



# PS 197

## Equality, Diversity and Inclusion Policy

**February 2016**

**Version No. 1.0**

### **Statement of legislative compliance**

This document has been drafted to comply with the general and specific duties in the Equality Act 2010; Data Protection Act; Freedom of Information Act; European Convention of Human Rights; Employment Act 2002; Employment Relations Act 1999, and other legislation relevant to policing.

## Table of Contents

Table of Contents .....	2
Aims and Objectives of the Policy.....	2
Policy Statement.....	2
Our Actions .....	2

## Aims and Objectives of the Policy

### Our Commitments

Nottinghamshire Police aims to be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.

Nottinghamshire Police wants to create a culture where people of all backgrounds and experience feel appreciated and valued. It is committed to achieving equality of opportunity in service delivery and employment.

All people who access services, members of the public, job applicants and employees will be treated fairly and without discrimination.

We will use our powers proportionately; ensure our services are accessible to all and that crimes which affect particular protected groups are dealt with proactively.

We will regularly, and meaningfully, listen and engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences.

We aim to have a workforce that is representative of the communities of Nottinghamshire.

Nottinghamshire Police is committed to this policy and to the development of Positive Action initiatives to ensure that the policy is, and continues to be, fully effective.

## Policy Statement

### Our Actions

Nottinghamshire Police will fulfil its legal obligations under the Equality Act 2010, and the associated Public Sector Equality Duty, by giving 'due regard' to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between different people when carrying out their activities

Discrimination or harassment on the grounds of age, disability, gender identity, marriage and civil partnership, maternity and pregnancy, race, religion or belief, sex and sexual

orientation, (or any other unjustifiable criterion), will not be tolerated. We will take a zero tolerance approach and use the disciplinary procedure wherever instances of discrimination and harassment occur.

Nottinghamshire Police is proud to be members of the Stonewall Diversity Champion programme and, as part of our commitment, participate in the annual Stonewall Workplace Equality Index (WEI). We will use the WEI as a benchmark to ensure that we treat all our staff from under-represented groups fairly.

Our Harassment and Bullying Policy provides a framework for ensuring individuals have channels for support and are able to report instances of harassment or bullying.

We will work to evaluate the effectiveness of our policies through collecting information and monitoring data on employment and service delivery. We will take action where evidence shows unfair treatment or where particular communities are not adequately reflected in the workforce at all grades.

We will work to remove and/ or minimise disadvantage, taking steps to meet the needs of different people and encouraging people from protected groups to participate within the organisation and within the community we serve.

New policies and service developments will be subject to an Equality Analysis to minimise the potential for any negative impacts on specific groups and also to identify opportunities to bring positive benefits to specific groups.

We will consult with and involve diversity support groups, unions and staff associations on HR policy developments.

We will work to meet our equality objectives and develop associated action plans, with senior managers acting as 'diversity allies' to deliver against these.

## **Equality in Employment**

Nottinghamshire Police aims to increase the extent that our workforce is representative of the communities of Nottinghamshire. All staff will have the opportunity to progress and develop so that this representation is reflected at all levels and across all areas of our organisation.

Nottinghamshire Police's Equality, Diversity and Inclusion policy covers all aspects of employment including vacancy advertising, the recruitment and selection process, career development, training, conditions of service and termination of employment.

To ensure that the policy is operating effectively Nottinghamshire Police will maintain records of employee's and applicant's age, race, sexual orientation, religion or belief, pregnancy/maternity status, marriage/civil partnership status, gender, gender identity and disability.

Where required, we will consider the introduction of monitoring in other equalities areas.

Nottinghamshire Police will ensure that no-one is unfairly discriminated against when applying for a job or during the course of their employment.

All recruiting managers will be appropriately trained, comply with policies and procedures and fully understand equality and diversity to ensure that all applicants are treated fairly, equitably and with dignity and respect.

All employees will have equal access to training and career development. Positive action initiatives will be put in place to encourage and enable under-represented groups to participate.

Employees will be advised on the sources of support available to them if they have issues or concerns. An employee who has a concern regarding unfair discrimination or harassment at work may use one of Nottinghamshire Police's formal policies e.g. grievance, harassment and bullying.

### **Responsibility of all Nottinghamshire Police Officers and Staff**

Nottinghamshire Police requires all its' people to behave in ways that promote equality and are non-discriminatory. This applies to the way they behave to members of the public in the delivery of services and to other officers or staff in the course of their work.

Officers and staff should participate actively in measures introduced by Nottinghamshire Police to ensure that there is equality of opportunity and non-discrimination.

All individuals should draw the attention of management to alleged unlawful or unfair discriminatory acts or practices.

Should any individual, through the course of their work, be found to have caused or encouraged discrimination or subjected anyone to harassment or bullying, this will be regarded as a particularly serious offence, rendering them liable to disciplinary action.

Training courses and other sources of information will be provided, where appropriate, to broaden and promote a greater understanding and awareness of these issues and personal responsibilities.

The implementation of this Equality, Diversity and Inclusion Policy will be closely monitored by the Equality and Diversity & Human Rights (EDHR) Board.

Nottinghamshire Police undertakes to inform all staff of this policy statement.

This Policy is fully supported by Senior Management, Diversity Support Groups, Unions and the Staff Associations.