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**Report to:** Performance Review Committee  
**Agenda item:** 4  
**Date:** 16 January 2014  
**Subject:** Equality & Diversity report  
**Sponsor:** Simon Downey – Director of Capability & Resources  
**For:** Information

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**1. PURPOSE OF PAPER**

- 1.1 To provide an update to Performance Review Committee (PRC) on the progress made on the Equality & Diversity portfolio.

**2. BACKGROUND**

- 2.1 The PRC are reminded of the Force's refreshed approach to Equality & Diversity in order to:
- ensure alignment with the BTPA Strategic Plan
  - comply with Statutory Duties (under the Equality Act 2010)
  - outline the Force's commitment to, and visibility of, Equality & Diversity based initiatives throughout the Force.

**3. PERFORMANCE MANAGEMENT**

- 3.1 The annual Equality & Diversity report 2013/14 has been produced and is attached for your information and approval.

- 3.2 The format of the Annual Report is in three main sections which show:

**Part 1 - Overview and Background**

This section includes an Executive Summary, information on the structure of the reporting department(s), an overview of the BTPA Strategic Plan 2013/19 in the context of Equality & Diversity as well as the associated Equality & Diversity Gold Strategy & Objectives for 2014/19 as well as any changes to objectives and the reasons behind this.



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## Part 2 - Activities (page 9)

This section shows activities and achievements over the performance year 2013/14 against the below three themes:

- **Operational Delivery** – we will do more to ensure that we are delivering policing services that are fair, easy to access and clearly responsive to the diverse needs of the people we serve.
- **People & Culture** – we will build a working environment that is representative of the communities we serve and that encourages all staff to progress and develop
- **Organisational Processes** – we will embed Equality & Diversity into all of our policies, processes and performance management

## Part 3 - Diversity Monitoring Report (page 31)

This section gives a breakdown of the employee workforce monitoring and profile data from 2013/14. This section shows BTP's employee and management profile, recruitment retention and progression data, and promotion and leavers profiles, all by protected characteristics. Each has a summarised analysis on the key highlights of the data and any trends or anomalies noted in the data available to us.

3.3 The PRC are invited to provide any comments or questions to the contents of the Annual Report.

## 4. GOVERNANCE

4.1 The Equality & Diversity Gold Group continues to meet on a monthly basis and the Gold Group Strategy remains the same; namely:-

- To oversee the delivery of a transformation of workforce so that the BTP is truly representative of the society and communities that it works in partnership with.
- To ensure that the BTP can demonstrate compliance with its statutory duties under the Equality Act 2010 and in particular the Public Sector Equality duty
- To assess and establish the infrastructure for E&D work within the BTP



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- To provide a clear line of sight between E&D work and the 20:20:10 objectives
  - To embed E&D into business as usual activities

4.2 Operation Fairmont will continue until March 2015 under the leadership of Simon Downey, Director of Capability & Resources. Update, overview and horizon scanning reports are also submitted to the Chief Officer Group on a quarterly basis.

## **5. HATE CRIME STRATEGY**

5.1 A bespoke Hate Crime Strategy has now been prepared in accordance with our aims to reduce crime and improve confidence. Areas of activity include building trust and confidence through engagement, reducing underreporting, reducing occurrences and bringing offenders to justice. CI Jenny Gilmer is leading on this work as B Division representative on the E&D Gold Group and currently also represents the BTP on MetPols Hate Crime Diamond Group.

5.2 BTP already has a Standard Operating Procedure in place to respond to Hate Crimes and incidents; which forms a comprehensive overview and reference guide for all of our police officers, special constables, PCSOs and police staff. However, we do not currently have an outwardly facing Hate Crime Strategy which would make explicit our statement of intent or 'promise' outlining our commitment to responding to Hate Crimes on the network. Having this Strategy will increase the confidence of the public, particularly within those communities who may already be fearful of travelling on the railway network, in continuing to use and feel safe whilst travelling. Therefore, we believe that this is of key importance for BTP in achieving our 10% target to increase passenger confidence, as outlined in our BTPA Strategic Plan 2013/19.

5.3 The Hate Crime Strategy intends to outline the below Strategic Aims, along with some ways that the force will deliver against these.



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#### Prevention, Education and Community Cohesion

- BTP will look at how to react to emerging National and International developments and community tensions which may create Hate Crime issues. BTP will obtain advice from partners in order to do this.
- BTP will analyse crime statistics and intelligence to highlight any patterns of offending (Including Hate Incidents).

#### Increasing the Methods and Levels of Reporting

- BTP will work with partners and agencies to address the under-reporting of Hate Crimes and incidents within each Hate Crime category.
- BTP will ensure Hate Crime incidents are reported and recorded correctly by officers and Control Room or First Contact Centre staff.
- BTP will make best use of Social Media as a tool for promoting confidence in the railway network and identifying alternative ways of reporting Hate Crimes.

#### Supporting Victims and Witnesses

- BTP will review our Victim Support and Witness Care procedures regularly, in association with our partners, and where needed improve victim support for Hate Crime victims.

#### Tackling Hate Crime Incidents and Crimes

- BTP will review current investigation procedures.

The draft Strategy recommends that BTP will deliver against the objectives outlined above by carrying out the below activities:

- BTP will have a Hate Crime Steering Group meeting regularly to ensure that the Strategy is adhered to and on track.
- Smaller working groups will be formed to look at each individual Hate Crime Type and how we achieve the Strategy for each of these. These groups will feedback into the Steering group.
- Measurement for all of the Strategic aims will be sought to ensure BTP have a clear overview of how we are performing.
- BTP recognises that due to the work around increasing reporting of Hate Crime that a short term increase in offences will be seen. This will not deter BTP and



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we recognise that this is needed in order to improve the confidence Hate Crime victims have in BTP.

- BTP will make best use of Social media in order to reach out and engage with Hate Crime victims.
- BTP will adhere to and utilise the Make the Difference “VITAL” Behaviours and strive to make a difference to Hate Crime victims.

5.4 It is anticipated that the Hate Crime Strategy will be presented to Chief Officer Group for consideration and approval before being presented to the BTPA for publication by the end of February 2015.

## **6. INDEPENDENT ADVISORY GROUPS**

6.1 A reminder to the members that BTP currently has six distinct Independent Advisory Groups being based Divisionally or sub-Divisionally (Scotland, Pennines, Wales, Midlands, Western and Pan London). Each has a [BTP] appointed coordinator and receives instruction in response to regional or Divisional requirements, as well as wider calls for consultation from central or Force-level departments.

6.3 Responsibility for the BTP’s IAG’s, including the management and retention of quarterly reports, the creation and maintenance of Terms of Reference and other related policy and process, particularly in response to legislative or other CoP / ACPO recommended changes will be the responsibility of the Equality & Diversity Manager.

6.4 Work to ensure that all 58 of the BTP’s existing active IAG members have received relevant training and are vetted to the appropriate level is now underway. To aid this, BTP will be hosting its first Annual IAG Conference at FHQ on Saturday 21 March 2015 from 10:30hrs to 15:00hrs, as a way of getting all of the IAG members from all Divisions together for the first time so that they can share their experiences and network with each other. The day will involve a number of training opportunities, including at least one “role played” Critical / Major Incident, to allow IAG members to work through an example of what they would be doing if they were called to be part of a Bronze Community.



## **7. FORWARD LOOK**

### **7.1 Key activities for the next quarter include:-**

- Publication of a Hate Crime Strategy
- Launch of the BTP Cadet Scheme, Specials (Employee Supported Volunteering Scheme) and the added integration of Youth members onto Divisional Independent Advisory Groups.
- Creation and publication of a full suite of Equality & Diversity information and resources via a 'diversity repository' within the Force's intranet site.
- Delivery of the Employee Survey and Employee Engagement Group