Report to:	**Performance Review Group**
Agenda item:	**5**
Date:	**17 October 2012**
Subject:	**Equality, Diversity and Human Rights Annual Report**
Sponsor:	**T/ACC Mark Newton**
For:	**Information**

1. PURPOSE OF PAPER

1.1 To introduce the 2011 – 2012 Equality, Diversity and Human Rights (EDHR) annual report to the Performance Review Group (PRG), providing them with:

- An overview of the contents of the report
- An outline of BTP's specific equality duties in relation to publication of information
- An indication of how the report ensures the BTP meets this specific duty.

2. BACKGROUND

2.1 In January 2012 the Equality Act (2010) specific duty for the publication of information replaced a number of the previous specific duties placed on public bodies by the Race Relations (Amendment) Act, the Disability Equality Duty and the Gender Equality Duty. These duties included a legal requirement to publish an annual report on progress against the organisations Equality Scheme and Action Plan and the capturing and publication of workforce monitoring data.

2.2 The new duty places a requirement on public bodies to publish annual information that shows compliance with the Equality Act (2010) Equality Duty and that it has due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations.

2.3 The duty requires the publication of information relating to employees and policies and services. The Corporate HR team has produced an annual report (Appendix A) that is designed to meet the duty to publish information relating to employees.

2.4 The exact details of the type of information that must be published is somewhat unclear, in both legislation and accompanying guidance documents; it is left to organisations themselves to decide what they need to publish. Suggestions, by the Equality of Human Rights Commission, of information that organisations may want to publish include:

- Overall workforce profile information
- Recruitment and retention rates
- Grievances and disciplinary issues
- Policies/programmes that have been implemented to address equality issues
- Results of employee engagement activities (such as staff surveys).

2.5 The template that has been used for the 2011 – 2012 annual report is similar to the one that has been used by BTP for the previous three years. The report includes:

- An overview of HR related EDHR activities from 2011 – 2012.
- An overview of EDHR achievements and lessons learned from 2011 – 2012.
- The demographic employee profile of BTP (2011 – 2012) Monitoring Report.

2.6 More specifically, the report outlines the change in direction that EDHR activities have taken in BTP and the work that has been undertaken to streamline BTP EDHR activities/initiatives, aligning them to the BTP strategic objectives and policing plan targets. It details an approach that is designed to ensure that the principles of EDHR become an integrated part of our day-to-day business activity and that responsibility is shared across the organisation.

2.7 The Corporate HR Team are confident that the 2011 – 2012 report more than meets the requirements set out in the Equality Act. It provides a comprehensive breakdown of the organisation profile, with non-reporting only occurring where data sets are considered to be too small. The report also provides details of the activities that have been undertaken

during the year that can be linked to equality of opportunity. Finally it provides information relating to the BTP EDHR objectives for 2012 – 2016.

3. OPTIONS

3.1 There are two options available:

- Option one – that the PRG ratifies the attached report and allows BTP to go ahead with publication of the document. This option will ensure that BTP meets its legal duty to publish information relating to employees.
- Option two – that the PRG does not ratify the attached report as they are not satisfied with it in its current format. This option will pose a risk for BTP in terms of meeting its legal duty to publish information relating to its employees.

4. FINANCIAL IMPLICATIONS

4.1 There are no financial implications associated with the ratification of the report.

5. DIVERSITY ISSUES

5.1 The report is designed to ensure compliance with the Equality Act (2010) specific duty for the publication of information relating to employees. Non-publication of this report could leave BTP in a vulnerable position in terms of meeting its legal requirements.

5.2 The report includes comprehensive information relating to both initiatives that have been undertaken and the BTP workforce profile. This information could be useful for BTP in terms of planning and implementing future activities, the appropriate internal publication and distribution of the report will help to ensure that the information is used effectively.

6. RECOMMENDATIONS

6.1 That the PRG ratifies the attached report and supports internal and external publication.