



Report to: Performance Review Group
Agenda item: 5.
Date: 17 January 2013
Subject: EDHR Update
Sponsor: Head of HR
For: Information/Decision

1. PURPOSE OF PAPER

1.1 As a follow up to the October 2012 presentation (and approval) of the Equality, Diversity and Human Rights (EDHR) 2011-12 Annual Report, this report updated the Performance Review Group (PRG) on activity and progress against the strategic EDHR plan, particularly on the strategic themes of Operational Delivery and Organisational Processes .

2. BACKGROUND

- 2.1 BTP is committed to delivering its EDHR Strategy using the framework defined by the NPIA in 2009.
- 2.2 The 2009 framework contained 22 units spread across the three strategic themes of Operational Delivery, People and Culture and Organisational Processes.
- 2.3 BTP, in common with other Forces, has elected 8 units that provide closer alignment to its own Strategic Objectives and Policing Plan priorities.
- 2.4 The attached Appendix A, presents the units against each of the strategic themes and describes the headline activities being undertaken by BTP to deliver to those units.
- 2.5 The appendix presents examples of critical activity; a more comprehensive summary activity will be submitted to the Authority as the Area and Functional Action Groups meet and provide evidence of their work, beginning at the next PRG.
- 2.6 The forum formally known as the Force Diversity Action Group (FDAG) met quarterly to review area plans (as referred to in 2.5 above) and discuss success, best practice and hurdles. The FDAG was disbanded in 2011 as it was seen as an unwieldy approach and adding little value to the governance of EDHR activity; a revised format is currently under development and will be brought to the Authority for approval.



3. OPTIONS

- 3.1 PRG is asked to endorse the objectives and related units and approach which will be published as BTP's Equality Objectives against which progress will be reported quarterly to the Authority beginning in April 2013.

4. DIVERSITY ISSUES

- 4.1 BTP's only statutory obligation is to publish one equality objective. However, the approach presented does provide a comprehensive platform for the monitoring and reporting of all elements. This approach surpasses BTP's statutory obligations for publication and reporting.

5. RECOMMENDATIONS

- 5.1 For PRG to endorse the four objectives and eight related Equality Standard Units detailed in Appendix A for publication.

BTP REPORT TO THE BTPA PERFORMANCE REVIEW GROUP ON EQUALITY DIVERSITY AND HUMAN RIGHTS (EDHR)

Strategic Theme : OPERATIONAL DELIVERY		
Strategic Plan Objective	Equality Standard Unit	Improvement Activity
Objective 1 : Helping to keep the railway transport systems running	Unit 1 : Knowing about individuals and communities to support delivery according to need	<p>Mapping and knowing communities e.g. Close liaison with IAGs and IAG Youth Groups (BTP was praised in the 2012 HMIC Stop & Search report for this).</p> <p>Community Impact Training is being rolled out to equip more bronze controllers to engage with different communities and to help them to understand the tensions that exist</p>
	Unit 10 : Engaging effectively with children and young people	<p>Partnership working e.g. BTP's sponsorship of the ARC Theatre Group on its quadrilogy of plays aimed most recently at disruptive behaviour on the railways (being rolled out in schools).</p> <p>School and community engagement to educate young people and others on the dangers of level crossings</p>
Objective 2 : Helping to make the railways safer and more secure	Unit 5 : Identifying factors for vulnerability	Vulnerability of victims e.g. New 'Buddy' scheme to protect vulnerable people, City Safe Havens – a scheme in partnership with retailers to provide shelters for people who are being threatened (trailing at Victoria and Euston).

Strategic Plan Objective	Equality Standard Unit	Improvement Activity
Objective 2 continued	Unit 9 : Understanding impacts of terrorism and domestic extremism on diverse individuals and communities	<p>Reviewing front line activity in tandem with control rooms to identify vulnerable and repeat victims to initiate support, particularly around disability-related hate crime.</p> <p>Currently preparing a project proposal to develop expertise to address dementia issues.</p> <p>Working with NHS Mental Health Trusts and NIAG to build greater expertise and planning for dealing with suicide.</p> <p>Impacts of diversity on satisfaction levels/community cohesion, the Community Impact training will help to support this.</p>
Objective 4 : Promoting confidence in the use of the railways	<p>Unit 3 : Understanding impacts of diversity on satisfaction levels</p> <p>Unit 8 : Understanding impacts of serious crimes and organised crimes on diverse individuals and communities</p>	<p>Assessing disproportionality (stop and search) engaging IAGs and Youth Boards to gauge feedback.</p> <p>Victim and witness care and services, see initiatives listed against Objectives 1 & 2.</p> <p>Quality of life (anti social behaviour, hate crime), supported by initiatives above</p>

Strategic Theme : **ORGANISATIONAL PROCESSES**

Strategic Plan Objective	Equality Standard Unit	Improvement Activity
<p>Objective 3 : Deliver value for money through continuous improvement</p>	<p>Unit 19 : Identifying and evaluating equality activity across the organisation and its services</p>	<p>Setting Equality Objectives and priorities (as publicised through the Annual Report and the proposed objectives as listed in columns 1 and 2 on the left.</p> <p>Identifying, evaluating and sharing best practice, BTP is a contributing member of national forums for EDHR and members of the Employers Forum for Disability and Stonewall.</p> <p>Equality in procurement – the new pre-qualifying questionnaire for prospective and current suppliers has been in use for 9 months.</p> <p>New and simplified Equality Analysis (the old Equality Impact Assessment) is about to be trialled for launch in Feb 2013 bringing the assessment of risk and application of best practice to all change proposals.</p> <p>Using the Six Sigma approach to the re-engineering of key processes</p>

Strategic Theme : **PEOPLE AND CULTURE**

Strategic Plan Objective	Equality Standard Unit	Improvement Activity
<p>Objective 3 : Deliver value for money through continuous improvement</p>	<p>Unit 14 : Retaining under-represented groups in the workforce</p>	<p>Creativity & Innovation project covering 11 work-streams looking at under-represented groups, their recruitment, development, opportunity and access to benefits.</p> <p>Positive Action groups e.g. assessing barriers to females joining CID (conference planned for end of January 2013)</p> <p>Organisational culture of equality and respect – new ‘Values’ due be launched in 2013 under the Inspire project.</p>

Strategic Plan Objective	Equality Standard Unit	Improvement Activity
Objective 3 continued		Equality employment targets for retention and progression monitored through KPIs