

Equality Objectives



Our purpose: To keep people safe and protect our communities

2018 to 2021

Wiltshire Police has updated its **Equality Objectives** for the period 2018 to 2021 in line with its annual update of the Force's **Equality and Diversity Statutory Duty Information Report 2019**, which is [available for download](#)

Equality Data

We will take account of evidence based equality data in informing policy, strategy and service delivery.

Objective 1: We will review the outcomes and equality impact of grievance processes, employment tribunals, promotion processes and misconduct investigations on any particular group and identify disparities.

Equality and fairness must be at the centre of our recruitment, retention and promotion processes to ensure there are no barriers to those who identify with a particular protected characteristic.

Transparency and fairness in all we do is critical to the attraction of future employees from a diverse range of backgrounds and the future development and retention of a workforce that is reflective of the communities served. Assessing the impact of equality information is essential in all we do in the provision of our service to the public.

Objective 2: We will better inform employees of the rationale for requesting their personal equality data and seek to improve the quality of data collection. We will aim to expand the type of data collected to include all relevant protected characteristics.

Through HR recording systems we will gather more detailed personal information from employees and new recruits to the organisation. It is the employee's choice to declare information as this is not mandatory.

However, we will undertake a campaign to advise and reassure staff of the rationale for requesting it and explain how it can assist the organisation.

Progress will be reported to the Diversity Strategy Board chaired by the Deputy Chief Constable on a bi-monthly basis by strategic and tactical leads. All equality objectives will be monitored through this Board which will oversee the governance of the Equality, Diversity and Inclusion Strategy.

- **Strategic Lead:** Head of People Services and Development
- **Tactical Lead:** Head of Human Resources

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Community Engagement

We will engage with our communities in an equitable way ensuring quality of service to all.

Objective 3: We will engage with our communities to encourage people from all protected characteristic groups to work with us through our Independent Advisory Groups (IAGs).

To improve understanding of our communities, who they are and connect with them we need to start by encouraging a diverse representation on our IAGs. IAGs are made up of people of all ages and backgrounds, who come together to provide independent advice to the police. They help us enhance the service the police offer local people. There are six IAGs in Wiltshire and Swindon each run by the local Inspector.

As these groups continue to work with the police we will attempt to ensure that there is a varied representation and that we are best able to hear the views of a variety of backgrounds.

We will aim to make our IAGs as representative of local communities as possible to enable us to connect with, understand and hear and the voice of groups, measured by CPT Inspectors based on groups members represent.

For more information please visit our website <https://www.wiltshire.police.uk/article/1528/Join-our-IAGs>

- **Strategic Lead:** Assistant Chief Constable Local Policing and Partnerships
- **Tactical Lead:** Local Inspectors

Stop and Search

We will monitor and evaluate the impact of stop and search processes and seek to ensure equality in the use of police powers.

The use of Stop and Search can be a contentious issue, used inappropriately and incorrectly it can break down trust and relationships between the Police and local Communities.

It is also a useful tool which, if used appropriately, can prevent crime and protect the most vulnerable.

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Nationally, violent crime and in particular knife crimes have increased.

Whilst Wiltshire Police is on the Best Use of Stop and Search Scheme and is taking positive steps to demonstrate compliance, in our county there remains a disparity in the use of stop and search.

This is explained in the most recent stop and search data as published on our website.

Objective 4: We will seek to reduce and explain disparity in the use of Stop and Search on members of public in Wiltshire.

This will be actioned through the Stop Search Scrutiny Panel comprising of independent panel members.

Attendees will be provided with stop search data to assist them in scrutinising disparity levels and the grounds officers provide when conducting stop and search.

Through this structure we will provide information on all finalised complaints made in relation to stop and search to panel members for review, feedback and make recommendations.

Meetings will be held quarterly and chaired by the force strategic lead officer on stop and search.

Taking this approach aims to increase community confidence and transparency in the processes applied in connection with stop and search.

- **Strategic Lead:** Strategic Stop and Search Lead
- **Tactical Lead:** Tactical Stop and Search Lead

[Stop Search data from website](#)

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Workforce

We will ensure that our recruitment and employment processes are undertaken with fairness and equality whilst striving to make Wiltshire Police representative of its local communities.

Objective 5: We will continue to develop a workforce that is representative of the communities we serve.

Developing a workforce representative of its local communities is essential to positive community engagement and policing relations. A workforce that is more diverse is more efficient, better informed and equipped to engage with all communities served – this can only improve relations. Wiltshire Police is not yet representative of the communities it serves.

Approximately 5.5% of Wiltshire and Swindon's population are black, minority, ethnic (BME); Wiltshire Police currently employs 2% BME. We will aim to increase our BME workforce representation year on year with the long term objective of ultimately being fully representative. This objective seeks to drive improvements in overall workforce representation. This will be driven by the Positive Action and Recruitment Team; progress will be reported into the Diversity Strategy Meeting on a bi-monthly basis with progress reports being provided on the success rates of specific recruitment campaigns.

- **Strategic Lead:** Head of HR
- **Tactical Lead:** Positive Action Sergeant

Objective 6: We will develop support and progression programmes to provide appropriate career development opportunities to our most underrepresented groups and will base this on our workforce data.

Workforce data informs us that we have no BME representation above the rank of Sergeant for Police Officers and grade W11 for Police Staff (there is no BME representation within our Executive Leadership Team). Further to this, there is a reduced level of representation of females at the rank of Inspector (currently 14%, although this is up from 12% the previous year). To support individuals in their career progression we will develop support networks, mentoring schemes and programmes to drive this objective forward. Success will see year on year increases in representation.

- **Strategic Lead:** Head of People Services and Development
- **Tactical Lead:** Black Police Association Chair (BME representation)
- **Head of People Services and Development** (workforce other)

[Equality & Diversity Statutory Duty Information Report 2019](#)



Hate Crime

We will work with our partners to tackle hate crime, increase reporting and monitor and review progress.

Objective 7: We will raise awareness of hate crime among our communities and encourage reporting.

Hate crime is a pervasive crime that has a significant impact on victims, it targets people for who they are and instils a sense of fear and apprehension that can divide communities. It is essential that in policing we are able to prevent communities from feeling vulnerable or isolated due to the impact of this crime type on them. Hate Crime is significantly underreported in England and Wales. It is a crime that impacts on specific groups within our communities due to their race, religion, disability, sexual orientation or transgender status. The vast majority of hate crime victims are targeted because of the victim's race or perceived race (76% nationally).

Whilst reported hate crime in Wiltshire and Swindon is low (approximately 1% of overall crime) it is important that the targeted nature of it on a specific group is recognised. Through the Wiltshire and Swindon Hate Crime Group we will work with partners to increase reporting of hate crimes and raise awareness amongst our workforce and communities. We will specifically support Hate Crime Awareness campaigns, events and partnership working. We will evaluate the impact and reach of awareness campaigns or events and report findings back into the Hate Crime Group, chaired by the Police and Crime Commissioner on a quarterly basis.

Reporting rates should increase and we aim to see a year on year increase in reporting.

Objective 8: We will improve knowledge and understanding of hate crime identification by staff and drive improvements in recording hate crime types.

Hate Crime must be accurately recorded and flagged, including cyber flags to ensure that we as an organisation understand the extent of it in our communities; this will assist in improving our response. We will undertake training inputs to Control room staff (FCC and CCC) and use hate crime awareness campaigns to better inform front line staff on the impact of Hate Crime. Hate Crime compliance will be monitored through the Crime Data Recording Meeting and results fed into the Diversity Strategy meeting.

- **Strategic Lead:** Strategic Hate Crime Lead
- **Tactical Lead:** Diversity and Inclusion Officer

31.12.2019