

EQUALITY ACTION PLAN
October 2015

This Action Plan outlines how the Police & Crime Commissioner for Cheshire will meet the statutory general and specific duties and monitor those of the Constabulary as required by the Equality Act 2010.

No.	Objective	Frequency	Success Criteria	STATUS	Owner
Compliance with Legislation					
1	Engage with the Constabulary to ensure compliance against the Equality Act 2010 and develop opportunities for joint working	Quarterly	Contribute to the development and implementation of a refreshed Constabulary Equality Strategy Actively contribute to the work of the DMRG.	The Constabulary Equality Strategy is being reviewed. The Constabulary is currently consulting upon their equality objectives. The OPCC will contribute to development, consultation and on-going scrutiny of the reviewed strategy. The OPCC is represented at and is an active member of the Diversity Monitoring Review Group (DMRG).	Planning & Strategy Officer Head of Scrutiny & Planning / Planning & Strategy Officer Planning & Strategy Officer
2	Complete equality impact assessments of all high priority functions and policies. Prepare an action plan to resolve areas of adverse or differential impact.	Ongoing	All Impact Assessments published on the PCC's website	All high impact EIAs are complete and published.	Planning & Strategy Officer

3	Review the Equality Action Plan	Annually	Amendments incorporated into scheme/action plan	The Equality Action Plan is published on the PCC's website and will be updated following approval of this revision. The Independent Advisory Group (IAG) were consulted on the original Action Plan	Planning & Strategy Officer
Recruitment					
4	Improve the representation of protected characteristics across the constabulary, maximising the opportunities for positive action to recruit and develop a workforce more representative of the community	Annually	Employment targets set and published in the People Strategy.	People Strategy 2015/18 has been approved by the Commissioner and includes the priority to 'Improve the representation of protected characteristics across the police force, maximising the opportunities of positive action to recruit and develop a workforce more representative of the community'. Associated targets, data and positive action plan are reviewed at Diversity Monitoring Group and reported to Scrutiny Board.	Head of Scrutiny & Planning / Planning & Strategy Officer
5	Maintain records of monitoring data in respect of OPCC staff.	Ongoing	Monitoring data retained.	Equality data for Chief Constable and staff recruitment retained by MFSS. Staff monitoring survey undertaken every 6 months.	Head of Scrutiny & Planning
6	Review OPCC recruitment processes to attract candidates from more diverse backgrounds. To include sites where vacancies are advertised to include all under-represented groups, and the consideration of methods of increasing awareness.	As Required	Job applicant data shows a more diverse mix of applicants.	No OPCC recruitment has been undertaken during the period under review	Chief Executive

7	Monitor arrangements to comply with the employment monitoring duties, including regular reports on the makeup of the workforce.	Annually and quarterly	Reports received and scrutinised.	Employment data is reviewed at Diversity Monitoring Review Group. Scrutiny Board receives a bi-monthly update on the People Strategy which includes staffing levels by gender, ethnicity, disability, age, by rank/grade.	Head of Scrutiny & Planning
Communication & Consultation					
8	Consult with a broad cross section of diverse community groups.	Monthly	Views of diverse community groups used to inform policing objectives	Representative bodies consulted on the Police & Crime Plan including Cheshire, Halton and Warrington Race Equality Centre (CHAWREC), IAG and other local organisations and focus groups.	Engagement Manager
9	Consider the needs of diverse communities in setting the priorities for policing	Ongoing	Consultation on Police & Crime Plan includes groups representing diverse communities	Focus Groups about policing priorities have taken place with representatives of the LGB&T, Bangladeshi, Muslim, multi-faith, Gypsy/traveller, D/deaf, people with mental health needs and disabled communities. Police & Crime Commissioner and Chief Constable have signed up to the Stonewall campaign ' No Bystanders ' which encourages people to stand up to any form of bullying or abuse be it related to gender, sexuality, race, religion, disability, age, weight or any other differences.	Engagement Manager
10	Ensure the Commissioner's website is accessible to all	Monthly	Website reviewed and upgraded where	Commissioner's website is accessibility graded as 'A'	Engagement Manger

			necessary	Change text size and text only options are available. ReadSpeaker facility has been added to the website for the visually impaired. The website can be translated into 57 languages through Google translate. A British Sign Language (BSL) video has been produced and published on the website.	
11	Ensure information is available in accessible formats	Ongoing	No identified needs un-met	Publications provided in audio, Braille, Easy Read and multi-language on request. A focus group was held with Cheshire Deaf Support Network with BSL interpreter. As a result the Constabulary have introduced BSL videos in the Custody Suites with the support of the OPCC. BSL video has been produced for the refreshed Constabulary website.	Engagement Manager
Stop & Search					
12	Ensure the Constabulary publicises people's rights in relation to stop and search	Ongoing	Consultation feedback suggests that the majority of people understand their rights.	Stop & Search annual report was considered by the Commissioner on 24 June 2015 and published on the PCC and Constabulary websites. Information in relation to people's rights published on the Constabulary website with a link	Head of Planning & Scrutiny Planning & Strategy Officer

				provided on the Commissioner's website. Thematic survey on Stop & Search included in the 2014 Public Perception Survey.	
13	Monitor Stop and Search data	Quarterly	Data monitored and reasons for disproportionality understood at Scrutiny Board Data published on PCC's website	The PCC has considered the HMIC report on the national and local use of Stop & Search powers. An action plan for Cheshire has been developed and presented to Scrutiny Board and Audit & Ethics Committee. The Public Encounters Board has ownership for the action plan with on-going data monitored and reviewed at DMRG and annual report published	Head of Scrutiny & Planning Head of Scrutiny & Planning / Planning & Strategy Officer
Training					
14	Formulate and implement an equality and diversity training plan for staff and volunteers. To include further coaching for staff carrying out impact assessments.	Annual	Training and development needs met.	Training needs reviewed as part of annual PDR process. All volunteers received equality awareness input as part of induction process.	Chief Executive
MONITORING THE CONSTABULARY					
15	Monitor and Review the Constabulary Equality Strategy	Annually	Strategy priorities reported and monitored at appropriate organisational boards and reported to	Priorities: <ul style="list-style-type: none"> • People – Reported to the People Board • Public Encounters – 	Head of Scrutiny and Planning / Planning & Strategy Officer

			Commissioner's Scrutiny Board	<p>Monitored through DMRG</p> <ul style="list-style-type: none"> • Hate Crime – Monitored through DMRG • Understanding Communities – Core business for the Engagement Department and reported to Scrutiny Board <p>All associated strategies report progress to Scrutiny Board. A refreshed Equality Strategy is under development.</p>	
16	Monitor Human Rights	Annually	Compliance report reviewed at Scrutiny Board	Annual report on Human Rights considered at 24 June 2015 Scrutiny Board.	Head of Scrutiny & Planning
17	Monitor Complaints	Quarterly	Complaints reviewed at Scrutiny Board	<p>Bi-monthly report received at Scrutiny Board and reviewed by the Deputy Police & Crime Commissioner at regular meetings with PSD as part of her role.</p> <p>Reports also to the Audit and Ethics Committee who undertake Dip Sampling of</p>	Head of Scrutiny & Planning

				compliance in dealing with complaints	
18	Monitor Satisfaction Data	Quarterly	<p>Victims of crime data monitored at Scrutiny Board</p> <p>Satisfaction of victims of racist incidents with respect to the overall service provided monitored. Comparison of satisfaction for all users including those from minority ethnic groups with respect to the overall service provided monitored</p>	<p>Overall victim satisfaction data for crime and victim satisfaction with action taken on ASB is considered at Scrutiny Board.</p> <p>Considered at Diversity Monitoring Review Group quarterly.</p>	Head of Scrutiny & Planning
19	Engage with the Constabulary to understand monitoring data	Quarterly	Attend the Diversity Monitoring Review Group	Quarterly attendance at the Diversity Monitoring Review Group is ongoing	Planning & Strategy Officer
20	Monitor Hate Crime	Quarterly	Hate crime monitored at Scrutiny Board	<p>Hate crime data is monitored bi-monthly as a key part of the Police & Crime Plan performance measures and reported to Scrutiny Board.</p> <p>The PCC has fronted several campaigns to raise awareness of hate crime and has awarded funds from the Crime Prevention Funds to projects which seek to address hate crime. Planning is underway to</p>	<p>Head of Scrutiny & Planning</p> <p>Engagement Manager</p>

				<p>develop a campaign to support Hate Crime awareness week in October 2015.</p> <p>The PCC has commissioned Hate Crime support services and is working with the Constabulary to commission the CVS to provide training for third party hate crime report centres.</p>	Partnerships & Commissioning Officer
21	Review procurement policies and procedures and reporting/monitoring to ensure that they reflect equality and diversity responsibilities	Annually	Satisfactory response to consideration of diversity in procurement processes.	Reviewed annually in the Procurement Strategy 2015/18 on 1 July 2015.	Commissioning Officer
22	Agree annual Independent Advisory Group priorities and objectives	Annually	Commissioner approved IAG priorities and objectives.	The Terms of Reference and constitution of the IAG have been reviewed and gaps in representation identified and agreed. A targeted recruitment campaign has resulted in new members being recruited to the group who are undergoing induction and vetting following. The IAG has a new constitution which members sign up to. The IAG members have met the Commissioner and Chief Constable and DCC and been briefed on the new policing model.	Engagement Manager