The Police and Crime Commissioner for North Yorkshire and The Chief Constable of North Yorkshire Police

Equality and Human Rights Annual Report

2014 – 2015
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Introduction

The Police and Crime Commissioner for North Yorkshire and the Chief Constable of North Yorkshire Police, jointly as North Yorkshire Police (NYP), are committed to providing a world class service to all the communities they serve. This ensures that everyone has fair access to our services and is treated equally and with respect at all times. NYP’s force area is one of the largest geographical areas to cover for policing in the country, and is varied in terms of its combination of cities, towns and rural areas. This in turn brings a diversity of people which are representative of ethnic, cultural and economic backgrounds which are constantly changing.

It is imperative that NYP understands the differing needs of these diverse communities and this will then present us with an opportunity to improve engagement and better equip ourselves with the skills required to serve these 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 promotes three core values – Compassionate, Courageous and Inspirational. Coupled with NYP’s mission and vision which is to be the most responsive police service in England and for our communities to be safe and feel safe, this creates an ambitious and confident workforce which again is a visible demonstration of the commitment to the equality agenda. The College of Policing Code of Ethics, which are a high-level declaration of the principles and standards of behaviour expected by everyone in the policing service, are enshrined within all our daily working practices, operations and functions, and NYP as a force are committed to these principles.

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 workforce. We have refocussed 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.

A comprehensive review of Equality, Diversity and Human Rights (EDHR) within NYP was undertaken during the summer of 2015 which produced 23 recommendations for future progression within this arena. These have been incorporated into an implementation plan with specific timescales and owners. All progress on these recommendations will be monitored through the EDHR Leadership Board Meeting.
Our Obligations

The Equality Act 2010 streamlined the law by consolidating existing equality law into a single piece of legislation. It 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 (PSED – S.149 of the Equality Act 2010) require NYP, as a public authority, to have due regard to the need to –

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Under the Specific Duty NYP are required to publish equality objectives at least every four years and make equality information to demonstrate their compliance with this duty accessible on an annual basis. This ensures that we are fully transparent and illustrates how we have fulfilled the requirements of the PSED.

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. Pursuant to 6ZA Police Act 1996, public authorities have an obligation to monitor compliance with the duties imposed upon police forces by the Human Rights Act 1998 – this transferred to the Police and Crime Commissioner under the Police Reform and Social Responsibility Act 2011. This human rights monitoring duty complements the equality and diversity monitoring practices.

The attached appendices show statistics in relation to the equality agenda for Human Resources (HR), Crime and Professional Standards. These are a detailed analysis of recorded data collections to show that NYP is compliant in associated areas with regards to equality and diversity. They provide a comprehensive overview of a range of areas, including employment data, grievances, crime data, hate crime and complaints. From scrutinising the statistics, it is clear that NYP remains in a positive position towards equality and diversity.
Strategic Governance

A robust governance structure is in place to ensure that EDHR principles are embedded into everything we do. This is supported by the Command Team and through the EDHR Leadership Board. This is a high level, internal forum which provides the strategic direction for NYP’s EDHR agenda. The Board meetings, which are held quarterly and chaired by DCC Madgwick, are attended by senior leaders and managers, relevant staff association’s representatives and a representative from the Office of the Police and Crime Commissioner (OPCC). This Board stands as a visible demonstration of the commitment to the EDHR agenda, to drive improvements and monitor progress in all areas of performance.

Below is a list of the EDHR Leadership Board members –

Deputy Chief Constable (Chair)
Assistant Chief Constable
T/Assistant Chief Constable
Chief Superintendent – Local
Chief Superintendent – Beyond Local
Head of Partnerships
Head of Professional Standards
Head of Estates Logistics and Technology
Head of Organisation & Development
Head of HR
Head of Legal Services
Legal Officer (Equality & Human Rights)
Police Federation Representative
UNISON Representative
Black Police Association Representative
Superintendents Association Representative
Force Chaplain
OPCC Representative
Equality Objectives

Chief Constable of North Yorkshire Police

North Yorkshire Police produced five equality objectives in 2012 to comply with the Public Sector Equality Duty. Following the review of EDHR within NYP which was completed earlier this year, new objectives are to be created for onward development and compliance. This will ensure NYP continues to conform to all relevant legislation, and will show that this area is at the forefront of everything we do. This next annual report will detail updates on all the new objectives.

Below is a brief synopsis of the original equality objectives from 2012 –

Objective 1 –

To take steps to increase the number of Black and Minority Ethnic (BME) staff, officers, PCSO’s, Volunteers and Specials in our teams year on year over the next four years. We will seek to achieve this by identifying and removing any actual or perceived barriers to equality of opportunity in recruitment, retention and progression and by identifying and acting upon ways to attract people from as diverse of backgrounds as possible, to our organisation.

The College of Policing has developed and will deliver a national programme to improve the recruitment, development, progression and retention of BME officers and staff, titled BME Progression 2018. This is a programme that will help support forces in achieving these objectives from the initiation stages, through the analysis and evidence gathering, right to implementation and continuous evaluation. Each police force has to produce an action plan relevant to their force. NYP has created their action plan which contains 10 recommendations ranging from evaluating recruitment campaigns and training, establishing relevant focus groups to cover the nine protected characteristics, to ensuring all accessible information for both staff and the public is up to date and accurate. Each action has an owner to ensure completion and onward compliance.

Objective 2 –

To embed an enhanced Internal Dispute Resolution scheme within North Yorkshire Police by September 2012. This will lead to the selection and training of an appropriate number of mediators, equipped with the necessary skills to assist in the resolution of workplace concerns and disputes including any which include diversity, equality or human rights issues. Additional steps will be taken to equip line managers with complementary skills with a view to reducing instances of escalation of such issues and maximising the retention of staff.

This objective was completed within the required timescales, and embedded within NYP. The mediation scheme was re-launched in May 2013, and the scheme continues to be available to all police officers and police staff in order to support harmonious working relationships between colleagues and resolving workplace disputes. Leadership days are held quarterly and are attended by all senior managers, Heads of Departments, police officers of the rank of Chief Inspector and above, and also representation from the OPCC, Police Federation, Unison, Special Constabulary,
Chaplain and Volunteers. These are an opportunity to equip and assist line managers with the necessary skills to deal with issues if they arise within the workplace.

**Objective 3 –**

To review the current system of Applicant’s self-declaration and equality and diversity monitoring forms, ensuring that North Yorkshire Police gain focussed, relevant equalities information about candidates. Once collected this will enable these objectives to be reviewed to ensure that the most pressing and relevant areas are addressed by them. This work is to be progressed as soon as possible and in any event by the end of the current financial year.

This work was completed by March 2013 by the Human Resources (HR) Department, who continue to use the form to collate relevant information on the different ethnicities which are representative of the communities within North Yorkshire.

**Objective 4 –**

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 so that victims and witnesses know how to report Hate Crimes and Hate Incidents to North Yorkshire Police.
- Promoting and explaining the service standards that victims and witnesses can expect from North Yorkshire Police.
- 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 as a critical friend to assist in reviewing the organisational response to Hate Crime and Hate Incidents.
- Increasing the knowledge and confidence of North Yorkshire Polices 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.

The re-establishment of the Hate Crime Working Group (HCWG) has ensured this agenda will progress. They have established two action plans in May 2015 – one for hate crime and one for the Independent Advisory Groups (IAG) which detail actions with progress and developments in these areas. The IAG Chairs now attend this meeting, along with relevant local community SPOC’s from local groups and the Councils, community engagement police officers and PCSO’s, and relevant NYP and OPCC representatives. Stop Hate UK was introduced in March 2015 for a one year contract, and this is seen as an excellent reporting tool for the public to use for reporting hate crime. Hate Crime Awareness Week took place nationally in October 2015, and there was various events throughout North Yorkshire which NYP and the OPCC were involved in.
Objective 5 –

Ensuring that the development and review of North Yorkshire Police policy and procedure is informed by analysis of their compliance with equality duties.

An Equality and Human Rights Assessment (EHRA) is an integral part of all NYP policies and procedures, and these are completed by the author. Guidance and assistance for the assessment is gained from the Legal Officer (Equality and Human Rights). The Legal Officer works closely with the Delivery Unit as and when a policy or procedure is due for review. A recommendation from the EDHR review report is to provide guidance around the revision and completion of the assessments which will be provided to relevant staff, and this will be completed by the Legal Officer. Further information regarding EHRA’s can be found on page 12.
The Police and Crime Commissioner for North Yorkshire

The Police and Crime Commissioner of North Yorkshire’s vision for equality and diversity is that every person and every employee who receives or is affected by her activities and services should perceive their experience to be fair and equitable. The Commissioner expects everyone in North Yorkshire, whether a resident, visitor or someone who works in the county, to be treated fairly and with dignity, free from harassment, bullying, victimisation and discrimination.

The Commissioner produced three equality objectives when she took office in 2012 – updates provided by the Office of the Police and Crime Commissioner can be found below:

Objective 1:

Monitor and scrutinise the performance of North Yorkshire Police to ensure it is fulfilling its equality commitments and meeting its statutory equality duties through the performance monitoring process.

The Equality, Diversity and Human Rights Board, chaired by the DCC and T/ACC and attended by department heads and the Office of the Police and Crime Commissioner (OPCC), address the internal Equality Strategy. New for 2015, the board is reviewing IAGs and hate crime and looking at the internal diversity of the organisation through work carried out by the Partnership Hub, and this revision of the equality and diversity report for 2015.

Performance of the organisation as a whole is measured at monthly Corporate Performance, Delivery and Scrutiny Board meetings. The purpose of these meetings is to ensure that delivery of the service as a whole is meeting required national and local standards, as well as providing value for money.

The Commissioner also takes proactive steps to support diverse communities, from public meetings with Polish communities on the east coast, to commissioning OPCC staff to review Hate Crime. Further information on the Hate Crime research is below.

The National Rural Crime Network was set up via funding achieved from the Commissioner, who is now Chair of the organisation. This specifically looks at how rural communities can be better supported to improve confidence and satisfaction in policing.

Objective 2:

Ensure the commitment to equality and diversity is incorporated into the aims and objectives of all relevant policies, strategies and plans. Equality performance will be monitored through equality impact screening and where appropriate by full assessment and through the performance monitoring process.

Decision Notices adhere to equality considerations (if there is considered to be impact or minimal impact on equalities) and are checked to be in line with the Policing Code of Ethics before signing off. Advice is sought from Joint Corporate Legal Services to ensure that decisions and policies are compliant.

Performance is assessed again through the EDHR Board but also at the Corporate Performance Delivery and Scrutiny Board. The Corporate Performance board holds the Chief Constable to account.
by measuring police progress in key performance indicators against the Police and Crime Plan priorities. Reports from HMIC and other third parties are also scrutinised. This board is also now live streamed through YouTube to ensure transparency of performance and decision making.

The HR People Strategy is currently being developed by NYP and will offer focus on wellbeing, equality and diversity. Progress of this strategy will be measured at Corporate Performance.

Objective 3:

Over the next four years, develop a greater understanding of the communities within North Yorkshire and to ensure that the Commissioner is accessible and actively engages with all sections of its communities through her public engagement activities.

The OPCC has completed a 4 month long piece of research into diverse communities within North Yorkshire and York in terms of Hate Crime and the responses to Hate Crime by NYP. This research is further to the Hate Crime Problem Profile and aims to inform the police of existing best practice and areas for improvement.

The Commissioner has been visiting Community Fund grant winners in the last year, engaging with different communities and schemes across the county. Examples include the Horizon Experience Women’s Centre, which train former addicts in work experience; the First Light Trust that helps veterans with mental health issues and addiction; and the Prince’s Trust XL clubs that help 13-30 year olds struggling at school or unemployed to avoid social exclusion.

The Commissioner has visited rural communities which can be hard to reach by attending auction marts and shows such as the Great Yorkshire Show and Kilnsey Show during the summer period. Engagement activities also reach out to community groups such as the WI, Neighbourhood Watch and Soroptimists. The Commissioner, along with Chief Officers from NYP, has attended the Policing in North Yorkshire Exhibitions and Roadshows to speak with members of the public more generally about policing.

The Commissioner continues to hold public meetings across the county. From April 2014 to April 2015, she has held:

- 38 one to one surgeries
- 31 public Q&A sessions
- 115 supermarket surgeries
- 4 webchats
Human Rights Compliance


The human rights monitoring duty should complement the equality and diversity monitoring practices, however recognition needs to be given to ensure that aspects of human rights monitoring that do not relate to the equalities duties are properly considered. Development of meaningful standards against performance of the police is required to be monitored – common areas include the following:

- **Training** – a complete refresh of the training mandate, including human rights aspects, is to be undertaken at the earliest opportunity to ensure that every relevant area is accurately covered. Training in the principles of human rights continues to be incorporated into police officer and police staff induction training, and monitoring of compliance by line managers remain integral to show that due regard is given to human rights in everything we do.

- **Policy and Procedure** – any risk of significant breach of the Human Rights Act 1998 is managed largely by the Equality and Human Rights Assessment process which is an integral part of all policies and procedures, working practices, initiatives and functions. The College of Policing are currently producing a revised Equality Strategy to replace the 2009 version for all police forces to comply with, and this will be published in the near future.

- **Claims** – monitoring activity with regards to the Human Rights Act 1998 indicates that NYP remains in good order in relation to human rights compliance. NYP has denied liability on one speculative claim – this has been the only claim linked to human rights over the last year. This projects a positive reflection on NYP and we remain in a good position if such claims are brought.
Organisational Processes

Partnership Working

North Yorkshire Police work with a wide range of local, regional and national organisations and agencies to help in the protection of our communities. This is a vital tool to engaging with the communities, which in turn promotes confidence for the public of NYP. The Partnership Hub within NYP remains a pivotal focal point to maintaining community relations and connections as they cover a wide range of areas which includes equality and diversity. Work continues with all partners to offer help and guidance in all aspects of service delivery and for onward progression for the equality agenda.

There are currently three established Independent Advisory Groups (IAG) within North Yorkshire, covering Scarborough/Ryedale, York/Selby and Harrogate/Skipton. These are independently chaired groups working in partnership with NYP to help facilitate discussions between the police and representatives of the diverse communities and protected characteristic groups. These groups are recognised throughout the police service as an effective means to solving problems, share knowledge and experiences on community issues, and to assess areas for development. The IAG Chairs are now invited to attend the Hate Crime Working Group (HCWG) in order to engage with relevant personnel from NYP and to be involved in conversations and developments within this area. An action plan has been created for specific developments for the IAG’s and this is monitored by the HCWG.

Partnership working also continues on a national level with the Chief Constable Jones being the national lead for Citizens in Policing and DCC Madgwick being national lead for dementia. This will help drive forward these agendas and will again project a positive image of NYP. Collaboration work is also continuing with Cleveland Police and Durham Constabulary to consider shared resources and functions.

As part of the EDHR review report, a number of external equality and diversity meetings were identified across North Yorkshire, and these are now attended by a representative from NYP to ensure continued involvement. The centre for applied Human Rights at the University of York is keen to establish close working links with NYP and this is currently being explored within the Partnership Hub.

North Yorkshire Police and University of York were successful in a bid to the Police Knowledge Fund (PKF) managed by the College of Policing (CoP) and Higher Education Funding Council for England (HEFCE). Funding of £1.05M has been secured for an 18 month project.

Mental health involves considerable resources for both the police and other agencies. The aim of this project is to integrate a process or collaboration between the University of York (UoY), North Yorkshire Police (NYP), City of York Council, Selby District Council, North Yorkshire County Council, Public Health in North Yorkshire, North Yorkshire Fire & Rescue Services, North Yorkshire & York Forum and York Teaching Hospital through an integrated process of research, training and developing new policy solutions and shared services between agencies. The project will develop mechanisms and practices for creating efficiencies and better outcomes in the area of mental health and aims to contribute to changing the practice and culture around issues of recording and dealing with mental health.
The ultimate objective for this work is to enable appropriate frontline staff to:

- better identify need and demand in relation to victims and offenders who would benefit from accessing mental health services (across all calls for service i.e. crime, anti-social behaviour, public safety and welfare)
- develop optimum internal processes and multi-agency agreements which make it simple and effective for staff to support victims/offenders to access the right mental health services at the right time;
- support appropriate diversion from the criminal justice system
- reduce mental health related repeat incidents
- reduce need for use of s. 136 MHA 1983
- use accurate NYP demand/need data and evidence so reducing NYP demand and shaping the future commissioning of mental health services locally

The project will move from developing research to developing best practice to creating a training programme. The broad themes of work revolve around enhancing understanding of mental health and development of tools to improve our approach to mental illness through effective:

- Identification
- Recording
- Response
- Referral
- Review

By doing so, the project will support the aims of the Mental Health Crisis Care Concordat, which focuses on five main areas:

- *Earlier intervention and responsive crisis services*
- *Access to support before crisis point* – making sure people with mental health problems can get help 24 hours a day and that when they ask for help, they are taken seriously.
- *Urgent and emergency access to crisis care* – making sure that a mental health crisis is treated with the same urgency as a physical health emergency.
- *Quality of treatment and care when in crisis* – making sure that people are treated with dignity and respect, in a therapeutic environment.
- *Recovery and staying well* – preventing future crises by making sure people are referred to appropriate services.
**Equality and Human Rights Assessment**

An Equality and Human Rights Assessment (EHRA) is a process for considering and assessing organisational risk in relation to meeting the requirements of specific legislation, namely the Equality Act 2010 and the Human Rights Act 1998. The aim is to ensure that people’s rights and the needs of minority groups are consciously and properly considered, as public authorities are duty bound to make the best assessment of equality risk that they can. The new assessment form, which was produced last year, is on all policies and procedures, and is also used for working practices, initiatives and functions.

Guidance and suggestions on information to be contained within the assessment is gained from the Legal Officer (Equality and Human Rights) who works closely with the Delivery Unit to ensure all assessments are completed to their full potential with relevant and accurate information. A recommendation from the EDHR review report is to provide guidance around the revision and completion of the assessments which will then be provided to relevant staff.

Equality considerations are also documented on the Police and Crime Commissioner Decision Notices to ensure that this part is integral to the decision being reached, and that all legislative requirements have been properly considered. The author of the notice completes this part, but guidance and assistance on the content of the information can be sought from Joint Corporate Legal Services for both this section and the legal requirements element.

**Asset Management**

All buildings occupied by NYP must comply with the requirements held within the Equality Act 2010 by taking into consideration the nine protected characteristic groups and how their needs can be incorporated into facilities for both the public and all employees. Special considerations are always given to disabled access and facilities for both internal and external buildings and amenities.

A review of services at front counters was undertaken during 2015 to see what facilities they offered for disabled people, for both the public and employees. It was found that most buildings provided adequate access for everyone, for example ramps and hand rails. Most police stations now have hearing loops installed in their reception area to assist people who may be hard of hearing. Defibrillators are now in all of the larger stations and Headquarters reception area, and the Organisational Support Officers have been trained in their use. Interpreters/Signers can be utilised within custody areas to assist with any language barriers. Work continues to identify any further requirements for people who may fall within some of the protected characteristic groups in order to make our buildings fully accessible to all.

The Police and Crime Commissioner published an approved decision notice in June 2015 detailing the proposal to purchase a new Headquarters premises in Northallerton, and to dispose of the current Newby Wiske Hall site. The equality implications for the relocation of services to the new site have already started to be considered, and these will be detailed in all building design plans and any consultation process involved.
Conclusions

It is clear from the information which is documented within this report that North Yorkshire Police and the Police and Crime Commissioner are complying with all aspects of the equality and human rights agenda. They both fulfil the requirements of relevant legislation, namely the Equality Act 2010 and the Human Rights Act 1998. This is due to the commitment by all police officers and police staff in applying the principles of equality and human rights into everything they do.

The EDHR review report, which was completed in the summer of 2015, states 23 recommendations which will help drive forward the equality agenda forward – these will be reported on next year. The recommendations cover areas such as external partnership working, training of police officers and staff, ensuring equality information on our systems is accurate and up to date, and the establishment of relevant support networks within force. Each recommendation has been allocated an owner who is best placed to carry out the necessary requirements to achieve their individual aims. As the recommendations cover both internal and external activities within the area of EDHR, this will reflect positively on both the public and all employees.

North Yorkshire Police is entering a period of change across all work stream functions to try and accommodate the challenging times in the ever changing public sector climate. It is imperative that the overall vision to provide the best service to all is not lost or areas forgotten, and that the needs of both the diverse communities and staff are valued and respected. We shall do this by continuing to listen to everyone, and to continue with our partnership work to ensure that new ideas are explored and that collaboration work continues. This in turn will reflect positively on NYP to everyone, who will strive to maintain their mission to be the most responsive police service in England and their vision for all their communities to be safe and feel safe.
Appendices

Appendix 1 – Human Resources (HR)

Training
Grievances and Mediation
Employment Data Collection
   Ethnicity
   Gender
   Age
   Disability
   Leavers

Appendix - HR 2014-15.doc

Appendix 2 – Crime

Crime and Detection Data
Stop and Search
Primary Arrests
Hate Crime
User Satisfaction

Appendix - Crime 2014-15.doc

Appendix 3 – Professional Standards

Substance Misuse Testing
Complaints

Appendix - PSD 2014-15.doc

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