

Report to: Performance Review Committee
Agenda: 2.1
Date: 20 July 2016
Subject: PRC approach to oversight of Equality
Diversity and Human Rights matters in
2016/17
Sponsor: Chair, Performance Review Committee
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For: Information and discussion

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1. Purpose of paper

- 1.1 To capture the rationale for the Committee's ongoing focus on Equality Diversity and Human Rights (EDHR) matters.
- 1.2 To propose an approach for this area of work for the year ahead and seek views on this proposal.

2. Background

- 2.1 As part of the Authority's on-going programme of scrutiny and challenge, it considers evidence of the Force's compliance with the requirements of the Equality Act 2010.
- 2.2 The Equality Act places various general and specific duties on public bodies in relation to their roles as;
 - Employers
 - Service providers¹
- 2.3 Among these duties are the general duty² to have due regard to the need to;
 - Eliminate unlawful discrimination, harassment and victimization
 - Advance equality of opportunity
 - Foster good relations

¹ Police and other criminal justice agencies are specifically identified as service providers in the EHRC guidance document 'Your rights to equality from the criminal and civil justice systems and national security: Equality Act 2010 Guidance for individuals, Vol 3 of 7' updated June 2015

² Set out at section 149 of the Act

2.4 And specific duties for bodies listed in Schedule 19³ of the Act to;

- Publish equality information at least annually – this must include information about employees and/or people affected by its policies and practices
- By 2012 and then at least every four years - prepare and publish one or more objectives to do any of the things mentioned in the aims of the general duty – these may relate to the body as an employer and/or a service provider

Both must be done in a manner accessible to the public.

3. Current approach

3.1 The Authority takes this area of work into account via two of its committees, and this is reflected in the Terms of Reference and annual work plans of;

- People and Standards Committee – how BTP approaches equality matters and demonstrates that it meets the legal duties placed on it as an employer
- Performance Review Committee – how BTP approaches equality matters and demonstrates that it meets the legal duties placed on it as service provider

3.2 In order to satisfy and show compliance with the specific duties of the Act, BTP produces an annual report on equality and diversity which has largely focused on BTP's activities as an employer; however the report compiled for the 2014/2015 performance year included a substantial update by the force from an operational perspective. Inclusion of the operational element in 2014/15 report was a considerable improvement and a step in the right direction and PRC will want to ensure that this operational focus is maintained in future reports.

3.3 PRC has for a number of years provided the overall lead on equality oversight for the Authority but following the work of Operation Fairmont (the equality 'gold group' established in 2013) and the development of a revised equality strategy for BTP in 2014 this work was streamlined to focus the Committee on elements relating to service delivery.

3.4 During 2015/16 the Committee worked with BTP to identify possible areas of operational focus to be investigated with a view to developing business as usual reporting on those matters and/or including specific issues in the overarching equality strategy. These areas of investigation were agreed and for the remainder of 2015/16 the Committee reviewed data relating to delivery of BTP's services and functions. This data is potentially suitable for both informing future decision making about equality objectives and ultimately for publication.

³ BTP is listed in part 1

4. Focus in 2016/17

4.1 For the year ahead the work of the committee could be focused on the following;

- Business as usual - receiving and reviewing regular analysis of BAU service delivery equality data as part of the quarterly performance report. This will enable the Committee to provide ongoing assurance to the Authority that BTP is itself monitoring how it is meeting its statutory duties and identifying any areas of good practice or areas for improvement
- Change areas - receiving reports on progress with BTP's equality strategy change/objectives – for the year ahead, this could include agreeing what BAU information is available whilst continuing to identify areas where data gaps could be addressed. This work could include developing information which identifies;
 1. Who BTP's victims are
 2. Service satisfaction rates for BTP's victims of crime
 3. Who BTP's offenders are
 4. Who BTP subjects to use of force such as Stop & Search, Taser etc.
 5. How BTP uses police led sanctions
 6. Other people making contact with BTP (i.e. vulnerable people)and how equitably services are provided to them

5. Recommendations

5.1 Members are asked to note and comment on the proposals above.