

HUMBERSIDE POLICE AUTHORITY RACE EQUALITY SCHEME

INTRODUCTION

1. The Consultation and Partnership Committee approved the Humberside Police Authority Race Equality Scheme 2005-08 and linked appendices on 7 June 2005 (minute 131 refers). The purpose of this report is to provide Members with an update on the implementation and monitoring arrangements in connection with the Scheme, requested at the last meeting on 6 December 2005.

BACKGROUND

2. The purpose of a Race Equality Scheme is to ensure that, as a public body, in carrying out police authority functions and implementing policies we have due regard to the need to:
 - a) eliminate unlawful racial discrimination
 - b) promote equality of opportunity
 - c) promote good race relations

This is commonly referred to as the 'general duty' of the Race Relations (Amendment) Act 2000.

3. The Race Equality Scheme of Humberside Police Authority makes clear the two-fold duty of the Police Authority, namely to meet the general and specific duties of the Race Relations (Amendment) Act 2000 and to ensure that Humberside Police also meets the general and specific duties.
4. The Scheme approved by Humberside Police Authority also included an initial assessment of the Police Authority's functions and policies (Appendix A to the Scheme) which prioritised their relevance to race equality based on a high/medium/low risk assessment. An Action Table (Appendix E to the Scheme) was also produced to help further the aspirations of the general duty across the Police Authority area.

NATIONAL RACE EQUALITY SCHEME FOR THE POLICE SERVICE

5. Since the production of the Humberside Police Authority Race Equality Scheme a national Race Equality Programme has been developed for the police service. This is a tripartite response to the CRE Formal Investigation Report which was published on 8 March 2005 and contains 125 recommendations.

6. The national Race Equality Programme for the Police Service contains 197 recommendations / actions of which 28 require direct action by police authorities. For ease of reference these are contained in **Annex 1**. The Association of Police Authorities (APA) then identified 6 key actions within the programme and suggested that police authorities acknowledge these as priority areas. It is envisaged that those authorities that focus initially on the specified prioritised actions will be in a better position to progress the remainder of the programme. Those police authorities that are compliant with the Race Relations (Amendment) Act 2000 will have satisfied most of these actions.
7. In light of this, and the request at the last meeting it was considered an opportune time to re-visit our original action table. The revised Action Plan is attached as **Annex 2** and incorporates the six APA prioritised actions which are shown below and are also shaded on the revised RES action plan.
8. The six suggested prioritised actions from the national Race Equality Programme for the police service are:
 - i. revise and publish a Race Equality Scheme
 - ii. ensure that the force is involving 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, staff and volunteers are aware of their responsibilities with regard to the general duty.

Item 8(i) above has been progressed and this was approved by the Committee on 7 June 2005. Many of the others however need to be progressed and the revised action plan and race equality impact assessment framework should help achieve this.

RACE EQUALITY IMPACT ASSESSMENT (REIA) FRAMEWORK

9. Paragraph 8(iv) above refers to the need to carry out Race Equality Impact Assessments on all high priority functions / policies. Attached as **Annex 3** (which will be incorporated as Appendix G to Humberside Police Authority's Race Equality Scheme 2005-08) is a framework to guide our Race Equality Impact Assessment process. This can be extended to become an Equality Impact Assessment or perhaps a Diversity Impact Assessment. The primary reason for this is to be prepared for proposed new duties in the field of disability and gender equality. It is commonly recognised that there are six diversity 'strands' that public authorities need to be aware of. These are race, gender, disability, age, sexual orientation and religious beliefs. This framework and guidance accords with that recommended by ACPO and largely follows the CRE guidance.
10. Stage 1 of the REIA framework suggests the establishment of a REIA team. It will be the responsibility of this team to conduct race equality impact assessments. It will be necessary to arrange appropriate training for members of the police

authority and secretariat officers who are likely to be involved in the development of these REIAs. This is bullet mentioned as bullet point iii in paragraph 8 above.

HMIC INSPECTIONS

11. Between January and March 2006 HMIC will be carrying out a programme of focussed inspections into Race Equality Schemes. Six forces have been selected, representing a range of policing environments and communities (Dyfed Powys, Derbyshire, Hertfordshire, South Yorkshire, Sussex and West Yorkshire).
12. These assessments will help to identify the general picture of the quality of race equality schemes and the impact on policing services. The inspection is intended to identify good practice which will be drawn together and made available to other forces by early June 2006. This will help all forces demonstrate compliance with all general and specific duties under the Race Relations (Amendment) Act 2000.

STATUTORY CODE OF PRACTICE ON RACIAL EQUALITY IN EMPLOYMENT

13. With effect from 6 April 2006 it is proposed that a statutory code of practice on racial equality in employment will replace the code of practice for elimination of racial discrimination and the promotion of equality opportunity in employment that was issued by the Commission for Racial Equality (CRE) in 1984.
14. The Code of Practice is basically a set of recommendations and guidance on how to avoid unlawful racial discrimination and harassment in employment. It outlines employers legal obligation under the Race Relations Act 1976 and contains general advice on the policies needed to safeguard against discrimination and harassment and help ensure fair and equal treatment to everyone. The code applies to all employers in England, Scotland and Wales and is available on the CRE website at www.cre.gov.uk.
15. Enclosed within the Equality Bill, currently progressing through parliament is a proposal to replace the Commission for Racial Equality (CRE), the Equal Opportunities Commission and the Disability Rights Commission with the Commission for Equalities and Human Rights (CEHR). The CEHR will also have responsibility for tackling discrimination in areas of age, religion and sexual orientation.

CONCLUSION

16. The revised RES action plan, coupled with the duty on the Police Authority to ensure Humberside Police are compliant with the general and specific duties represents a significant challenge for the Police Authority. The revised action plan should adequately reflect the outcomes we want to achieve over the lifetime of the RES and represent the best means of achieving these outcomes. There is little doubt that the CRE expects to see a much more focused approach to the delivery of the race equality duty and this should be clearly reflected in our scheme and action plan.

17. Since the relative inactivity of most police authorities and forces in relation to implementing their Race Equality Scheme 2002-05 it can be assumed that the CRE are more interested in what the Race Equality Scheme delivers in practice rather than what it says on paper. The delivery of the action plan should impact in a positive way on the lives of all the diverse communities we serve.

RECOMMENDATIONS

18. It is recommended that the Committee:
- i. Discuss and consider the contents of this report.
 - ii. Approve the Humberside Police Authority revised Action Plan incorporating the six key actions and that this is appended to the RES itself.
 - iii. Approve the use of the Humberside Police Authority Race Equality Impact Assessment Framework.
 - iv. Assume ownership of the Humberside Police Authority Race Equality Scheme to ensure that the contents of the Action Plan are implemented and the authority fulfils its race equality duties.

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Background Documents: Humberside Police Authority Race Equality Scheme 2005-08;
National Race Equality Programme for the Police Service recommendations (Annex 1);
HPA revised Race Equality Scheme Action Plan (Annex 2);
Race Equality Impact Assessment Framework (Annex 3)