**BTPA equality & human rights oversight arrangements: 2010/11**

| BTPA duty | Stage in BTPA business cycle | Detail | BTPA Lead Group | Notes |
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| Set a three year strategy and financial plan | Strategic planning | Reviews detail of proposed three year strategy including equality impact assessment of any option proposals | Strategy Group | Reports to full Authority |
| | | Reviews detail of proposed medium term financial strategy including equality impact assessment of any option proposals | Strategy Group | |
| | | Oversees and considers outputs of stakeholder engagement on strategic issues – are equality inputs represented? | Strategy Group | |
| | | Recommends 3 year strategy and medium term financial plan highlighting any potential equality issues | Strategy Group | |
| | | Agrees 3 year strategy and medium term financial plan taking into account any potential equality issues | Full Authority | |
| Agree annual objectives for BTP | Policing Plan | Agrees annual policing plan targets in line with 3 year strategy and financial plan, including targets to maintain or improve performance in relation to equality | Policing Plan Group | Reports to full Authority |
| | | Oversees and considers outputs of stakeholder engagement on policing plan issues – are equality inputs adequately represented? | Policing Plan Group | Reports back to full Authority and stakeholders |

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| Ensure adequate resources for BTP | Budget setting & monitoring | Recommends BTP/A budgets for approval by the full Authority – taking into account equality impact assessment of any budget bids/proposed cuts<br><br>Agrees annual budget for BTP and BTPA– taking into account equality impact assessment of any budget bids/proposed cuts<br><br>Monitors budget expenditure – is planned expenditure with a significant equality impact on track? | Finance group<br><br>Full Authority<br><br>Finance group | Reports to full Authority<br><br>Reports to full Authority |
| Hold the Force to account for delivery | Performance Review | EDHR Strategy – delivery against strategy is scrutinised<br><br>Policing Plan – delivery against diversity related targets is scrutinised<br><br>3 Year Strategy - delivery against diversity related objectives<br><br>Levels and trends in hate crime are scrutinised and any targets/action plans are progressed<br><br>Service delivery – any gaps in satisfaction levels scrutinised<br><br>Use of, and any disproportionality in use of, Stop & Search powers are monitored and challenged | Performance review group<br><br>[also inputs from Member portfolio activity, attendance at BTP meetings, external sources] | Reports to full Authority |

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| | | Organisational KPIs – performance in relation to turnover/sickness/training/promotion/grievances targets is monitored and any trends or issues emerging are explored<br><br>Outputs from internal/external inspection reports – relevant diversity issues identified and progress scrutinised | | |
| Professional Standards matters | Ongoing Professional standards oversight | Oversight of complaints/conduct matters includes scrutiny of, and where relevant development of action plans to address, any equalities issues/risks emerging<br>Handling of conduct/grievance issues relating to senior officers – activities are monitored for any emerging equalities issues<br><br>Monitor outputs of ICV activity and improvement actions arising | Professional Standards Committee (PSC)<br>BTPA Executive<br><br>Professional Standards Committee (PSC) | Reports to full Authority<br><br>Any matters recorded reported to PSC<br><br>Reports to full Authority |
| Internal/external audit matters | Ongoing Audit scrutiny activity | Risk oversight – Ensure that diversity considerations are properly represented in the processes for identifying and addressing risk.<br><br>Also that any significant diversity risks are identified considered as part of BTP and BTPA's ongoing risk management arrangements. | Audit Committee | Reports to full Authority |

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| | | Assurance on business processes – identify, and ensure plans are in place to address, the non-delivery of agreed business processes where these have any potentially unjustified equality implications<br><br>Business Continuity – ensure than planning arrangements make appropriate provision for all staff including those with additional requirements | Audit Committee | |
| Consult with statutory stakeholders | Consultation & Communication Strategy | Ensure consultation and communications activities are accessible to, and include, individuals and groups from a range of diverse backgrounds<br><br>Oversight of delivery of the BTP Consultation & communication strategy to ensure that activities are accessible to and include individuals and groups from a range of diverse backgrounds | Police Authority | Inputs into all other Groups as they arise |
| Appoint Chief Officers | N/A | Ensure that the process for advertising, selecting, interviewing, and appointing Chief Officers does not intentionally or unintentionally exclude any individuals or groups<br><br>Monitor and publish details of applications, interviews and appointments | Senior officer appointment panel<br><br>BTPA Executive | Reports to full Authority<br><br>Published annually on website |
| Chief Officer appraisals | Performance Review | Set objectives for the Chief Officer and review performance of the Strategic Command Team – ensuring that equalities issues are properly reflected | Senior officer appraisal panel | Reports to full Authority |

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| BTPA Executive staff recruitment | N/A | Ensure that the process for advertising, selecting, interviewing, and appointing Executive staff does not intentionally or unintentionally exclude any individuals or groups<br><br>Monitor and publish details of applications, interviews and appointments<br><br>Monitor and publish composition of Executive and Authority Members | Chief Executive<br><br>BTPA Executive<br><br>BTPA Executive | Published annually on website |
| Other legislative requirements | Supports all stages<br><br>Performance review | Develop and review equality schemes<br><br>Identify and work to eliminate discrimination on the basis of race, disability and gender (and age, sexual orientation, religion and belief, and gender identity)<br><br>Improve relations between diverse groups<br><br>Prioritise and equality impact assess new and existing policies and functions<br><br>Publish an annual report from BTPA<br><br>Publish an annual report from BTP | Chief Executive<br><br>Chief Executive<br><br>Chief Executive<br><br>Chief Executive<br><br>Chief Executive<br><br>Chief Constable | Propose annual diversity reports from both BTP and BTPA to Performance Review Group for comment then to full Authority |