Equality, Diversity and Human Rights

Position Statement

2016
North Yorkshire Police (NYP) are committed to ensuring that for all the communities they serve and those who contribute to the service we provide have the right to be treated with dignity and respect. NYP will continually strive to ensure fair treatment is fundamental to the service it delivers. NYP is committed to achieving the highest standards in service delivery, decision making and employment practice. Equality of opportunity for all sections of the community and workforce is an important part of this commitment.

The Equality Act 2010 recognises the needs of an individual and lists nine protected characteristics – people are not allowed to discriminate, harass or victimise another person due to any of the following:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (Gender)
- Sexual Orientation

The Public Sector Equality Duty (S.149 Equality Act 2010) sets out the general duty under which NYP, as a public authority, must, in exercising their functions, demonstrate due regard to the need 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.

The Human Rights Act 1998 codifies the European Convention on Human Rights into UK law, and sets out the fundamental rights and freedoms that individuals in the UK have access to. It provides public authorities with a legal framework to help ensure that their actions respect the human rights of those for whom they provide services.

It is imperative that NYP understands the differing needs of the diverse communities and this will then present an opportunity to improve engagement and better equip all Police Officers and Police Staff with the skills required to serve our communities. Therefore, it is expected that every Police Officer, member of Police Staff and volunteer take personal responsibility for delivering a fair and professional service by promoting equality and diversity for all.

As an organisation, NYP continually builds on the work already undertaken to promote the equality agenda and place this into the heart of our delivery of services. By working closely with internal and external partners and organisations, this demonstrates the commitment with regards to equality and diversity to ensure bespoke advice is delivered to both staff and the public.
NYP aim to integrate equality, human rights and respect for diversity into everything we do in order to deliver a service which meets the needs of our communities and supports our work force. We have refocused how we deliver equality across the organisation to ensure we continue to deliver the highest standard of service through the current challenging and ever changing climate. NYP is committed to setting challenging equality objectives across our organisation; these will address the most significant equality issues which are presently facing our communities in which we serve. This strategy sets out four objectives which will provide the framework for embedding EDHR principles.

**Force Equality Objectives**

1. Understanding and involving diverse communities by taking steps to increase the number of Black and Minority Ethnic (BME) and under-represented groups within Police Staff, Police Officers, PCSO’s, Volunteers and Special Constabulary. We will seek to achieve this by identifying and removing any actual or perceived barriers to equality of opportunity in recruitment, retention and progression. This seeks to develop a workforce which represents our diverse communities and will be achieved by campaigning to promote representation in groups which are currently unrepresented within NYP.

2. Supporting vulnerable victims, witnesses, suspects and detainees by explaining how North Yorkshire Police will work closely with partner agencies. To review and develop the organisational approach towards Hate Crimes and Hate Incidents. This includes care and assistance provided to victims and witnesses and encompasses:
   - Establishing and communicating clear reporting channels to communities in order that victims and witnesses know how to report Hate Crimes and Hate Incidents to NYP.
   - Promoting and explaining the service standards that victims and witnesses can expect from NYP.
   - Promoting and explaining how North Yorkshire Police will work with partner agencies to support victims and witnesses.
   - Clearly outlining how North Yorkshire Police will utilise Independent Advisory Groups (IAG) as a critical friend to assist in reviewing the organisational response to Hate Crime and Hate Incidents.

3. Increasing the knowledge and confidence of North Yorkshire Police officers and staff in dealing with Hate Crimes and Hate Incidents, ensuring they fully understand their role and the assistance they can provide to victims and witnesses.

4. Improving management data on equality issues. Monitoring Equality, Diversity and Human Rights (EDHR) performance and understanding how this compares to other business sectors.

**For More Information, Please Contact:**

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