

HUMBERSIDE POLICE AUTHORITY RACE EQUALITY SCHEME

INTRODUCTION

1. Consultation and Partnership Committee approved the Police Authority Race Equality Scheme revised action plan and the use of the Humberside Police Race Equality Impact Assessment Framework at its meeting on 7 March 2006. The purpose of this report is to provide Members with an update on the development of the action plan and its associated Race Equality Impact Assessment Framework.

BACKGROUND

2. Since the introduction of the Humberside Police Authority race equality scheme the National Race Equality Programme has been developed for the police service. This was a tripartite response to the CRE formal investigation report which was published in 2005 containing many recommendations. A total of 28 of these recommendations required direct action by police authorities. The Association of Police Authorities (APA) then identified a further six key actions within the programme and suggested that police authorities focus on these priority areas.
3. In the light of these developments it was considered an opportune time for Humberside Police Authority to revisit the original action table of the Humberside Police Authority race equality scheme and incorporate the six APA prioritised actions.
4. The six suggested priority actions from the National Race Equality Programme are:
 - (i) Revise and publish a race equality scheme.
 - (ii) Ensure that the Force is involved with local communities in the design, delivery and evaluation of race and diversity training.
 - (iii) Identify the learning requirements of those with specialist responsibilities concerning the race equality duty.
 - (iv) Carry out race equality impact assessments on all high priority policies.
 - (v) Ensure that the Authority is compliant in relation to employment monitoring.
 - (vi) Ensure that all members of staff and volunteers are aware of their responsibilities with regard to eliminating unlawful racial discrimination, promote racial equality opportunity and promote good race relations.
5. In respect of (iii) above, a small group has been identified as having specialist responsibilities concerning race equality duty. It will consist of the Assistant Chief

Executive, the Consultation & Partnership Manager, the Consultation & Partnership Officer and one Member (to be determined).

6. In respect of priority action (iv) above, (the requirement to carry out a Race Equality Impact Assessment on all high priority policies), It has been determined that this should be the first action that should be addressed and that currently training has been arranged for the group to be equipped with the necessary skills to conduct a Race Equality Impact Assessment.

RECOMMENDATIONS

7. It is recommended that Members:
 - (i) Consider the update contained within this report;
 - (ii) identify a Member to become part of the working group; and
 - (iii) receive further reports on the development of the race equality impact assessment framework

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Background Documents: None