



---

**REPORT TO:** Human Resources & Remuneration Committee  
**DATE:** 1 September 2009  
**SUBJECT:** Single Equality Scheme Annual Update  
**SPONSOR:** Linda Scott, HR Director  
**AUTHOR:** Miranda Smith, Diversity Team Leader

---

## 1. PURPOSE OF PAPER

- 1.1 This paper provides the Human Resources & Remuneration (HR&R) Committee with an annual update on the progress of the Single Equality Scheme and Action Plan (2008 - 2011)

## 2. ACTION PLAN PROGRESS

- 2.1 The table below gives an overview on the progress of actions under each of the two action plans.

	Business As Usual Actions	Innovation & Implementation Actions	RAG Totals	Totals %
<b>Red (No)</b>	0	4	<b>4</b>	<b>4%</b>
<b>Amber</b>		8	<b>9</b>	<b>9%</b>
<b>Green (Yes)</b>	68	25	<b>92</b>	<b>88%</b>
<b>Totals:</b>	<b>68</b>	<b>37</b>	<b>105</b>	<b>100%</b>

- 2.2 British Transport Police (BTP) currently have 68 actions on the Business As Usual Plan, all of these actions continue to be ongoing. There are 37 actions currently on the Innovation and Implementation Plan, 25 of these are currently green, eight are amber and four are red.
- 2.3 The table below gives information in relation to completed actions and actions that have moved from the Innovation and Implementation Plan to Business as Usual, as they need to remain ongoing.



---

Completed Actions			Actions Moved to Business As Usual		
Previous	This Quarter	Total	Previous	This Quarter	Total
10	8	18	15	4	19

2.4 BTP currently have 18 actions signed off as completed; these completed actions came from the Innovation and Implementation Plan. A total of 19 actions have moved over to Business As Usual and become ongoing activity that forms part of BTP's core business.

2.5 Some of the activities that have been undertaken, for each section on the Innovation and Implementation Action Plan, over the last year include:

**Leadership and Accountability:**

- A Single Equality Scheme and action plan was produced and published in May 2008
- A review was undertaken of BTP's Area Diversity Action Groups and their relationship with the Diversity Action Group (DAG); new Terms of Reference and Agenda have been agreed and implemented
- Workshops have been designed to assist Areas in the development of their own Diversity Implementation Plans, these are currently being implemented.

**Service Delivery:**

- A BTP Custody SOP has been produced and published
- Religious materials have been provided to all custody suites along with guidance around how to store and distribute them
- A new BTP Hate Crime SOP is currently being developed, this SOP contains a section devoted to internal hate crime and provides a standardised process for this
- Research was undertaken into the need for Hate Crime Liaison Officers for BTP as part of the work being undertaken in relation to vulnerable people



- 
- A Hate Crime workshop has been designed to accompany this module of the Core Leader Development Programme (CLDP).

**Recruitment, Retention and Progression:**

- Processes were put in place via the ORIGIN Self Service system to allow the organisation to monitor and report on trends relating to disability, sexual orientation and religion / belief
- An audit was undertaken in relation to compliance of the Jobcentre Plus Two Tick Scheme
- A calendar of events has been planned and is being implemented to:
  - Increase understanding of the cultural and religious backgrounds of their colleagues
  - Raise awareness and understanding of specific disabilities
  - Increase knowledge and understanding of HR procedures designed to embed equality and diversity
  - Raise awareness of the role undertaken by employee support groups and the services they offer.

**Community Engagement:**

- Agreements were made with Quality of Service around increasing the diversity monitoring questions and analysis undertaken in relation to quality of service research
- Activities were undertaken to ensure Control Room accessibility for members of the public from the disabled community.

**Procurement:**

- Work continues in relation to procurement and supplier diversity with BTP looking to other organisations for examples of best practice and using this to ensure that BTP are ready for the introduction of forthcoming legislation.



---

### 3. POTENTIAL RISK AREAS

3.1 The following actions are raised as areas of potential risk in relation to the equality scheme and the level of activity that has been done in relation to them:

- Equal pay – Although BTP has undertaken an equal pay audit which found no evidence of a cultural gender pay gap in BTP. However, some possible pockets of inequality were identified in specific parts of the organisation. This is being now assessed within the Engaging Police Staff Project
- The development of internal and external communication strategies – these actions remain uncompleted. Failure to complete these actions means that there is no evidence that the messages BTP are communicating are reaching the audiences expected. This provides risks both from an internal and external perspective:
  - Internally it puts BTP at risk of not being able to ensure that equality and diversity is mainstreamed into all business activities
  - Externally it puts BTP at risk in relation to failure to engage with particular groups and communities. This can have a direct impact upon BTP's ability to recruit a diverse workforce.

This has been escalated to DAG and a specific working group, chaired by the Deputy Chief Constable, has been formed to deliver the strategies.

- Insufficient Diversity Monitoring Data to support legal requirements and business planning. The diversity monitoring self-service system on ORIGIN has not yielded the level of response expected; therefore meaning that BTP will not be able to report as widely as wished in relation to disability, sexual orientation and religion / belief monitoring. This also means that the organisation is unable to set any workforce targets relating to these strands



---

as there is no suitable benchmark to base these figures on. Therefore, the timeline on action SI-RRP01 has been extended to March 2010.

#### **4. FUTURE ACTIVITIES**

- 4.1 The Diversity Team are planning to undertake a full review of the Scheme, publishing a revised Scheme and Action Plan in December 2009. This will ensure that BTP meets its requirements under the Disability Discrimination Act and allow them to ensure that the Scheme is aligned to the new ACPO Equality, Diversity and Human Rights Strategy.