

TAYSIDE POLICE

RACE EQUALITY SCHEME ANNUAL PROGRESS REPORT 2006



1. INTRODUCTION

- 1.1 Tayside Police published its first Race Equality Scheme (RES) in November 2002. It was fully reviewed in November 2005. A comprehensive action plan was developed to assist delivery of the required statutory duties. Work has been undertaken in a number of areas to actively promote race equality. There is a commitment to publishing an annual progress report to inform staff and the community as to how the Force is performing against its RES Action Plan.

2. CURRENT POSITION

- 2.1 Much positive work has been done since the formal review in November 2005. Improvements are reflected in service delivery and employment. This report provides a summary of the progress made since publication of the revised RES.

2.2 Assessing and Consulting on the Likely Impact on the Promotion of Race Equality

- 2.2.1 Assessment or 'screening' is now fully integrated into the policy development processes and is routinely carried out on all new policies/procedures and those being reviewed. At this stage the proposed policies are interrogated for their implications for or affect on the promotion of not only race equality but equality for all sections of the community. This is considered to be the right approach given the introduction of new statutory duties in relation to disability and gender. Over the past year the Impact assessment template has been amended on a number of occasions as a result of feedback from users. This effort to develop a robust and meaningful impact assessment process will continue over the coming year.
- 2.2.2 In accordance with Force arrangements, policy authors are required to complete impact assessments to ensure that proposals do not affect a particular section of the community in an unfair or disproportionate manner.

Since the review of the Force's Race Equality Scheme in November 2005, the following policies/guidance documents have been assessed for relevance to the race duty:

- Alcohol Policy (Alcohol problems at work)
- Antisocial Behaviour - Closure of premises
- Airwave Alarms
- Awards
- Confidential Human Intelligence Sources
- Community Safety Panels
- Data Input Bureau
- Deportation of Offenders
- Divisional Operating Procedure
- Domestic Abuse
- Firearms Administration
- Health and Safety Policy
- Meeting Rooms
- Passports –(Reporting lost stolen and recovered)
- Protection From Abuse (Scotland) Act 2001
- Sex Offenders
- Service Improvement Plans
- Transfer and Posting of Police Officers
- Tenure Policy
- Wearing of Police Uniform by Police Officers
- Youth Justice

The depth of impact assessment carried out is dependent on the level of relevance allocated to policies at the screening stage. Equality and Diversity issues are recognised at the initial development and review stages and amendments made where necessary to ensure fairness and equality in the implementation of these policies.

2.3 Monitoring for Adverse Impact on the Promotion of Race Equality

- 2.3.1 The Force understands the importance of this specific duty and effort is made to ensure that sufficient resources are allocated to this duty. Monitoring goes beyond the gathering of statistics; it is about what additional information, such as community concerns that also needs to be gathered and put to use when considering remedial and/or positive action initiatives.

- 2.3.2 A Community Consultation/Engagement Form has been developed and is used by Tayside Police officers attending community meetings and consultative forums. Any police related issues and concerns raised by members of the community are recorded and submitted to the Community Analysts in each division. Issues are considered and then relayed to an appropriate officer to respond. This initiative is seen as a useful tool for gathering community information and concerns direct from those affected by Force activities and wherever possible, enabling positive change.

RIMAPs are committed to improving ways of dealing with racist behaviour in a number of different contexts

- 2.3.3 Racist incident/crimes monitoring analysis reports have been submitted on a quarterly basis to the Diversity Development Group and the Force Race Lay Advisory Group. The reports are also discussed in detail at the divisional tasking and Co-ordinating Group meetings and any areas of concern are addressed.
- 2.3.4 Racist Incident Multi Agency Panels (RIMAP) are active in Angus, Dundee and Perth & Kinross and continue to develop effective responses to racial harassment. These partnerships are committed to improving ways of dealing with racist behaviour in a number of different contexts, such as the school environment and housing estates, where the victim does not necessarily want police intervention. Members of the Angus RIMAP are in the process of organising anti racist training to be delivered by the Grampian racial equality Council.

2.4 Publishing the Results of the Assessments, Consultations and Monitoring

- 2.4.1 Since the development of the Force's Race Equality Scheme, regular RES progress reports have been submitted to the Board, Diversity Development Group, Force Race Lay Advisory Group and since May 2006, to the Force Equality and Diversity Lay Advisory Group. These reports provide an overview of how race equality is being actively promoted and integrated into the core business of Tayside Police.
- 2.4.2 The Policy Unit is responsible for publishing the summary results of the impact assessments carried out and is currently in the process of publishing a number of impact assessment reports on the Force website. The reports will also be shared with members of the various Lay Advisory Groups.

2.4.3 A partnership between Tayside Police, Angus Council and voluntary sector organisations has produced a highly useful Welcome Pack for Migrant Workers. The booklet contains important information covering aspects such as housing, health, employment rights, money management, RIMAPs and police services. In addition to English, the document is available in Russian, Polish, Bulgarian and Czech languages. It can be accessed at angusahead.com. A similar approach is under consideration in Dundee.

2.5 Training in Relation to the Duties

2.5.1 All members of staff attended a two-day Diversity Training course during 2001-2004 and since then all new staff have undergone training during their first few months in the force. In order to ensure that knowledge levels are maintained, Phase Two of Diversity Training was launched in 2005. Since then, a number of training sessions have been held on a range of relevant topics, including Disability Discrimination, Gay Police Association, Muslims and Islam etc.

2.5.2 On 7 and 8 June 2006 Policy and Guidance workshops were held at Police Headquarters. Key policy and guidance authors from throughout the force were invited to attend with a view to raising awareness of new practices. Attendees were led through the processes for the creation and review of Policy and Guidance documents including the Equality Impact Assessment that must now be completed for all policies and procedures.

2.5.3 During March 2006 a successful workshop was held for a number of staff in order to further raise awareness of cultural and religious sensitivities relative to Islam and the Muslim communities.

2.5.4 A comprehensive Impact Assessment Guidance has been developed and is available via the Force Intranet.

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2.5.5 The Diversity Adviser has continued to provide, on request, one-to-one training/support to policy authors/reviewers on specific policies and procedures subject to impact assessment. A comprehensive Equality Impact Assessment guidance is in place to assist policy developers.

2.6 Employment Duty

- 2.6.1 The number of minority ethnic staff has increased slowly but steadily during the past five years. In April 2001, there were four minority ethnic police officers, two members of support staff and no Special Constables. In April 2006 there were five minority ethnic police officers, six members of support staff and six Special Constables.
- 2.6.2 Although Tayside Police is not currently taking normal applications for the post of police constable, applications are, however, being accepted for the Accelerated Promotion Scheme for Graduates as this is a nationally agreed programme. Of the ten people who have either applied or noted their intention to apply five are from minority ethnic backgrounds. One has already completed the regular recruitment process and one will shortly undertake her senior officer interview. The other three candidates have all sought advice from the Recruitment Team and appear keen to progress their applications. This situation has exceeded expectations and far exceeds any interest in the Scheme for any previous year.
- 2.6.3 With regard to the current situation for police officer recruitment in general three minority ethnic applicants have completed the process and are awaiting start dates and three other minority ethnic applicants will be attending Senior Officer Interviews within the next two months. Three of these applicants have gained first hand experience of policing, being members of the Special Constabulary.
- 2.6.4 The benefits accruing from the Special Constabulary in respect of recruitment of people from under-represented groups can be further evidenced from the growing interest that has been intimated by friends and family of minority ethnic Special Constables.

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- 2.6.5 The recruitment review report is complete and is out for consultation. Once agreed a timetable of implementation will begin. Stemming from this report a more structured and sophisticated marketing and communications strategy will be implemented to ensure people are more aware of the wide variety of career options that are available. The Race Lay Advisory Group and SEMPERscotland, the support organisation for minority ethnic staff, were consulted during the review to ensure that comments from minority ethnic staff and communities were adequately captured.

- 2.6.6 At a national level the Recruitment Networking Group is becoming a more formalised entity and discussion is taking place to ensure best practice is disseminated throughout the service. Recruitment of under-represented groups is therefore now a standing item for discussion and this should help further improve the number of applications both received and that are successful.
- 2.6.7 The Human Resources team identified and trained a further 17 Assessors from across the Force to assist with the Assessment Day (Day 2) element of the Police Recruitment Process. Previous Assessors were also refreshed as a result of feedback gathered during the recruitment review. Careers Scotland was also in attendance at this training in order to advise future applicants to the process.
- 2.6.8 The Recruitment Team attended a Minority Ethnic Communities Careers Fair in June 2006 in Dundee. The aim of this event was to showcase public sector employers to minority ethnic communities and from a Force perspective to highlight Tayside Police as an “employer of choice”.
- 2.6.9 The Equal Opportunities and Policy Adviser has continued to produce a range of EO Monitoring reports on a regular basis, highlighting areas for action to the Diversity Development Group. The range and quality of reports is being enhanced on an on-going basis as the National Human Resource database develops.

Any comments in relation to this report or to request it in LARGE PRINT or in another language or format please contact:

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Date document prepared 24 October 2006