

# policing

west mercia



# Equality Duty Report 2011



West Mercia  
**POLICE**



SERVING - PROTECTING - MAKING THE DIFFERENCE



## Contents

Foreword.....	2
1. Introduction.....	3
2. West Mercia Police.....	4
3. Our Policies and Procedures.....	5
4. Collecting Information.....	5
4.1. What information is collected?.....	5
4.2. What happens to the information?.....	6
4.3. Addressing information gaps.....	6
5. Staff monitoring information.....	7
6. Satisfaction Surveys; Crime and Safety Survey.....	7
6.1. Data from victim satisfaction surveys.....	7
7. Complaints.....	8
8. Stop and Search.....	9
9. Police Bail.....	10
10. Hate Crime and Hate Incidents.....	11
10.1. Responding to Hate Crime.....	14
10.2. Local Policing.....	15
11. Examples of activity undertaken to further the aims of the Equality Duty.....	16
11.1. Internal Action Groups.....	16
11.2. Accreditations.....	16
11.3. Recruitment initiatives.....	16
11.4. Identifying individuals at risk of harm.....	17
11.5. Initiatives undertaken by Territorial Policing Units in response to local needs.....	17
12. Scrutiny.....	20
12.1. Police Authority.....	20
12.2. Independent Advisory Groups.....	21
13. Contact Us.....	21



## **Foreword by Deputy Chief Constable Simon Chesterman**



As the Chief Officer with responsibility for Equality and Diversity I am pleased to publish our first Equality Duty Report.

This report is produced at a time that we know is challenging for all Public Authorities and the communities that we serve. The deficit reduction strategy introduced by the Government means that we have to find savings whilst delivering the same, if not better, levels of service.

For individuals and communities, it is more important than ever that we strive to serve and protect the most vulnerable and socially disadvantaged.

In meeting these new challenges we have undertaken to identify how we can re-structure our organisation to ensure that we remain one of the top performing forces. Our Strategic Alliance with Warwickshire Police will allow us to identify areas where we can deliver services jointly in order to continue to deliver an effective and efficient service to our communities.

Throughout this process we have ensured that Equality and Diversity have been central to our thinking and planning. I want to ensure that our priorities focus upon protecting the most vulnerable and disadvantaged within our communities.

This Equality Duty Report identifies how we gather, analyse and use Equality and Diversity information to improve the services that we provide. This ranges from identifying and tackling disproportionality in service outcomes for diverse groups to ensuring that everyone has access to our services.

Equality and Diversity are key to improving public confidence and I am committed to ensure that, as an organisation, we use this information to deliver even better policing services and improve outcomes for the communities that we serve.

If you have any comments or questions about the report, please contact our Diversity Team on 0300 333 3000 or by e-mail on [diversity.team.hq@westmercia.pnn.police.uk](mailto:diversity.team.hq@westmercia.pnn.police.uk)

*Simon Chesterman*



## 1. Introduction

The Equality Act 2010, which came into force on 1 October 2010, replaced previous anti-discrimination laws with a single Act, simplifying the law, removing inconsistencies and making it easier for people to understand and comply with it.

A key measure within the Act is the Equality Duty which came into effect on 6 April 2011. The aim of the Equality Duty is to embed equality considerations into the day to day work of public authorities, so that they tackle discrimination and inequality and contribute to making society fairer.

The Equality Duty consists of

A **general duty** with three aims; to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups;
- Foster good relations between people from different groups

This Report will:

- outline how West Mercia Police collects and uses equality information to continuously improve the service we offer to our communities
- give an overview of the type of information is collected, what happens to this information, how we improve service delivery through our analysis and scrutiny and also to highlight priority areas where further action is still required.
- highlight the independent scrutiny that is in place to critically examine our performance and hold the police to account.
- Include information on key areas such as 'Stop and Search'

In addition to publishing equality information, there is also a requirement for the Force, by 6<sup>th</sup> April 2012, to prepare and publish one or more equality objectives:

- That it reasonably thinks it should achieve to meet one or more aims of the general equality duty
- Details of the engagement that it undertook, in developing its objectives with people whom it considers to have an interest in furthering the aims of the general equality duty.

In 2011 West Mercia Police published equality objectives as part of its Single Equality Scheme. These objectives were developed following a period of consultation and engagement. These objectives will be reviewed in response to feedback on this report and final objectives will then be published by 6<sup>th</sup> April 2012.



A copy of the Single Equality Scheme can be downloaded from:

[http://www.westmercia.police.uk/assets/files/documents/nov\\_11/wmp\\_1321003064\\_Single\\_Equality\\_Strategy\\_FINAL.pdf](http://www.westmercia.police.uk/assets/files/documents/nov_11/wmp_1321003064_Single_Equality_Strategy_FINAL.pdf)

We would welcome feedback on both this report and the current objectives in the Single Equality Scheme. This will help us to develop our equality objectives and to develop this report in future years. If you would like to provide feedback, please contact a member of our Diversity Team on 0300 333 3000 or by e-mail on [diversity.team.hq@westmercia.pnn.police.uk](mailto:diversity.team.hq@westmercia.pnn.police.uk)

## 2. West Mercia Police

West Mercia Police serves 1.9 million people across a diverse region of 2,868 square miles, making it the fourth largest police area in England and Wales. We operate through five territorial policing units - Herefordshire, North Worcestershire, South Worcestershire, Shropshire, Telford & Wrekin - and our main headquarters site is based at Hindlip, near Worcester.

Further information about West Mercia Police and our policing priorities can be found in our Joint Policing Plan 2011-2014.

<http://www.westmercia.police.uk/about-us/publications-and-consultation/joint-policing-plan-2011-14.html>





### **3. Our Policies and Procedures**

When the force develops new policies and procedures, it undertakes a rigid equality impact assessment to determine what impact there may be on any diverse group. Each time a policy and procedure is subsequently reviewed, the equality impact assessment is also monitored and evaluated to ensure it is still relevant and up to date. Our policies and procedures together with their related equality impact assessments can be found on our website:

<http://www.westmercia.police.uk/freedom-of-information/published-information/our-policies-amp-procedures/west-mercia-police-policies-amp-procedures.html>

### **4. Collecting Information**

When you contact the police, information may be collected from you to assist us in dealing effectively with the matter and also to enable us to improve the services that we provide.

This information assists us in identifying the following;

- identify the needs of our service users
- which groups are using our services
- which groups are not using our services
- how to reach under-represented groups
- differences in service outcomes
- how to use resources better
- satisfaction levels

Gathering data is not an end in itself, but enables us to identify disproportionality and inequalities and therefore make better decisions about what actions would best improve equality across all diverse groups.

#### **4.1. What information is collected?**

West Mercia Police regularly undertakes surveys of people who have used police services to assess their satisfaction with us. These surveys may be undertaken by post, or more often through a telephone call directly to the person who had the contact with the Police Service.

We also collect information when we execute our powers. For example when we arrest people or where we stop and search someone. We submit these returns to the Home Office and annual national reports are published around 'Stop and Search' and under Section 95 of the Criminal Justice Act 1991.



The Professional Standards Department (PSD) undertakes the work regarding complaints about West Mercia and collects information about the individuals making complaints and those complained about. All this information includes ethnicity, sexual orientation, religious group/faith, disability, gender and age (DOB).

We also collect information about our staff which enables us to map the diversity of our organisation and create a reflective workforce.

## **4.2. What happens to the information?**

The information collected is held and processed in compliance with the Data Protection Act.

Each Territorial Policing Unit reviews its crime figures on a regular basis. These figures are used to plan the work on the TPU and to undertake specific targeted 'operations'.

These figures are also used to plan other resources such as interpreters or mobile speed cameras. The force's media campaigns are also based on these figures.

The information is used to understand the needs of our communities, plan activity to address those needs and to communicate effectively with people and communities.

## **4.3. Addressing information gaps**

We regularly review the information that we collect, to ensure that it enables us to do this effectively and to identify and address any gaps in our information.

For instance, much of our equalities information is currently broken down by Diversity strands eg. Gender, Ethnicity, Faith/Religion, Sexual Orientation, Disability and Age. The Equalities Act 2010 has introduced 9 "Protected Characteristics" which are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and belief
- Sex
- Sexual Orientation



We recognise that we currently have gaps in our information regarding some of these characteristics and are carrying out a review to see how these gaps should be addressed. The results of the review will inform our revised Equality Objectives.

## 5. Staff monitoring information

Information about our staff is recorded in our ['Employment Monitoring Report'](#). This Report provides information on our workforce distribution by role, race, disability, faith, gender and age. It also highlights recruitment, promotion and training statistics, together with grievance and misconduct data.

## 6. Satisfaction Surveys; Crime and Safety Survey

The surveys that we undertake aim to inform us whether as a victim of a crime you were satisfied with our service or if our communities are confident that the police are doing a good job.

We are in the early process of collecting and analysing this data but the information collected so far highlights that there is a slight difference between satisfaction levels between black and minority ethnic and white groups as crime victims.

The results also indicate which groups of people are more confident that the police are doing a good job.

Local and national research has highlighted the simple steps that our staff and officers can take in order to improve confidence and satisfaction.

Through our performance monitoring programme we will continue to monitor these differences and aim to deliver change that makes a real difference to all of our communities.



We will also continue to refine our survey methods in order to ensure that we capture as much diverse information as is possible.

### 6.1. Data from victim satisfaction surveys

The tables below record the percentage of respondents who were either Completely/Very or Fairly satisfied with the service that they received from West Mercia Police. The data relates to victims contacted between April 2010 and March 2011. The total sample size was 3536. The sample was taken from a random selection of victims who were contacted by telephone and taken through a scripted survey taking, on average, 10 minutes.



<b>By age:</b>	16-24	25-34	35-44	45-54	55-64	65-74	74 and over	Overall
<b>All Crimes</b>	85.7	83.3	85.9	86.6	87.8	92.3	95.7	86.4

<b>By ethnicity:</b>	BME	White	Overall
<b>All Crimes</b>	78.8	86.6	86.4

<b>By Gender:</b>	Male	Female	Overall
<b>All Crimes</b>	85.3	87.9	86.4

## 7. Complaints

In 2010/11 the force investigated 939 distinct complaints. In total 40 complaints were identified as containing a diversity issue around age, disability, ethnicity or gender.

The breakdown of these is as follows:

<b>Description of diversity issue</b>	<b>No of complaints</b>	<b>% of total</b>
Age	1	2.5%
Disability	18	45%
Gender	1	2.5%
Ethnicity/Race	20	50%
<b>Total</b>	<b>40</b>	<b>100%</b>

## 8. Stop and Search



In certain circumstances the police have powers to stop and search people. The use of this power is governed by legislation and the police are required to submit detailed information on each occasion that it is used. Our response to recent Government changes in legislation regarding recording and collection of information is currently being reviewed.

Stop and Search regularly raise concerns for black and minority ethnic communities as there are disproportionately more people from a black background stopped in comparison to the overall population.

The Equality and Human Rights Commission recently published a report called 'Stop and Think' and declared their intention to use their powers to tackle the issue of disproportionality.

The Independent Police Complaints Commission has also published guidance as to how police forces should use these powers in order to restore confidence amongst black and minority ethnic communities.

West Mercia understands the concerns that minority communities may have in respect of the use of these powers and we regularly scrutinise this data and ask Territorial Policing Units to account for any disproportionality.

In light of the EHRC report we are preparing a robust action plan to ensure that we are critically challenging any disproportionality that exists.

In West Mercia, between 1 April 2010 and 31 March 2011 a total of 10,783 Stop Searches were recorded. This is a decrease of 11 per cent on the previous year. The totals for each Territorial Policing Unit (TPU) are displayed in the table below.

TPU	Number of Stop Searches				% Change per TPU
	2009/10	% Per TPU	2010/11	% Per TPU	
South Worcestershire	1490	12.3%	1340	12.4%	-10.1%
North Worcestershire	3889	32.1%	3719	34.5%	-4.4%
Herefordshire	713	5.9%	832	7.7%	16.7%
Shropshire	2286	18.9%	2248	20.8%	-1.7%
Telford and Wrekin	2867	23.7%	2192	20.3%	-23.5%
Headquarters	877	7.2%	452	4.2%	-48.5%
<b>Total</b>	<b>12122</b>	<b>100.0%</b>	<b>10783</b>	<b>100.0%</b>	<b>-11.0%</b>



The following table shows how the rate of Stop Searches that lead to arrest varies according to the ethnicity of the person searched.

		Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Mixed	NOT STATED	White
South Worcestershire	Total Stopped	95	50	4	6	22	1163
	No. Arrested	9	9	0	3	2	141
	<b>% Arrested</b>	<b>9.5%</b>	<b>18.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>9.1%</b>	<b>12.1%</b>
North Worcestershire	Total Stopped	215	181	2	21	143	3157
	No. Arrested	25	26	0	7	23	379
	<b>% Arrested</b>	<b>11.6%</b>	<b>14.4%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>16.1%</b>	<b>12.0%</b>
Herefordshire	Total Stopped	17	14	0	0	20	781
	No. Arrested	7	2	0	0	3	77
	<b>% Arrested</b>	<b>41.2%</b>	<b>14.3%</b>	<b>n/a</b>	<b>n/a</b>	<b>15.0%</b>	<b>9.9%</b>
Shropshire	Total Stopped	75	52	1	8	62	2050
	No. Arrested	13	7	0	2	11	287
	<b>% Arrested</b>	<b>17.3%</b>	<b>13.5%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>17.7%</b>	<b>14.0%</b>
Telford & Wrekin	Total Stopped	134	85	0	7	47	1919
	No. Arrested	16	7	0	1	5	200
	<b>% Arrested</b>	<b>11.9%</b>	<b>8.2%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>10.6%</b>	<b>10.4%</b>
HQ	Total Stopped	33	27	3	0	29	360
	No. Arrested	2	3	1	0	4	40
	<b>% Arrested</b>	<b>6.1%</b>	<b>11.1%</b>	<b>0.0%</b>	<b>n/a</b>	<b>13.8%</b>	<b>11.1%</b>
FORCE	Total Stopped	569	409	10	42	323	9430
	No. Arrested	72	54	1	13	48	1124
	<b>% Arrested</b>	<b>12.7%</b>	<b>13.2%</b>	<b>10.0%</b>	<b>31.0%</b>	<b>14.9%</b>	<b>11.9%</b>

## 9. Police Bail

When an individual has been arrested and charged with an offence the police have to consider whether they bail (release) that person to attend court; this may be with certain conditions, for example signing on at the police station every day.

The police may also remand some one into custody (prison) until the date of their court appearance.



The refusal of bail is usually where the offence is more serious or where there is a risk that the individual will fail to attend court or harm witnesses.

In West Mercia statistically more people from a black or minority ethnic background are refused bail than people who are white.

Whilst initial scrutiny identifies that this may be associated with a number of policing operations targeting Organised Crime Networks, the Local Criminal Justice Board will continue to monitor and ensure that any disproportionality is justified.

## **10. Hate Crime and Hate Incidents**

Hate Crime can be defined as any crime that is motivated by the offenders dislike of or hostility toward another based on a particular feature. This could be because of the victim's association with a group or based upon their personal characteristics. The police also record "Hate Incidents" this is similar to a "Hate Crime" but is where an incident occurs that does not constitute a criminal offence.

When recording hate crime and hate incidents West Mercia Police uses the following definition of characteristics:

### **i. Disability**

An incident has occurred because of a disability. This includes physical disability, mental disability, and learning disability.

### **ii. Race**

An incident or crime has occurred because of their Race.

Race is defined as per the Mandla Criteria (1983) The Law Lords stated that two essential conditions to consider when identifying a separate race were:

- Long shared history
- Cultural tradition of its own

In addition the following characteristics were considered relevant:

- i. Either a common geographical origin, or descent from a smaller number of common ancestors
- ii. Common language, not necessarily peculiar to the group
- iii. Common literature peculiar to that group
- iv. Common religion different from that of neighbouring groups or from the general community surrounding it



- v. Being a minority or being an oppressed or a dominant group within a larger community

Thus Irish Traveller would be considered a separate racial group. Sikh and Jewish for example are distinct in that they fit the criteria for both Race and religion.

### **iii. Religion/Faith**

Incident has occurred because of the victim's beliefs through their faith / religion. Included in this category is an instance where a person is targeted because they have NO religion / faith

### **iv. Sexual Orientation**

Incident has occurred because of their Sexual Orientation. Sexual Orientation includes gay, straight and bisexual. It can also apply where the offenders' perception of the sexual orientation of the victim is in fact incorrect.

### **v. Transgender**

An incident has occurred because the victim is transgender. This may include a victim who is:

- Transsexual - a person who feels a consistent and overwhelming desire to fulfil their life as a member of the opposite gender. They may want and complete sex reassignment surgery
- Transvestite - clinical name for a cross dresser, a person who dresses in the clothing of the opposite sex. Transvestites do not wish to alter their body.
- Transgender - a term used to include transsexuals and transvestites. A transgenderist can also be a person who, like a transsexual, transitions - sometimes with the help of cosmetic surgery and hormone therapy - to live in the role of the opposite gender, but has not undergone, and generally does not intend to undergo, surgery.

### **Reporting Hate Crime**

Where the hate is motivated by someone's dislike of another based on any of the above characteristics the Police and Crown Prosecution Service actively monitor and respond to the information collected.

Victims of hate crime can report hate crime online through a website called True Vision which is supported by all forces in England, Wales and Northern Ireland. It can be accessed at [www.report-it.org.uk](http://www.report-it.org.uk).

True Vision provides information for victims and the public about what hate crime is, why it is important to report it when it happens, and sets out the range of ways hate crimes can be reported, including via an online reporting form. The site also provides links to organisations that can offer support and advice on hate crime related issues.



**West Mercia Police Hate Crime and Hate Crime Incidents Data**

2010/11 Fiscal Year Victims of Crime for the Force							
		<18	18-24	>24	Unknown		Total
	<b>Force</b>	3881	6902	34161	64		44925
						All Ages by Ethnicity	Total by Sex
<b>White</b>	<b>Male</b>	2039	3357	17932	30	23322	
<b>Black</b>		32	51	245	1	329	
<b>Asian</b>		58	98	715	3	870	
<b>Chinese</b>		14	18	91	0	123	
<b>Unknown</b>		34	28	387	2	451	
	<b>Total</b>	2177	3552	19370	36		25095
						All Ages by Ethnicity	Total by Sex
<b>White</b>	<b>Female</b>	1604	3217	14110	17	18905	
<b>Black</b>		34	60	134	0	228	
<b>Asian</b>		28	48	260	4	340	
<b>Chinese</b>		5	4	59	0	68	
<b>Unknown</b>		33	19	218	4	274	
	<b>Total</b>	1704	3348	14781	25		19815
						All Ages by Ethnicity	Total by Sex
<b>White</b>	<b>Unknown</b>	0	2	9	1	12	
<b>Unknown</b>		0	0	1	2	3	
	<b>Total</b>	0	2	10	3		15

Please note: The number of Victims is counted and not the number of unique crimes.



2010/11 Fiscal Year Victims of Hate Crime for the Force						
	White	Black	Asian	Chinese	Unknown	Total
<b>Disability</b>	40	2	0	0	1	43
<b>Race</b>	148	86	186	28	8	456
<b>Religion/Faith</b>	1	0	0	0	0	1
<b>Sexual Orientation</b>	67	1	2	0	0	70
<b>Transgender</b>	6	0	0	0	0	6
<b>Total</b>	261	88	187	28	9	573

Please note: The number of Victims is counted and not the number of unique Hate crimes.

2010/11 Fiscal Year Victims of Hate Incidents for the Force						
	White	Black	Asian	Chinese	Unknown	Total
<b>HATE INCIDENT - NO SPECIFIC OFFENCE</b>	36	1	0	1	0	38
<b>HOMOPHOBIC INCIDENT - NO SPECIFIC OFFENCE</b>	29	0	0	0	3	32
<b>RACIAL INCIDENT - NO SPECIFIC OFFENCE</b>	66	31	67	9	3	176
<b>OTHER CRIME INCIDENTS WITH HATE MARKERS</b>	48	5	9	2	0	64
	175	37	76	12	6	306

Please note: The number of Victims is counted and not the number of unique Hate crime incidents.

### 10.1. Responding to Hate Crime

West Mercia Police takes all “Hate Crime” and “Hate Incidents” seriously and the information that we collect is scrutinised by our Independent Advisory Groups.



West Mercia has taken note of the advice and findings of two significant recent reports.

'Hidden in Plain Sight' (Equality and Human Rights Commission) and 'Don't Stand By' (Mencap).

'Hidden in plain sight' is the final report of the inquiry into disability-related harassment. The report uncovers that harassment is a commonplace experience for disabled people, but a culture of disbelief and systemic institutional failures are preventing it from being tackled effectively. As well as reporting on the extent of harassment the report also includes case studies and makes recommendations to public authorities to help them deal with the problems uncovered.

Chief Inspector Jim Baker from West Mercia Police's Territorial Policing Support said: "We understand the far-reaching effects that hate crime of any nature can have on the victim and we treat all reported incidents very seriously.

"We are actively engaging with community groups, carers and other professionals to continue to raise awareness of these crimes and encourage reporting"

"However we need to be made aware of any incidents if we are to tackle hate crime effectively, yet we know that many such incidents go unreported, particularly those involving people with learning disabilities.

"Our current focus is therefore to encourage those with learning disabilities or involved in caring for or working with this group to report hate crime incidents, and also to reassure them that police and partner agencies will investigate and take action."

Our Hate Crime Policy is currently being reviewed with the Police Authority and IAGs.

## **10.2. Local Policing**

There are currently 145 Local Policing Teams across West Mercia. The community can contact their local team about any issues of concern and they will respond directly to the issues raised.

The teams carry out regular Partners and Community Together (PACT) meetings and other local community consultation in their areas.

The teams can be contacted through the regular PACT meetings and surgeries, by telephone or by e-mail, all of their details can be found on the West Mercia Local Policing internet site.

We have also identified Local Policing Priority Areas. These communities have been decided upon based upon levels of crime, anti social behaviour and community confidence.

These areas are often the most socio-economically disadvantaged communities.

We work with partner agencies and community groups to identify and tackle the issues that are of most concern.

To find your Local Policing Team visit [www.westmercia.police.uk](http://www.westmercia.police.uk)



## 11. Examples of activity undertaken to further the aims of the Equality Duty

The data that West Mercia Police collects is used, together with national learning and local knowledge, to inform our decision making. This has an impact on Force structures, policies and operational activity. Some examples are:

### 11.1. Internal Action Groups

West Mercia operates a number of support networks to assist our staff on issues of race, gender, disability and sexuality.

**MERGe** is a resource and support network for Black and Minority Ethnic Staff, Community Support Officers, Special Constables and Police Officers working for West Mercia Police. The aim of MERGe is to work with West Mercia Police to support and promote Black and Minority Ethnic staff within the organisation and its wider community.

**The disAbility network** is an internal action, networking and representative group for police officers, police staff and members of the Special Constabulary who have a disability, or are caring for dependants who have disabilities.

**The Women's Network** provides support for all women and facilitates them to fulfil their potential and works with others to progress diversity issues.

**The Maternity Support Network** which provides assistance and support to women during pregnancy, maternity leave and upon their return to work. This network also aims to provide collective advice and support in relation to paternity issues, adoptive parenting and fertility treatment.

**LINK** is an internal action, networking and representation group for lesbian, gay, bisexual and trans Police Officers, Police Staff and members of the Special Constabulary.

### 11.2. Accreditations

We hold the Disability Two Ticks Award from JobCentre Plus in recognition of our agreement to take action to meet five commitments regarding the employment, retention, training and career development of disabled people.

We improved our ranking in the 2011 Stonewall Workplace Equality Index of the top 100 employers of gay people, jumping to 38<sup>th</sup> position, from 78<sup>th</sup> in 2010. As well as reviewing internal processes and procedures the index reviews our external processes and procedures and interaction with partner agencies, contractors, suppliers and members of the public.

### 11.3. Recruitment initiatives

We have several initiatives in place concerning the recruitment, retention and progression of BME staff, including links with West Midlands universities encouraging students to think

about becoming a Special Constable; radio advertising on black and Asian networks; positive action support in the competency based recruitment process.

#### **11.4. Identifying individuals at risk of harm**

Over the last year we identified the need to carry out additional work to identify the underlying motivation for anti-social behaviour. In particular we wanted to identify situations where the offender had demonstrated hostility towards someone due to them having a protected characteristic. In order to help us do this we have:

- Made changes to the call management process. Callers reporting anti-social behaviour are now routinely asked questions to identify any protected characteristics.
- Provided training to all of our Community Support Officers around the concept of 'harm'. This aims to help them to identify those particularly at risk of harm from anti-social behaviour due to protected characteristics.

#### **11.5. Initiatives undertaken by Territorial Policing Units in response to local needs**

##### South Worcestershire Territorial Policing Unit

Anglers of all nationalities including UK residents were urged to respect the River Avon in Evesham under a joint project by Evesham Town North Local Policing Team, local government and local fishing enthusiasts

Posters in Polish - believed to be the largest Eastern European presence in the area - and English publicised a ground-breaking event aimed at educating both existing and would-be anglers on 21st April.




It was attended by 25 people including a number of Polish residents and it is now planned to hold a second session immediately before the beginning of the new coarse fishing season on 16th June.

LPO Paul Lewis said: I am quite often approached by foreign nationals living in or near Evesham asking how they should go about starting fishing. They have no intention of doing anything unlawful, they are just short of the right information to enable them to do so legally.

The initiative is endorsed by Polish-born Tomasz Piotrowski, co-ordinator of the Migration and Integration in Rural Areas (MIRA) project, which operates throughout Worcestershire.

MIRA works closely with the Evesham Polish Community Association in supporting the Government-backed Workers Agricultural Scheme established to aid temporary and permanent workers from countries that joined the European Union in 2004 - the Czech



Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia plus Romania and Bulgaria, which became members in 2007.

Mr Piotrowski said: This pilot scheme is very much about fishing, but it is also about building bridges between the police and local authorities and European migrant workers and helping them achieve a better understanding of the many facets of British life. It is not always just about rules, but often about culture, which is not as clear-cut.

#### North Worcestershire Territorial Policing Unit

Redditch district is home to various minority groups, some visible, others less so. The police enjoy close contact with Redditch Taxi Drivers Association representing upwards of 300 taxi drivers registered in the town, the majority of these from the local Asian Muslim population. Senior members of the association have easy contact with the district Inspector and links are effective both ways - the taxi drivers appreciate a swift response to concerns they raise about policing whilst the Association can be trusted to support the police when we request important messages be delivered to the wider population.

Similar links are maintained with the committees of both Redditch Mosques, that contact never being more important than when a new-build mosque was attacked by vandals in October last year. Swift and decisive action by the police resulted in the arrests of several suspects and the charging of one with criminal damage, much to the relief and gratitude of the mosque committee.

On the Bromsgrove District the LP Team attends both the Black History Society meetings and the Diversity Steering Group meetings. Often issues are raised at these meetings where we can then engage directly with those from minority backgrounds, other than those that attend the meetings.

In supporting the Force tag rugby competition Wyre Forest arranged its own inter school competition which was attended by 19 schools. The winner of the event then went forward to the force competition. In May the Sutton Park LP Team supported the Kidderminster Pride event in Brintons Park. Over 5000 people attended the event with significant engagement opportunities through the Divisional stand supporting BME Pact engagement.

#### Herefordshire Territorial Policing Unit

Hereford Police identified that young people were vulnerable to bullying and exploitation via the internet and responded by undertaking internet safety events.

A number of initiatives were undertaken that included delivering 'ThinkuKnow' internet safety leaflets to over 4000 leaflets to children and young people at Youth PACT events and through primary schools across Herefordshire.

The events were aimed at identifying Cyber-bullying and understanding what it is, how it happens and how it effects people. There was an interactive "What to Do If.." session where pupils had to look at e-mail or text messages and decide how to deal with it - 'Delete', 'Reply' or 'Something Else'.



Internet Safety advice was provided using a DVD resource from the Child Exploitation and Online Protection Agency (CEOP) that was launched for Internet Safety Day, called 'Jigsaw'.

As a part of the multi-agency training team for Herefordshire Safeguarding Children Board (HSCB), the police have co-facilitated multi agency Safeguarding Course and attended meetings for the HSCB Training and Development sub-group.

### Shropshire Territorial Policing Unit

Shrewsbury Division has now started an initiative involving one of the largest specialist schools in the country. Severndale Specialist School at Monkmoor, has 350 young people their ages ranging from 4 to 19 years. The pupils have varying degrees of both mental and physical disability.

Shropshire's Youth Inclusion Team has undertaken a new programme whereby for the first time the police are actively engaging with the school. This developing multi agency partnership is symbiotic with the police undertaking courses within the school environment to aid communication with the youngsters, and the school feeling a greater sense of community involvement and cohesion.

The courses at the school are designed specifically with young people's disabilities in mind. For example, a Makaton Sign language course will commence on the 18<sup>th</sup> June. This form of basic sign language enables both disabled young people and youngsters with learning requirements to communicate. Similarly, we have undertaken a sports course for the disabled. This has allowed officers a greater appreciation and understanding of the needs and requirements of disabled young people when engaging in sports activities, and how we must tailor our methods accordingly.

The Youth Inclusion Team has also been instrumental in the devolvement and imminent installation of a sensory garden at the school. Our multi agency approach will enable the school to have a touch, smell, sound and feel area of planting where once there was scrub land. On a recent visit to the division by the High Sheriff of Shropshire we arranged for him and his wife to attend the Severndale School and view the proposed area for the garden. They were most impressed not only with the schools facilities and new garden scheme, but also with the Youth Inclusion Teams involvement and commitment to forging such positive working relationships in our community.

We hope to continue to develop this affiliation with the Severndale Specialist School, by becoming more involved with linking various sporting activities involving other local schools, thus increasing general community alliances.



## Telford & Wrekin Territorial Policing Unit

A football project aimed at providing young people in Telford with a unique chance to experience life at a Premiership club has been hailed a massive success.

A total of 47 young people aged between 9 and 17 from the borough were invited to Wolverhampton Wanderers Football Club during half term a couple of weeks ago to take part in four memorable days of football related activities.

The young people were given professional coaching at Molineux Stadium and Dome Training Ground, and met some of the team's players. Over the course of the four day project which was funded by the West Mercia Police Community Safety Fund - input was also given in relation to personal safety and steering clear of anti-social behaviour.

In addition the young people also enjoyed a behind the scenes visit to the stadium, including a stadium view from the executive box, run out of the tunnel, and visits to the conference and board room, players lounge and changing rooms.

The event was organised by Community Support Officer Ann Moore from the Malinslee Local Policing Team, who said: It was an extremely successful four days, which were well attended, and the enthusiasm of the young participants was inspiring.

We have received a lot of good feedback and it certainly seemed that all the youngsters enjoyed every minute of the project. I would like to congratulate all the young people who were given awards for participation, skills, involvement and effort.

Kevin Wilson, Social Inclusion Officer for the Wolves Community Trust, said:

From our point of view at Wolves Community Trust, the visit was extremely successful as a means of engaging with young people and young adults over the Easter period; it helped occupy their time in a more constructive and fun manner than they may otherwise have done."

## **12. Scrutiny**

### **12.1. Police Authority**

The Police Authority is an independent body comprising 17 members responsible for overseeing and securing the maintenance of an effective and efficient police service for the public of West Mercia. It has a legal responsibility to obtain the views of local people about matters concerning the policing of the area and also their co-operation with the police in preventing crime and anti-social behaviour. The Authority is required to take these views into account when developing policing priorities for the policing plan.

Members make themselves accessible to local communities through a variety of mechanisms, for example: attendance at PACT and other meetings, going out on patrol with local policing teams and through their day to day activities. Their contact details are published on the Police Authority website and on posters in Police Stations. Information



about their work is provided through: media releases, website, member's blog, newsletters and the Council Tax leaflet.

The Authority's Equalities and Human Rights Panel has responsibility for scrutiny of equality, diversity and human rights issues, stop and account and Independent Custody Visitor Panels. It reports to Police Authority/Executive Board.

For more information about the Police Authority go to [West Mercia Police Authority](#)

## **12.2. Independent Advisory Groups**

To assist the Force in delivering a high quality service to our diverse communities we have established three Independent Advisory Groups (IAGs) providing specialist advice, support and challenge to the Force. They offer differing perspectives, objectively and constructively and in doing so have enabled the Force and its Officers and staff to have a better understanding of the needs, concerns and expectations of the communities it serves. The three groups are:

- Lesbian, Gay, Bisexual and Trans (LGBT)
- Disability
- Black and Minority Ethnic (BME)

IAG membership is voluntary and individuals attend six formal meetings each year, but may be contacted at any other time should a particular need arise.

## **13. Contact Us**

We welcome your feedback in relation to this report and in particular your views on any Equality objectives that should be set by the Force.

If you want any further information, or have specific questions, or require this report in an alternative format please contact the Diversity Team on phone number 0300 333 3000 or by e-mail on [diversity.team.hq@westmercia.pnn.police.uk](mailto:diversity.team.hq@westmercia.pnn.police.uk) and we will do our best to help you.