

<b>For Information</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Strategic Resources and Performance</b>
<b>Date of Meeting:</b>	<b>16<sup>th</sup> March 2017</b>
<b>Report of:</b>	<b>James Lunn – Senior HR Manager</b>
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<b>Agenda Item:</b>	06

## **Equality, Diversity and Human Rights Performance and Monitoring**

### **1. Purpose of the Report**

- 1.1 To inform the Strategic Performance & Resources Board of the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

### **2. Recommendations**

- 2.1 That the Police and Crime Commissioner note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

### **3. Reasons for Recommendations**

- 3.1 To ensure that the Police and Crime Commissioner is kept updated on these issues

### **4. Summary of Key Points**

#### **4.1 Equality Objectives**

As part of the Police and Crime Commissioner and Chief Constables' commitment to equality and diversity, four key equality objectives have been identified and adopted. The work towards each of these objectives is led by a designated member of the Chief Officer team.

The current leads for these objectives are

Proportionality	ACC Stuart Prior
Engagement	ACC Stuart Prior
Culture	DCC Simon Torr
Representation	ACO Human Resources – Ali Naylor

Progress on these objectives is monitored by the Equality, Diversity and Human Rights strategy board which meets on a quarterly basis and is chaired by the Chief Constable. The Head of Strategy and Assurance attends these meetings on behalf of the Office of the Police and Crime Commissioner.

In addition to leading on Equality and Diversity, each member of the Chief Officer team also undertakes the role of 'Network Champion' for one or more of the Diversity Support Networks within Nottinghamshire police.<sup>1</sup> The introduction of Support Network Champions has been of benefit to all of our diversity support networks, it has helped in promoting and empowering the support network and in building a belief from the top that the issues that they raise are important.

Over the past year significant work has taken place towards these objectives the highlights of which include:

### Stop and Search

Continued hard work has been dedicated to improving the use and monitoring of stop and search powers, and in particular to ensure that any issues of apparent disproportionality are tackled robustly.

The work programme, which is managed at Chief Officer level, has consisted of a variety of activities which include; the launch of a new stop and search mobile data application; audit of more thorough and strip searches; improved data collection and monitoring allowing more effective performance management by supervisors; and refresher training for all officers covering legislation, community impact, behaviours and attitudes.

Front-line officers have undergone equality training on unconscious bias provided by an external consultant. Work also continues with EMCHRS L&D to develop train the trainer scenario testing of officers knowledge of stop and search and the recording equipment.

The Force continues to comply with the Best Use of Stop and Search Scheme and the Scrutiny Board meets on a regular basis. We continue to work with the Youth Commission who attends the Scrutiny Board.

### Hate Crime

The force introduced Misogyny and Alternative Subculture (ASC) into the force hate crime procedure. As a result the force is seen as leading the way nationally on Misogyny and several other forces are committed to recording Misogyny.

A consolidated action plan for tackling hate crime and improving outcomes has been developed by the Hate Crime Steering Group of the Safer Nottinghamshire Board. Superintendent Ted Antill has been designated as the

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<sup>1</sup> Diversity Support Networks – Black Police Association (BPA), Nottinghamshire Encouraging Women to Succeed (NEWS), The Network is Nottinghamshire Police's lesbian, gay, bisexual and trans+ support, the Disability Awareness network is now known as Enable, Gypsy Roma Traveller Police Association (GRTPA) and Christian Police Association (CPA).

primary crime lead for this area and his work is supported by a hate crime manager post that is responsible for the day to day implementation of the action plan. The plan incorporates recommendations from national reports<sup>2</sup>, and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies such as Mencap to address disability related hate crime and the LGBT Independent Advisory Group's (IAG) to increase under reporting.

The force Hate crime risk assessment tool was reviewed and developed in partnership with Nottingham Trent University. As a result the force has introduced a new comprehensive risk assessment that provides more detailed analysis of risk and is leading edge in the country. The force is now one of two leading the work to develop a national hate crime risk assessment.

In partnership with the National Holocaust Centre, local authorities, youth justice service and Nottingham universities a programme has been developed to "break the cycle". After trialling this is now being rolled out for referrals across the force and with partners. There is interest in this programme from regional police forces.

We worked with Nottingham city council and members of the trans+ community to facilitate a trans picnic /celebration event. The LGBT+ staff network attended and sponsored part of the Transgender day of remembrance event held at Barker gate Memorial Gardens. In addition to hosting the Nottingham premier of 'Trashing Transphobia' hate crime film and positive action special constable recruitment event.

### Mental Health

The continued use of the triage cars has seen a reduction in the use of police powers under section 136 of the Mental Health Act. Partnership efforts to address mental health have also been increased following the introduction of the concordat action plan. Since April 2016 there have been further reductions in the use of cells for section 136 Mental Health Act patients and no children have been detained.

Internally, the Force has signed up to the MIND Blue Light Time to Change Pledge to show a commitment to challenge mental health stigma and promote positive wellbeing within Nottinghamshire Police. The Force has an action plan that goes hand in hand with the Blue Light Pledge.

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<sup>2</sup> Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight', 'Out in the Open' reports into disability related harassment, Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013 and the Parliamentary Enquiry Transgender Equality report published in 2015.

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The disability network Enable has been re-launched and provides awareness and support on physical and mental health and well-being. The Force has produced a managers' guide to understanding and supporting colleagues with Dyslexia and recruited internal mental health champions to be an additional point of contact with a the workplace, raise awareness of mental health and wellbeing and work to challenge the stigma colleagues may face. We have continued to promote MIND mental health workshops and self-help guides to build resilience and awareness.

### Positive Action

The Force has continued to work closely with the College of Policing on the BME Progression 2018 programme. The College's BME action and evaluation plans for recruitment and progression form the foundation of Force's positive action plans.

Positive action initiatives were put in place to support the police officer, police community support officer, specials and cadet recruitment and also the Fast-Track Programme. The police officer positive action initiative 'Operation Voice' was led by ACC Prior and encouraged officers and staff to support the recruitment of talented people from a black and minority ethnic background, including our Eastern European and Chinese communities and people from the lesbian, gay, bisexual and trans+ communities who are currently under represented within Nottinghamshire Police.

The positive action included community engagement, recruitment events in community locations, BME and LGBT+ role models, mentoring/buddying, use of social and specialist media. Neighbourhood policing teams were also involved in promoting opportunities to join Nottinghamshire Police. The police officer recruitment attracted 660 applicants with 10% from our BME communities and 3% from our Easter European communities and around 14% from our LGBT+ communities.

The positive action support will continue throughout the recruitment and selection process and the Force will seek feedback on 'Operation Voice' from our diverse communities.

We have introduced a formal coaching programme and continue working to increase the profile of the formal mentoring framework and programme via the Diversity Support Networks. We have reviewed a range of options to support the personal and career development of our under represented officers and staff. This has included confidential discussions with BME and LGBT+ officer and police staff in order to gather information to review the current provision to identify strengths, gaps and areas for development. The aim is to increase the representation of people from groups that are currently under represented in leadership positions via a tailored development programme aimed at enabling officers to pursue their own professional development and assist them to fulfil their career aspirations and potential. In addition to providing a developing potential workshop facilitated by Vanessa Boon Director/Chief Difference Maker for Energize.

### EDI Training

Following an internal review of progress against the MacPherson Inquiry recommendations, the delivery of equality, diversity and inclusion training was commissioned. The mandatory training included an e-learning package for all staff on the Equality Act 2010 and two workshops for managers, one exploring the Equalities Act 2010 in more detail, including unconscious bias and how to be an inclusive manager. The second workshop for more senior managers entitled “21<sup>st</sup> Century Policing for 21<sup>st</sup> Century Managers” focussed on working with and through communities. Community members actively participated in the above workshops for managers.

Additional equality awareness workshops have been provided, including:

- Unconscious bias for managers involved in promotion selection decisions
- Trans equality & inclusion
- Mental Health and Asperger’s awareness (Unison and MIND)
- A ‘Lite Bites’ event focussing on Gender identity, race & religion and issues for an aging LGBT+ community

In addition to facilitating a joint staff network event - Faith Allies for LGBT+ Equality hosted by the University of Nottingham. The event promoted understanding, awareness and challenge to colleagues to work together across networks. The keynote speakers included Ruth Hunt CEO of Stonewall, Sabah Choudrey Trans activist, Superintendent Matthew MacFarlane chair of the Christian Police Association and the former CC Sue Fish.

### Engagement

As part of an on-going programme of public engagement the Corporate Communication department and Positive Action Coordinator organised Nottinghamshire Police and the Office of the Police & Crime Commissioner’s successful presence at a number of community events during the year. These included events such as Emergency Services Day, Nottinghamshire Pride, and the Carnival. Colleague’s engaged with members of the community and completed hate crime surveys.

Public engagement has also focussed on raising awareness of the Pegasus and Emergency SMS systems to ensure that our services are as accessible as possible. Following the sign up to the British Deaf Association Charter in 2015, Nottinghamshire Police continues work in relation to the action plan. We have launched the Police Link Officers for Deaf People (PLOD) Scheme and provided deaf awareness training to several PLOD officers plus representatives from the prisoner handling teams and front counters. The video launching PLOD was shared with the Nottingham Deaf Centre who also received crime prevention presentations aimed to improve accessibility to advice; in addition to providing a monthly outreach/painting session at the centre.

In addition to the above outward facing activities a number of internal activities related to the Equality Objectives have also taken place. These have included; a series of “EDHR Events” for staff and partners covering topics such as Trans awareness, Mental Health, Gender Agenda 3 and LGBT+ ‘LITE BITES’. A Holocaust Memorial Event was also held at Police Headquarters.

The Force joined the National Menopause Action Group and instigated its own Menopausal Working Group; which undertook a confidential online survey to better understand the support needed for colleagues working through the menopause. The culmination of this work was marked by a regional event during Menopause Awareness month and the development of a menopause Policy and supporting guidance for managers.

The “Diversity in Action” annual staff award recognises staff who have actively contributed towards improving relationships within diverse communities and the continued development of an Equality, Diversity and Inclusion section on the staff intranet which provides advice, information and resources around a range of equality and diversity matters.

#### Specials

The special constabulary have been aligned to neighbourhoods with a focus on community engagement. A rural crime special constable proactive team has also been implemented.

#### Cadet Scheme

The cadet scheme positively targets young people, especially those from Black Minority Ethnic and other under-represented sections of the community with the aim of creating greater engagement between the force and young people. Engagement sessions were also held Outburst and WOW (Workshop Out on Wednesday) LGBT+ youth groups to recruit cadets.

The cadets learn about a range of topics including; police history, first aid, conflict management skills and campaigns; including those to reduce road traffic accidents, anti-social behaviour, hates crime and alcohol related crime. As part of the programme, cadet's will volunteer four hours a month to assist the police in attending public events, delivering crime prevention initiatives, conducting crime surveys and general public engagement activities. A cadet training syllabus has been developed to enable cadets to transition to the BA Policing degree course run by the University of Derby. Cadets have actively supported the work of the EDI team at Nottingham pride and the Holocaust Memorial Day events.

## **4.2 Exploring and Improving BME Policing Experiences**

In February 2013 a research project, which analysed relations between Nottinghamshire Police and the county's black and ethnic minority community, was commissioned by the Police and Crime Commissioner as part of his pre-election pledge to give BME communities a bigger voice within policing.

The research, led by Professor Cecile Wright from the University of Nottingham, was aimed at improving the relationship between Nottinghamshire's BME community and the police, particularly around the way various styles of policing are interpreted. The project report, published in July and welcomed by both the Police and Crime Commissioner and the Chief Constable, made a series of recommendations around areas such as recruitment, training and stop and search.

As a result a working group has been set up, which includes representation from the BME community, members of Nottinghamshire Police's Chief Officer Team and the Police and Crime Commissioner. This group will provide a focus to ensure the recommendations are driven forward and progress on these recommendations are reported back to the BME community.

#### 4.3 **Equality and Diversity Information Report 2016**

In line with the Equality Act 2010 (Specific Duties) Regulations 2011, Nottinghamshire Police has published an annual report containing details of the information, gathered and used to inform progress towards meeting the public sector equality duty. The report is available on the Nottinghamshire Police website and is attached at **Appendix 1**.

The report contains performance data and statistical information in three areas; demographic information for Nottinghamshire, performance data in relation to service delivery and information regarding the make-up and culture of Nottinghamshire Police. The information covers the period from 1<sup>st</sup> April 2015 to the 31<sup>st</sup> March 2016.

Highlights from the report include

- The reporting of Hate Crimes has improved with 9.2% more crimes recorded and the number of incidents has fallen by 0.8% during 2015/2016. Detection rates for Hate Crime, at 34.8%, remain higher than the average for all other types of crime.
- The force continues to review practices, mobile data solutions and training for stop and search. The number of searches per 1000 population continues to reduce as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed over 84% of all respondents, for all surveys were satisfied, with the service they received. However BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a slightly lower satisfaction rate when compared with female victims.
- Reporting of domestic violence incidents has increased by 3.3% with detection rates continuing to remain higher than the average for all other types of crime.

- Speakers of 84 languages required translators during 2015/16 with Polish, Romanian and Lithuanian remaining the most commonly requested languages. Overall the number of translation requests reduced by just under 13.7% from the previous year.
- The Pegasus system; which is designed to make contacting and communicating with the Police easier for disabled people, now has over 400 members and is in use by both Nottingham Fire and Rescue service and East Midlands Ambulance service.
- 29.70% of our officers are women; which is slightly higher than the national average for the Police Service in England and Wales.
- BME representation amongst Police Officers has reduced slightly to 4.35% which creates a representation gap with the local population of 6.85%. This is slightly better than the representation gap for all Police Services in England and Wales which is 8.8%.
- BME Officer representation remains lowest at the rank of Chief Inspector and Superintendent, although Female Officer representation has improved at Inspector, Chief Inspector and Superintendent ranks. The highest ranking LGBT+ officer is at the rank of Superintendent.
- Those roles classified as “Specialist Posts” by the Home Office showed higher representation for women (33.10%) compared with representation figures for all officers.
- The proportion of the workforce working part time is 14.27%.

#### 4.4 **Stonewall Workplace Equality Index (WEI) 2017**

Nottinghamshire Police is a Stonewall Diversity Champion and participates in the Stonewall Workplace Equality Index (WEI) each year. The Stonewall WEI is a benchmarking tool which enables us to benchmark our work on LGBT+ equality against best practice.

Nottinghamshire Police have received confirmation that we remain a Stonewall top 100 employer, improving our ranking from 64<sup>th</sup> to 35<sup>th</sup> place within the index, making us the 4<sup>th</sup> highest ranking force within the index.

Activity to improve LGBT+ equality has included the following:

- Promotion and recruitment of LGBT+ allies and reverse mentoring programmes
- Promoting LGBT+ role models within the organisation



- Promotion of our revised bullying and harassment policy which explicitly states a zero tolerance approach to homophobic, transphobic and biphobic bullying & harassment
- Collaborating on a positive action event targeting LGBT+ and BME detectives
- Promoting the rainbow flag and carrying out an LGBT+ hate crime survey at Nottingham Carnival as part of mainstreaming LGBT+ equality
- Coordinating and supporting LGBT+ engagement events
- Coordinating IDAHOT activities internally and working in partnership to promote the International Day Against Homophobia, Transphobia and Biphobia across the city & county including a civic flag raising event.
- Supporting the development of the North Notts LGBT+ IAG
- Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness of LGBT+ communities and the intersections within it

As a result of feedback from Stonewall a number of activities have been identified and will be built into equality objective work plans with a view to improving Nottinghamshire Police's standing in the index, which includes:

- Improving equality monitoring data in relation to sexual orientation and gender identity
- Improved mechanisms for engaging with existing and potential suppliers to promote LGBT+ equality.
- Joint working and delivering LGBT+ partnership events

We will also seek to promote Trans inclusion & equality, career development workshops for colleagues who identify as LGBT+ and other underrepresented groups. Other work to foster inclusion will include promoting Black History month and BHM 356, Disability History Month, International Women's Day, LGBT+ History Month and Mental Health Awareness week.

## **5. Financial Implications and Budget Provision**

5.1 Not applicable - update report only

## **6. Human Resources Implications**

6.1 Not applicable - update report only

## **7. Equality Implications**

7.1 Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

## **8. Risk Management**

8.1 Not applicable - update report only

## **9. Policy Implications and links to the Police and Crime Plan Priorities**

9.1 Not applicable - update report only

## **10. Changes in Legislation or other Legal Considerations**

10.1 Not applicable - update report only

## **11. Details of outcome of consultation**

11.1 Not applicable - update report only

## **12. Appendices**

12.1 Appendix 1 – Equality & Diversity Information 2016