



REPORT TO: British Transport Police Authority (BTPA) Performance Review Group

DATE: 22nd October 2010

SUBJECT: Equality, Diversity and Human Rights Action Plan Update

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1. PURPOSE OF PAPER

1.1 To update BTPA members in relation to the strategic and tactical Equality, Diversity and Human Rights (EDHR) Action Plans. This paper provides a quarterly update on the EDHR Plans, focusing on the Operational Delivery section of the plans. The paper is divided into three topics:

- Background to EDHR Plans
- EDHR Action Plan Monitoring and governance
- Update on Strategic EDHR activities.

2. BACKGROUND TO EDHR PLANS

2.1 Association of Chief Police Officers (ACPO), Association of Police Authorities (APA) and the Home Office launched the Equality, Diversity and Human Rights (EDHR) Strategy (the Strategy) for the Police Service in 2009. The strategy is divided into three business themes (Operational Delivery, People and Culture and Organisational Processes), it sets out key priorities for the police service and provides a foundation for BTP's own equality, diversity and human rights aims and objectives.

2.2 The National Police Improvement Agency (NPIA) then launched the Equality Standard for the Police Service (The Standard). This is a self assessment and benchmarking tool that was designed to assist the police service in implementing the Strategy. It contains 22 standards that the police service is expected to aim to achieve, these fall across the three business themes of the Strategy. During benchmarking, activities relating to the



standards are assessed on a three point scale; baseline, integrating or excelling level (these terms are explained further in Appendix A).

- 2.3 BTP has embraced the introduction of the Strategy and the Standard using them to inform the development of strategic thinking and planning. New action plans have been designed to focus delivery around the 22 standards, with a quarterly reporting process. BTP has one strategic level action plan (for headquarters functions) and seven tactical action plans (one for each BTP Area). The action plans detail planned equality, diversity and human rights activities, cross referencing them against one of the 22 standards.
- 2.4 Area Diversity Action Groups (DAGs) provide the first line governing body for Area tactical Plans. Force DAG holds overall governance of the action plans and monitors delivery. Quarterly action plan updates are provided to the Engagement and Diversity Team and Neighbourhood Policing and Partnership Unit (NPPU). These are used to assess progress against the standards, identify examples of best practice and provide updates to Force DAG.

3. EDHR ACTION PLAN MONITORING AND GOVERNANCE

- 3.1 Since the inception of the action plans a number of lessons have been learned about the management processes. BTP continues to review the monitoring and governance arrangements making amendments where this will enhance the delivery and outcome. Engagement and Diversity met with the National Police Improvement Agency (NPIA), Cambridgeshire and North Wales Police Services, in relation to identifying examples of good practice that can be built into the existing processes.
- 3.2 Specific activities that have been undertaken in relation to the monitoring and governance of the action plans over the last six months include:
- Amending the benchmarking cycle: moving from the assessment of all three business themes every quarter, to one business theme per quarter, resulting in each business theme being assessed every nine months.
 - Enhancing feedback: changing the structure of the feedback provided around activities to provide solutions or suggest activities that can assist in moving to the next benchmarking level.



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- Producing benchmarking framework guidance notes: drafting and distributing guidance notes that detail what is being measured under each standard as part of the benchmarking process (a copy of this is provided as Appendix A).
 - Area one-to-ones: providing one-to-one feedback to Areas around their tactical plans to assist them in understanding of what is expected of the plans and how they can meet the different levels of the standards.

3.3 There are a number of future activities that Engagement and Diversity are planning to undertake in relation to the plans. These include:

- NPIA workshops: the delivery of two sessions by NPIA to assist with the successful continued implementation of the Equality Standard in BTP. One session to be delivered as part of November Force DAG and one specific session for Area DAG SPOCs. These sessions to look at aligning EDHR plans with policing plans and evidence collection.
- Alignment of EDHR and policing plans: working with Areas and FHQ departments to align their EDHR plans to the national and local policing plans. Using this to ensure that EDHR plans assist in the delivery of policing plan objectives and that EDHR factors are considered when drafting policing plans.
- Evidence gathering toolkit: producing a toolkit that can be used for the logging and storage of strategic and tactical evidence around the 22 units of the Standard.
- Peer assessment process: designing and introducing a peer assessment process that is suitable for delivery in BTP.

4. UPDATE ON STRATEGIC EDHR ACTIVITIES: OPERATIONAL DELIVERY

4.1 The Operational Delivery Theme

4.1.1 This quarter's report and assessment has focused on the Operational Delivery theme. Operational Delivery is about delivering services that are easy to access and that respond to and meet the needs of all communities. The Operational Delivery theme aims to:

- Build stronger and more trusting relationships with communities.



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- Promote greater co-operation from all communities.
 - Improve public confidence and more satisfaction for victims of crime.
 - See more offenders brought to justice.
 - Reduce crime and the fear of crime.

4.1.2 There are eleven Equality Standard units for Operational Delivery (these are detailed in section 4.2 and Appendix A). These units focus on three key strategic priorities:

- Identify services and strategies that may have a disproportionate effect on diverse communities and take action to tackle any negative effects or results.
- Build equality, diversity and human rights into policing services that focus on citizens.
- Make sure that police operations designed to prevent terrorism promote community cohesion and have the confidence of diverse communities.

4.2 Strategic Operational Delivery Progress

4.2.1 The following table provides an assessment of the strategic Operational Delivery activities over the last nine months. It also provides some examples of best practice that are being delivered within BTP.

4.2.2 A full copy of Operational Delivery action plan can be found at Appendix B.



Equality Standard Unit		November 2010 Assessment	Examples of Best Practice
1	Knowing about individuals and community to support delivery according to need	Partially Integrating Partially Excelling	The expansion of the Recruit Trainee Community Placement Scheme to include existing Officers and PCSOs, to enhance their knowledge and understanding of the needs of the community.
2	Understanding impacts of disproportionality in encounters with the public	Partially Excelling	Community Impact Assessment training has been delivered to Neighbourhood Policing Teams, Officers in Charge and Area Event Planning Teams.
3	Understanding impacts of diversity and satisfaction levels	Not Benchmarked	Not enough information provided in this section, work to be undertaken to improve activities.
4	Understanding diversity in quality of life issues to improve services	Partially Excelling	BTP continues to work with Passenger Focus to identify community needs and as a result introduced the 8pm to 2am antisocial behaviour target. BTP are working with partners (Eurostar, UK Border Agency, French and Belgian Police) to develop an educational strategy around foreign nationals bringing knives into the UK.
5	Identifying factors of vulnerability	Partially Integrating	Problem profiling has been undertaken to support Area PIER plans and in preparation for the launch of the Suicide Prevention Standard Operating Procedure
6	Understanding impacts of disproportionality in policing aspects in the Criminal Justice Unit	Not Benchmarked	Not enough information provided in this section, work to be undertaken to improve activities.



Equality Standard Unit		November 2010 Assessment	Examples of Best Practice
7	Improving services to diverse victims and witnesses	Partially Baseline	Victim Managers and Witness Care Units are in place on all Areas
8	Understanding impacts of serious crimes and organised crimes on diverse individuals and communities	Partially Baseline Partially Integrating	Independent advisory groups (national and local) are involved in the consultation process of community impact assessments for serious/organised crimes.
9	Understanding impacts of terrorism and domestic extremism on diverse individuals and communities	Partially Integrating	BTP was involved in the pilot of the Home Office Prevent awareness training (WRAP). Plans are in place to roll this training out in the next six months.
10	Engaging effectively with children and young people	Partially Excelling	A passenger crime survey was undertaken with the Youth Independent Advisory Group (YIAG) providing information to assist BTP in protecting young people.
11	Targeted activity with children and young people	Integrating	BTP led the multi agency Yellow Card Scheme, as part of a Restorative Justice Scheme, designed to prevent antisocial behaviour instances in young people. BTP, with assistance from the YIAG, have commissioned ARC theatre group to provide a production that will assist with youth engagement.



APPENDIX A: GUIDELINES FOR ASSESSING STANDARDS (OPERATIONAL DELIVERY)

Unit	Assessment Levels	Example Activities	Evidence
1: Knowing about individuals and communities to support delivery according to need.	Baseline Activities (meetings/surveys/workshops/focus groups/surgeries etc.) undertaken with a range of partners (e.g. local community, industry stakeholders, support groups, advisory groups/networks) that look at identifying needs and experiences.	Creating population profiles to understand the demographics of are Working to increase current partner activity membership (e.g. NIAG/IAN/PACTs/KINs/CDRPs/Community Forums) to ensure that they include representation from all 7 strands of diversity.	Proof of process used to build population profiles Minutes from meetings/workshops/focus groups/surgeries Proof of process used to increase partner membership
	Integrating Using information gathered from the above to establish the services that need to be provided and inform action planning/objective setting (national/local policing plans, targeted projects/activities etc.).	Policing plan objectives are set in consultation with partners. Initiating specific activities (as and when needed) as a result of partner needs (e.g. organising a targeted operation as a result of partner information).	Policing plans (evidence of consultation, how this was used and final plans) Proof of process used to identify and initiate specific activities (consultation, project documents, activity briefings, operational orders etc.)
	Excelling Undertaking activities (meetings/surveys/workshops/focus groups/surgeries etc.) to collate feedback from all partners (e.g. local community, industry stakeholders, support groups, advisory groups/networks) around progress/satisfaction in relation to their needs.	Creating routes for feedback from partners around their needs and whether these have been met.	Evidence of feedback consultation (surveys/minutes/interviews/membership information) Communication of appreciation



Unit	Assessment Levels	Example Activities	Evidence
<p>2: Understanding impacts of disproportionality in encounters with the public.</p>	<p>Baseline Activities to ensure that workforce is fully equipped with knowledge and understanding around disproportionality and public interactions.</p>	<p>Reviewing the following to ensure they include information relating to disproportionality and impact on public interaction (e.g. as set out in PRDLDP):</p> <p>Diversity Training Operational Training Briefings (e.g. Rich Picture) Cultural Awareness Events.</p> <p>Ensuring that all employees have attended the relevant mandatory training programmes.</p> <p>Monitoring and identifying employee knowledge gaps/training needs (e.g. using skills records / PDRs / one-to-ones) and undertaking activities to fill these.</p>	<p>Lesson plans and training materials Event agendas, aims and outcomes Training records PDRs Briefing records Training needs analysis</p>
	<p>Integrating Accurate and complete assessments are undertaken (across all formal/informal processes) that identify disproportionality (across all 7 strands) and include remedial activities where disproportionality is unjustifiable.</p>	<p>Analysing and scrutinising service delivery activities for evidence of disproportionality; using evidence to refine processes, establish learning needs etc.</p> <p>Undertaking equality impact assessments community/policy/project/business decision/estates/technology/facilities/fleet etc.) and using these to inform and identify possible disproportionality; establishing any possible remedial actions.</p>	<p>Service delivery reports (e.g. Stop and Search, Fixed Penalty, Custody) Community profiles Impact Assessments Operational orders</p>



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Unit	Assessment Levels	Example Activities	Evidence
	<p>Excelling</p> <p>Undertaking activities with partners that facilitate the explanation and scrutiny of performance in relation to disproportionality.</p>	<p>Briefing partners on performance outcomes and inviting scrutiny and feedback in relation to disproportionality. (e.g. using NIAG/IAN/PACTs/KINs/CDRPs/Community Forums).</p>	<p>Evidence of briefing partners (minutes, communications)</p> <p>Evidence of feedback</p> <p>Channels for feedback</p>
3: understanding impacts of diversity on satisfaction levels.	<p>Baseline</p> <p>Undertaking activities to ensure that the workforce is fully equipped with knowledge and understanding around the affect diverse perceptions and needs can have on satisfaction levels.</p>	<p>Reviewing the following to ensure that they include information relating to diverse perceptions and satisfaction levels (e.g. as set out in PRDLDP/IPLDP):</p> <ul style="list-style-type: none"> Diversity Training Operational Training Briefings (e.g. Rich Picture) Cultural Awareness Events. <p>Ensuring that all employees have attended the relevant mandatory training programmes.</p> <p>Monitoring and identifying employee knowledge gaps/training needs (e.g. using skills records / PDRs / one-to-ones) and undertaking activities to fill these.</p>	<p>Lesson plans and training materials</p> <p>Event agendas, aims and outcomes</p> <p>Training records</p> <p>PDRs</p> <p>Briefing records</p> <p>Training needs analysis</p>
	<p>Integrating</p> <p>Using community engagement to identify adverse perceptions of the police service and undertaking activities (across all 7 strands) to address these.</p>	<p>Using partners to build sections into community profiles that identify perceptions (negative and positive) of the police service.</p> <p>Design and implement activities (positive action events/awareness raising events/open days/surgeries/crime reduction and railway safety sessions/community festivals/community</p>	<p>Consultation with partners</p> <p>Community profiles</p> <p>Community engagement plans</p> <p>Proof of engagement activities (minutes/agendas/invitations/posters/flyers/etc)</p>



Unit	Assessment Levels	Example Activities	Evidence
		forums/etc) that will work to address negative and maintain positive perceptions of the police service.	
	<p>Excelling Using quality of service research to ensure the differences in satisfaction levels are reduced and sustained (across all 7 strands).</p>	<p>Breaking down quality of service research according to the 7 strands of diversity and providing annual/quarterly/monthly comparison data.</p> <p>Monitoring quality of service diversity information through ADAG and SMT meetings.</p>	<p>Quality of service reports Proof quality of service reports monitored (minutes/agendas/action plans/etc)</p>
4: Understanding diversity in quality of life issues	<p>Baseline Undertaking activities to ensure that employees in public facing roles are equipped with knowledge and understanding in relation to diverse perceptions of 'quality of life' (e.g. feeling of personal safety) and use this knowledge when carrying out their duties.</p>	<p>Reviewing the following to ensure that they include information relating to diverse perceptions and 'quality of life' (e.g. as set out in PRDLDP/IPLDP): Diversity Training Operational Training Briefings (e.g. Rich Picture) Cultural Awareness Events.</p> <p>Ensuring that all relevant employees have attended training programmes.</p> <p>Monitoring and identifying employee knowledge gaps/training needs (e.g. using skills records / PDRs / one-to-ones) and undertaking activities to fill these.</p> <p>Monitoring employee performance (e.g. using PDR) to ensure knowledge and understanding around 'quality of life' is used whilst carrying ou</p>	<p>Lesson plans and training materials Event agendas, aims and outcomes Training records PDRs Briefing records Training needs analysis</p>



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Unit	Assessment Levels	Example Activities	Evidence
		their duties.	
	<p>Integrating Using partner engagement to identify 'quality of life' issues and concerns and to design and undertake activities to address these.</p>	<p>Using partners (e.g. through CDRPs) to assist in identifying concerns or issues relating to 'quality of life'.</p> <p>Using partners (e.g. through CDRPs) to help design and implement activities that will work to address concerns or issues relating to 'quality of life'.</p>	<p>Consultation with partners Community engagement plans Proof of engagement activities (minutes/agendas/invitations/posters/flyers/etc)</p>
	<p>Excelling Feedback is collated and information used to ensure that partners feel fully engaged in identifying and addressing quality of life issues.</p>	<p>Creating routes for feedback from partners to ensure they feel engaged in identifying and resolving 'quality of life' issues.</p>	<p>Evidence of collating feedback (surveys/letters/minutes/reports/agendas/interviews/focus groups/forums) Letters of appreciation Awards Inspection/benchmarking results/reports</p>
5: Identifying factors for vulnerability.	<p>Baseline Using partner engagement to identify factors that create vulnerability (across all 7 strands). Using information gathered to design and implement activities that will protect vulnerable people from harm.</p>	<p>Ensuring that existing partner engagement activities look at issues of vulnerability as a standing agenda item.</p> <p>Creating new partner relationships that allow issues of vulnerability to be explored.</p> <p>Implementing activities (e.g. safety/prevention/awareness raising) to reduce gaps in service delivery relating to vulnerability that have been identified.</p>	<p>Engagement activity agendas/minutes/results/reports/papers. Evidence of creating new partnerships Crime prevention activity Policing plans CIAs Audits</p>



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Unit	Assessment Levels	Example Activities	Evidence
	<p>Integrating Evaluating activities/initiatives and using partner engagement to create a two way communication method for feeding back lessons learned, in relation diversity and vulnerability, to help improve the quality of services.</p>	<p>Evaluating all activities/initiatives relating to vulnerability to identify lessons learned and elements of best practice.</p> <p>Sharing results of evaluations with partners and agencies, identifying lessons learned and best practice.</p>	<p>Evaluation reports Communications methods (agendas/minutes etc.)</p>
	<p>Excelling Feedback is collated and information used to ensure that partners feel confident that BTP is able to address issues relating to vulnerability.</p>	<p>Creating routes for feedback from partners that ensure that they express confidence in BTPs ability to address vulnerability.</p>	<p>Evidence of collating feedback (surveys/letters/minutes/reports/agendas/interviews/focus groups/forums) Letters of appreciation Awards</p>
6: Understanding impacts of disproportionality in policing aspects of the Criminal Justice System	<p>Baseline Analysing and assessing (e.g. risk/equality impact) data relating to arrest, custody, bailing and disposal to identify areas of disproportionality. Designing and implementing action plans/activities to address and monitor any patterns of unjustifiable disproportionality.</p>	<p>Compiling data reports that look at the areas of arrest, custody, bailing and disposal according to the 7 strands of diversity, highlighting areas of disproportionality.</p> <p>Using data reports to identify areas of improvement and inform activities/initiatives.</p>	<p>Data reports Audits Risk assessments Equality/community impact assessments (e.g. building and refurbishment plans, security arrangements) Reported areas of concern and recommendations Improvement/action plans</p>



Unit	Assessment Levels	Example Activities	Evidence
	<p>Integrating Ensuring that employees accountable for custody, bailing and disposal activities/decisions receive continual EDHR learning and development, that includes lessons learned and best practice from previous service wide incidents.</p>	<p>Creating a tool for capturing lessons learned and areas of best practice in relation to EDHT, within BTP and the wider police service.</p> <p>Disseminating lessons learned and best practice amongst relevant employees to enhance their knowledge and understanding of EDHR issues.</p> <p>Using lessons learned and best practice to inform training needs and the content of learning and development programmes relating to EDHR issues in arrest, custody, bailing and disposal.</p> <p>Using lessons learned and best practice to inform the development and updating of policies and procedures relating to EDHR issues in arrest, custody, bailing and disposal.</p>	<p>Tools for capturing lessons learned/best practice (e.g. incident logs, lay visitor records)</p> <p>Methods for capturing lessons learned/best practice (e.g. consultation)</p> <p>Evidence of using lessons learned/best practice information (e.g. training needs analysis, training reviews, policy reviews, action plans)</p>
	<p>Excelling A clear process/procedure is designed and monitored to ensure that those working in/detained in/visiting custody have any EDHR requests (e.g. dietary requirements/access requirements/prayer facilities/translation/special arrangements) considered and responded to.</p>	<p>Designing and implementing processes for those working in/detained in/visiting custody to make EDHR requests.</p> <p>Monitoring this process to ensure delivery and compliance across Areas/BTP.</p>	<p>Request process</p> <p>Evidence of requests</p> <p>Request Responses (e.g. service level agreements)</p> <p>Evidence of monitoring compliance to request process.</p>



Unit	Assessment Levels	Example Activities	Evidence
	<p>Baseline Using partners to design and implement initiatives/activities that tailor the services offered to victims and witnesses to ensure they are supportive and meet the diverse range of specific needs.</p>	<p>Working with partners to establish what the range of needs are for victims and witnesses across all 7 strands.</p> <p>Undertaking analysis (with partners) to identify gaps in service delivery relating to the needs identified.</p> <p>Designing and implementing activities (with partners) that look to address the gaps identified in service delivery.</p>	
	<p>Integrating Feedback is collated which indicates that diverse victims and witnesses are satisfied that their needs have been taken into account during the reporting of crime and in the services they have been provided.</p>	<p>Breaking down quality of service research relating to victims and witnesses according to the 7 strands.</p> <p>Ensuring that quality of service research around victims and witnesses asks questions relevant relating to satisfaction levels in the meeting needs and the services provided.</p> <p>Monitoring the results of quality of service information relating to victims and witnesses to identify improved and sustained satisfaction levels.</p>	



Unit	Assessment Levels	Example Activities	Evidence
<p>8: Understanding impacts of serious crimes and organised crimes on diverse individuals and communities.</p>	<p>Baseline Undertaking activities to ensure that the workforce is equipped with the relevant knowledge and skills around serious and organised crime (going beyond the police definition to include all crime that communities may consider serious) and the effect that it has on diverse individuals and communities.</p>	<p>Reviewing the following to ensure that they include information relating to EDHR issues around serious and organised crime (e.g. as set out in PRDLDP/IPLDP): Diversity Training Operational Training PIP Briefings (e.g. Rich Picture) Cultural Awareness Events.</p> <p>Ensuring that all employees have attended the relevant mandatory training programmes.</p> <p>Monitoring and identifying employee knowledge gaps/training needs (e.g. using skills records / PDRs / one-to-ones) and undertaking activities to fill these.</p>	<p>Lesson plans and training materials Event agendas, aims and outcomes Training records PDRs Briefing records Training needs analysis</p>
	<p>Integrating Using partner engagement to identify concerns within communities (across all 7 strands) relating to serious and organised crime. Working with partners to design and deliver activities that address the concerns raised.</p>	<p>Using partners (e.g. through CDRPs) to assist in identifying concerns or issues relating to serious or organised crime.</p> <p>Using partners (e.g. through CDRPs) to help design and implement activities that will work to address concerns or issues relating to serious or organised crime.</p>	<p>Consultation with partners Community engagement plans</p>



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Unit	Assessment Levels	Example Activities	Evidence
	<p>Excelling A partner engagement relationship is in place and being utilised, that assists BTP in bringing offenders to justice.</p>	<p>Using existing and new partner relationships to implement a process that assists in the collation of the intelligence/evidence needed to bring offenders to justice.</p> <p>Monitoring the use of relationships/process to ensure it is utilised throughout Area/BTP.</p>	<p>Evidence of partner process Evaluation of partner process (e.g. has it affected number of offenders brought to justice) Review of partner process (e.g. is it providing BTP with relevant information) Evidence of monitoring and compliance of partner process</p>
9: Understanding impacts of terrorism and domestic extremism on diverse individuals and communities.	<p>Baseline Undertaking activities to ensure that the workforce is equipped with knowledge and understanding in relation to terrorism and domestic extremism in relation to EDHR.</p>	<p>Reviewing the following to ensure that they include information relating to terrorism, domestic extremism and EDHR (e.g. as set out in PRDLDP/IPLDP): Diversity Training Operational Training Briefings (e.g. Rich Picture) Cultural Awareness Events.</p> <p>Ensuring that all relevant employees have attended training programmes.</p> <p>Monitoring and identifying employee knowledge gaps/training needs (e.g. using skills records / PDRs / one-to-ones) and undertaking activities to fill these.</p>	<p>Lesson plans and training materials Event agendas, aims and outcomes Training records PDRs Briefing records Training needs analysis</p>
	<p>Integrating Using partner engagement to identify terrorism and domestic extremism issues and concerns and to design and undertake activities to address these.</p>	<p>Using partners (e.g. through CDRPs) to assist in identifying concerns or issues relating to terrorism and domestic extremism.</p> <p>Using partners (e.g. through CDRPs) to help design and implement activities that will work to</p>	<p>Consultation with partners Community engagement plans Proof of engagement activities (minutes/agendas/invitations/posters/flyers/etc)</p>



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Unit	Assessment Levels	Example Activities	Evidence
		address concerns or issues relating to terrorism and domestic extremism.	
	<p>Excelling Feedback is collated and information used to ensure that partners report confidence in BTPs capability to contribute towards community cohesion.</p>	Creating routes for feedback from partners to ensure they feel confident in BTPs capability to contribute to community cohesion.	<p>Evidence of collating feedback (surveys/letters/minutes/reports/agendas/interviews/focus groups/forums) Letters of appreciation Awards Inspection/benchmarking results/reports</p>
10: Engaging effectively with children and young people.	<p>Baseline Undertaking activities to ensure that information relating to Children and Young People is built into community profiles and that employees who have direct contact with Children and Young People are equipped with the relevant knowledge, skills and understanding in relation to EDHR issues/concerns.</p>	<p>Creating demographic population profiles of Children and Young People (across all 7 strands).</p> <p>Reviewing the following to ensure that they include information relating to Children, Young People and EDHR (e.g. as set out in PRDLDP/IPLDP): Diversity Training Operational Training Briefings (e.g. Rich Picture) Cultural Awareness Events.</p> <p>Ensuring that all relevant employees have attended training programmes.</p> <p>Monitoring and identifying employee knowledge gaps/training needs (e.g. using skills records / PDRs / one-to-ones) and undertaking activities to fill these.</p>	<p>Proof of process to build population profiles Population profiles Lesson plans and training materials Event agendas, aims and outcomes Training records PDRs Briefing records Training needs analysis</p>



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Unit	Assessment Levels	Example Activities	Evidence
	<p>Integrating Using partner engagement to consult with Children and Young People in relation to developing services based around their needs/issues/concerns.</p>	<p>Increasing existing partner engagement (e.g. CDRPs) to include representation in relation to the diverse range of Children and Young People.</p> <p>Creating new partnerships (e.g. Safer Schools Partnerships) to ensure engagement with representatives in relation to the diverse range of Children and Young People.</p>	<p>Consultation with partners Community engagement plans Proof of engagement activities (minutes/agendas/invitations/posters/flyers/etc)</p>
	<p>Excelling Feedback is collated around the confidence levels of Children and Young People and this is fed into the formation and review of youth intervention strategies.</p>	<p>Using information gained from partner engagement with Children and Young People to shape service delivery (e.g. policing plans).</p> <p>Creating routes for feedback from Children and Young People (via partners) around confidence levels.</p> <p>Using feedback around confidence levels to inform youth intervention strategies.</p>	<p>Evidence of collating feedback (surveys/letters/minutes/reports/agendas/interviews/focus groups/forums) Youth intervention strategies</p>
<p>11: Targeted activity with children and young people.</p>	<p>Baseline Undertaking analysis to identify groups of Children/Young People at risk of becoming offenders/victims of crime. Using the results of analysis to inform planning and activities.</p>	<p>Analysing population data and crime reports to identify groups of Children/Young People at risk of offending/becoming a victim.</p> <p>Using results of analysis to inform planning and objective setting (e.g. Policing Plan)</p>	<p>Proof of analysis Data profiles Analysis reports Evidence of planning process Plans and objectives (policing/action)</p>



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Unit	Assessment Levels	Example Activities	Evidence
	<p>Integrating Working with partners to design and implement programmes of targeted activities which aim to reduce the likelihood of Children/Young People becoming offenders/victims of crime.</p>	<p>Using partners to design and implement specific activities (e.g. consultation/awareness raising/safety/ crime reduction/reviews) which aim to reduce the likelihood of Children/Young People becoming offenders/victims of crime.</p>	<p>Evidence of partner engagement (minutes/agendas/surveys/focus groups/forums/meetings) Proof of activity implementation (comms & media/invites/posters/assessments/minutes/agendas/project documentations)</p>
	<p>Excelling Evaluating activities and sharing feedback around the success of interventions in relation to the reduction in Children/Young People becoming offenders/victims of crime.</p>	<p>Evaluating activities to identify whether they have been successful in reducing the likelihood of Children/Young People becoming offenders/victims of crime.</p> <p>Sharing the results of evaluations to identify those activities which have been successful in reducing the likelihood of Children/Young People becoming offenders/victims of crime.</p>	<p>Evidence of evaluations (evaluation tools/reports/recommendations) Evidence of sharing results (comms & Media/engagement/meetings/minutes/agendas/campaigns)</p>

Eq St Ref	Equality Standard Unit	Activities	Ref No	Progress Provided 2nd Quarter (May 10)	Progress Provided 3rd Quarter (August 10)	Progress Provided 4th Quarter (November 10)	Quarterly Feedback	Quarterly EDHR Assessment
OD1	Knowing about individuals and community to support delivery according to need.	<ul style="list-style-type: none"> Prevent Strategy/Plan Community Engagement Activities NPT Profiles Engagement with Pan London Faith Forum TKAP Activities 	OD1: 01	NPPU and PREVENT leads have met with FIB to explore existing population and crime mapping systems. This is ongoing to resolve. Further work to be considered in relation to profiling the industry workforce. Obvious sensitivities exist in respect of this work, so full engagement with the appropriate partners to be undertaken.	Plan developed and in place in accordance with ACPO guidelines.	<ul style="list-style-type: none"> Pilot LGBT workshop for NPT's to be delivered in Nov 2010 for Kings Cross NPT Engagement with Strategic Community Groups MSF, CST, Pan London LGBT Group NPT profiles are being updated to enhance engagement Expansion of Student Officer community placement schemes to Non Student Officers Kickz programme, ARC Theatre NPPU attended Pan London Faith Forum meeting and talked about EDL, football policing and gave a brief overview of Prevent. 	<p>To reach a fully integrating level activities and updates need to be received from additional departments outside of Territorial Policing. For example an update from SDD about the use of partners to formulate Policing Plans</p> <p>To reach a fully excellent level activities and progress needs to be included around satisfaction levels and quality of service. For example Areas being appointed 6 stations where satisfaction levels must improve.</p> <p>In addition it may be beneficial for BTP to set up a process for the sharing of knowledge/best practice across Areas and FHQ.</p>	<p>Partially Meeting Integrating</p> <p>Partially Meeting Excelling</p>
OD2	Understanding impacts of disproportionality in encounters with the public.	Delivery of Community Impact Assessments briefings for all operational officers	OD2:01	Power point briefing and CIA samples on community page of intranet. Briefings to NPT's have been conducted. Strategic CIA completed where relevant	Power point briefing and CIA samples on community page of intranet. Briefings to NPT's have been conducted and recent briefings have taken place on the Wales and Western Area. Feedback provided EPCU reference a generic CIA they are producing. Strategic CIA completed where relevant i.e forthcoming Papal visit to Scotland.	<ul style="list-style-type: none"> NPPU continue to produce strategic CIA's including Sudbury Level Crossing derailment. NPPU in conjunction with EPCU have rolled out CIA training for NPT, OIC and members of Area Event Planning teams Over 60 members of staff have been trained on LN, LS, NE and NW areas. NPPU in conjunction EPCU have produced a number of generic CIA's including one for Wembley Events and for the current football season. 	<p>OD2:01 To reach a fully excellent level work of a similar nature to that undertaken for CIAs should be carried out in BTP for EIAs.</p> <p>OD2:02 To reach a fully excellent level the work undertaken around Stop and Search needs to be replicated across other performance areas, such as custody, sanctions etc.</p> <p>OD2:03 Engagement and Diversity to meet with relevant Departments to discuss activity</p>	<p>OD2:01 Partially Excelling</p> <p>OD2:02 Partially Excelling (Activity to be Removed)</p> <p>OD2:03 Not Enough Information to Benchmark</p>
		Section 44 Briefings to be carried out with all officers	OD2:02	This sits with CT and Protective Services.	No Update	<ul style="list-style-type: none"> Since the Government failed in its bid to over turn the previous European Court of Human Rights ruling S.44 was an unlawful power the Force has Stopped using S.44 and all officers have been briefed accordingly. NIAG and Stop Search and Account members consulted on the BTP position on the January 2011 changes to Statutory Stop and Account and Stop and Search recording requirements <p>Activity to be removed.</p>		
		Ensure that hate crime briefings are carried out with all officers	OD2: 03	Ongoing discussions with Protective Services to identify who is best to deliver this and the process to be undertaken. A Hate Crime awareness week has been conducted on Areas and is planned by some Areas for later in the year depending on crime trends and local needs.	No Update	No Update		
OD3	Understanding impacts of diversity and satisfaction levels.	Results of QoS survey provided to Areas, with detailed textual analysis. All other surveys conducted by BTP are analysed in regard to gender, race etc and results provided to relevant Departments and Areas for learning.	OD3:01	Regular updates to be provided and analysed. Updates: Work is ongoing	No Update	No Update	Engagement and Diversity to meet with relevant Departments to look at expanding activities in this unit to ensure BTP is, at a minimum, meeting Baseline on this activity.	Not Enough Information Provided to Benchmark
		Revised NPT Training courses to be delivered to reflect new learning	OD4:01	NPT training is ongoing and has been revised to reflect new learning. New courses commence January 2010. Additional train the trainer sessions have been conducted to ensure continuity and delivery at local ATU's. New courses commence January 2010 and will pass to L and D from April	NPT training has been revised to reflect new learning. Between January and March a large number of NPT courses were run resulting in 75% of NPT officers having been formally trained. Since the start of April responsibility for training delivery has passed to L and D and the training is ongoing.	<ul style="list-style-type: none"> NPT Training now sits within L and D, 80% of NPT staff have undergone the training Since January over 20 courses have been held and 250 members of staff being trained. The training has been quality assured and feedback from attendees is being evaluated. Territorial Policing is liaising with L and D to ensure training remains current. NPT Training is one of the area's being evaluated by HMIC. On London South area the BTP used the BTP YIAG to act as witnesses to the effectiveness of Op Portcullis and provided feedback to officers in relation to their community engagement skills and particularly in how they dealt with young people. 		

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OD4	Understanding diversity in quality of life issues to improve services.	<ul style="list-style-type: none"> Stop & Search activity currently ongoing Operation Portcullis Passenger Focus 	OD4:02	The Stop & Search DVD has been distributed to Areas. Regular briefings take place and the Intranet information is available.	Recent IPCC policy guidance and key findings on police use of stop and search based on experience from cases has been circulated to Area Spocs and intranet. BTP has written to ACPO lead for Stop and Search outlining its position re use of Stop and Account. BTP attends the Public Encounters Group together with the MPS strategic Stop and Search Committee. The London Community Safety Panel chaired by Doreen Lawrence is currently under review.	<ul style="list-style-type: none"> Territorial Policing is a member of the ACPO Public Encounters board. Community members continue to attend Stop, Search and Account Groups meetings. Members of IAN and NIAG continue to receive invites to observe BTP officers at high profile events such as Carnival and Football. Community members consulted on National proposals around maintaining records of Stop Search encounters taking account of Jan 2011 legislative changes. NPPU will be submitting a paper to ACC Pacey outlining a range of options on way forward for BTP in line with the legislative changes. The BTP have effectively worked with Passenger Focus in identifying community needs and concerns and acted on these effectively (example 8pm to 2am ASB target). The BTP at Finsbury Park have formed a close engagement partnership with the Somali community which has involved self defence classes for Somali women and football matches between the police and Somali youths. 	To reach a fully excellent level additional activities need to be undertaken at an organisational level to gain corporate feedback and assess partner satisfaction levels. For example using existing quality of service research methods to capture and distribute this information.	Integrating Partially Excelling
		<ul style="list-style-type: none"> Community Engagement & Community Impact Assessments (CIAs) Deaflink TKAP Problem Profile Eurostar Project 	OD4:03	Community Engagement and Community Impact Assessments ongoing on Areas. Management of NIAG/Advisory Group/ engagement on operations such as EDL and policy consultation. Community Forums and workshops and development of extended policing family via RSAS and Community Volunteers. CIA Advice provided and strategic CIA completed i.e S44	<ul style="list-style-type: none"> Overview of CIA's maintained by EPCU and NPPU including dip sampling of CIA's for quality assurance purposes, NIAG and IAN Members invited to observe EDL protests, NHC etc. Youth IAG used to help develop production of "Pact" which will form part of BTP's TKAP. NIAG and IAN have assisted with providing suitable officer community placement opportunities, providing inputs to Student Officer training including student officer role play exercises. The Scottish Area recently hosted Eid event at Glasgow Central Mosque Deaf community can contact force through a text and email. Force has carried out analysis recently to monitor Age groups of suspects and victims in relation to serious and violent crime to enable us to target specific age groups and prevent crime The BTP are working with Eurostar, UKBA and French and Belgian Police to develop an educational strategy to deal with foreign nationals bringing knives into the UK from other countries via Eurostar 			
OD5	Identifying factors for vulnerability.	Vulnerable Persons Strategy currently being formulated to pull all relevant SOP's together. NIAG are an integral part of the SOP development.	OD5:01	16.04.10 Strategy. Initial consultation completed at FHQ level. To be distributed for internal and external consultation by Mr Apar	29.06.10 Vulnerable Person Strategy.- The latest draft is sitting with Det Supt Ashley Croft awaiting amendments.	4/10/10 No update	To reach a fully integrating level a process needs to be created where the results of reviews, evaluations and research is shared with partners. This process should allow partners to contribute to identifying lessons learned best practice and recommendations for future activities. This could mean moving beyond consultation to involvement; for example involving partners in producing recommendations for the review of workplace violence.	Baseline Partially Meeting Integrating
		The Missing from Home SOP has been reviewed and rewritten with the emphasis on identifying vulnerable and therefore high risk people and responding in an effective manner	OD5:02	19.04.10 Interim Missing Person SOP was implemented in December 2010 and is in final stages of review. Going to full consultation at the end of April 2010.	29.06.10 Interim Missing Person SOP was implemented in December 2010 and is in final stages of review. A communication Strategy is being produced prior to publication.	04/10/2010 - The missing person SOP (221/10) was published on 3/8/2010. This activity is complete. DS Ian Brennan.		
		Currently work is continuing on an effective Suicide Prevention Policy which identifies those most at risk and geographic locations which are suicide hot spots and developing effective response/intervention tactics	OD5:03	19.04.2010 The SOP consultation process is complete and is being amended as a result of that consultation. The SOP will be published within the next few weeks.	29.06.2010 The Suicide Prevention Policy was published on 15/06/10. This activity is complete.	04/10/10 This activity is complete.		
		FIB problem profiling (in relation to the Suicide Prevention Policy)	OD5:04	19.04.10 FHQ profiling in preparation of the Suicide Prevention Policy is complete. Problem profiling is now done on Areas as part of AIB activity in support of PIER plans and the new SOP.	29.06.10 FHQ profiling in preparation of the Suicide Prevention Policy is complete. Problem profiling is now done on Areas as part of AIB activity in support of PIER plans and the new SOP. This activity is complete.	04/10/10 This activity is complete.		
		Hate Crime SOP revised, re-written and fully implemented. Staff Assaults SOP revised and in consultation stage prior to implementation. Domestic Violence SOP currently being reviewed and revised.	OD5:05	16.04.10 Hate crime SOP completed. DV now called Domestic Abuse has been out to consultation and is being amended in response to the consultation responses. Staff Assault now Called Work Place Violence has been reviewed and about to go to consultation.	29.06.10 Hate crime SOP completed. DV now called Domestic Abuse is with policy unit about to be published. Staff Assault now Called Work Place Violence has been reviewed and about to go to consultation.	SOP 203/09 Tackling workplace violence on the railway is currently being reviewed by DCI Dave Shipperlee. The consultation feedback has been reviewed and possibly incorporated into the policy. A publication date has not been set yet. There has been no movement on the Domestic Abuse SOP		

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		<ul style="list-style-type: none"> Consider signing up to the True Visions Disability Hate Crime Packs. Prevent Strategy Review of Repeat Victims Liaison with the Somali Community TKAP Delivery Plan Community Profiles 	OD5:06 (D-SD01)	<p>NPIA recently secured funding from Home Office to produce a small number of packs that were distributed to all Forces in E&W, as the number of packs each force received was based on population size BTP wasn't included in this initial print run. NPPU have liaised with the current True Visions SPOC and Crime Department to ensure BTP are linked into future pack production.</p> <p>Evidence of consultation with service users in relation to the usefulness of True Vision for reporting Hate Crime.</p>	No Update	<p>ACPO are looking to re-launch the True Visions Third Party Reporting website. However due to funding issues they have yet to confirm an official launch date. The Prevent lead and NPPU Supt has identified a need for Neighbourhood Profiles to be updated and refreshed. A process is now in place across the force to develop this. The Prevent implementation plan has provided to area leads to establish locally. The BTP has developed a strategy within the First Contact Centre (FCC) and Force Control Room (FCR). In the event of a caller reporting a matter which is ASB, Violent or hate related there will be a method to identify whether they are a repeat victim. In relation to TKAP youth engagement the BTP has a delivery plan which outlines a overall strategy to deal with Offenders, Victims and location management.</p>		
OD6	Understanding impacts of disproportionality in policing aspects in the Criminal Justice System.	Ensure that there is a monitoring mechanism in place to recognise any disproportionality in arrests, custody and bailings.	OD6:01	<p>Jul 10 - force custody and case system will be in place; it will allow prompt investigation and analysis of all strands to understand and comprehend the heightened risks of disproportionality within arrest, custody, bailing and disposal</p> <p>It is recommended that a quality of service questionnaire be sent to a representative sample of detainees; resulting information to be relayed to custody managers and staff in order to improve the quality of service provided to detainees.</p> <p>Custody Directorate currently reviews the custody SOP every six months; consultation has included updates on diversity matters including guidance on dealing with transgender detainees. BTP Authority has signed agreements with other Authority's to facilitate the inspection of the force custody suites by independent lay visitors. Lay visitors as part of inspections speak to detainees and report their findings to the custody managers responsible for the custody suite inspected; these are promptly acted upon. The new build of a 20 cell custody suites on London North has included setting up and consulting with a diversity action group to ensure dialogue with representative communities.</p>	<p>29.06.10 From July 2010 it is programmed that the force custody and case system will be in place which will allow the prompt investigation and analysis of all the diversity strands to understand and comprehend the heightened risks of disproportionality within arrest, custody, bailing and disposal</p> <p>It is further recommended that a quality of service questionnaire be sent to a representative sample of detainees including persons within the seven diversity strands which any resulting information being relayed to custody managers and staff in order to improve the quality of service provided to detainees.</p> <p>At present the Custody Directorate reviews the custody SOP on a six month basis and regular consultation has included updates on diversity matters including guidance in dealing with transgender detainees.</p> <p>The BTP Police Authority has signed agreements with other force Police Authority's to facilitate the inspection of the force custody suites by independent lay visitors. Such lay visitors as part of their inspections speak to detainees and report their findings via a written report to the custody managers responsible for the custody suite inspected which are promptly acted upon. The present new build 20 cell custody suite on London North has included the setting up and consultation of a diversity action group to ensure consultation within the wider communitie:</p>	No update required.	To reach partial baseline, the plans outlined relating to the analysis of arrest, custody, bailing and disposal data need to implemented. To reach fully baseline the above data would need to be used to inform action planning/ activities.	Not Meeting Baseline
		Monitor, review and address any disproportionality within the arrests, custody and bailing disposal.	OD6:02	As above in OD6:01	as above			
OD7	Improving services to diverse victims and witnesses.	Victims of Crime Code fully implemented and Victim Managers in place on all Areas	OD7:01	Complete	Complete	Complete		
		Witness Charter SOP written and currently at the consultation stage before implementation	OD7:02	19.04.10The new Sop which amalgamated the Victim Code or practice and Witness Charter called the Victim and Witness SOP has been completed and waiting to go through final policy process of challenge panels etc by Mr Apar.	29.06.10The new Sop which amalgamated the Victim Code or practice and Witness Charter called the Victim and Witness SOP has been completed and waiting to go through final policy process of challenge panels etc by Mr Apar. It is currently being amended as a result of the Policy Risk Assessment and Implementation plan.	7.10.10 The slight ammendments to the SOP include the insertion of a table, which is being undertaken by Jimmy Apar in Liaison with Sgt Jim Miller (currently on 3 weeks leave) The SOP sits with Simon Peel in the Policy Unit. The publication date was set as 24/11/10 but this may slide. DS Ian Brennan	To reach fully baseline, activities need to be undertaken with partners around tailoring the services offered to victims/witnesses. For example using partners to review the roles of Witness Care Units/Victim Managers to ensure they meet the needs of Witnesses/Victims.	Partially Meeting Baseline
		Witness Care Units are in place on all Areas to improve witness care during the judicial process following an offender being charged.	OD7:03	Complete.	Complete.	Complete	OD7:01 & OD7:03 to be removed as completed.	
OD8	Understanding impacts of serious crimes and organised crime on diverse individuals and communities.	CIA assessments to be conducted on major investigations.	OD8:01	19.04.10 CIA are an important part of Major crime enquiries and are conducted during all enquiries which are led by a Senior Investigating Officer (SIO). However this is anecdotal and NCT will be tasked to find a way to collate this data for the future.	29.06.10 Currently looking at a technical solution, possibly by the use of HOLMES functions. This matter is ongoing.	7/10/10 In accordance with section 2.2.15 of the Major Investigation and review SOP: "It is the responsibility of the SIO and the relevant Area Commander to determine the scope of consultation, both internal and external, with regard to Major Incident Community Impact Assessments. It is important that the Force National Independent Advisory Group and local Advisory Groups are involved in the consultation process. It will be the responsibility of the host Area Commander to ensure the CIA is completed. This will be done in consultation with the local BCU Commander and the SIO" When a CIA is completed it automatically becomes unused material subject to the rules of disclosure under CPIA 1996 and 2005. It has to be retained, reviewed and revealed and in order to do so effectively <u>must</u> be processed through the HOLMES system. HOLMES is fully searchable so CIA documents can be retrieved if required. So HOLMES can and should be used for the collation of CIA's. - DS Ian Brennan	To reach a fully baseline level activity OD8:01 (hate crime training) needs to be implemented. Also a review needs to be undertaken of all other BTP training to ensure it includes EDHR information around serious/organised crime.	Partially Meeting Baseline
		The Critical Incident SOP is currently being reviewed to improve the police response to incidents which affect victims, their families and communities.	OD8:02	19.04.10Review complete and SOP is out for consultation.	29.06.10 The Critical Incident SOP was published on 11/06/10	7/10/10 This activity is complete. DS Ian Brennan	To reach a fully integrating level, work needs to be undertaken to tap into existing partnerships and identify community concerns relating to serious/organised crimes and utilise these to inform action planning/activities.	Partially Meeting Integrating
							OD8:02 to be removed as completed.	

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		Investigate benefit of and need for hate crime workshops to be rolled out as a mandatory course throughout BTP	OD8:03	TNA undertaken and decision made about need for mandatory hate crime training - item for new head of L&D when in post Update: Work is currently being reviewed by new Head of L&D, report to be presented in June to Force Learning and Development Board	No Update	No Update		
OD9	Understanding impacts of terrorism and domestic extremism on diverse individuals and communities.	Revised NPT Training courses to be delivered	OD9:01	Existing NP training has been revised to reflect new learning. New courses commenced January 2010. (Stage 1 to be completed by April 2010.) PREVENT workstream and Area SPOCs will deliver this knowledge on Area.	Existing NP training has been revised to reflect new learning. New courses commenced January 2010. PREVENT workstream and Area SPOCs will deliver this knowledge on Area.	<ul style="list-style-type: none"> 80% of NPT staff have undergone the training. Since January over 20 courses have been held and 250 members of staff being trained. To support this training NPT have also received input on Fairway 	To reach a fully integrating level activities need to be undertaken to increase the diversity of partners engaged with in this area, for example utilising community partners to assist in enhancing existing training programmes. NB: BTP is unlikely to reach excellent level on OD9 due to the nature of the community it serves. To be raised with NPIA for a review of this unit in BTP.	Baseline Partially Meeting Integrating
		Prevent workstream to be delivered on all Areas	OD9:02	Prevent awareness is being delivered to all new NPT staff. FHQ Prevent Lead regularly meets with area Leads to support local delivery. SO15 delivery a corporate and consistent Op fairway Briefing. This is on going	Operation Fairway briefings have been delivered through existing NPT training courses. Currently FHQ are piloting in conjunction with the Home Office Prevent awareness training (WRAP) in Scotland and the North West Areas. Feedback and evaluation to be undertaken with a view to Forcewide roll out. A Prevent implementation plan has been developed and is currently being used as a guide by all Area Prevent Spocs. Plan progress is monitored by FHQ. Updates provided through Contest Board.	<ul style="list-style-type: none"> A further rollout of WRAP is planned over the next 6 months with the initial focus being and NPT's 		
OD10	Engaging effectively with children and young people.	Youth Engagement events <ul style="list-style-type: none"> ARC Theatre TKAP Activity ASB Activity Youth Crime Survey City Safe Havens 	OD10:01	L Area Youth Panel regular meets and a new member of NIAG has been recruited to assist with youth issues. DI Bunyan ensures that NPTs are aware of issues and provides advice and guidance. He presented at recent NPT Conference at Regents Park Mosque, London.	Force and Area Crime Reduction Officer reviews Problem Solving Plans which will cover crime committed by young people. Neighbourhood Policing Teams produce a Neighbourhood profile which will outline the community make up. Forthcoming NPIA stock take to identify NPT youth engagement levels. The London Youth Advisory panel sits on a regular basis. This group will be utilised to assist with the FHQ led Tackling Knives and Violence plan for a forthcoming initiative in July. NW Area have a diversionary programme for young ASB offenders where they work in partnership with local schools. As referred in OD1 FIB are exploring crime mapping systems linked to local population. NPPU have organised a programme of muslim youth engagement workshops in conjunction with London Central Mosque.	<ul style="list-style-type: none"> 80 % of NP officers now received NP Training. NPPU providing officers to the Young Visions workshops at Notre Dame RC School London - to help young people decide which career route to take The Youth Independent Advisory Group were commissioned to carry out a passenger crime survey on the railway which has proved informative to assist BTP and the rail industry in protecting young people The BTP are working with the Arc Theatre in the production of a performance named PACT to improve community youth engagement BTP are developing a project to identify suitable Railway Station locations as City Safe Havens where vulnerable young people can go if in immediate danger. This involves work with Citizens for London and Barry Mizen. 	To reach a fully excellent level additional activities need to be undertaken at an organisational level to gain corporate feedback and assess partner confidence levels. For example using existing NPPU survey and quality of service research methods to capture and distribute this information.	Integrating Partially Meeting Excellent
OD11	Targeted activity with children and young people.	CT Table Top Exercises	OD11:01	Area SPOCs and liaison with Home Office PREVENT counterparts will identify any particular locality or area of concern.	It is the role of the Area SPOCs to link in with their Home Office PREVENT counterparts. This will allow Areas to link in to any projects or activities taking place and will assist to identify any particular locality or area of concern. Under the Prevent Implementation Plan this is a key activity of the plan.	<ul style="list-style-type: none"> Review of activity carried out, Youth engagement only small part of overall PREVENT activity which will be discontinued 	To move to an excellent level, activities need to be undertaken at an organisational level in relation to the effect of initiatives on the reduction of children/young people becoming offenders/victims of crime.	Integrating
		<ul style="list-style-type: none"> NPT Training Prevent/TKAP Diversion Activities 	OD11:02	NPT training addresses issues raised.	No Update	<ul style="list-style-type: none"> Scottish Area sent representatives along to Police Youth event. Children from two local primary schools were extended an invite to Scottish Area Eid event. Youth IAG utilised to assist the ARC theatre and BTP produce "Pact" production, Youth IAG members also extended an invite to NIAG meetings. NPPU looking into feasibility of linking in with Kickz and Met Track youth engagement programmes. NPPU have also hosted a conference on our Tackling Knife Action Programme. 5-a-side football tournament for Year 8 pupils across the South Wales region in partnership with Network Rail and Arriva Trains Wales. All participating teams received the No Messin' Network Rail awareness and safety input. PSU equipment demonstration with disaffected children from Rhondda Cynon Taff area. Rail safety awareness talk given during sessions. Following fatality of school girl at Pencoed level crossing 		
		<ul style="list-style-type: none"> Dispersal Order – Doncaster Youth Engagement events ARC Theatre TKAP Activity Purple Flag Scheme PACT – Arc Theatre 	OD11:03		<ul style="list-style-type: none"> International Student Week takes place at the University of Glamorgan in Treforest near Pontypridd during the second week of September. Local agencies, including BTP attend the University on the open days to give advice on the local area, hand out contact cards and answer any questions that the new students may have. NP Teams under took community based training to enhance their engagement with Muslim Youth The BTP have Purple Flag Scheme status at three locations on the railway network to provide high visibility policing to reassure the community and young people. This involves partnership working and dealing with issues affecting the night time economy. Yellow Card Scheme this has been an ongoing BTP led multi-agency project implemented at Knutsford as part of a Restorative Justice Scheme to prevent ASB related offences amongst young people. At Doncaster Station there has been partnership working between the BTP, South Yorkshire Police and Doncaster Council. This has involved diversionary activities to deal with youth ASB and the opening of a skate park at the location. 			