

Equality and Diversity

This section of the Authority Annual Report meets the annual reporting requirements of the specific duties in respect of race, gender and disability legislation. It is the fourth annual report of progress towards implementation of actions within the Authority's Equality Scheme.

Implementation of the Authority's Equality Scheme is overseen by the Full Authority, whilst progression of individual actions is owned by the most appropriate committee. The Equality Scheme and this annual report can be found on the Police Authority website.

A new three-year Equality Scheme was approved by the Police Authority in December 2009. It will be in place until December 2012. It is expected that the action plan will be updated from time to time, as a result of more community engagement and further involvement of individuals and communities.

Internal Activity

Processes for collection and publication of employment monitoring data in respect of Authority members, staff, misconduct panel members, external members of the Standards Committee and custody visitors are well established. Data is included in this Annual Report and on the Police Authority's website. Data is collected on ethnicity, gender, disability, age, sexual orientation and religion/belief.

All Police Authority functions and policies have been assessed for their relevance to the general and specific duties laid out within the Equality Scheme. The list was refreshed in December 2009 and included within the new Equality Scheme.

The new Equality Scheme advocates a pragmatic approach to carrying out equality impact assessments, due to the resourcing implications of completing all of the ones listed. Just under half are employment related policies, the majority of which are untested in practice due to the small number of employees within the Police Authority. The overall assessment takes a view of the proportionality of impact, so that the high relevance ones are those which have the greatest impact on either the public, members and staff. It is these high relevance ones that will be prioritised for completion within the lifetime of the new Scheme. Summaries of impact assessments undertaken in 2009/10 follow the employment monitoring data found at the end of this report.

Changes were made to a small number of practices and policies as a result of carrying out equality impact assessments. These included establishing better systems for monitoring training allocation and spend, making improvements to recruitment material and the Authority's application form, revising the Authority's Equal Opportunities Policy, Recruitment Policy and Procedures and Custody Visiting Handbook. The development of a summary of the Policing Plan to be included in the Local Policing Summary was informed by the findings of an equality impact assessment.

External Activity

Processes for collection and publication of employment monitoring data in respect of recruitment of independent members, staff and custody visitors are well established. This data is also included in this Annual Report and on the Police Authority's website. Data is collected on ethnicity, gender, disability, age, sexual orientation and religion/belief.

Vacancies for independent members, staff posts and custody visitors are circulated widely to various networks and contacts as well as being advertised in the local press, in order to attract candidates from diverse backgrounds. For example, the independent member vacancy in 2009 was advertised in Bradford's Telegraph and Argus and the sub-regional Metro newspaper, supplemented with press releases, a community radio interview with the Chair and electronic mail-shots to a list of contacts agreed by members of the Independent Member Selection Panel and to applicants from previous recruitment campaigns who had requested details be sent to them as and when another vacancy arose.

Section Four: Equality and Diversity

It is an aim of the Police Authority to engage as widely as possible during the course of a year. Authority staff use a mixture of methods, including paper surveys, public meetings, focus groups, stands at various events and visiting various groups. As a result, there is continuous improvement each year in engagement with many diverse groups and individuals. This has enriched the information supplied to members and the Force to influence planning, decision-making and scrutiny.

A display stand has been developed so that staff can promote the Police Authority and consult on policing priorities at events and in public places such as shopping centres and cinemas. Staff now regularly attend the Bradford Mela and Pride events throughout West Yorkshire. These methods in particular can be useful in capturing the views of younger adults, those from minority ethnic communities and women.

Consultation Results routinely include additional analysis to highlight any differences in results between different groups, where sample sizes permit.

The Police Authority has done a lot of work to improve access to Authority information and services. The Authority's database of consultees includes a record of when people need to receive letters and documents in different formats and languages. Feedback to consultees is written in plain English and uses the 'We Asked... You Said..., We Acted... You Saw...' format. In 2009 the Police Authority's website was enabled to allow anyone with Browsealoud installed on their computers to have the content read out aloud to them. There has also been an increased use of interpreters, signers, etc at Authority events over the past few years.

Promotion of Equality and Diversity within the Force

During 2009 the Police Authority adopted a new style for reports to its committees and placed a greater emphasis on report authors adding meaningful information about strategic issues including equality, diversity and human rights. A masterclass was organised by Authority staff to help report authors understand what members were looking for in respect of these issues. There has been a general improvement in the quality of the information provided, although it is still early days.

The Police Authority receives a copy of the West Yorkshire Police Annual Report on Equality and Diversity, incorporating its employment monitoring data. The monitoring data includes information about important human resources processes such as discipline, grievances, capability and training.

The Authority's Senior Appointments Committee collects and monitors data about the Force's Senior Team, including those going through the recruitment process.

Since the beginning of 2007/08 the Police Authority has been monitoring a range of force performance indicators relevant to diverse groups. These include measures relating to confidence, satisfaction, recruitment, perceptions of the police and internal staff perceptions. Working with the force, the members of the Committee have agreed aspirational five-year targets for these indicators and a mechanism for reviewing them annually.

The Authority scrutinises data from the force covering a wide range of topics which is able to be further analysed by ethnicity, gender and age. This includes data about internal topics such as recruitment, retention and progression of police officers, training and professional standards matters. It is also provided on a number of operational policing matters such as the use of stop and search powers, hate incident reporting and handling and customer satisfaction.

Various committees also regularly scrutinise a number of operational policing matters which can have a disproportionate impact on some communities. These include the use of stop and search powers, including those conducted under Section 44 of the Terrorism Act 2000, the use of Taser and firearms, detention of people under Section 136 of the Mental Health Act 1980, hate incident reporting and handling and customer satisfaction.

Section Four: Equality and Diversity

Through our involvement with the Black Police Association we have participated in the West Yorkshire Natural Born Leaders event and attended the national conference. We are members of the British Association of Women in Policing and have also engaged with the National Association of Muslim Police.

Unfortunately, there has been no further progress with the action to improve the physical access to the Police Authority building by installation of a lift to the first floor of Ploughland House. The Police Authority is in the middle of a review of the suitability of its accommodation generally.

Training

The Authority is required to monitor and evaluate the training being delivered in relation to equality and diversity, assessing how members and staff have benefited.

A number of members and officers attended a one-day course introducing them to the Human Rights Act within the context of policing. The morning was spent discussing the various articles and then these were applied to a policing scenario in the afternoon.

One member also attended a regional workshop organised by the National Policing Improvement Agency. The topics were the new Equality Standard for the Police Service and consideration of the duty on police authorities to set employment targets for their forces.

Employment Monitoring

The Authority is required to publish employment monitoring data in respect of its staff (by grade and seniority); job applicants, leavers and those applying for and receiving training. Secondly, the Authority is required to monitor and publish the makeup of Police Authority and key Committees. Thirdly, in addition to paid staff, the Authority also recruits volunteers to act as Independent Custody Visitors, checking on the welfare of people detained in police cells. Finally, the Authority also appoints five external members to sit on its Standards Committee and three members to sit on Force Misconduct Panels. The following tables show the monitoring data as at 31 March 2010.

There was no recruitment of Independent Custody Visitors in 2009/10

	Full Authority	Local Policing	Audit & Risk	Resources	Strategic Planning & Performance	Specialist Policing
White British	17	7	7	7	7	7
White Irish	0	0	0	0	0	0
White Other	0	0	0	0	0	0
White and Black Caribbean	0	0	0	0	0	0
White and Black African	0	0	0	0	0	0
White and Asian	0	0	0	0	0	0
Other Mixed	0	0	0	0	0	0
Indian	0	0	0	0	0	0
Pakistani	0	0	0	0	0	0
Bangladeshi	0	0	0	0	0	0
Other Asian	0	0	0	0	0	0
Black Caribbean	0	0	0	0	0	0
Black African	0	0	0	0	0	0
Other Black	0	0	0	0	0	0
Chinese	0	0	0	0	0	0
Other Ethnic Group	0	0	0	0	0	0
Total	17	7	7	7	7	7

Section Four: Equality and Diversity

Staff by Grade 2009/10	EO Grades	PO Grades	SO Grades	Scales 1 - 6	Total
White British	3	8	2	11	24
Mixed Heritage	0	0	0	0	0
Asian or Asian British	0	0	0	0	0
Black or Black British	0	0	0	0	0
Chinese	0	0	0	0	0
Other Ethnic Group	0	0	0	1	1
Gender					
Male	2	2	0	1	5
Female	1	6	2	11	20
Disability					
Yes	0	0	1	1	2
No	1	1	0	6	8
Not Stated	2	7	1	5	15
Age					
18 - 30	0	0	1	7	8
31 - 40	0	3	1	3	7
41 - 50	2	4	0	0	6
51 - 60	1	1	0	2	4
61 - 70	0	0	0	0	0

Staff by Seniority 2009/10	<1 year service	Between 1 and 5 years service	Between 5 and 10 years service	Over 10 years service	Total
White British	2	10	7	5	24
Mixed Heritage	0	0	0	0	0
Asian or Asian British	0	0	0	0	0
Black or Black British	0	0	0	0	0
Chinese	0	0	0	0	0
Other Ethnic Group	0	1	0	0	1
Gender					
Male	0	3	2	0	5
Female	2	8	5	5	20
Disability					
Yes	0	0	0	2	2
No	2	6	0	0	8
Not Stated	0	5	7	3	15
Age					
18 - 30	0	8	0	0	8
31 - 40	2	0	4	1	7
41 - 50	0	2	2	2	6
51 - 60	0	1	1	2	4
61 - 70	0	0	0	0	0

Leavers 2009/10	Total
White	2
Mixed Heritage	0
Asian or Asian British	0
Black or Black British	0
Chinese	0
Other Ethnic Group	0

Section Four: Equality and Diversity

Basic Monitoring Data as of 31 Mar 10	Members	Staff	Volunteers	Others
White British	17	24	30	4
White Irish	0	0	0	0
White Other	0	1	0	0
White and Black Caribbean	0	0	0	0
White and Black African	0	0	0	0
White and Asian	0	0	0	0
Other Mixed	0	0	0	0
Indian	0	0	2	0
Pakistani	0	0	5	0
Bangladeshi	0	0	0	0
Other Asian	0	0	1	0
Black Caribbean	0	0	5	0
Black African	0	0	0	0
Other Black	0	0	0	0
Chinese	0	0	0	0
Other Ethnic Group	0	0	1	0
Gender				
Male	11	5	23	3
Female	6	20	21	1
Disability				
Yes	4	2	4	0
No	13	8	39	4
Not Stated	0	15	1	0
Age				
18 - 30	0	8	4	0
31 - 40	0	7	5	0
41 - 50	3	6	14	0
51 - 60	6	4	7	2
61 - 70	8	0	7	2
71+	0	0	7	0
Religion/Belief				
Christian	8	12	11	3
Jewish	1	0	0	0
Roman Catholic	0	0	0	0
Muslim	0	0	3	0
Sikh	0	0	1	0
None	7	10	4	1
Other	0	1	0	0
Prefer not to say/not stated	1	2	25	0
Sexual Orientation				
Heterosexual	15	20	17	4
Gay/Lesbian	1	0	0	0
Prefer not to say/not stated	1	5	27	0

Section Four: Equality and Diversity

Member and Officer Applicants 2009/10	Applications	Interviews	Appointments
White British	220	45	9
White Irish	1	0	0
White Other	2	2	0
White and Black Caribbean	0	0	0
White and Black African	1	0	0
White and Asian	0	0	0
Other Mixed	0	0	0
Asian or Asian British	26	4	0
Black Caribbean	1	0	0
Black African	1	0	0
Other Black	0	0	0
Chinese	1	0	0
Other Ethnic Group	2	0	0
Not Stated	8	0	0
Gender	Applications	Interviews	Appointments
Male	102	18	2
Female	159	33	7
Not Stated	2	0	0
Disability	Applications	Interviews	Appointments
Yes	18	9	0
No	240	35	8
Not Stated	5	7	1
Age	Applications	Interviews	Appointments
18 - 30	138	17	6
31 - 40	57	14	2
41 - 50	21	8	0
51 - 60	29	4	1
61 - 70	10	2	0
70+	1	0	0
Not Stated	7	3	0

Staff Training 2009/10 (number of courses)	Training Applied For	Training Received
White	25	22
Mixed Heritage	0	0
Asian or Asian British	0	0
Black or Black British	0	0
Chinese	0	0
Other Ethnic Group	0	0
Gender	Training Applied For	Training Received
Male	4	3
Female	21	19
Disability	Training Applied For	Training Received
Yes	0	0
No	25	22
Not Stated	0	0
Age	Training Applied For	Training Received
18 - 30	11	9
31 - 40	2	1
41 - 50	8	8
51 - 60	4	4
61 - 70	0	0
70+	0	0

Section Four: Equality and Diversity

Summary

The data shows there were

- no Police Authority members from a minority ethnic background
- no Authority staff from a minority ethnic background
- four times the number of female staff than male

Men are represented in both the most senior and junior grades within the staff structure and continue to be successfully recruited to the organisation.

As well as having no members from a minority ethnic background, other aspects of disproportionality exist when compared to general population statistics, such as the gender and age. However, the monitoring data is similar to profiles of people who are active in public bodies such as local authorities. The Authority will continue to explore what positive action can be taken to encourage more people from under-represented groups to apply to be members.

The profile of volunteer custody visitors continues to show a more diverse mix of people. The age profile of the West Yorkshire visitors, whilst still not reflective of the population as a whole, is better than what has been achieved by many other police authorities.

The Authority is committed to becoming an employer whose workforce is truly representative of the diverse communities within West Yorkshire and the Authority will work towards identifying and removing any deterrent to attracting people from under-represented groups to work for the Authority. Until appropriate representation has been achieved, the Authority will:-

- ensure all recruitment advertising includes positive encouragement to under-represented job seekers;
- target vacancy information at appropriate organisations and networks; and
- closely monitor responses to recruitment and review and amend the above actions accordingly.

The data on training courses applied for and received showed that courses are being undertaken disproportionately to the staff mix in terms of age only. The majority of training is being undertaken by the younger members of staff because many are working towards professional qualifications or receiving specialist training for their role because they are relatively new to the Authority.

Summary of Impact Assessments Completed During the Year

AREAS (Policy/Activity and aims)	What it Involved	Main Findings	Actions Taken	Outcomes
<p>Police Authority Policing Plan 2010 to 2013</p> <p>To review the three-year Strategy for policing within West Yorkshire. This Strategy drives the Force business plans at departmental and divisional levels</p> <p>Assessment period March 2010</p>	<p>Application of impact assessment checklist</p> <p>Review of data sources which inform the content and strategic activities within the Policing Plan</p>	<p>Potential exists for disproportionate impact of investment in neighbourhood policing on different geographic communities</p> <p>Some people may have difficulty accessing and reading the Policing Plan which is published on the Police Authority website</p> <p>Positive impact on some groups due to the increased focus on vulnerable people within the Policing Plan</p>	<p>Discussed by Full Authority in March 2010</p> <p>Preparation of an Executive Summary of the Plan which can be used to provide cost-effective accessible versions</p>	<p>The Authority will continue to be updated via regular reports to the Strategic Planning and Performance Committee</p>