

**To:** Surrey Police Authority  
**Date:** 6<sup>th</sup> February 2012  
**By:** Sarah Haywood, Partnership Policy Officer  
**Title:** SPA's Equality and Diversity Strategy

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**Purpose of Report:**

To update Surrey Police Authority on the new Equality Act and SPA's Equality and Diversity Strategy. Please note this paper has been considered by the HR Panel on 5<sup>th</sup> December 2011.

**Summary:**

Surrey Police Authority is committed to providing an excellent service to all members of the community. It agreed its first Single Equality Scheme in April 2008. In April 2010, the Equalities Act 2010 was given Royal Assent. The Act's aim was to bring together in one document the laws passed in the 1960s through to 2004 around race, gender, disabled and lesbian, gay and bisexual equality. The Act should make the laws clearer, stronger and easier to follow.

The new Act increases the range of protected characteristics from 6 to 9. The protected characteristics now include:

- Race
- Gender/Sex
- Disability
- Age
- Religion and belief (and lack of belief)
- Sexual Orientation
- Gender reassignment
- Pregnancy & Maternity
- Marriage & Civil Partnership

The public sector Equality Duty came into force on 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies and services which are efficient and effective; accessible to all; and which meet different people's needs. The three Equality duty aims are:

- **eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

The Equality Duty is supported by specific duties, set out in regulations which came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty, and to set themselves specific, measurable equality objectives.

Publishing relevant equality information will make public bodies transparent about their decision-making processes, and accountable to their service users. It will give the public the information they need to hold public bodies to account for their performance on equality.

The specific duties require public bodies to:

- publish information to show their compliance with the Equality Duty, at least annually; and
- set and publish equality objectives, at least every four years.

SPA's new strategy, attached as **Annex A**, aims to meet these specific duties and bridge the gap between the Authority and Police and Crime Commissioners.

Members are asked to comment on the new strategy.

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**Recommendation(s)** – To note the report and agree on the new Authority objectives.

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**Equalities Implications and Risk:**

The new Equality and Diversity Strategy will help Surrey Police Authority to meet its legal obligations in respect of its equality duties. The strategy outlines what Surrey Police Authority will do to promote equality and eliminate discrimination.

**Risk-** The Equality and Diversity Strategy enables SPA identify any risks to both the Authority and Force. The planned impact assessments are part of this identification process and members will be asked to review assessments as required and comment of known risks.

**Impact** – Surrey Police Authority's new Equality and Diversity Strategy should have no adverse impact on service users or our value for money profile.

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**Attachments –** Annex A – Equality Strategy  
**Background papers –** EHRC guidance, Equality Act 2010

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## **SPA Equality and Diversity Strategy**

### **Our continued Commitment to Equality**

Valuing and understanding diversity is fundamental to achieving Surrey Police Authority's (SPA) overall aim to provide an efficient and effective police service and the Authority is committed to equality for all and tackling discrimination. We will put equality at the centre of our work when forming a policy or strategy, providing a service, consulting with the public or employing people. A key aim will be to identify and remove any barriers that currently prevent anyone from being an equal citizen.

Surrey Public First is the guiding principle of policing in Surrey. Both the Police Authority and the Police Force have made a commitment to:

- Ensure that the priorities of local people influence every aspect of policing, from the strategic level to the streets;
- Empower our officers to police the county in a proportionate, common-sense way
- Eliminate senseless bureaucracy and meaningless numerical targets

Surrey Public First is about the totality of the population we serve. As well as recognising the shared priorities of Surrey's communities, we also seek to acknowledge the differences.

We recognised that Surrey's minority or special groups may have different expectations and demands on our services. Equality is about understanding and meeting those expectations to deliver a service in which the community can be confident and satisfied.

### **Our Overarching Objectives**

The overarching objectives for the Authority in relation to equality and diversity are to:

- Ensure views representative of the community are heard at the strategic level of policing in Surrey.
- Work with communities to tackle discrimination, build respect and challenge disadvantage.
- Work with partners and stakeholders to create equal and empowered communities.
- Scrutinise, monitor and hold Surrey Police to account with regards to equality, diversity and human rights
- Ensure the Office of the Police and Crime Commissioner is prepared to understand and respond to equality, diversity and human right issues

We will also support Surrey Police's strategic objectives, which are to:

- Build trust and confidence of communities
- Develop a more representative police service that is more reflective of the community we serve.
- Create an inclusive culture which respects diversity and supports a dynamic and professional workforce.
- Deliver excellent customer services that is responsive to the needs of all including new and emerging communities.

### Meeting the legislative changes

The Equality Act 2010 (the Act) replaced previous anti-discrimination laws with a single Act. It simplified the law, removing inconsistencies and making it easier for people to understand and comply with. It also strengthened the law in important ways, to help tackle discrimination and inequality.

The public sector Equality Duty came into force on 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies and services which are efficient and effective; accessible to all; and which meet different people's needs.

The Equality Duty is supported by specific duties, set out in regulations which came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives.

Publishing relevant equality information will make public bodies transparent about their decision-making processes, and accountable to their service users. It will give the public the information they need to hold public bodies to account for their performance on equality.

### Equality Aims and Specific Duties

The specific duties require public bodies to:

- publish information to show their compliance with the Equality Duty, at least annually; and
- set and publish equality objectives, at least every four years.

All information must be published in a way which makes it easy for people to access it.

Public bodies subject to the specific duties must publish information to show their compliance with the three Equality Duty aims and show that they have consciously thought about these three aims as part of the process of decision-making. The three aims are:

- **eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

This means that the information we publish must show that we have due regard to the need to the aims and SPA will therefore update report and policy guidance to ensure officers take into account these aims and refer back to the aims when making a decision. This information will be published where appropriate, meeting the requirements of the specific duties

## **ITEM 21 – Annex A**

SPA will also published information which details any policy or programme that has been put in place to address equality concerns in service delivery.

### **Delivery**

Since 2008, SPA has maintained a large and cumbersome action plan in line with the requirements of past legislation. The current legislation does not require organisations to produce a scheme, strategy or policy; however a succinct action plan relating to how Members and officers will deliver against the five objectives is appropriate. This action plan can be found at the end of this document.

Along side the action plan SPA will continue to complete, were appropriate, impact assessments and scrutinises the Force assessments. This will ensure our decisions, policies, strategies, initiatives and services considers how it will affect people and in particular people who share a protected characteristics.

The impact assessments will be amended to include information (if available) relating to:

- the number of people with different protected characteristics who access and use services in different ways;
- customer satisfaction levels and informal feedback from service users with different protected characteristics and results of consultations;
- complaints about discrimination and complaints from people with different protected characteristics;
- service outcomes for people with different protected characteristics.

A list of current impact assessments, with a named contact is available and key documents are available on the website. Future assessments will be published on the website for transparency.

### **Monitoring**

Delivery of the action plan will be managed by the Lead Members and the Partnership Policy Officer. Regular reports will be submitted to the HR Panel for consideration.

Ensure views representative of the community are heard at the strategic level of policing in Surrey.			
Objective	Action	Who	Progress
Continue to support the Independent Advisory Group	Lead members to continue to attend the IAG Partnership meeting and IAG strategic meeting	Margaret Hicks and Heather Kerswell	
	Complete a recruitment campaign	Chief Executive, Partnership Policy Officer, Chair of the IAG and the Diversity Directorate	
	Respond to any reasonable request for SPA representation or information	Partnership Policy Officer	
	Ensure issue or comments raised by the IAG are taken back to the Force and raised at the senior level	Lead Members and Partnership Policy Officer	
	Consult the IAG with regards to the Local Policing Plan and feedback results and targets when agreed.	Partnership Policy Officer	

Maintain the Citizen Focus Panel's balance	Continue to regular review the panel membership to ensure it is balanced and represents the community	Partnership Policy Officer and Communication and Consultation Manager	
	Undertake panel recruitment as required	Communication and Consultation Manager	
	Promote the panel at community events	All Members and Partnership Policy Officer	
	Feedback panel results to the Citizen Focus Panel and SPA as appropriate	Communication and Consultation Manager	
Update SPA's Community Profile	Undertake a review of SPA's community profile as new data on Surrey's community's is released	Partnership Policy Officer	
	Share the Community Profile widely and use to influence policy	Partnership Policy Officer	

Work with communities to tackle discrimination, build respect and challenge disadvantage.			
Objective	Action	Who	Progress
Continue to play a role in Neighbourhood Management	Attend four panel meetings a year and feedback any growing concerns	All Members	
	Monitor the Force work with regards to Prevent and Channel	Citizen Focus Panel	
	Attend community events if appropriate and feedback any issues	All members	
Engage and work with the Surrey Minority Ethnic Forum	Attend steering group and meetings as an associate partner	Partnership Policy Officer	
Engage and work with the Gypsy and Traveller Community Forum	Continue to attend forum, feeding back and issues to SPA and the Force and updating the Forum on up and coming	Chair of Citizen Force Panel and Partnership Policy Officer	

Work with partners and stakeholders to create equal and empowered communities.			
Objective	Action	Who	Progress
Build links with and participate in joint initiatives with Surrey's stakeholders (SUDEN)	Attend the Surrey Diversity and Equality Network (SUDEN)	Partnership Policy Officer	
	Explore opportunities to collaborate on countywide projects	Partnership Policy Officer	
Maintain links with Surrey Community Action (SCA) and support their ongoing development	Attend SCA's AGM and strategy meetings	Partnership Policy Officer	
	SPA to become an Associate Member of SCA	Partnership Policy Officer	
Share information, attended meetings and participate in discussions at the national level to ensure SPA and the transition meet its equality and diversity requirements.	Continue to attend and support the Equality and Diversity Officer Network (EDON)	Partnership Policy Officer	

Scrutinise, monitor and hold Surrey Police to account with regards to equality, diversity and human rights			
Objective	Action	Who	Progress
Ensure timely and appropriate reports are brought to the Authority's HR Panel to facilitate discussion and scrutiny	Include the Diversity Digest on each Panel agenda	HR Panel and Policy Support Officer	
	Receive regular updates on the Force's Equality, Diversity and Human Rights Strategy	HR Panel	
	Understand and identify growing risks with regards to Equality and Diversity and ensure timely and appropriate reports are provided to the Panel	Lead Members, HR Panel, Partnership Policy Officer and Policy Support Officer	
Attend and Support the Force's Diversity Programme Board	Ensure attendance at 4 meetings a year and feedback any growing risks	Lead Members and Partnership Policy Officer	
Attend and Support the Force's Stopwatch group	Ensure attendance at 4 meetings a year and feedback any growing risks	Lead Member and Partnership Policy Officer	
Attend and Support the Force's Human Rights Board	Ensure attendance at 4 meetings a year and feedback any growing risks	Lead Member and Policy Support Officer	
Maintain an effective and transparent ICV scheme to ensure those held in custody are safe and treated with respect		Lead Member and ICV Scheme Manager	

Ensure the Office of the Police and Crime Commissioner is prepared to understand and respond to equality, diversity and human right issues			
Objective	Action	Who	Progress
Ensure the PCC is prepared and understands Surrey communities and differences	Write a comprehensive briefing paper which should cover the community profile, any tensions, activity taking place, key people and organisations and legislation	Partnership Policy Officer	
Provide a draft strategy for PCC agreement	Develop an short over arching document proposing how the PCC will work on equality and diversity	Partnership Policy Officer	
Develop a mechanism for sharing information with the community and in particular minority groups	Write a draft protocol consulting with the IAG, SCA, SMEF and GTCRF	Partnership Policy Officer and Communication and Consultation Manager	
Work with the leading election authority in Surrey to ensure minority and hard to reach groups understand and are aware of the election of PCCs	Engage with Guildford Borough Council and other local authorities to support their election process and communication work	Communication and Consultation Manager	
Provide potential candidates with a community profile and any information with regards to equality and diversity which helps them better	Include relevant information during the briefing events and briefing packs	Partnership Policy Officer	

understand Surrey Police			
In developing the process and requirements for the Community Safety Fund consider how community groups can access the n		Partnership Policy Officer	

