



**Northumbria Police Authority  
Single Equality and Human Rights Scheme  
2009 – 2012**

“...we will provide a police service that reflects the communities it serves and treats everyone fairly, regardless of who they are...”

If you require this Scheme in another format or language,  
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**0191 433 2825**

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## A Message from the Chair of Northumbria Police Authority

Northumbria Police Authority is committed to making a real difference in public confidence by ensuring Northumbria Police address crime and anti-social behaviour issues that matter most to our local community; treat people fairly; and deliver services in accordance with their needs.

People have a right to access all services and employment, yet some still experience exclusion, discrimination, harassment, inaccessible services and inequalities. Northumbria Police Authority and Northumbria Police work with our partners to:

- remove the barriers people face when accessing employment, services and information;
- provide a policing service that includes everyone and can be accessed by everyone;
- make equality central in all of our policies and functions; and
- make sure our organisations are free from discrimination and harassment.

We understand that equality is a complex and not always a single-subject issue. Promoting equality of opportunity is not just about making police stations accessible by building ramps, or about producing information in different formats and languages. It's about involving people, to thoroughly understand and identify barriers and reduce inequalities.

In working towards equality, I present to you our first Single Equality and Human Rights Scheme. It was developed with people who live and work in the Northumbria policing area. It sets out the steps we will take to challenge the barriers that prevent people from working for, and with, Northumbria Police Authority and Northumbria Police. It also tells you about the projects we will develop to improve the quality of life for people and to build the relationships between people and Northumbria Police.

We are under no illusion; the real challenge now is to ensure that the Single Equality and Human Rights Scheme delivers positive change, both internally and externally. This is crucial if we are to continue building public confidence in Northumbria Police Authority and Northumbria Police. We will monitor progress regularly through our existing scrutiny arrangements and we will drive the Scheme forward through our senior management.

Thank you to all the individuals, groups and organisations who gave their time and expertise to contribute to the development of this Scheme.



**CLlr Mick Henry**

Chair

Northumbria Police Authority

## **1. About Northumbria Police Authority**

Northumbria Police Authority is made up of 17 people – nine local councillors and eight independent members whose role is to hold the police to account on behalf of local communities. The Authority does this by listening to local people, finding out their concerns about crime and disorder and using their views when setting priorities, setting and monitoring the police budget, consulting local people to ensure value for money and most importantly making sure the service provided is effective and efficient.

The Authority celebrates the fact that its ethnic profile broadly mirrors that of the local population (5.1%) however we will continue to monitor and report on our makeup and seek opportunities to improve minority community representation.

### **Our Vision**

Northumbria Police Authority's Vision is 'to ensure an efficient and effective police service for Northumbria in which all local people have trust and confidence'. Complementing this Vision is Northumbria Police Authority's Vision for equality: 'Everyone, whether working for, affected by or receiving services from the Authority, perceives their experiences to be fair and equitable'

Northumbria Police Authority's mission, as a public body, an employer and as a service provider is to work with our partners, locally, regionally and nationally, to understand and remove the barriers, which exclude and limit the life chances of people - ensuring their equality of opportunity.

The Authority wants to fully integrate equality into the heart of policy-making, service delivery, employment and community engagement. This is a long-term commitment, shown in our Vision, for policing in Northumbria, and is championed by our Chair and Police Authority members responsible for equality.

### **Working for Northumbria Police Authority**

Gateshead Council, as lead authority since 1986, has provided NPA and the Chief Constable with support services covering a range of functions. This is in accordance with Sections 17 and 18 of the Police Act 1986.

The Chief Executive to Northumbria Police Authority is the Chief Executive of Gateshead Council therefore all officers of the Authority are employees of Gateshead Council. As a public body the Council is also subject to the general and specific equality duties. All employment monitoring of officers, equal pay considerations and all action to ensure race, gender and disability equality is undertaken by Gateshead Council.

The services provided are carried out under Support Service Agreements (SSA's) which include financial management, policy support, legal and democratic support, human resource advice and property management. The SSAs are refreshed and agreed annually by NPA and are also considered as part of the Authority's 'Code of Governance'.

Although the Authority is the statutory employer of all support staff within Northumbria Police, such staff are under the direction of the Chief Constable. To meet our equality duties the Authority will ensure that the Chief Constable monitors and reports the recruitment and progression data of all support staff within Northumbria Police by diversity strand.

## 2. What is the Single Equality & Human Rights Scheme all about?

The Scheme shows how Northumbria Police Authority (NPA) recognises the different needs of people and groups, and sets out how we aim to ensure that any gaps and inequalities are identified and addressed. Appendix 1 provides a full list of definitions and terms used throughout this scheme.

This Scheme will help NPA to:

- find out what barriers minority groups face and take actions to remove those barriers or provide services by alternative means where possible;
- ensure we meet our legal duties and tell people what Northumbria Police Authority's responsibilities are;
- explain how equality and diversity works within Northumbria Police Authority;
- provide information about Northumbria Police Authority's involvement, Equality Impact Assessments, and training arrangements for race, disability, gender, age, religion/belief, and LGBT equality, and the priorities given to members of those groups in response to the outcomes; and
- monitor and report on how we are progressing and report each year.

The Scheme will reflect three equally important yet distinct areas of responsibility for the Authority:

- People and Culture
- Strengthened Local Accountability
- Overview and Scrutiny of Northumbria Police

### Our Statutory Equality Duties

The Race Relations (Amendment) Act 2000 (RRAA), the Disability Discrimination Act 2005 (DDA), and Equality Act 2006 require public authorities (including police forces) to publish Equality Schemes to describe how we will meet the general duties that are statutorily applied to us via these Acts.

We have a statutory general duty to promote race, disability, and gender equality. This means eliminating unlawful discrimination and harassment, promoting equal opportunities and promoting good relations between people of different groups.

We have extended these duties ourselves and will also aim to promote age, sexual orientation, and religion/belief equality. When amalgamated, our duties mean that every staff member and officer of Northumbria Police must have due regard to:

- Eliminate unlawful discrimination;
- Eliminate harassment that is unlawful or related to race, disability, gender, age, LGBT or religion/belief;
- Promote equality of opportunity; and
- Promote good relations between people of different racial groups, genders, ages, religions, sexual orientations and people with and without disabilities.

The DDA and Equality Act also set out some additional general duties in relation to disability and gender equality. These are:

- Promote positive attitudes towards disabled people;
- Encourage participation by disabled people in public life;
- Take steps to account for disabled persons' disabilities, even where that involves treating disabled people more favourably than other people; and
- Eliminate harassment of transsexual people.

In addition to the general duties, we are also subject to several specific duties, laid down in the race, disability and gender codes of practice and extended by us to cover age, sexual orientation and religion/belief.

The specific duties set out steps that must be taken to assist us in fulfilling the general duties. When amalgamated, our specific duties are as follows:

- Publish an Equality Scheme demonstrating how we intend to fulfil our general and specific duties;
- Involve people of different ethnicities, genders, ages, sexual orientations, religions, and disabled people in the development of our Equality Scheme;
- Consider the need to include objectives to address the causes of any gender pay gap;
- Consult stakeholders and take account of relevant information to determine equality objectives;
- Gather and use information on how policies and practices affect equality;
- Assess the impact of our current and proposed policies and practices on the six strands of equality (race, disability, gender, age, sexual orientation, and religion/belief); and
- Implement the actions set out in our Equality Scheme within three years of its publication, unless it is unreasonable or impractical to do so.

We also have legal obligations to promote and protect human rights. The human rights principles of fair treatment, dignity, respect, liberty and equality underpin our work. Actions will be agreed as part of this scheme to ensure our responsibilities are delivered.

### **The single approach – bringing it all together**

The authority currently has Equality Schemes for Race, Disability, and Gender which outline action required to achieving equality objectives.

The Association of Police Authorities (APA) and the Commission for Equality, Diversity & Human Rights support a combined equalities scheme framework which seeks to bring together all strands of diversity legislation and policy (age, religion/belief, gender, race, sexual orientation and disability).

This Scheme integrates all areas of diversity and brings together key actions outlined in our existing equality schemes. Key actions that have already been achieved within our existing schemes have helped drive forward our ambition for an equal and fair society.

### **3. Diversity in Northumbria**

#### **All about Northumbria.....**

Northumbria Police is one of the largest forces in England and Wales. We serve over 1.4 million people within the 2,150 square miles of Northumberland and Tyne & Wear, including the cities of Newcastle and Sunderland, other heavily populated urban areas and large rural areas. The Northumbria area covers 6 local authorities, each with their own diverse make-up. A profile of the population in Northumbria is available in Appendix 2.

To serve the diverse make-up of Northumbria it is important for us to ensure that we are committed to equality, Northumbria Police are committed to equality and that everyone in Northumbria receives a quality service. We have set out below more specifically why equality and diversity is important to us in light of the above.

#### **Why are human rights important?**

Human rights are important to everyone living in the Northumbria area today. Each of us is entitled to have our basic human rights respected, but equally we must respect the rights of others. Human rights are those rights which could be described as the most basic and fundamental values on which our society has been built - the rights we all take for granted. This includes things like: the right to life, the right to freely express your views and the right to respect for your private and family life.

Human rights have relevance in many areas of our lives. They also apply equally to everyone - you have rights because you are entitled to them as a human being, regardless of your personal circumstances, beliefs, religion or culture. Human rights are therefore something on which we can all find common ground - we should all be able to believe in, rely upon and exercise our rights and responsibilities.

#### **Why is race equality important?**

Race equality is important to ensure that people from all racial backgrounds receive the same quality of police services as the general population and that staff from Black and Minority Ethnic communities have equal access to employment and career development opportunities.

In Northumbria this is particularly important as significant inequalities exist in employment for both Asian and Asian British ethnic groups, in particular Indian, Pakistani, Bangladeshi and Chinese. The introduction and progressive achievement of Northumbria Police diversity employment targets will go some way to reduce the inequalities which currently exist.

#### **Why is religion and belief equality important?**

Religion and belief is about how we make sense of life, underpins individuals meanings, values, hopes and things beyond the physical boundaries of life. The degree to which we respect religion and belief reflects our organisation's commitment to delivering citizen focused services and how well we respond to our local communities; factors which are very important to us.

In Northumbria this is particularly important as areas with religious diversity exist, most notably Newcastle and Sunderland. In Newcastle Christians are 19 times higher in number than Muslims in comparison to Northumberland where Christians are 68 times higher in number.

After Christians and Muslims the next largest religious groups are Hindus, Sikhs, Jews and Buddhists.

### **Why is gender equality important?**

Gender equality means to be treated the same as others in society regardless of man or woman, and to have the same opportunities. Examples of this is that everyone has the same access to job opportunities at the same rate of pay (relative to experience and qualifications), the same access to services, to work within policies and guidelines which don't discriminate because a person is a carer or parent, man or women; and the same opportunities to develop careers and still have a family/home life.

In Northumbria this is particularly important because Northumbria Police currently have a gender in-balance with more male than female workers employed when compared to the more even distribution of the employed working age population in employment for the area.

### **Why is disability equality important?**

It is not only necessary for individual public bodies to pay due regard to the needs of disabled people, essential though that is, but for public authorities as a whole to take a holistic approach to disability, ensuring that public services enable the effective inclusion of disabled people on equal terms.

In Northumbria this is particularly important because there is a relatively high population of disabled people with a low level of employment. This is not unexpected or dissimilar from other police forces in our region.

### **Why is age equality important?**

Age equality is concerned with responding to differences between people that are linked to age and with avoiding preventable inequality between different age groups. Ageism, the attitudes of others and the assumptions they make can have a dramatic effect on people's quality of life, access to services and choices, employment, and other opportunities. Age equality would help to ensure older and younger person's human rights are better protected, and ensure they have better opportunities to participate fully in society.

In Northumbria this is particularly important because children in the North East are more likely to be living in families dependent on unemployment benefits with the highest percentages in Newcastle (31%), South Tyneside (30%) and Gateshead (26%). This trend continues in Northumbria's older people as North East pensioners are more likely to live below the national average income and are more likely to be in poverty and deprivation.

### **Why is equality for LGBT communities important?**

In their everyday lives, both at work and at home lesbian, gay and bisexual people are forced to decide whether they should be open and honest about their sexuality. This can cause a huge amount of stress to the individual, both at work and their personal lives. By addressing the issues identified locally we can tackle discrimination and help to address the inequalities. We have included transgender within this section as the discrimination, harassment and experiences are similar to those of LGB.

In the North East this is particularly important as a recent Stonewall survey (*Serves you right*, Stonewall 2008) implies that LGB people in the region have slightly more positive expectations about treatment in the political arena, but more likely to feel negatively about treatment in health and social care, and by the police and justice system. There is no substantive knowledge of how many people in the UK identify as transgender, estimates vary between 1 in 100 to as many as 1 in 20.

## 4. How do we know what we need to do?

The initial and ongoing development of this Scheme is underpinned by the principle of openness and transparency. We want to ensure that stakeholders have confidence in, and contribute to formulating the priorities for the Police Authority in taking equalities work forward.

### Involvement and Consultation

A meaningful Single Equality & Human Rights Scheme can not be developed by policy makers alone. We have worked closely with Vision Sense, an independent, user-led equality specialist to consult and involve representatives from the identified groups in the Northumbria area; a full list is available in Appendix 3.

The following involvement activities have helped us shape our priorities:

- **Community Consultation Event and engagement activity**  
To promote our commitment to diversity, share information about our equality duties and the Single Equality and Human Rights Scheme and to agree key priorities and actions for the scheme
- **Engagement with Police Authority Members**  
To shape and influence the vision and content of the scheme
- **Engagement with Police Authority Advisors**  
To ensure equality, diversity and human rights are embedded within the service plans for each of the Police Authority functions

In addition we have used findings from a range of key consultation exercises to influence the priorities and actions within the Scheme:

- The Policing Priority Survey 2009;
- The Local Policing Summary Survey 2008 – focusing on preferred methods of communication;
- Northumbria Police Customer Satisfaction Survey 2009/10; and
- The Local Policing Survey 2008

### Ongoing Involvement

We commit to further stakeholder involvement over the lifetime of this scheme. This scheme must be a living, evolving outline of our ambition for equality in Northumbria; our stakeholders must influence our priorities and objectives to ensure we are taking action and focusing effort in the areas of most need.

A structured framework of consultation and engagement will be set out in the NPA Consultation & Engagement Strategy which is due to be published in autumn 2009. This ongoing involvement will take a variety of forms for example focus groups, surveys and online forums.

We will continue to gather community intelligence on issues that matter most to people via our Police and Community Forums.

## 5. What do we need to do?

### What you told us

Our consultation and involvement activities have provided an understanding of the issues facing our communities and stakeholders in relation to equality, diversity and human rights.

### Our priorities for the future...

Underpinning our vision for equality are three strategic themes and key priorities. Actions to deliver against these are outlined in our Action Plan in section 9.

#### **Strategic Theme 1: People and Culture**

Ensure that everyone, whether working for, affected by, or volunteering for the Authority, finds the organisation to be fair, inclusive, supportive and non-discriminatory in its actions and decision making.

This will lead to the following outcomes:

- Improved public confidence
- Access to a broader range of skills and experience
- Efficiency, creativity and growth
- Improved decision making

To achieve these outcomes we will deliver against the following key priorities:

- Develop a culturally competent organisation that recognises, respects and values differences;
- Actively champion equality, diversity and human rights

#### **Strategic Theme 2: Strengthened Local Accountability**

Ensure that all consultation, engagement and communication activities are planned and delivered to meet our equality duties, objectives and priorities.

This will lead to the following outcomes:

- Improved public confidence
- Stronger relationships with our communities
- Greater co-operation from all communities

To achieve these outcomes we will deliver against the following key priorities:

- Build stronger and more trusting relationships with our communities;
- Ensure a high level of quality, clarity and consistency of information to our communities ;
- Improve feedback mechanisms to our communities;
- Strengthen our engagement with and understanding of young people

### **Strategic Theme 3: Overview and Scrutiny of Northumbria Police**

Hold Northumbria Police to account to ensure they provide an efficient, effective, fair and equitable service.

This will lead to the following outcomes:

- Improved public confidence
- Reduced crime and fear of crime

To achieve these outcomes we will deliver against the following key priorities:

- Ensure Northumbria Police provide an effective and efficient service
- Ensure Northumbria Police work with partners to reduce crime and the fear of crime for all identified groups

#### **National Priorities & Developments**

The Police Tripartite Equality, Diversity & Human Rights Strategy for the Police Service will also guide our work to ensure equality of outcomes for people in Northumbria. Police authorities, chief officers of police along with the Home Secretary, make up the tripartite relationship which is responsible for the governance of policing in the UK.

We welcome national developments to introduce an Equality Act which will simplify legislation on all forms of discrimination and seeks to make public bodies more transparent. It is anticipated that any changes arising from the Act will not come into effect until 2011 at the earliest therefore the actions set out in this Single Equality and Human Rights Scheme will help to ensure the Police Authority is in a strong position to deliver against any new duties.

## **6. How will we get there?**

### **How will we eliminate discrimination and promote equality?**

Discrimination in the workplace or in service delivery will not be tolerated. The Authority will work to eliminate discrimination and promote equality by:

- Consulting our communities on the development of this scheme and involving representatives from all equality strands in delivering and monitoring the Scheme;
- Carrying out Equality Impact Assessments on all of our functions and policies which will allow us to think more carefully about the possible impact of our work on different groups of people and to take action to improve our services; and
- Developing an Action Plan for the period 2009 – 2012 which will outline key priorities, actions, timescales for delivery and identify responsible officers to ensure achievement of our Vision for equality. Our emphasis will be on identifying outcome-oriented actions rather than outputs which are easily measured but do not necessarily measure the key experiences which matter to the community and staff.

### **How will we find and use the information we need?**

We will use Equality Impact Assessments (Appendix 4) as a way of collecting and analysing information on how our policies and practices affect equality in the workforce and delivery of services. We will use this information to meet our equality duties and monitor progress, and where we have identified inequality we will work to ensure this is eliminated.

To embed equality within Northumbria Police Authority, we will ensure our equality priority actions appear in our service plan and report against them on an annual basis. This will help to ensure transparency, accountability and staff ownership.

To assist us in our scrutiny role we will receive quarterly reports which detail a range of information relating to equality and diversity issues, such as workforce profiles and performance data in relation to:

- Northumbria Police establishment profile;
- profile of new appointments;
- retention;
- make-up and activity of the special constabulary ; and
- discipline and grievance procedures.

We will gather information about our performance in delivering the Scheme and the duty and will use the information gathered to review effectiveness and prepare subsequent schemes. We plan to keep the Scheme current by introducing a programme of data collection and consultation each year, focusing on the experiences and understanding of local communities.

### **Working in Partnership**

Working together, partners have a greater impact on crime, disorder, drugs, alcohol and anti-social behaviour with the potential to have greater impact on equality of outcomes. The Police Authority work in each local authority area in Northumbria as a member of the Crime & Disorder Reduction Partnerships (CDRPs); driving delivery of local services to achieve more than

one organisation could by itself. Through a Local Area Agreement the CDRP sets targets for key areas of performance in community safety.

To help us deliver our equality objectives we will:

- provide financial and non-financial support to assist partnership activity that promotes the principles of equality, diversity and human rights; for example via our Police Authority Grant Pool; and
- work in partnership to support a wide range of community and voluntary groups to build trust and confidence in policing in Northumbria; for example via our Participatory Budgeting activity.

Our partnership work is directed by the Home Office Hallmarks of Effective Partnerships. The Hallmarks aim to ensure that partnerships deliver excellent outcomes, to a common standard for all communities, regardless of gender, ethnicity, disability, religion, age or sexual orientation.

### **Procurement Practices**

In buying goods and services we follow certain rules and instructions to make sure that our actions are legal and fair. These rules are set out in our Standing Orders, Financial Regulations and delegated powers to the Chief Executive and Treasurer.

We have a Procurement Policy based on our value to ‘provide a police service that reflects the communities we serve and treats everyone fairly, regardless of who they are’.

Via delivery of our Procurement Policy our impact on local people will be improved by:

- Promoting economic development and diversity by encouraging local companies and ethnic minority businesses to compete for Police Authority business; and
- Promoting equality of opportunity in both employment and service delivery.

The Police Authority will also maintain overview and scrutiny of the Forces procurement activity by monitoring progress at the Resource Management Committee.

### **Resourcing the Scheme**

The Authority will assess the resources needed to effectively deliver our Vision for equality by:

- Having due regard for the our equality duties at Senior Management team level and ensure all budgets are used to meet the Duty, where there is impact;
- Showing the allocation of specific budgets (e.g. for information gathering or consultation);
- Demonstrating how the capacity of the organisation will be strengthened to meet our duty;
- Ensuring we use our resources where they have most impact; and
- Having arrangements for using procurement, partnerships (and contracts) to meet our duty.

## 7. How will we know when we get there?

We must demonstrate that this Scheme is making a difference. We are committed to delivering real improvements over the lifetime of the Scheme and will drive forward our performance and stimulate innovation by working with our partners in particular the Association of Police Authorities to identify best practice.

### **Governance and Accountability**

It is the role of the full Authority with support from the Audit and Scrutiny, Citizen Focus, Professional Standards and Resource Management Committees to ensure our vision for equality and diversity is delivered locally.

The full Authority is responsible for this scheme and will monitor and manage the progress of both the Authority's and Northumbria Police's action plan, to make sure that it delivers positive long-term outcomes for the people living and working in Northumbria.

In support of the single equalities approach a dedicated member-led group has been established to deal with all issues of equality, including diversity, social inclusion, cohesion and human rights. This replaces the current lead member structure with regard to equalities to ensure that it brings added value to decision making and learning and development across the Authority. This group will meet as necessary to ensure equality is truly embedded within the work of both Northumbria Police Authority and Northumbria Police.

Statutory responsibility for the effective implementation of the Single Equality and Human Rights Scheme lies with the Chief Executive to the Police Authority, who is committed to the fulfilment of its obligations under all equalities legislation in the performance of all its functions, powers and duties.

### **Reporting & Review**

The Police Authority will monitor the Scheme on a six-monthly basis and will be presented with an annual review detailing progress, evidence to support achievement of our desired outcomes will be provided where appropriate. The annual review will consider:

- How equality of opportunity has been advanced during the life of the scheme and other indicators of effectiveness;
- How it can improve upon what has already been achieved;
- Any areas in which it may not have made as much progress as it had hoped;
- Consulting local communities in order to monitor public perception and satisfaction; and
- The ongoing implementation of the scheme, ensuring the Single Equality and Human Rights Scheme is absorbed into the culture and framework of Northumbria Police Authority.

Monitoring reports and the annual review will be available online at [www.northumbria-police-authority.org](http://www.northumbria-police-authority.org) and will be made available in hard copy and a range of languages. A comprehensive review will take place at the end of the Scheme. In this we will demonstrate what action we have taken and what outcomes we have delivered, leading to less discrimination and greater equality.

## 8. How You Can Contribute, Compliment & Complain

If you have an interest in equality, diversity and human rights issues and would like to help us keep improving or you would like to comment, compliment or complain about the scheme, please contact:

Rachel Snaith, NPA Policy Officer  
Northumbria Police Authority  
Gateshead Civic Centre  
Regent Street  
Gateshead  
NE8 1HH



0191 433 2825



0191 433 2834



[npa.enquiries@gateshead.gov.uk](mailto:npa.enquiries@gateshead.gov.uk)

We will make every effort to provide a written acknowledgement within 10 working days.

If you need this Scheme in a different format or language please contact 0191 433 2832 or [enquiries.npa@gateshead.gov.uk](mailto:enquiries.npa@gateshead.gov.uk)

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Please ring 0191 433 2832

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## 9. Action Plan

As a combined, single and integrated framework actions outlined in this plan serves to meet one or more of our general and specific equality duties and helps Northumbria Police Authority to:

- be systematic in the way it promotes race, disability, gender, age, religion and sexual orientation equality
- set a development agenda with realistic objectives
- incorporate race, disability, gender, age, religion and sexual orientation equality into performance management arrangements

<b>Strategic Theme 1: People and Culture:</b> ensure that everyone, whether working for, affected by, or volunteering for the Authority, finds the organisation to be fair, inclusive, supportive and non-discriminatory in its actions and decision making											
Key Priority	Action required	Lead responsibilities	Target date	How will we know its working?	Human Rights	R	D	G	LG BT	A	R/B
<b>Develop a culturally competent organisation that recognises, respects and values differences</b>	Member's inductions to include Equality and Diversity and signature of the 'Code of Conduct' (to be included in the Learning and Development Strategy 2009).	Human Resources	January 2010	All staff and members have a commitment to Equality and Diversity.	Respect	√	√	√	√	√	√
	Members, Officers and Custody Visitors to receive Equality and Diversity Training (to NOS AA1 standard) annually.	Chief Executives Policy Team/ Democratic Services	July 2009 & ongoing	All staff and members demonstrate a commitment to Equality and Diversity.	Respect	√	√	√	√	√	√
	Members, Officers and Custody Visitors to receive Human Rights Training	Chief Executives Policy Team	Dec 2009 & ongoing	All staff and members demonstrate a commitment to Human Rights.	Respect						
	Annual review of Code of Governance to ensure key equality duties are reflected	All NPA Departments	April 2010 ongoing	Services are fair and equitable and allow us to meet our equality duties.	Respect	√	√	√	√	√	√
	New staff and Members roles to reflect equality, diversity and human rights competencies	Human Resources	Ongoing	All staff and members demonstrate a commitment to equality and diversity.	Respect	√	√	√	√	√	√
	Amend report template to bring together equality, diversity and human rights implications (to include EIA results where appropriate)	Democratic Services	March 2010	Key decisions are taken with a full understanding of equality, diversity and human rights implications.	Respect	√	√	√	√	√	√

	Continue to ensure Gateshead Council survey and improve employee satisfaction levels and disaggregate data	Human Resources	2010 & ongoing	Improvements in satisfaction levels of all staff	Fair treatment, Respect	√	√	√	√	√	√
	Analyse job evaluation results, assess gender pay gap, communicate with staff and implement changes	Human Resources	Complete – 2008/2009	Changes are successfully implemented	Fair treatment, Equality			√			
	Deal effectively with complaints of discrimination made by the public	Legal & Democratic Services	Ongoing	Strengthened trust and confidence in Northumbria Police Authority	All human rights	√	√	√	√	√	√
	Encourage representation on the authority, custody visitors and appeals committee from underrepresented groups	Democratic Services	Ongoing	Effective representation	Equality	√	√	√	√	√	√
<b>Actively champion equality, diversity and human rights</b>	Establish a virtual equality and diversity staff forum	Chief Executives Policy Team	September 2009	Equality and diversity actions are embedded within each NPA section outlining a clear commitment to this scheme	Respect	√	√	√	√	√	√
	Complete all stage 1 Equality Impact Assessments	Chief Executives Policy Team	Complete – Dec 2007	Policies, functions and procedures are inclusive, eliminate discrimination and promote equality of outcome.	Equality	√	√	√	√	√	√
	Deliver Equality Impact Assessment(EIA) training to NPA equality and diversity staff forum and members equality interest group	Chief Executives Policy Team	December 2009	Key staff and members are able to demonstrate a commitment and champion Equality and Diversity.		√	√	√	√	√	√
	Share EIA outcomes and information with all NPA departments.	Chief Executives Policy Team	September 2009 ongoing	All staff demonstrate a commitment and understanding of Equality and Diversity.	Respect	√	√	√	√	√	√
	Carry out Stage 2 Equality Impact Assessments on relevant policies, functions and procedures and continue to assess new	Chief Executives Policy Team	September 2009 ongoing	Policies, functions and procedures are inclusive, eliminate discrimination and promote equality of outcome.	Equality	√	√	√	√	√	√
	Continue to ensure procurement of contracted goods and services have due regard for Equality and	Legal Services	Ongoing	Performance measures	Fair treatment, Equality	√	√	√	√	√	√

	Diversity legislation, where proportionate (to be included in the NPA Procurement Policy)										
	Continue to ensure contracting and procurement includes E&D provisions in the assessment, weighting and contract, where proportionate (to be included in the NPA Procurement Policy)	Legal Services	Ongoing	Risk of non-compliance reduced. Diverse contractors rewarded where lawful.	Fair treatment, Equality	✓	✓	✓	✓	✓	✓
	Work towards achievement of the Equality Framework for Local Government	Chief Executives Policy Team	April 2010	Services are fair and equitable.	Equality	✓	✓	✓	✓	✓	✓
	All buildings are accessible (existing, new and occasional use)	Development & Enterprise	Dec 2009 & ongoing	Risk of non-compliance with Disability Discrimination Act requirements are reduced	Equality		✓				
	Continue to work with the Association of Police Authorities and National Police Improvement Agency to identify best practice and learn from others.	Chief Executives Policy Team	September 2009 ongoing	NPA is recognised as a leading organisation in respect of equality, diversity and human rights.	All human rights	✓	✓	✓	✓	✓	✓

<b>Strategic Theme 2: Strengthened Local Accountability:</b> ensure that all consultation, engagement and communication activities are planned and delivered to meet our equality duties, objectives and priorities											
Key Priority	Action required	Lead responsibilities	Target date	How will we know its working?	Human Rights	R	D	G	LG BT	A	R/B
<b>Build strong and more trusting relationships with our communities</b>	Audit and review of consultation and community engagement activities	Chief Executives Policy Team & NPA Members Reference Group	Revised date January 2010	NPA can be confident it works in partnership and understands the needs of local groups and people.	Respect	✓	✓	✓	✓	✓	✓
	Continue to involve all communities in decision making (Develop an inclusive NPA Consultation & Community Engagement Strategy)	Chief Executives Policy Team	March 2010	The organisation can show how it works in partnership with local groups and people.	Equality, Fair treatment	✓	✓	✓	✓	✓	✓
	Involve local communities in the annual review of the Scheme	Chief Executives Policy Team	August 2010	The organisation can demonstrate how it works in partnership and understands the needs of local	Equality, Fair treatment	✓	✓	✓	✓	✓	✓

				groups and people.								
	Improve information about and understanding of our communities – further analysis of consultation	Chief Executives Policy Team	Revised date March 2010	The organisation can demonstrate a good understanding of the needs of the communities in Northumbria		√	√	√	√	√	√	
	Using an inclusive Participatory Budgeting process to build strong and sustained relationships with our communities.	Chief Executives Policy Team	September 2009	Participatory budgeting bids from a wide range of communities of Northumbria.		√	√	√	√	√	√	
	Raise awareness with local communities of their rights when stopped and searched by the police	Chief Executives Policy Team	Ongoing	The organisation is committed to ongoing dialogue with communities within Northumbria		√					√	
<b>Ensure a high level of quality, clarity and consistency of information to our communities</b>	Ensure all information and services are accessible (develop a NPA Communications Strategy)	Chief Executives Policy Team & Communications Team	Revised date November 2009	Recognised brand and raised profile within Northumbria	Equality	√	√					
	Continue to ensure all information is appropriate and available in different formats on request (to be included in the NPA Communications Strategy)	Chief Executives Policy Team & Communications Team	Ongoing	The organisation is committed to ongoing dialogue with communities within Northumbria	Equality		√				√	
	Continue to ensure all information is available in different languages on request (to be included in the NPA Communications Strategy)	Chief Executives Policy Team & Communications Team	Ongoing	The organisation is committed to ongoing dialogue with communities within Northumbria	Equality	√						
	Ensure a clear interpreting policy is in place (NPA Communications Strategy)	Chief Executives Policy Team	November 2009	People can access the services and information in a timely manner. Risk under PACE is reduced.	Equality	√	√					
<b>Improve feedback mechanisms to our communities</b>	Publish annual progress on Single Equality & Human Rights Scheme	Chief Executives Policy Team	September 2010	Progress towards meeting the Duty improves each year		√	√	√				
	Develop the NPA website to ensure maximum accessibility for all (to be included in the NPA Communications Strategy)	Chief Executives Communications Team	Date to be determined	Communities of Northumbria will be able to confidently access information	Equality	√	√					
<b>Strengthen our understanding of and engagement</b>	Establish a Youth Authority to shadow the work of NPA and bring a young persons perspective to key decisions	Chief Executives Policy Team & Democratic Services	September 2009	Improved dialogue with young people and more inclusive decision making	Respect, Equality						√	

with young people														
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Strategic Theme 3: Overview and Scrutiny of Northumbria Police: hold Northumbria Police to account to ensure they provide a high quality fair and equitable service											
Key Priority	Action required	Lead responsibilities	Target date	How will we know its working?	Human Rights	R	D	G	LG BT	A	R/B
Ensure Northumbria Police provide an effective and efficient service	Continue to ensure complaints procedures are monitored by race, gender, disability, age, sexual orientation and religion	Professional Standards Committee	Quarterly ongoing	Statistics will allow us to assess any differential impact or trend by strand and amend policy to reflect learning	Respect	✓	✓	✓	✓	✓	✓
	Ensure a demographic breakdown of the Northumbria Police workforce by race, disability, gender, sexual orientation and age is published on an annual basis (to be included in annual review of their Single Equality & Human Rights Scheme). Report to include recruitment, training and development information.	Resource Management Committee	October - Quarterly ongoing	The organisation workforce reflects the diversity of the population it serves at all levels.	Respect	✓	✓	✓	✓	✓	✓
	Overview and monitoring of the use of Northumbria Police Disciplinary Policy; Bullying and Harassment Policy; and Grievance Policy is broken down by race, disability, gender, age, religion / belief, and sexual orientation	Member involvement at the Northumbria Police Diversity Strategy Forum	Quarterly ongoing	Statistics will allow us to assess any differential impact or trend by strand	Dignity and Respect	✓	✓	✓	✓	✓	✓
	Ensure Northumbria Police have in place and implement an Equal Pay Policy	Northumbria Police Authority	Date to be determined	Northumbria Police will meet their equality duty	Equality			✓			
	Ensure Northumbria Police work towards appropriate quality standards – building on pilot work to achieve the ‘Equality Standard for the Police Service’	Northumbria Police Authority & Diversity Strategy Forum	March 2010	Northumbria Police will be accredited with the Equality Standard for the Police Service and as a result will deliver a fair and equitable service		✓	✓	✓	✓	✓	✓
	Monitor levels of force training	North East Centre for	Ongoing	Officers and staff of Northumbria	All human						

	with regard to equality, diversity and human rights	Policing Skills		Police will deliver a high quality service	rights	√	√	√	√	√	√
	Ensure all Custody Visitors judge if human rights are being upheld	Democratic Services	December 2009	Officers and staff of Northumbria Police will deliver a high quality service	All human rights						
	Involve identified communities via the Strategic Independent Advisory Group in Police learning and development	Diversity Strategy Forum	Ongoing	Communities of Northumbria will be confident Northumbria police deliver a citizen focused service		√	√	√	√	√	√
Ensure Northumbria Police work with partners to reduce crime and the fear of crime for all identified groups	Overview of involvement in Crime and Disorder Reduction Partnerships.	Northumbria Police Authority	Ongoing	Communities of Northumbria will be confident Northumbria police deliver a citizen focused service		√	√	√	√	√	√
	Ensure Northumbria Police provide confidential reporting mechanisms (primarily for incidents of hate crime)	Northumbria Police Authority	January 2010	Communities of Northumbria will be confident to report hate crime and other incidents with no fear of retribution	Dignity and Respect	√	√	√	√	√	√

Key R: race D: disability G: gender LGBT: Lesbian, Gay, Bisexual, Transgender A: age R/B: religion and belief

## Appendix 1: Useful Glossary of Terms and Abbreviations

*Adapted from the Equality Challenge Unit – promoting equality and diversity in higher education*

**Action plan** - Under the race, disability and gender public sector duties, all public sector authorities must set out in an action plan what they are going to do to address race, disability and gender equality issues.

**Age discrimination (Ageism)** - Age discrimination can be experienced by anyone, at any age, young and old. It results in people of certain age groups, or to be perceived from these age groups, being treated less favorably.

**Alternative formats** - Standard or traditional ways of presenting information are not always accessible to all people; alternative ways of communicating and providing information should be sought.

**Bisexual** - A bisexual person has an emotional and/or sexual orientation towards people of the same sex and people of the opposite sex.

**BME** - Black and Minority Ethnic. This refers to an umbrella term, covering all the characteristics of a 'racial group', as well as the religious and cultural bonds that are seen as defining Africans, Muslims, Rastafarians and other groups that may not have formal protection under the Race Relations Act.

**Bullying** - Bullying can be defined as offensive behaviour which violates a person's dignity, or creates an intimidating, hostile, degrading or offensive environment, or which humiliates or undermines an individual or group.

**Community cohesion** - A cohesive community is one where there is a common vision for all communities, with emphasis on what binds communities together rather than the differences which divide them, a sense of belonging, of identifying with the neighbourhood and of 'looking out for each other'.

**Discrimination** – direct and indirect are the main categories of unlawful discrimination. Direct discrimination applies where a person is treated less favourably on the grounds of gender, race, disability, sexual orientation, religion or belief or age. Indirect discrimination occurs when policies or practices have an adverse impact on certain groups of people more than on others, in a way that cannot be justified. The groups protected by the legislation include groups defined by their gender, race, sexual orientation, religion or belief, or age.

**Disability:** The Disability Discrimination Act (DDA) defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

**Disclosure** - Disclosure is the process by which an individual declares personal equality information, such as their sexual orientation, ethnicity or whether they are disabled.

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**Diversity** - Diversity recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued.

**Equality** - concerned with breaking down the barriers that currently block opportunities and outcomes for certain groups of people, in society, the workplace, education and so on.

**Equal opportunities** - Equal opportunities, or equality of opportunity, may be defined as ensuring that everyone is entitled to freedom from discrimination.

**Equal pay** - Equal pay generally is used to refer to the provisions of the Equal Pay Act 1970 which requires men and women to be paid the same where they are employed on like work, work rated as equivalent under a valid job evaluation scheme, or work of equal value, unless the pay difference can be objectively justified.

**Equality and Human Rights Commission (EHRC)** - The new Equality and Human Rights Commission opened on 1 October 2007. The EHRC takes over the work of the three previous commissions established to tackle discrimination and promote equality in Great Britain – the Equal Opportunities Commission (EOC), the Commission for Racial Equality (CRE), and the Disability Rights Commission (DRC) as well as combining the responsibilities and powers of the three previous equality commissions.

**Equality Impact Assessment** - EIAs are the process by which every policy, procedure, practice, plan and strategy of an organisation is systematically reviewed and evaluated to ensure that they are not discriminatory and that they are making a positive contribution to equality.

**Equality scheme(s)** - The Race Relations Amendment Act 2000, Disability Discrimination Act 2005 and Equalities Act 2006 require all public bodies (including higher education institutions) to have Equality Schemes which set out how the organisation will meet its general and specific duties in respect of race, disability and gender equality. The Equality Bill 2009 (envisaged enactment in April 2011) proposes these duties be combined and extended to incorporate age, sexual orientation, religion and belief and gender reassignment.

**Extremism** - A term used to describe the actions or ideologies of individuals or groups outside the perceived political centre of society; or otherwise claimed to violate common moral standards.

**Family friendly** - Family friendly refers to the policies, procedures or practices (mainly in an employment context but they can also be in other areas such as welfare benefits, social care and health) that aim to be more sympathetic to life events such as the birth of children, bringing up and caring for children, illness in the family, caring for sick or elderly relatives, death, and dealing with the unexpected.

**Flexible working** - Flexible working can be broadly defined as any variation to the standard working day/week. Employees have a right to request flexible working in certain situations which employers do not have to agree to but they have to have sound business reasons for refusing.

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**Gender** - 'Gender' refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women. It is often confused with 'sex', which refers to the biological and physiological characteristics that define men and women.

**Gender reassignment** - gender reassignment is the activity of undergoing process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Genuine occupational requirement** - A genuine occupational requirement may allow for a valid defence to what would otherwise be unlawful direct discrimination. It applies in limited circumstances where having a particular characteristic can be a genuine requirement for a job.

**Harassment** - Harassment can be defined as unwanted conduct which may create the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment which interferes with an individual's learning, working or social environment or induces stress, anxiety, fear or sickness on the part of the harassed person.

**Human Rights** - The Convention Rights that are set out in Section 1 of the Human Rights Act 1998. These include the right to life, to be free from torture, inhuman or degrading treatment; to be free from slavery; to liberty; to a fair trial or fair hearing; to respect for your private and family life and your home; and correspondence; to respect for freedom of thought, conscience and religion; freedom of expression; freedom of association and assembly; to marry and have a family; to peaceful enjoyment of possessions; not to be denied the right education; free elections and not to be discriminated against in the enjoyment of any of these rights.

**LGBT** - LGBT is a commonly used abbreviation for the lesbian, gay, bisexual and trans community.

**Monitoring** - A process that involves collecting, storing, analysing and evaluating information, to measure performance, progress or change.

**Multiple discrimination** - Generally, people belong not just to one community, but several. This can make them a target of prejudice on more than one level, and impact upon their experience of discrimination.

**Policies and practices** - This is the term sometimes used in legislation to describe the activities that are undertaken by an organisation. In this context we mean the policies and action plans we develop and the programmes, initiatives and strategies that we deliver as part of our day to day work.

**Positive action** - Positive action is the deliberate introduction of measures to eliminate or reduce discrimination, or its effects. It is not about special treatment for any one particular group, but the fair treatment of all people.

**Positive discrimination** - Positive discrimination is illegal and occurs when one person, or group of people is treated more favourably than another person, or group, would be treated in the same situation, based on a defining characteristic.

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**Prejudice** - Prejudice is an adverse judgement, conviction or opinion formed beforehand or without knowledge or examination of the facts or based on limited experience. It may be felt or expressed.

**Public sector equality duties** - The public sector equality duties in relation to race, gender and disability are specified in law. Their application is guided by codes of practice. Each of the duties is broken down into a general duty, which gives the broad outlines, and specific duties designed to help public authorities comply with the general duty.

**Racism** - Any distinction, exclusion, restriction, or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment, or exercise, on equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural, or any other field of public life.

**Reasonable adjustment** - It requires institutions to take reasonable steps to ensure disabled staff, students and visitors are not placed at a 'substantial' disadvantage by the way the institution operates.

**Religion and belief** - 'Religion is the belief in or worship of a god or gods as a particular system of belief or worship' (Chambers Compact Dictionary 2000).

**Sexual orientation** - The direction of one's sexual interest toward members of the same, opposite, or both sexes, especially a direction seen to be dictated by physiologic rather than sociologic forces.

**Transgender** - An umbrella term for people whose gender identity and/or gender expression differs from their birth sex. The term may include, but is not limited to, transsexual people and others who see themselves as not clearly fitting into male or female identities. Transgender people may or may not choose to alter their bodies hormonally and/or surgically. The term transgender should only be used as an adjective, for example 'transgender people'.

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## Appendix 2: Demographic Profile of Northumbria

To understand the needs of the communities in Northumbria, an understanding of its demographics is needed. In this section we have collated information to give an overall picture of the communities. Data is available in relation to age, gender, ethnicity, religion and disability though there is no robust data available for sexual orientation. The data gives details of the profile of populations within Northumbria at the time of the most recent census in 2001 and the mid 2006 estimates.

The improvement of the quality and extent of information we have available about our communities is one of the key priorities for this strategy.

- Northumbria Police has over 6,500 employees, a split between 4,135 officers and 2,649 police support staff.
  - The area covers 6 Local Authority areas which are co-terminus with our geographical policing divisions.
  - Northumbria is one of Britain's largest metropolitan conurbations and is a heavily populated area, accounting for almost 2.3% of the UK's total population.
  - According to the 2001 census, the population of Northumbria was 1,383,128 although mid-2006 estimates suggest that the population has since increased by over 16,772.
  - The conurbation covers 2,150 square kilometres of North East England, encompasses 6 local authority areas, and includes the cities of Newcastle and Sunderland, as well as the towns of Gateshead, Morpeth, South Shields and Wallsend.
  - A large transient population visits the area for leisure or work purposes, and more than 67,743 students from many diverse backgrounds, including international students, mature students and students with disabilities, attend Northumbria's three universities.
  - According to data from the 2001 census, 51.5% (712,889) of Northumbria's residents were female, and 48.5% (670,239) were male.
  - The census did not include a question on sexual orientation, so it is difficult to say how many residents of Northumbria were Lesbian, Gay, Bisexual or Trans (LGBT). We can estimate the lesbian, gay, bisexual population using the UK Government estimate of 5-7%, which Stonewall, the national organisation that campaigns for legal equality and social justice, also feels is a reasonable estimate. The estimate in Northumbria is between 75,000 and 95,000 people
  - 22.5% of Northumbria's population (more than 300,000 people) stated that they had a limiting long-term illness, health problem or disability which limited their daily activities or the work they could do, including problems that were due to old age.
  - 36% of the population of Northumbria were aged 50 or over, indicating a similar age profile to that of the North East Region as a whole.
  - 33.4% of employed people in Northumbria were aged 50 or over, suggesting that older people were under-represented within the workforce.
  - 80.9% of all people in Northumbria identified with a recognised religion, and all major religions were represented.
  - 12% were identified as having no religion.
  - The religion of the majority was Christianity, with 78.1% of the people surveyed stating it as their religion.
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- 1.2% of Northumbria's population stated they were Muslim (just over 16,000 people), and the vast majority of these people reside in Newcastle local authority area.
- There are also established Jewish communities, primarily within Gateshead.
- 5.1% of Northumbria's population (more than 70,800 people) was from Minority Ethnic groups, making Northumbria more ethnically diverse than the North East Region as a whole.
- Ethnic diversity varies across Northumbria's six local authority areas. The largest proportion of Minority Ethnic persons within Northumbria were Asian or Asian British most specifically Indian.

The demographics of the area are changing. Recent figures from the Department for Work and Pensions show that, in 2006/07, almost 8,600 new National Insurance numbers were issued to foreign nationals in Northumbria. 30.6% of these were nationals of countries in Eastern Europe, primarily Poland.

### **Appendix 3: List of Organisations Which Contributed to the Scheme**

- A.D.A.P.T
  - After Stroke Club
  - Age Concern
  - Age Concern (South Tyneside)
  - Agoraphobic Helpline
  - Alexandra Disabled Club
  - Alzheimer's Society
  - Alzheimer's Society (South Tyneside)
  - Arthritis Care (Gateshead Branch)
  - AVM Support UK
  - Beaconhill Community Association
  - Beaden House Charity
  - Better Days
  - BlissAbility
  - Blyth and District Gateway Club
  - Blyth Star Enterprises
  - Blyth Valley & Wansbeck Talking Newspaper
  - Blyth Valley Disabled Forum
  - Brain Injury Rehabilitation Trust
  - Breakthrough (Deaf Plus) Integration North
  - Briardale Castaways Angling Club
  - Bridge Project
  - Central Northumberland SCOPE
  - Community Links Scheme
  - Council on Disabilities (South Tyneside)
  - Cowpen Craft Club
  - Deaf Children's Society (Gateshead & South Tyneside)
  - Deaf Club (South Tyneside)
  - Deaf Society (Sunderland)
  - Deafblind UK
  - Deptford & Millfield Community Association
  - Diabetes UK
  - Disability Sport England
  - Downs Syndrome North East
  - Dunelm Phab Club
  - East Community Association
  - European Services for People with Autism Ltd.
  - Fibromyalgia In The North East
  - G.E.M Epilepsy Support Group
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- Headlight
  - Healthy Communities Collaborative
  - Huntingtons Disease Association
  - Laryngectomee Club (SLC)
  - Limbless Ex-Servicemen's Association
  - Mental Health Matters
  - MIND
  - Newsham & New Delaval Youth & Community Group
  - North East Migraine Support Group
  - North Tyneside Coalition of Disabled People
  - North Tyneside Disability Forum
  - Northumberland Stars
  - Northumberland Vikings
  - Physical Disabilities Alliance
  - PIE
  - Rainbow Support Group
  - Roy Castle Lung Cancer Foundation
  - Royal Society For The Blind
  - Seaton Sluice Craft Group
  - Shaw Project (AZURE)
  - St Mary & St Peters Community Project
  - Streetcare
  - Sunderland & South Tyneside M.E/C.F.S Support Group
  - Sunderland Breast Care Group
  - Sunderland Cardiac Support Group
  - Sunderland People First
  - Thursday Club
  - Triumph, Loyalty & Friendship Club
  - Tyne & Wear Autistic Society
  - Tyneside Women's Health
  - Washington MIND
  - Wearside Disablement Centre
  - Whitley Bay Stroke Support Group
  - City of Sunderland Council for the Disabled
  - Bridge Women's Support Centre
  - Rickleton Residents Association
  - Multiple Sclerosis Association and Physically Disabled Association
  - Unison Disabled Members Group
  - Territorial Army Disabled Members
  - Prudhoe Older Peoples Forum
  - Castle Morpeth Disability Association
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- Mobility Association.
  - Epilepsy Action.
  - Widdrington Village Parish Council
  - St Georges Rehab Citizens Panel
  - Councillor for Stobhill Ward / Castle Morpeth Council
  - Shopmobility
  - UCAN
  - UNISON retired members Group
  - Citizens Panel
  - British Diabetic Association
  - Northumberland Vikings
  - Disabled Drivers Association
  - Gateshead College
  - North of England Refugee Service - Youth Integration Project
  - North of England Refugee Service - One step service
  - North Tyneside IAG
  - Tea with Dorothy – Sunderland LGBT for people 50+
  - Northumberland Care Trust – IPAG
  - Gateshead IAG
  - Gateshead Access Panel
  - Swahili Group
  - BECON - Black, Ethnic Minority Community Organisations
  - Gateshead refugee support
  - Sunderland University
  - Newcastle Councillor
  - Sunderland DIAG -Disability Independent Advisory Group
  - CREST - Compact for Race Equality in Tyneside including South Shields
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## **Appendix 4: Equality Impact Assessment - a Tool for Improvement**

Assessing the impact of our policies, services, functions and procedures allows us to think more carefully about the possible impact of our work on different groups of people (for example, disabled people, people of different religions, ethnicity, sexual orientations, ages, and genders) and to take action to improve our services.

The Equality Impact Assessment (EIA) process makes sure that our services are clear, meet the needs of all services users and employees, remove unlawful discrimination and promote equality of opportunity and good relations.

EIAs allow us to:

- gather evidence on the impact of our activities on each equality strand;
- identify gaps, negative impacts or missed opportunities in our services, information or employment;
- monitor success in employing, retaining and developing disabled and Deaf employees;
- measure progress towards disability equality and where improvements can be introduced; and
- inform the design of services to make sure the full and fair participation of disabled and Deaf people from the start - avoiding expensive corrective work.

The process has two stages:

**Stage 1 - Screening:** Involves checking all policies, services, functions and procedures. It considers the potential negative or positive impact, or gaps in knowledge about the impact, on people with disabilities, different religions, races, sexual orientations, ages, and genders. It is a short process and makes use of previous involvement results, knowledge and experience, research and reports, complaints and feedback, Internet searches, and internal and external specialist advice.

**Stage 2 – Full Assessment:** Involves fully assessing the policies, services, functions and procedures, identified in Stage 1 - Screening as possibly negatively affecting people who are disabled or have a specific religion, race, sexual orientation, age, or gender. It provides an opportunity to assess the evidence and makes sure that research and engagement, with the groups involved (i.e. disabled people), is carried out and leads to improvements

### **What will we do if the EIA shows an adverse impact or gap?**

If an adverse impact or gap is identified we will consider options for changing the policy, service, function or procedure to reduce the adverse effect.

If the adverse impact is unlawful, the policy, service, function or procedure (or elements of it) will be changed. If it is unavoidable then we will make sure that it is justified. For example, an adverse impact may be justified through legislation, which takes priority over equality legislation. We will make sure that if we reduce an adverse impact for one group that it does not create an adverse impact for another group. In this circumstance, the option we will choose will be one that promotes equality of opportunity.

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### What have we done so far?

We have established a clear process for carrying out EIAs and are working to assess all policies and functions. A full list of functions and policies and their priority for action is listed below.

### What will we do next?

- Carry out Equality Impact Assessments on all proposals for new policies, practices and procedures or changes to existing policies, practices and procedures which are significant enough to require a decision from Police Authority Members;
- Ensure that the views of all diverse groups likely to be affected by the proposals are sought and taken into account as part of the decision-making process;
- Ensure that Police Authority Members give due regard to the results of Equality Impact Assessments and that these are taken into account in the decision-making process;
- Use the results of Equality Impact Assessments to address any issues of differential impact.

### List of Policies, Procedures, Services and Functions for Equality Impact Assessments

<b>Policies, Procedures, Services and Functions</b>	<b>Status</b>	<b>Completion Date</b>
Processing requests for information	Stage 2 required	October 2009
Reporting and Distributing Information	Stage 2 required	October 2009
Consultation and engagement	Stage 2 required	November 2009
Appointment of Chief Officers	Stage 2 required	November 2009
Appointment of Members	Stage 2 required	November 2009
Meetings	Stage 2 required	December 2009
Custody Visiting Scheme	Stage 2 required	December 2009
Training and Induction	Stage 2 required	January 2009
Budget Setting	Stage 2 required	February 2010
Support Services Agreements	Stage 2 required	February 2010
Crime and Disorder Reduction Partnerships	Stage 2 not required	-
Audit	Stage 2 not required	-
Monitoring and Scrutiny of Northumbria Police	Stage 2 not required	-
Priority Setting	Stage 2 not required	-

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