



Staffordshire Police Equality Scheme 2012 – 2015



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1. Foreword

Staffordshire Police is positive about equality and diversity. We're committed to providing a service that meets individuals' needs and to ensuring that our staff treat people appropriately at all times. As an employer, we recognise and value our employees' differences and the contributions they can make. We aim to create a working environment free from discrimination, harassment or bullying and develop a workforce which reflects the diversity of the communities we serve.

Our intention is to make sure that equality is at the core of everything we do. This Equality Scheme pulls together the details of how we aim to achieve this and how we intend to fulfil our duties as set out in the Equality Act 2010.

There are tensions that arise from time to time within and between different community groups. As the people responsible for policing those tensions, it is our responsibility to ensure we do so whilst maintaining individual and group equality rights. We aspire to achieve this balance although at times there is a risk that this task may prove difficult to achieve.

We will continue to monitor our behaviours and practices to ensure that we move ever closer to our goal of equality for all.

A handwritten signature in black ink, appearing to read 'M. Cunningham'.

Mike Cunningham
Chief Constable

Equality Legislation

Equality Act 2010

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act to make it easier for people to understand and comply with it. The Equality Act requires all public bodies including Staffordshire Police to meet the Equality Duty.

The Equality Duty has three aims. It requires public authorities to have due regard to 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 as part of the process of decision making. This means that consideration of equality issues must influence the decisions reached by public bodies – such as in how they act as employers, how they develop, evaluate and review policy, how they design deliver and evaluate services and how the commission and procure from others.

The Equality Duty covers the following protected characteristics:

- **age**

This refers to people who are in the same age group. An age group can mean people of the same age for example 18 year olds or people of a range of ages for example over 50 year olds.

- **disability**

A person has a disability if they have a physical or mental impairment which has a long-term and substantial adverse effect on their ability to carry out normal day-to-day activities. Physical or mental impairment includes sensory impairments such as those affecting sight or hearing.

- **gender reassignment**

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex away from their birth sex to their preferred gender.

- **maternity and civil partnership**

Marriage is any formal union of a man and woman which is legally recognised in the UK as a marriage. A civil partnership refers to a registered civil partnership of same sex partners under the Civil Partnership Act.

- **pregnancy and maternity**

Women are protected from discrimination at work from when a woman becomes pregnant and until the end of her maternity leave, or until she returns to work if that is earlier.

- **race**

Race includes colour, nationality and ethnic or national origins.

- **religion or belief**

Religion means any religion and includes a lack of religion. Belief means any religious or philosophical belief and includes a lack of belief.

- **sex**

This refers to a male or female of any age.

- **sexual orientation**

This means a person's sexual attraction towards:

- persons of the same sex (that is, the person is a gay man or a lesbian);
- persons of the opposite sex (that is, the person is heterosexual); or
- persons of either sex (that is, the person is bisexual).

The Equality Duty ensures all public bodies consider the needs of individuals in their day to day work in shaping policy, delivering services and in relation to their own employees. This will ensure that policies and services are appropriate and accessible to meet different people's needs

The Equality Act also includes specific duties which help public authorities in meeting the equality duty and having due regard. The specific duties require public authorities including Staffordshire Police to:

- publish information that demonstrates their compliance with the Equality Duty by 31.1.12 and subsequently at least every 12 months.
- publish the information in a manner that is accessible to the public and allows the information to be published as part of another document.
- prepare and publish one or more equality objective by 6.4.12 and subsequently at least every four years.

Human Rights Act 1998

The Human Rights Act 1998 does not spell out things that you must or must not do. It outlines a set of principles called 'articles' or 'protocols'. The Courts need to show that one of these principles has been breached.

Human rights are based on core principles such as dignity, fairness, equality, respect and autonomy.

The principles are relevant to a person's day-to-day life and protect a person's freedom to control their own life, effectively take part in decisions made by public authorities which impact upon their rights and get fair and equal services from public authorities.

The Human Rights Act 1998 came into force in October 2000.

The Human Rights Act means all public bodies must ensure that everything they do is compatible with the convention rights unless an Act of parliament makes that impossible.

Rights covered under the Act are:

- the right to life;
- freedom from torture, inhuman or degrading treatment;
- freedom from forced labour;
- right to liberty;
- right to fair trial;
- freedom from retrospective penalties;
- right to privacy;
- freedom of conscience;
- freedom of expression;
- freedom of assembly;

- right to marriage and family;
- freedom from discrimination;
- first protocol which covers: the right to peaceful enjoyment of possessions, right to education, free elections by secret ballot.

The Equality and Human Rights Commission will ensure the general duties and specific duties under the Act are met.

If the force does not comply with the general duties either by our actions or omissions we can be challenged. Claims can be made to the High Court for a judicial review by an individual, a group of interested people or by the EHRC.

Policing Staffordshire – Strategy and Plan.

Staffordshire Police's mission is: keeping our communities safe and reassured.

This is supported by an overarching strategic priority of ensuring that local police are dealing with the things that matter to their community.

This mission is supported by three key strategic priorities which are to deliver:

- a quality service;
- professional excellence;
- value for money.

In turn, these strategic priorities require a number of 'critical success' factors to ensure the Force achieve them including:

- effective planning;
- performance management;
- tasking and coordination;
- strong leadership;
- open communication;
- robust partnerships.

The strategy and plan is underpinned by the force's core values of:

- Respecting the dignity of each person we deal with;
- Professional excellence and willingness to learn;
- Caring, encouraging and respecting others;
- Recognising and celebrating success;
- Effective use of our resources;
- Fairness, equality and integrity;

Policing in Staffordshire and Stoke-on-Trent will continue to be based around local policing teams (LPTs), with neighbourhood policing as the bedrock to all that we do. Delivering effective, efficient, and approachable response services will also remain a high priority.

How Are We Promoting Equality

Our Force

Staffordshire Police is a medium-sized force in the heart of England. The force area includes one of the largest shire counties in England, covering more than 2,600 square kilometres or 1,000 square miles. It has a population of more than 1,000,000 and a rich diversity of communities, all with their own specific policing needs.

The force area is structured around nine local policing teams (LPTs). Each LPT has units with teams of officers and police community support officers and is supported by members of the Special Constabulary. These teams are responsible for getting to know local communities by being both visible and accessible and dealing with the things that matter to local people.

The Investigative Services and Operational Services departments provide support and expert advice to LPT's within Staffordshire Police whilst at the same time providing specialist policing, investigation and forensic skills.

The Organisational Support department provides support to the LPT's by providing and maintaining resources, ensuring the force meets its legal responsibilities and setting force-wide policy and strategy in specialist areas.

As at 31 December 2011, Staffordshire Police workforce consisted of 2,009 police officers, 1,320 police staff, 221 police community support officers (PSCOs) and 527 special constables.

Equality Structures

There are a number of structures within the force to ensure that equality issues are kept as a priority.

One of these is to have a diversity champion who is responsible for equality and diversity in the executive team. Assistant Chief Constable Jane Sawyers is the force diversity champion.

The Equality and Diversity Joint Panel (EDJP) is chaired by the leader of the Police Authority. The Board monitors the progress of the equality schemes of both the Police Authority and the Force.

The Board meets quarterly setting the strategic priorities and monitors the progress of the equality and diversity action plan. It includes members of the Police Authority, community representatives and specialists from human resources, public protection, corporate services, staff associations and support associations. The board meets quarterly.

The Strategic Equality Steering Group (SESG) is chaired by the Assistant Chief Constable (Operations). This group feeds priority actions into the EDJP. It also sets targets and oversees delivery of the force diversity action plan. The group is an internal one attended by divisional diversity champions and supported by others who can give specialist input. This group meets on a bi-monthly basis and monitors the force's employment duties and also considers issues such as hate crime and stop and search.

The Equality and Diversity Unit aims to mainstream diversity throughout the organisation and become a centre of excellence in diversity matters, helping the force to work with our diverse communities to improve trust, confidence and satisfaction in Staffordshire Police. The unit is responsible for reviewing the equality scheme and the action plan.

In addition local diversity issues are considered at divisional senior management team meetings which are attended by the staff and support associations.

There is also the Police Authority's Human Resources committee which has overall responsibility for Human Resources and learning and development issues. This committee meets quarterly.

Internally, there are groups specifically to support officers and staff. The Police Federation and Superintendents Association are staff associations that formally represent and offer support to police officers. UNISON is a trade union that formally represents and offers support to police staff.

In addition, there are support associations that have been set up to support staff including:

- Staffordshire Association for Women in Policing;
- Staffordshire Christian Police Association;
- Staffordshire Police Disability Support Group;
- Staffordshire Police Lesbian, Gay and Bi-sexual Transgender Association;
- Staffordshire Police Multicultural Association.

Equality Diversity and Human Rights Strategy

The equality, diversity and human rights strategy for the police sets out a vision for policing "A police service that has the trust and confidence of all communities and reflects communities it serves."

It sets out three themes which provide a national framework to improve performance and deliver equality results. The themes are;

- Operational delivery – delivering services that are easy to access and that respond to and meet the needs of all communities.
- People and culture – building a working environment that includes everyone and encourages all staff to develop and make progress.
- Organisational processes – building equality into the organisation's processes and how the service manages it's performance.

Equality Standard

The Equality Standard for the Police Service provides a framework to measure the delivery of the strategy. The standard will measure achievements and identify areas for improvement across all work areas.

The key outcomes include:

- Knowing about individuals and communities to support delivery according to need;
- Understanding impacts on diversity on satisfaction levels;
- Identifying factors for vulnerability;
- Engaging effectively and targeting activity with children and young people;
- Treating the workforce with equality and respect;
- Embedding equality in buildings, wider infrastructure and fleet.

Overall, the standard will help ensure the delivery of improved services, which are designed and delivered according to need. This in turn will contribute to increasing community trust and confidence in Staffordshire Police.

Equality Objectives

The Equality Standard has been used to identify the equality objectives for the force to help improve service delivery. The following objectives are for the period April 2012 – March 2015 however they will be reviewed annually:

- to work with partners to understand the range of communities within Staffordshire, in order to address their needs appropriately.
- to address some of the key 'quality of life' concerns for communities such as anti-social behaviour (ASB) and road safety.

- to work with partners to protect people who may be in vulnerable circumstances and at risk of harm. This includes issues such as domestic violence, hate crime, mental health, missing people, child protection and serious sexual assault.

Equality and Diversity Action Plan

The action plan sets out key actions which we are taking to achieve the equality objectives and promote equality over the next three years. The plan takes into account the needs of potential or existing employees or service users.

The action plan seeks to reflect:

- priorities as identified through various consultation processes;
- the force's strategic priorities, including milestones and major projects to be implemented over the timescale of this scheme;
- specific outcomes to promote equality that the force wishes to achieve, set against realistic timescales;
- measurable indicators of progress towards those outcomes;
- lines of accountability.

This action plan is a living document which is updated regularly to show progress against the actions. The plan is reviewed on an annual basis but additional actions can be added at any time as issues arise. The live action plan can be viewed on the force website under "about us" "equality and diversity information".

The scheme and the action plan will be scrutinised throughout 2012-2015 and will be subject to quarterly monitoring and annual review. The principle bodies responsible for the review process are the:

- Association of Chief Police Officers (ACPO) diversity champion;
- Strategic Equality Steering Group;
- Staffordshire Police and Police Authority Equality and Diversity Joint Panel;
- Police Authority Human Resources Committee;

- Staffordshire Association for Women in Policing;
- Staffordshire Police Disability Support Group;
- Staffordshire Police Lesbian Gay Bisexual and Transgender Association;
- Staffordshire Police Multicultural Association
- Force equality and diversity unit.

Equality and Diversity Monitoring Report

Equality and Diversity information is published annually in the Equality and Diversity Monitoring Report. The report is published on the forces website under “about us” “equality and diversity information”.

The monitoring report is analysed by the Strategic Equality Steering Group, the Equality and Diversity Joint Panel and the Police Authority Human Resources Committee. Actions that are identified during the analysis are included on the Equality and Diversity Action Plan.

The report includes the following monitoring data:

Confidence and Satisfaction:

- Feeling the Difference (public confidence survey);
- Customer Satisfaction – Crime;
- Customer Satisfaction – Anti Social Behaviour (ASB);
- Complaints.

Employment Monitoring;

- Workforce Profile;
- Recruitment;
- Retention;
- Progression;
- Grievances;

- Discipline Cases;
- Training.

Disproportionality;

- Stop and Search;
- Stop and Account.

Hate Crime;

- Hate Crime Resolution Rate;
- Hate Crimes and Incidents.

Criminal Justice System;

- Arrests.

How Do We Assess What We Do For Equality

Equality Impact Assessment

An Equality Impact Assessment (EIA) form is a tool kit that enables us to check how an existing service or policy or new service or policy affects groups of people covered by equality legislation.

The EIA process allows is a thorough and systematic analysis of the equality issues to be considered when developing or reviewing a function / policy / procedure.

EIA's have an important role to play in making sure equality underpins all the force's proposed policies and practices. Staffordshire Police look at the effect or likely impact these policies and practices will have across the protected groups.

The force assesses all its functions and policies to ensure that the three aims of the Equality Duty are considered as part of the decision making process.

A negative impact or a missed opportunity to achieve a more positive result shows we need to modify the policy or practice.

An EIA is completed for all new and revised functions. It consists of the following stages:

- identifying all the aims of the policy;
- identifying people who are likely to have an interest or be affected by the policy;
- considering data;
- considering research;
- consultation;
- conclusions – how the policy may impact on people;
- decisions – if the policy has a negative impact explain any changes needed or justify the need for the policy;

- monitoring arrangements;
- publishing assessment results.

Consultation

The consultation stage is a key element in the assessment process. Policy owners identify the level of consultation/involvement that is appropriate for the policy based on: the nature of the policy, the impact the policy will have on staff or the public and any adverse impact the policy may have on people from diverse backgrounds.

Policy owners record on the EIA form the individuals/organisations they have consulted/involved. They also record any issues that are raised and how they are addressed. If there is no consultation/involvement this has to be justified and recorded on the EIA form.

Quality Assurance

All EIAs are quality assured by the equality and diversity unit.

The EIA is incorporated in the policy writing process and no new or revised policy can be approved or published unless it has a completed EIA which has been quality assured as being satisfactory.

The EDJP monitors EIA's and outcomes.

Publishing

All EIAs are published on the force website.

Training

Key people involved in policy development and members of the support associations have received equality impact assessment training.

Community Impact Assessments

Community impact assessments are carried out each time there is a critical incident or a major investigation. The impact of these investigations may be considerable and the assessments look objectively at any factors which may affect community harmony. A risk assessment is made about specific risks to individuals and the community in general.

If the risk is high or medium then established community networks are used for consultation, keeping people informed and providing reassurance.

Delivering Policing Services

Staffordshire Police works hard to ensure the information and services we provide are accessible and appropriate to the needs of all the communities within Staffordshire.

Population of Staffordshire

The full demographic profile of Staffordshire is attached at Appendix B. The profile shows the following:

31 percent of the population are under the age of 16;
54 percent of the population are aged between 16 to 64;
16 percent of the population are over the age of 65.

97 percent of the population are White and 3 percent are Ethnic Minority.

49 percent of the population are male, 51 percent are female.

20 percent of the population have a limiting long term illness.

The top five religions are:

Christian 78 percent;
Muslim 1.3 percent;
Sikh 0.22 percent;
Hindu 0.18 percent;
Buddhist 0.10 percent.

There are 348 Gypsy and Traveller caravans on authorised sites and 36 Gypsy and Traveller caravans on unauthorised sites.

Six percent of the population is gay or lesbian.

How We Are Delivering A Service To Meet People's Needs

Contacting Staffordshire Police

You can contact Staffordshire Police using the following methods:

- by telephone;
We now have a single number 101 for all non-emergency calls.
- Internet;
Our website provides a range of information including news about policing in Staffordshire, crime reduction, recruitment opportunities and performance figures. The website is www.staffordshire.police.uk.
- police station;
All police stations have an enquiry desk which is open to members of the public. The opening times of the enquiry office are shown on our website. Outside of normal enquiry office opening hours, visitors can speak directly to a member of staff who can help via a wall-mounted telephone near the station main entrance.
- mobile police stations;
We have a number of mobile police stations which we use for community events and surgeries. We always publicise when and where these events will take place in the local media and on the local news sections of our website.

Neighbourhood policing

The force has produced neighbourhood profiles to help adapt its services to the needs of local people. These give far more detailed information about local communities, their concerns and expectations. Neighbourhood beat officers, police community support officers (PSCOs) and other members of the extended police family are a point of contact for communities.

Communication

In addition to the many traditional forms of communication Staffordshire Police has developed the following services to meet individual needs:

- **SMS text messaging;**

This service allows people who are hard of hearing, deaf or speech impaired to register their mobile phone numbers. This helps them to make direct contact with the force's control room for non emergency contact.

This service is provided free of charge and is primarily designed to cater for people with hearing or communication difficulties. An application form to join the scheme can be found on the force website.

- **Type talk;**

Force control rooms have the facilities to receive this national service. Type talk converts speech into text using an operator facility managed by the Royal National Institute for the Deaf (www.rnid.org.uk) and funded by BT. This service allows people who are deaf the opportunity to communicate with those who are not deaf.

- **E-mail;**

All force systems are being updated to take external e-mail enquiries. The force's website is set to be redeveloped with the force buying a new content management system. A key part of the process has been to make sure the new system meets the latest national guidance on accessibility standards. Accessibility will be the number one priority when designing page templates.

- **Induction loops;**

All major public enquiry receptions have induction loop systems.

- **Interpreters;**

The force has an agreement with Applied Language Solutions to provide us with language services. The services include providing interpreters for foreign languages and for a range of disabilities including deaf and deafblind. Interpreters can be provided 365 days per year at any location.

- **Braille and audio tapes;**

All force corporate publications can be made available in alternative languages and formats such as Braille, larger print and audio. Readers are asked to contact the force publications officer for more information.

- **Language card;**

To assist police officers in identifying the language an individual speaks, a language card is carried by all operational officers. The card has the following statement in several languages: 'to assist the officer point to a language you can speak'

- **Language line;**

The force has access to this facility 24 hours a day. The line is used to make initial contact with an individual who does not speak English and can be accessed from a police station, an individual's home phone or an officer's radio.

- **Rights and entitlements;**

In each custody suite rights and entitlements are held in more than 44 languages and are available in audio or large print format for people with a visual impairment. A DVD can be shown to people who are deaf or hard of hearing which explains their right and entitlements using British Sign Language and subtitles.

- **British Sign Language Video clips;**

Five British Sign Language videos for people who are deaf or hard of hearing are on the force website. The videos last almost seven minutes in total and include details

about how to contact the force in an emergency and non-emergency, how to reach local officers and where to find Staffordshire Police on social media.

Hate incident and hate crime

Hate crimes and incidents are taken to mean any crime or incident which is perceived by the victim or any other person to be wholly or partially motivated by a hostility or prejudice against an identifiable group of people.

The force monitor's hate crime and incidents for the following categories: disability, race, religion or belief, sexual orientation, transgender and other.

The force sets ten policing priorities for 2012/13 and priority number nine is to have a resolution rate for detecting hate crime of 57 percent.

The force's protecting vulnerable people unit looks at hate crime across the county and has specialist officers to provide advice and support. They also have a responsibility for policy and project-based work that aims to improve the service provided to victims of hate crime.

The force works closely with the following partnerships to improve the service for victims of hate crime :

PACH – partners against crimes of hate in East Staffordshire, Lichfield and Tamworth.

CACH - chase against crimes of hate in Stafford Borough, Cannock Chase District and South Staffordshire District.

Challenge North Staffs in North Staffordshire.

The force has set up a tactical hate crime focus group to examine the issues in relation to hate crime. The group meets bi monthly and feeds its findings/actions into SESG.

The group has identified the following key areas :

- promoting reporting – to raise awareness internally / externally;
- classification – to raise awareness internally;
- satisfaction – to monitor satisfaction rates;
- investigation standards and resolution – to monitor the resolution rate;
- Criminal Justice System disposal – to ensure hate crimes get an enhanced sentence.

The Equality and Diversity set up a review team to monitor hate crimes and incidents through dip sampling files on a regular basis. The review team includes a member of the police authority, members from the equality and diversity unit and police officers.

Stop and Search

Explanation of powers to stop and search

Police officers have the power to stop and search a person or his or her car in the following circumstances:

- suspicion that the person is carrying items which have been stolen ;
- belief that incidents involving serious violence may take place;
- belief that the person is carrying offensive weapons;
- suspicion that the person is a terrorist;
- to prevent an act of terrorism;

Principles governing stop and search

Powers to stop and search must be used fairly, responsibly, with respect for people being searched and without unlawful discrimination. The Equality Act 2010 makes it unlawful for police officers to discriminate against, harass or victimise any person on the grounds of the “protected characteristics” when using their powers.

Use of Powers

Stop and search can play an important role in the detection and prevention of crime, and using the powers fairly makes them more effective.

The primary purpose of stop and search powers is to enable officers to allay or confirm suspicions about individuals without exercising their power of arrest. Officers must also be able to explain their actions to the member of the public searched. The misuse of these powers can lead to disciplinary action.

Reasonable suspicion should normally be linked to accurate and current intelligence or information, such as information describing an item being carried, a suspected offender, or a person who has been seen carrying a type of item known to have been stolen recently from premises in the area. For example, unless we have a description of a suspect, a person's physical appearance or the fact that the person is known to have a previous conviction, cannot be used as the reason for searching that person.

Reasonable suspicion cannot be based on generalisations or stereotypical images of certain groups or categories of people as more likely to be involved in criminal activity.

Reasonable suspicion may also exist on the basis of the behaviour of a person. For example, if an officer encounters someone on the street at night who is obviously trying to hide something, the officer may base such suspicion on the fact that this kind of behaviour is often linked to stolen or prohibited items being carried. Similarly suspicion that a person is a terrorist may arise from the person's behaviour at or near a location which has been identified as a potential target for terrorists.

Targeting searches in a particular area at specified crime problems increases their effectiveness and minimises inconvenience to law-abiding members of the public. It also helps in justifying the use of searches both to those who are searched and to the public.

The use of stop and search is monitored through the Equality and Diversity Joint panel and the Strategic Equality Steering Group to ensure the powers are used properly and fairly.

Domestic Abuse

The Staffordshire Police operational definition of domestic abuse is:

“any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between persons aged 16 years and over, who are or have been intimate partners, regardless of gender and sexuality.”

We acknowledge that domestic abuse incidents are under-reported and will constantly strive to ensure that all reported incidents are properly documented.

We recognise the need for inter-agency co-operation and will participate fully in both local and regional domestic violence fora and Multi Agency Risk Assessment Conferences (MARACs) and in particular will encourage our partners within statutory and voluntary agencies to ensure that domestic abuse incidents are given appropriate emphasis in community safety plans.

New working procedures for protecting people in vulnerable circumstances i.e. domestic abuse, child abuse and vulnerable adult abuse have been implemented. The Force has introduced a central referral process, known as a Multi-Agency Safeguarding Hub (MASH) to deal with such incidents.

The MASH facility requires a different approach to partnership working with agencies working alongside each other and based in the same premises. The MASH provides information sharing across organisations involved in safeguarding. The hub analyses and brings together information that is already known to partner agencies in a coherent

format to inform all safeguarding decisions by operational staff. This new arrangement helps to ensure that those in particular need are referred to the most appropriate agency at the earliest opportunity.

By the appointment of dedicated, trained staff working within the MASH, we show our commitment towards risk assessment and safety planning for high risk victims and risk assessment, risk management and prosecution of perpetrators, thereby reducing repeat incidents.

Multi-Agency Risk Assessment Conferences (MARACs) are already in place to support victims of domestic abuse and any children involved but having the relevant agencies working together under one roof ensures that child safeguarding concerns can be dealt with more effectively.

Forced Marriage

A forced marriage is a marriage conducted without the full and free consent of both parties. It should not be confused with an arranged marriage, which has the consent of both parties. In forced marriages, family members or spouses may perpetrate abuse, either by forcing the victim into the marriage or by continuing the abuse after the marriage. The abuse may be committed by any family member (male or female) and may or may not include the other party to the forced marriage. The marriage can occur in this country or abroad.

Forced marriage is primarily an issue of violence against women. Most cases involve young women and girls aged between 13 - 30 years, although, there is evidence to suggest that as many as 15 percent of victims are male. The majority of known cases are aged 15-24 but 30 percent are minors, some as young as 10 years old.

The Forced Marriage (Civil Protection) Act 2007 allows the High Court or designated County Courts to protect a person from being forced into a marriage, or from any attempt to force a person into marriage, or to protect a person who has been forced into a marriage. Orders can have a power of arrest attached to them. The Forced Marriage Unit of the Foreign & Commonwealth Office handle approximately 5,000 enquiries and around 350-400 cases each year, they also develop government policy on forced marriage, coordinate outreach projects and provide support and information to those at risk.

Honour Based Violence (HBV)

The Association of Police Officer's (ACPO) definition of Honour Based Violence is:

“a crime or incident which has or may be committed to protect or defend the honour of the family and/or the community”

The term “honour-based violence” has been the subject of much debate. This term is used because it is the internationally recognised term describing cultural justifications for violence and abuse.

HBV can be described as a collection of practices (some criminal and some not) which are used to control behaviour within families to protect perceived cultural and religious beliefs and/or honour. Abuse may occur when perpetrators perceive that a relative has shamed the family and/or community by breaking a perceived honour code.

HBV can be distinguished from other forms of violence as it is often committed with some degree of approval and/or collusion from family and/or community members. Examples of HBV may include controlling sexual activity, domestic abuse, child abuse, rape, kidnapping, false imprisonment, female genital mutilation (FGM), threats to kill and fear of or actual forced marriage, or homicide.

Specialist Detective Officers within the Protecting Vulnerable People, Adult Protection Units, deal with any cases coming to our attention, ensuring the safety of the victims involved and any other potential victims identified and the investigation of any criminal activities alleged.

Independent custody visitors (ICVs)

Staffordshire's independent custody visitors (ICVs) are volunteers drawn from the local community and appointed by the Police Authority to observe, comment and report on the conditions under which people are detained at police custody suites.

Acting on behalf of the community, they ensure the rules applying to people in custody at police stations are properly administered in respect of general conditions and the welfare of the detainees. They report back to the Authority and Force on any issues highlighted during their visits.

Partnerships

Staffordshire Strategic Partnership Board

The Staffordshire Strategic Partnership is made up of a wide range of organisations from the public, private and voluntary sectors. Together, these organisations provide the framework for dealing with those high level priorities for Staffordshire where a joint approach will achieve a better or more successful outcome.

The partnership aims to eliminate duplicate effort and encourages partners to consider opportunities for joint service delivery as an integral part of all planning rather than just an 'add on'. This approach is key in all planning.

The board has identified two main outcomes which are underpinned by six priorities. They are:

Outcome 1: Staffordshire will have a thriving economy.

This is supported by the following priorities:

- developing a more business-friendly environment
- branding and marketing Staffordshire as an aspirational place to live, work, visit and invest regionally, nationally and internationally
- raising aspirations and improving the attainment of skills linked to employment opportunities.

Outcome 2: Staffordshire will be a safe, healthy and aspirational place to live.

This is supported by the following priorities:

- reduce the impact to the individual, community and society caused by alcohol misuse
- positively support the ageing population
- reduce crime and the fear of crime.

Community Safety Partnerships (CSPs)

These are statutory partnership arrangements that place legal responsibilities on Staffordshire Police, the Police Authority, local authorities, Staffordshire Fire and Rescue Service, Staffordshire Fire Authority, health services and the Probation Service to work together to tackle crime and disorder and community safety issues within local areas.

Staffordshire County Council

The Staffordshire Observatory produces an annual Strategic Assessments on behalf of

all eight Community Safety Partnerships across the county which highlights the key community safety issues across each district. This helps each partnership to set strategic priorities and develop activity to make sure the county is a place where people can live safely. Strategic assessments can be viewed by visiting www.staffordshireobservatory.org.uk/IAS/strategicassessment

Safer and Stronger Communities

Within the Staffordshire County Council area the statutory Safer and Stronger Communities Strategy group is made up of each of the local CSPs, together with a number of other key partners and bodies, such as the Force and Authority. Its key objectives are to deliver the countywide agreed priorities; reducing incidents of:

- anti-social behaviour (ASB),
- violence (including domestic)
- alcohol-related offences
- incidents of re-offending.

For the city of Stoke-on-Trent the equivalent of the CSP is the Safer City Partnership which works to reduce crime, disorder, anti-social behaviour and substance misuse. Partners include the Force and Authority, Stoke-on-Trent City Council, the NHS, community groups, elected members, service users, Staffordshire Fire and Rescue Service, National Offender Management Service and the Voluntary Sector.

Further information on the work of the Stoke-on-Trent Safer City Partnership can be viewed at www.stoke.gov.uk

An Equal Opportunities Employer

How We Treat Our People

At Staffordshire Police we recognise that employees and volunteers (for example special constables) are our most important asset. We are committed to achieving a workforce that is representative of the communities we serve. We believe that striving to achieve this is fundamental to the success of the equality scheme.

Disability Symbol

Staffordshire Police uses the 'two ticks' disability symbol to demonstrate our commitment to employing people with a disability.

This commitment involves giving an interview to all disabled applicants who meet the minimum job criteria. We will also make necessary adjustments and support that person once appointed, making sure their requirements are met.

We are assessed every year to make sure it complies with the scheme's original commitments in order to be eligible to use the symbol.

Stonewall Workplace Equality Index

We have been a member of the Stonewall Diversity Champions Programme for several years. The programme is Britain's good practice employers forum on sexual orientation. Being a member helps us to make our workplace the best it can be for everyone.

Access to Work

Staffordshire Police uses the Access to Work scheme which is run by the Department for Work and Pensions via Jobcentre Plus. The scheme provides advice and practical support to people with a disability and their employers to help them overcome work-related obstacles resulting from disability.

Recruitment and selection

One of our strategic intentions is to recruit and retain an effective workforce, committed to force values, including equality and diversity.

To this end each recruitment process – internal or external – contains an assessment against the behaviours identified in the National Competency Framework, including respect for diversity.

Positive action

Positive action refers to a range of lawful actions aimed at improving employment opportunities for those who are under-represented in the workforce.

These actions can include encouraging people from under-represented groups to apply for vacancies or promotion, running training or familiarisation sessions and mentoring schemes.

The support associations, staff associations and UNISON routinely offer mentoring support to new recruits. Formal mentoring is available throughout the two-year probationary period for police officers.

Work-life balance

We understand the importance of work-life balance. It can help increase morale, commitment and loyalty, retain skilled people and attract applicants from a wider pool of people.

There are a wide variety of options available to help employees including career break, maternity, paternity and adoption leave and flexible working.

Occupational health, safety and welfare

Staffordshire Police has an Occupational Health, Safety and Welfare Unit which advises on disability and its effects on work. Advice can be given by the unit to support disabled applicants and employees helping them gain and keep fulfilling roles within the force. Reasonable adjustments for individuals are recommended to enable the force to meet its duties under the DDA and to secure the best staffing resources for the force.

Developing Our People

The learning and development of staff forms an integral component of our commitment to promoting equality and valuing diversity in all of its functions.

If we are to be effective, then our staff need to be aware of their responsibilities as employees of a Public Authority in relation to the aims of the Equality Act.

The response by the Force to diversity learning and development has been based on the national 'Strategy for improving performance in race and diversity 2004-2009'. This approach will continue to be developed in line with Equality Standards.

We have a holistic approach which aims to embed diversity into all learning and development programmes and products; to support operational performance and continued improvements in quality of service. In particular, benefits should be seen in the following areas:

- increased and improved interaction with diverse communities will support the further development of a citizen focused, community based police service.
- increased trust and confidence will enhance the willingness of the public to provide intelligence and information.
- improved performance by all areas of the force on diversity issues in service delivery and equality.

The Head of Human Resources Development is responsible for the inclusion of equality and diversity issues in learning and development programmes through the integration of National Occupational Standards.

A key element of the induction of all staff and volunteers is the requirement to complete a series of nationally validated learning packages which cover the protected characteristics with an overarching module. This ensures a standards baseline of knowledge for all staff joining the organisation which is then further enhanced and contextualised through all learning and development programmes and products.

Key Learning and Development Programmes include:

Initial Police Learning and Development Programme (IPLDP)

All learning and development of new police student officers takes place within the Force. IPLDP is designed to ensure that all new police officers from the beginning of their career are community based and customer focused in support of neighbourhood policing. On completion of their 2 year probationary period student officers will have achieved a National Policing Diploma comprising 10 National Qualification Standards.

Equality and diversity is assessed as an integral part of each standard. Competence is assessed in the workplace as student officers demonstrate practical application of skills, knowledge and behaviour.

The student officer programme includes 120 hours of community placements which includes working with partners and community representatives.

Police Community Support Officer (PCSO) Programme

The learning and development programme that provides induction for PCSOs is based upon the content and principles contained within the IPLDP programme.

This ensures that the force provides a common approach of community based, customer focused neighbourhood policing induction to all front line staff. This is reinforced through refresher training.

Police Support Staff Induction

In order to ensure that the force's established standards in promoting equality and valuing diversity are maintained, all new police staff are required to complete nationally validated learning packages relating to the protected characteristics.

Special Constabulary Induction Programme

The Special Constabulary provide a valuable additional resource in support of operational policing. In order to ensure that our volunteer service is equipped and prepared to meet the challenges of local policing, they receive a programme of learning and development based upon the contents and principles of the student officer induction programme.

Staff Performance and Development

Standards of performance and behaviour are articulated within staff role profiles. All role profile activities and standards of behaviours are underpinned by the police service national occupational standard AA1 (Promote Equality and Value Diversity) and for Force senior staff, AA2 (Develop a Culture and Systems that Value Diversity). The force promotes an ethos of staff taking personal responsibility for their development through a process of Continuous Professional Development.

Leadership Development Programme

Managers are required to assess, motivate and develop their staff. Additionally, the leadership skills of managers are important therefore the force will continue to develop a comprehensive portfolio of leadership development activity, building upon its well established partnership with the Centre for Professional Management at Staffordshire University.

Leadership development activity will support the force in developing its systems and processes and shaping its culture in ways which promote equality and value diversity.

The corporate Leadership Development Programme, mapped to National Occupational Standards including Diversity standards and The Police Leadership Qualities Framework (PLQF), attracting dual accreditation: namely the Graduate Certificate in Management Skills (GCMS) award and Chartered Management Institute (CMI) awards at levels three, five, and six. This latter vocational accreditation ensures that this award-winning programme continues to embrace national best practice in leadership development.

A regional approach to the delivery of the Positive Impact and the Leading with Impact Programmes has enabled the force to work alongside its neighbouring forces to provide

places to members of under-represented groups. Positive Impact helps individuals to build confidence, introduces them to management and leadership principles, and encourages them to seek development opportunities and remain within the police sector. Leading with Impact is designed to support Senior Leaders from under represented groups to continue with their development.

Senior staff are also supported in participating in the NPIA Senior Leadership Development Programme. One of the modules aims to enable participants to improve their effectiveness in building, maintaining and developing good quality working relationships with diverse groups both in the community and within the policing organisation. This is in order to maximise trust and confidence in the police and improve service delivery.

The Learning and Development Department of Staffordshire Police employs a robust evaluation process to ensure that all of its programmes and products are current and customer focused. This is to meet operational requirements and support the Force's commitment to promote equality and value diversity.

How We Engage With People

Staffordshire Police, with its partners, continuously develops methods to effectively consult and engage with the communities it serves. We aim for these to be reliable, systematic and sustainable so that they are available to inform our key service decisions.

The following summarises the principal elements included in our consultation and engagement framework so far.

The Community

Citizens' Panels

The Staffordshire police Citizens' Panel has over 3000 members providing a broadly representative cross section of the population in the force area. Members are asked to complete 3 to 4 surveys per year timed to coincide with key stages of our business planning process.

In addition to the main panel there are a number of satellite panels which provide touchstones of opinion for specific community groups such as young people, people with a disability, victims and witnesses of crime plus links with faith, ethnic minority and lesbian, gay, bisexual, transgender groups.

In addition to written surveys Panel members are invited to workshops to explore key service developments in more detail, site visits to appraise or evaluate facilities and to participate in key processes such as the selection of executive officers of the force.

Quality of service monitoring

Staffordshire police consults with victims of crime and ASB, victims and witnesses at court and numerous other service users to understand their needs, expectations and experiences of the services we provide. All our surveys capture a range of personal details so that our results can represent diverse individuals and communities.

Detailed real-time results are made available to all our staff, including victims' comments which describe clearly the reasons for their opinions of the service they received.

Citizen Focus Toolkit (CFT)

The CFT is a toolset which is designed to help us understand and respond to the needs and expectations of all the people we serve, not just those who call us for service. It includes methods to obtain awareness and understanding of the issues that affect local life for diverse communities. These issues can then be responded to in a structured framework which can support citizen engagement and involvement in problem solving work.

The CFT can also be used to support police identified issues enabling a measure of the impact of police activities on communities to be obtained.

Tens of thousands of citizens have already informed the CFT.

Feeling the Difference

This is the Staffordshire police public confidence survey providing insight into public opinion regarding policing and other local issues. Again this obtains opinion from both those who have and have not had contact with the police. Nearly 3000 randomly

selected citizens participate in this survey each year. Results provide a broad measure of the impact all of our activity has on public safety and confidence.

Social Media

Staffordshire Police actively uses social media such as facebook, twitter and Youtube to engage our communities. These facilities are used both to share information and obtain opinion about policing. Tens of thousands of people are meaningfully reached using these facilities and work continues to develop them further.

Independent Advisory Groups (IAGs)

Members of these groups are drawn from all walks of life. They provide independent advice on key policing issues such as critical incidents and aspects of diversity.

Key Individual Network (KIN)

Each local policing team has a key individual network. This group is made up from the local community and represents the diversity of the area. The individuals are contacted regularly about local issues.

Our People

Staff survey

Staffordshire Police undertakes a biennial staff perception survey which helps to match the opinions of our staff and communities about the services we offer. Findings are used to inform departmental plans focusing on how we can better respond to public priorities

Staff and Support associations

We consult with the staff and support associations which are outlined on page 13 in relation to all policies that impact on staff. We also involve the staff associations and the support associations in key decision making about how we can improve the services we provide and the way we provide them to meet the needs of individuals.

Staff Panel

This mirrors our Citizens' Panel and is used to involve staff in key decisions about how we deliver policing in Staffordshire.

How We Are Addressing Each of the Protected Characteristics

How we are addressing age:

- producing employment monitoring figures including age.
- including age in victim satisfaction surveys.
- considering any adverse impact a policy may have on people due to age when completing equality impact assessments.
- progressing the actions in the equality and diversity action plan that relate to age.
- working with the young people's satellite panel so the views of young people can be used in our policy development and decision making.
- a young person's promise (aimed at young people aged 11 – 16) has been developed which sets out the service standards young people can expect from the force.
- the wording of the young person's promise was simplified to create the younger person's promise (aimed at young people aged 7 – 11)
- developed a Staffordshire Police Strategy for children and young people.
- the retirement age for police officers has been changed to age 65 for superintendent rank and above and 60 for officers in federated ranks.

How we are addressing disability:

- producing employment monitoring figures including disability.
- including disability in victim satisfaction surveys.
- recording hate crime relating to disability.
- considering any adverse impact a policy may have on people with disabilities when completing equality impact assessments.
- progressing the actions in the equality and diversity action plan that relate to disability.
- the force website meets national requirements for accessibility for people with disabilities. The website has also been awarded the Shaw Trust Accreditation for accessibility for people with disabilities. The website allows individuals to have the text spoken or to change the size of the text and background colour.

- developed five British Sign Language videos for people who are deaf or hard of hearing which are available on the force website. The videos last almost seven minutes in total and include details about how to contact the force in an emergency and non-emergency, how to reach local officers and where to find Staffordshire Police on social media.
- continuing to work with the Disability Support Group in particular in monitoring the progress of the equality and diversity action plan.
- introduced SMS text messaging which allows people who are hard of hearing, deaf or speech impaired to register their mobile phone numbers. This helps them to make direct contact with the force's control room for non emergency contact.
- working with the disability satellite panel so the views of people with disabilities can be used in our policy development and decision making.
- developing a flexible working policy.
- developing the role of Police Liaison Officers for the deaf across the force.

How we are addressing gender reassignment:

- recording hate crime relating to transgender.
- providing trans awareness training using the Gender Advisory Bureau.
- considering any adverse impact a policy may have on trans people when completing equality impact assessments.
- progressing the actions in the diversity action plan that relate to transgender.
- developing a Lesbian Gay Bisexual Transgender (LGBT) satellite panel so the views of people who are Transgender can be used in our policy development and decision making.
- developed a transsexual, transvestite and transgender policy . The policy provides guidance for policing the trans community including when detaining and searching individuals. It also provides guidance for supporting the employment of trans people including when someone is going through the transition process.
- Held a LGBT conference on 9.2.12 which included a Trans awareness session.

How we are addressing marriage and civil partnership:

- all of our staff benefits apply equally to same sex couples.
- all human resources and payroll systems and forms were reviewed and amended to recognise a civil partnership.

How we are addressing pregnancy and maternity:

- we offer additional provisions to the statutory maternity scheme in our occupational maternity schemes for both police officers and police staff.
- risk assessments are completed for all staff as soon as a pregnancy is reported.
- the Staffordshire Association for Women in Policing are developing a maternity contact scheme. The scheme will provide additional support for an individual by nominating a single point of contact for the person during their maternity leave and when they return to work.

How we are addressing race:

- producing employment monitoring figures including ethnicity.
- including ethnicity in victim satisfaction surveys.
- recording hate crime relating to race.
- considering any adverse impact a policy may have on people due to ethnicity when completing equality impact assessments.
- continuing to work with the Multicultural Association in particular in monitoring the progress of the equality and diversity action plan.
- continuing to be proactive in trying to attract more ethnic minority applicants.
- working with the multicultural association to advertise posts and raise awareness of roles in specialist departments where ethnic minority staff are under represented.
- the multicultural association contact all new ethnic minority police officers.
- progressing the actions in the diversity action plan that relate to race.
- The force website has a translation facility which can translate the text into a choice of four languages: Polish, French, Chinese and Hindi.

- developed a ethnic minority satellite panel so the views of ethnic minority communities can be used in our policy development and decision making.

How we are addressing religion and belief:

- producing employment monitoring figures including religion or belief.
- including religion or belief in victim satisfaction surveys.
- recording hate crime relating to religion or belief.
- considering any adverse impact a policy may have on people due to religion or belief when completing equality impact assessments.
- progressing the actions in the diversity action plan that relate to religion or belief.
- developed a faith satellite panel so the views of people with different faiths can be used in our policy development and decision making.
- we produce a diversity calendar which is circulated to 1000 staff and includes a list of anniversaries and festivals. The aim is to help inform and increase the awareness of staff of dates which may have a particular significance for our diverse workforce and communities.

How we are addressing sex:

- producing employment monitoring figures including sex.
- including sex in victim satisfaction surveys.
- considering any adverse impact a policy may have on people due to sex when completing equality impact assessments.
- continuing to work with the Staffordshire Association for Women in Policing in particular in monitoring the progress of the equality and diversity action plan.
- reviewing the job evaluation scheme.
- holding an annual female award ceremony.
- working with Staffordshire Association for Women in Policing to advertise posts and raise awareness of roles in specialist departments where females are under-represented.

- conducting an equal pay review.
- progressing the actions in the diversity action plan that relate to sex.
- developing a flexible working policy.
- holding a 'ladies day' bike safe event where bike riders are given information and advice about motorcycle safety and safer riding.

How we are addressing sexual orientation:

- the force has been a member of the Stonewall Diversity Champions Programme for several years.
- producing employment monitoring figures including sexual orientation.
- including sexual orientation in victim satisfaction surveys.
- recording hate crime relating to sexual orientation.
- considering any adverse impact a policy may have on people due to sexual orientation when completing equality impact assessments.
- continuing to work with the LGBT Association in particular in monitoring the progress of the equality and diversity action plan.
- progressing the actions in the diversity action plan that relate to sexual orientation.
- developing a LGBT satellite panel so the views of people who are LGB can be used in our policy development and decision making.
- developing the role of gay Liaison Officers across the force.
- held a LGBT conference on 9.2.12 which included sessions looking at homophobia in schools and sport, same sex domestic violence and sexual orientation hate crime.

How You Can Make a Complaint

The Independent Police Complaints Commission (IPCC) is responsible for the way complaints about the police are handled. The IPCC was set up in April 2004 with the support of the police service, community and voluntary organisations.

You can make a complaint directly to us or through the IPCC or another advice organisation. Whatever the route, all complaints by law must be recorded by the police force itself.

If you want to make a complaint you can:

- go into any police station and ask for your complaint to be recorded. Within Staffordshire Police any member of staff is authorised to record a complaint.
- contact Staffordshire Police by phone on 101.
- e-mail us at professional.standards@staffordshire.pnn.police.uk.
- fax us on 01785 232129.
- contact your local Citizens Advice Bureau, racial equality council, neighbourhood warden, youth offending team or probation service, all of whom can provide information.
- contact a solicitor or your MP and ask them to make a complaint for you.
- nominate a person to act on your behalf (they must have your written consent).
- write to the Chief Constable at:
Staffordshire Police
Executive Suite
P.O. Box 3167
Stafford
Staffordshire
ST16 9JZ
- write to the Police Authority at:
P. O. Box 3167

Weston Road
Stafford
Staffordshire
ST16 9LZ

- contact the Independent Police Complaints Commission at;
90 High Holborn
London
WC1V 6BH
Tel:08453 002 002
Email:enquiries@ipcc.gsi.gov.uk.

Additionally, if you experience difficulties in leaving your home, a member of the Staffordshire Police can make a personal visit to receive your complaint.

Anyone who makes a complaint will be supplied with a booklet which has been produced by the Independent Police Complaints Commission; "How to Make a Complaint Against the Police". The information it contains explains the complaints procedure and how a complaint can be dealt with through "Local Resolution" or by way of a formal investigation.

This information can also be found on the Independent Police Complaints Commission Website: www.ipcc.gov.uk.

N.B. Where a complaint concerns dissatisfaction with the quality of service received from Staffordshire Police and does not involve a complaint of misconduct against a member of staff, the dissatisfied person may choose to have their dissatisfaction addressed through the Service Recovery Procedure. This provides the opportunity for the Force to resolve the matter to the satisfaction of the person concerned where they do not wish to complain about the conduct of a member of the Force.

If you feel we have not met our statutory requirements under the Equality Act then please contact:

Equality and Diversity Unit

Staffordshire Police

P.O. Box 3167

Stafford

Staffordshire

ST16 9JZ

Tel: 01785 232332 / 232331

E-mail: diversity.unit@staffordshire.pnn.police.uk.

Alternatively you may complain to the Equality and Human Rights Commission whose role is to ensure the statutory duties are met.

Feedback

We would welcome any feedback or comments on the content and style of this document. This can be made to the equality and diversity unit:

- by phone: 01785 232332 / 232331;
- in writing: Equality and Diversity Unit, Staffordshire Police P. O. Box 3167, Stafford, Staffordshire ST16 9JZ;
- by e-mail: diversity.unit@staffordshire.pnn.police.uk.

The need to provide alternative formats has also been considered. This publication can be made available in alternative languages and formats such as Braille, large print, Easy Read and audio.

To arrange this please contact the force publications officer:

- by phone on 01785 232240;
- in writing to Hazel Dockery, Corporate Services, Staffordshire Police , P. O. Box 3167, Stafford, Staffordshire ST16 9JZ;
- by e-mailing hazel.dockery@staffordshire.pnn.police.uk.

Appendix A.

Glossary of Terms and Acronyms

ASB:	Anti social behaviour;
CFT:	Citizen focus toolkit;
CLDP:	Core Leadership Development Programme;
CSP:	Community safety partnership;
EDJB:	Staffordshire Police and Police Authority Equality and Diversity Joint Panel;
EHRC;	Equality and Human Rights Commission;
EIA:	Equality impact assessment;
HBV:	Honour based violence;
IAG:	Independent advisory group
ICV:	Independent custody visitors
IPCC:	Independent Police Complaints Commission;
IPLDP:	Initial Police Learning and Development Plan : training for new intake police officers;
KIN:	Key individual network
LGBT:	Lesbian gay bisexual and transgender;
LPT:	Local policing team;
MARAC:	Multi-agency risk assessment conference;
MASH:	Multi—agency safeguarding hub
NOS:	National Occupational Standards;
PCSO:	Police Community Support Officers;
PRDLDP:	Police Race and Diversity Learning and Development Programme;
SESG:	Strategic Equality Steering Group;
Stonewall:	Stonewall: an organisation working for equality and justice for lesbians, gay men and bisexuals.

Appendix B

Demographic Profile of Staffordshire

The demographic profile of Staffordshire based on the 2001 Census data is:

Age	0-15	16-24	25-34	35-44	45-54	55-64	65-75	75+
No	206,998	110,708	139,815	155,255	147,441	122,055	90,231	74,890
%	20%	11%	13%	15%	14%	12%	9%	7%

Ethnicity	White	Mixed	Black	Asian	Chinese or Other
No	1015,725	7,101	3,706	17,896	2,964
%	97%	0.7%	0.4%	1.7%	0.3%

Gender	Male	Female
No	513,318	534,062
%	49%	51%

Health	People with a limiting long term illness	People of working age with a limiting long term illness
No	205,526	95,758
%	20%	9%

Religion	Christian	Buddhist	Hindu	Jewish	Muslim
No	825,714	1,106	1,951	490	13,739
%	78%	0.10%	0.18%	0.05%	1.31%
Religion	Sikh	Other Religion	No Religion	Religion not stated	
No	2,404	1,841	126,907	73,228	
%	0.22%	0.17%	12.1%	6.99%	

(The figures have been randomly adjusted to avoid the release of confidential data therefore the total figures may differ. As a result of rounding not all of the percentage figures total 100)

Statistics produced by the Department for Communities and Local Government show the number of Gypsy and Traveller Caravans as at 27th January 2011.

Authorised sites (with planning permission)

	No of caravans socially rented	No of caravans private
Staffordshire	35	245
Stoke on Trent	58	10
Total	93	255

Unauthorised sites (without planning permission)

	No of caravans on sites on Gypsies own land		No of caravans on sites not owned by Gypsies	
	Tolerated	Not Tolerated	Tolerated	Not Tolerated
Staffordshire	4	27	4	1
Stoke on Trent	0	0	0	0
Total	4	27	4	1

Statistics produced by the Government Actuary's Department in 2005 show that six percent of the population is gay or lesbian. Using the 2001 census data there could be an estimated gay and lesbian community of around 62,843 in Staffordshire.