

Lincolnshire Police & Lincolnshire Police Authority

Equality and Diversity Annual Report 2010/11



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Lincolnshire Police Authority Commentary

I am delighted to comment on the Equalities and Diversity Annual Report 2010 – 2011. Great progress has been made over the last year; staff in both the Force and Authority have worked together to ensure that Equality and Diversity is at the heart of all that Lincolnshire Police do.



The Authority has a duty to maintain an overview of equality and diversity work and monitor progress against the Force and Authority Equalities Schemes. A highlight report is provided to the Authority's Human Resources Committee on a quarterly basis. Reports are available for public scrutiny via the Authority's website (www.lincolnshire-pa.gov.uk). In my role as Equality and Diversity 'Portfolio Holder', I continue to work hard promoting equality and diversity and driving change for the better.

The Authority works together with the Force and our joint engagement activities with hard to reach groups have been particularly effective. This has included our regular 'policing priorities' and 'budget' consultation with a range of diverse groups. We've also worked with the Force in 'hate crime' awareness campaigns and delivered specifically targeted marketing campaigns in areas where there is low trust and confidence in the police.

During the recent and ongoing financial challenges and the series of 'budget challenges' within the organisation, the Authority has held the Force to account to assure itself that it is using the Equalities duties to make fair financial decisions. I was satisfied that the Force has reviewed its Equality Impact Assessment (EIA) process and incorporated the new duties into a more streamlined and proportionate process.

The Authority sets and monitors employment targets through its Human Resources Committee. We will continue to review performance in relation to ethnic minority applications, female police officers and the number of disabled staff.

I also attend the Force's Strategic Diversity Board to ensure that the Force's monitoring process is robust and rigorous.

The Authority is committed to the promotion of equality and diversity both internally with our own staff and the Force, and externally to the people of Lincolnshire in how we deliver a fair and equitable service.

The good work and effort highlighted in this commentary will not stop or slow down; the Authority is committed to 'promoting fairness and equality and ensure that people are treated with respect and dignity at all times' and we will continue to strive towards achieving that goal.

A handwritten signature in black ink that reads "Angela Crowe". The signature is written in a cursive, flowing style.

Mrs Angela Crowe JP

INTRODUCTION

The report outlines the progress that Lincolnshire Police has made over the last year in the area of Equality and Diversity. It details what we have done to achieve our aims and objectives outlined in our Equality Scheme, progress on the Equality Standard for the Police Force and Employment targets and other work worthy of note. The report will be published on our corporate website at www.lincs.police.uk .

Strategic Diversity Board

This group is chaired by the Assistant Chief Constable Keith Smy. Members include the representatives from all key areas of Lincolnshire Police, staff association, the police federation and Lincolnshire Police Authority. The revised Corporate Equality Action Plan, is a standing item on the agenda and combines the commitments and actions contained within Lincolnshire Police's Single Equality Scheme. The purpose of the Board is to enable Lincolnshire police and partners to monitor progress around equality and diversity, identify strategic objectives and priorities and bringing about positive change in police services and promote good practice within our own organisation.

The Equality Standard for the Police Service

The Equality Standard was formally launched in January 2010 by the NPIA (National Police Improvement Agency). Particular attention was given to reducing the bureaucracy of the Standard to a minimum, as well as making sure it is a tool that can be used to improve and learn. The HMIC (Her Majesty's Inspectorate of Constabulary) have been using aspects of the Standard to assist with its working for the public inspection since late 2010 and it is envisaged that it will be a tool used by HMIC in future inspections when looking at equality and diversity issues.

Much progress has been made around the Equality Standard for the Police Service and the force is ready to be peer assessed for achievement of the Baseline Standard.

Single Equality Scheme

Up until 2009/10, Lincolnshire Police had three separate Equality schemes that focused on race, gender and disability. They described what the Force would do, to make sure that people's needs were taken into account, and that the statutory duties that were placed on the organisation were met.

The EDO (Equality and Diversity Officer) took up her post in February 2010. One of the first tasks undertaken was a review of the existing Race, Disability and Gender Equality schemes and the development of a Single Equality Scheme. The Single Equality Scheme described what Lincolnshire police would do to build the trust and confidence of all of its communities by meeting the needs of different people and explains how the Force will meet the duties under equality legislation and across all established strands of diversity or Protected Characteristics as they are now called under the Equality Act 2010.

The Force's Single Equalities Scheme 2010 – 2013

The scheme makes sure that everyone can get involved in shaping their Police Service and tell us what is important to them. It aims to:

- Build a Police Service that represents and meets the needs of the communities of Lincolnshire
- Make sure that our officers and staff are trained to take account of the differing needs of local people
- Allow local people to tell us what they think of our service and help us to address the issues that are important to them
- Meet our statutory duties by building trust and confidence between people of different backgrounds, gender, age, belief, sexuality, race and disabilities
- Encourage everyone can get involved in developing a service that meets their needs.

The scheme was developed with community groups including Just Lincolnshire, Boston Belles, Catch 22, Kaleidoscope, Boston Disability Forum, the learning Disability Partnership Board and Lincolnshire Police Authority. The Scheme was presented and adopted by the Strategic Diversity Board on the 28th April 2010.

The Scheme's action plan incorporates requirements for the Equality Standard for the Police Service, the Equality Act 2010 and feedback from community and diversity groups. The Action Plan is monitored quarterly by the Force's Strategic Diversity Board and will be reviewed shortly in line with the Equality Act's Specific duties for public bodies.

The Equality Act 2010

Much has changed over the last year with respect to equality and diversity legislation. The Equality Act 2010 established a new Single Equality Duty on public authorities. This consolidates the three existing public duties on race, disability and gender. Additionally, it covers age, sexual orientation, religion or belief, pregnancy and maternity and gender reassignment.

The new duty, like the three duties before it, requires public authorities to 'have due regard' to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Public Bodies must also show:

- **Evidence of analysis**
- **Details of the information considered**
- **Details of any engagement**

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics (age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, marriage or civil partnership and pregnancy and maternity)
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

An important part of the general duty in the Equality Act (2010) is the duty to analyse the effect of their policies and practices on equality. Case law makes it clear that the analysis has to be undertaken before making any policy decisions, including consideration as to whether any detrimental impact can be mitigated, and the courts expect a written record to demonstrate that due regard has been given.

The duty requires public bodies: “to consider the needs of diverse groups in the community when designing and delivering public services”. It also applies to private bodies exercising public functions.

To take into account the new duties the services Equality Impact Assessment process has been reviewed and streamlined to make sure we can evidence the above requirements and use them in the development of policy, practice and in the decision making process including Lincolnshire Police’s Budget challenge process.

Timescales for implementation of the requirements of the Equality Act 2010 are:

6th April 2011 general duties came into force

By 31st July 2011 public bodies need to have published equality information.

By 6th April 2012 public bodies need to publish equality objectives.

Guidance and information has been produced, published and promoted around Lincolnshire Polices’ Public sector duties and we are working towards achieving both our General and Specific Duties.

The Coalition Government is currently consulting public authorities and the public on the Specific duties under the Equality Act 2010 so Lincolnshire

Police will review our work in line with those requirements once the consultation is complete and the specific duties have been agreed.

Equality Impact Assessments

The above mentioned reviewed Equality Impact Assessment template and process are a key part of Lincolnshire Police's Budget challenge process. Guidance from the EHRC has been issued and where appropriate Equality Impact Assessments have been undertaken by force departments and checked by the EDO, partners and representative where appropriate.

Equality Impact Assessments are a key part of the Budget Challenge process and all projects have to be assessed before decisions are undertaken to make sure that any adverse impacts identified can be mitigated, taken into consideration or removed before any changes in service / policy are implemented.

PARTNERSHIP WORK

Lincolnshire Police has worked in partnership with several public sector organisations, community and diversity groups across the county on areas such as, **Hate Crime, Anti-Social Behaviour, Excellent Ageing and Prevent.**

Hate Crime

Due to consultation with a number of community groups in 2010 Hate Crime was identified as a priority for many members of the community. As a result of that consultation Lincolnshire Police and many partners agreed to work together to develop a Lincolnshire Hate Crime strategy to develop a co-ordinated approach to hate crime across the county and improve support for victims, awareness and reporting of hate crime in the county.

The Lincolnshire Hate Crime Strategy was launched in partnership with Just Lincolnshire (Lincolnshire's Equality and Human Rights Council) in October 2010 at the University of Lincoln. The event was well attended and well received by all partners.

The Strategy sets out our approach to tackling hate crimes and incidents across the county. Due to the nature of hate incidents no one agency alone is able to deal with them in isolation and therefore partnership working is central to the approach of this strategy.

The launch event was opened by Dr Frances Mannsaker Deputy Vice Chancellor of University of Lincoln and other speakers included:

Melanie Cowell Lincolnshire Police's EDO who wrote and co-ordinated the development of the strategy

Sylvia Lancaster – Mother of Sophie Lancaster who was murdered defending her boyfriend who was being beaten up for dressing as a Goth. Sylvia has set up the Sophie Lancaster Foundation in her honour to:

- Create a lasting legacy to Sophie.
- Provide educational group-works that will challenge the prejudice and intolerance towards people from alternative subcultures.
- Campaign to have the UK Hate Crime legislation extended to include people from “alternative subcultures” or “Lifestyle and Dress”

Rose Simkins – Chief Executive of Stop Hate UK

Debbie Wheeler – from Victim Support Lincolnshire

ACC Keith Smy – Who provided an overview and commentary on the day’s event.

Lincolnshire Police and Lincolnshire County Council also commissioned Stop Hate UK to provide 24/7 3rd party reporting, independent advice and support for those affected by hate crime in the county for the next two years.

Stop Hate UK are a registered charity (whose patron is Doreen Lawrence OBE, Stephen Lawrence’s mother) who have almost 15 years experience in providing independent 24 hour support and advice to people who have been affected by Hate Crime. Victims and witnesses can contact them by phone, text, post or online to report Hate Crimes, access support, advice and get information. They also contact people in community languages and provide information and campaigns in over 46 languages and accessible formats such as Easy Read for people with learning disabilities and difficulties.

Much progress has been made on the action by all partners and this includes:

1. The development of a communication strategy to promote Stop Hate and awareness of Hate Crime in Lincolnshire to all communities.
2. Development of Hate Crime Manual for All partner and third party reporting centres on the roles and responsibilities of all partners and guidance about supporting people and information on how to take a third party report of hate crime.
3. Launch of the County’s first Keep Safe scheme for people with learning disabilities.
4. Development of Keep Safe Organisation to develop and promote Keep safe across the county.
5. Anti Bullying presentations in 52 schools in Lincolnshire as part of Anti Bullying week (15th -19th Nov 2010)
6. Presentation raising awareness of hate crime to community groups across Lincolnshire and across diversity strands.
7. Development of Third party reporting centres across Lincolnshire Including district councils, voluntary sector and community groups.
8. Development of training for third party reporting centre staff

9. Launch and promotion of Stop Hate UK and the strategy on Look North, BBC radio Lincolnshire, Lincs Echo, Grantham Standard, Lincolnite, local newspapers and district council newspapers and websites, Facebook, Twitter and engagement events.

Progress on the Strategy and its action plan is monitored by Just Lincolnshire's Hate Crime sub group which is well attended by all partners.

The Equality and Human Rights Commission announced on the 4th December 2009 that they would be conducting a formal enquiry into the steps taken by public authorities to eliminate disability harassment. This is due to take a year to complete, the final report is imminent. Lincolnshire Police was happy to take part in the inquiry and have put forward evidence and shared examples of good practice; in particular the work Lincolnshire Police and its partners has done and continues to do around Hate Crime.

Operation Lambert

In August 2010 a Pilot Scheme was launched across West Division intending to improve communications with members of our community who have mental health issues and learning difficulties.

The scheme was devised and launched by Lincolnshire Police, Lincolnshire County Council and Keyring. 'Keyring' is a nationwide organisation, which assists people who have learning difficulties living in their own homes. Each Keyring network has a volunteer who resides nearby and keeps in regular contact with the members.

The Pilot Scheme intended to engage members of our community as identified above to gain trust and confidence, and provide a mechanism whereby a greater feeling of safety would instigate a willingness to report incidents more freely, especially Hate Crime.

The initial pilot scheme was simply named '*Get To Know Your PCSO*' and a self-explanatory pack was given to identified PCSOs in specific areas. The scheme was a real success and received positive feedback from all involved and is now being rolled out force wide as Operation Lambert.

Prevent

Lincolnshire Police recently organised two engagement events for Lincoln's Muslim community that took place in March 2011. The prevent agenda makes clear the requirement for specific female Muslim engagement due to the crucial role of women within familial and social circles.

The Lincolnshire Prevent Team has for some considerable time engaged with a broad representation of Muslims across the county. These have taken the form of formal briefings, formal visits to key locations, informal consultations as well as confidential 'one to one' discussions.

The force Domestic Abuse Unit and Prevent Team led on the events along with support and funding from regional Crimestoppers and Just Lincolnshire.

On the 12th March 2011 the first Muslim community event took place at Christ Hospital School in Lincoln. Over 200 members of the Muslim community in Lincoln Attended. The feedback was resoundingly positive.

On the 26th March 2011 the Women's only event took place at the same location. This event attracted approximately 60 females, predominantly from Lincoln's Muslim community. The event was more focussed and formal than the preceding one. Again the feedback formally and anecdotally was positive.

CG Partnership Equality and diversity project

Lincolnshire Police's Community Engagement & Intelligence Officer of Lincoln has supported CG Partnership youth departments Equality and Diversity project.

CG Partnership is a training organisation with sites in Market Rasen, Gainsborough and Mablethorpe in Lincolnshire. We offer both a full-time youth provision for young people aged 16-18 and also many part time courses for adults

The Engagement Officer went to Market Rasen to work with the students from Market Rasen, Mablethorpe and Gainsborough and conducted a workshop on Islamophobia. This was a three hour workshop which included class discussions and group activities. Many Students were shocked when the officer showed a collection of images of celebrities such as Amir Khan and Zinedine Zidane who were all Muslims. Some students thought that people were only Muslims if they dressed in a certain way or had darker skin. Some examples of student comments included:

"I wouldn't have been able to guess that they are Muslims because they didn't look and dress like Muslims"

"I didn't think they were Muslims because they don't dress like Muslims. People who aren't celebrities that are Muslims get judged all the time".

This was a fabulous eye opener for students and they learnt that Muslims are often negatively portrayed in the press and sometimes the headlines on articles were there just to draw in people's attention and this works best when there is a negative or sensational headline. When the students actually read the full articles they realised that it was not all what it seemed and Muslims were not bad people as the headlines portrayed.

Anti Social Behaviour

In Spring 2010, Her Majesty's Inspectorate of Constabulary (HMIC) carried out a review of anti social behaviour (ASB) in England and Wales. This included asking victims about their experience of reporting ASB to the police, and inspecting the quality of the processes that forces use in tackling and responding to the problem.

It followed the death of Fiona Pilkington who killed herself and her disabled daughter after years of anti social behaviour and hate crime.

They had suffered 10 years of torment at the hands of a gang of youths who taunted them and abused them at their home in Leicestershire.

Lincolnshire Police alongside many statutory, housing associations and voluntary sector partners like victim support are developing Lincolnshire's first multi-agency strategy to tackle Anti Social Behaviour. It marks steps to improve work between organisations and communities across Lincolnshire working together to challenge Anti Social Behaviour.

As with Hate Crime, due to the nature of Anti Social Behaviour, no one agency alone is able to deal with them in isolation and therefore partnership working is central to the approach of this strategy.

Lincolnshire police as well as seven other forces are part of a seven-month Home Office pilot to help quickly identify and protect victims most at risk of anti social behaviour.

The project is changing the way police and it's partners respond to calls and is introducing a new system designed to more effectively log complaints and facilitate co-ordinated and joined up working.

The project includes the development of a joint policy, joint training and will change the way agencies work together to support and identify repeat and vulnerable victims of anti social behaviour and hate crime in Lincolnshire.

Excellent Ageing

Lincolnshire has an older population that is increasing at a faster rate than the rest of the country. Already 40% of our population is over 50, compared to 34% in the UK as a whole, and this is set to rise in Lincolnshire to almost 49% by 2033. The Excellent Ageing programme is looking to put in place long term solutions which will enable people in Lincolnshire to enjoy an active and happy later life.

Excellent Ageing Lincolnshire was set up in July 2010 as a county-wide programme to identify radical solutions in response to the challenges, and opportunities, provided by our rapidly ageing population.

The project's aim is to look with fresh eyes at how services are provided for the county's growing number of older people, and to see how things can be done differently and better.

Lincolnshire Police are on both the steering group and delivery groups for the programme and have supported and facilitated initiatives such as "hot meals in schools" which facilitates intergenerational engagement.

Regional Collaboration

Amongst other things there has been a regional collaboration on a common approach to procurement with the Procurement Managers from Leicestershire, Derbyshire, Lincolnshire, Northamptonshire and Nottinghamshire has concluded with a common agreement and set of guidance and information on building equality into the procurement process. A suite of standardised documents have been drafted to ensure that the equalities duties are met in the procurement process.

Engagement and Consultation

A PCSO Engagement Officer has been secondment to Head Quarters for 6 months to look at how we engage with the public, how it is recorded, sharing best practice and improving relationships with diverse groups.

The aim of the post is to meet the requirements of the Equality Act 2010, general and specific duties. It also aims to achieve better co-ordination of resources in a time with budget challenges to capture good practice around engagement across the force's area and to share best practice to develop smarter ways of working.

The PCSO Engagement Officer has met with Neighbourhood Teams across the force, to monitor what engagements we are currently involved in, how we record them and the outcomes, how can we share best practice and improve our service to the community.

Using this information the PCSO Engagement Officer is developing an engagement hub, which will be available to every member of staff to view and update. This hub will provide a single point of information for:

- resources,
- sharing best practice across the force,
- contact details,
- engagement plans,
- Presentations like Hate Crime and School talks.

Ensuring duplication is removed from Neighbourhood Policing Team admin functions and tie in with Sentinel, the county's new Anti-Social behaviour software package.

The PCSO Engagement Officer has also worked with the Gainsborough Travellers Initiative to improve confidence and trust within that community. Initiatives arranged to assist better communication included, a trip to the Lincolnshire Police dog school, where a training display took place with 3 Police dogs, one being a drug and firearms search dog. The young people from the community that attended learnt how the dogs are trained, a demonstration of searching and discipline. This was followed by the Lincolnshire Road Safety Partnership attending with the crash car simulator and driving PS3 simulator.

Other initiatives have included Hate Crime presentations to Disabled people, support to the Muslim Women's event, attendance at "it all adds up days" and support and organisation of ACT Now events which are All Communities Together events with diverse community members aimed at raising awareness of counter terrorism.

In the last year Lincolnshire Police has supported the development of a new staff LGBT (Lesbian, Gay, Bisexual and Transgender) staff association to support and facilitate consultation with LGBT members of staff and officers.

"It all adds up roadshows"

Lincolnshire Police has been touring the county undertaking engagement events raising awareness of the force's non emergency number, promoting hate crime awareness and other community safety messages. Members of the public have been able to meet with neighbourhood policing team, discuss any concerns in their area, pick up some useful crime prevention advice and in some cases report incidents such as hate crime.

Events have taken place in Louth, Horncastle, Bourne, Sleaford, Market Deeping, North Hykeham, Lincoln and Spilsby.

Lincolnshire Police attends and support many community events and initiatives across the county including the Lincolnshire Supplementary Games, Lincoln Pride and Boston Showcase.

The Force also works closely with the Authority's Engagement and Communications Officer on joint engagement activities and consultation events across the county.

Social Media

Lincolnshire Police is committed to communicating and engaging effectively with all communities in the county. It recognises the modern age that we live in and therefore supports the use of social media to communicate and engage with individuals across Lincolnshire.

Lincolnshire Police's Chief Constable was the first chief to use Twitter and embrace social media. Many Neighbourhood Policing Teams and the Diversity and Engagement officer are using Facebook and Twitter to communicate with members of the community they may not have previously reached including Travellers and Gypsies.

If you would like to follow some people from the Force and Authority their Twitter names are here;

Pcso_zaza
LincsPA
CC_Lincs

Equality and Diversity Training

The force's Equality and Diversity training has been reviewed by the EDO and the Learning and Development Team in line with the Equality Act 2010 and the Equality Standard for the Police Service.

The revised force Diversity course has been delivered since February 2011 and four have been run to date. Level 1 evaluation of the course has identified that 95% of delegates strongly agreed that the course would assist them doing their job and 100% strongly agreed that the course promoted discussion and involvement around the subject. Work is currently underway in developing a Level 2 evaluation of the course which will explore more deeply what the impact has been on people's knowledge of Equality and Diversity.

Women in Policing

This year Lincolnshire Police hosted the first ever Women in Policing Conference. The conference was attended by Police staff and Officer and colleagues from Lincolnshire Fire and Rescue Service, North Yorkshire Police, West Lindsey District Council, Gloucestershire Constabulary and Lincolnshire County Council.

The theme for the conference was about passing on lessons learned during challenging times, be they personal or professional. The speakers spoke from the heart about challenges they have faced and share with you some of the tools, techniques and thought processes that have supported them through these times.

In an uncertain financial future, which will bring with it significant change, it is essential that we are equipped to deal with different circumstances. Those who took part walked away from this event with at least one new tool or technique that would assist them.

Guidance and Information

Guidance and information including leaflets providing tips and information about etiquette and communication have been promoted through the EDO's intranet area and are available to all staff and officers.

HUMAN RESOURCES DEPARTMENT KEY CONTRIBUTIONS & OUTCOMES

1. Employment Law

Equality Act

The Human Resources Department is working through all existing policies and guidance to make sure that they reflect the new legislation. For the majority this means taking out reference to revoked legislation such as the Disability Discrimination Act and replacing that with reference to the Equality Act. HR will also continue to monitor case law and make sure that as the new Act is interpreted that we make appropriate amendments to our policies and practices.

Abolition of compulsory retirement age for police staff

From 6 April 2011, employers can no longer have compulsory retirement ages unless these can be objectively justified. This means the practice of providing at least six months' notification to individuals of their retirement date is no longer necessary.

There are some transitional arrangements from April 11 to October 11 and an audit of all staff likely to attain the retirement age during 2011 has been carried out and HR processes and documentation amended to comply with legal requirements.

*Police Officers are exempt from some of the provisions within the Age Regulations introduced in 2006. The Compulsory Retirement Age (CRA) continues to be retained and objectively justified for police officers and the Home Office has confirmed there are no plans to change this:

60 for Federated ranks (Constable to Chief Inspector);
65 for Superintendent and ACPO ranks.

Right to request flexible working extended to parents of children aged under 18

From 6 April 2011, the right to request flexible working was extended to parents of children aged under 18 (it currently applies to parents of children aged under 17 or 18 if the child is disabled).

Positive Action Provisions

Positive action provisions to redress the balance in relation to under-represented groups have been available to employers since the original Discrimination Acts of the early 1970s. Within the Equality Act is a new provision that allows employers in defined circumstances to recruit or promote a person with a 'protected characteristic' in preference to another.

Our current recruitment and selection procedures for officers and staff are sufficiently well developed & there is unlikely to be a situation where a decision cannot be made between two candidates and where this positive action 'tiebreak principle' would be an option.

Additional Paternity Leave

Currently, fathers are entitled to two weeks' paternity leave which can be paid or unpaid. Additional Paternity Leave now allows fathers to benefit from up to 26 weeks' additional paternity leave if the mother chooses to forfeit some of her maternity leave and returns to work before using her full entitlement.

Our Maternity, Paternity and Adoption guidance documents have been reviewed and updated to include this and are available on our Employee Information site. Take up of this additional paternity leave will be monitored.

New rules on equal treatment for agency workers

The Agency Workers Regulations 2010 will entitle agency workers to equal treatment on basic employment conditions after 12 calendar weeks in a given job, including pay and holidays, from 1 October 2011.

A review and analysis of what this means for the Force is currently being undertaken and guidance will be available nearer the date. However, having a single supplier agency contract now in place (with Adecco) will make this an easier area to both monitor and reduce our risks in.

Fairness at Work

Out of 14 Fairness at work complaints received during 201/11 one was from an ethnic minority employee. However this was not related to their ethnicity but to the administration of a force policy. No other complaints related to discrimination or equality issues.

Employment Tribunals

HR has supported the Force in the defence of Employment Tribunal (ET) claims. Senior HR managers have also attended as key witnesses in ETs during the quarter. Any lessons learned from ETs are built into Force HR policies and guidance.

2. Equality Impact Assessments

Workforce impact assessments were conducted in accordance with equality legislation to make sure that no single workforce profile group was adversely affected by the Budget Challenge (BC) project and the Support Services Review (SSR). The assessments made sure that any decisions included a consideration of the actions that would help to avoid or mitigate any unfair impact on particular groups. From the assessments completed, the Force was satisfied that, as the ratio differences within each profile area was minimal, there was no cause for concern.

3. Employment Targets

Lincolnshire Police Authority set local employment targets as part of the Policing Plan for:

- ethnic minority police officers and staff (including Specials);
- female police officers;
- and disabled staff.

The tables below show performance against the targets for the year 2010-11:

Force People Data	Target	Q1 Actual	Q2 Cumulative	Q3 Cumulative	Q4 Cumulative
<u>Diversity</u>					

% of Ethnic Minority (EM) police officers	≥2.4%	1.5%	1.5%	1.4%	1.5%
% of EM police staff	≥2.2%	2.0%	2.0%	0.95%	0.72%
% of EM Special Constables	≥2.7%	0.7%	1%	1.1%	1.5%
% of Female police officers	≥26%	24.7%	25.1%	25.4%	26%
% of Disabled staff	≥2.7%	2.6%	2.3%	3.2%	3%

Performance against Force People Data targets showing Red

- % of Ethnic Minority Police Officers
- % of Ethnic Minority Police Staff
- % of Ethnic Minority Special Constables

These performance figures need to be seen against the backdrop of the current funding situation across the Force. There have been no recruitment campaigns for intakes of police officers or PCSOs during this financial year so the chances of increasing representation rates are small. The main areas of external recruitment have been for Call Takers and Controllers for the Force Control Room and for Special Constables.

However, there has been a low percentage of total applications from ethnic minorities, a cumulative figure of 1.5% for 2010/11, which is below the target set of 2.4%. However his level is the same as the outcome for 2009/10.

The target of 26% for female officers has been met. For 2010/11 this can mainly be attributed to the retirements of a high number of male officers changing the balance of the workforce. However it does suggest that recruitment initiatives and positive action initiatives like coaching and mentoring over recent years have gradually started to address gender imbalances within the organisation. This will continue to be monitored and we hope these initiatives will have a positive impact in the future.

The table below illustrates that there is a disproportionate representation of men and women at different levels within the organisation, particularly at Inspector and Chief Inspector ranks.

	ACPO	Ch/Supt	Supt	Ch/Insp	Insp	Sgt	Cons	Total
Officer Headcount	4	5	10	13	60	188	957	1237
Female Headcount	0	1	2	0	6	42	270	321
% Female Representation	0%	20%	20%	0%	10%	22%	28%	26%

Applications and Positive Action

HR Service Standards	Target	Q1 Actual	Q2 Cumulative	Q3 Cumulative	Q4 Cumulative
Receive applications from minority and under-represented groups					
• Ethnic Minority applicants	>3.5%	3.4%	1.5%	1.5%	1.5%
• Female police officers	>27%	24.7%	25.5%	25.5%	25.5%
• Disabled for staff positions	>2.5%	3%	3%	2.8%	2.7%

During the year the Special Constabulary Recruitment Officer and members of the Recruitment team attended Lincoln Pride and promoted the role of the Special Constable within the LGBT (Lesbian, Gay, Bisexual and Transgender) community.

A Portuguese speaking member of the team attended a Community Engagement event at Boston aimed at the Portuguese community there. Alternative language versions of our 'How to become a Special Constable' information booklet are available via the Force website.

The percentage of EM Special Constables has incrementally increased each quarter which suggests that such positive action and recruitment initiatives are having some impact.

HR will continue to attend positive action events to encourage applications from under-represented groups

The Force has retained the "Two Ticks" symbol for being Positive about Disabled People. Central to this is our guaranteed interview scheme for disabled applicants who meet the essential criteria for the role.

4. Learning and Development

Force Mentoring Programme

A pilot Force Mentoring Programme was introduced in late 2008 as a positive action initiative for female police officers. A primary driver was to increase the number of female officers at the rank of Sergeant and above. A review of the Force Mentoring Programme has been undertaken. Six mentees have completed mentoring and 19 are currently in mentoring partnerships. Of the six mentees who have completed mentoring:

- 3 have since passed promotion boards;
- 1 has achieved promotion to a substantive Sergeant rank;
- 1 has passed Part 1 of the Inspectors exam and has passed four Child Exploitation and Online Protection (CEOP) exams;

- 1 is awaiting promotion, having recently returned to work from maternity leave.

This is a positive evaluation of the investment the Force has made in its Mentoring Programme for female officers. A full evaluation report is being developed with some recommendations about how the programme can be extended to other groups.

5 Coaching

Coaching is a process that enables a person to explore areas of their professional and personal development and find their own solutions to improve these areas.

Lincolnshire Police has a coaching scheme which focuses on performance development. The scheme is currently open to police officers and police staff in the following three categories:

1. Those who are going through a period of change where we want to support them.
2. Those from under-represented groups whose development and progression we wish to support as part of a positive action measure.
3. Those who we have recognized as being particularly talented who we want to retain and keep well motivated.

6 Spring Forward Development Programme

Background to Programme

The programme was jointly funded from Skills for Justice, Women in Work bursaries and Lincolnshire Police.

Spring Forward is a development programme for officers and staff looking for promotion/advancement and/or wish to become a more effective member of a management team.

The programme was aimed at both men and women who were:

- Considering a move into management from a supervisory position (senior clerical or Sergeant)
- Wishing to progress to a more senior management position (Inspector to Chief Inspector and police staff equivalent)
- Already in a management position but wish to become more effective and raise their performance

The programme used traditional as well as creative methods of development. As well as helping individuals to develop personally it will also help them to increase their effectiveness in the workplace, which, in turn, helps the performance of their team.

Objectives of the Programme

The objectives for the programme are that participants will:

- Take a fresh and positive approach to their career and personal development plans and set new action points
- Understand how coaching and mentoring could support them
- Understand how gender, culture and managerial status effect communication and motivation.

Benefits to Lincolnshire Police

The benefits for the organisation of participants attending the Spring Forward Development Programme are as follows:

1. Individual and team communications improve
2. Stress levels are reduced so performance is improved
3. Participants take more responsibility for their development
4. Clear goals are set for development – both on a personal and departmental level
5. Participants initiate more solutions and take more responsibility
6. Participants are more likely to move into higher positions

7 Health and Safety

Personal Emergency Evacuation Plans (PEEP) Guidance has been produced to take account of anyone who may need assistance in an emergency evacuation. This includes; mobility impairment, sensory impairment, those who may have difficulties reading signage and those who have long term medical conditions which may affect their ability to use stairs. Evac-Chair training with nominated persons has also been carried out.

8 Employee Benefits

HR have renewed our contract with *childcare plus* for a tax free childcare voucher scheme. *childcareplus* is an employee benefit that saves parents money by allowing them to receive part of their salary free of tax and national insurance to pay for government approved (e.g. Ofsted) childcare). Changes to tax laws from April 2011 means that all employees now receive the same level of tax exemption (previously higher earners received a greater tax saving).

9 Monitoring & Review

Monitoring of our employment duties cover the whole range of employment policies and practices, from pre-recruitment to the end of employment. In particular they include:

- Monitoring and analysing data on recruitment, appraisal, promotion, disciplinary action, fairness at work, learning and development and exit questionnaires to identify any trends or impacts on those from under-represented groups;
- Consulting (or in the case of disability, involving) staff and others on the potential impact of introducing new and revised policies and practices.
- Setting, publishing and reporting on HR service standards and Force people data targets in the area of equality and diversity.
- Training staff and officers on their general and specific duties to promote equality and diversity (for example the Diversity course and accreditation against the Police Race and Diversity Learning and Development Programme (PRDLDP)).

Future Work

This year we will be undertaking consultations on equality objectives which will lead to the establishment of identified community priorities. We will be participating in Anti Bullying week events to be held at Lincoln College and undertaking further engagement events and hate crime awareness raising through “it all adds up”, and further developing the of Keep safe scheme across Lincolnshire.

Other projects and initiatives coming up over the next year include:

- Promoting Mencaps “stand by me” hate crime campaign internally and externally
- Organising another Women in Policing event
- Development of Lincolnshire Police’s IAG (Independent Advisory Group)
- Continuing to work well with our partners such as just Lincolnshire, County Council, District Councils and the Community and Voluntary sector
- Monitoring assessment rates and promoting the Police’s Race and Diversity Learning and Development Programme (PRDLDP)

We will continue to use the foundations from the Equality standards Baseline level to work towards the integration level on the Equality Standard for the Police Service and the Specific duties under the Equality Act 2010 when they are agreed by the governments Equality Office.

We will also be working with the current change programme to improve the services that we provide in particular around Hate Crime and Anti-social behaviour and working with all our partners to respond to and address issues identified by the community.

