



HUMBERSIDE
POLICE AUTHORITY

RACE EQUALITY SCHEME

2005 - 2008

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INTRODUCTION

1. This document sets out the Humberside Police Authority Race Equality Scheme.
2. The Race Relations Act 1976 (as amended by the Race Relations Amendment Act 2000) places a general duty on specified public authorities to promote race equality. This general duty means the Police Authority must have due regard to:
 - The need to eliminate unlawful race discrimination;
 - The need to promote equality of opportunity; and
 - The need to promote good race relations between people of different racial groups.
3. In order to comply with this general duty, the Police Authority has a specific duty to:
 - Prepare and publish a Race Equality Scheme; and
 - Monitor the Authority's employment procedures.
4. As part of its overall responsibility to secure an efficient and effective police service, the Authority also monitors the way in which Humberside Police has implemented its own Race Equality Scheme. This includes monitoring how the force complies with its duties relating to procurement and partnership working and how it reflects these activities in its Race Equality Scheme. The Police Authority also monitors complaints against the Force, including those relating to race equality issues, and monitors PACE stops and racial incidents.
5. This Race Equality Scheme sets out the arrangements we operate to fulfil these duties and responsibilities but we also recognise that the general duty is a continuing duty and that what we need to do to meet that duty will change over time as our functions or policies change or as the community we serves changes. We will, therefore, review this scheme on an annual basis and any resulting changes will be incorporated in to the scheme as we publish it.
6. Reviews of the Authority's functions, policies and proposed policies will be undertaken every three years in accordance with article 2(3) of the Race Relations Act 1976, as part of production of the Race Equality Scheme for the next three year period.
7. The Police Authority comprises of 17 Members (9 locally elected councillors, 3 magistrates and 5 independent members). Decisions are made at meetings of the whole Authority or at smaller sub-committees under delegated powers, the full Committee structure is shown at Appendix B. All meetings of the Authority are held in public and all papers are accessible to members of the public, except where the subject matter calls for confidentiality or is exempt under local government legislation.

ASSESSING THE FUNCTIONS AND PRIORITIES OF THE POLICE AUTHORITY

8. In order to meet the general duty, the Police Authority has considered and prioritised its full range of functions and policies in order to assess their relevance to, and impact on, race equality.
9. In the context of the Race Relations (Amendment) Act, functions mean the full range of Humberside Police Authority powers. The term policy in this context has a wide meaning, as well as strategies and policies, it includes formal and informal decisions made by the Authority in carrying out its duties and the principles or criteria we develop to help us carry out the Authority's functions, roles and duties.
10. The Authority's initial assessment of whether a given function or policy is relevant to race equality and the extent of the relevance was undertaken by Humberside Police Race Equality Scheme Project Board. The current list of functions and policies, along with their low, medium or high risk assessment rating is included at Appendix A.
11. Our arrangements provide for further re-assessments of the Authority's functions and policies to be undertaken every three years.
12. Our process of prioritising functions and policies according to their relevance to race equality are designed to address the following questions:
 - Are different racial groups affected by the function or policy and if so does it put certain racial groups at a disadvantage?
 - Does the function or policy, or the way it is carried out, have a negative on race equality or on relations between different racial groups?
 - Is there a public concern (especially amongst minority communities) that a particular function or policy will cause discrimination or damage good race relations?

ACTION PLANS

13. Where a function or policy is perceived to show evidence of unlawful racial discrimination or unjustifiable adverse impact, the Consultation and Partnership Committee will formulate an action plan which sets out how the policy should be monitored, amended or carried out in order to meet all parts of the general duty. In the consideration of such action plans, measure to be considered will include:
 - How can the policy be altered to remove the discriminatory or adverse impact?
 - How can the differing needs of particular racial groups be met by the policy?
 - How will future monitoring of the policy be carried out?
 - What targets and performance measures need to be out in place for the purposes of reviewing the effectiveness of the agreed action plan?

14. To support the Committee's consideration of such measures, further consultation with relevant individuals and groups will be undertaken if appropriate and, where necessary, further research or data collection may be arranged.
15. The resulting action plan will set out key tasks and responsibilities as well as target dates that will then be subject to annual review by the Consultation and Partnership Committee. Action plans and the results of annual reviews will be presented to the full Police Authority.

THE LIKELY IMPACT OF PROPOSED POLICIES

16. We are also required to undertake assessments of the likely impact of all proposed policies on the promotion of race equality. This also includes proposed changes to existing policies resulting from the ongoing monitoring of our policies. We define such policies as containing principles or criteria that we develop to help us carry out the Police Authority's functions, role and duties, and a race equality assessment is a way of systematically and thoroughly assessing, and consulting on, the effects that a proposed policy is likely to have on people depending on their racial group.
17. Our arrangements are designed to ensure that new or revised policies will only come into operation following a structured process of assessment and approval. All policies should include a race impact assessment at the time they are presented to the Police Authority for consideration and the impact assessment will include consideration of the likely impact of the proposed policy on each racial group affected, including, where appropriate, asylum seekers, refugees, gypsies and travellers. The result of impact assessments on proposed policies will be presented to the Consultation and Partnership Committee.
18. To support these impact assessments the Authority will refer to sources of data and information that are already available, for example, public opinion, surveys, census data, etc. In certain circumstances the Authority could undertake or commission additional research or data collection if it considers this necessary, via its community consultation programme.

CONSIDERATIONS TO BE INCLUDED IN IMPACT ASSESSMENTS

19. Each individual impact assessment will need to be adapted to each specific proposed policy but the assessment will include, as a minimum, consideration of the following:
 - Whether and how each of the three parts of the general duty applies?
 - Who will be affected by the proposed policy?
 - Are different racial groups likely to be affected by the proposed policy and if so will it put certain racial groups at a disadvantage?
 - Is the proposed policy or the way the policy will be carried out likely to have a negative impact on race equality or on relations between different racial groups?

- Is there a public concern (especially among minority communities) that the proposed policy will cause discrimination or damage good race relations?

MEASURES TO BE CONSIDERED IN THE EVENT OF ADVERSE IMPACT

20. If the process of impact assessment shows evidence of unlawful racial discrimination or unjustifiable adverse impact, the Consultation and Partnership Committee will consider how the proposed policy should be monitored, amended or carried out in order to meet all parts of the general duty. Measures to be considered include:

- How can the proposed policy be altered to remove the discriminatory or adverse impact?
- How can the differing needs of particular racial groups be met by the proposed policy?
- How will future monitoring of the proposed policy be carried out?

HOW WE ARRANGE THE ONGOING MONITORING OF OUR POLICIES

21. All policies that have been assessed as relevant to the general duty to promote race equality are subject to ongoing monitoring for any adverse impact on race equality and this is achieved through annual reviews of all relevant policies. These reviews will be carried out by the Consultation and Partnership committee as part of the Race Equality Scheme annual review.

22. These arrangements are intended to ensure that all relevant policies, once adopted and in operation, are subject to continuous monitoring to make sure that they work as intended for everyone, regardless of their racial group.

23. Reviews carried out by the Consultation and Partnership Committee will take into account the monitoring regime identified when the policy was proposed which is likely to - include as a minimum – complaints, comments and suggestion received from racial groups and any other evidence obtained of adverse impact. This will include consideration of any factors that have been identified that relate to difficulties of accessibility.

24. If a likely adverse impact on a particular racial group or a likely adverse impact generally on race equality, is identified in the course of an annual review, the impact assessment arrangements detailed earlier will be applied.

PUBLISHING THE RESULTS OF ASSESSMENT, CONSULTATION AND MONITORING

25. Reports to and by the Consultation and Partnership Committee on assessment, consultation and monitoring will be published on the Authority's website and supplied to any member of the public requesting a copy. This will include publication of agreed action plans and action plan reviews as well as the Race Equality Scheme Annual Report that is described below.

26. At the end of each twelve-month period the Consultation and Partnership Committee is responsible for approving the Race Equality Scheme Annual

Report that identifies activities undertaken and progress made in respect of this scheme. Specifically, each Race Equality Scheme Annual Report will include a summary of the assessment, consultation and monitoring reports as well as a summary of any agreed Action Plans and Action Plan reviews. This will also include a summary of ethnic monitoring data against the Authority's employment duties insofar as it relates to the Police Authority staff. We will publish ethnic monitoring data relating to the Police Authority members, independent custody visitors, members of misconduct panels and relating to any chief officer selection process that may have been undertaken that year.

27. In the case of any thematic consultations, the report will detail why each consultation took place, how it was carried out and who was consulted, an assessment of the options and details of the decision made by the Police Authority following the consultation. We recognise that the general duty is a continuing one and that what we need to do to meet that duty will change over time as our functions or policies change or as our community changes. We therefore review the operation of this Scheme on an annual basis and any resulting changes to the Race Equality Scheme itself will also be included in the annual report.
28. The Annual report will be presented to the full Police Authority. In order to ensure that the Annual report is circulated and available widely, the report will be published on the Authority's website and forwarded to community and interest groups. We will also provide a copy to any member of the public who requests it.
29. The Police Authority is responsible for holding the Force to account for its own progress on race equality and for the effective operation of its own race equality scheme. This includes reviewing the activities of the Force and employment of its staff in key areas such as ethnic monitoring, complaints against the Force, stop and search and the reporting of racial incidents. These responsibilities are set out later in this Scheme, including details of how, and at what frequency, relevant reports are considered by the Authority.

ENSURING PUBLIC ACCESS

30. The Authority recognises that some sections of the community are not always able to enjoy equal access to the information and services we provide. Members of ethnic minority groups who do not understand or who are not fluent in English may have particular difficulty in addressing or understanding information that is only provided in English.
31. Information about the Police Authority including its roles, structure, policies and publications is available on our website and will also be supplied to any member of the public on request. We are currently reviewing our website and accessibility to information about our functions, service and activities will be a key consideration in this review.
32. The Authority does not translate its information, policies and publications into different languages or alternative formats as a matter of course. However, as a general principle, the Authority would wish to make its information and

services available to everyone and will deal with all specific requests as far as it is reasonably able to do so.

33. The Force and The Police Authority have a joint consultation strategy. This should provide an opportunity to consider how public access to our services and information can be improved and how our consultation arrangements may be strengthened to better engage with the diverse community we serve.
34. We realise that consultation is a two way process and we will publish the results of all consultation via the Consultation and Partnership Committee.

SPECIFIC DUTIES IN RELATION TO EMPLOYMENT

35. The Authority appreciates the importance of ethnic monitoring as a tool for measuring our progress in achieving equality of opportunity in employment.
36. The Police Authority operates arrangements to monitor the ethnicity of its employees by reference to the numbers of employees and applicants for employment, training and promotion. Our Race Equality Scheme Annual Report will also include a summary of ethnic monitoring data against the Authority's employment duties insofar as it relates to Police Authority staff and this report will also be published on our website.
37. Owing to the small number of staff directly employed by the Police Authority we are not subject to the rest of the Race Relations Amendment Act requirements on employment. However, monitoring of ethnicity, gender, age and disability will take place in the spirit of the Act. This will include the ethnicity, gender, age and disability of its members, independent custody visitors and members of misconduct panels. These figures will be published in our Race Equality Scheme Annual Report though, given the very small numbers of staff and members involved, the statistics will be reviewed beforehand to minimise the risk of personal identification.

HOW WE MONITOR THE FORCE

38. The Police Authority is responsible for monitoring the Force progress with its own Race Equality Scheme. The Authority regularly monitors the Force to assess their Race Equality Scheme to determine whether it meets the general and specific duties of the Act and is compatible with the Authority's own Race Equality Scheme. The Authority also ensures that effective processes are in place for the Chief Constable to report on a regular basis to the Authority as to how the Force is complying with the Act and consider appropriate monitoring information regarding the activities of the Force and the employment of staff. This includes how the Force has taken the general and specific duties into account when contracting our particular functions or services.
39. Full reports on the operation of the Force's Scheme are reviewed by the Police Authority on an annual basis and address such issues as:
 - Has the Force properly assessed, prioritised and consulted on the full range of its functions and policies?

- For 'high risk' functions, has the Force agreed action plans setting out how such functions should be monitored, amended or carried out to meet all parts of the general duty?
 - Has the Force properly assessed and consulted on the likely impact of proposed policies on the promotion of race equality?
 - Does the Force operate effective ongoing arrangements to monitor its policies for adverse effects on race equality?
 - Does the Force operate effective arrangements to publish the results of assessments, consultation and monitoring?
 - Does the Force operate effective arrangements to ensure public access to the Force's information and services?
 - Does the Force provide appropriate training and information to ensure that all officers, staff, volunteers, etc. are aware of their responsibilities under the Act and have the necessary skills to carry them out?
40. The work of the Police Authority to monitor and review the Force's Race Equality Scheme compliments and supports assessments which are undertaken by the bodies responsible for inspection and audit of the Force, including the Audit Commission, and HMIC. In the case of HMIC and examination of Race Equality Schemes will form part of baseline assessments.
41. The Authority acknowledges that ethnic monitoring is important for assessing the effectiveness of the Force's equal opportunity policies and for measuring progress in removing barriers to equality of opportunity. It can also guide initiatives that could lead to a more representative workforce.
42. The Authority operates arrangements to satisfy itself that the Force is complying with its duty to collect and publish ethnic monitoring data. This includes being satisfied that the Force's information systems are able to provide the necessary information about different racial groups to show what progress the Force is making on race equality. Where significant differences between ethnic groups are identified these should be flagged up for further investigation. The Authority also needs to be satisfied that the Force operates effective arrangements to confirm that external contractors working on behalf of the Force are collecting necessary ethnic monitoring data about their own staff.
43. In order to measure the Force's progress in achieving a representative workforce and equality of opportunity, reports detailing the Force's monitoring data will be reviewed at the Authority's Personnel Committee.
44. We recognise that it is important that both the Force and the Authority should have in place disciplinary and grievance procedures which are transparent, open and fair to all staff in order to engender trust and confidence of officers in the system. This lack of trust may impact on the willingness of staff to use the procedures and we acknowledge that we have a responsibility to ensure the Force's procedures are of the highest standard.
45. Grievance and Employment Tribunal cases provide a significant insight in to the health of an organisation and police authorities need to hold forces to

account for how they deal with such cases through regular strategic analysis and scrutiny. In support of these arrangements, the Force will provide update reports to the Police Authority Personnel Committee.

COMPLIANCE OF PROCUREMENT PROCESSES

46. The Force and Authority remain responsible for meeting the general duty in respect of functions that are carried out on their behalf by external suppliers. This includes the procurement of all goods, works and services from external suppliers. It follows that race equality considerations need to be built into procurement processes so that all functions meet the requirements of the race Relations Act regardless of who is carrying them out.
47. The Police Authority has worked closely with the Force, as part of the Race Equality Project Board, to ensure that the Force's Procurement Strategy is further developed to encompass these responsibilities. The Authority will also monitor how, within the policy and legal framework for public procurement, the Force takes account of the duty to promote race equality in their procurement policies and practices and, so far as individual contracts are concerned, at each stage of the procurement process.

MONITORING COMPLAINTS AGAINST THE FORCE

48. Complaints against officers and police staff (including any that relate to race equality issues) are dealt with in accordance with the Police Reform Act 2002. In very serious cases (e.g. death, serious injury or serious assault) a case must be referred to the Independent Police Complaints Commission (IPCC).
49. Complaints relating to Chief Officers are dealt with by the Police Authority. Those relating to other officers and staff are dealt with by the Chief Constable but are subject to monitoring through the Authority's Personnel Committee.

MONITORING RECOMMENDATION 61

50. The implementation of recommendation 61 of the Stephen Lawrence Inquiry Report requires the Force to put in place arrangements for recording all encounters with the public as well as all PACE stop and searches by the 1 April 2005. This should include:
- An effective recording and monitoring system for stops
 - All officers and supervisors to be adequately trained as to their responsibilities
 - Data held from the recording of stops to be compliant with relevant legislation
 - A strategy for the use of stops that reflects the needs of the community and is subject to regular review.
51. The Police Authority is required to have in place effective arrangements to oversee and support the implementation process and is responsible for:

- Approving the Force's policy on stops, and stop and searches, including the content of the stops for or IT design.
- Checking that the Force has made appropriate arrangements for all officers to receive training on the recording of stops
- Raising awareness amongst local people about the recording of stops and their entitlement to an immediate record (Recommendation 63)
- Engaging in a dialogue with local people about the police use of stops and the impact of recording stops on relationships with the police.
- Assessing the impact of recording stops on trust and confidence in the police particularly amongst minority ethnic communities and younger people.

52. The Police Authority does have representation on the Force's Recording of Stops Project Board and on the working group implementing the changes.

INDEPENDENT CUSTODY VISITING SCHEME

53. The authority maintains an Independent Custody Visiting Scheme using volunteers to make random unannounced visits to designated custody suites. They are totally independent of the force and perform an important role in monitoring the welfare and conditions of people held in police custody.

54. This scheme is designed to secure public confidence in the way people are treated once they have been taken into custody; there is also an element of protection for the custody staff and Force as a whole.

Humberside Police Authority Race Equality Scheme

FEEDBACK, INFORMATION OR COMPLAINTS

Humberside Police Authority would like to know if you have any complaints or comments about this Race Equality Scheme, we can be contacted via our website which can be found at www.humberside-pa.org or by calling the secretariat office on 01482 334879

If any complaints are received by the Police Authority relating to race equality issues or this Scheme they will be investigated thoroughly by the Chief Executive to the Police Authority via the Consultation and Partnership Committee and the complainant will be informed of the outcome.

APPENDIX A

Summary of Police Authority Statutory Duties/Responsibilities

Police Authorities key functions are:

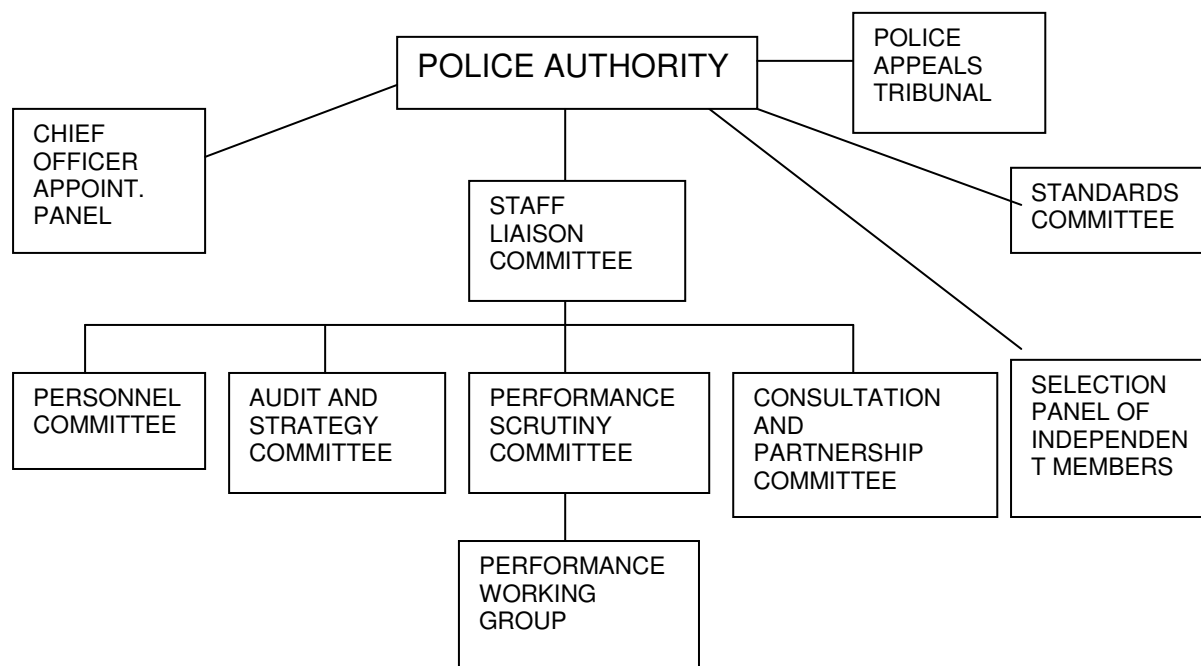
- To secure an efficient and effective police service
- To secure best Value
- To make arrangements for obtaining
 - the views of local people about the policing of their area
 - to co-operation of local people in preventing crime

Prioritised list of functions and policies of Humberside Police Authority assessed as to their relevance to race equality

No.	Function or Policy	Risk Status
1	To determine the local priorities for policing – after consulting local people and the Chief Constable	High
2	To publish an annual policing plan including Ministerial Priorities, local policing objectives and any performance targets set by the Authority and including the Best Value Performance Plan (BVPP)	High
3	To report back to local communities at the end of the year on the extent to which the policing BVPP has been met	High
4	To appoint and dismiss the Chief Constable, subject to approval of the Secretary of State	Medium
5	Appoint and dismiss Deputy and Assistant Chief Constable	Medium
6	To hold the police fund and maintain accounts	Low
7	Agree the police budget and set the precept	Low
8	Nominate one or more members of the authority to answer questions on the discharge of the authority's functions at a meeting of a relevant council when given reasonable notice by the council	Low
9	To collaborate with other police authorities to jointly provide equipment, premises, or other material or facilities, where appropriate.	Low
10	To decide the charges for the provision of special police services	Low
11	To provide advice and assistance to an international organisation, institute or a police body outside the UK, includes the secondment of officers, subject to the consent of the Home Secretary. The authority can charge for such advice/assistance.	Medium
12	To comply with any direction given by the Secretary of State on performance targets for Ministerial priorities.	Medium
13	To comply with any Codes of Practice issued by the Secretary of State relating to the discharge of police authority functions	Low
14	To comply with any direction made by the Secretary of State following an adverse report by HMIC	Low
15	To comply with any direction of the Secretary of State as to the budget requirement	Low
16	To comment on any HMIC report on the force and any comments made by the Chief Officer about the report and to publish these comments	Low
17	To investigate complaints about the conduct of ACPO officers or where appropriate refer complaints to the PCA	Medium
18	To keep itself informed of the workings of the complaints and discipline procedures	High
19	To have regard to any guidance issued by the Home Secretary on	Medium

	complaints or disciplinary matters	
20	To pay out of the police fund any damages or costs awarded against the police in respect of torts or in relation to the settlement of a claim	Low
21	To receive grants from any local council that falls wholly or partly within the authority area either unconditionally or, subject to conditions agreed with the Chief Officer of Police	Low
22	To accept gifts of money or gifts or loans of other property, including commercial sponsorship of any activity of the authority or force on such terms as appears to it to be appropriate	Medium
23	To conduct Best Value reviews of its functions in accordance with any order made by the Secretary of State	High
24	To publish any audit report on its Best Value Performance Plan	Low
25	To co-operate with the 'responsible authorities' in formulating and implementing crime and disorder audits and strategies for each district/unitary authority in its area	High
26	To exercise its function with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area	High
27	To comply with the Freedom of Information Act 2002	Low
28	Have due regard to the need to eliminate unlawful racial discrimination, and promote equality of opportunity and good relations between persons of different racial groups	High
29	To maintain an effective Independent Custody Visiting Scheme	Medium

APPENDIX B



COMMITTEES AND RESPONSIBILITIES

Personnel Committee has oversight of any Chief officer Appointments and is responsible for dealing with complaints against Chief Officers, appeals from support staff, secretariat staffing issues and the appeals sub-committee.

Audit and Strategy Committee deals with all audit issues, resources, strategy development, Independent Custody Visitors, complaints monitoring and the Estates Strategy.

Performance Scrutiny Committee is responsible for Best Value Reviews and performance reviews, includes oversight of the Performance Working Group.

Consultation and Partnership Committee is responsible for all consultation under s.96 of the Police Act 96, diversity issues including race equality and the gender agenda, CDRPs and partner agencies, and external relations.

APPENDIX C

POLICE AUTHORITY MEMBERS 2005 and SECRETARIAT STAFFING STRUCTURE

ELECTED REPRESENTATIVES (Appointed by Joint Committee of Constituent Authorities)

East Riding of Yorkshire Council	Councillor David Rudd (Conservative) Councillor Graham Stroud (Conservative) Councillor Bob Tress (Liberal Democrat)
Kingston upon Hull City Council	Councillor Steven Brady (Labour) Councillor John Black (Labour) Councillor Yvonne Uzzell (Liberal Democrat)
North Lincolnshire Council	Councillor Glen Phillips (Labour) Councillor Don Stewart (Conservative)
North East Lincolnshire Council	Councillor Andrew De Freitas (Liberal Democrat)

MAGISTRATE MEMBERS

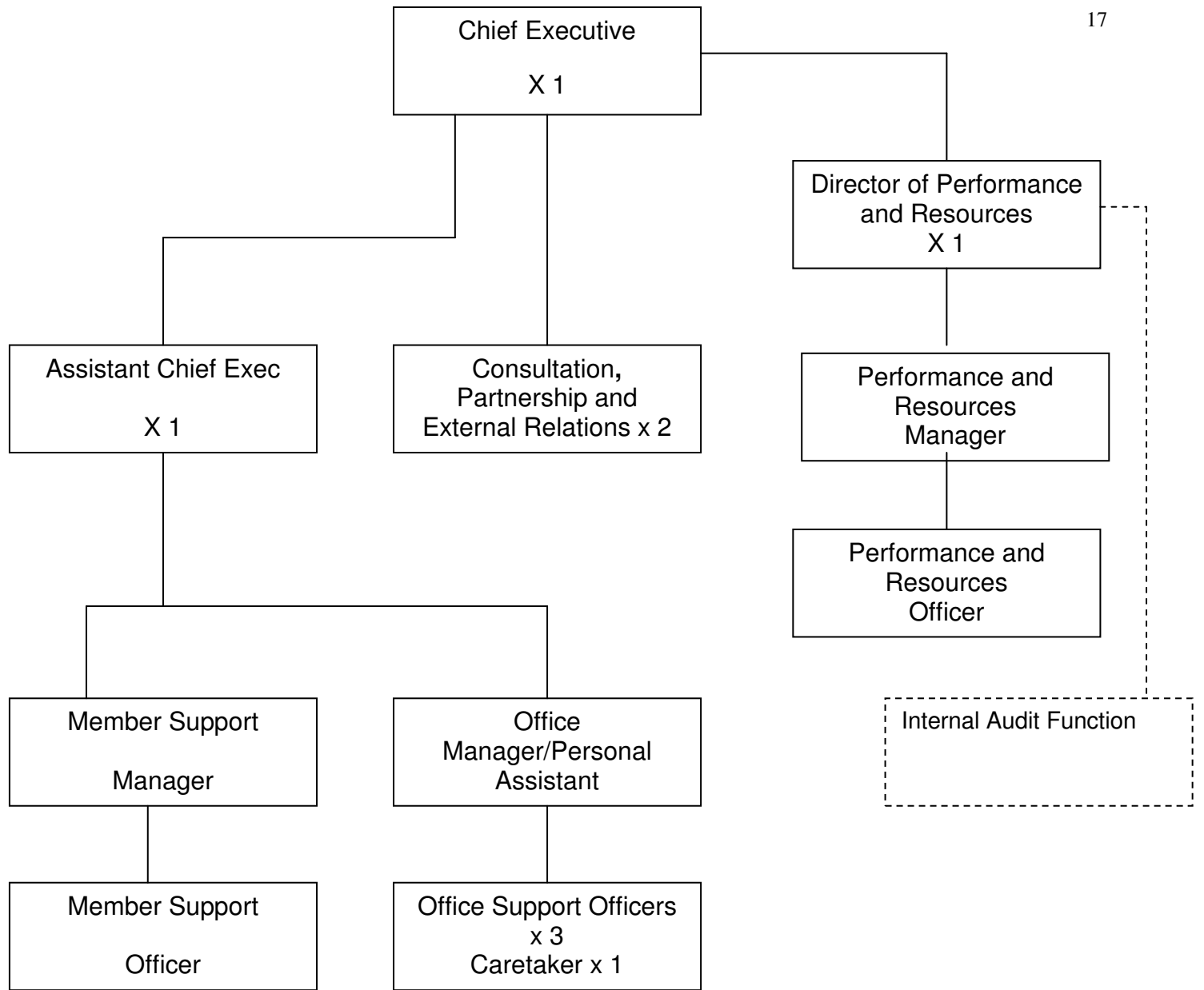
Representing the Humberside Magistrates' Courts Committee	Mr. Clive Palmerley JP Mr. Ronald Stuart JP Vacancy
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INDEPENDENT MEMBERS

Appointed from the committee by the Elected and Magistrate Members from a shortlist of applicants approved by the Home Secretary	Mr. Mashook Ali, Scunthorpe Ms. Susan Tibbett, Hessle Ms. Alene Branton, Hull Mr. John Shipley, Hull Mr. Shwan Abdul Rahman, Hull
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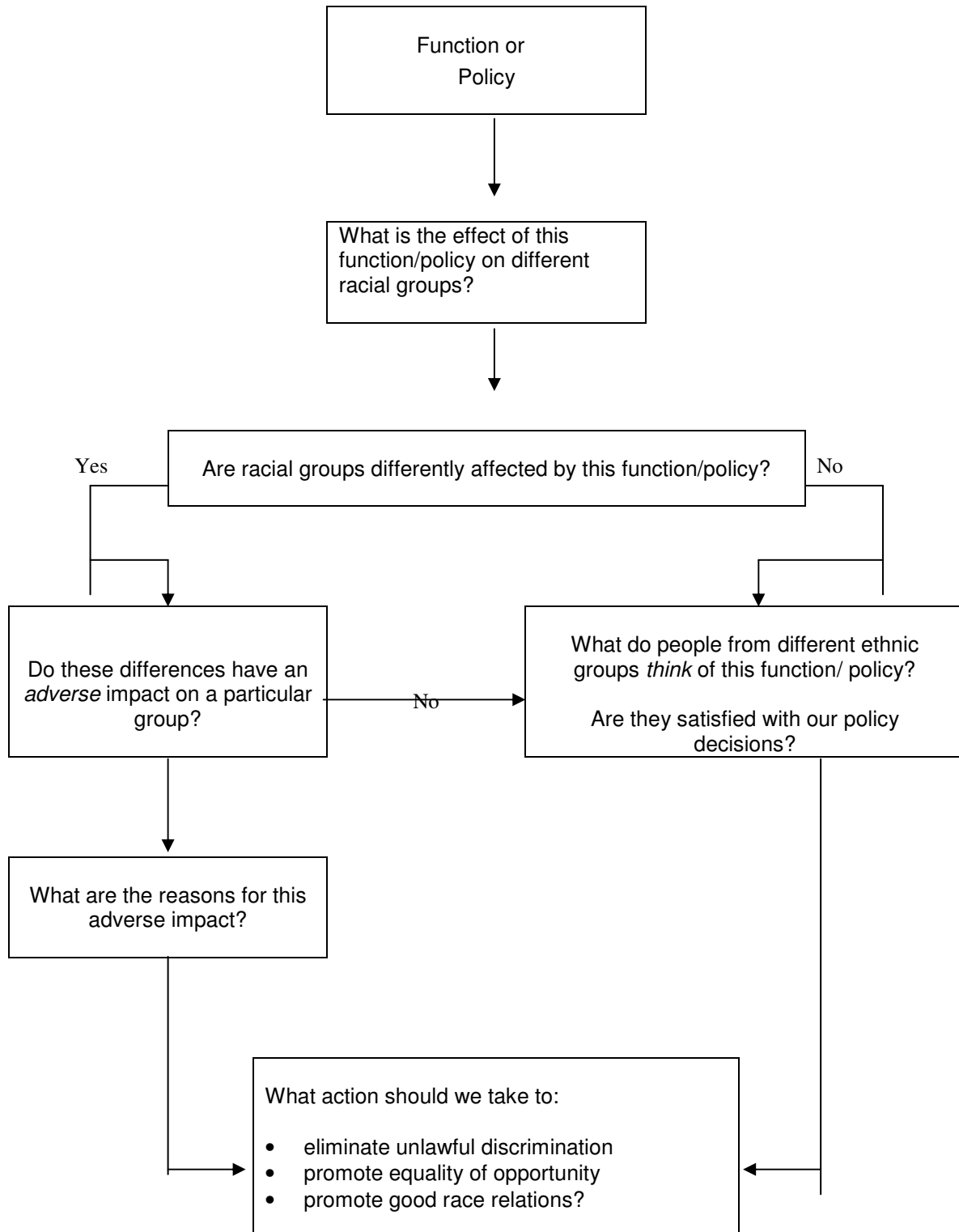
STATUTORY OFFICERS OF HUMBERSIDE POLICE AUTHORITY

Clerk and Chief Executive	Ms. Shahin Ismail
Treasurer	Mr. Simon Driver



APPENDIX D

MONITORING THE IMPACT OF EXISTING FUNCTIONS AND POLICIES



Appendix F – Ethnic Monitoring: Employment Data

Secretariat Officers

Ethnic Group	White British	Indian		
Male	5			
Female	6	1		

Police Authority Members

Ethnic Group	White British	Bangladeshi	White Other	
Male	11	1	1	
Female	3			