

HUMBERSIDE POLICE AUTHORITY RACE EQUALITY SCHEME – ACTION PLAN

INTRODUCTION

1. The purpose of this report is to present members with an action plan outlining how the Authority will discharge the key functions required by its race Equality Scheme.

INFORMATION

2. Members will recall receiving the Race Equality Scheme for the Authority at the last Consultation and Partnership Committee (minute 131 refers).
3. Attached to this report at Appendix A is Appendix E of the Race Equality Scheme - this Appendix is the draft action table the Authority will be working to for the life of the Race Equality Scheme.
4. The Action Plan is intended to be a live document and will be updated on an annual basis as part of Race Equality Scheme annual reviews and will be placed on the new Police Authority Website. All Annual reviews will be presented to the Committee as required by the Race Relations (Amendment) Act 2000.

RECOMMENDATIONS

5. It is recommended that this Committee:
 - i. Discuss the contents of the Action Plan in relation to the Race Equality Scheme
 - ii. Accept this draft action plan as part of the Race Equality Scheme
 - iii. Agree to receive annual updates of the action plan as part of the annual review of the Race Equality Scheme

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Background Documents: Humberside Police Authority Race Equality Scheme

APPENDIX E – Action Table

Duty/Responsibility	Action Plan/How?	Relevant dates/timescales
Monitor the Force Race Equality Scheme	<ul style="list-style-type: none"> ✓ Police Authority representation on the Humberside Police Race Equality Scheme Project Board while the Force RES was being developed ✓ Receive annual reports on the Force RES at Consultation and Partnership Committee meetings 	<p>Feb, March, April, May 2005</p> <p>Annual</p>
Monitoring how the force complies with its duties relating to procurement and partnership working.	<ul style="list-style-type: none"> ✓ Procurement strategy overhauled as a result of the RES Project Board identifying procurement as a high risk to race equality. ✓ Procurement issues and new strategy will be presented to Police Authority as part of the annual review of the Force RES. 	<p>Feb, March, April, May 2005</p> <p>Annual</p>
Monitor compliance of the Force to collect and publish ethnic monitoring data in relation to recruitment and retention figures.	<ul style="list-style-type: none"> ✓ Force data to be presented to the HPA Personnel Committee, monitored annually 	Included into forward plan for HPA Personnel Committee 2005-06
Monitor compliance of the Force to collect and publish ethnic monitoring data in relation to grievances and Employment Tribunals	<ul style="list-style-type: none"> ✓ Force data to be presented to the HPA Personnel Committee on a six monthly basis 	Commencement January 2006
Make sure the Authority's information and services are available to everyone in the Humberside Police area.	<ul style="list-style-type: none"> ✓ All Police Authority publications to be available in formats other than written English on request. (access to translators previously used for Stops publications, or ICVA translators) ✓ Fully interactive website to be launched in the Autumn ✓ Thematic consultation events to be 	

	held following the pattern of previous consultation event.	
Ethnicity, Age, Gender and Disability monitoring of all HPA staff, Members and voluntary positions to be carried out in the spirit of the Act.	<ul style="list-style-type: none"> ✓ Information to be established, initially for all existing staff, via ethnic monitoring forms sent out to all PAnel/PACDT clerks and Independent Custody Visitors. Final analysis to be included in RES. ✓ Monitoring forms to be analysed following all recruitment of paid, casual and voluntary staff. 	October 2005. Reviewed annually and following recruitment.
Monitor quality of force data collected under Recommendation 61 – Stephen Lawrence Inquiry Report – pertaining to Stop & Search, Stop & Talk	<ul style="list-style-type: none"> ✓ Performance Indicator Audit to be carried out on data collected following Stops as part of Performance Scrutiny Committee 	August 2005, then reviewed six monthly.