



Suffolk Constabulary

Single Equality Scheme

2008-2010

PART 1

*Taking pride
in keeping
Suffolk safe*



Contact Us

In an emergency dial 999. You should dial 999 when life is threatened or people are injured, or of there is a crime in progress or an immediate police response is necessary.

If you have a non urgent call for the Constabulary please phone the central switchboard number - 01473 613500. Your call will be charged at local rate.

Minicom users should dial 01473 611160 (please note, this number is for those with hearing difficulties).

Comments on the Scheme

The constabulary welcomes comments on the Scheme. If you have any views please contact the Diversity Team on 01473 613560, or email diversityunit@suffolk.pnn.police.uk or write to the Diversity Unit at:

The Diversity Unit,
Suffolk Constabulary,
Martlesham Heath,
Ipswich,
IP5 3QS.

Other Formats and Languages

For a large print, Braille or audiotape version of this document, please contact the Diversity Team on 01473 613560, or email diversityunit@suffolk.pnn.police.uk or write to the Diversity Team at:

The Diversity Unit,
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Martlesham Heath,
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If you would like a summary of this document in any alternative language or format please phone or contact us at the address above.

- Arabic** إذا كنتم تريدون ملخصاً لهذه الوثيقة باللغة العربية، فالرجاء منكم الإتصال بنا هاتفياً أو الكتابة إلينا على العنوان أسفله.
- Bengali** এহ দালনের সংক্ষিপ্ত বিবরণ যাদ আপান বাংলায় চান তাহলে অনুগ্রহ করে ফোন করুন অথবা ইলেকট্রনিকভাবে আমাদের সাথে যোগাযোগ করুন।
- Chinese** 如欲得到本文件摘要的中文版，請致電或與我們聯絡，地址如下。
- Gujarati** જો આપને આ દસ્તાવેજનો ટુંકો અહેવાલ ગુજરાતીમાં જોઈએ તો અમને ફોન અથવા નીચેના સરનામે સંપર્ક કરશો.
- Hindi** अगर आप ये दस्तावेज का हिन्दी में संक्षेप चाहते हैं तो कृपया हमें फ़ोन या तो नीचे दिए गये पते पर संपर्क करें।
- Kurdish** ئەگەر کورتەى ئەو دۆکیومینتەت دەویت بە زمانى کوردی ، ئەوا تکایە ،
بەیهۆهەندیمان پێ بکە بەو ناو نیشانەى خوارەوه
- Polish** Aby otrzymać streszczenie tego dokumentu w języku polskim prosimy o skontaktowanie się z nami telefonicznie albo pod adresem podanym poniżej.
- Portuguese** Para obter um resumo deste documento em Português, telefone para o número abaixo ou entre em contato conosco no endereço abaixo.
- Turkish** Bu dökümanın Türkçe özetini isterseniz lütfen telefonla veya aşağıdaki adresimizde bizimle kontak kurunuz.
- Urdu** اگر آپ کو اس دستاویز کا خلاصہ اردو زبان میں درکار ہو تو براے مہربانی بذریعہ ٹیلیفون یا ذیل کے پتہ پر ہم سے رابطہ کریں:

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Introduction



I am very pleased to present Suffolk Constabulary's Single Equality Scheme. For the first time, it brings together everything we plan to do over the next three years to make sure we are treating our staff, and the wider Suffolk community, fairly.

Providing a high quality police service, while making sure communities value and trust what we do, depends on all our staff understanding, respecting and valuing the wealth of diversity in the communities we serve. We must also make sure our staff feel valued and are able to do their best both for the Constabulary and the people of Suffolk.

To achieve this we must do much more than just simply respond to legislation. We must also recognise other areas of diversity that are not covered by law. We have, therefore included detailed action plans that will help us not only comply with the law but also go one better.

We will only be successful if individuals and communities across the county are involved. Since joining the Constabulary I have been impressed with the willingness of the many people who help and support the Constabulary. This includes those involved in the Independent Advisory Group (IAG), Community Safety Partnerships, Neighbourhood Watch and other volunteers. This puts the Constabulary in a strong position to meet the inevitable challenges ahead and complete the action plans.

Although the scheme will be revised every three years, we will review the action plans and re-issue them every year. I shall personally push the scheme forward and will try to make sure our staff do not treat respect for race and diversity as an isolated issue, but as a fundamental part of everything we do.

A handwritten signature in black ink that reads 'Simon Ash'.

**Simon Ash - Chief Constable
Suffolk Constabulary**

Our Diversity Commitment

Suffolk Constabulary takes pride in promoting diversity by recognising, valuing and respecting the different contributions and needs of our communities and staff.

Achieved by:

- ▶ Fairly treating all people who have contact with us
- ▶ Working with local people through a process of consultation and engagement to meet agreed needs
- ▶ Striving to eliminate unfair treatment in service delivery and employment to promote confidence and equality
- ▶ Striving to create a workforce that reflects the make-up of the communities we serve
- ▶ Selecting all staff on a fair and non-discriminatory basis

Achieved through:

- ▶ Taking personal responsibility for delivering a high quality service
- ▶ Delivering a service that is professional, appropriate and sensitive to individual needs
- ▶ Valuing difference and encouraging the individual contribution of others
- ▶ Challenging the unfair actions and behaviour of others
- ▶ Treating everyone with respect and dignity

Vision, Mission and Values

Our Vision

We take pride in keeping Suffolk safe, while ensuring our communities value and trust what we do.

Our Mission

A proud county, served by a Constabulary trusted by all to keep our communities safe.

To do this, we will:

- ▶ be highly responsive to local needs
- ▶ work with our partners to build strong, safe and cohesive communities
- ▶ deliver high performance
- ▶ reduce crime and disorder
- ▶ make the best use of public funds
- ▶ deliver the highest quality of service

Our Values

We will:

- ▶ treat everyone with fairness and respect
- ▶ be open and honest
- ▶ listen and be responsive
- ▶ act with integrity at all times
- ▶ maintain the highest professional standards
- ▶ make a positive difference in all we do
- ▶ be innovative in delivering our services

About Suffolk

Suffolk is a diverse, predominantly rural county made up of big towns, such as Ipswich, Lowestoft and Bury St Edmunds, thriving smaller market towns, small villages and rural communities. The population is equally diverse with different communities having their own individual needs. In 2006 there were 702,000 people living in Suffolk, with slightly less men (345,300) than women (356,700).

Some 18.6% of the population is over 65 years old and 23.8% is under 19. This leaves a population of 57.6% who are between the ages of 20 and 64 compared to the national figure of 59.7%.

Almost 114,000 people living in Suffolk have a disability that falls within the definition of the Disability Discrimination Acts 1996 and 2005.

The population is set to grow, with regional planners expecting an extra 62,000 homes and 53,000 jobs in Suffolk by 2021. The economy is also growing, with exciting new developments such as the University Campus in Ipswich and the proposed Snoasis development at Great Blakenham which could bring 6,000 new jobs in the area.

This growth is affecting the make up of different communities in Suffolk. For example, there is a growing number of migrant workers living and working in the county, particularly from Eastern Europe. Based on the 2001 census, black and minority ethnic people currently make up about 2.8% of Suffolk's total population, the majority living in the big towns. Approximately 5,500 migrant workers registered to work in the county in 2006/7, this figure does not include students or illegal workers.

About the Scheme

Why we need a scheme

Embracing diversity is crucial to policing. We cannot deliver policing services effectively without good community and employee relations. This scheme will help us achieve this aim.

By law, all public authorities, including Constabularies, have a duty to publish a race equality scheme, disability equality scheme and gender equality scheme. These must include a commitment to meet the general and specific duties set out in the legislation plus action plans to drive forward improvement. This Single Equality Scheme brings together these responsibilities in one document.

The duties vary but they are broadly similar. They aim to:

- ▶ eliminate unlawful discrimination and harassment;
- ▶ make sure everyone has the same opportunities;
- ▶ promote good relations between people from different groups;
- ▶ encourage people to get involved in public life; and
- ▶ promote positive attitudes towards others.

We have also included the following areas of diversity for which public authorities do not currently have a duty to publish an Equality Scheme.

- ▶ Age
- ▶ Religion and Belief
- ▶ Sexual Orientation

The Government has recently merged the Equal Opportunities Commission (EOC), the Commission for Racial Equality (CRE) and the Disability Rights Commission (DRC) into the Equality and Human Rights Commission (EHRC). This new single commission, which started work in October 2007, shows the importance of treating everyone fairly and making sure no one is discriminated against, either in terms of the service they receive or in the terms of their employment.

Consultation, Involvement and Publication

In December 2007 we wrote to community organisations, groups and individuals telling them that we planned to produce a single equality scheme for 2008-2011. We held two consultation events in March 2008 to find out what people thought we should include in this scheme. Each of the events had a different focus, one external and the other internal.

We asked an independent person to attend them to draw out the major issues and concerns, so we could include these in the scheme. We sent the draft scheme to staff and people outside the Constabulary so as many people as possible could comment and contribute before it was published.

Our Assessment of Policies and Procedures

We recognise the impact our policies and procedures can have on communities and on our staff. We will publish a list of all corporate policies and procedures and prioritise them in terms of their likely impact across the six strands of diversity. A review of relevant procedures was carried out against the six strands of diversity during the review of the Race Equality Scheme in May 2007.

A full list of our procedures assessed as relevant to the general duty is at appendix 12.

The second stage in the development of our procedures is the Equality Impact Assessment. To determine whether a procedure has a negative impact on our communities we conduct an Impact Assessment. We provide staff who develop or review policies and procedures, with a workbook, to make sure each policy and procedure is assessed against the requirements of the relevant legislation. The results will be used to amend existing policies and procedures to mitigate any adverse impact and better promote equality, across all areas of diversity. We have revised our Equality Impact Assessment Workbook in 2007 and have trained those staff who directly deal with Impact Assessments used the new workbook.

How we monitor for adverse impact of existing policies

We already have a number of ways of recording and analysing the diversity of those using our services. We will keep these under review to make sure they are meeting our needs.

We monitor to check where our practices are working and where they fall short. If they fall short, we put this right and the Diversity Programme Board directs and co-ordinates these activities across the breadth of the diversity agenda.

Building on past achievements

Although there is still a lot to do, we have made considerable progress in the last few years.

Independent Advisory Group

To provide a fair service, we need the advice of people who can help us understand the issues affecting different communities, providing advice both in respect of policy development and specific operational contexts. At the same time question and challenge what we do in an helpful way. The Independent Advisory Group (IAG) is made up of volunteers from the various communities in Suffolk. It held its first meeting in June 2007. We look for people of all ages who reflect the diversity of Suffolk's communities to become members of the IAG.

Community Cohesion Strategy

Factors such as age, wealth, gender, ethnicity, religion, sexuality and political viewpoints can divide communities. Local authorities and their partners have an important role to play in bringing communities together. We support the County Community Cohesion Strategy, which works with local authorities, other partners and communities to encourage people to live and work happily alongside each other.

Safer Neighbourhood Teams

We have recently set up Safer Neighbourhood Teams providing locally based policing throughout the county. Officers from the teams are out in their neighbourhoods, speaking to people from all sections of the community every day. They provide an essential link between the Constabulary and the community. Our aim is to achieve engagement with our communities, which will identify local priorities and through partnership and co-operation address these issues.

Training Review

The Diversity Unit reviewed the training courses offered by the Constabulary to assess their suitability for everyone and whether the content of the course covered diversity issues. Working closely with local community groups and partner agencies, we have developed diversity training for all staff, particularly those new to the organisation.

Take Away Racism Project

Research highlighted a lack of trust and confidence in the police among those who work in takeaway restaurants, shops and small businesses. To put this right, officers have been visiting these premises more frequently and while there they have been picking up information about racist incidents and anti-social behaviour.

Hate Crime

To address the problem of the under-reporting of hate crime, we have developed an on-line hate crime reporting system. This replaces the national 'True Vision' system, which we used to use, but which is no longer available. We have also made it easier for people with learning difficulties, who have been a victim of hate crime, to report it by producing a form in Easy Read.

A countywide campaign to highlight the need to report hate crime was provided at Suffolk County Council Resource Centres in June 2008. Further sessions will be provided to individual organisations.

Communication Events

Working with community and voluntary groups and local charities we have held nine events for new communities moving to Suffolk during 2007 and 2008. These have included evenings for Polish, Portuguese and Russian people. These events have combined the giving of information regarding services, with opportunities for those attending to highlight issues, which are important to them. We have been able to act on what we have been told, for example, by forming closer links with Trade Unions and the Gangmasters Licencing Authority, to make sure people are not exploited in the work place.

Young People Projects

Work with young people, and organisations who support them, has included the 'Twilight Project'. This is a joint initiative with Suffolk Youth and Connexions Service to help young people, particularly those from a minority background, to reach their potential in education and employment. The project has been successful and many of those who participated have qualified as mentors, to support other young people, or have gone on to further education or employment. Several of the newly qualified mentors are now working with the Suffolk Youth Offending Service, helping other young people. A training DVD has been developed for us with 4rce Training. The DVD contains the views of local young people regarding the use of police powers of stop and search and what officers can do to mitigate any negative impact from searches.

Community Initiatives

We have contributed to several community initiatives including Refugee Week, African History Month, Ipswich Muslim Youth Forum, Hindu Samaj, Ipswich African Cultural Forum, Respect Festival, Ipswich and Suffolk Indian Association, Ipswich Mosque, Suffolk Interfaith Resource, Lowestoft International Support Group and CSV Media.

Autism Alert Card

We have worked with Essex Police and the Essex Autistic Society to produce Emergency Alert cards for people on the Autistic Spectrum.

The cards should be carried at all times and can be shown if the individual finds themselves in a situation where they cannot easily explain their behaviour. It will also help the emergency services to identify that they are dealing with someone with autism. The Essex Autistic Society has also provided training to help our frontline staff to develop a better understanding of Autism.

Easy Read Guide

An Easy Read Guide for victims and witnesses of Disabilist incidents (one motivated by a persons disability) has been produced by the Constabulary and circulated to Victim Care Centres, community groups and organisations involved in supporting people with learning difficulties. The guide was produced with the help of ACE, an advocacy group supporting people with learning disabilities.

Springboard / Navigator Programme

These programmes are personal development programmes (Springboard for women, Navigator for men), which consist of four workshops held over a three-month period, with workbooks and small group meetings in between each workshop. Springboard programmes are delivered by our own internal trainer. An external trainer was brought in to facilitate the Navigator programme.

The aim is to help those taking part to recognise and start to reach their full potential. So far, 82 women have gone through the seven Springboard courses. Nine men took part in a pilot Navigator Programme.

Flexible working training

In line with the document “Flexible Working in the Police Service”, managers have been trained on flexible working. The trainer highlighted the advantages to the organisation, as well as the individual, of allowing staff to work flexibly, for example parents with child care responsibilities.

Community Impact Assessment Guide

A Community Impact Assessment should be carried out to help with the planning of any policing operation or incident that may have a significant impact on the tension within or between communities, the police or other agencies. We have put together new guidelines on carrying out an assessment.

We have also held two training workshops for police and council managers to develop understanding and a partnership approach to dealing with such situations.

Staff Support Groups

The constabulary has four support groups for staff. These are:

- ▶ Suffolk Association of Women in Policing
- ▶ Black Police Association
- ▶ Reach Out Suffolk – for disabled staff and carers
- ▶ Suffolk Gay Police Association

Stonewall Champion

Suffolk Constabulary has joined Stonewall's Diversity Champions Programme following in the footsteps of the 22 other forces who are already members.

The programme is Britain's good practice forum in which employers can work with Stonewall, and each other, to promote lesbian, gay and bisexual equality in the workplace.

Employers Forum on Disability

The Employers' Forum on Disability (EFD) has set standards of best practice on disability. It is the only business-led benchmark that measures an organisation's performance on every aspect of disability as it affects business.

We completed the Employers' Forum on Disability benchmark survey in 2007. The aim is to assess where we are now where we need to be and how to get there. We can compare our results against others taking part in the survey and then use the information to plan what we need to do to improve our performance.

We were ranked seventh out of 34 police forces and 26th out of 116 organisations taking part.

We were awarded a 'Bronze' grading, so we can now use the Disability Standard 'Bronze' logo in our publications.

Joint Women's Conference

Suffolk recently hosted the third Joint Women's Conference, attended by 150 women police officers and staff, from Cambridgeshire, Suffolk and Norfolk. The conference consisted of five workshops, which were run by a training company called Skill Path, who specialise in conferences for women.

Bring Your Daughter To Work Day

Research has shown that girls limit their career choices at an early age when compared to boys. Staff, are encouraged to bring their daughters to work for a day to promote the wide range of career opportunities offered by the organisation.

Positive About Disabled People

Working in conjunction with Job Centre Plus, we have achieved the 'Two Ticks' standard. This symbol indicates to potential employees that the force is positive about employing and retaining those individuals who are considered disabled.

Remploy

Working with Remploy in respect of individuals who have disabilities has enabled us to secure funding through Access To Work for any specialist equipment that may be necessary to enable them to perform their role. We will continue to strengthen our links with Remploy, and have provided their details as a possible source of contact for all perspective candidates for employment as part of our application for employment process.

Key areas for Improvement

While our plans will build on these successes, we still have much to achieve. The key areas for improvement 2008-11 are below.

Stop and Search

We have asked ISCRE (Ipswich and Suffolk Council for Racial Equality) to carry out research to find out why people from minority ethnic groups appear more likely to be stopped and searched by officers than white people. We will use the findings of this research to train our staff and develop plans to address the findings identified by the research.

Representative Workforce

We strive to create a workforce that reflects the make up of the communities we serve. We take positive action, to encourage applications from women and under represented groups. We monitor the development and progression of existing staff. A breakdown of our current staff, by gender and ethnic background can be found at Appendix 11.

Police Race and Diversity Learning and Development Programme

We will assess all the police personnel against the National Occupational Standard for Diversity by 31st of December 2010. To ensure that they understand the issues and have put them into practice in the workplace, Personal Development Reviews will monitor our staff's commitment to equality and diversity.

Access to Services and Information

We will make sure services and information are available to everyone. We will make sure people can get into our buildings easily and provide information in other formats, including other languages, Braille, audio CD and Easy Read.

Standards set by professional bodies

We will build on current achievements to improve our 2008 standing against other police forces, public bodies and private sector organisations in professional benchmarking standards provided by:

- ▶ Stonewall Champions Index
- ▶ Employers Forum on Disability
- ▶ Employers Forum on Age

Monitoring

The Constabulary has processes in place to monitor diversity. These are reviewed and developed as necessary to meet local and national requirements.

Procurement

We want to make sure contractors and partners are fully aware of legislation covering discrimination. To help our suppliers to understand their duty under the legislation, we provide them with a document, which explains the 'Conditions of Supply'.

Where contractors are engaged to provide functions on behalf of the constabulary, we remain responsible for making sure these functions still comply with the General Duties. Any functions that are contracted out will be assessed for their potential to impact upon disability, gender and race equality. Where we have already contracted out functions we will assess for their relevance against the General Duties. For those contracted out functions that have the potential to impact upon the General Duties, we will introduce control measures either when the contracts are reviewed or more urgently depending on the potential for adverse impact.

Uniform

We have a Uniform and Equipment Advisory Group, which includes representatives from staff associations, and more recently, from the Suffolk Association for Women in Policing.

This group has a responsibility to ensure that uniform and equipment is practical and safe. There is an ACPO Nation Working Party responsible for agreeing national standard specifications for general uniform and, wherever possible, we follow these guidelines.

The Uniform and Equipment Advisory Group is currently looking at specific aspect of uniform for women officers.

How we will deliver

Diversity Unit

The Chief Constable is the Constabulary's Diversity Champion. The Diversity Unit is responsible for turning strategic intent and direction into actions, either directly or by helping others to complete tasks. The unit will provide the energy and expertise to deliver this ambitious programme and will be able to provide advice to staff and partners. The unit will also continue to work with groups, organisations and communities throughout the county.

The unit will provide reports on progress to the Diversity Programme Board and Police Authority.

The unit will assist and advise on the Equality Impact Assessment of the Constabulary's policies and procedures.

Diversity Champions

The Chief Constable has appointed Diversity Champions for each of the six strands of diversity, as well as champions for the related areas of hate crime, professional standards, personnel, data monitoring and learning and development.

The champions will:

- ▶ act as a lead for their own individual area of diversity, making sure we continue to follow good practice on equality and diversity, both as an employer and provider of services;
- ▶ act as a role model through words and actions;
- ▶ make sure everyone knows the constabulary is committed to equality and diversity; and.
- ▶ develop and take forward the actions identified in the Single Equality Scheme Action Plan,

Diversity Programme Board

The Diversity Champions and Local Diversity Boards, who provide direction to an area or department in all aspects of diversity, all report to the Diversity Programme Board through the Diversity Working Group.

The Diversity Programme Board was formed in February 2005. Chaired by the Chief Constable, it includes senior representatives from all departments, the Police Authority, the Federation, UNISON and other staff associations as well as community representatives.

The board provides strategic direction for Suffolk Constabulary in all areas of diversity. This includes making sure impact assessments are carried out on policies and procedures, that the constabulary continues to be a place where people want to work and provides a fair and high-quality policing service to everyone.

The other key role of the Diversity Programme Board is to make sure the action plans are delivered. Progress on these actions will be reviewed and regularly updated. They will be republished with the Single Equality Scheme in 2011.

Safer Neighbourhood Teams (SNTs)

In April 2007, we introduced Safer Neighbourhood Teams throughout Suffolk. The teams are made up of police officers, community support officers, special constables and other police staff working along side councils, community partners and volunteers. They listen to people's concerns, working together to address crime and disorder and safety issues. Keeping the community informed of progress.

These officers work within their communities every day and provide an essential link between the Constabulary and local people. Safer Neighbourhood Teams are key to our success in reducing crime. Officers are able to work with partners and members of the community to identify incidents of local crime and disorder, such as anti social behaviour, and find new ways of tackling them.

The Local Diversity Boards will have their own action plan, which will support the Strategic Action Plan published in this scheme. SNT's will deliver the actions at a local level and report back to the Local Diversity Board. The SNT's will also bring areas of concern to the Local Diversity Boards.

Learning and Development

We want to make sure all our staff are properly trained so they can provide a high quality service, meeting the needs of individuals.

As well as specific diversity training, we also make sure diversity runs, as a 'golden thread' through all training and development of officers and staff.

More information about learning and development is included in Appendix 10.

Judging Success – We are on a journey of improvement...

We need to judge the success of the scheme not on what we say we are going to do, but on what we actually achieve.

Our aim is to make sure we deliver a high quality service to everyone in Suffolk and to make the constabulary a place where people want to work, knowing they won't be discriminated against.

Although individuals may be responsible for specific tasks, we all need to work together to achieve our aim.

We will measure progress through monitoring processes, public and staff satisfaction surveys carried out on line, by post or one to one interaction and through formal and informal processes.

We will know we are successful when the following happens.

- ▶ Minority communities volunteer information, and willingly get involved with policing initiatives.
- ▶ Communities, councils and other public bodies and voluntary organisations work with us to tackle particular problems.
- ▶ Our workforce is representative of Suffolk's diverse communities.
- ▶ All staff have been trained and use the knowledge gained to better appreciate and understand key issues for policing enabling them to provide a fair and non-discriminatory service in an increasingly diverse county and workforce.
- ▶ All our managers and supervisors have been trained, and understand, the performance and appraisal procedures.
- ▶ All our staff know it is unacceptable to discriminate against someone because of their age, disability, ethnic background, gender, race, religion and belief or sexual orientation. Staff support groups are in place.
- ▶ External complaints, in particular from minority communities, are resolved efficiently, fairly and within a reasonable time frame. We can show we treat everyone fairly, as an employee or member of the public.

Equality Strands

Age

Although there is no statutory duty around age discrimination, the Employment Equality (Age) Regulations 2006 (Appendix 8) mean it is against the law to discriminate against an employee because of their age.

We focus on age from two different perspectives: young and old people. We have an Age Action Plan (Appendix 2), to make sure none of our staff, or the community we serve, is discriminated against because of their age.

Disability

By our commitment to the Social Model of Disability, which says that 'disability is caused by the way society is organised, rather than a person's impairment or difference' and 'looks at ways of removing the barriers which restrict life choices for disabled people'.

The Disability Discrimination Act 2005 sets out general and specific duties, which we must follow concerning people with disabilities, these are at Appendix 8.

With the involvement of disabled people, we will make the Constabulary a fully inclusive and accessible organisation, both for those we employ, or seek to employ, and for those who use our services.

We aim to make sure disabled people are not denied access to our services. We will make it easier for people to access our services by making sure we meet the needs of disabled people, including those who speak a different language or need information in other formats, for example on audiotape or in large print. We will try to change stereotypical views held about disabled people and encourage positive attitudes. We have a Disability Action Plan at Appendix 3.

Reach-Out Suffolk, an internal forum for disabled staff and carers, was launched in September 2006 with a dedicated specialist based in the Diversity Unit responsible for supporting the group's development.

Gender

The Equality Act 2006 makes it illegal to discriminate against someone because of their gender and there are general and specific duties we must comply with, these are at Appendix 8.

We want to make sure men and women are treated fairly and, in particular, we will look at making sure they are equally represented in our workforce, that they receive equal pay and pensions, that their caring responsibilities are taken into account and that they can maintain a good work-life balance.

The action plan, at Appendix 4 seeks to address domestic violence and forced marriages.

The Suffolk Association of Women in Policing was launched in 2006. The association has been set up to give women in Suffolk Constabulary a chance to network, offer support and encouragement, providing a forum for women employed by the Constabulary to voice their views and concerns.

Transgender and Transsexual People

Trans Identity

One of the most confusing aspects of trans identity for many people is the language used to describe the different identities.

Some definitions of the terms used when referring to trans people can be found at Appendix 9.

Suffolk Constabulary's Transgender Policy

We are committed to treating people who are members of the transgender or transsexual community, with the same respect and dignity as everyone else.

We follow the guidance offered in the Association of Chief Police Officers (ACPO) document: The Gender Recognition Act 2004 – Guidance For Police Officers and Staff. A pocket guide has been produced giving police officers information on trans issues.

Race

The Race Relations (Amendment) Act 2000 requires that public authorities, including the police, comply with the general and specific duties, these are at Appendix 8.

Under the Race Relations Act 1976, 'racial grounds' are defined as colour, race, nationality (including citizenship), or ethnic or national origins. Achieving race equality, in line with this definition, has been a particular priority since we produced our first Race Equality Scheme in 2000. The progress made in promoting Race Equality over the past few years has led to the formation of an Independent Advisory Group (IAG) and greater engagement with members of minority communities through the development of a list of community contacts, holding communication events for emerging communities, and the increase in the reporting of racial incidents. An Action Plan for the next three years is included Appendix 5.

We provide specific help to those who are under-represented in our workforce. We have used positive action initiatives in the form of workshops on our application processes for Bangladeshi people, worked with Suffolk New College to run courses for those wanting to join the police service and provided recruitment information at community events, including the Indian Mela and the 'Respect' festival. There is more still to be done, not only to increase the number of Black and Minority Ethnic people who are successful in joining the service but also to make sure they are represented at all levels in the organisation.

The Suffolk Black Police Association was formed in 1999 as an initiative between Human Resources and black officers and staff. The BPA provides a support network and forum for all black and ethnic minority officers and staff in Suffolk.

Religion and Belief

The population of Suffolk, as with the rest of the UK, is made up of people of many religions, beliefs and philosophical views as well as those who do not follow such a religion, belief or viewpoint. We have to take all these views on board and provide a fair policing service to everyone, treating all with dignity and respect. We wish to encourage people of all faiths, and those who do not follow a faith, to help us achieve this.

There are no specific laws covering religion and belief, however the the Equality Act (Religion & Belief) Regulations 2007 protects people in the workplace and in the provision of goods and services. The Constabulary is committed to meeting the needs of those of different religion and beliefs, without alienating or insulting others.

In our Single Equality Scheme we have set out what we need to do to make sure none of our staff are discriminated against because of their religion, belief or non-belief. Our Action plan is at Annex 6.

Sexual Orientation

At this time no statutory duty has been placed on public authorities with regard to sexual orientation, however Employment Equality (Sexual Orientation) Regulations 2003 protect lesbian, gay and bisexual people in the workplace and The Equality Act (Sexual Orientation) Regulations 2007 make it unlawful to discriminate in the provision of goods, facilities and services,

We are committed to delivering a high quality service to lesbian, gay, and bisexual (LGB) people and to treat them fairly and with respect, while remembering their right to confidentiality. We will also treat our own staff with the same degree of fairness and respect. Our action plan is included in Appendix 7.

The Suffolk Gay Police Association (SGPA) was set up to support lesbian, gay and bisexual (LGB) police officers, police staff, members of the Special Constabulary and volunteers working towards achieving workplace equality. The SGPA promotes good practice in all areas of employment and service delivery.

