

Embracing Diversity

Nottinghamshire Police Communities and Partnerships Department Newsletter

June 2010

Special Edition

Equality, Diversity & Human Rights Strategy for Nottinghamshire Police – What it means to you...

Nottinghamshire Police have a new Equality, Diversity & Human Rights Strategy.

The main aim and vision of this strategy is to have “A Police Service in Nottinghamshire that has the trust and confidence of all communities and a service that reflects the communities it serves.”

We are aiming to achieve this vision by providing a service that recognises the needs of individuals as well as communities. We will do this through making closer contact with local people by our Safer Neighbourhood Teams.

The strategy is also about treating officers and staff who work for Nottinghamshire Police fairly. It is important that all staff feel respected, valued and appreciated for the excellent service they provide.

The benefits of equality and diversity are proven – a more diverse workforce and culture will enhance creativity, innovation and improve performance. Diverse teams work more effectively to solve problems by having a wider range of solutions; are more able to better engage with communities resulting in greater operational effectiveness, and they will produce better quality services leading to increased public confidence.

We are introducing a new Equality standard to measure how well we are doing to achieve the aims of the strategy. The three main areas of policing that are being measured are :

1. Operational Delivery – the way we actually deliver our services to our communities
2. Organisational Processes – making sure that equality and diversity is thought about and included in all of our processes, systems and plans.
3. People & Culture – we want to build a working environment for all of our staff that is inclusive and supportive, and also encourages staff to develop and progress.

We will be gathering evidence to show that we are achieving the standard. It is measured across three criteria starting with Baseline, then Integrating and finally Excelling. We are just starting to gather evidence to achieve the baseline over the next few months.

We will be consulting regularly with communities through our Safer Neighbourhood Teams, our partner agencies and Independent Advisory Groups (IAGs) both to gather evidence and to publicise how well we are progressing on the equality standard.

We are determined to tackle all forms of prejudice and discrimination and have recently renewed our hate crime processes to make sure that every victim of hate crime is risk assessed so that they receive the right level of service.

We are also very keen to tackle all forms of disproportionality within policing. We are currently working with other criminal justice agencies such as the crown prosecution service, prisons, probation and the courts to focus on areas of disproportionality including stop searches, arrests and cautions. We will be open and transparent about what we find and how we are addressing these issues, by consulting with communities and IAGs as well as publicising results and findings.

For more information about the strategy and / or the Equality Standard please contact the Equality & Diversity Manager, Tony Dennis on 0115 9672602 or tony.dennis@nottinghamshire.pnn.police.uk or go to www.nottinghamshire.police.uk/library/equalityanddiversity

Key messages for Divisional Commanders, Department Heads and the Police Authority

Support the delivery of the strategy, and provide a senior manager as the EDHR champion.

Provide adequate resources to meet the delivery of the equality standard.

Consider how the division or department can monitor EDHR performance and make sure they are aware of EDHR developments.

The Police Authority should nominate a lead for the Equality Standard and consider how best to monitor EDHR performance for the force.

Key messages for police managers, police officers and police staff

Ensure that you are aware of the overall vision. It is about trust and confidence with all communities, treating people fairly and with respect and tackling discrimination positively to help achieve this, a service that reflects the communities it serves, being positive about Nottinghamshire Police and encouraging people from under represented groups to join us.

Managers need to encourage and support staff to provide relevant evidence for the Equality Standard.

All staff need to actively look for and provide relevant evidence for the Equality Standard. Remember to send evidence through to your respective diversity champion.

Key messages to Strategic and local, Statutory, Public and voluntary agencies

Consider how your respective agency is dealing with equality, diversity and human rights and how this affects the people you work with, and also your own friends and families.

Consider your working relationship with the police, and how equality and diversity fits into this work. Think about suggesting better ways of working with the police to achieve the main aims and objectives within the strategy.