

Equality Objectives Annual Review – 2016

Background

In February 2016 the Constabulary conducted an Equality Strategic Assessment which provided us with an opportunity to review progress against our original equality objectives (set in 2012) and consider revised, updated Objectives for the period 2016-20.

Meetings were held with our colleagues in Bedfordshire and Hertfordshire, to ensure that Equality Objectives for the period 2016-20 were aligned across the three forces, which is vitally important

Our chosen objectives reflect why equality is important to Cambridgeshire Constabulary and encompass the protected characteristics of race, disability, gender, gender reassignment, age, sexual orientation, religion and belief, pregnancy and maternity, marriage and civil partnership.

This report provides examples to demonstrate the progress Cambridgeshire Constabulary has made in the last 12 months towards achieving our equality objectives.

Key activity in the last 12 months

Objective One

Improve ways in which Cambridgeshire Constabulary interacts and works with those having protected characteristics in order to improve service delivery.

We aim to improve accessibility, engagement and understanding with those with protected characteristics. We will recognise the different needs, expectations and implications of those with protected characteristics and their significance to influence the way we engage with people. We will do this by:

- Constructing and maintaining effective independent advisory groups.

Update – Proposals to develop the way in which the Constabulary engages with the Cambridgeshire Independent Advisory Network (CIAN) have been agreed, and joint work is underway to progress these. The proposals will see the Network undertaking a greater role in scrutinising the Constabulary's use of force and stop search, as well as reviewing activity for compliance with the Code of Ethics.

A new Constabulary / Office of the Police and Crime Commissioner (OPCC) Engagement Strategy has been agreed, which aims to further improve the way in which we listen, respond, inform and involve all groups over the course of the year – focussing on an inclusive approach attuned to the needs of different communities.

In 2016-17 – New CIAN arrangements will have been agreed and put in place, to provide additional independent scrutiny of the Constabulary, as well as the traditional advisory role of the group.

- Increasing the confidence of those with protected characteristics to encourage the reporting of traditionally under reported crimes.

Update – The Hate Crime Steering Group continues to work with partners to close the gap on under-reporting of all forms of hate crime, and in 2015-16 reporting of hate crime increased to 602 reports (from 511 in 2014-15).

A Third Party reporting trial in Fenland is underway, and work continues to develop this as a way of vulnerable victims reporting incidents. A Safer Places pilot for vulnerable people is also being trialled in Huntingdonshire, following meetings with representatives of VoiceAbility.

In 2016-17 – We will continue to progress third party reporting schemes, to increase confidence, and awareness and reporting of hate crime.

- Monitor use of force, and persons being taken into custody, to identify disproportionality

Update – Use of force, and persons being taken into custody, is monitored through meetings of the Ethics, Equality and Inclusion Group, which includes representatives from CIAN. This monitoring has not identified any specific concerns around disproportionality at the current time.

In 2016-17 – This work will continue, with the CIAN providing increased independent external scrutiny of use of force, stop search, and persons being taken into custody, to assess any issues of disproportionality.

- Reviewing the accessibility of our services

Update – We are continually working to ensure our services are accessible to those with protected characteristics.

In 2015-16 specific survey work was undertaken with Lesbian, Gay, Bisexual and Transgender (LGBT) and disabled groups to review accessibility of Constabulary services; Disability Discrimination Act assessments have taken place of Constabulary premises; and access to Constabulary website has been checked for compliance.

In 2016-17 - We will continue to working with community networks to design a service cognisant of need for people with protected characteristics and to test our services.

- Building a rapport with people who have protected characteristics by targeting engagement appropriately

Update – Engagement work has continued throughout the year, with Constabulary and OPCC involvement in a number of events to promote support for those with protected characteristics. These have included supporting LGBT+ History Month, attending the LGBT Hate Crime Networking Event, as well as signing the Cambridgeshire Equality Pledge, and Blue Light Time to Change Pledge (which challenges mental health and discrimination within the workplace).

In 2016-17 – In line with the new Constabulary and OPCC Engagement Strategy, we will look at other ways to identify communities with protected characteristics within each local policing area. Once communities are identified we will be actively seek their views on Police, crime, anti-social behaviour, accessibility to services, and local concerns by targeting engagement appropriately.

Objective Two

To improve the Constabulary understanding of the views, needs and expectations of those victims with protected characteristics, to ensure they are satisfied with the services they receive.

We aim to improve the understanding of the views, needs and expectations of victims with protected characteristics and the extent to which a protected characteristic contributes to levels of victimisation and vulnerability. By using our improved understanding we will provide training to staff to increase their awareness and understanding of the needs, expectations and feelings of vulnerability of victims with protected characteristics. We will do this by:

- Surveying those victims with protected characteristics to identify opportunities for improvement

Update – In 2015-16 specific survey work was undertaken with LGBT and disabled groups to review accessibility of Constabulary services and perceptions. The results of these surveys, as well as the ongoing confidence and victim satisfaction surveys conducted by the Constabulary, helped inform service improvement and the new Constabulary and OPCC Engagement Strategy.

From April 2015 the Constabulary started to survey respondents with protected characteristics (transgender, racist, religion, sexual orientation, disability). Up to the end of March 2016, of the 96 persons surveyed, 80 (83.3%) were satisfied with overall service delivery.

- Building feedback from surveys into training plans so staff and officers have increased awareness of the needs and expectations of those with protected characteristics.

Update – Feedback from surveys did not identify a need for additional training for officers to be developed around victims that are vulnerable through protected characteristics.

In 2016-17 – Training needs in relation to all aspects of ethics, equality and inclusion are being considered by the new Tri Force (Bedfordshire, Cambridgeshire and Hertfordshire) Learning & Development Department, and appropriate training will be rolled out to staff throughout the year. Staff in some areas (e.g. Professional Standards) have already received bespoke training on unconscious bias as part of this programme.

Objective Three

To protect and meet the needs of the most vulnerable individuals and communities

We aim to improve the reporting of Hate Crime and also reduce the levels of ASB suffered by those with protected characteristics. We will ensure interaction with children and young people is effectively targeted recognising they can be both victims and offenders. We will do this by:

- Promoting the True Vision third party reporting scheme.

Update – Through the Hate Crime Steering group we continue to promote the True Vision third party reporting scheme. Partner agencies have also linked their websites to True Vision.

Reporting of hate crime in Cambridgeshire and Peterborough increased to 602 reports in 2016-16 (from 511 in 2014-15).

A Third Party reporting trial in Fenland is underway, and work continues to develop this as a way of vulnerable victims reporting incidents. A Safer Places pilot for vulnerable people is also being trialled in Huntingdonshire, following meeting with VoiceAbility.

In 2016-17 - The progression of third party reporting schemes, to increase confidence, and the awareness and reporting of hate crime with all vulnerable groups will continue.

- Ensure that the Force has a clear structure, Policy and Procedures to respond most effectively with partners to those suffering from mental illness

Update – Partners across the County signed a joint declaration in November 2014 to improve the system of care and support of people in crisis. In October 2015 the Cambridgeshire & Peterborough Crisis Care Concordat partners refreshed their local action plan in line with Department of Health recommendations ensuring that a 24/7 response to mental health will be available across Cambridgeshire and Peterborough.

Integrated Mental Health Team - Police

The OPCC and Safer Peterborough Partnership have provided one off funding for three mental health nurses to work in the police force control room for one year from 21/3/2016. The function of the nurse will be to triage calls for service for those in mental health crisis, to reduce S.136 detentions and to ensure the right care for people.

The team will also co-ordinate and enable case management between agencies for those causing high demand to police and other agencies because of ongoing mental illness – to reduce the revolving door syndrome.

Mental Health First Aid Training – Police Pilot

This training was delivered to 60 officers across the county by and the content of the Mental Health First Aid course is very different to the current e-learning training available to police. The live delivery and active learning make it a worthwhile addition. The training was delivered to a select number of frontline uniform staff over three delivery dates. The next step is a recurring joint training package that helps in the application of the joint protocols.

Objective Four

The Constabulary will shape recruitment, retention and progression activity (including positive action) to achieve a representative workforce.

We will engage with community groups regarding ways to improve attraction rates of candidates from under-represented groups and carry out positive action initiatives in support. We will ensure equality of opportunity throughout all promotion processes and proactively encourage those with protected characteristics to explore development opportunities available within the force.

To eliminate discrimination and foster good relations we will improve our understanding of under-represented groups in the organisation. We will do this by:

- Continuously reviewing and revising recruitment activity to seek to increase the representation of under-represented groups.

Update - Work continues via the Positive Action Steering and Tactical groups to seek to increase the representation of under-represented groups. Specific recruitment events have

been held, and the external website has been updated to provide information on recruitment eligibility, positive action, recruitment events and Operation Insight patrols – whereby would-be applicants can go on patrol to gain an insight into policing.

An Access Course to assist applicants, along with a Buddy Scheme, mentoring and bespoke training and support packages are all now available to applicants from under-represented groups.

In 2016 – 17 – This work will continue, with continued monitoring of representation of under-represented groups within the Constabulary's workforce.

- Reviewing promotion processes by working with internal stakeholders and staff support groups to ensure requirements for roles are reasonable and do not disadvantage any particular group – particularly women, BME and disabled staff.

Update – The Tri Force (Bedfordshire, Cambridgeshire and Hertfordshire) collaboration programme provides us with the opportunity to revise and align all promotion processes to ensure they are fair and transparent and not inadvertently disadvantaging individuals from protected characteristic groups.

Following the collaboration of the Tri Force Human Resource departments, a Tri Force Positive Action Strategy has been drafted to ensure we continue to support, mentor, inspire and encourage the development of officers and staff with protected characteristics seeking progression or specialisation.

In 2016-17 – Promotion processes will continue to be monitored to ensure that no groups are disadvantaged.

- Supporting the staff associations in providing engagement, networking mentoring and coaching opportunities for under-represented groups

Update – A Service Level Agreement has been drawn up and agreed by all staff support networks and the Chief Constable. This agreement is the foundation for the working arrangements between Cambridgeshire Constabulary and our staff support networks.

All networks have been given the opportunity to provide inputs to student officers during their initial training. Networks are also making promotional videos to 'advertise' the support available through the various support groups.

A bespoke input for Black, Asian, and minority ethnic (BAME) buddy scheme buddies has been written and delivered to seek to enhance confidence and capability in support of the BAME Positive Action Strategic and Tactical groups.

Analysis of women in the Force Mentoring Scheme was completed on behalf of the Women's Progression Group.

In 2016-17 – We will continue to look at ways to provide engagement, networking, mentoring and coaching opportunities for under-represented groups in the organisation.

Objective Five

The Constabulary aims to develop an inclusive workforce where all staff have equality of opportunity.

Ensure that the impact of organisational change is monitored to ensure no disproportionate impact on those with protected characteristics:

- To monitor collaboration and organisational change programme to ensure no disproportionate impact on those with protected characteristics.

Update – Understanding the effect of our change programmes on people with different protected characteristics is an important part of complying with the general equality duty. Work continues with the BCH (Bedfordshire, Cambridgeshire and Hertfordshire) Change Team to ensure the Equality Impact Assessment process is embedded in all standard operating procedures and change processes and a record is kept which verifies our processes have not been discriminatory in any way in the exercise of our functions.

In 2016-17 – Work will continue to monitor collaboration and organisational change programme to ensure no disproportionate impact on those with protected characteristics, particularly around the impact of ‘agile working’.

Work will also be progressed in response to the results of the Staff Survey, which is to be conducted in Summer 2016.

Objective Six

The Constabulary is able to evidence how it is meeting the three duties of the Equality Act across all its business areas.

We will meet our responsibilities under the Equality Act. We will do this by:

- Developing and implementing equality objectives
- Publishing equality data

Update - Equality Data to March 2015 and General Duty Data (employment monitoring) to March 2015 is published on the Constabulary website.

- Developing a strategic assessment to capture force priorities, identify risk and organisational direction.

Update - The Equality Strategic Assessment we have conducted provides us with the reassurance our objectives align with our Force priorities and strategic direction.

- Ensuring procurement, tendering and contract processes comply with equality legislation

Update – Policies and procedures have been checked as part of an internal audit to ensure they comply with equality legislation and that Equality Impact Assessments have been conducted.