



Equality, Diversity and Human Rights Objectives



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Foreword

West Midlands Police is committed to providing a policing service that meets the needs of all our communities.

Force Values

The force values are at the heart of everything we do.

- We put the public first in everything we do.
- We act with integrity, fairness and humanity.
- We are one team working together.
- We listen and learn and strive to improve.

West Midlands Police's EDHR Vision

'Eliminate unlawful discrimination, harassment and victimisation by embedding a culture of equality and respect that puts all of our communities, staff and officers at the heart of everything we do. Working together as one we will strive to make a difference to our service delivery by mainstreaming our organisational values'.

Equality Objectives

West Midlands Police, as a public body, is required to pay 'due regard' to the Public Sector Equality Duty (Specific Duties) to prepare and publish Equality Objectives as defined within the Equality Act 2010 and The Equality Act 2010 (Specific Duties) Regulations 2011. WMP is required to establish at least one Equality Objective in consultation with people who share Protected Characteristics. This is to enable the force to address areas of inequality.

The General Duty

Section 149 of the Equality Act 2010 imposes a "general duty" on all public bodies to have due regard to the need to;

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance the equality of opportunity between different groups.
- Foster good relations between different groups.

These three elements are collectively referred to as the "duty to promote equality". West Midlands Police has a duty within the meaning of the Act to promote equality across all groups with protected characteristics.

The protected characteristics under the Act are;

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one gender to another.

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.



Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins

Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

A man or a woman.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Specific Duties

West Midlands Police is a public sector organisation covered by the specific duties therefore it is required to;

- Prepare and publish one or more objectives within the time scales and subsequently at intervals of not greater than four years.
- These objectives must be specific and measurable.

The force has produced:

- Equalities Diversity & Human Rights Strategy
- Equalities Diversity & Human Rights Information

These can be found at www.west-midlands.police.uk

The EDHR strategy identifies the actions the force is taking to improve equality across all the protected characteristics, while the delivery plan shows how and when improvements will be made. This is supported by a wide range of activity at all levels across the organisation, from corporate initiatives to innovative local projects. As we are accountable to our communities, we welcomed their involvement and suggestions as to equality objectives they believe should be incorporated.

Police and Crime Commissioner

WMP are accountable to the West Midlands Police and Crime Commissioner who has a responsibility to provide an effective and efficient police force to the population of the West Midlands, in this instance with a focus on equalities, diversity and human rights delivery.

Details of the Commissioner's EDHR objectives and priorities can be found in the Police and Crime Plan.



Effective Equality Objectives

The law requires the force to publish our first equality objectives by the 6th April 2012, and at least every four years after that.

Objectives can be reviewed, refreshed or additional objectives may be added. There is flexibility within the regulations to permit this.

SMART Objectives

It is a legal requirement of the regulations for equality objectives to be specific and measurable. This will enable the force to gauge progress and achievements, we are doing this because we want to. Objectives need to be effective and SMART driven;

- Specific
- Measurable
- Achievable
- Relevant
- Timed

Measuring Progress

The specific duties require listed bodies to set how progress against their objectives will be measured, and by what methodology. Information must be published relating to this progress.

How we are Involving and Consulting with people

- WMP have established Reference Groups with members from a variety of external groups (see next page).
- WMP have generic involvement with the public through the media, including use of West Midlands Police web site and Twitter.
- WMP have involved members of our Staff Support Associations, who in turn have been able to elicit feedback through their members.
- WMP has recently conducted a staff survey, the findings of which have been used to produce a Staff Survey Delivery Plan.
- Local Policing Units engage locally with a variety of reference groups and community partners.



Appendix 1

WMP Force reference groups

- Enable
- Remploy
- Mencap
- Victim Support
- Autism
- Resource Centre
- Ideal for All
- One Voice
- Parkinson Organisation
- Walsall NHS patient group
- Gurdwara
- Asra sheltered housing
- Community Security Trust
- Faith Encounter Programme
- Ahmadiyya Muslim Youth Association
- All Saints,
- Small Heath Baptists
- Balaji Temple, Tividale
- Lichfield Diocese
- Pentecostal Church
- Yemeni Community Association
- Progressive Synagogue
- Prevent Coordinator
- Ravidassia religious community,
- Palfrey & Caldmore
- WAASP
- Pink Shield
- Victim Support
- Sandwell LGBT
- Chinese Community
- Muslim Association
- Bosnia UK Network
- Hate Crime Partnership
- Black & Asian Police Association
- Association of Muslim Police
- Nishkam UK
- Equality & Diversity Forum
- Hate Crime Officer
- Travellers Education
- CST
- Young Disciples
- Private Hire Association
- Hebrew Congregation
- Disability & Carers Network
- Solihull
- West Midlands
- West Midlands
- Walsall
- West Midlands
- Birmingham
- Smethwick
- Wolverhampton
- West Midlands
- Walsall
- Walsall
- Wolverhampton
- West Midlands
- West Midlands
- Stourbridge
- Wolverhampton
- Birmingham
- Sandwell
- West Midlands
- Sandwell
- Sandwell
- Birmingham
- Sandwell Council
- Birmingham South
- NHW Walsall
- Walsall
- Birmingham
- Wolverhampton
- Sandwell
- Birmingham
- Walsall
- West Midlands
- Wolverhampton
- Wolverhampton
- Dudley MBC
- West Midlands
- West Midlands
- Birmingham
- Birmingham
- Birmingham
- West Midlands Police



Objective 1

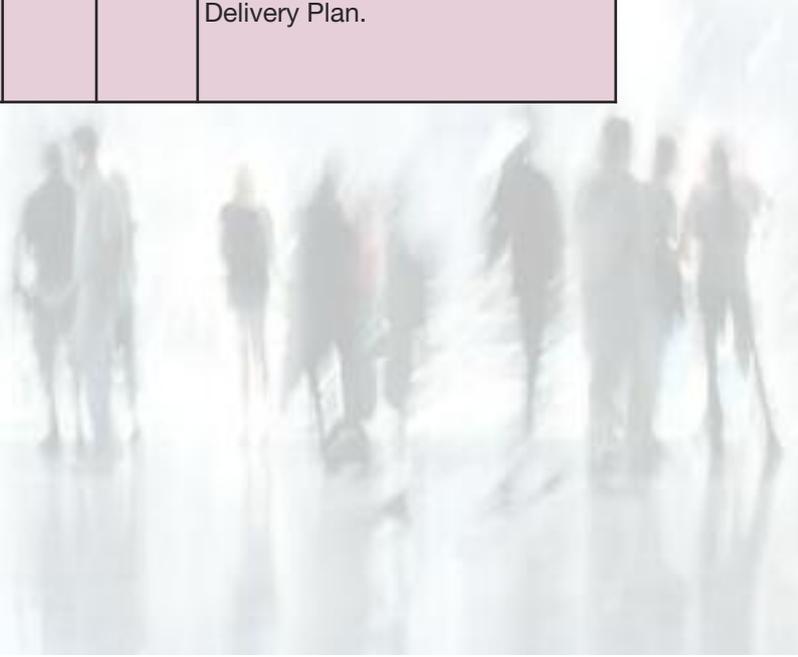
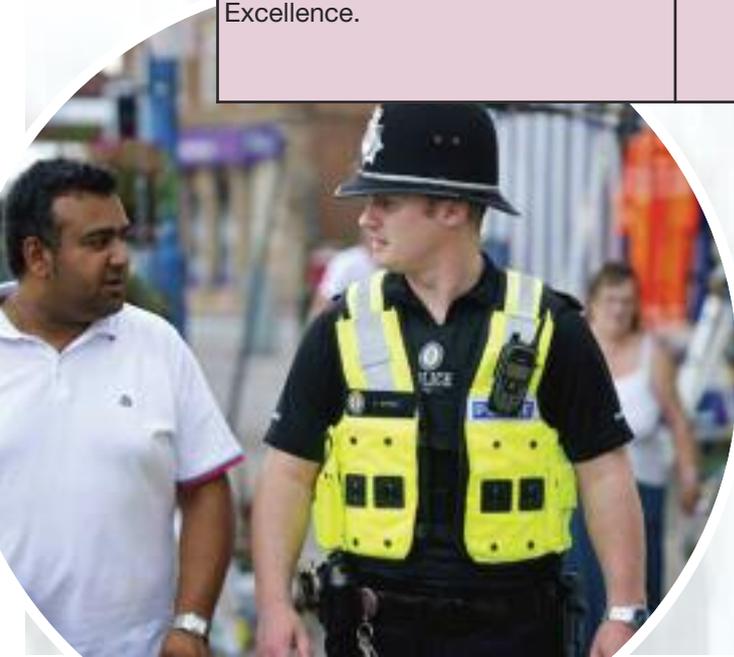
Operational Service Delivery

Extend our working relationships with all communities within the West Midlands by increasing both our use of existing Key Individual Networks (KIN) and the development of new and more diverse KIN and Reference Groups. Increase the quality and satisfaction levels of engagement and consultation with diverse communities.

Continue to train our staff to conduct EQIA's effectively. Monitor the impact of increased completion and awareness of EQIA's by identifying the changes achieved/improvements made.

Purpose: Enable scrutiny at all levels of our service delivery and equip our staff to assess impact ahead of action in order that we can provide a better quality of service.

Actions	Timescales			Measures
	2012	2013	2014	
Utilise, maintain and develop Key Individual Networks [KIN] and Reference Groups across all Local Policing Units, to provide external scrutiny of WMP service delivery.	X	X	X	Publish minutes, track interaction and capture learning through the Equality Standard. EDHR Hub of Excellence will analyse these returns to then inform change which will be tracked through the EDHR Delivery Plan.
Ensure the diversity of the groups reflects the communities we serve.	X	X	X	Scrutinise community profiles to ensure that KIN and Reference groups reflect the profiles and in turn enrich the accuracy of the profiles.
Continue to provide training/upskilling for key staff across the force in terms of EQIA. Develop EQIA training to include CIA.	X	X	X	Measure the amount of assessors and the volume of EQIA being undertaken. Dip sample for quality and effectiveness of outcomes.
All relevant policies and procedures to have an EQIA completed together with a process for review and scrutiny through the Hub of Excellence.	X	X	X	Copies of EQIAs will be held in a corporate library for scrutiny and identification of themes that can be actioned through the EDHR Delivery Plan.



Objective 2

Operational Service Delivery

By increasing our understanding of the extent of hate crime we will become more accessible to communities by identifying additional third party reporting centres. We will increase our one to one engagement with those affected communities through bespoke reference groups, in order to help our communities understand what constitutes a hate crime or hate incident.

Purpose: Improve the level of reporting of hate crime and ensure an effective and supportive service for victims and witnesses. Increase confidence to report hate crimes and demonstrate our commitment to bringing about positive outcomes.

Actions	Timescales			Measures
	2012	2013	2014	
Remove the barriers to reporting hate crime particularly in terms of disability and LGBT as they are both under-reported.	X	X	X	Formation of hate crime reference groups to identify methods to increase reporting and formulate action plans to address the issues highlighted.
Promote third party reporting centres to build trust and confidence, provide initial training and marketing materials for third party reporting centres and increase the number of centres at a local level.	X	X	X	Identify what third party centres are already in existence on each Local Policing Unit [LPU], measure the volume of reporting and outcomes achieved.
Implement recommendations relevant to the Equality and Human Rights Commission's inquiry on disability related harassment.	X	X	X	Tracked through the Hate Crime Delivery Plan.
Improve solve and resolve performance of Hate Crimes and Hate Incidents reported	X	X	X	Performance Portal, FTD survey and demographic tracking.



Objective 3

Operational Service Delivery

Focus our engagement within the 30 Priority Areas. Set clear priorities in partnership with the community in order to reduce crime & disorder and the vulnerability of those living within the areas.

Through this engagement we will enrich our community profiles to gain a better understanding of the demographics of the communities we serve.

Purpose: Increase Trust & Confidence by tailoring our services to the needs of those communities in those high priority areas.

Actions	Timescales			Measures
	2012	2013	2014	
Each LPU/Dept to develop an engagement strategy for their local Priority Areas.	X	X	X	Priorities Published, Performance Portal, Feeling the Difference. Extended to 2014
Review and update community profiles to reflect more accurately the demographic profile by protected characteristics as specified under the Equality Act 2010.	X	X	X	Publication of Community Profiles (Not yet achieved by Force)
Ensure all WMP services are accessible to meet the diverse needs of our communities and service users e.g. Offenders, Victims and Witnesses.	X	X	X	Evidence of tailored services, Health & Safety Risk Assessments of building access, increase in the use of on line reporting, reporting through 3rd party reporting centres, Quality of Service complaints, service recovery through PSD.

Objective 4

Operational Service Delivery

Improve the cultural awareness of our workforce to enable them to deliver a service that reflects our considerations of the different cultures and backgrounds of those communities we serve.

Purpose: Improve community relations by demonstrating that WMP policing style and tactical deployment is appropriate and achieves service delivery.

Enhance our community intelligence and monitor community tension so we can take proactive action to protect communities.

Actions	Timescales			Measures
	2012	2013	2014	
Review and revise WMP's approach to its delivery of Stop and Search.	X	X	X	Stop & Search Policy, Performance Portal, Complaints against Police, feedback from reference groups.
Develop a proactive approach to carrying out CIAs.	X	X	X	Review the outcome from Critical Incident debriefs and the recommendations contained within CIA's, to enhance our intelligence collection plan.
Ensure that through FTD we are able to pick up EDHR themes that affect confidence and identify the policing aspects that impact on confidence.	X	X	X	Monitor the results of FTD, feedback from KIN/Reference Groups and Social Media. Use this information to raise awareness amongst our operational workforce, where appropriate in partnership with key stakeholders from the affected communities.
Our Social Media strategy needs to engage and capture the views of all sections of our community to help inform us of those issues affecting communities.	X	X		
Develop capacity within the EDHR Hub of Excellence to provide EDHR tactical advice to Commanders.	X	X		Minutes of Gold and Silver Command meetings, structured debriefs, EQIA/CIA's



Objective 5

People & Culture

Build a working environment that eliminates discrimination and encourages all staff to develop and progress. Demonstrate through our leadership, staff consultation and a programme of internal surveys, a willingness to listen, learn and take appropriate action to address concerns in line with our force values.

Purpose: Create an organisational culture that encourages our staff to challenge inappropriate behaviour.

Create a talented and diverse workforce where all staff have the opportunity to develop equitably within a culture that is fair, transparent and non-discriminatory.

Actions	Timescales			Measures
	2012	2013	2014	
Review our current training of EDHR/Misconduct, Resolutions and capability with a view to developing this training, so it builds competence and confidence amongst our workforce to deal effectively with Equalities, Diversity and Human Rights issues.	X	X	X	Continue to delivery/develop Mandatory E-training packages and bespoke learning programmes. Review the number of internal misconduct complaints, resolutions brought and Employment Tribunals invoked, for themes that can be addressed through the EDHR Delivery Plan.
Ensure effective engagement with the workforce through local consultation and staff surveys.	X	X	X	Report what engagement has taken place and the result of staff surveys. Develop Action Plans to deal positively with emerging themes.
Ensure that the working environment is inclusive and encourages the development of our entire workforce.	X	X	X	Monitor through BME Progression Group and SSA's the results of both promotion processes and lateral development opportunities of under represented groups, monitor the concerns raised through formal and none-formal processes, identify themes that can be actioned through the EDHR Delivery Plan.
Improve how we recruit, retain and develop officers and staff from diverse communities with the aim of improving workforce demography.		X	X	Monitor the process of recruitment and the diversity of applicants. Ensure promotional and training courses are fair and equitable. Progress against Local Employment Targets.

Objective 6

Organisational processes

Build equality into organisational processes to ensure we deliver a fair, transparent and cost effective service to the communities we serve. Ensure there is visible and accountable leadership at all levels within the organisation to deliver the EDHR Strategy.

Purpose: Have effective performance measures in place to demonstrate change that is transparent and accessible to our communities and evidence based.

Have a clear governance structure to hold leaders to account for the delivery of our Public Sector Equality Duty.

Actions	Timescales			Measures
	2012	2013	2014	
Ensure EDHR issues are included within the force performance management framework and that this is in a format that can be accessed and understood by our communities, to enable them to hold us to account.	X	X	X	Using the framework as a measurement tool against performance.
Develop some bespoke questions within the “Feeling the Difference” survey carried out across the West Midlands, to monitor the levels of confidence with our EDHR service delivery.	X	X	X	FTD results and comparisons across WAVE’s.



Objective 7

Local Policing Units / Departments

Embed a consistent approach to delivering our EDHR Strategy across the organisation that is driven from the top down and informed by the bottom up. Ensure that all sections of our community and workforce receive the highest standard of service delivery in line with our force values.

Purpose: Have clear local objectives bespoke to the concerns of those local communities and reflect the concerns of the staff within that area of command.

To contribute at all levels towards achieving our EDHR Strategy and Objectives, ensuring it runs like a single thread through everything we do, demonstrating our commitment to the force values and delivery of our Public Sector Equality Duty.

Actions	Timescales			Measures
	2012	2013	2014	
Set up an EDHR forum	X	X	X	Monitored through Diversity Champions meeting, Equality Standard.
Utilise, maintain and develop Key Individual Networks [KIN] and Reference Groups, ensuring the diversity of the contacts reflects the communities we serve.	X	X	X	Local Policing, minutes of meetings, feedback, CIA's, Community Intelligence.
Ensure that there is an effective local reference group to inform their EDHR Objectives.	X	X	X	Delivery Plan and objectives set.
Develop a local delivery plan and set one or more measurable EDHR Objectives specific to the LPU/Dept.	X	X	X	QPR meetings.



