

HERTFORDSHIRE POLICE AUTHORITY

Agenda
item:

10

MEETING	Hertfordshire Police Authority Community Engagement Committee
DATE	5 February 2010
TITLE	Equality Standard
SUBMITTED By	T/ACC Chris Miller

1. PURPOSE

This report provides information on Hertfordshire Constabulary's response to the recently published Equality Standard for the Police Service.

2. BACKGROUND

In August 2009 the NPIA in partnership with ACPO, the APA and the Home Office published the first iteration of the Equality Standard for the Police Service. This is a document which provides police forces with a tool that enables them in relation to equality standards to assess

- Current activity
- Gaps in performance
- Opportunities to share best practice
- How to improve performance by delivering positive outcomes.

The police document bears a similarity to the previously published *Equality Framework for Local Government*. The Equality Standard has been developed following a wide consultation both within and outside the police and is designed to build on the police's historic use of compliance regimes and to move towards developing more holistic ways of mapping and dealing with diversity and equality.

Underpinning the document is the idea that equality is for everybody and that all should be treated fairly according to their needs. This takes the police away its tradition of segmenting diversity into distinct issues, such as race or sexuality and instead replaces it with the idea that equality means delivering fair outcomes to all in a holistic way.

3. ANALYSIS

The Equality Standard sets Hertfordshire Constabulary a number of significant challenges. It requires us to map our community in new ways. This new map of community will inform the way in which we deliver our service and help us to understand better our impact upon communities particularly those whose voices have traditionally been less well heard. The Equality Standard is attached at appendix A and on pages 6-12 there is outlined the means whereby we can comprehensively establish a baseline of current activity and issues. It also maps out how to integrate better performance into daily business and how we can move

towards excellence in delivering equality both within the workplace and within our communities.

The Equality Standard comprises 22 units and is to be seen as a continuous improvement tool. The NPIA will offer support in helping us to deliver the Equality Standard if we request it. In due course it is likely that the Standard will Form the basis of an HMIC inspection.

4. CURRENT ACTIVITY

We are currently conducting a mapping exercise of our communities using census, health and police data and information held within the HCC Observatory. Pictorially when overlaid with crime and incident data we will have a powerful tool which will enable us to compare how our activities play out in various communities.

This mapping exercise constitutes a significant piece of work which will inform many of the 22 units. We are also gathering data and other information to help us complete our baseline. In due course we will have a comprehensive map of both our workforce and our community and the way they respond to each other and among themselves.

We are also developing a comprehensive picture of the many ways in which we currently engage with our communities and that too will help us identify gaps and opportunities. A graphic illustration of our communication opportunities is shown at appendix B

5. HUMAN RIGHTS, EQUALITIES AND DIVERSITY IMPLICATIONS

Testing ourselves against the Equality Standard and aspiring for excellence will clearly offer opportunities to respond in a citizen focused way, improve Neighbourhood Policing and continue to build on what is already an excellent workforce.

6. CONCLUSIONS

Although the Equality Standard is a challenging document to work with much of the information that it encourages the police service to gather, analyse and inform practice already exists in the organisation or with partners. What the Standard will do is to cause the Constabulary to think afresh about the way that it delivers policing services across the county and the way it trains and uses its workforce. With our current performance in the areas of community confidence and customer satisfaction it is clear that much of what is recommended in the Equality Standard is already part of daily business. What we aspire to do is to build on this position and to continue to develop excellence in the way in which we manage diversity and serve the Hertfordshire community.

7. RECOMMENDATIONS

That the committee notes the constabulary's approach to and progress against the Equality Standard

8. BACKGROUND PAPERS

The NPIA Equality Standard (August 2009)

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T/ACC Citizen Focus
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The Equality Standard for the Police Service

Framework

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Foreword

Responding to calls from specialists within the police service, the Equality Standard for the Police Service provides a framework for improvement in the delivery of equality through a proactive approach to diversity. The Standard is tailored to the demands of the modern policing community, improving confidence in the service, delivering cost-effectiveness and representing a substantive shift away from a target-oriented, reactive approach to diversity.

The framework is designed to support the police service in:

- assessing current activity;
- identifying gaps in performance;
- benchmarking progress and sharing best practice; and
- improving performance by delivering positive equality outcomes

As in the *Equality Framework for Local Government*, we have sought to deliver equality for all. Within the Equality Standard, the public are regarded as 'diverse individuals and communities', affirming respect for the many characteristics that mark us out as individuals, and ensuring that discrimination of any kind is tackled. Equally, those who deliver policing services are the 'workforce', acknowledging the contribution of community volunteers to the diversity

and productivity of the service.

In developing the Equality Standard, the NPJA consulted widely, not only within the police service, but also with trades unions, staff associations, diversity staff support associations, and directly with community members. The process culminated in extensive field testing within 11 forces and included a Welsh language study.

The Equality Standard is distinct from existing compliance frameworks, but will ensure that evidence is shared in developing a complete picture of diversity issues. For example, evidence on police use of Stop and Search powers will also be used for the Public Service Agreements (PSA) 24 focus on disproportionality of impact within the Criminal Justice System. Further, the Equality Standard connects with both the Policing Pledge and the National Community Safety Plan, as well as contributing to Customer Service Excellence activity.

The NPJA will provide support to forces and police authorities and will coordinate a representative Editorial Board, supported by direct involvement from the Equality and Human Rights Commission, to keep the framework up to date and challenging. We will provide advice on use of the Equality Standard via the NPJA website and offer further support through the newly created POLKA (Police On-Line Knowledge Area) website for benchmarking and sharing effective practice.



The Equality Standard will help Chief Officers to deliver the new *Equality, Diversity and Human Rights Strategy* for the Police Service, which sets out a clear vision for police leaders in deriving benefits for their workforces and for the public.

This introduction is an appropriate place to register my thanks to our many partners in development, particularly to the Improvement and Development Agency (IDeA) for local government and to our Project Board, which included representatives from the tripartite partnership of the Home Office, Association of Police Authorities (APA) and Association of Chief Police Officers (ACPO). I would also like to say a special thank you to those police service colleagues who took on extra work to sit on the National Key Working Group and run field tests.

Chief Constable Peter Neyroud
Chief Executive of the National Policing Improvement Agency

How to?

The Framework for Police Use

The Equality Standard is designed to be used as a continuous improvement tool. The 22 units of the framework set out a visual journey of improvement.

Each unit has three stages, which allows the police service to assess current performance and plan how to improve. Having a formal framework will enable forces to benchmark performance with others and share effective practices.

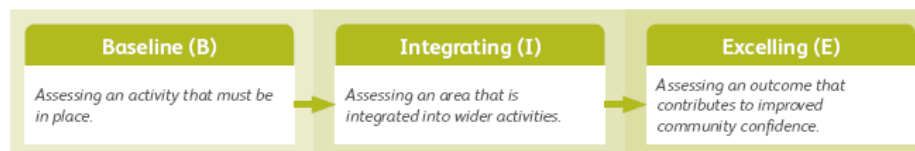
The approach also supports police authorities in delivering their duties and allows for differing policing conditions and priorities across England and Wales. The Equality Standard has been designed to contribute to improving community confidence.

In a period of limited resources it does not require the police service to carry out new tasks but to deliver improved equality outcomes for existing day-to-day activities.

It would be too unwieldy if it tried to cover every policing activity so past scrutiny of police performance has been taken into account. The focus is therefore on specific areas of operational policing and organisational processes where there have been, and continue to be, difficulties in delivering positive equality outcomes.

This is no tick-box approach and it requires real evidence of activities and outcomes from operational policing and corporate performance. No duplication of work is required and care has been taken to avoid introducing unnecessary bureaucracy.

Of the three stages, meeting the Baseline stage is essential. The Integrating stage enables forces to focus on assessing the quality of one activity which is part of a much wider range of activities. The Excelling stage assesses whether a force is delivering a range and quality of outcomes that impact positively on communities.



How will the Equality Standard be used?

The Standard will support self-assessment and self-improvement by helping forces to:

- assess current performance by focusing on activities and outcomes
- identify gaps in performance and drive improvement plans
- gain perspective by benchmarking progress with other forces
- share effective practice and learn from other forces' performance
- improve delivery of equality outcomes for communities

The framework will drive and sustain continuous improvement so, for example, it requires that any claim to have achieved Integrating must be accompanied by evidence that performance is still being sustained in the Baseline requirements as well.

The emphasis is on proactive gathering of real evidence to drive improvement during the year, rather than the often retrospective approach to gathering evidence used in the past.

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The framework is designed to incorporate equality activity across all business areas so forces will be collecting evidence from a much wider range of sources, with the focus being on real evidence. This can include, but is not limited to;

- aspects of the Local Policing Plan
- reports from partnership activity
- minutes of community meetings
- evaluation of operational deployments/ investigations
- published materials

What support will be available for users?

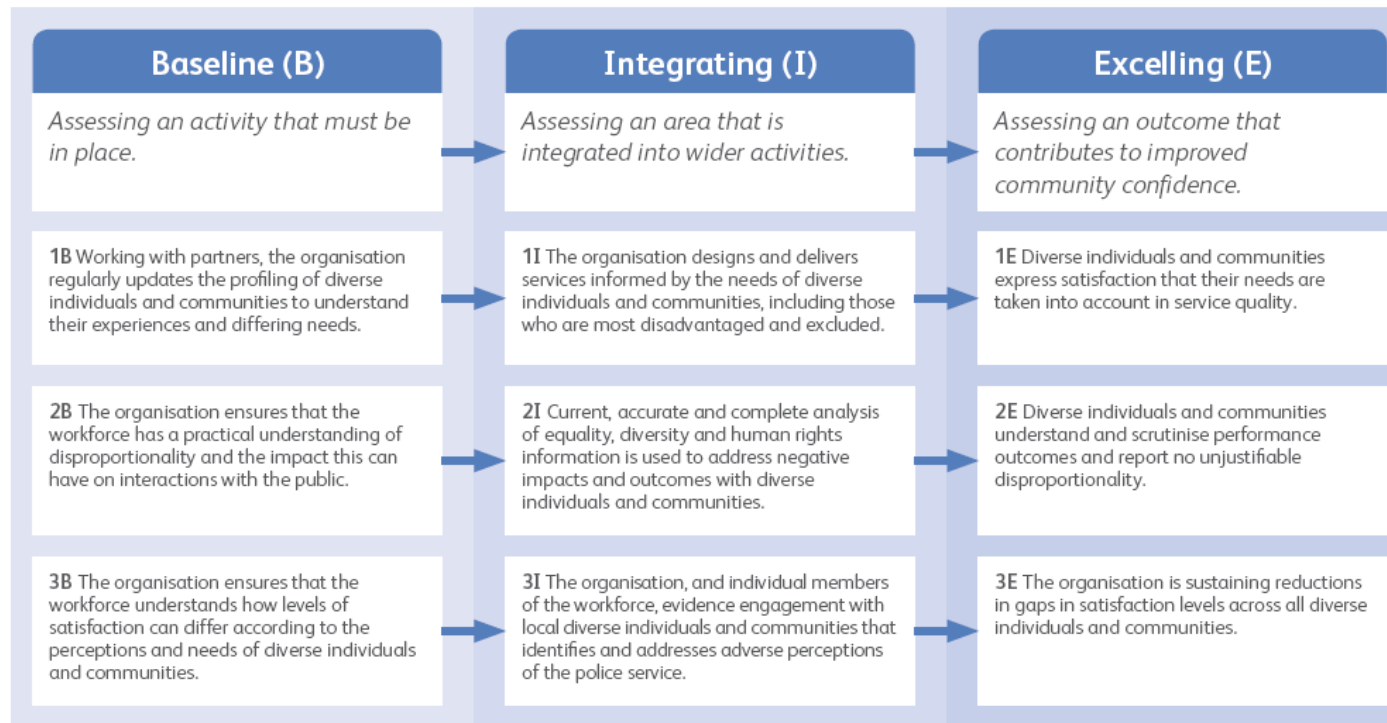
Support for forces will be provided in several ways. Practical advice has been developed and guidance for police forces and police authorities is available online.

After initial implementation support, the National Policing Improvement Agency will provide general capability support and specialist equality, diversity and human rights advice as required.

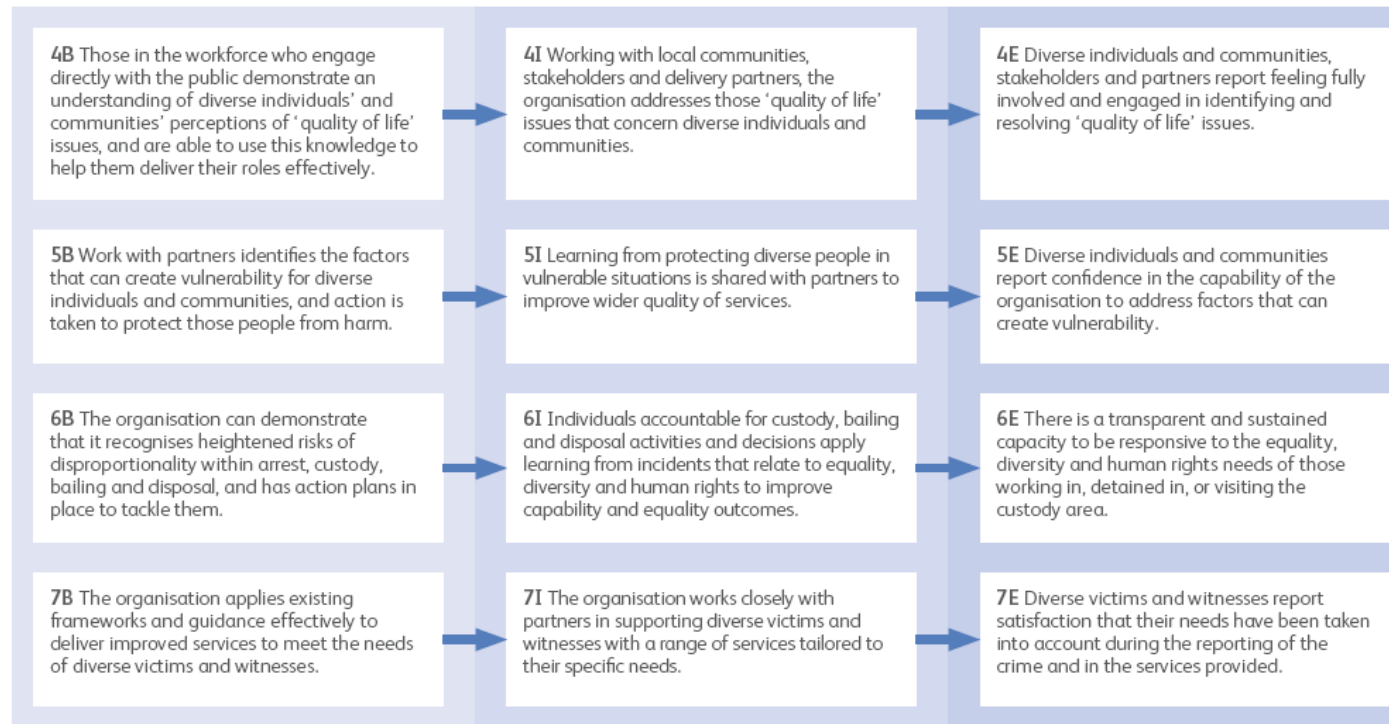


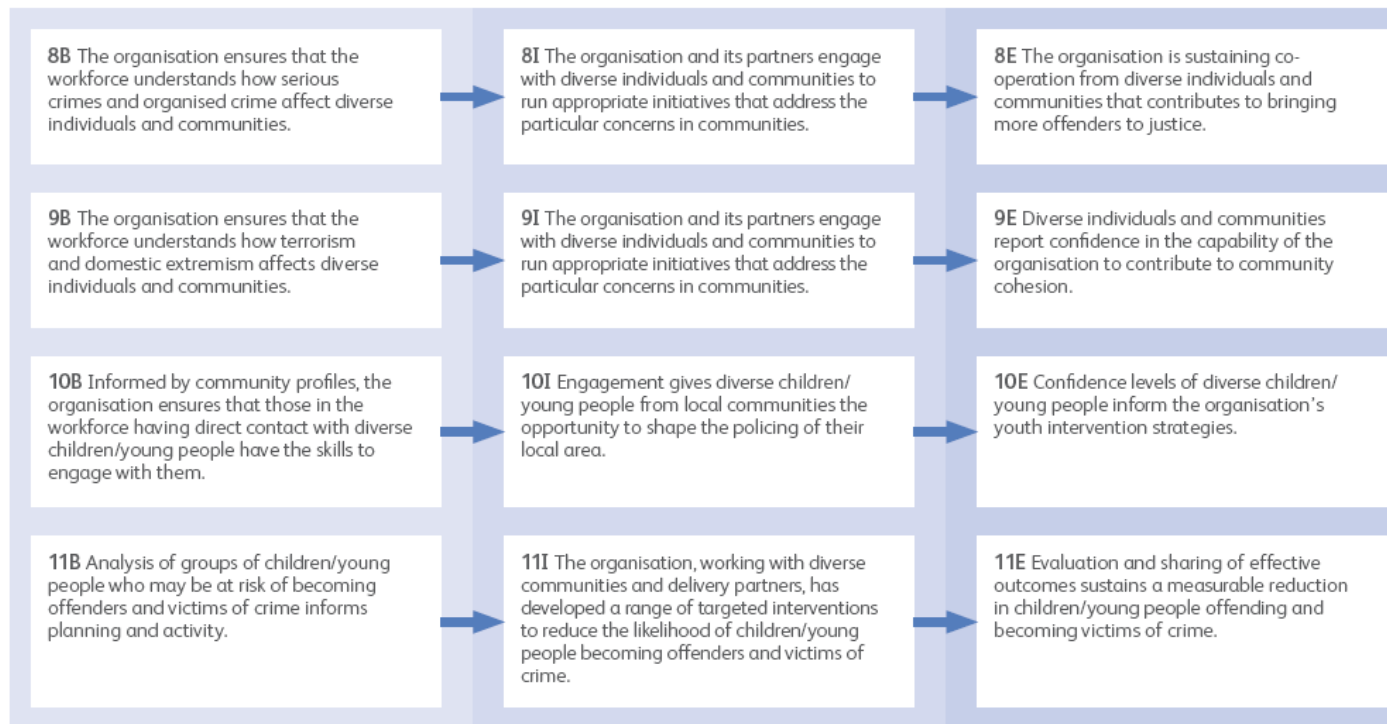
Operational Delivery

Meeting the needs of diverse individuals and communities



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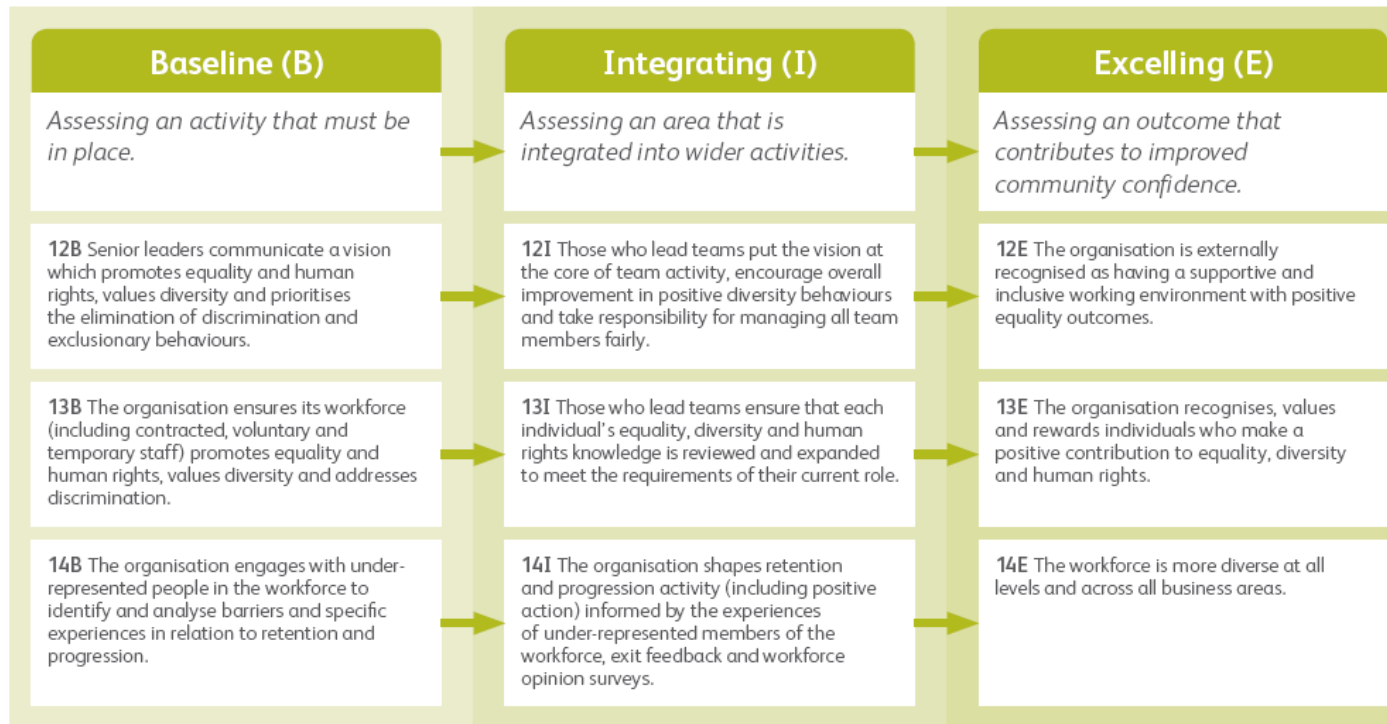




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People and Culture

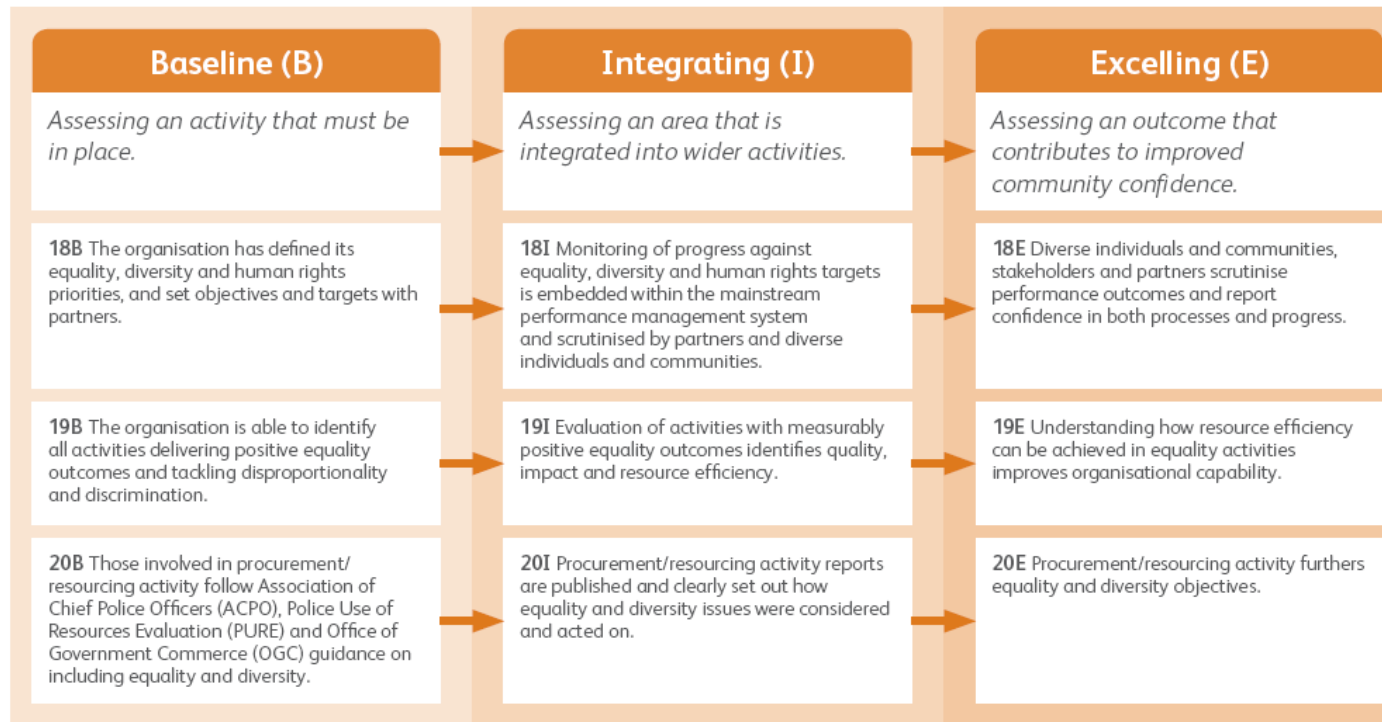
Building an inclusive and supportive working environment





Organisational Processes

Integrating equality across business areas





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Appendix B

