

Equality and Diversity Strategy

2014 - 2019

Staffordshire Police is committed to providing a service that meets individuals' needs and to ensuring our staff treat people appropriately at all times. By embracing and valuing equality and diversity, we will improve our service delivery and create an inclusive and positive working environment for all members of the organisation. We recognise the diverse make up of our community and workforce through the protected groups: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation.

Our approach to delivering service to the communities of Staffordshire.

We want to work hard to provide the best service possible to the people of Staffordshire. We will continue to build on what the community of Staffordshire have already told us about our services to ensure that they believe and experience :

A service from Staffordshire Police that is fair, considerate, acted upon with integrity and respectful to all communities and that they feel reassured that the Police work to keep them safe.

The Force is easy to contact and responsive to the needs of the individual, their families, friends and neighbours. The Force will listen to all communities to understand what matters to them and take action to work to help solve their problems, keeping them updated on what actions have been taken and aim to deliver positive outcomes for them. The Force will also work with partners to provide long term lasting solutions to community concerns and help to improve their quality of life.

That Staffordshire Police has a workforce that is representative of the community it serves and is committed to delivering outstanding services for all.

Decisions made by Staffordshire Police that are based on the needs, views and best interests of victims and wider community. Staffordshire Police ensure equal access to services and a high standard of service delivery for all.

Our Equality Objectives

Our commitment to improve our service delivery will be reached through our equality objectives which will also contribute towards the delivery of the force's policing plan objectives.

Prevent crime and disorder.

- We will work with partners to protect people who may be in vulnerable circumstances and at risk of harm.
- We will encourage reporting from all communities across the areas of domestic abuse, hate crimes and hate incidents and sexual offences.
- We will address with partners the key 'quality of life' concerns for communities such as anti-social behaviour (ASB) and other crimes that affect specific communities.

Providing outstanding service.

- We will make sure our services are accessible to everyone and meet the needs of individuals.
- We will make sure that police officers use their legal powers fairly and proportionately.

Dealing with what matters to communities

- We will work with partners to understand the range of communities within Staffordshire.
- We will engage with those communities to identify what matters to them and take action to work to help solve their problems,

Our approach to our staff

We will ensure that we get the very best from our people to ensure that the entire Force contributes to keeping our communities safe and reassured. In order to do this we want to ensure that we are an employer of choice for both paid members of staff and also those members of the community that volunteer to support us. We are a Force that appreciates and values employees' and volunteers' differences and the contributions they can make. The Force engages with staff about change and offers opportunities to influence the development of policies and procedures.

Staffordshire Police works hard to create an inclusive and positive working environment for all. The force recognises and accepts individual lifestyle choices and work life balance needs. It is an organisation that supports people when times are hard as well as during the

good times and all staff are treated as individuals, with dignity and respect. As a result, the force has a highly motivated and talented workforce that is fully committed to serve local communities to the best of their ability.

With the intention of maximising the potential of each unique individual, there is equality of opportunity for access to training, development and promotion. Providing an open fair working environment, Staffordshire Police reflects, represents and is well equipped and trained to understand the needs of the diversity of backgrounds and cultures within our communities.

Equality Objectives

Our commitment to create an inclusive working environment will be reached through our equality objectives which will complement the Force's Policing Plan.

Preventing crime and disorder

- We will ensure our officers, staff and volunteers are sufficiently trained and aware of theirs and the forces contribution to deal with crime and disorder.
- We will encourage and support our officers, staff and volunteers to take advantage of training, development and promotion opportunities.

Providing outstanding service

- We will ensure we correctly record and deal with incidents, grievances and complaints fairly.

Dealing with what matters to communities

- We will try to have a workforce that is reflective of the community.

Our approach

Our values and leadership principles set out 'how' we are going to deliver our force and equality objectives.

Our core values

Honesty, impartiality, fairness and respect in all we do.

Our plan for successful leadership ...

Leadership is critical to our continued success. This plan sets out our core leadership standards and expectations.

The starting point for our leaders is the force's core values. Leaders are expected to act in accordance with them at all times. These are supported by our 'nine golden threads of leadership':

- Put victims and communities at the heart of everything you do
- Deliver positive outcomes for them
- See policing as a vocation – public service before self service
- Coach, motivate and inspire your teams to achieve and improve
- Lead with enthusiasm and optimism – even when it's hard to
- Be available and accessible to your staff – engage with them
- Consult and involve staff – especially over change
- Innovate. Think outside the box rather than just ticking it
- Be an effective negotiator

How we'll make sure we're on track

The Strategic Equality Steering Group (SESG) will monitor a number of key indicators and alert the executive team to any changes or risks.

Our commitment to embrace and value equality and diversity is supported by the Equality Act 2010 and the requirement to pay due regard to the public sector equality duty. Having 'due regard' to the equality duty means we should think about the need to

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act:

- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it and;
- **foster good relations** between people who share a protected characteristic and people who do not share it.

Having **due regard** means consciously think about the three aims of the Equality Duty when we are making decisions and carrying out our work. This includes how we act as an employer, how we develop, evaluate and review policy, how we design deliver and evaluate the services we provide and how we commission and procure from others.

How we will measure success

How we measure our success will be through a combination of measuring different indicators and also talking to members of the community, through groups such as the Independent Advisory Group, and also speaking to our staff and their representatives within Staff Associations to fully understanding the service we are providing.

Our formal measures will be :

- We will measure the reports of domestic abuse, hate crime and sexual offences to ensure they are reflective of the community.
- We will measure the reports of ASB to see if the numbers decrease
- We will measure the satisfaction rates for victims of ASB to ensure there is equity across the protected groups¹.
- We will measure satisfaction rates for victims of crime to ensure equity across the protected groups.

¹ The protected groups we measure are age, disability, race, religion/belief, sex and sexual orientation and these were previously referred to as diversity strands.

- We will measure the use of stop search and arrests to ensure there is no disproportionality in the use of police powers.
- We will measure the representation of the people we engage with to make sure they are reflective of the community.
- We will measure training applications and attendance rates across the protected characteristics to ensure there is no disproportionality across training applications and attendance rates.
- We will measure the proportionality of progressions to make sure there is no disproportionality in workforce progressions
- We will measure the number of complaints and grievances and use the data to drive organisational learning.
- We will measure the proportionality of the workforce to make sure the workforce is reflective of the community.

We will also hold regular consultation meetings with :

- Members of the community
- The Independent Advisory Group
- Ask our Citizens Panel what they think about our service
- Survey and speak to members of the Force
- Regularly engage with Staff Associations.