

DEVON & CORNWALL POLICE AUTHORITY'S DIVERSITY, EQUALITY and HUMAN RIGHTS WORKING GROUP

Terms of Reference

Introduction

Equality and respect for diversity is essential in policing. If this is not in place then the trust and confidence of the communities, which the service needs in order to police by consent and effectively keep the peace and prevent and detect crime, will not be there.

Since March 2008, every Police Authority has been given a positive duty, introduced by the Police and Justice Act 2006, to:

“... promote equality and diversity within the police force maintained for its area and within the authority.”

This duty supplements the General Equality Duty (2010) which includes the function to have due regard to the need to promote equality of opportunity, eliminate discrimination and also to have regard to promoting good relations between and within different communities.

Terms of Reference

The primary role of the Working Group is to provide the Police Authority with the assurance that the Force has the appropriate plans and activities in place to ensure:

- it has the trust and confidence of all communities it serves and
- that it reflects the communities it serves.

Furthermore, the working group will want to reassure itself that the Force has the relevant structures and processes in place to respond to government direction and inspection reports in a timely, efficient and effective manner.¹

Importantly, the role of the working group is also to ensure that the Authority in its own right promotes equality and diversity thereby instilling trust and confidence and ensuring a representative workforce. An important tool in this process is the Authority's Single Equality Scheme.

Scrutiny and monitoring of Force performance in this area is needed, with a view to the Force being able to reassure the Working Group that its actions and improvement plans are delivered upon resulting in measurable improvements in outcomes with learning and development identified where appropriate.

The strands of Diversity that the working group will focus on are: Disability / Race / Gender / Transgender / Sexual Orientation / Religious Beliefs / Age.

¹ Home Office “**Protecting the Public: Supporting the police to succeed**” December 2009 Chapter 1

In order to achieve this, the Working Group will:

- Scrutinise Force performance in this business area against, for example, relevant Force Targets, the Force (and national) Equality, Diversity and Human Rights Strategy, The Equality Standard and the Equality duty.
- Determine how the Force and the Authority can improve its relationship with partner agencies and increase partnership working / regional and / or national collaboration where appropriate²
- Receive reports from HMIC, IPCC, EHRC within or related to this business area and decide on any resulting action
- Receive the Diversity Audits conducted by the Authority for comment
- Engage with and involve diverse communities in Authority work
- Maintain good relationships and engage with Staff Support Groups
- Monitor the performance of the force in complying with the duties imposed on that force by the Human Rights Act 1998
- Monitor the implementation of and evaluate the outcomes of the Equality Standard
- Monitor the action plans and evaluate the outcomes of the Force's Equality Scheme
- Monitor the action plans and evaluate the outcomes of the Authority's Equality Scheme
- Scrutinise Force performance in relation to retention, progression and recruitment of staff (to include a focus on positive action)
- Scrutinise Force performance in relation to instances of Hate Crime
- Scrutinise Force performance in relation to Stop & Search / Account
- Request reports and / or presentations on specific issues from the Constabulary via the Deputy Chief Constable
- Review the priorities agreed above in line with relevant risk assessment of Force and Authority performance in this business area

Membership

Lynne Dunn, Brian Greenslade (APA Lead), David Percival, Lynda Price, Jo Norton and Jill Owen

(Although meetings of the working group are open to all members and officers of the Authority)

The Group's chairman will be nominated from within the group.

P A Support

The group will be supported by a Policy Officer from the Police Authority staff, selected by the Chief Executive.

Some additional administrative support may be required from the Police Authority office.

² "Forces and Police Authorities must also, when required, look outside their geographic force boundaries and contribute to regional or national endeavours" " Home Office "**Protecting the Public: Supporting the police to succeed**" December 2009 Chapter 4

Force contact

- Deputy Chief Constable
- A member of the Diversity, Equality and Human Rights Working Group will represent the Authority on the Force Strategic Independent Advisory Group (IAG). They will be responsible for reporting any concerns or issues back to the Authority via the Diversity & Equality Working Group.
- The Policy officer attends the Force's Equality, Diversity & Human Rights Strategic Group.

Reporting Line

- The Diversity, Equality & Human Rights Working Group has no formal decision-making powers
- The Group will report to the Strategic Planning and Co-ordination Committee where required but at least annually.
- Any of the Authority's Committees may request the Diversity, Equality & Human Rights Working Group to undertake detailed work relating to a relevant diversity issue and to report back with their findings, and if appropriate, recommendations
- The Diversity, Equality & Human Rights Working Group may bring issues to the attention of any of the Authority's Committees or the Full Authority if they feel it to be appropriate and / or necessary

Link to other Committees / Working Groups

- Protecting Vulnerable People Working Group
- Professional Standards and Complaints Monitoring Committee
- Local Policing and Confidence Committee
- Human Resources Committee