

Merseyside Police Authority



Race Equality Scheme 2005

Introduction

I am pleased to present Merseyside Police Authority's revised Race Equality Scheme which details our ongoing commitment to the general and specific duties detailed in the Race Relations (Amendment) Act 2000.

This Scheme updates the previous version approved by the Authority in 2002, builds on progress and sets out a timetable of action to continue to champion race equality in the work and values which are at the core of the Authority's business.

The Authority sees its statutory responsibility to tackle racial discrimination, promote equality of opportunity and promote good race relations as a primary function and dovetails with its philosophy of Neighbourhood Policing. Members of the Authority are committed to ensuring that barriers which exist or are perceived by the community to preclude full participation with Merseyside Police as a user of the service and in whatever form, are removed. It also accepts however that there are many challenges to achieving that aim. There are communities and sections of society that feel discriminated and have had experiences which makes them less trusting of the police. Merseyside Police Authority understands that, in addition to its responsibilities to promote equality of access and opportunity, justice and fairness, it wishes to demonstrate strong social leadership and encourage harmonious diversity in our community.

I am confident that, working alongside the community and its partners, we can continue to make progress on the challenges presented to us and the force.

Councillor Bill Weightman
Chairman

Background

Merseyside Police Authority is committed to fulfilling its duty under the Race Relations (Amendment) Act 2000. The Act places a general duty on public bodies to:

- eliminate unlawful racial discrimination;
- promote equality of opportunity; and
- promote good relations between people of different racial groups

This scheme and its accompanying Action Plan outline the way in which the Authority will ensure not only that the duty is met but that the values underpinning each of its three strands permeate every aspect of its work.

Policing services are delivered through a tripartite structure comprising the Home Secretary, the Police Authority and the Chief Constable. The Authority is one of 43 police authorities in England and Wales and is responsible for ensuring efficient and effective policing in Merseyside

Merseyside Police Authority is one of the largest police authorities in England and Wales and has a voice on national issues through the Association of Police Authorities. It is a corporate body, independent of the police. Its primary role is to ensure that there is an efficient and effective police service in the community and to determine community policing priorities.

Merseyside has for a number of generations, experienced a general trend of population decline, however the last Census in 2001 suggested that the region was stabilising in terms of its population, has an increasing ethnic minority population and is enjoying growth in some areas most notably in Liverpool city centre. 4.78% of the population is from ethnic minorities and the representation of those communities is significantly higher in specific localities, notably the south and east of the city centre area in the Liverpool South Basic Command Unit (BCU).

The Authority does not have a role in operational policing. However, it can require the Chief Constable to submit a report on a particular operation which generates public concern and is also responsible for monitoring the Force's Race Equality Scheme

which is subject to the same requirements of the Race Relations (Amendment) Act 2000 as detailed above.

Merseyside Police Authority has 17 members. There are 9 elected members, 3 magistrate members and 5 independent members.

The Authority's primary role of ensuring that there is an efficient and effective police service in Merseyside is supported by the following within a Neighbourhood Policing style. This is not a comprehensive list but gives a flavour of the main duties of the Authority:-

- agreeing in consultation with the Chief Constable an Annual Policing Plan and Three Year Strategy;
- setting the annual revenue budget and approving the capital programme;
- engaging with communities and stakeholders;
- fulfil its role as a Crime and Disorder Reduction partner;
- working with partners and communities to reduce crime and disorder ;
- appointing the senior officer team;
- producing and monitoring Race Equality Schemes;
- managing independent custody visiting;
- approving and monitoring the Force Personnel Plan;
- monitoring police performance against targets;
- monitoring financial performance; and
- monitoring complaints.

Discharging its duties under the Act

In addition to the General Duties mentioned above, the Act has placed a number of Specific Duties on public bodies, to:

- prepare a race equality scheme;
- assess how their existing policies (including any strategic plan) affect different racial groups and staff;
- align existing policies to the race equality policy;
- monitor, by reference to those racial groups, the recruitment and career progress of staff; and
- publish their race equality scheme and the results of assessment and monitoring.

The Act requires that the Authority should identify its various functions that have relevance for race equality and prioritise them. A 'function' is everything the Authority does in discharging its duties as a public body. The following are all 'functions' within the meaning of the Race Relations Amendment Act:-

- ensuring that there is an efficient and effective police service in the community;
- determining neighbourhood policing priorities;
- appointing independent members;
- appointing Authority staff;
- formulating policies;
- agreeing an Annual Policing Plan and Three Year Strategy in consultation with the Chief Constable;
- engaging with communities and stakeholders working with partners and communities to reduce crime and disorder;
- appointing the senior officer team in the police force;
- producing and monitoring Race Equality Schemes;

- managing independent custody visiting;
- approving the Force Personnel Plan;
- monitoring personnel by ethnicity and gender of the force (including: staff establishment, recruitment and retention, training, disciplinary cases, tribunals and leavers);
- monitoring police performance against targets;
- monitoring financial performance; and
- monitoring complaints including ethnicity and by area and gender.

Anti-racist Principles

The first strand of the General Duty is to eliminate racial discrimination. As such, the Authority wishes to demonstrate an approach to meeting the requirements of the legislation which is anti-racist, challenges racism as distinct from simply promoting race awareness and valuing diversity in a generic sense. The Authority believes that an anti racist approach is fundamental to the process of eliminating racial discrimination and promoting race equality.

This approach acknowledges that there are structural, cultural, institutional and personal manifestations of racism which need to be tackled in order that:

- black and minority ethnic people would not be discriminated against and disadvantaged because of their ethnic origin; and
- white people can understand that taken for granted assumptions, beliefs and practices in our society often implicate them in the perpetuation of racism.

With regard to the latter, the Stephen Lawrence Inquiry report provides disturbing evidence of how certain target groups are stereotyped in our society (e.g., young black males) and how that gives rise to the tendency to be suspicious of or disregard their account of events. The report highlights the fact that in the case of the police investigation that there was a failure to follow up vital clues and to collect the quality of evidence that might have helped to secure a conviction.

An anti-racist approach, therefore, informs and underpins the following processes:

- Defining and prioritising functions;
- defining race equality objectives within each function;
- identifying activities in relation to those objectives;
- setting targets;
- determining measures for assessing performance against targets; and
- identifying success indicators.

The Authority is committed to its responsibility as a social leader and an organisation to which people turn to where there has been evidence of unfairness or injustice. Members and senior managers continue to seek to develop race equality values and anti-racist principles and demonstrate those across all of its functions and ultimately, develop the culture of policing in Merseyside.

Prioritisation of Functions and Related Policies

Our arrangements for prioritising functions and policies according to their relevance to race equality require, in the first instance, consideration of the following questions:

Are different racial groups affected by the function or policy and if so does it put certain racial groups at a disadvantage?

Does the function or policy, or the way they are carried out, have a negative impact on race equality or relations between different racial groups?

Is there a public concern or perception (especially among minority communities) that a particular function or policy will cause discrimination or damage good race relations?

For the purposes of undertaking an assessment of whether the each policy or function is at risk, a prioritisation and monitoring process will be undertaken with reference made to available published information which may include previous research, records of complaints, surveys etc. These help to identify which specific services are used by particular racial groups, what people think of those services, whether they feel the services are being provided fairly to people from different groups and whether they have experienced difficulties of accessibility. Reference may also be made to other relevant information that is also already available; for example, public opinion, surveys and census data. Overall, the assessment of such information and data assists in identifying how different racial groups are affected by the function or policy as employees, users or potential users of services. In certain circumstances the Authority will undertake or commission additional research or data collection if it considers this to be necessary.

Partners

The Authority wishes to work alongside its partners to develop its role and its relationships with all communities in Merseyside. For example, the Commission for Racial Equality (CRE) requested the Force and the Authority in 2004, to scrutinise certain areas of their policies relating to race equality. In late 2004, the CRE produced clear advice on future progress in its Interim Race Equality Action Plan for the Police Service especially in respect of leadership and resources. The Authority sees this scheme as fully complimenting the suggested outcomes which are written into the Action Plans found at the back of this document. The Act requires the Authority to identify which of these and all of its other functions have relevance for race equality and to prioritise them for action to eliminate racial discrimination and make promoting race equality integral to all its activities.

Communication and Consultation

The Authority believes that maintaining inclusive communication and consultation with its stakeholders (internal & external to the Authority and the Force) is essential to its success in meeting the requirements of the Act and ensuring an effective and efficient police service. This requires arrangements not just for informing people but for listening to their views and involving them in discussions of how their community is policed. The Authority therefore values the results of engaging with communities, especially in those structures and arrangements that make consultation more meaningful and productive.

The Authority was successful in attaining 18 months funding from Home Office within its Invest to Save Project to complete one of three national Citizen Focus demonstration sites with the aim of making improvements to the way we consult and engage with all our communities. The work has been undertaken via a multi-agency approach and complements the recommendations from Merseyside Police Authority's Best Value Review of 2002. The recommendations highlighted the need for the development of an inter-related comprehensive community engagement consultation and communication strategy. The review showed the need for engagement with young people, people over 75, racial minority groups and people with disabilities.

The project has so far improved the way Merseyside Police Authority runs its Police and Community Forum meetings by ensuring physical and cultural accessibility is at the core of its planning. An evaluation of the year's meetings is due for completion by end of June 2005.

Focus groups to ascertain the best way of engaging with communities in the future have been held and include groups with Asylum seeking and refugee communities, people with disabilities, victims of racist attack, LGBT community and young people. The project is due to finish in September 2005.

The Authority acknowledges that direct involvement with the public, especially those from an ethnic minority background, is at best patchy. The Authority is determined to enhance its engagement profile across all sections of the community and

anticipates real developments following the results of the pilot and compliment, rather than be subsumed, in that which has traditionally been seen as a role for the Force rather than the Authority.

Monitoring and Impact Assessment

The Authority will keep its implementation of the Race Equality Scheme under constant review. The Action Plan defines the activities through which the Authority will challenge racism and continue to mainstream race equality and identifies members and officers responsible for overseeing those activities and reporting upon them.

In the next four months, Merseyside Police Authority will assess the impact of all its policies and working practices to ensure that functions, for which it is responsible, are administered in a way which are demonstrably equitable. These assessments will be recorded and will be available on request and follow a template provided by the Commission for Racial Equality.

Monitoring and impact assessment is a process that enables Authority members to satisfy themselves that the Authority has evidence of race equality being developed at the core of its responsibilities and eliminating racial discrimination. The Authority will continue to monitor and assess the Force scheme at regular intervals so as to ensure compliance of its duty and promote the highest standards of race equality in an organisation which the Authority believes should be and is at the forefront of social cohesiveness in the county.

Our arrangements are designed to ensure that new or revised policies will only come into operation following a structured process of assessment and approval. All proposed policies will include race impact assessment at the time they are presented to the Police Authority for consideration and the impact assessment will include consideration of the likely impact of the proposed policy on each racial group affected including, where relevant, asylum seekers, refugees, gypsies and travellers. Proposed policies will also include details of how their operation will be monitored if implemented. .

Stage one of the impact assessment involves a screening process to see if the proposed policy is relevant to race equality. This screening process shall apply to all proposed policies and involves the following key activities:

- Identification of the main aims of the policy.
- Collection and evaluation of background information.
- Consideration of whether the policy is relevant.

Stage two of the impact assessment involves fully assessing a proposed policy that has been identified as relevant to race equality during the course of the policy's development to make sure that it does not have adverse effects on any racial groups. This involves the following key activities:

- Identification of all the aims of the policy.
- Consideration of the available evidence.
- Assessment of any likely impact.
- Consideration of the available alternatives.
- Further formal consultation.
- Decide whether to adopt the policy.
- Agree monitoring arrangements.
- Publication of the results of the assessment.

From 2005/6, all reports submitted to the Authority and its Committees shall include an assessment of the impact on race equality and diversity

Action Plans

Where the process of assessment and consultation shows evidence of unlawful or a perception of racial discrimination or unjustifiable adverse impact, the Resources and Strategy Committee will review how policy should be monitored, amended or carried out in order to meet all parts of the general duty. In the consideration of an action plan, measures to be considered will include:

- How can the policy be altered to remove the discriminatory or adverse impact?*
- How can the differing needs of particular racial groups be met by the policy?*
- How will future monitoring of the policy be carried out?*
- What targets and performance measures need to be put in place for the purposes of reviewing the effectiveness of the agreed action plan?*

To support the Committee's consideration of such measures, further consultation with relevant individuals and groups will be undertaken if appropriate and, where necessary, further research or data collection may be arranged.

The resulting action plan will set out key tasks and responsibilities as well as target dates that will then be subject to annual review by the Committee. Action plans and the results of annual reviews will be published in the Race Equality Scheme Annual Report.

Training

The Police Authority is developing a Training Plan for the purposes of providing relevant training and information on the requirements of the Race Relations (Amendment) Act to all staff, members, independent custody visitors and misconduct panel members.

The Plan is being devised to develop attitude and awareness of the legislative requirements, the role of the Authority and individual responsibilities. Assessments by staff undertaken in 2005 will inform the training needs process which will draw also on the expertise and experiences of the Force trainers.

The Plan aims, as a general principle, to ensure that all staff, members and other relevant people are aware of and have a good understanding of the requirements of the legislation. This includes incorporating relevant training into the briefing and induction of new staff, the provision of in-house or external training courses on at least an annual basis and the provision of specialist training where required. Key areas to be covered will include the following:

- A general awareness of race equality issues, including the concept of 'institutional racism', as they affect public authorities.
- The general and specific duties and why they are important.
- The concept of a race equality scheme and how to develop one and put it into practice.
- How to develop and introduce policy.
- How to carry out policy assessments, consultations, and monitoring, and how to produce reports for publication.

Underpinning the operation of the Authority's Training Plan is the principle of assessing individual training needs in order to determine the level and extent of training each person should receive. This will also enable the requirement for specialist training to be identified and met, for example, training in undertaking impact assessments. It also means we can target extra training to individuals who need it. Overall, the aim is to ensure that people who are responsible for meeting the general and specific duties have the necessary skills to carry them out.

Feedback provided by all course participants will be evaluated and

monitored by the Authority for the purposes of reviewing the effectiveness of the training and to ensure that individual training needs are met. Where necessary training courses will be revised in line with the feedback received.

Two Police Authority members have been designated as “Lead Members” on Race and Diversity issues and their work includes closely monitoring the application of the Force’s scheme through representing the Authority at Race and Diversity Steering Group meetings, maintaining a watching national brief, championing the work of the Authority in respect of race and diversity and attending specific race equality training courses established by the force for its officers. The Home Office in 2004 published A Strategy for Improving Performance in Race and Diversity by Learning. The thrust is to renew individual responsibility in learning and together with the Chief Constable, the Authority will ensure that the business case is made to all officers that improvement is paramount in this area.

How We Meet Our Specific Duties In Relation To Employment

The Authority appreciates the importance of ethnic monitoring as a tool for measuring our progress in achieving equality of opportunity in employment.

The Police Authority operates arrangements to monitor the ethnicity of its Members and employees by reference to the numbers of appointees and employees and applicants for employment, training and promotion. We will formally report to the Authority on an annual basis as part of the Race Equality Scheme Annual Report which will include a summary of ethnic monitoring data against the Authority's employment duties. The information we publish will also cover any chief officer selection process that may have been undertaken that year.

All members and staff will be encouraged to provide their self-classified ethnicity voluntarily and at the time of seeking the information with clear reasons given as to the collecting of and monitoring of data, how it is to be used as well as the provisions of the Data Protection Act governing how the information may be processed

How We Monitor the Force

The Police Authority is responsible for holding the Force to account for its own progress on race equality. The Authority therefore regularly monitors the Force to assess the Merseyside Police Race Equality Scheme and determine whether it meets the general and specific duties of the Act and is compatible with the Authority's own Race Equality Scheme. The Authority also ensures that effective processes are in place for the Chief Constable to report on a regular basis to the Authority as to how the Force is complying with the Act and consider appropriate monitoring information regarding the activities of the Force and the employment of staff. This includes how the Force has taken the general and the specific duties into account when contracting out particular functions or services.

Race and diversity form key competencies for the purposes of Chief Officer selection and Chief Officer annual performance development reviews.

Monitoring the Operation of the Merseyside Police Race Equality Scheme

Full reports on the operation of the force's Scheme are reviewed by the Resources and Strategy Committee on a quarterly basis. In particular, the following questions will be addressed:

- Has the force properly assessed, prioritised and consulted on the full range of its functions and policies?
- Has the force properly assessed and consulted on the likely impact of its policies and functions in the promotion of race equality?
- Does the force operate effective ongoing arrangements to monitor its policies for adverse affects on race equality?
- Does the force operate effective arrangements to publish the results of assessments, consultation and monitoring?
- Does the force operate effective arrangements to ensure public access to the Force's information and services?
- Does the force provide appropriate training and information to ensure that all officers, staff, volunteers etc are aware of their responsibilities under the Act and have the necessary skills to carry them out?
- How does the force reflect its partnership work in its Race Equality Scheme and work with its partners to take account of the implications of the general duty, and any specific duties, and adopt these as governing principles for the partnership's activities?

In the event that the monitoring revealed difficulties in the force's progress, the Chief Constable would be requested to arrange for the causes to be investigated and to keep the Authority updated as to the actions taken and timetable set to address the identified difficulties.

The work of the Police Authority to monitor and review the Force's Race Equality Scheme complements and supports assessments which are undertaken by the bodies responsible for inspection and audit of the force including the Audit Commission and HM Inspectorate of Constabulary (HMIC). In the case of HMIC, an examination of the force Scheme forms part of its baseline assessment.

Monitoring the Force's Specific Duties in Relation to Employment

The Authority acknowledges the importance of monitoring employment data as a means to measure progress in achieving equality of opportunity in public sector employment. Ethnic monitoring is important for assessing the effectiveness of the force's equal opportunity policies and for measuring progress in removing barriers to equality of opportunity. It can also guide initiatives that could lead to a more representative workforce.

The Authority therefore operates arrangements to satisfy itself that the force is complying with its duty to collect and publish ethnic monitoring data. This includes being satisfied that the force's information systems are able to provide the necessary information about different racial groups to show what progress the force is making on race equality. Where significant differences between ethnic groups are identified these should be flagged up for further investigation. The Authority also needs to be satisfied that the Force operates effective arrangements to confirm that external contractors working on behalf of the Force are collecting necessary ethnic monitoring data about their own staff.

In order to measure the force's progress in achieving a representative workforce and equality of opportunity, reports detailing the force's monitoring data are reviewed quarterly at meetings of the Authority's Resources and Strategy Committee. This data includes comparisons with both internal and external benchmarks such as population data.

The reports provide for:

- Monitoring by reference to the racial groups to which they belong, the numbers of staff in post and numbers of applicants for employment and promotion.
- Monitoring the numbers of staff from each such group who receive training.
- Monitoring the numbers of staff from each group who benefit or suffer detriment as a result of performance assessment procedures.
- Monitoring the numbers of staff from each such group who cease employment.

We recognise that it is essential the Authority and the Force should have in place disciplinary and grievance procedures that are open, fair and transparent and inspire the trust and confidence of officers and staff. Lack of confidence in the systems may impact on the willingness of staff to use the procedures and we acknowledge that we have a responsibility to ensure that the Force's procedures are of the highest standard.

Grievance and Employment Tribunal (ET) cases provide a significant insight into the health of any organisation and police authorities need to hold forces to account for how they deal with such cases through regular strategic analysis and scrutiny. To achieve this we are in the process of putting in place an agreed protocol for reporting and scrutinising this area as part of the Home Office Fairness at Work programme. This will involve the following:-

- Monitoring trends over time, in comparison with other forces and across different Basic Command Units (BCU's)/Departments within the force and across different types of discrimination;
- Monitoring the frequency of review of current cases;
- Reviewing reports detailing lessons identified from key cases and any action plans for implementing lessons learnt;
- Dip-sampling of completed cases;
- Dip-sampling of exit interviews;
- Arrangements for regular contact with staff associations and UNISON;
- The number and outcome of formal grievances relating to race;
- The number and outcome of employment tribunal cases relating to race; and
- The number and outcome of disciplinary investigations and misconduct proceedings for alleged racial misconduct.

Where the monitoring data identifies significant differences between ethnic groups, reports considered by the Committee will highlight:

- The results of work undertaken to identify the reasons for such differences;
- Any action (including positive action) that is being taken to tackle under-representation or unlawful racial discrimination;

and

- How the force is setting targets to measure performance and evaluate progress against those targets.

Monitoring Complaints against the Force

Complaints against officers and police staff (including any that relate to race equality issues) are dealt with in accordance with the Police Reform Act 2002. In very serious cases (eg death, serious injury or serious assault) a case must be referred to the Independent Police Complaints Commission (IPCC).

The Authority is revising its arrangements to monitor complaints against officers of the force which will automatically identify cases relating to actual or perceived racial discrimination. The Authority will consider these revisions in June 2005 following recommendations made to it by the Authority's Complaints Committee and are designed to test the overall standard of service and the race equality principles set out in the force Race Equality Scheme.

Monitoring “Stops” and “Stops and Searches”

The implementation of Recommendation 61 of the Stephen Lawrence Inquiry Report requires the Police Service to put in place arrangements for recording all “stops” and “stops and searches” made under any legislative provision by 31 March 2005. These arrangements will include:

- An effective recording and monitoring system for stops.
- All officers and supervisors to be adequately trained as to their responsibilities.
- Data held from the recording of stops to be compliant with relevant legislation.
- A strategy for the use of stops that reflects the needs of the community and is subject to regular review.

The Police Authority is required to have in place effective arrangements to oversee and support the implementation process and is responsible for:

- Approving the force’s policy on stops, and stops and searches, including the content of the stops form or IT design.
- Checking that that the force has made appropriate arrangements for all officers to receive training on the recording of stops.
- Raising awareness amongst local people about the recording of stops and their entitlement to an immediate record (Recommendation 63).
- Engaging in a dialogue with local people about the police use of stops and the impact of recording stops on relationships with the police.
- Assessing the impact of recording stops on trust and confidence in the police particularly amongst minority ethnic communities and younger people.

For the purposes of monitoring the force’s implementation of these arrangements, monitoring and analysing stop and search records, and monitoring the force’s overall performance towards achieving proportionality, the Chief Constable will provide quarterly reports to Resources and Strategy.

Independent Custody Visiting

The Authority maintains an Independent Custody Visiting (ICV) Scheme using volunteers to make random unannounced visits to custody suites. They are totally independent of the Police Service and perform an important role in checking that the rights of individuals held in police custody are respected by police officers and checking the conditions under which they are held.

The Authority's Community Safety and Liaison Committee is responsible for overseeing the Scheme and any report relating to issues surrounding race equality or discrimination are referred to the Chief Constable for appropriate action.

What to do if you require more information or wish to give us feedback or wish to be consulted

- Click the “Contact Details” button of the Police Authority homepage of the Authority’s website at www.merseysidepoliceauthority.gov.uk and forward an e-mail to us.
- Telephone the Police Authority offices on 0151 236 4748.
- Send a Fax to the Police Authority offices on 0151 236 4527.
- Write to the Chief Executive, Merseyside Police Authority, West House, Mercury Court, Tithebarn Street, Liverpool L69 2NU.

What to do if you wish to complain about the Authority’s Scheme

Complaints relating to race equality issues will be fully investigated by the Chief Executive to the Police Authority and the complainant will be advised of the outcome of the investigation and any actions proposed.

Any complaints relating to the Authority or to an individual member of the Authority will initially be investigated by the Chief Executive and, if appropriate, referred to the Authority’s Resources and Strategy Committee.

What is the role played by the Commission for Racial Equality?

The Commission for Racial Equality (CRE) reports annually to the Home Secretary and is under a duty to work with public authorities to assist them to meet their general and specific duties under the Act. The Act provides the Commission with powers to enforce compliance against both the general and specific duties.

The Commission and individuals are given the right by the Act to take legal action against public authorities for unlawful racial discrimination. Where a public authority has not met the general duty, the Commission or a person with an interest in the matter can challenge their actions by applying for a judicial review. The Commission has the power to conduct formal investigations and to serve compliance notices on public authorities that are not complying with their specific duties.

In the event of any investigation, the Authority will co-operate fully and provide access to such relevant documentation as the Commission may require.

Written complaints and requests for copies of the Code of Practice on the duty to promote race equality should be made to the Commission for Racial Equality at the following address:-

Commission for Racial Equality
10/12 Allington Street
London
SW1E 5EH

Telephone: 0207 828 7022

Fax: 0207 630 7605

Minicom: 0207 932 5419

Further information about the Commission is available on the CRE website: at www.cre.gov.uk

Action Plans and Outcomes

Action Plans define the activities through which the Authority will challenge racism and mainstream race equality and identify those members, officers and committees responsible for overseeing those activities and reporting upon them. Outcomes will be published on the Authority's website and used in determining what further action or change in procedures/practices may be necessary.

Merseyside Police Authority

Race Equality Action Plan Review Internal

Project Name: Race Relations Amendment Act 2000 Race Equality Scheme

Department: Merseyside Police Authority

Process: Review of Year One/Two action plan

- eliminate unlawful racial discrimination;
- promote equality of opportunity; and
- promote good relations between people of different racial groups

Objectives for Year One and Two.	Low ----- high					Successes	Shortcomings/ Improvements	Recommended Solutions/Actions/Deadli nes
	1	2	3	4	5			
LEADERSHIP Establish a Equality and Diversity Sub Committee and staff Diversity Group					/	Both groups have been established and training identified		
Identify performance indicators and targets the Authority will use to measure progress against the duties under the act and integrate these into all strategies and plans			/			Consultation and Communications Team have measures in place to work toward representation at events, activities and within media contact. The diversity training plan for Members and staff has been agreed. All future committee reports will include a section for equality implications		Set new measures as the need arises;-
Establish monitoring system		/				Complaints procedure	The procedures are	Head of Unit to monitor

for complaints procedure for Police and Authority						for staff within KMBC procedures Complaints against Members are dealt with the Standards Board	completely separate and not co-ordinated	complaints twice yearly
Ensure impact assessment and inclusion in Annual Report and BVR & all published documents					/	Impact assessment procedures in place, only initial IA have been needed so far. Staff project board has received IA training, Sub Committee Members have received an indepth presentation on IA procedures Staff seminars on IA have been conducted.	Awareness of the procedure needs rolling out to staff and Members	Staff seminars will raise awareness of IA procedures and diversity issues and will be continue throughout the year.
Review action plan					/	Action plan being reviewed		Continue to audit annually
POLICY Monitor policies identified as high and medium priority.					/	Work ongoing	Limited consultation	Assessments to be shared with Members
Develop, review and audit impact assessment mechanisms					/	Assessment tools being shared with other PA's		Research other mechanisms ONGOING
PROCESS Research existing good practice in promoting race equality					/	Already happening between North West PA's		Research other mechanisms ONGOING
Research and audit employment monitoring procedures, reviews to be ongoing					/	Employment monitoring by KMBC Independent Members and ICV recruitment underwent IA		ICV recruitment process will be reviewed in 2007.

Provide regular reports to the Equality and Diversity Sub Committee and Full Authority					/	Reports to each E&D sub committee. (6 weekly) Project Board to report to POG (Monthly)		Continue to report
Publicise approved scheme					/	Publicised on MPA website		Reviewed action plan to be published on website February 2007
PEOPLE Organise and carry out race awareness training for Members, staff and volunteers					/	All staff have received training Training plan agreed December 2006		
Organise and deliver training for those responsible for monitoring Develop monitoring techniques.					/	Project Board undertaking training audit.		
Review and extend Communication Strategy					/	Improvements have been made in last two years. Monitoring forms issued at all engagement events. Findings reported to committee annually. Cultural and physical accessibility always considered in planning.	Lack of resources	Need to improve engagement with young people. 2006-07 Several BCU events to look at engaging with young people.
Develop and implement a training plan for diversity updates						Training plan until March 2007 presented to E&D Sub Committee		One agreed training plan will need delivering
Assess arrangements for providing information in other formats and review					/	Most communication is offered in other formats		Continue to review by taking advice from partner agencies and individuals Ensure all agendas and committee papers are offered in other formats ONGOING
Consult and inform staff of Review results					/	Staff seminars are used to inform staff of changes and improvements ie language line		Continue the process

PARTNERSHIP Consult and inform partners of review results					/	Keep partner agencies informed via newsletters	Need to take consultation wider	Research agencies etc for consultation purposes.
Engage in 'joined up' consultation and engagement with local partners				/		Partners used within the Citizen Focus Project are still on board		Continue to build relationships with partners

Merseyside Police Authority

Race Equality Action Plan Review Monitoring

Project Name: Race Relations Amendment Act 2000 Race Equality Scheme

Department: Merseyside Police Authority

Process: Review of Year One/Two action plan

- eliminate unlawful racial discrimination;
- promote equality of opportunity; and
- promote good relations between people of different racial groups

Objectives for Year One and Two.	Low ----- high					Successes	Shortcomings/Improvements	Recommended Solutions/Actions
	1	2	3	4	5			
Monitor whether the police service has properly assessed, prioritised and consulted on the full range of its functions and policies?			/			Links with MIAG, BCU Consultation Events with Force presence ONGOING	No formal audit mechanism other than general oversight via committees	Regular update reports to EDSC to include consultation activity Feedback from DSG to EDSC
Does the police service assess and consult on the likely impact of its policies and functions in the promotion of race equality?					/	Member presence on DSG. Oversight of Force RES ONGOING	No formal audit mechanism other than general oversight via committees	Report contained in above suggested reports
What are the police services plans to operate effective ongoing arrangements to monitor its policies for	/					Member presence on DSG. Oversight of	No formal audit mechanism other than general oversight via committees	Report contained in above suggested reports

adverse affects on race equality?						Force RES ONGOING		
How does the police service publish the results of assessments, consultation and monitoring? Is this effective?			/			Member presence on DSG. Oversight of Force RES ONGOING	No formal audit mechanism other than general oversight via committees	Use current engagement systems to ascertain how accessible Merseyside Police's information and services are.
Does the police service operate effective arrangements to ensure public access to the Merseyside Police's information and services?			/			Member presence on DSG. Oversight of Force RES. Use of MIAG. ONGOING	No formal mechanism	Use current engagement systems to ascertain how accessible Merseyside Police's information and services are.
Is appropriate training and information provided to police officers, staff and volunteers to ensure they are aware of their responsibilities under the Act and have the necessary skills to carry them out?					/	Member presence on DSG. Oversight of Force RES ONGOING	Information currently provided via DSG	Regular update reports to EDSC to include training activity Feedback from DSG to EDSC
Monitor the way the police service reflects its partnership work within its Race Equality Scheme and work with its partners to take account of the implications of the general duty, and any specific duties, and adopt these as governing principles for the partnership's activities?			/			Member presence on DSG. ONGOING	Information currently provided via DSG	Feedback from DSG to EDSC

Research and audit police services employment monitoring procedures, recruitment and retention.			/		Reports to PSR ONGOING	Not all members of PSR designated Equality Champions but all Members have access to equality training	Reports to go to EDSC as well as PSR
Provide regular feedback to the Equality and Diversity Sub Committee from the police service's DSG meetings. Ensuring issues of concern are related to Community Safety and Liaison Committee.				/	Issues of concern flagged up to committee chairs by attending members/officers Formal link to committee structure ONGOING		Quarterly feedback to EDSC
Full reports on the operation of the force's Scheme are reviewed by the Resources and Strategy Committee and Community Safety and Liaison Committee on a quarterly basis.				/	Regular reports received ONGOING	No cross examination between committees	Full reports to be presented to EDSC

