

Equality Action Plan 2016-2020

Objective 1 - Governance		
We will improve our processes by ensuring equality and fairness is at the heart of everything we do		
Police and Crime Plan for Derbyshire 2016 - 2021		
General Equality Duty Aims		
<ul style="list-style-type: none"> ▪ Eliminate discrimination, harassment and victimisation ▪ Advance equality of opportunity; and ▪ Foster good relations 		
ACTION	MONITORED	LEAD/OWNER
Review and improve force wide understanding of the Code of Ethics	Confidence & Ethics Board	Head of Corporate Services
Develop a Code of Ethics Scrutiny Panel	Confidence & Ethics Board	Head of Corporate Services
Review, update and market Equality e-learning package	Force Training Commissioning Group	Head of Equality
Development and delivery of "unconscious bias" training	EMCHRS	Head of L&D, EMCHRS
Establish a process for learning from mistakes	Risk Management Board	Deputy Chief Constable
Develop an Equality Collaboration Strategy in regard to regional development, practices and processes	Deputy Chief Constable	Head of Equality
Force wide delivery of EIA workshops to raise awareness of "due regard" under the Public Sector Equality Duty	Head of Equality	Compliance & Inclusion Manager

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Objective 2 – Engagement We will improve our understanding of communities so we can treat everyone individually and according to their needs		
Police and Crime Plan Strategic Priorities 2016 - 2021 <ul style="list-style-type: none"> ▪ Working to provide strong and effective partnership working ▪ Working with young people, as victims or offenders, to understand their needs and prevent them coming involved in criminal activities 		
General Equality Duty Aims <ul style="list-style-type: none"> ▪ Eliminate discrimination, harassment, victimisation ▪ Foster good relations 		
ACTION	MONITORED	LEAD/OWNER
Develop effective engagement activities with communities/partners to enable police to listen to the concerns of diverse communities, demonstrating understanding of the issues that affect them and undertake activities to deal with identified areas.	SNT Inspector (Peartree South) – e.g. Bridge Project, Derbyshire Community Cohesion Team SNT Inspector (Shirebrook North) IAG PLOD Action Plan Staff Networks Action Plan	SNT Inspectors (South) SNT Inspectors North) Compliance & Inclusion Manager PLOD Manager Staff Networks Co-ordinator
Develop an effective Community Engagement Strategy	Confidence & Ethics Board	Head of Communications
Ensure external and internal service provision is accessible and addresses the needs of diverse communities	Confidence & Ethics Board	Head of Communications

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Develop a Deaf Advisory Group	PLOD Action Plan	PLOD Manager
Increase IAG membership from a range of diverse communities	Head of Equality	Compliance & Inclusion Manager

Objective 3 – Vulnerability We will improve protection and support for those most at risk from harm		
Police and Crime Plan Strategic Priorities 2016 -2021 <ul style="list-style-type: none"> ▪ Working to keep the most vulnerable in our communities safe from crime and harm supporting those who unfortunately find themselves a victim of crime ▪ Working to tackle the impact of drugs and alcohol on communities ▪ Supporting those with mental health issues, including those with learning difficulties, who come into contact with the Criminal Justice System, as victim or offender, to get the right support from the right agencies at the right time 		
General Equality Duty Aims <ul style="list-style-type: none"> ▪ Eliminate discriminations, harassment and victimisation ▪ Advance equality of opportunity 		
ACTION	MONITORED	LEAD/OWNER
Monitor the effectiveness of the Core Website for victims	Police and Crime Plan	Head of Commissioning
Ensure external service provision of the Core Website is accessible and addresses the needs of diverse communities	Police and Crime Plan	Head of Commissioning
Develop a Youth Engagement Strategy	Police and Crime Plan	Policy Manager (OPCC)

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Deliver hate crime training to support the recording of "Alternative Sub-Culture" as a monitored hate crime strand	Hate Crime Governance Board	ACC (Operations)
Develop initiatives to become a Dementia and Autism friendly organisation	Confidence & Ethics Board	Head of Corporate Services
Establish a PLOD network to support and engage with the Deaf community in Derbyshire	PLOD Action Plan	PLOD Manager – Equality unit
Increase awareness and reporting of domestic abuse and sexual offences, with a particular focus on asylum seekers & refugees/Deaf & hard of hearing/LGBT communities	Crime Support	Head of Public Protection
Raise awareness of Special Measures	Criminal Justice Action Plan	Head of Criminal Justice
Train a number of enquiry office and civilian detention staff to become Police Link Officers for the Deaf (PLOD) officers over the next four years	Criminal Justice Action Plan	Head of Criminal Justice
Train a number of Autism Champions within the organisation and monitor complaints from those with autism	Complaints Procedure/PSD	Compliance & Inclusion Manager – Equality Unit

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Objective 4 – Transparency We will improve community confidence by being open about how we police		
Police and Crime Plan Strategic Priorities 2016 - 2021 <ul style="list-style-type: none"> ▪ Working with the Constabulary and partners to maximise on opportunities from developments in technology 		
General Equality Duty Aims <ul style="list-style-type: none"> ▪ Eliminate discrimination, harassment and victimisation ▪ Foster good relations 		
ACTION	MONITORED	LEAD/OWNER
Develop a process for the scrutiny of hate crime	Hate Crime Governance Board	ACC (Operations)
Develop a process for the scrutiny of stop search	OPCC Strategic Governance Board	Chief Executive (OPCC)
Improve awareness to officers, PCSOs and special constables on their legal obligations and “unconscious bias” in the use of stop search	Stop Search Steering Group (Action Plan)	ACC (Operations)
Build the trust and confidence of diverse communities in our use of stop search by raising awareness of police powers, particularly in areas of disproportionality	Stop Search Steering Group (action Plan)	ACC (Operations)
Ensure there are appropriate indicators to monitor and address customer satisfaction	Confidence & Ethics Board	Head of Corporate Services
Ensure the completion of equality impact assessments to provide transparency on our decision making processes	Confidence & Ethics Board	Head of Equality

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Objective 5 – Recruitment, Retention Progression We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve		
Police and Crime Plan Strategic Priorities 2016 - 2021 <ul style="list-style-type: none"> ▪ Working with the Constabulary to develop the policing family to be more representative of the diverse communities it serves 		
General Equality Duty Aims <ul style="list-style-type: none"> ▪ Eliminate discrimination, harassment and victimisation ▪ Foster good relations ▪ Advance equality of opportunity 		
ACTION	MONITORED	LEAD/OWNER
Develop a Positive Action Plan, which includes a process for the scrutiny of positive action	HR People Plan	Recruitment Specialist (HR)
Review and implement a professional development and leadership framework	People Plan	Head of HR
Raise awareness and implement preventative measures to reduce absence on the grounds of psychological sickness	Health & Wellbeing Board	Head of HR
Ensure the organisation meets its legal obligations to support officers affected by Limited Duties legislation	Confidence & Ethics Board	Head of HR
Establish a framework for staff networks which includes the development of members, sharing of good practice and problem solving	Head of Equality	Staff Networks Co-ordinator

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Departments to review and introduce development opportunities for officers and staff	Heads of Departments	Heads of Departments
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