

# West Midlands Police

## Equality, Diversity and Human Rights Strategy



**Our plan about treating everyone in a good a fair way**

**Easy read**

# What this plan is about



**We are West Midlands Police.**

We know it is important to treat everyone in a good and fair way.



This means we have to think about the different needs of all the groups of people that live in the West Midlands.



A group of people can be called a community. Your community can be the area you live in or the culture and background that you are from.



We also have to treat our staff in a good and fair way.

**This plan is about how we are going to do our best to treat everyone in a good and fair way.**

# We want to be a good police force

We have 4 important ways of working to make sure we are a good police force.



1. We put the public first in everything we do.



2. We treat people fairly. We are honest and understanding.



3. We work together as a team.



4. We listen and learn from what people tell us. We always try to get better at what we do.

**On the next pages you can read about how our plan to treat people in a good and fair way will help us work in the ways we want to.**

# How we work



We want to have a good way of working with all the communities in the West Midlands.

We want people to trust us. We want people to know we will treat them in a good and fair way.



We want to make sure that there is less crime.

We want everyone to feel safe and be less worried about crime.



We will make sure that we work with different communities in the way that works best for them.

We will check to see that the way we work is fair to every community.



We will make sure that everyone that works for us understands how to treat people in a good and fair way.

## Our staff



We will make sure we understand and respect different cultures.



We will make sure our staff are trained to understand how to treat people in a good and fair way.



We will do our best to make sure our staff are from the different communities in the West Midlands.



We will have good ways of sorting out any problems our staff have at work.



We will make sure that staff who do well at treating people in a good and fair way get rewarded.

# How we check we are treating people in a good and fair way



We will check that the way we work treats people in a good and fair way.



We will make sure we ask the different communities about what they think of the way we work with them.



We will make sure we use our money and staff in a fair way for all the communities in the West Midlands.



We will make sure that we check that our staff treat people in a good and fair way.