



**Lancashire  
Constabulary**  
police and communities together



<b>REPORT TO:</b>	<b>STRATEGIC SCRUTINY MEETING</b>
<b>DATE:</b>	<b>September 2020</b>
<b>TITLE:</b>	<b>Valuing Difference and Inclusion Update</b>
<b>REPORT BY:</b>	<b>Ch Supt Dawson</b>

### 1. Issue for Consideration

The purpose of this report is to provide an update in relation to the continued development of the Constabulary's approach to Valuing Difference and Inclusion (VDI).

### 2. Recommendation

The Commissioner is requested to review the report and make comments as appropriate.

### 3. Background

For several years this portfolio has been led by the Deputy Chief Constable (DCC) and an established Valuing Difference and Inclusion Board (VDIB) has provided the governance through which the Constabulary has been nationally recognised for its approach to Diversity and Inclusion. This includes being a Stonewall Top 100 employer for 4 years consecutively, the Lancashire Black Police Association being named national network of the year and in 2019 being ranked 12<sup>th</sup>, in the national Inclusive Top 50 awards, the top placed police force in the country.

Nationally there is a real focus in policing in this area through the National Police Chiefs Council (NPCC) workforce toolkits, national Constabulary self-assessments, workforce representation and Her Majesty's Inspectorate of Constabulary's Fire and Rescue (HMICFRS) inspections.

The Valuing Difference Board is the Constabulary's governance for ensuring delivery within the NPCC toolkits and national VDI self-assessments. VDI is a key agenda item on all Constabulary governance boards. The Constabulary

understands that VDI is a key part of employee Wellbeing and the service we provide to the public of Lancashire in developing representation and inclusion.

#### **4. Overview of Key Developments**

##### **a. National Diversity Equality and Inclusion Self-Assessment Toolkit**

The self-assessment toolkit for all forces, is aligned to NPCC toolkits and will potentially be used for as the basis for future HMICFRS inspections. It allows forces to demonstrate their current position and ambitions for Inclusion and assesses against 4 areas, Leadership and Governance, Information and Insight, Workforce, Policy and Practice.

Content was provided against 62 specified headings with forces being assessed as demonstrating evidence between 'inadequate' and 'compelling' plus whether the evidence submitted was deemed as being 'in pockets' or 'universal'.

The Constabulary's work with the Inclusive Top 50, Stonewall, investment in workforce representation and staff networks meant we were well positioned to show our current position and ambitions.

An automated, self-populating summary page scored the Constabulary's evidence strongly across the four business areas as either 'compelling or universal' and 'strong and widespread'

##### **b. Valuing Difference and Inclusion Extended Leadership Team (ELT)**

Driven by the DCC through the VDIB on the 8<sup>th</sup> of June the Extended Leadership Team (ELT) met with the Chief Officer team to present their findings and local context to several high-profile national reports, including Macpherson, Lammy, Race Disparity Audits and the National Diversity and Inclusion survey. This event teamed up ELT members from various disciplines across the Constabulary and is the start of their continued ownership and responsibility to understand and deliver across the VDI portfolio.

Following on the ELT will now be aligned to the key delivery areas of the NPCC toolkits namely, Recruitment and Engagement, Organisational Development Recruitment and Progression, Proportionality internal and external and Data Insight Governance and Inclusion.

### **c. Staff Networks**

The Constabulary has six recognised Staff Networks that are fully supported through a service level agreement and annual funding. These networks are in addition to the Police Federation, Unison and Superintendents Association. The Staff Networks and Associations have open access to the Chief Officer team through focus group meetings and a quarterly meeting with the DCC.

On the 4<sup>th</sup> of August a joint event was led by Chief Superintendent Ian Dawson. Its purpose was; raising awareness across networks, the progression of intersectional / joint working on cross cutting issues, the development of network plans and explanation of enhanced Constabulary support and potential for further funding opportunities in support of this work.

All networks fully embraced and supported this approach, committing to a course of both independent and joint action with further joint events to be diarised through the next year.

Moving forward the staff associations have supported a move to all have an ELT member as their sponsor.

### **d. Workforce Representation Team (WfR)**

The Constabulary's approach to WfR is now led by Chief Inspector Abid Khan with a current team of a Sergeant and three support staff. To increase capacity and capability a process is currently underway to increase the team by three police officers and an apprentice which have been provided through investment in Business planning.

The team are currently actively engaged in the police uniform and detective recruitment campaigns delivering positive action sessions both physically and online. A verbal update will be given at the meeting on application and National Assessment Centre (NAC) results.

### **e. HAVAS engagement evidence base**

The Commissioner will recall that he part funded the Constabulary's partnership with HAVAS. The aim of this project is to gain a clear understanding of community perception of Lancashire police and the barriers and opportunities in communities to join the force. This project will inform our future recruitment approaches across different communities and demographics.

The first phase of a literature is now complete and has been presented and the community consultation phase is now underway. Outcomes are expected to be presented to the Constabulary in September.

## **f. Positive Action**

Work by Human Resources, Corporate Development and Legal Department has seen the Constabulary have an agreed approach to its positive action programme and this was applied during the recent uniform and detective recruitment campaigns. Further advice and enquires are currently being sought on the best application of positive action practices for future campaigns.

## **g. Disproportionality**

In order to better capture and understand any areas of disproportionality within Constabulary actions, processes and procedures a specific Business Intelligence dashboard has been commissioned. The dashboard will be split into 'Organisational Insight' and 'Public Contact'.

The content of the Public Contact dashboard is almost complete and includes;

- Victims of Crime by self-defined and officer-defined ethnicity and crime outcomes
- Arrests
- Stop and Search
- Fines and Traffic Offence Reports
- Searches in Custody – including strip and intimate searches
- Survey Data – our internal satisfaction survey findings by key demographics
- Lancs 2011 census data (for context) to describe the communities we serve

This data will be delivered and reviewed through the force level Operations Board.

The Organisational dashboard is currently under development and will cover;

- HR monitoring data
- PSD data including grievances, disciplinaries
- Workforce data on representation, recruitment, progression, promotions

This data will be delivered and reviewed through the Valuing Difference Board.

## **h. Equality Impact Assessments (EIAs)**

2020 has seen an increase in the requirement of EIAs to be completed for significant areas of organisational change and risk. As a result Rozi Kana the Constabulary's Equality and Inclusion Co-ordinator has completed EIAs for; the Lancashire Resilience Forum approach to Covid19, this piece of work was seen as national best practice and adopted by 35 other forces and the Police Education Qualification Framework (PEQF), this was commended as best practice by the College of Policing (CoP). This is an ongoing requirement and future capacity to ensure this area of inclusions sits at the heart of Constabulary change.