EQUALITY DIVERSITY AND HUMAN RIGHTS POLICY

Policy Statement

North Yorkshire Police (NYP) is committed to promoting the principles of Equality, Diversity and Human Rights (EDHR) in all areas of policing as an integral part of everyday business. NYP believes that members of all the communities it serves and all those who contribute to the service it provides have the right to be treated with dignity and respect. NYP will continually strive to ensure fair treatment for all is fundamental to the service it delivers.

The aims of this policy are to:

- outline NYP’s obligations and responsibilities in relation to EDHR
- embed EDHR in every aspect of policing and our partnership working
- promote Equality and Diversity and eradicate all forms of discrimination
- ensure a proactive focus on improving services both internally and externally for the nine protected characteristic groups, making services accessible for all.

Definitions:

Equality is about managing differences so that everyone has the same opportunities through a fair and consistent application, and by creating a fairer society where everyone can achieve their maximum potential.

Diversity is about understanding, recognising, respecting and valuing differences, treating people as individuals, and placing positive value on diversity in the community and the workforce.

Human Rights are the basis rights and freedoms that everyone is entitled to. As a public authority, it is lawful for NYP to act in a way which is compatible with the rights set out in the convention and its protocols which are held within the Human Rights Act 1998.
NYP will strive to maintain public confidence by:

- demonstrating fairness, sensitivity and understanding in its dealings with all sections of the community
- policing with integrity and respecting the rights of the individual
- putting communities first and responding to their needs and concerns
- our police officers and staff acting with compassion, humility and respect towards all communities they serve.

NYP is committed to valuing and supporting its workforce by:

- seeking to eliminate unlawful discrimination, harassment and victimisation
- promoting policies that help realise the full potential of its diverse workforce
- developing a workforce which reflects and engages with the communities it serves by promoting dignity and respect for all
- engaging with all Police Officers and Police Staff to increase awareness and understanding of EDHR, and an environment where contributions are recognised and valued.

Individual Responsibilities:

There is a personal responsibility that all Police Officers and Police Staff must abide by this policy. This will ensure that all forms of discrimination are eliminated and that fairness, dignity and respect are promoted in the workplace whilst still delivering a high quality service to all the communities NYP serves.

All line managers and supervisors have an additional responsibility to ensure that all individuals conform to the principles surrounding EDHR and that any failure to comply are made aware of these failures. Appropriate action will be taken to remedy the situation and ensure future compliance.

NYP have a corporate responsibility to ensure a proactive approach to delivering the EDHR principles within the force. This is achieved through the Equality, Diversity and Human Rights Leadership Board. The Board stands as a high level, internal forum which provides the strategic direction for NYP’s EDHR agenda.

LINKAGES

Strategy:

Equality, Diversity and Human Rights Strategy for the Police Service

Subsidiary Linked Procedures:

Grievance Procedure
Hate Occurrence and Crime Procedure
Stop and Search Procedure

Staff Discipline Procedure

Bullying and Harassment Policy

Other Documents:

Police (Conduct) Regulations 2012

People Portal

Police Staff Standards of Professional Behaviour

Police Officer Standards of Professional Behaviour