

Staffordshire Police - Equality Diversity & Inclusion



Equality Act 2010

The Equality Act 2010 legally protects people of Britain from discrimination in the workplace and wider society.

The Act brings together 116 separate pieces of legislation into one single Act.

It protects individuals from discrimination, harassment, victimisation and any form of unfair treatment.

There are 9 characteristics that are protected by this law.



Equality Act 2010

Equality Act 2010

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation
- pregnancy and maternity
- marriage and civil partnership



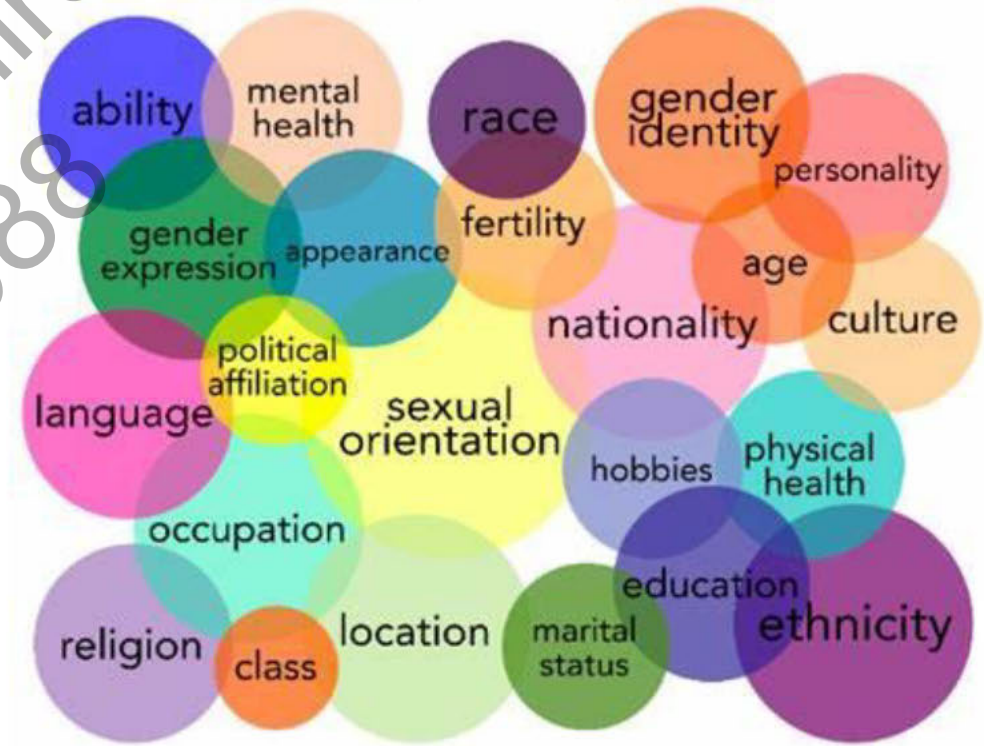
Intersectionality

The term was conceptualised by Kimberlé Williams Crenshaw in 1989.

Intersectionality identifies multiple factors of advantage and disadvantage.

Examples of these factors include gender, caste, sex, race, class, sexuality, religion, disability, physical appearance, and height.

These intersecting and overlapping social identities may be both empowering and oppressing.



Modern Policing Strategy

#5 - Diversity and inclusion

Our Vision:

To create a first class workplace with a vibrant and diverse workforce that better reflects our communities, and therefore where the services we deliver better meet the needs of the people of Staffordshire.



5 Diversity and inclusion

Our Vision: To create a first class workplace with a vibrant and diverse workforce that better reflects our communities, and therefore where the services we deliver better meet the needs of the people of Staffordshire.

We will do this through:

- Encouraging people to be themselves in the workplace, valuing different approaches and ways of working, regardless of rank and hierarchy, so that they are able to flourish and achieve their full potential.
- Investing in development on diversity and inclusion, raising awareness and embedding change.
- Taking opportunities to work with and learn from our partner organisations, Unison, staff associations and support organisations.
- Reviewing our approach to recruitment, attraction and the Staffordshire Police brand, actively ensuring that we reach all parts of the community.
- Regularly producing and analysing data so that we are clear on the workforce profile and where areas need addressing, and publishing this information.
- Reviewing and updating our marketing strategy and materials to ensure inclusivity.
- Ensuring that we link in regularly with the College of Policing BME team and relevant national committees, along with other national benchmarking and diversity initiatives.

Equality Diversity & Inclusion

The Equality Diversity and Inclusion team aim to help to keep Staffordshire Police employees and Staffordshire community informed as to how the organisation values and intends to deliver equality, diversity and inclusion within its core values. Components that form part of the hub;

The ED&I team will enable the organisation to achieve its vision stated in theme 5 '*Diversity & Inclusion*' of the *Modern Policing strategy*.



Staffordshire Police Equality Diversity & Inclusion Team

Equality Diversity & Inclusion Officer

Positive Action Officer

Diversity & Inclusion Coordinator

- Positive Action
- Staff Networks
- News
- Promotion & Development
- Policies & Procedures
- Learning & Development

The screenshot displays the Staffordshire Police website. The header features the Staffordshire Police crest and the text 'STAFFORDSHIRE POLICE'. A navigation bar includes links for HOME, A-Z, COVID-19, CT & RLWT, HUBS, NICHE, PEOPLE, BRIEFING HUB, and VULNERABILITY TOOLKIT. Below the navigation bar, a breadcrumb trail reads 'HOME > Equality, Diversity and Inclusion'. The main heading is 'Equality, Diversity and Inclusion'. The text states: 'The Equality, Diversity and Inclusion department has been introduced to help to keep Staffordshire Police employees and Staffordshire community informed as to how the organisation values and intends to deliver equality, diversity and inclusion within its core values.' It further explains that the page will enable the organisation to achieve its vision stated in theme 5 'Diversity & Inclusion' of the Modern Policing strategy. A quote follows: 'To create a first class workplace with a vibrant and diverse workforce that better reflects our communities, and therefore where the services we deliver better meet the needs of the people of Staffordshire.' The text concludes that the use of the Modern Policing strategy will help to guide and drive equality, diversity and inclusion forward within the force. At the bottom, it says: 'If you would like to find out more about Equality, Diversity and Inclusion please contact [redacted]'. On the right side, there is a 'QUICK LINKS' section with a list of links: Absence Restrictions, Book On/Off, BRAIN: The knowledge tool to help you, Brand Hub, Data Protection Hub, Force Policies and Procedures, Freedom of Information, Image Release Form, Internal Vacancies, Niche, NPT Commanders, and Overtime Opportunities. A circular graphic with the number 5 and the text 'Diversity & inclusion' is also visible.

Unconscious Bias

Unconscious bias refers to a bias that we are unaware of and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgements and assessments of people and situations, influenced by our;

- Background
- Cultural Environment
- Personal Experiences

(Equality Challenge Unit 2013 Unconscious Bias in Higher Education)



Unconscious Bias

<https://youtu.be/dVp9Z5k0dEE>

The Types of Unconscious Bias We Need to Address

shine

Beauty Bias



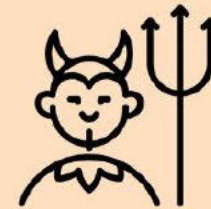
Judging people based on how they look.

Affinity Bias



Hiring people the same as ourselves.

Horns Effect



Negative assumptions cloud our judgement.

Confirmation Bias



Searching for evidence to back up first impressions.

Attribution Bias



How we perceive the actions of others.

Conformity Bias



Changing opinions to conform with the group.

Halo Effect



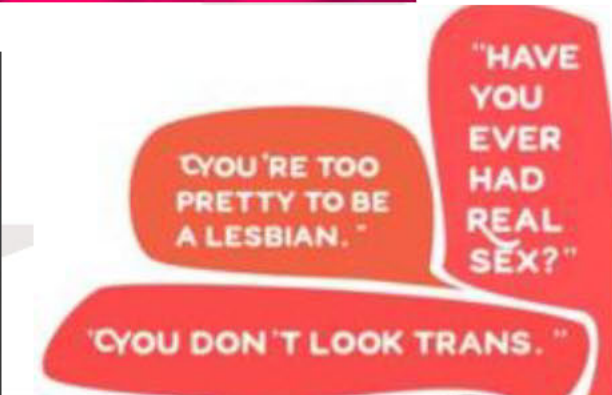
Perceived as having more positive traits than others.



STAFFORDSHIRE
POLICE

Microaggressions

- A microaggression is a comment or action that negatively targets a marginalized group of people.
- A microaggression can be intentional or accidental. It is a form of discrimination.
- People who use microaggressions may mean no harm toward the person or group they use it against.



Emotional Intelligence

- Emotional intelligence is the ability to recognise your emotions, understand what they're telling you, and realize how your emotions affect people around you. It also involves your perception of others: when you understand how they feel, this allows you to manage relationships more effectively.

	Recognition	Regulation
Personal Competence	Self-Awareness ✓ Self-confidence ✓ Awareness of your emotional state ✓ Recognizing how your behavior impacts others ✓ Paying attention to how others influence your emotional state	Self-Management ✓ Getting along well with others ✓ Handling conflict effectively ✓ Clearly expressing ideas and information ✓ Using sensitivity to another person's feelings (empathy) to manage interactions successfully
Social Competence	Social Awareness ✓ Picking up on the mood in the room ✓ Caring what others are going through ✓ Hearing what the other person is "really" saying	Relationship Management ✓ Getting along well with others ✓ Handling conflict effectively ✓ Clearly expressing ideas/information ✓ Using sensitivity to another person's feelings (empathy) to manage interactions successfully

Staff Networks

Staff Networks

Staff networks provide a voice for a particular group of people; *Empowering* chairs and committee members of the networks is essential in order for them to provide an effective service for Staffordshire Police employees.

- Coaching/mentoring
- Leadership Programmes
- Subject Matter Experts
- Lived experience
- Intersectionality



Staffordshire Police Staff Networks

Support and Advice Around Diversity

- Diversity & Inclusion Team
- Voluntary Staff Networks
- Positive Action Team



Safe to Say



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.

Police Uplift Programme
Home Office

College of Policing

NPCC

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 for the future.

One that reflects the communities it serves and enables every person to feel that they can bring 'themselves' into work in order to perform to their best.

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Safe to say

Having a more inclusive workforce improves organisational success.

Sharing information on your protected characteristics enables the organisation to:

- Deliver positive action which supports underrepresented groups.
- Understand the extent to which our work force represents our communities.
- Identify any disproportionalities within our workforce.

Staffordshire Staff Associations

Police Federation



UNISON



 <http://staffordshirepoliceunison.com/members-only/>

Benchmarking / Campaigns / Pledges



DYING
TO WORK



Positive Action

In order to increase the representation of the organisational workforce there is a need to identify innovative and creative ways to attract, develop and retain individuals.

Creating positive action strategies/plans help to develop new and successful initiatives that looks at addressing underrepresentation within the force and various departments.

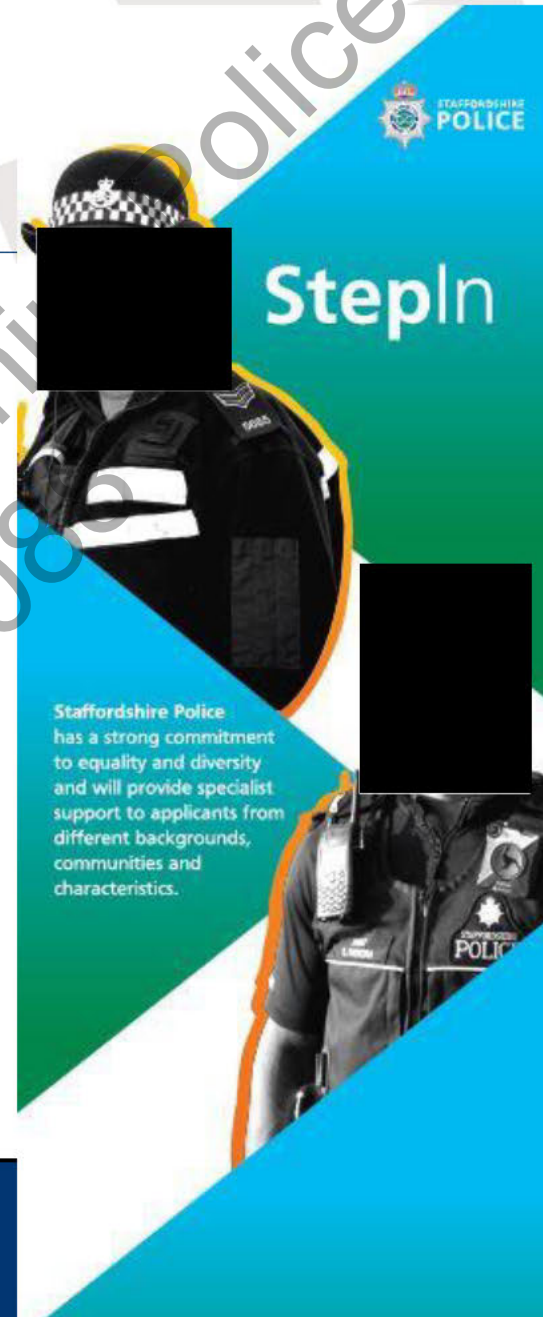
The use of documents and guides such as Modern Policing Strategy and the NPCC Toolkit help to drive positive action forward.

Continuous community engagement, involving NPT's is integral to a successful strategy.

STEP IN

A pre-recruitment positive action initiative. The introduction of this course is to provide potential officers and staff with an insight and overview into Staffordshire Police and the relevant recruitment process.

It will enable each individual to not only learn more about the force and how it works but aims to improve their confidence, presentation and communication skills and provide an awareness of the process in relation to the recruitment of various roles.



STEP UP

A pre-application positive action initiative. The introduction of this course is to provide potential officers with an insight and overview into Staffordshire Police and the relevant promotion processes.

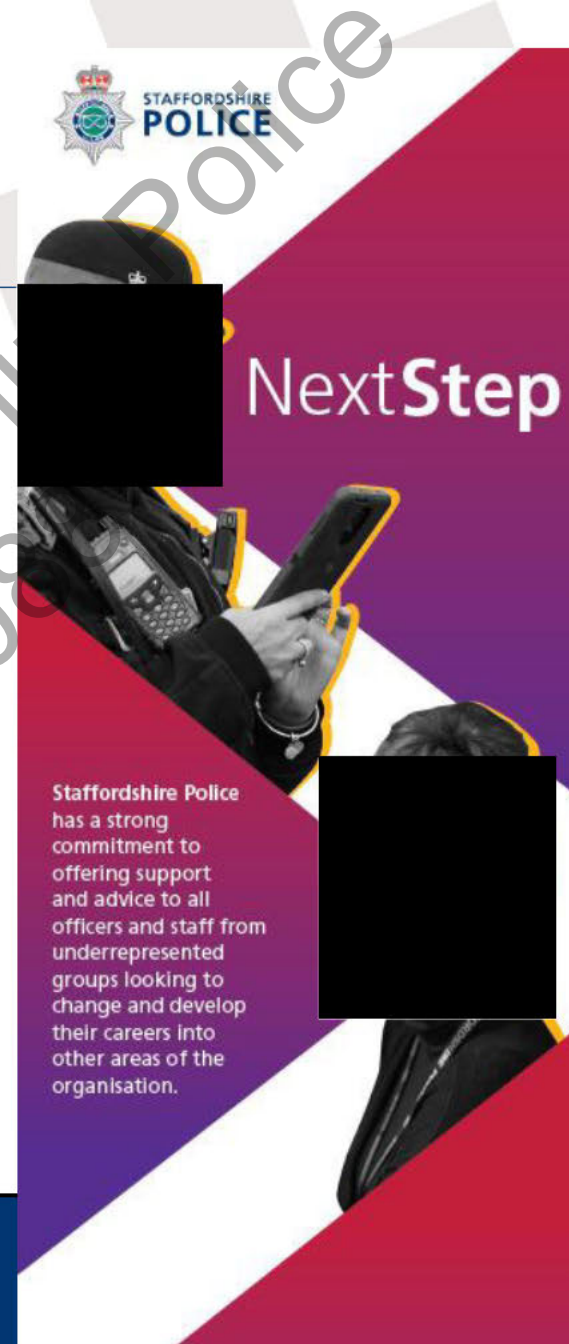
It will enable each individual to not only learn more about the force process and how it works but aims to improve their confidence, presentation and communication skills and provide an awareness of the expectations of the process and roles.



NEXT STEP

A pre-recruitment/application positive action initiative. The introduction of this course is to provide potential officers and staff with an insight and overview into specialist roles and departments within Staffordshire Police and the relevant recruitment processes.

It will enable each individual to not only learn more about the various roles in force but aims to improve their confidence, presentation and communication skills and provide an awareness of the of the expectations of the process and roles.



[Redacted]

Equality Diversity & Inclusion Officer – [Redacted]

Positive Action Officer – [Redacted]

Diversity & Inclusion Coordinator – [Redacted]

