

Equality objectives and key achievements

In order to ensure equality and diversity is considered in everything we do, we have six core objectives, highlights against each over the last quarter are provided below.

1. Improve the ways in which the force and people with protected characteristics interact and how we work together to improve service delivery, such as;
 - ensuring services and information are accessible
 - engaging with and understanding our communities
 - enhancing partnership working to improve service delivery.

The External Scrutiny Group met in December, March and July. It has considered and offered feedback on the Local Policing Review, Out of Court Disposals and their possible use in domestic abuse cases, the police use of force, the policing response to the actions of on-line child abuse activists, and been briefed on an internal review of stop and search and Hate Crime.

2. Support vulnerable victims;
 - people with protected characteristics
 - domestic and honour based victims
 - victims of anti-social behaviour.

The following measures are highlighted as recent operational developments:

- *LaDS – Liaison and Diversion Service working within custody, courts and the community undertaking vulnerability screenings and support for a six week period for those with complex needs within the community.*
- *FRS – First Response Service, providing a 24 hour a day phone triage service through 111 option 2 to meet the needs of those suffering a mental health issue and to respond to a crisis within a 4 hour period.*
- *Op Farmington/IROP – pathwaying high demand/high risk complex individuals including those with mental health vulnerabilities in the community.*

And in terms of Policy and Procedure:

- *Mental Health Strategy - In partnership, those with mental ill health are dealt with in the appropriate way by the appropriate agency. Reduce the harm and impact caused by, and to, those suffering from mental ill health.*
- *Working with Anglia Ruskin University as part of a 3 year research project looking at mental health demand. This regional work is being led by Cambridgeshire.*

3. Ensure people with protected characteristics are satisfied with the service they receive from us and understand what more could be done to improve their level of satisfaction.

The Force has completed a review of the way we deal with Hate Crime and our legitimacy in the way we undertake stop searches. The review involved consultation with community representatives and has resulted in an action plan to effect improvements. We have incorporated into the action plan recommendations from HMICFRS' national report into Hate Crime where these are applicable in Cambridgeshire.

4. Build a diverse workforce through shaping our recruitment, retention and progression activity of officers and staff, which is informed by engaging with under-represented groups in our communities and the experiences of under-represented members of our workforce.

The force are actively using positive action to engage with minority and under-represented groups and encourage applications from diverse recruits. Local actions are now being reviewed in light of the publication by the National Police Chiefs' Council of the Workforce Representation, Attraction, Recruitment and Progression Toolkit".

The Force has reaffirmed its commitment and support for staff support networks, through a new Service Level Agreement signed with the groups.

5. Build and maintain levels of workforce satisfaction, particularly people with protected characteristics with regard to fair treatment, respect, dignity and equal opportunities.

The staff survey has been completed for the second year and results are being considered by managers.

In January the DCC has initiated work to look at the culture of the force and identify any opportunities to make improvements. This work is drawing feedback from a range of sources and involves Staff Association and Staff Network representatives. This review will be completed by November with actions being identified and implementation to follow.

6. Integrate ethics and equality into the core of our business and evidence how we're meeting the duties of the Equality Act.

The HMICFRS/P report on custody published in February highlighted some areas of good practice, but also some areas requiring attention. An action plan is underway and will be checked by the inspectorate later this year. It is monitored by the collaborated custody team and the Cambs Organisational Group. One area still being looked at is gathering data to look at custody disposal disparity. Another is about testing custody facilities with community groups to see if they are fit for purpose.

The Force has participated in the inaugural NPCC Regional Policing Ethics meeting, setting up a network of forces to develop and share best practice.