



Creating a safer
Cambridgeshire

To: Business Coordination Board

From: Chief Constable

Date: 1 November 2018

EQUALITY AND DIVERSITY UPDATE

1. Purpose

1.1 This paper provides the Business Coordination Board (“the Board”) with an overview of the Public Sector Equality Duty and outlines how Cambridgeshire Constabulary (“the Constabulary”) is exercising its statutory duties under the Equality Act 2010 (“the Act”) relating to equality and diversity.

2. Background and Legislative Requirements

2.1 Elements of the equality and diversity agenda are statutory. The purpose of the “General Equality Duty”, set out in the Equality Act 2010, is to ensure that consideration is given to equality matters in the day to day business of public authorities. The general duty is not prescriptive in the approach a public authority should take in order to comply with their legal obligations, but the Constabulary must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations.

2.2 The Constabulary is also subject to specific duties created by secondary legislation in the form of regulations. There are two specific duties:

- Publish information to demonstrate our compliance with the general equality duty on employees and also on people affected by our policies and practices.
- Publish equality objectives.

2.3 Beyond these statutory requirements, the Constabulary recognises the many organisational benefits of recruiting, retaining, and supporting a diverse work force.

3. Governance

- 3.1 To ensure compliance with statutory requirements and progress the wider equality and diversity agenda, the Constabulary has convened the Ethics, Equality and Inclusion Group as a governing body. The Group has representation from all departments and is chaired by the Deputy Chief Constable as the strategic lead for Equality, Diversity and Human Rights.
- 3.2 Recognising an increasing requirement to co-ordinate activity across the Strategic Alliance, notably where the collaborated Human Resources function plays a key role, a new BCH Equality Diversity and Inclusion Board has been established. The Board met for the first time on 21/9/18 setting out it's remit as follows "To recommend to the People Board the Strategic direction that BCH should take in relation to Equality, Diversity and Inclusion taking into account legislation, national initiatives and local needs". Formal Terms of Reference and other governance arrangements are being consulted upon and will be confirmed at the next meeting. The Board is chaired by the Deputy Chief Constable of Bedfordshire and the Cambridgeshire representative is Deputy Chief Constable Baldwin.
- 3.3 The Police and Crime Commissioner has a statutory duty under the Police Reform and Social Responsibility Act 2011 to hold the Chief Constable to account for the exercise of duties relating to equality and diversity.
- 3.4 Ultimately, the Equality and Human Rights Commission (EHRC) is responsible for assessing compliance with the specific duties, and for their enforcement. The EHRC has powers to issue a compliance notice if it believes an organisation has failed to comply with the specific duties and can apply to the courts for an order requiring compliance.

4. Meeting the Requirements of the Equality Act 2010

- 4.1 The Act requires public bodies to prepare and publish equality objectives to help them further the three aims of the duty (set out at 2.1). The number of objectives set should be proportionate to the organisation's size and published in an accessible format. Subsequent objectives should be published at least every four years.
- 4.2 As reported to the Board in previous years, a set of objectives has been agreed for the period 2016-20. The Constabulary worked with Bedfordshire Police and Hertfordshire Constabulary to agree a joint set of objectives, to ensure that work by the collaborated Human Resources Department to improve representation and inclusivity within the Strategic Alliance would be more effectively co-ordinated and focussed.
- 4.3 Progress against the Equality Objectives over the last year is the subject of a report published on the Constabulary website, and is attached as Appendix A.
- 4.4 During 2019 the Force will commence the process of reviewing the objectives and identifying new ones to take forward from 2020. This work will be undertaken through the Ethics, Equality and Inclusion Group.

- 4.5 The specific equality duties require us to publish information about our employees. The Human Resources Department produces an annual employment monitoring report which satisfies our requirement to produce information on the makeup of our workforce. The information includes the makeup of the overall workforce, recruitment and retention, flexible working applications and grievances. (A link is provided below at point 2 in the Bibliography).
- 4.6 The organisation is also required to publish information with regard to service outcomes for people of different characteristics. As a minimum this should include stop search and hate crime data, satisfaction levels and use of force. A link to the Equality section of the website is provided below at item 3 in the Bibliography.
- 4.7 The Constabulary acknowledges that there has been limited formal, co-ordinated, refresher training for officers and staff on matters of equality and diversity. This has been highlighted in a number of audit and inspectorate report and has been the result of prioritisation being given to training the new Athena ICT system. A bid for training to be developed and delivered by the BCH Learning and Development Department was submitted this summer (after the Athena training program was completed) but was not prioritised due to different requirements across the three Forces. The Constabulary recognises that this still needs progressing and is looking at alternative options which can be commissioned locally.

5. Recommendation

The Board is invited to note the contents of this report.

Bibliography

Source	<p>1. Equality page on the Force website: https://www.cambs.police.uk/information-and-services/About-us/Equality-and-diversity</p> <p>2. Staff data: https://www.cambs.police.uk/assets/PDFs/About/Transparency/AboutUs-Equality-DutyEqualityReport-2018.pdf</p> <p>3. Equal Inclusion and Integrity policy: https://www.cambs.police.uk/assets/PDFs/Policies/AboutUs-Equality-EqualityInclusionAndIntegrityPolicy2017.pdf</p>
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