

Equality and Diversity Report 2016



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Foreword

I am very pleased to present this annual report outlining our commitment to Equality and Diversity within West Mercia Police. Our Equality Objectives are very much linked to our vision of ‘protecting people from harm’ and as part of our ‘Looking to 2020’ change programme, our ambition is to be great at protecting the most vulnerable.

Our achievements due to the strong Alliance with Warwickshire Police have been recognised nationally. West Mercia Police and Warwickshire Police are leading on the national platform to promote the effective recognition and response to vulnerability. This means understanding the situation and circumstances of every person that we come into contact with and respond appropriately to these.

Our new Police and Crime Commissioner, Mr John Champion, fully supports our equality and diversity work programme and how officers and staff engage, with our diverse communities to promote equality and diversity and ensure positive outcomes across West Mercia.

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West Mercia Police serves over 1 million people across a diverse region of 2,868 square miles, making it the fourth largest police area in England and Wales.

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We operate through five local policing areas - Herefordshire, North Worcestershire, South Worcestershire, Shropshire, Telford and Wrekin. Our communities are evolving and changing and my officers and staff ensure that they have a rich picture of the communities they serve, understanding and also valuing difference.

I thank our Independent Advisory Groups (IAGs) who continue to support and advise on all aspects of policing. I appreciate the time they give and the commitment they show, supporting their local policing teams to deal with critical incidents as well as offering guidance and challenge on more strategic issues such as use of Taser and Firearms and tackling Hate Crime. Members from our IAGs have worked with us to develop our new Hate Crime Policy and procedure with a clear emphasis on ensuring a victim centred approach and increasing levels of satisfaction.

As Chair of the Strategic Diversity Group, I am immensely proud of the professionalism and commitment of all officers and staff involved in developing key initiatives to ensure positive outcomes for some of the most vulnerable people within our communities.

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This report highlights just some of the achievements over the last 12 months of police officers, staff and our communities.

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Our initiatives are to increase trust and confidence and our approach is to empower our communities to actively participate in delivering a fair and accessible police service for all in West Mercia.



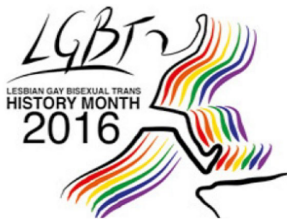
Chief Constable Anthony Bangham
West Mercia Police

Our equality objectives and achievements

OPERATIONAL		✓ Increase in levels of trust, confidence and Understanding within our diverse communities ✓ Be great at supporting the most vulnerable and most likely to be at harm ✓ Meaningful and targeted engagement, leading to positive outcomes
ORGANISATIONAL		✓ Demonstrate leadership and commitment and continuous improvement ✓ A workforce that understand and responds to the different needs of society ✓ Robust equality analysis to inform our decision making
PEOPLE AND CULTURE		✓ Ensure staff feel value and respected ✓ Organisation reflects the diverse communities we serve and actively monitor progress of achieving this ✓ Staff are informed and empowered to innovate

Operational

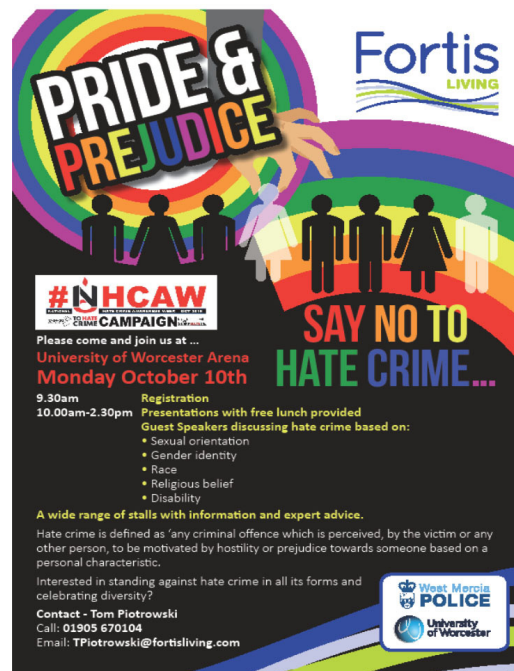
LGBT History Month



Organised by the Redditch and Bromsgrove Community Safety Partnerships, along with the Worcestershire LGBT Forum, this was a free evening of networking and information. Our local police officers were in attendance to offer support and advice to the LGBT community.

Pride and Prejudice: Hate Crime Awareness Conference, University of Worcester and Fortis Living

Fortis Living is a regional housing association providing services to some 15, 000 tenants mainly in south Worcestershire but also in parts of Herefordshire, Gloucestershire and Warwickshire. Committed to social inclusion, promoting equality and diversity within local communities, Fortis firmly rejects all forms of discrimination and strives to challenge prejudice.



West Mercia Police and Crime Commissioner, Mr John Campion opened this event - The aim of the organisers was to highlight all aspects of hate crime and how it is linked to prejudice towards the victims because of their: religious belief, sexual orientation, gender identity, race and disability.



No Hate Here Campaign

Business sign up to West Mercia's "No Hate Here" campaign.



Safer neighbourhood teams have been signing businesses and licenced premises up to West Mercia's "No Hate Here" campaign. A growing number of premises have already signed up to show support.

The campaign was targeted in conjunction with Hate Crime Week which ran from 8-15 October and is designed to promote what a hate crime is and also to engage with communities in not tolerating this kind of behaviour.

Safer neighbourhood teams, councils, other partner agencies and Local Independent Advisory Group targeted businesses to sign up to say they want no hate in their premises.

Once a sign up has been completed the premises will be given a window sticker that informs everyone of their support for the campaign



The campaign will run for 12 months starting on 11 October 2016 and since October, we have signed up over 70 businesses and premises to this important initiative.



Police link officers for the deaf community

Our Police Officers and staff engage with our diverse communities in a number of ways and being visible and accessible is very important. We work with our partners build cohesive and resilient communities so that they are more confident in approaching West Mercia Police.



Organisational

Hate Crime - National and Regional working

We continue to work closely with National leads and regional police forces and agencies to ensure we are learning and bringing good practice into our Force to improve how we respond to victims of Hate Crime. We have worked closely with the National Police Chiefs Council, Crown Prosecution Service, and West Midlands Police and our Hate Crime work, recently partnering with the National Faith organisation Tell MAMA to tackle anti Muslim Hate Crime.



West Mercia Police is a member of the CPS West Midlands Hate Crime Scrutiny and Involvement Panel, which is one of the Region's main engagement panels and is made up of members from both community and voluntary sector organisations, as well as hate crime partnerships and interest groups. The aim of the panel is to improve how we handle our hate crime casework and to increase public confidence in our decision-making. The panel ensures that we engage with communities and partners to improve our performance and to continue to listen to our local communities on ways in which to improve the handling of our casework.



Equality impact and analysis

The future and what this will look like

Delivering the PCCs Police and Crime Plans for both forces in a coherent and integrated way requires a redesign of the alliance. Our Looking to 2020 transformational change programme will take us to a new Service Delivery Model (SDM). This framework will evolve but will set out the new way in which the forces will work.

To make the new model work there are four key themes which underpin how these changes will be enabled.

These are:

- New Ways of Working: 2
- Empowered People: 3
- Integrated Digitalisation:
- Proactive Engagement:

How we will achieve these changes

Change on this holistic and cross-cutting level needs to be structured in a consistent way. Therefore a change methodology has been adopted by the forces to oversee how change is delivered as part of Looking to 2020.

Change is everyone's responsibility and every member of our workforce needs to be engaged and involved. As well as our staff we, involving representatives of our communities and IAGs to work with us to ensure we have demonstrated due regard to equality throughout our change programme.

Independent Advisory Groups



The Strategic IAG meets quarterly and is made up of the Chairs from the 3 thematic IAGs (Disability, LGBT and BME) and the Local IAGs across the Alliance. They continue to provide valuable support to West Mercia Police. As well as on-going involvement in our policy reviews, together with some the initiatives that they have been involved in over the last year are:

- Hate Crime training for all our call handling staff across the Alliance.

IAG members have been able to share their very personal stories and experiences with our staff and offer advice and guidance as a way of developing staff awareness.

This has helped staff gain a better understanding of sometimes complex issues and therefore, ensure they are better equipped to respond appropriately.

Critical Incidents

The advice and support from the IAG following a critical incident is very important as it is one way West Mercia Police can reassure the community but also gain a richer picture. Following a critical incident relating to the death of Dalian Atkinson in Telford, we established very good dialogue with our local IAG members and established a critical IAG meeting to ensure we were able to respond to concerns and questions of our communities.

Our IAG supported us during a very challenging time which received local and regional media attention. The BME IAG also had a further meeting regarding TASER, at which they sought and received reassurance regarding Alliance TASER training and deployment policy.

Advice to support the health and wellbeing of our staff

Members of our Disability IAG sit on our Disability Working Group which is chaired by Deputy Chief Constable Amanda Blakeman and was established as part

of our Health and Wellbeing agenda. The aim of this group is to inspire trust and confidence within our staff to declare a disability and to identify ourselves as the employer of choice for somebody with a disability and retain a proactive rather than reactive stance on disability related issues.



Our IAG members attend events to promote and publicise the work of an IAG and encourage people to join either their local IAG or one of the thematic IAGs (BME, Disability, LGBT).



People and culture



THE WORKPLACE WELLBEING CHARTER NATIONAL AWARD for ENGLAND

The Workplace Wellbeing Charter is an opportunity for employers to demonstrate their commitment to the health and wellbeing of their workforce, whilst providing employers with an easy and clear guide on how to make workplaces a supportive and productive environment in which employees can flourish. These standards reflect best practice and are endorsed nationally by Public Health England.

The Charter takes a holistic approach that includes leadership, culture and communication, as well as health and wellbeing topics such as physical activity, alcohol and mental health.

The framework promotes rounded discussions between employer and employees about health, safety and wellbeing



We now have an established Bluelight Champion network of 32 volunteers and a group of 28 volunteer Peer Supporters, across the alliance, who have received additional training from MIND to support colleagues with their mental wellbeing.

Peer Supporters are colleague volunteers who have received training from MIND to support colleagues with their mental wellbeing and to give practical help and signposting to services.

Bluelight Champions are staff throughout the alliance who have volunteered to promote mental health awareness and reduce the stigma of mental health issues.

Warwickshire Police and West Mercia Police welcome a number of young apprentices

Out of the six new apprentices, we are very proud to welcome the first female members of staff in the history of the force to the vehicle maintenance department.



Rachel Grant, Vehicle Apprentice



Gabby Fletcher, Vehicle Apprentice

Diversity Delivery Group at the Excellence in Diversity Awards



From the left: Insp Amrik Klair, Insp Zaid Khan, Penny Curtis (HR Officer), Nicki O'Keeffe (HR Officer), Kal Parkash (Strategic Equality and Diversity Advisor), T/Ch Supt Nav Malik

Our Delivery Diversity Group was recognised at the Excellence in Diversity Awards 2016 for 'Outstanding Diversity Network' from over 1,000 nominees. We have also been recognised for our commitment to increasing Black, Asian and Minority Ethnic (BAME) representation in the workforce by being named as a finalist in the Recruiting Diverse Talent Award category at the Race for Opportunity Awards.

Disability Confident Employer

West Mercia Police and Warwickshire Police have achieved Level 2 and we are now working to progress on to level 3.

The Disability Confident scheme aims to help employers make the most of the opportunities provided by employing disabled people. It is voluntary and has been developed by employers and disabled people's representatives.

Level 1: Disability Confident committed employer

Level 2: Disability Confident employer

Level 3: Disability Confident leader



Our staff networks

The Women's Network



The objectives for the network are:

- To provide a network supporting women
- To facilitate women to fulfil their potential
- To work with others to progress diversity issues and to champion issues for women within the organisation.

A steering group co-ordinates activity and provides a point of reference. The steering group is made up of volunteers of all grades and ranks from many departments. The group work very closely with HR, and have the full support of the Chief Officer team.

The Disability Network



The disability network is an internal action, networking and a representative group for police officers, police staff and members of the Special Constabulary who have a

disability, or are caring for dependants who have disabilities. Members of the group work with the Alliance Disability Working Group focussing on priorities identified in our recent Health and Wellbeing staff survey and advising on policy.

Dyslexia and Specific Learning Support Network

Following the 2015 Staff Survey, The Dyslexia and Specific Learning Difficulty Support Network was established to support officers and staff who have Dyslexia and other Specific Learning Difficulties (SpLD's).

The network provides support and advice to members of the organisation who suffer with SpLD's, or are yet to be diagnosed and feel that they have difficulties at work. As the group develops, it will provide mentoring support to staff and currently takes an active role in assisting the organisation to raise the awareness of the conditions and difficulties that are faced as a result of Dyslexia and other SpLDs.

BME Network



The aim of MSN is to work to support and promote Black and Minority Ethnic staff and officers within the Alliance and its wider communities.

Key members of MSN have been instrumental in the formation of the Diversity Delivery Group and working across the Alliance to increase representation of members of the BME community within the Alliance. Members have been role models, engaging communities to promote the policing family.

MSN are involved in policy consultation and very much advance continuous improvement in relation to organisational process and practice. Having a seat at strategic meetings means the group are at the heart of organisational diversity and thereby work closely with both internal and community stakeholders to progress equality and diversity matters.

Christian Police Network



Despite being founded in 1883 by Catherine Gurney, the Christian Police Association (CPA) still has active branches in the majority of police areas in the UK, including Warwickshire and West Mercia Police. Offering encouragement, support, and a National voice for Christians in the Police Service, the CPA also aims to build bridges between the Christian community and the Police, and in the tradition of practical Christianity, promote its good news message to colleagues and the wider community we serve. A good example of this is the partnership working with the many Street Pastor initiatives across the Alliance, who patrol the night time economy and help protect the vulnerable from harm. More details can be found on the National CPA website <http://www.cpauk.net/>

Equality and diversity governance

Embedding equality and diversity is the responsibility of every officer and staff. We have a Strategic Diversity Advisor who sits within Strategic Service Improvement and an Equality and Diversity Advisor who supports the local policing teams across West Mercia.

Our Strategic Diversity Group, chaired by the Chief Constable, meets quarterly to review current equality priorities and objectives as well as looking at national and regional issues to ensure we are better sighted on, and, responding to the emerging and evolving issues. Details of the meetings can be found on our website www.westmercia.police.uk.

The membership of the Strategic Group consists of Chief Officers, representatives from our Independent Advisory Groups and internal staff networks and senior officers responsible for relevant strategies. There is also representation from the Police and Crime Commissioner's Office and other partners such as the Crown Prosecution Service.

The Strategic Diversity Group ensures that our equality and diversity work programme is based on our shared vision and values: Protecting People from Harm



Meeting our legal duty

The Equality Act 2010 is the UK's discrimination law, which protects individuals from unfair treatment and promotes a fairer and more equal society and it protects people from discrimination, harassment and victimisation in work, education and when accessing services.

The Equality Act 2010 protects anyone who falls into a 'protected characteristic':

- Age
- Disability
- Gender Re-assignment
- Marriage and Civil Partnership
- Race
- Religion
- Pregnancy and Maternity
- Sex
- Sexual Orientation

West Mercia Police complies by this legislation by demonstrating 'due regard' to the three aims of the general duty of the Equality 2010 which are:

- Eliminate unlawful discrimination, harassment or victimisation
- Advance equality of opportunity between people who share protected characteristics and people who do not share them
- Foster good relations between people who share protected characteristics and people who do not share them

We are committed to working with our communities and members of the public, and partners, to build a culture through which we treat everyone with fairness and respect.

We continue to ensure our internal policies are fair and transparent and we undertake equality impact and analysis via our IAGs, member of our critical friends group, providing advice and guidance on draft policies and procedures before they are signed off by our Joint Negotiating Consultative Committee.

Equality information

In meeting our Public Sector Equality Duty, we regularly publish information which can be found on our website www.westmercia.police.uk.

Examples of the information available are:

- Stop and Search data via www.police.uk
- Hate Crime Data
- Complaints data
- Victims Satisfaction data
- Equality Monitoring Data

Police and Crime Commissioner

The Police and Crime Commissioner (PCC) is briefed on our Equality and Diversity work and we work closely with the Office of the Police and Crime Commissioner in West Mercia to deliver against our Equality Objectives.

Our PCC has supported the various initiatives across West Mercia including our No Hate Here Crime, #Westandtogether campaign and our Police Link Officers for the Deaf Community. There has been representation at a number of events with our local policing teams to show support and commitment to the equality and diversity agenda.

For more information about the Police and Crime Commissioner go to the web site of the office of the West Mercia Police and Crime Commissioner
www.westmercia-pcc.gov.uk.

Contact us

We welcome your feedback in relation to this report and in particular your views on any Equality objectives that have been set by the Force.

If you require any further information, or have specific questions, or require this report in an alternative format please contact:

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