



STAFFORDSHIRE
POLICE

Equality, Diversity and Inclusion awareness

Please scan to register your
attendance.

Outcomes of learning

- You will understand what equality, diversity and inclusion mean and why they matter
- You will recognise the legal and ethical responsibilities related to the Equality Act 2010 and your responsibilities
- You will know what acceptable behaviour is and how to report inappropriate behaviour

It's OK to make mistakes- Apologise and Learn from the experience





Chatham House Rules

“Use the information, not the names.”

Have open and honest discussion ensure that comments made in a meeting are not attributed to individuals outside the room.



Share insights



Don't reveal identities

Confidentiality builds trust 

What is the Equality Act 2010?

Purpose of the Act

The Equality Act 2010 consolidates and simplifies anti-discrimination laws to protect individuals from unfair treatment.

Scope of Protection

It protects individuals against discrimination in work, services, and public life regardless of personal characteristics.

Responsibilities of Organisations

Employers, service providers, and public bodies must uphold equality principles and prevent discrimination.

Unified Legal Framework

The Act creates clarity and accessibility, promoting a more inclusive and respectful environment in the UK.



Key Features of the Act



The Equality Act 2010

Comprehensive Legislation

The Act consolidates 116 laws into one, creating a streamlined legal framework for equality and anti-discrimination.

Protections Against Unfair Treatment

It protects against discrimination, harassment, and victimisation in various environments including work and education.

Scope and Responsibilities

The Act covers employment, housing, education, and service access, setting duties for employers and service providers.

Protected Characteristics and Public Duty

Introduces 'protected characteristics' and duties for public sectors to actively promote equality and prevent bias.

Protected Characteristics



Nine Protected Characteristics

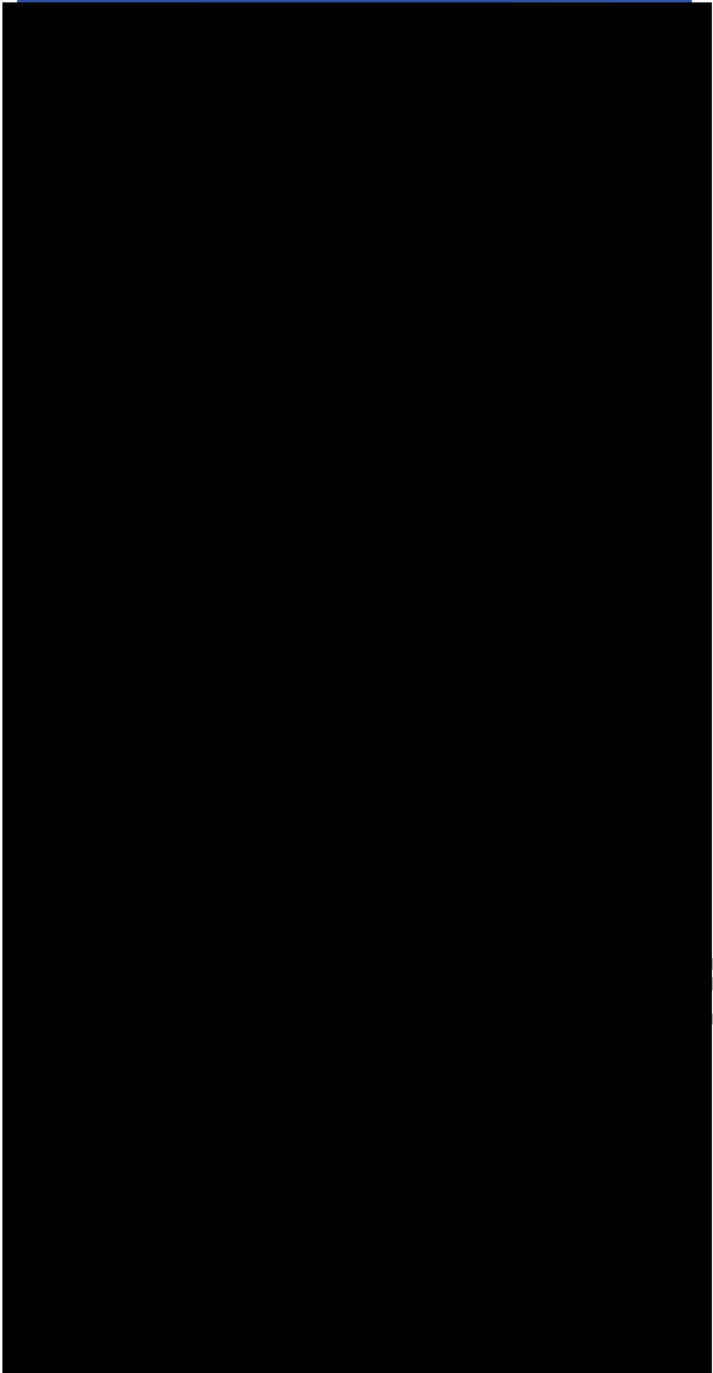
The Equality Act 2010 safeguards nine key characteristics from discrimination under the law.

Legal Protection Scope

Protections apply in employment, education, and access to services to prevent unfair treatment.

Fostering Inclusion

The Act encourages equitable treatment and helps address discriminatory practices in society.



What are the 9 protected characteristics?

Public Sector Equality Duty (PSED)

Legal Obligation under Equality Act

The PSED is a legal duty requiring public bodies to consider impacts on protected characteristics.

Protected Characteristics Considered

The duty covers age, disability, gender reassignment, pregnancy, race, religion, sex, and sexual orientation.

Application in Public Sector Work

PSED influences policy, service delivery, and employment to foster fairness and eliminate discrimination.

Proactive Equality Approach

The duty helps identify and address inequalities early to build a more equitable society.

The Three Aims of the PSED

Eliminate Discrimination

Remove unlawful discrimination, harassment, and victimisation affecting protected groups to ensure fairness.

Advance Equality of Opportunity

Take active steps to reduce disadvantages and support participation of protected groups in public life.

Foster Good Relations

Promote understanding and tackle prejudice to build positive relationships among diverse communities.

Safe to Say

Our aim is to encourage officers and staff to share information on their protected characteristics.

This data is valuable, it brings a clearer picture of our workforce and helps us to build an inclusive service.

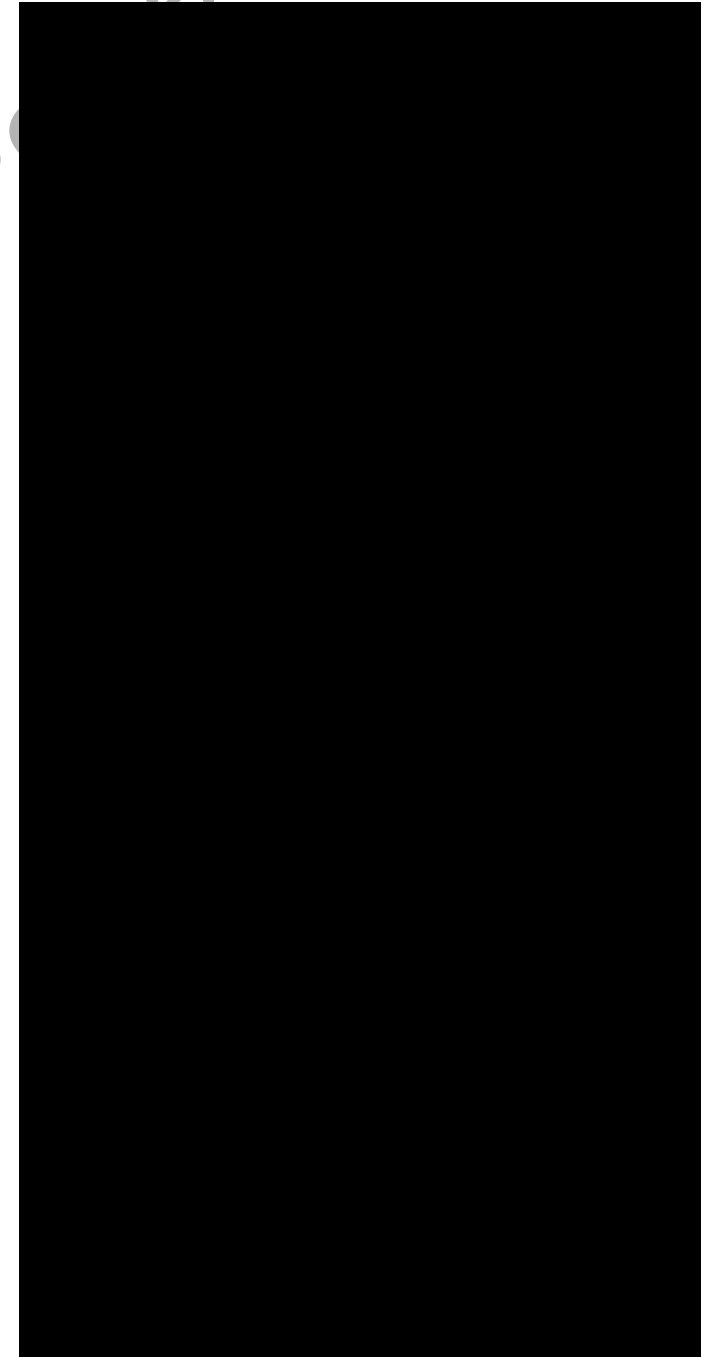


Handled with care

We treat your personal information with the same care as sensitive operational data so that it is always protected and properly controlled.

Equality, equity, diversity and Inclusion quiz

Produced by Staffordshire Po
for FOI22977





Equality

Principle of Fairness

Equality ensures fair treatment and equal opportunities for all individuals regardless of background or identity.

Removing Barriers

Promoting equality involves removing obstacles that prevent full participation in society or the workplace.

Supportive Policies

Implementing policies like equal pay and fair recruitment fosters an equitable and inclusive culture.

Inclusive Society

Fostering equality helps reduce discrimination and build a just, inclusive community.

Equity: Tailored Support Based on Needs

Definition of Equity

Equity means distributing resources based on individual needs to achieve fair outcomes for everyone.

Equity vs Equality

Equity differs from equality by recognising diverse circumstances and providing varying levels of assistance.

Application in Organisations

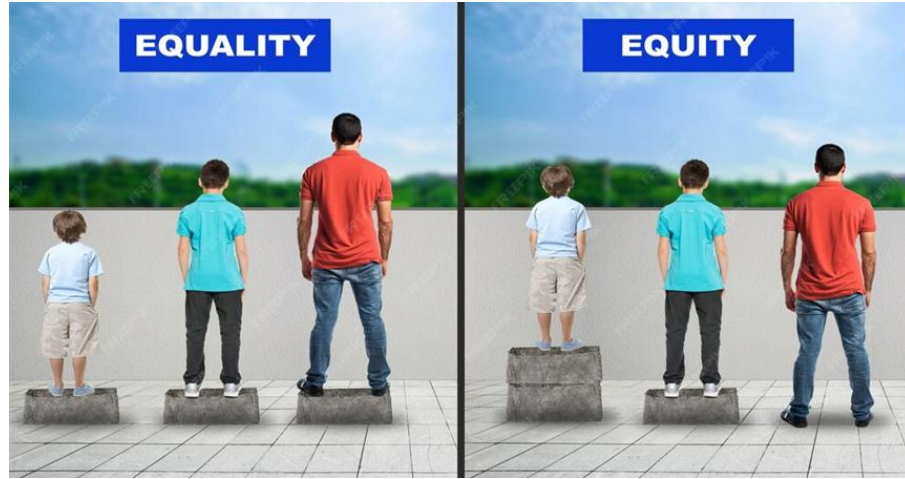
Organisations provide customised support like flexible work or assistive tech to meet diverse employee needs.

Importance in Public Sector

Public sector equity fosters inclusion, improves services, and builds trust with diverse communities served.

Liberation

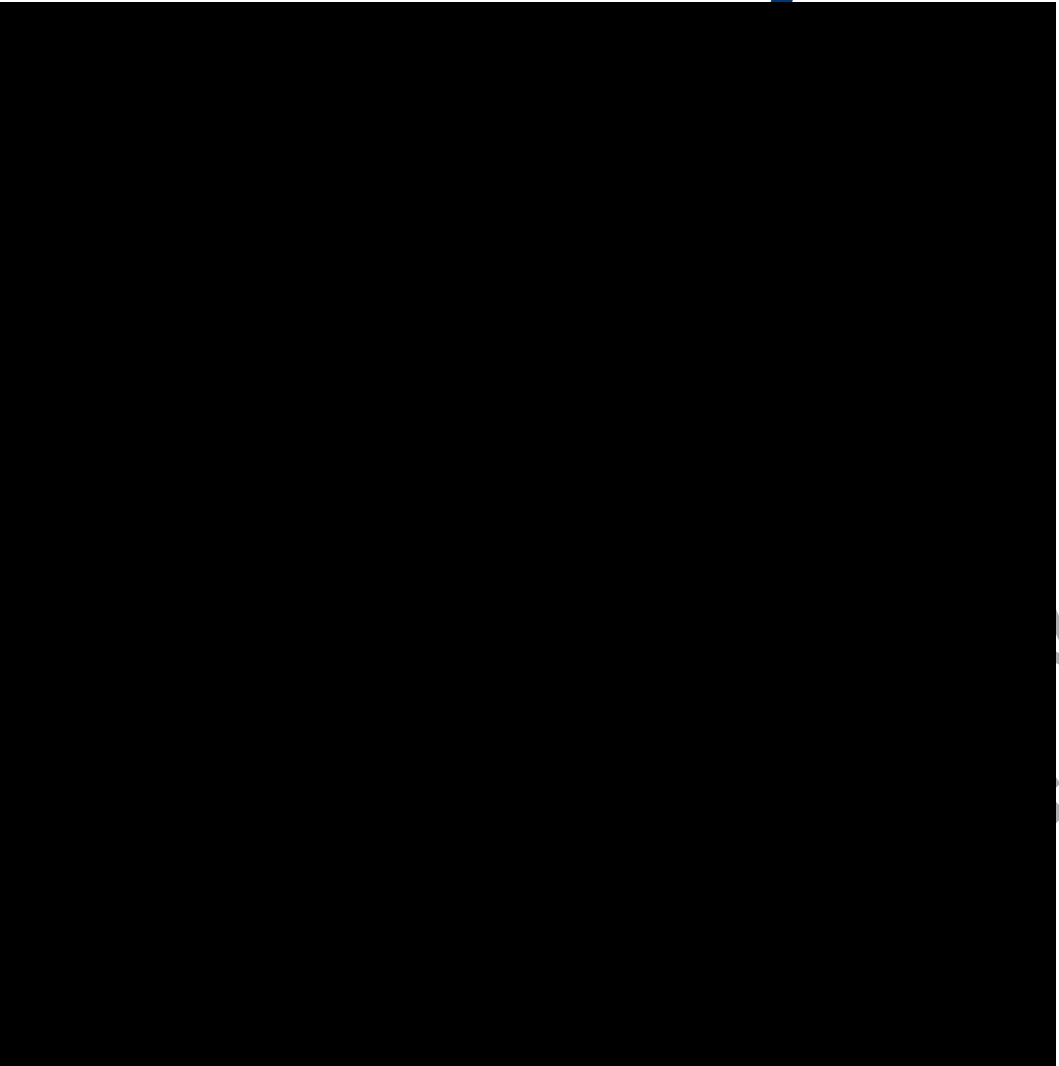
This is what we strive to achieve



What we strive for-



Diversity



Recognition of Differences

Diversity includes recognising and appreciating differences such as race, gender, age, disability and more among individuals.

Culture of Respect

Embracing diversity fosters respect and openness where varied perspectives are welcomed and valued.

Benefits of Diversity

Diversity promotes innovation, better decision-making, and stronger team dynamics in organisations.

Global Society Impact

Organisations with diverse teams are better equipped to serve global communities and address varied needs.

Consider picture

Inclusion

Creating Respectful Environments

Inclusion involves creating environments where everyone feels respected, valued, and empowered to contribute fully.

Active Engagement and Support

Inclusion goes beyond diversity by actively engaging and supporting people from all backgrounds in all activities.

Fostering Belonging and Voice

Inclusive environments foster a sense of belonging and ensure all voices are heard in decision-making.

Impact on Organisational Success

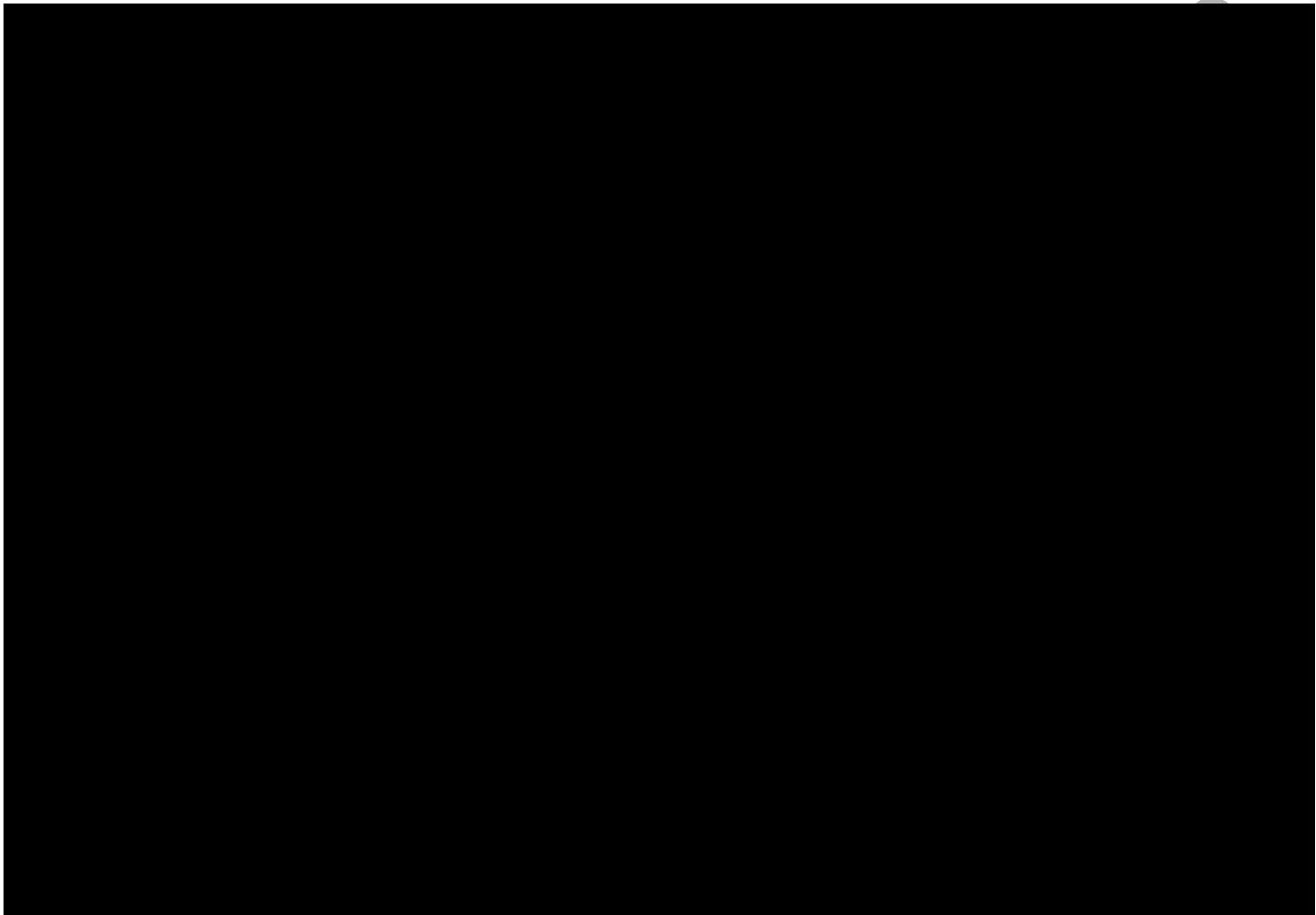
Inclusion improves employee engagement, retention, productivity, and innovation, strengthening organisational success.

What is the Police Race Action Plan (PRAP) ?

- The Police Race Action Plan was developed by the National Police Chiefs' Council (NPCC) and the College of Policing (CoP) in May 2022 to outline the commitment of improving policing for Black people by each Chief Constable and their police force across England and Wales.

- Why do we need it?





**POLICE
RACE
ACTION
PLAN**



**College of
Policing**

Improving policing for Black people

What is Race?

ASPECT	DESCRIPTION
Things you are born with	Inherited physical traits such as skin colour and hair texture
Common ancestry	Shared lineage and genetic heritage among groups
Colour of skin	Visible trait often used to categorise race in society



LGBTQ+ Definition and Explanation

Meaning of LGBTQ+ Acronym

LGBTQ+ represents diverse sexual orientations and gender identities, promoting inclusion and respect.

Components Explained

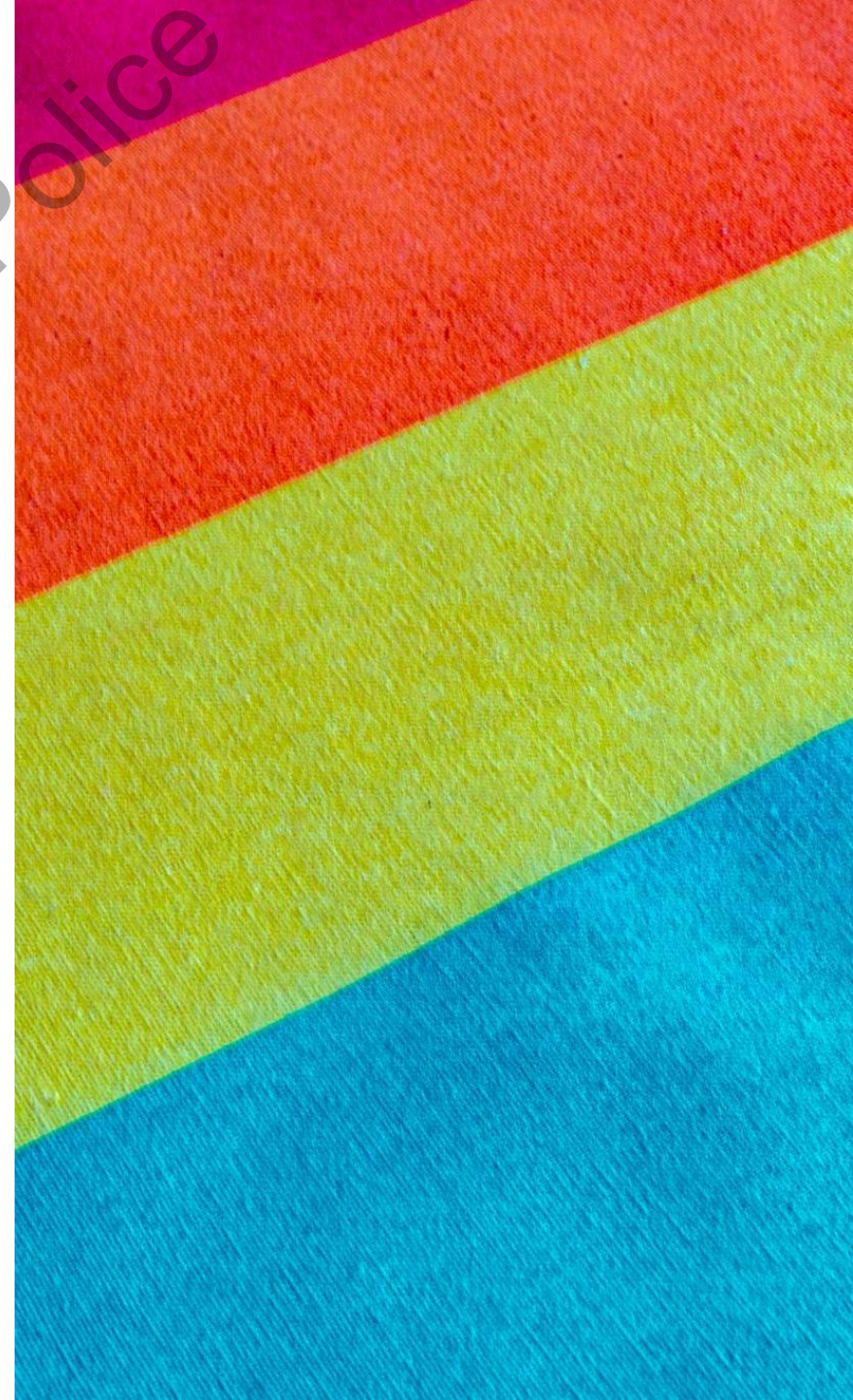
Each letter stands for distinct groups, including Lesbian, Gay, Bisexual, Transgender, Queer or Questioning individuals.

Importance of Inclusion

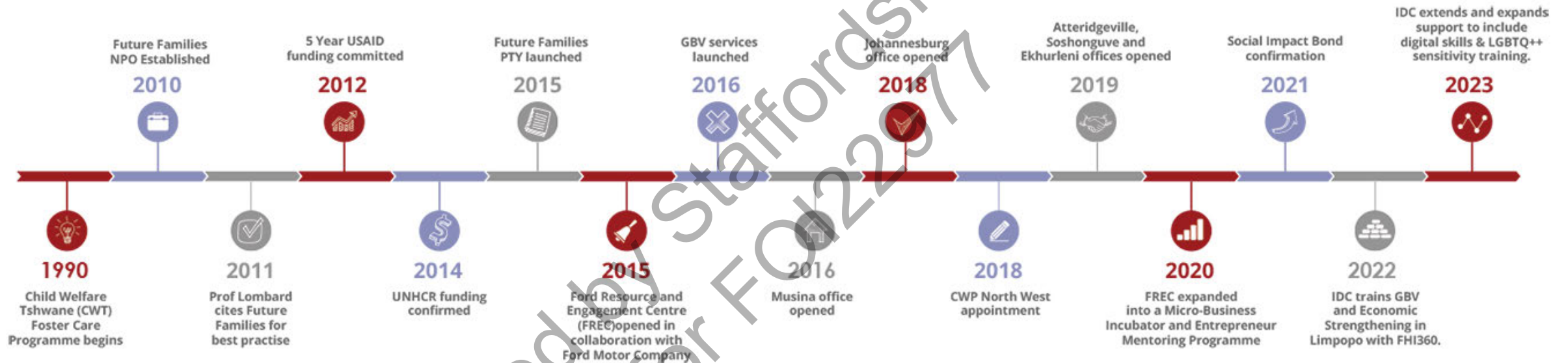
The '+' includes additional identities, ensuring the term adapts to evolving understandings of gender and sexuality.

Fostering Empathy and Equality

Understanding LGBTQ+ terms helps promote empathy, respect, and equality within society.



LGBTQ+ History Timeline (from 1990 onwards)



Disability

Legal Definition of Disability

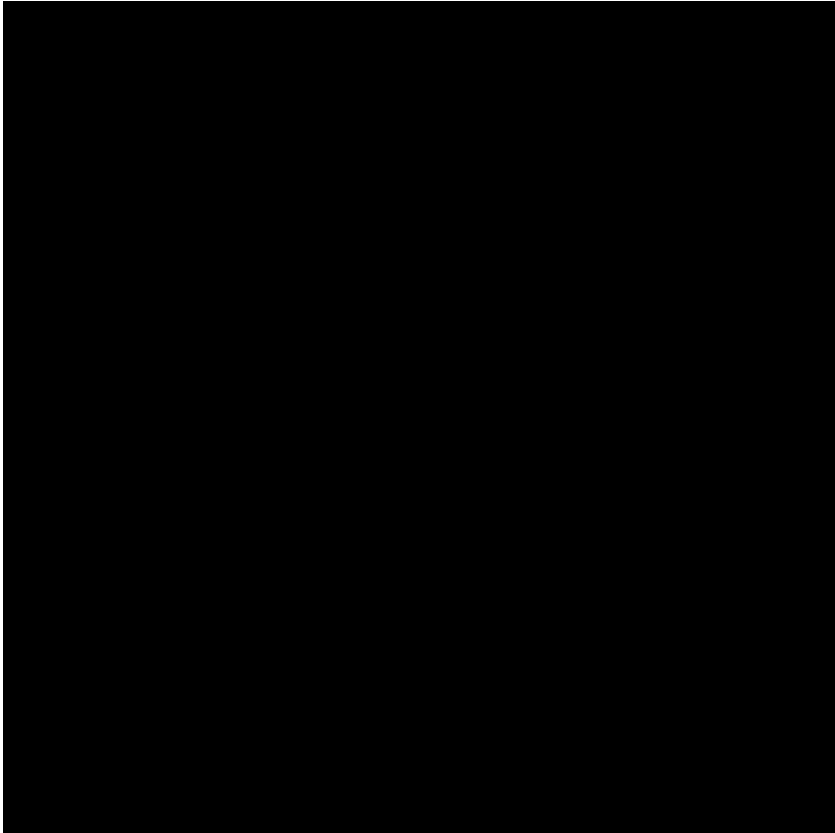
- Disability is defined by the Equality Act 2010 as a physical or mental impairment with long-term effects on daily activities.

Inclusive Practices

- The Act promotes equal treatment and reasonable adjustments to support disabled individuals in various settings.
- Combating Stigma
- Promotes awareness and understanding to reduce discrimination and support full societal participation for disabled persons
- The act includes Neurodiversity
- Some disabilities can be Non-Visible

Types of disability?

Support Resources Available



Comprehensive Wellbeing Services

Staffordshire Police provides a wide range of support addressing personal and professional challenges with tailored services. Personal Insights (RAP), Dyslexia Assessors.

Peer and Community Support

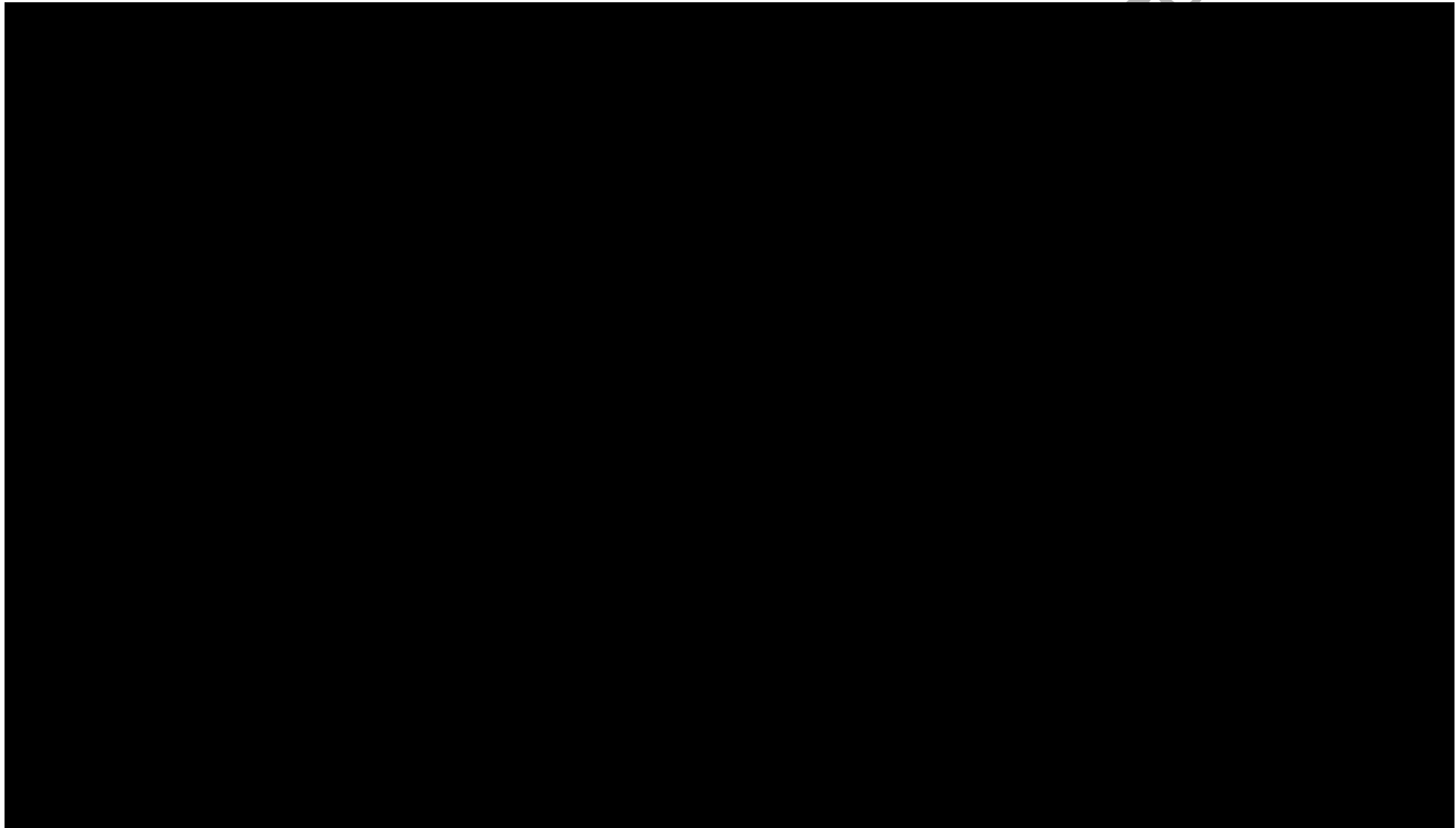
Staff Networks and Peer Support encourage inclusivity and empathetic connections among colleagues fostering community.

Advocacy and Representation

Police Federation and Unison provide legal advice and representation ensuring staff rights and welfare are protected.

Specialised Mental Health Support

Wellbeing Champions, TRiM Practitioners, and Mental Health First Aiders promote mental health awareness and trauma support.



Discrimination - Video



Definition and Forms of Discrimination

TYPE OF DISCRIMINATION	DESCRIPTION	EXAMPLE
Direct Discrimination	Explicit unfair treatment based on a protected characteristic	Refusing to hire someone because of their age
Indirect Discrimination	Policies that apply to all but disadvantage a group	Requiring all employees to work weekends, affecting religious observance
Harassment	Unwanted behaviour linked to a protected characteristic	Making jokes about someone's disability
Victimisation	Unfair treatment for complaining about discrimination	Demoting an employee who filed a discrimination complaint

Violence against women and girls



Misogyny & Violence Against Women



1. Violence Against Women and Girls (VAWG)

- VAWG accounts for **just under 20% of all recorded crime** in England and Wales.
- Police-recorded rape and sexual assault offences against women and girls have **increased by 264% since 2010**.
- In the year ending March 2024, **1.2 million women** (aged 16–59) were estimated to have experienced domestic abuse.

2. Complaints & Misconduct

- 404 complaints of sexual misconduct** against police officers in 2024–25 – the highest on record
- 645 sex discrimination complaints** in 2023–24.
- Over **50% of sexual misconduct complaints went uninvestigated** between 2020 and 2024.
- In the last five years, **85 internal cases** of misogyny/sexism were reported within some forces, many linked to abuse of position for sexual purposes.

3. Hate Crime Context

- While misogyny is not yet a standalone hate crime category in law, **115,990 hate crimes** were recorded in England and Wales in 2025, with gender-based hostility often linked to VAWG cases.

4. Misandry Gender-based Hate Crime can also affect men. It is known as misandry and is defined as hatred of, contempt for, or prejudice against men or boys. Experiencing gender-based Hate Crime can be extremely isolating and distressing, there is little data and it is currently not classified as a Hate Crime under UK law.

What is Unconscious Bias



Definition and Characteristics of Unconscious Bias



Nature of Unconscious Bias

Unconscious bias involves automatic attitudes affecting perceptions and decisions without conscious awareness.

Sources of Bias

Biases are shaped by background, culture, and personal experiences influencing our judgments.

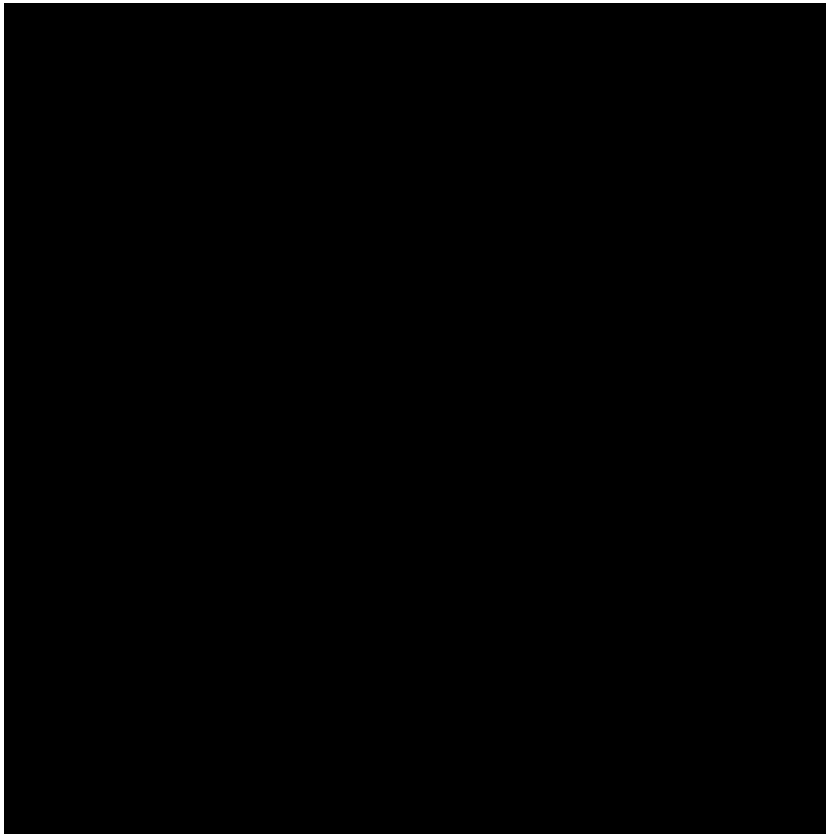
Impact on Fairness

Unconscious biases can cause unfair treatment in workplaces and other social settings despite good intentions.

Recognising and Addressing Bias

Awareness of unconscious bias is essential to create inclusive and equitable environments.

Impact and Implications of Unconscious Bias



Effects on Decision-Making

Unconscious bias influences hiring, evaluations, and team dynamics, disadvantaging marginalized groups.

Impact in Law Enforcement

Bias can affect officer perceptions and responses, contributing to disparities in policing outcomes.

Organisational Culture Challenges

Bias perpetuates stereotypes and hinders diversity, affecting workplace inclusivity.

Strategies for Mitigation

Intentional efforts like bias training and structured decisions help create respectful, inclusive workplaces.

Micro Aggressions

- Microaggressions are subtle, often unintentional, forms of prejudice. They can take the shape of offhand comments, inadvertently painful jokes, or pointed insults.
- Microaggressions negatively target marginalized groups or individuals, they relate to various aspects or appearance or identity such as race, ethnicity, gender, sexual orientation and more.



How do we report

HR Team

HRSupportTeam@staffordshire.police.uk

Professional Standards Department

psd@staffordshire.police.uk

Anti-Corruption Unit

anticorruption@staffordshire.police.uk



bad apple

The team approach to prevent corruption

CrimeStoppers.

0800 555111

100% anonymous. Always.

Your integrity is our integrity

Protect our force. Voice your
concerns 100% anonymously.

Call 0800 111 4444
or visit policeintegrityline.co.uk

Police
Integrity
Line

CrimeStoppers



Definition and Purpose of Positive Action

Concept of Positive Action

Positive action involves measures to improve representation for underrepresented and disadvantaged groups fairly and legally.

Implementation in Policing

It addresses disparities in recruitment, retention, and progression within police forces through strategic measures.

Legal Framework

Positive action is supported by the Equality Act 2010, enabling proportionate steps to tackle disadvantage and encourage participation.

Benefits for Communities

Building a diverse police workforce fosters trust, legitimacy, and improves law enforcement effectiveness.



StepIn

Staffordshire Police has a strong commitment to equality and diversity and will provide specialist support to applicants from different backgrounds, communities and characteristics.

FirstStep



Support will offer the following:

- Help with your application process
- Opportunity to have mentors or coaches
- Direct links with staff support networks
- Support throughout your volunteering career

VOLUNTEER
POLICE CADET

StepUp



StepIn support will offer the following:

- Help with promotion applications
- Support with promotion processes
- Support with exams
- One-to-one support buddying / coaching / mentoring

Staff Networks/Pledges

