

ACTION PLAN AND TIMETABLE FOR NORTHUMBRIA POLICE AUTHORITY'S RACE EQUALITY SCHEME

OBJECTIVE 1:

Ensure that our policies/functions comply with our duties under the Act

OUTCOMES AND PROGRESS

The Best Value process has been modernised to ensure that it is focused on outcomes and measurable service improvements. All reviews include consideration of the support that services provide to delivering the diversity agenda. Each Best Value review has input from a diversity expert and representatives from the Black Police Association and LGTB association will be invited to comment on reports prior to submission to the Police Authority for decision.

| Action | Timescale | Ownership |
|--|-----------------------|--------------------------|
| Review progress and revise functions and policies as a result of an Impact Assessment Exercise | June 2005 and ongoing | Assistant Clerk (Policy) |
| Consult on the content and implementation of the Race Equality Scheme | Ongoing | Assistant Clerk (Policy) |

OBJECTIVE 2:

Improve communication and consultation with black and minority ethnic communities

| Action | Timescale | Ownership |
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| To undertake an audit and review of current consultation procedures adopted by Northumbria Police Authority | Dec 2005 | Assistant Clerk (Policy) |
| Develop Corporate Community Consultation Strategy for Hard to Reach Groups, including women and young people from the black and minority ethnic population | Sept 2005 | Northumbria Police Authority |
| Continue to work in partnership with Northumbria Police and local partners to further develop consultation/communication strategies | Ongoing | Community Engagement and Partnership Committee |
| Ensure that police and community forums are advertised using methods that are accessible to Black and Minority Ethnic Communities | Dec 2005 | Assistant Clerk (Policy) |

| Action | Timescale | Ownership |
|---|------------------|--|
| Include a Booster for BME communities in the biannual residents survey | Sept 2005 | Assistant Clerk (Policy) |
| Consider the communication needs of the BME communities in the marketing of the Police Authority, | Dec 2005 | Community Engagement and Partnership Committee |
| Make local communities aware of how they can become involved in police learning and development and make them aware of the outcomes of this action. | June 2006 | Assistant Clerk (Policy) |

OBJECTIVE 3:

Encourage strong leadership to promote race equality

OUTCOMES AND PROGRESS

A modernisation process within Northumbria Police Authority has led to the development of lead and support member roles for Diversity and Equality and a committee structure that includes a Service Improvement and Audit Committee and a Community Engagement and Partnerships Committee. These committees have a specific responsibility to oversee formal policies in relation to the Authority and the Force and to monitor the implementation and evaluate the effectiveness of both Race Equality Schemes.

| Action | Timescale | Ownership |
|--|-----------------------|--|
| Assessment and clarification of the vision and values of Northumbria Police Authority | Sept 2005 | Northumbria Police Authority |
| An ongoing commitment to scrutinising and monitoring the Authorities performance with regard to meeting the race equality duty | Ongoing - 6mthly | NPA (Roles and Responsibilities update) |
| Raise awareness of the authority's commitment to the Act | June 2003 | Community Engagement and Partnership Committee |
| Regular seminars/updates on progress and plans of the force/authority in relation to race equality. | June 2005 and ongoing | Assistant Clerk (Policy) |
| Deal effectively with complaints of race discrimination made by the public | Ongoing | Legal Adviser |
| Encourage representation on the | Ongoing | Legal Adviser |

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| authority of individuals from underrepresented groups | | |
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**OBJECTIVE 4:
Establish effective equal opportunities monitoring systems: employment**

OUTCOMES AND PROGRESS

A six monthly Workforce Data Report is received by Police Authority Members that provides personnel related information allowing the authority to review and monitor human resource matters more effectively. This report contains a comprehensive range of detailed information on Northumbria Police Force. A covering report highlights and trends that may be of interest from the data in the report enabling steps to be taken or proposed to address racial disparities.

The lead and support Police Authority member for Diversity will attend the Force Diversity Strategy Group.

| Action | Timescale | Ownership |
|--|------------------------|-------------------|
| To receive from the Chief Constable six monthly updates on: <ul style="list-style-type: none"> • Applicants for jobs • Employees in post • Applicants for training • Internal applications for promotion • Outcome of development appraisals • Grievances • Disciplinary Action • Those who cease employment | June/November annually | Personnel Adviser |

**OBJECTIVE 5:
Improve recruitment and selection**

| Action | Timescale | Ownership |
|---|------------------------|-------------------|
| To monitor the appointment of Independent Custody Visitors by ethnicity and gender | April 2003 Annually | Legal Adviser |
| To monitor the appointment and dismissal of ACPO graded posts by ethnicity and gender | Ongoing | Personnel Adviser |

**Objective 6:
Raise Awareness of the General/Specific Duties**

| Action | Timescale | Ownership |
|---|-----------|--------------------------|
| Publish the revised Race Equality Scheme and Action plan on the Authority | May 2005 | Assistant Clerk (Policy) |

| Action | Timescale | Ownership |
|---|------------------|--|
| Website | | |
| Provide members with a copy of the revised scheme | July 2005 | Assistant Clerk (Policy) |
| Provide members with a quarterly update through the roles and responsibilities (Work Programme) report about progress against the duty. | Ongoing | Assistant Clerk (Policy) |
| Implementation of the Strategy as a 'Golden Thread' through all committees and Advisory Groups | Ongoing | Assistant Clerk (Policy) |
| Inclusion of an article about the Authority and Force Race Equality Schemes in the Annual Summary – Distributed to every household in Northumbria | June 2005 | Assistant Clerk (Policy) |
| Ensure that there is appropriate recognition in the marketing strategy of the need to market the Police Authority to the BME population | Dec 2005 | Community Engagement and Partnership Committee |

**Objective 7:
Equality and Diversity Training Programme**

| Action | Timescale | Ownership |
|---|------------------|--------------------------|
| Analyse training needs of police authority members and independent custody visitors | Oct 2005 | Assistant Clerk (Policy) |
| Development of a Race and Diversity Training Strategy – to include Members and Custody Visitors | Dec 2005 | Assistant Clerk (Policy) |
| Delivery of training to Custody Visitors | Dec 2005 | Legal Adviser |
| Delivery of training to lead and support members for Diversity. | Ongoing | Assistant Clerk (Policy) |

**Objective 8:
Access to information**

OUTCOMES AND PROGRESS

All public documents and consultation information produced by the Police Authority offer translation into the languages identified as appropriate for Northumbria. During consultation exercises officers can make full use of a translation and interpreting service.

| Action | Date | Ownership |
|--|-------------|----------------------------------|
| Ensure website is currently updated with all relevant information | Ongoing | NPA Communications Officer |
| Raising awareness of local communities about their rights when they are stopped and searched | Ongoing | Assistant Clerk (Policy) |

**Objective 9:
To monitor and scrutinise the arrangements the Chief Constable has in place to meet the general and specific duties**

OUTCOMES AND ACTIONS

A quarterly report to the Police Authority, Diversity Matters has updated members on the implementation of the Chief Constables Scheme. Following the seminar in June 2005, the force will continue to update members on a regular basis and will include information about the extent to which the force is involving communities in training locally and other diversity issues.

| Action | Date | Ownership |
|--|--|-----------------------------|
| Monitor the implementation of the Chief Constable's scheme and action plan | Seminar – June 2005 and ongoing reports | Assistant Clerk (Policy) |
| Consider a consultation exercise with BME communities to determine level of satisfaction with the police | Dec 2005 | Assistant Clerk (Policy) |
| Monitor on an ongoing basis how the force is involving local communities in training and that the impact of this involvement is being evaluated. | Ongoing | Assistant Clerk (Policy) |