

TAYSIDE JOINT POLICE BOARD

RACE EQUALITY SCHEME

NOVEMBER 2002

1. TAYSIDE JOINT POLICE BOARD

Tayside Joint Police Board was established by Section 34 of the Local Government etc (Scotland) Act 1994 and the Tayside Combined Police Area Amalgamation Scheme Order 1995. This Order provided for Dundee City Council, Perth and Kinross Council and Angus Council becoming amalgamated for police purposes into the Tayside Joint Police Board. The Board consists of 18 Councillors appointed from the membership of the 3 Councils as follows:-

7 members appointed by Dundee City Council

6 members appointed by Perth and Kinross Council

5 members appointed by Angus Council

Members of the Board are appointed by each of these Councils following each Council election.

The Joint Board shares responsibility for the Tayside Police Force with the Chief Constable who is responsible for police operational matters and with the Secretary of State.

The Board is supported by a Clerk and Treasurer who give administrative support and professional advice. Currently the Clerk and Treasurer are the Director of Law and Administration and Director of Finance respectively of Angus Council. The Board currently meets 4 times a year with meetings rotating annually among Dundee, Forfar and Perth. In addition, business is conducted through a Complaints Sub-Committee, Finance Sub-Committee, Personnel Sub-Committee and Best Value Steering Group.

All meetings, unless specified, are open to the public and papers are available in advance of meetings. Further details about the authority's timetable of meetings can be obtained from Police Headquarters, Bell Street, Dundee or the Clerk to the Police Board (Director of Law and Administration, St James House, St James Road, Forfar, Angus).

2. COMMITMENT TO THE PROMOTION OF RACE EQUALITY

Tayside Joint Police Board is committed to the promotion of race equality and will, in its policy development and service delivery, have due regard to the need to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

Tayside Joint Police Board is also committed to ensuring that Tayside Police complies with their duties under the Race Relations legislation. The Board will accordingly monitor and scrutinise the arrangements that Tayside Police is making to meet these duties. This will be done by the Chief Constable submitting regular progress reports to the Board.

This document is therefore complementary to the Tayside Police Race Equality Scheme 2002/2005.

3. THE LEGAL FRAMEWORK

Section 7(1) of the Race Relations Act 1976 (As amended by the Race Relations (Amendment) Act 2000) places a duty on every public authority listed in the Schedule to the Act, in carrying out its functions, to have due regard to the need:-

- (a) to eliminate unlawful racial discrimination; and
- (b) to promote equality of opportunity and good relations between persons of different racial groups.

In terms of the Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002 public bodies are required to publish a Race Equality Scheme showing how they intend to fulfil their duties under Section 71(1) of the Race Relations Act and the 2002 Order. The Race Equality Scheme is required to state, in particular:-

- (a) those functions and policies or proposed policies which have been assessed as relevant to the performance of the duty imposed by Section 71(1) of the Race Relations Act; and
- (b) the arrangements for:-
 - (i) assessing and consulting on the likely impact of its proposed policies on the promotion of race equality;
 - (ii) monitoring its policies for any adverse impact on the promotion of race equality;
 - (iii) publishing the results of such assessments and consultation as are mentioned in paragraph (i) and of such monitoring as is mentioned in paragraph (ii);
 - (iv) ensuring public access to information and services which it provides; and
 - (v) training staff in connection with the duties imposed by Section 71(1) of the Race Relations Act and the Statutory Duties Order.

4. RELEVANT FUNCTIONS AND POLICIES OF TAYSIDE JOINT POLICE BOARD

The statutory powers, functions and responsibilities of the Police Board are listed in **Appendix A** to this Scheme. As required by the 2002 Order, consideration has been given to an assessment of the relevance of these functions to the duty to promote race equality.

The following functions are those which are considered to be relevant in regard to the duty to promote race equality:-

- ◆ making arrangements to secure best value and participate in community planning
- ◆ setting the budget for the Force
- ◆ keeping themselves informed as to the manner in which complaints made by members of the public against constables are dealt with by the Chief Constable
- ◆ investigating complaints made against senior officers and if necessary appointing an investigating officer
- ◆ appointing the Chief Constable, Deputy Chief Constable and Assistant Chief Constable
- ◆ the delegation of direction and control of civilians to the Chief Constable
- ◆ receiving the Chief Constable's Annual Report on Policing the Force Area

5. ACTION PLAN

With regard to the functions listed above, Tayside Joint Police Board will:-

OBJECTIVE	ACTION	TIMESCALE
Monitor and scrutinise the arrangements being made by Tayside Police to meet its duties in terms of the Race Relations legislation.	Chief Constable to submit monitoring reports.	Every meeting of the Board
Ensure that race equality issues are considered as an integral part of every best value service review.	All Best Value Service Review Reports to be scrutinised by members of the Best Value Steering Group.	November 2002 onwards
Ensure that the Board's commitment to racial equality promotion is reflected in its community planning partnerships.	Chief Constable to report as appropriate.	November 2002 onwards
Ensure that the budget set for the Force is at a level which enables the commitment to the promotion of racial equality to be resourced.	To be considered by the Board at the budget setting meeting.	January 2003 and each year thereafter
Monitor the treatment and welfare of persons in police custody.	Establishment of an Independent Custody Visiting Scheme.	Scheme to be operative from May 2003

OBJECTIVE	ACTION	TIMESCALE
Monitor the number of complaints made by members of ethnic minorities against constables.	To be monitored by the Complaints Sub-Committee.	November 2002 and thereafter
Ensure that complaints made against constables by members of ethnic minorities are properly dealt with.	To be monitored by the Complaints Sub-Committee.	November 2002 and thereafter
Have due regard to the need to eliminate unlawful racial discrimination and to promote race equality in investigating any complaints made against senior officers.	To be considered by the Personnel Sub-Committee.	As required
Implement best recruitment practice in appointing a Chief Constable, Deputy Chief Constable and Assistant Chief Constable.	To be considered by the appropriate Appointments Sub-Committee on advice from the Clerk and Personnel Adviser.	As and when required
Monitor by reference to the racial groups to which they belong the numbers of staff in post and applicants for employment, training and promotion from each such group.	Chief Constable to report to the Board.	Annually

OBJECTIVE	ACTION	TIMESCALE
Monitor by reference to the racial groups to which they belong the numbers of staff from each such group who receive training; benefit or suffer detriment as a result of its performance assessment procedures; are involved in grievance procedures; are the subject of disciplinary procedures; or cease employment with Tayside Police.	Chief Constable to report to the Board.	Annually
Monitor progress on the Force's Race Equality Scheme action plan targets.	Chief Constable to report to the Board.	Annually
Require the Chief Constable to report annually, in his Annual Report on Policing the Force Area, on the Force's arrangements for meeting its general and specific duties as set out in the Tayside Police Race Equality Scheme.	Chief Constable to report to the Board.	Annually

6. CONSULTATION AND ARRANGEMENTS FOR MONITORING POLICIES FOR ADVERSE IMPACT

This Scheme complements the Tayside Police Race Equality Scheme 2002/2005. In terms of that Scheme all Tayside Police policies are subject to a scheduled review. The results of monitoring functions and policies or assessments from the Inspection and Best Value Unit Reviews will be presented to Tayside Police Lay Advisory Group which has a broad membership including representations from black and minority ethnic organisations and communities. This Group will also advise on the expected outcomes of community consultation that may come about as a result of the monitoring and assessment process. Further consultation arrangements will take into account recommendations of the ACPOS Race and Community Relations Standing Committee and Her Majesty's Inspectorate of Constabulary.

7. ARRANGEMENTS FOR PUBLISHING ASSESSMENT, CONSULTATION AND MONITORING REPORTS

A copy of this Scheme and the Tayside Police Race Equality Scheme 2002/2005, together with summaries of assessments and consultation, will be published on the Tayside Police website. All monitoring reports and outcomes of assessments and consultations as reported to the Tayside Joint Police Board will be made publically available as agenda items.

8. ACCESS TO INFORMATION AND SERVICES

Tayside Joint Police Board complies with the Local Government (Access to Information) Act in making available to the press and public copies of all reports, other than those containing exempt information. Information regarding agenda items and copies of reports can be obtained from the Clerk to the Board (Director of Law and Administration, St James House, St James Road, Forfar, Angus).

9. ARRANGEMENTS FOR TRAINING

Arrangements will be made to provide training to members on all aspects of the general and specific duties. In particular the Board will ensure that members of selection panels, the Complaints Sub-Committee and Independent Custody Visitors are aware of and understand how the new duties affect their responsibilities.

10. REVIEW OF SCHEME

The Tayside Joint Police Board will review this Scheme and, in particular, the list of functions which have been assessed as relevant to its performance of the duty imposed by Section 71(1) of the Race Relations Act within a 3 year period and in any event by no later than 30 November 2005. The Action Plan will be kept under review during the period covered by this Scheme, and updated as necessary.

Signed Councillor John Corrigan
 Convener, Tayside Joint Police Board

Date 18 November 2002