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**REPORT TO:** Human Resources & Remuneration Committee  
**DATE:** 24 January 2009  
**SUBJECT:** Review of Area Diversity Action Groups  
**SPONSOR:** Teresa Hickman, Head of HR Performance and Strategy  
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## **1. PURPOSE OF PAPER**

1.1 To update Members on the review of Area Diversity Action Groups (DAGs). This paper summarises the review which has been carried out by the Diversity Unit.

## **2. BACKGROUND**

- 2.1 Despite the Area DAG policy being due for a review in August 2006, very little action has been undertaken to change the structure or purpose of DAGs.
- 2.2 A number of Areas consider current policy is no longer fit for purpose with Area DAGs not clearly aligned with the British Transport Police's (BTP) progress in equality and diversity or operational business.
- 2.3 Recent GOLD groups also highlighted a lack of clarity and linkage to the work of Area DAGs.
- 2.4 The recommendations in the review are geared to reinforce the role of Area DAGs within the broader corporate management structure.

## **3. FINANCIAL IMPLICATIONS**

3.1 No direct financial implications for undertaking this work.

## **4. RISK IMPLICATIONS**

4.1 A lack of a corporate approach to Area DAGs run the risk of work on Areas being disjointed from the Single Equality Scheme and Policing Plans.



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- 4.2 A disjointed approach to diversity will make it very difficult to keep account of what activity is being undertaken throughout the organisation. Best practice and lessons learned could remain hidden with work being duplicated, thus failing to build on what has already been achieved.

## **5. DIVERSITY ISSUES**

- 5.1 It is envisaged that the production and delivery of Area implementation plans will assist BTP in embedding equality and diversity throughout the organisation.
- 5.2 BTP will be moving away from a process whereby diversity activities are undertaken by a single team to a new structure where embedding is the responsibility of all employees.

## **6. RECOMMENDATIONS**

- 6.1 Members to note review attached.