



Suffolk Constabulary

Single Equality Scheme

2008-2010

EXECUTIVE SUMMARY

The Single Equality Scheme (SES) brings together, for the first time, 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.

The SES sets out how we will meet our duties and develop our services to eliminate discrimination, provide equal opportunities, promote good relations, encourage more involvement in public life and promote positive attitudes towards others.

Our Scheme is extended beyond the strands of race, disability and gender to also include similar equality issues in respect of age, religion and belief and sexual orientation.

Consultation with staff and people outside the Constabulary was carried out and the results have been incorporated within this Scheme, however the SES is a 'living document' and will be amended to include new areas of work as they develop.

We have already made considerable progress both within the force and in improving our working with the many communities at both county and local level. We will build on these achievements to enhance our work and improve our performance in several key areas.

*Taking pride
in keeping
Suffolk safe*





These include Stop and Search, having a representative workforce, ensuring all police personnel understand diversity issues, providing access to services and information, the standards that we work to, procurement and uniform.

We will continue to monitor diversity and how we do so, will be reviewed and developed as needed to meet local and national requirements.

The Scheme includes action plans showing how this work will be taken forward. The Chief Constable is the Constabulary's Diversity Champion and chairs the Diversity Programme Board. This board provides strategic direction in all areas of diversity and ensures that the action plans are delivered. It includes community representatives together with senior representatives from all departments, the Police Authority, and staff associations and unions.

The Diversity Unit is responsible for turning strategic intent and direction into actions, advice and help to others. Diversity Champions have been appointed for each strand of diversity (Age, Disability, Gender, Race, Religion and Belief and Sexual Orientation). Their role is to act as a lead and role model to develop and progress the actions in the Scheme's Action Plan.

Supporting this work are Local Diversity Boards. Safer Neighbourhood Teams are based and work within their local communities and provide an essential link between local people and the Constabulary, and in turn they will work closely with the local diversity boards. Staff training is also an important area not only regarding specific diversity training but also ensuring that diversity is encompassed through all staff training and development.

The Scheme includes details of how the Constabulary's procedures are assessed for their impact on people within the different diversity strands.

The success of the scheme will be judged on what is achieved and progress will be measured through monitoring processes, public and staff satisfaction surveys and through various other formal and informal processes.



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