equality objectives will be met
- Consider the need to include objectives to address the causes of any gender pay gap
- Gather and use information on how policies and practices affect gender equality in the workforce and in the delivery of our services
- Consult with stakeholders and take account of relevant information in order to determine gender equality objectives
- Assess the impact of our current and proposed policies and practices on gender equality
- Implement the action set out in our scheme within three years
- Report on our scheme every year and review the scheme at least every three years.

### **1.7 Other Relevant Legislation**

The ***Human Rights Act 1998*** enables people in the UK to take cases about their human rights to a UK court. Previously, they had to take complaints to the European Court of Human Rights in Strasbourg. Article 14 of the Act ensures that the rights and freedoms contained in the European Convention on Human Rights apply to all people without discrimination.

The ***Police and Justice Act 2006*** places a duty on police authorities to promote equality and diversity within their local force and within the authority. This duty means that authorities should have due regard to, and consider in all that they do, the need to promote equality of opportunity and good relations between and within different communities.

Other Key pieces of legislation introduced to improve access to services, protect the work force, and improve equality and the rights of individuals include

- Sex Discrimination (Gender Reassignment) Regulations 1999
- Part Time Workers (Less Favourable Treatment) Regulation 2000
- Employment Act 2002
- Employment Equality (Sexual Orientation) Regulations 2003
- Part 2 of the Equality Act 2006 (Discrimination in relation to Religion and Belief)
- Equality Act (Sexual Orientation) Regulation 2007.

### **1.8 Developing a Combined Equalities Scheme for Warwickshire Police Authority**

This Combined Equalities Scheme was developed primarily using data gathered whilst compiling the individual equalities schemes. The methods for gathering information and public consultation employed in developing those schemes included

- Distributing questionnaires to members and staff of the Authority and Independent Custody Visitors to complete which informed the production of the scheme, including the identification of key objectives. The same people were also invited to comment on the schemes in draft form.
- Electronic surveys were put on the Authority website aimed at gaining information about access, communication and consultation arrangements.
- The completed individual schemes were published on the Authority's website and comments were invited on each scheme from the general public.

There were also opportunities for members of the public to comment upon the draft version of the Combined Equalities Scheme. Copies were distributed at a meeting of Warwickshire Police Force's Central Strategic Independent Advisory Group (WSIAG). A number of the group

members responded in detail to the scheme and comments have been incorporated into the final document.

The Authority recognised the need to involve disabled people specifically in the production of the Disability Equalities Scheme and this was achieved with the help of members of the Independent Advisory Groups. In the case of the Combined Equality Scheme, Coventry and Warwickshire Council for Disabled People received a copy of the draft version of the Scheme, to which they addressed a number of issues that have been incorporated into the final version.

The Scheme will be reviewed annually, which will include a process of consultation with groups who support or represent individuals who are affected by equality issues such as race, gender, sexual orientation and/or disability.

## **Section 2 identification, Assessment and Monitoring: Policies for relevance, priorities and adverse impact**

**This section considers how Warwickshire Police Authority's functions, policies, processes and procedures will be identified, assessed and monitored in respect to their impact on equalities and diversity.**

### **2.1 Identification**

One element of the commitment to the general duty on authorities under race, disability and gender legislation is to identify all policies, procedures and functions carried out by the Authority and then to assess their relevance to the Race Relations, Disability Discrimination and Gender Equality Acts and their impact on specific groups.

Functions are defined as "the full range of activities carried out by a public authority to meet its duties", while policies are defined as "the sets of principles or criteria that define the different ways in which an organisation carries out its roles or functions and meets its duties". Policies also include formal and informal decisions made in the course of their implementation. Procedures are "courses of action intended to achieve a result."

### **2.2. Assessment**

An impact assessment is a way of systematically and thoroughly assessing, and consulting on, the effects that a proposed policy is likely to have on our communities. The assessment extends to monitoring the actual effects of the policy, once it is put into practice, possibly as a test run, and being alert to any concerns about the way it is (or is not) working.

The main purpose of an equality impact assessment is to pre-empt the possibility that a proposed policy could affect some members of our communities unfavourably. An impact assessment is made up of two stages

- screening policy or legislative proposals to see for relevance to equality impact assessment.
- fully assessing policies identified as being relevant to make sure they do not have adverse effects on any groups.

### **2.3 Monitoring**

Summaries of the assessment, consultation and monitoring processes will be published on the website and in reports to the full Police Authority. The Authority will produce an annual report on the scheme that will include

- the outcome of any impact 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.

This area needs particular development with respect to feeding back the outcomes of consultation to communities.

## Section 3: Promoting Equality and Diversity

**This section illustrates the diverse nature of the population of Warwickshire. It also describes methods and applications by which it can ensure the most accessible form of information sharing that excludes the fewest amount of people, and a monitoring process, which ensures equal opportunity and promotes diversity within the composition and function of the Authority itself.**

### 3.1 How diverse is Warwickshire?

Warwickshire County Council Quality of Life Survey (2008) estimated that the population of the county was 518,900. Of these, 94% were identified as White, with the remaining 6% Warwickshire residents identified as being from black and minority ethnic communities.<sup>1</sup>

In addition, estimates from the Warwickshire Observatory indicated that, in 2007

- 49.4% of the population were male
- 29.2% were aged under 25
- 17.0% were aged 65 or over.

The Population Census of 2001 indicated that

- 76.6% of the population identified themselves as Christian, the next largest faith group being Sikh (1.3%). Over 16% identified themselves as having no religion or faith.
- 568 people were living as same sex couples, representing 0.1% of the total household population aged 16 and over.
- 7.2% of the working population had a long term limiting illness.

It has been more difficult to ascertain the proportion of the population of Warwickshire who have a disability. According to the Disability Rights Commission, the term 'disabled person' covers people with a wide range of disabilities and health conditions - from a visual impairment to arthritis, cancer, multiple sclerosis, heart disease, depression, Downs Syndrome and diabetes.

The Family Resources Survey for 2003-2004 estimated that there were over ten million disabled people in Britain; of which, 4.6 million are over State Pension Age and 700,000 are children. Extrapolating such figures derives an estimate of approximately 85,000 disabled people in Warwickshire, including almost 6000 children. Moreover, within the context of an aging population, disability increases with age: only 10% of adults aged 16-24 are disabled, while one third of people between the age of 50 and retirement age are disabled.

### 3.2 Public access to information and services

The use of the website enables members of the public to access information from their homes at any time or through free internet outlets e.g. at public libraries. Where requested, information can also be made available in alternative languages and other formats including large print and audiotape. The Authority's contact details are also available on the website, in local directories and through other local organisations. We will investigate alternative methods of making our reports available to ensure that, as far as possible, our reports and schemes are accessible to all our communities. It will

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<sup>1</sup> A tabulated fuller version of the ethnic distribution of the population of Warwickshire can be found in Appendix 2

- use 'language' in its documentation that is not gender, disability, age, race or sexual orientation biased
- identify and remove any barriers to full access by ensuring that information is available in a range of formats, as appropriate, such as: Different languages; Large print, Braille; and Audio-tape/CD
- consider how information can best be distributed and publicised;
- feed back information to the public and keep the public informed of its work by web-site, newsletters, focus groups and through the IAGs.

### **3.2 Monitoring Equal Opportunities**

The Authority wishes to understand if its policies and practices with respect to the recruitment of Authority Members, staff and Independent Custody Visitors are fair and attract a range of people that reflects the demographic profile of the county. In respect of applicants, the Authority will monitor

- ethnic origin
- age
- gender
- disability
- faith and belief/ non faith belief
- sexual orientation.

The Authority will extend the monitoring process beyond statutory requirements to include: Authority Members; Authority Staff; and Independent Custody Visitors. The Authority will also monitor the composition of its committees. The monitoring will help to ensure each committee has a balance of appointments, whether it is by category, such as Councillor or Independent or other equality and diversity factor, such as gender or age.

## **Section 4: Delivering Equality and Diversity on behalf of the Police Authority**

**This section examines the need for an Action Plan for equalities and diversity within the development of the Authority as an organisation and of individual members performing their roles and responsibilities. Central to this is the embedding of equalities and diversity within all aspects of the work of the Authority through the development of new and existing Authority members, staff and volunteers.**

### **4.1 Action Plan**

Warwickshire Police Authority's Combined Equality Scheme commits the Authority to meeting general and specific duties, as defined by equality legislation. Within this scheme is an action plan, see **Appendix 1**, which will set out actions required during the life of the scheme to improve and develop the Authority's approach to equalities. The action plan will be reviewed regularly to ensure that progress is being made and that the plan remains current.

The Authority will monitor this scheme and the associated action plan on a regular basis through the Diversity and Equality Panel. An annual report will also be produced to review the Authority's progress and achievements during the year and to identify areas requiring additional work.

### **4.2 Training to understand and carry out the duties**

All Members of the Police Authority receive continuous training to equip them for their roles and to help them to develop their skills. The Authority member responsible for member training, following consultation with the Association of Police Authorities (APA) and the National Policing Improvement Agency (NPIA), has developed a training programme for Authority members that addresses holistically the roles and responsibilities of Police Authority members.

Central to the ethos of the training programme is the notion that equality and diversity is an integral part of the work of Police Authority members. Consequently, equality and diversity is one of three core modules of the programme.

Members' individual training needs are identified and discussed in annual one-to-one discussions with the Chair of the Authority, in panels and committees of the Authority and in discussion with Stream Leads.

### **4.3 Procurement**

The Authority's procurement processes are intended to achieve value for money and be as efficient as possible. When services are commissioned; partnerships formed; or goods and services bought from external organisations, those organisations not only understand, adhere to and practice principles of equality and diversity, but also positively act against discrimination. The Authority will also ensure that small firms or those owned or managed by diverse groups are not treated unfairly.

### **4.4 Complaints**

The Authority will monitor complaints made by members of the public on their treatment and will ensure, through its Professional Standards Committee, that complaints regarding discriminatory behaviour are dealt with effectively and lessons learned are considered by the Force.

#### **4.6 A Lead Member for Equality and Diversity**

The Authority has a member with specific responsibilities for Equality and Diversity. The member is currently Mrs Dorrette McAuslan, who is a member of the APA Race and Diversity Policy Group. She also chairs the Authority's Equality and Diversity Panel, through which has developed a very strong and positive working relationship with the Force on internal issues of equalities and diversity.

## **Section 5: Compliments, Complaints, Comments and Feedback**

**This section looks at methods members of the public can use to compliment, comment or complain about the service they receive.**

The Authority aims to provide a high-quality service to the people of Warwickshire. 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 we may sometimes get it wrong.

The Authority is a learning organisation and welcomes compliments, comments and complaints, which will help to improve the delivery of functions and services. Any member of the public wishing to make a complaint regarding the operation of this scheme or the failure of the Authority or any of its members or staff to meet statutory equalities duties may do in writing to:

Sue Howl  
Chief Executive  
Warwickshire Police Authority  
3 Northgate Street  
Warwick  
CV34 4SP

Email: [policeauthority@Warwickshire.gov.uk](mailto:policeauthority@Warwickshire.gov.uk)  
Telephone: 01926 412238

You can also find our complaints procedure on the Authority's website, [www.warwickshirepa.gov.uk](http://www.warwickshirepa.gov.uk).

The Force has its own complaints procedure which can be found on their website, [www.Warwickshire.pnn.police.uk](http://www.Warwickshire.pnn.police.uk).

You can also let us have any comments or provide feedback on the scheme by contacting us at the above addresses.

The Freedom of Information Act 2000 places duties on all public authorities, including Police Authorities and Police Forces. The Freedom of Information Act is part of a wider initiative to make local authorities and its decision-making processes more open and accountable; and provide authorities with an opportunity to review their openness and accessibility. <http://www.dataprotection.gov.uk/>

The Information Commissioner is responsible for promoting freedom of information, advising on good practice and may overrule an authority's decision not to disclose information.

## Appendix 1: Police Authority Combined Equalities Scheme Action Plan

Diversity Strand	Action	Responsible Officer	Timescale
<b>Developing and approving the scheme</b>			
All	Prepare an initial draft scheme and action plan for consideration by Diversity and Equality Panel.	TB	x
All	Consult with stakeholders and partners on the draft scheme.	JMcP	x
Disability	Ensure that DDA legislative requirements for the involvement of disabled people in the development of the scheme are met.	JMcP	x
All	Prepare final draft scheme and action plan in response to consultation for approval by Diversity and Equality Panel.	JMcP	x
All	Scheme and action plan adopted by Police Authority.	JMcP	09.09.09 pa 16.09.09
All	Put in place arrangements for annual review of the scheme.	JMcP	11.11.09
<b>Implementation</b>			
All	Conduct initial screening of Authority policies and functions against all diversity strands.	JMcP	11.11.09
All	Prepare a programme and timetable for carrying out full impact assessments for approval by Diversity and Equality Panel for policies and functions with a high or medium impact on any strand.	JMcP	11.11.09
All	Identify actions arising from initial screening and impact assessment relative to individual or combined equality strands.	JMcP	11.11.09
All	Publish results of screening and assessment processes together with the action plan.	JMcP	11.11.09
All	Develop a process for conducting impact assessments of new and revised policies and functions.	JMcP	10.6.09
<b>Mainstreaming equalities</b>			
All	Investigate means of disseminating and promoting equalities issues throughout the Authority.	JMcP	Ongoing process
All	In consultation with the Lead Member for Diversity and Member Training and Development, prepare and implement training programmes for Members, staff and Independent Custody Visitors.	JMcP	x
All	Review recruitment arrangements for Authority Members, senior police officers, authority staff and Independent Custody Visitors to ensure compliance with equalities legislation and that recruitment documentation contains the necessary statements about equalities.	JMcP	11.11.09
All	Consider processes to ensure that equalities issues are considered as part of the Authority's reporting and performance monitoring arrangements through meetings of the Authority and its committees and panels.	JMcP	10.6.09
All	Monitor equal opportunities forms for the recruitment of Authority Members, staff and Independent Custody Visitors.	JMcP	x

<b>Diversity Strand</b>	<b>Action</b>	<b>Responsible Officer</b>	<b>Timescale</b>
All	Gather monitoring data in respect of Authority Members, staff and Independent Custody Visitors. Report on data as appropriate while maintaining confidentiality.	JMcP	x
All	Review Authority access arrangements for premises, meetings and documents to ensure maximum compatibility with equalities requirements.	JMcP	11.11.09
All	Produce an annual report for the Authority on progress against the action plan and any other equalities issues.	JMcP	Jan / 2010
All	Consider equalities issues in light of emerging framework for inspection of police authorities.	JMcP	when information available
All	Monitor complaints against Members, senior police officers, authority staff and Independent Custody Visitors in relation to equality and diversity issues.	JMcP	Annual monitoring by 9.9.09
All	Ensure that consultation, community engagement and feedback activities reflect and include diversity and equality issues.	JMcP	Activity on-going
All	Review Force activity with a view to informing system developments for the Authority.	JMcP	On-going Aligns with Diversity Workplan
<b>Monitoring the Force</b>			
All	Scrutinise the Force combined equalities scheme and associated action plan.	JMcP	11.11.09
Disability	Ensure that legislative requirements relating to the involvement of disabled people in the production of the scheme have been complied with.	JMcP	11.11.09
All	Arrange for regular monitoring of the Force action plan by the Diversity and Equality Panel.	JMcP	On-going
All	Monitoring the outcomes of Force impact assessments.	JMcP	On-going
All	Receive and commission reports on specific activities e.g. stop and search, hate crime, travellers.	JMcP	On-going
All	Monitor data on complaints against the Force in relation to diversity and equalities issues.	JMcP	11.11.09
All	Receive an annual report on the scheme and the action plan.	JMcP	Jan 2010
<b>Specific actions for the Authority</b>			
	This section to be completed following implementation of the scheme and initial screening and impact assessment processes.	JMcP	

## Appendix 2: Distribution of the Population of Warwickshire by Ethnicity

	Warwickshire	North Warks	Nuneaton and Bedworth	Rugby	Stratford-upon-Avon	Warwick
<b>Total population</b>	518,900	62,300	120,400	89,600	114,800	131,800
<b>Total white</b>	94%	96.6%	93.7%	92.7%	97%	91.3%
<i>- of which</i>						
<b>British</b>	90.8%	94.9%	91.8%	89.7%	93.9%	86%
<b>Irish</b>	1.2%	0.8%	0.7%	1.3%	1.0%	1.8%
<b>Other white</b>	2.1%	1.0%	1.2%	1.8%	2.2%	3.5%
<b>Total BME (Incl. Irish &amp; Other White)</b>	9.2%	5.0%	8.1%	10.3%	6.2%	14.0%
<i>-of which</i>						
<b>Mixed</b>	1.0%	0.6%	0.8%	1.3%	0.8%	1.3%
<b>Asian/Asian British</b>	3.5%	1.6%	4.4%	4.0%	1.2%	5.2%
<b>Black/Black British</b>	0.7%	0.6%	0.6%	1.2%	0.5%	0.9%
<b>Chinese/other ethnic group</b>	0.7%	0.6%	0.6%	1.2%	0.5%	1.4%