

Equality & Human Rights Scheme Information Booklet



Total Policing

NORTHUMBRIA POLICE
2009-2012



Introduction

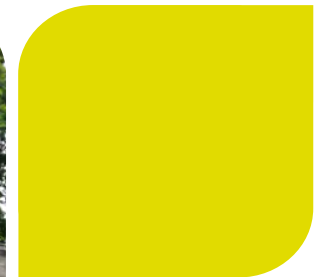
Public confidence in the police service is a high priority for Northumbria Police Authority and Northumbria Police.

To continually improve public confidence it is important to ensure that diverse groups have equal access to information, services and employment with the authority and the force.

This leaflet provides an outline of how Northumbria Police, through its Equality and Human Rights Scheme, will improve staff and public satisfaction and increase confidence. It will do this by proactively identifying and tackling access barriers encountered by people because of their race, gender, gender identity, age, sexual orientation, religion or belief or because they are disabled.

The Scheme outlines how the authority and the Force engage with staff and the community to continually identify and prioritise areas for action and confirm how and when we will deliver on these actions. They also describe how equality, diversity and human rights will be promoted and explain the steps that will be taken to ensure that policies and practices do not cause discrimination.

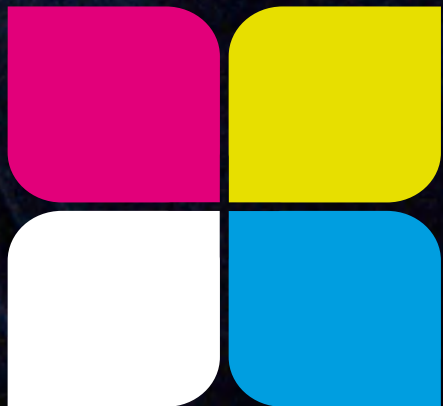
This leaflet is a synopsis of the detail contained within the Equality and Human Rights Scheme of Northumbria Police. Details of how to obtain the full scheme can be found under Alternative Formats.





The Equality and Human Rights Scheme

- Confirms our commitment to making equality central to all our policies, procedures and practices, ensuring our organisation is free from discrimination and harassment
- Outlines our statutory equality duties and ensures we meet them
- Describes how equality is managed within Northumbria Police
- Explains how we involve people in our decisions, and developing the Scheme, as well as how we will involve people in the future
- Identifies barriers identified groups face and the actions Northumbria Police will take to remove those barriers or provide alternative services where possible
- Informs people how we will monitor and report on our progress, in relation to equality and diversity, to deliver positive outcomes



Diversity, Equality and Northumbria Police

By meeting our statutory duties, our aim is to make visible and more sustained progress towards equality and contribute to achieving the Force's 2020 Vision and Policing Pledge, through a citizen focused approach to policing.

Communicating and working with all people, communities and our partners, allows us to understand their needs and helps us to gather and share valuable information, which will help reduce crime and disorder.

It also helps us increase the number of people from the identified groups within our workforce, increasing our range of knowledge, skills and ideas.



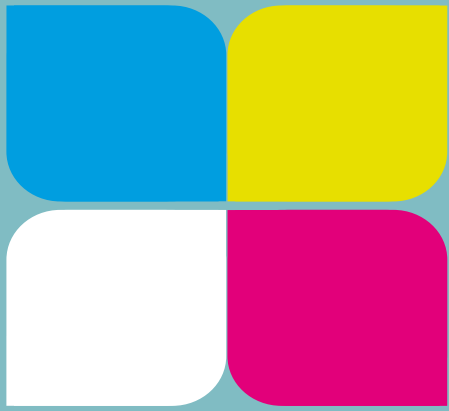
How Do We Know What We Need to Do?

Together with Northumbria Police Authority, we have worked on the Scheme with Vision Sense, a user-led equality consultancy. People living in the Northumbria Police area were consulted in producing the Scheme, as well as Northumbria Police officers and staff. An event was held to promote our commitment to diversity, to share information about our equality duties, and to agree key priorities for the Scheme.

We would like to thank all representatives for their valuable contribution. A list of those who helped shape and influence the key priorities is included in the full Scheme.

In addition to this consultation, we used findings from a range of key surveys, for example Northumbria Police Customer Satisfaction Survey 2009/10.

The Scheme will continue to evolve and meet the priorities of our staff and the community with the content being continually updated, in response to ongoing consultation and involvement, as described in the following section.



Taking Action

By taking action to achieve equality we will help increase public confidence. There is a large amount of work to be done in this area and we realise people from diverse groups would be best placed to tell us about the frustrations and barriers they faced when using our services and consequently help us to prioritise them. Please view the full scheme for a full list of current priorities.

Monitoring and Review

Every year we will publish a report showing what impact the Scheme has had in reducing discrimination and harassment and achieving greater equality. The Scheme's content will be reviewed after three years.

Her Majesty's Inspectorate of Constabulary (HMIC) and Northumbria Police Authority will also hold us to account for our performance in this area. Every six months, our progress in relation to equality and human rights, is reported to Northumbria Police Authority.



A Message from the Police Authority

Northumbria Police Authority (NPA) monitors the work of Northumbria Police Force to ensure that you get the best police service possible.

Of the 17 people who make up NPA, nine are local councillors and eight others are independent members from local communities. Police authorities do not include representatives from the police.

We want you to have trust and confidence in local policing. Our job includes making sure you receive a police service that reflects the communities it serves, treating everyone fairly, regardless of who they are.

As a public authority we also have our own Single Equality & Human Rights Scheme, which sets out our commitment to equality, diversity and human rights.

If you would like to find out more about Northumbria Police Authority and our Single Equality & Human Rights Scheme, please contact us on the details below.

CLlr Mick Henry
Chair, Northumbria Police Authority

Contact us:

- 0191 433 2091
- enquiries.npa@gateshead.gov.uk
- www.northumbria-police-authority.org
- Northumbria Police Authority, Civic Centre, Regent St, Gateshead, NE8 1HH





How to Provide Feedback About Our Service

There are a number of ways in which you can give Northumbria Police both positive and negative feedback. Please refer to www.northumbria.police.uk or www.ipcc.gov.uk for details of how to do this.

Alternative Formats

This leaflet, and the full Equality and Human Rights Scheme are available at www.northumbria.police.uk.

Copies of the full scheme are available on request, in large print, additional languages, in Braille and on audio tape.

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