

ACTION PLAN UPDATE – JULY 2003
Race Relations (Amendment) Act 2000

1. Publish a Race Equality Scheme

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
1.1	Clarify the definition of RES.	ACC	31/05/02 Achieved	<ul style="list-style-type: none"> ▪ The RES is defined by CRE as a strategy and action plan, summarising the Force approach to race equality and our corporate objectives. It should also say how we plan to meet each part of the duties. The RES should include: <ul style="list-style-type: none"> ▪ Values, principles and standards that guide our approach to race equality; ▪ The overall strategic aims and objectives adopted to promote race equality; ▪ Clear timescales on the Action Plan; and ▪ The arrangements made to meet the General and Specific Duties. ▪ The functions/policies assessed as being relevant to the General Duty and the arrangements for meeting the duty. ▪ Assessing and consulting on the likely impact of relevant functions/policies. ▪ Making sure the public has access to the information. ▪ The method of training personnel on the general and specific duties. ▪ Ethnic monitoring both internally and externally. 	<ul style="list-style-type: none"> ▪ Now Complete

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1.2	Clarify the extent of publication required.	ACC	31/05/02 Achieved	<ul style="list-style-type: none"> ▪ A publication must occur by 31 May 2002. It needs to be available to anyone who wants to see it. Thought should be given to breaking down any barriers to preventing readership, eg large print, foreign languages and audiotape. ▪ Reports on the progress of the RES should be published at least once a year in accordance with a publication and consultation plan. This will allow for new functions and policies introduced during the year to be consulted upon. The entire RES should be updated at least every three years. 	<ul style="list-style-type: none"> ▪ Now Complete
1.3	Liase with HMIC for joint understanding of Race Equality dimensions in future inspections.	CRR Steering Group	31/05/02 Achieved	<ul style="list-style-type: none"> ▪ Race Equality is mentioned in two main publications dealing with future HMIC inspections, the BCU inspection handbook and the HMIC inspection protocols 	<ul style="list-style-type: none"> ▪ Now Complete
1.4	Publish draft RES.	ACC	31/05/02 Achieved	<ul style="list-style-type: none"> ▪ During the draft stage consideration given to methods of communication. 	<ul style="list-style-type: none"> ▪ Now Complete
1.5	Identify the aim of the General Duty	ACC	31/05/02 Achieved	<ul style="list-style-type: none"> ▪ Defined with CRE publications as a duty to mainstream the elimination of discrimination and the promotion of equality of opportunity and good relations by making these an integral part of the way public functions are carried out; therefore public services will be improved for everyone. The Duty requires specific public bodies to have due regard to the need to eliminate racial discrimination and to promote equality of opportunity and good race relations between persons of different groups when performing their functions 	<ul style="list-style-type: none"> ▪ Now Complete

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
				<ul style="list-style-type: none"> Chief Officers of Police are subject to both the General and Specific Duty and named in the Schedule to the order. 	
1.6	Identify initial steps necessary for the Suffolk Constabulary to comply with the General Duty.	CRR Steering Group	31/12/04	<ul style="list-style-type: none"> Within policy and service delivery it is necessary to meet all three parts of the General Duty. The following four steps will be considered: <ul style="list-style-type: none"> Identify which functions are relevant to race equality; Prioritise these functions; Assess all relevant functions and policies for their impact on race equality; Consider and make changes to policies, where necessary to meet the General Duty. <p><u>The steps are dealt with under Action 3</u></p>	<ul style="list-style-type: none"> A Policy Review Team is to be formed to carry out this role.
1.7	Identify point of contact within CRE.	Steering Group	May 2002 Achieved	Point of contact for reference and consultation established Sam Budu ISCRE	<ul style="list-style-type: none"> Now Complete

2. **Assess which functions and policies, including proposed policies are relevant to the General Duty.** (Public Authorities must list in their Race Equality Scheme, the functions and policies, including proposed policies, which are relevant to their performance of the General Duty to promote race equality. They should review this list at least every three years).

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2.1	Establish the definition of 'policy' and 'function'.	CRR Steering Group	31/05/02 Achieved	<ul style="list-style-type: none"> In terms of the Act and the General Duty, 'policy' means the full range of formal and informal decisions that an authority makes in carrying out its duties and all the ways in which it exercises, or decides not to, its powers. Policies should also include long standing 'customs and practices'. 	<ul style="list-style-type: none"> Now Complete

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
				<ul style="list-style-type: none"> ▪ In terms of the Act and the General Duty, 'function' means the full range of an authority's duties and powers, including both internal and external functions. ▪ This relates to all policies, guidelines, standing orders and working practices within the Constabulary 	
2.2	Identify all policies, guidelines, standing orders and working practices throughout the Suffolk Constabulary.	Corporate Development Information Security Officer	31/12/04	<ul style="list-style-type: none"> ▪ - 	<ul style="list-style-type: none"> ▪ Because of the many diverse methods by which Suffolk Constabulary records and communicates policies and working practices this work is still to be completed.
2.3	Identify those functions and policies relevant to the General Duty.	CRR Steering Group	31/12/04	<ul style="list-style-type: none"> ▪ Functions should be prioritised according to the relevance of the function to race equality. Any policies, which are people-focused in either employment or service delivery are likely to be relevant. ▪ A function or policy will be relevant if it has or could have, implications of any kind. ▪ The levels of priority for relevance will be assessed as one of the following – 'none', 'a little', 'some' or 'a lot'. 	<ul style="list-style-type: none"> ▪ It is intended that the 32 areas highlighted within the RES will be prioritised for impact Assessment and Policy Review, but all policy documents should be reviewed.
2.4	Approve a template for the checking of policies/functions/practices to assess the impact on racial equality, gender bias and discrimination on basis of sexual orientation, disability or age.	CRR Steering Group	31/08/04	<ul style="list-style-type: none"> ▪ Consider and make changes to the relevant functions and policies, if necessary, to meet the General Duty. This will take place over the three year period, ie High Priority – Year 1; Medium Priority – Year 2; Low Priority – Year 3. ▪ Once an assessment has been made, this shall be reviewed at least every three years. 	<ul style="list-style-type: none"> ▪ A joint template for the review of policy has been developed by the Suffolk Constabulary and Police Authority.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
				<ul style="list-style-type: none"> The ACPO General Police Framework for audits already exists. The first five areas of this template are to be amended to specifically relate to the RR(A)A. 	
2.5	Identify a system for subsequent reviews of policies/ functions for continued compliance.	CRR Steering Group	31/03/04	<ul style="list-style-type: none"> All policies/functions practices are currently reviewed annually for Human Rights Act compliance. The review process will now need to address RR(A)A compliance. 	<ul style="list-style-type: none"> A Policy Team is to be created to progress this Action.
2.6	Identify a system for ensuring new policies take account of RR(A)A compliance.	CRR Steering Group	31/03/04	<ul style="list-style-type: none"> The auditing of new policies for compliance will need to be ensured and co-ordinated. 	<ul style="list-style-type: none"> A Policy Team is to be created to progress this Action.

3. Set out arrangements for assessing and consulting on the General Duty impact.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
3.1	Identify the current position for consultation.	Consultation Manager	01/10/02		<ul style="list-style-type: none"> Telephone survey of people of minority ethnic backgrounds feelings of safety, fear of crime and knowledge and experience of Constabulary services completed in March 2003 (partially funded by PSA Stretch Target 13 Steering Committee). Telephone survey of victims of racist incidents completed in March 2003. Monitoring database available for the 2002/3 session, which enables the identification of the extent to which people of minority ethnic backgrounds have been consulted by the Authority and the Constabulary for their views.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
				-	<ul style="list-style-type: none"> • Personnel Survey to be conducted June 2003, which includes a number of questions relating to diversity issues. • Consultation Strategy and Guide agreed by the Authority and Constabulary, with people of minority ethnic backgrounds being defined as a priority group for Force-wide and Area consultation activities. • Recommendation made to the Inspector of Community & Race Relations that consultation arrangements be co-ordinated through the Constabulary Policy Board with a member of the Research and Consultation Unit in attendance to advise and direct.
3.2	Clarify the extent of Assessing and Consulting required.	DCC	01/03/04	<ul style="list-style-type: none"> ▪ Assessment of the potential effects of policies must occur before such policies are adopted. Under the duty we will need to ask people who are likely to be affected by the policy, what the proposals will mean for race equality. ▪ There needs to be external consultation. ▪ There needs to be internal consultation, in particular with minority ethnic personnel. ▪ The Constabulary will need to identify groups that have not been previously consulted, eg: Asylum Seekers, Travellers, Self-Help Groups and Minority Ethnic Students. 	<ul style="list-style-type: none"> ▪ The Deputy Chief Constable is to appoint a team to carry out this function with regards to the Race Relations Amendment Act, in association with the Constabulary Consultation Manager.

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3.3	Publish arrangements for assessing and consulting on General Duty impact.	CRR Steering Group	01/03/04	<ul style="list-style-type: none"> ▪ Ensure that the Force Consultation Strategy addresses the requirements of the RR(A)A. ▪ Collection and analysis of relevant ethnic data to assist in the assessment and consultation on the General Duty impact of proposed policies. ▪ Consult with people who are likely to be affected by the proposed policies. ▪ Reviewing and revising the proposed policies in the light of assessment and consultation. ▪ Consultation should include surveys, focus groups, public meetings and Local Strategic Partnerships. 	<ul style="list-style-type: none"> ▪ As above.

4. Arrangements for monitoring for any adverse impact.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
4.1	Identify current position.	ACC	31/03/04	<ul style="list-style-type: none"> ▪ Section 95 statistics gather data for: Stop and Searches Arrests Cautions, Reprimands and Final Warnings Police Complaints Deaths in Custody Homicide ▪ Home Office has target date of 01/04/02 for monitoring using the 16+1 Census categories. 	<ul style="list-style-type: none"> ▪ Section 95 statistics are regularly reviewed by the Force Information Officer and presented to the Police Authority by Chief Officers. ▪ 16+1 Census categories have been adopted by the Constabulary. A Crime Victim Survey has been completed in respect of racial incidents.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
				<ul style="list-style-type: none"> ▪ ACPO voluntarily extended ethnicity monitoring by April 2002 to: HORT/1 Forms Vehicle Defect Rectification Forms Endorsable Fixed Penalty Tickets Negative Breath Tests ▪ The ACPO work on ethnicity and descriptive monitoring which builds on Section 95, recommends extending to Racist Incidents. ▪ Crime Victim Surveys for racially motivated crime. 	
4.2	Clarify extent of monitoring required.	DCC	31/03/04	<ul style="list-style-type: none"> ▪ This relates specifically to the functions and policies that are deemed to be relevant: Family Liaison Witness Protection Protection of Suspects Victim Support Crime Reduction and Prevention Consultation Employment issues Stop and Search Search Warrants Arrests Bail Detention Forced entry Road Traffic Stops Cautions v Charges – analysis of data Response times Clear ups Deaths in Custody Investigation Drink drive enforcement Drug testing/samples Immigration removals Firearms deployment 	<ul style="list-style-type: none"> ▪ The Deputy Chief Constable is to appoint a team to carry out this function with regards to the Race Relations Amendment Act.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
				<p>Operations – deployment of resources Deployment of BCU resources Complaints and Discipline – service delivery Civil Litigation Use of Prevention of Terrorism legislation Surveys of community perceptions of policing Surveys of satisfaction Reports of racist incidents and outcomes Scenes of Crime</p>	
4.3	Define `adverse impact`.	ACC	31/05/02 Completed	<ul style="list-style-type: none"> ▪ Adverse impact is where the outcomes of any process are likely to be less favourable for members of any identifiable group. ▪ Assessment should be whether different effects of policies on different racial groups which are identified, have an adverse impact on a particular group. ▪ Impact can be measured for example by: <ol style="list-style-type: none"> 1. Keeping records on how service or enforcement powers are implemented. 2. Satisfaction Surveys. 3. Random or targeted interviews. 4. Complaints data. 5. Public consultation meetings and structured focus groups. ▪ Use could be made of the definition of `disproportionality` from the ACPO Stop and Search Guide, which the CRE are in agreement with. 	<ul style="list-style-type: none"> ▪ Now Complete

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4.4	Identify a corporate monitoring procedure.	CRR Steering Group	31/03/04	<ul style="list-style-type: none"> ▪ See 5.1 ▪ Monitoring by racial group should test: <ol style="list-style-type: none"> 1. Participation and the under or over representation of different racial groups. 2. Satisfaction levels within the service. 3. How effectively a service is delivered to different communities. 4. How services are provided, eg language/ cultural needs. 	<ul style="list-style-type: none"> ▪ To be progressed following the development of the Policy Team.

5. Arrangements for publishing.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
5.1	Clarify the extent of publication required.	ACC	02/02/02 Achieved	<ul style="list-style-type: none"> ▪ The scope of this aspect of the duty is wide. The Scheme will be publicised through a range of media. ▪ The Scheme or a summary will be made available through the Constabulary at Police Stations, certain public locations and on request at Police Headquarters, Martlesham, Suffolk. ▪ The publication will be made internally to the Constabulary as well as externally via the Internet and Intranet. ▪ Copies of the Scheme will be provided for local minority ethnic groups. ▪ Local Partnership and Diversity Groups. ▪ ISCRE. 	<ul style="list-style-type: none"> ▪ The publication of the RES was completed, however there is an on going responsibility in respect of subsequent versions.

6. Arrangements for ensuring minority ethnic groups have access to information and services.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
6.1	Publication through the range of media.	Director of Corporate Development	30/06/02	<ul style="list-style-type: none"> ▪ The Race Equality Scheme to be published through the range of media and will include specific minority ethnic press if available. 	<ul style="list-style-type: none"> ▪ Now Complete
6.2	Public availability of Scheme	ACC	30/06/02	<ul style="list-style-type: none"> ▪ Copies of the Scheme or summaries will be made available at Police Stations, Public Libraries and Citizens Advice Bureaux. ▪ Copies of the Scheme will be available on request from Police Headquarters. 	<ul style="list-style-type: none"> ▪ Now Complete
6.3	Publication of Scheme on the Constabulary website.	Director of Corporate Development	31/05/02	<ul style="list-style-type: none"> ▪ The Race Equality Scheme or summary to be published on the Constabulary website. 	<ul style="list-style-type: none"> ▪ Now Complete
6.4	Publication of Scheme on the Constabulary Intranet.	Director of Corporate Development	31/05/02	<ul style="list-style-type: none"> ▪ The Race Equality Scheme or summary to be published on the Constabulary Intranet. 	<ul style="list-style-type: none"> ▪ Now Complete
6.5	Distribution of Scheme to minority ethnic groups or support fora.	Director of Corporate Development	30/06/02	<ul style="list-style-type: none"> ▪ Copies of Scheme or summary to ISCRE. ▪ Copies of Scheme or summary to local Citizens Advice Bureaux. ▪ Copies of Scheme or summary to all minority ethnic groups or support fora as identified. 	<ul style="list-style-type: none"> ▪ Now Complete

7. Arrangements for training on issues relevant to the duty to promote race equality.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
7.1	Identify existing training given on the promotion of race equality.	Training Manager	31/03/03	-	<ul style="list-style-type: none"> ▪ -Identified as CRR programme/probatione r training routes
7.2	Identify the training required to raise staff awareness of the General Duty.	CRR Steering Group	31/03/04	-	<ul style="list-style-type: none"> ▪

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7.3	Identify awareness training options and any necessary variations required through a Training Needs Analysis according to rank/grade/role.	Training Manager	Ongoing	-	<ul style="list-style-type: none"> Ongoing CRR programme is meeting this and being extended to specials. Probationer input is being enhanced
7.4	Identify any need for frequency of training, ie refresher or new personnel training.	Training Manager	31/03/03	-	<ul style="list-style-type: none"> Will be addressed on completion of main CRR and stop & search programmes
7.5	Implementation of awareness training.	Training Manager	31/03/04	-	<ul style="list-style-type: none"> Ongoing CRR programme is meeting this and being extended to specials. Probationer input is being enhanced
7.6	Training to be provided for those involved with the auditing of policies/practices.	CRR Steering Group	31/03/04	-	<ul style="list-style-type: none"> Guidance anticipated from the CRE during latter part of 2003.

8. Ethnic monitoring of the Constabulary's staff.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
8.1	Review current position on data monitored of 'personnel in post'	Personnel Officer (Management Information)	31/03/03	-	<ul style="list-style-type: none"> A review has been carried out on all of the current monitoring data and we have adopted, in accordance with the Race Relations Act, the 16+1 classification criteria which has been applied to all existing and new members of the workforce. There have been no obvious gaps identified in this data classification and monitoring across any of the areas listed and these continue to be reviewed on a regular basis within Human Resources and where appropriate reported to various committees.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
8.2	Identify gaps in data monitored.	Personnel Officer (Management Information)	31/03/03	-	▪ As above
8.3	Ensure gaps in data monitored are dealt with and incorporated into existing data collection mechanisms.	Personnel Officer (Management Information)	31/03/03	-	▪ As above
8.4	Review current position of data monitored for 'job applicants'.	Personnel Officer (Recruitment)	31/03/03	-	▪ As above
8.5	Identify gaps in the data monitored.	Personnel Officer (Recruitment)	31/03/03	-	▪ As above
8.6	Ensure gaps in data monitored are dealt with and incorporated into existing data collection mechanisms and publications.	Personnel Officer (Recruitment)	31/03/03	-	▪ As above
8.7	Review current position on data monitored for 'internal' job applicants.	Personnel Officer (Recruitment)	31/03/03	-	▪ As above
8.8	Review current position of data monitored for applicants for promotion.	Personnel Officer (Recruitment)	31/03/03	-	▪ As above
8.9	Identify gaps in data monitored.	Personnel Officer (Recruitment)	31/03/03	-	▪ As above
8.10	Ensure gaps in data monitored are dealt with and incorporated into existing data collection mechanisms and publications.	Personnel Officer (Recruitment)	31/03/03	-	▪ As above
8.11	Review current position of data monitored for applicants for training.	Training Manager	31/03/03	-	▪ The current practice is to emulate the procedure adopted by Personnel. This means that all applications received, Applicants short-listed and those appointed will be broken down in accordance with the 16 + 1 criteria. In addition the training records of the minority ethnic staff in the Suffolk Constabulary are periodically scrutinised in an endeavour to identify any emerging trends.
8.12	Identify gaps in data monitored.	Training Manager	31/03/03	-	▪ Non-apparent.
8.13	Ensure gaps in data monitored are dealt with and incorporated into existing data collection mechanisms and publications.	Training Manager	31/03/03	-	▪ Not applicable.

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8.14	Ethnicity options on HR forms to be revised to correspond with 16+1 Census options.	Personnel Manager	Completed	-	<ul style="list-style-type: none"> We have revised the 16+1 classification data and the responses which we received have not presented us with any undue difficulties. The returns we have received were comprehensive and have allowed us to reclassify a number of individuals following their own definitions within the Act.
8.15	Identify a strategy to deal with a potential negative response to further ethnic monitoring.	Director of Human Resources	To be Determined	-	<ul style="list-style-type: none"> Not currently required.
8.16	Identify action that will be taken in the event that unjustifiable patterns of discrimination are identified.	Director of Human Resources	To be Determined	-	<ul style="list-style-type: none"> Not currently required.

9. Ethnic monitoring and analysis of grievances, training, dismissals and other reasons for leaving.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
9.1	Review current position of data monitored and analysed for grievances .	Director of Human Resources	31/03/03		<ul style="list-style-type: none"> The situation with the data generated from grievances is that this is regularly analysed by the Director of Human Resources and indeed the information is published in Force Orders at periodic intervals with a breakdown of categories and areas.
					<ul style="list-style-type: none"> This information is also required by HMIC and other authorising bodies. No gaps have been identified to date. Out of interest there have been no grievances taken out by minority ethnic officers over the last 3 years.

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				-	<ul style="list-style-type: none"> Disciplinary action is monitored by Superintendent Professional and Ethical Standards on the police officer side and by the Director of Human Resources on the police staff side at regular intervals and again reports are made to HMIC and other appropriate forums. There have been no police staff or police officers of minority ethnic origins disciplined over the last 3 years.
9.2	Identify gaps in data monitoring and/or analysis.	Director of Human Resources	31/03/03	-	<ul style="list-style-type: none"> As above.
9.3	Ensure gaps in data monitoring and/or analysis are incorporated.	Director of Human Resources	31/03/03	-	<ul style="list-style-type: none"> As above.
9.4	Review current position of data monitored and analysed for disciplinary action .	Director of Human Resources	31/03/03	-	<ul style="list-style-type: none"> As above.
9.5	Identify gaps in data monitoring and/or analysis.	Director of Human Resources	31/03/03	-	<ul style="list-style-type: none"> As above.
9.6	Ensure gaps in data monitoring and/or analysis are incorporated.	Director of Human Resources	31/03/03	-	<ul style="list-style-type: none"> As above.
9.7	Review current position of data monitored and analysed for performance appraisals .	Development Inspector	31/03/04	-	It should be noted that there is currently a moratorium on the completion of P.D.R's until April 2004. There has been set up a database to capture information relating to minority ethnic personnel regarding the date of the P.D.R, grades awarded and any comments made.
9.8	Review current position of data monitored and analysed for training .	Development Inspector	31/03/04	-	Because of the current moratorium on P.D.R's, this is a difficult area to quantify. With the launch of a new PDR embracing the National Competency Framework the intention will be to much more clinically identify training needs

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9.9	Identify gaps in data monitoring and/or analysis.	Development Inspector	31/03/04	-	With the advent of the National Competency Framework, this will provide much more meaningful management information. However, it will be imperative to have an I.T software solution to effectively interrogate the information.
9.10	Ensure gaps in data monitoring and/or analysis are incorporated.	Development Inspector	31/03/04	-	This is very much dependent on the above and will be progressed by the NCF project board. The proposed purchase of NSPIS HR maybe a solution to this.
9.11	Review current position of data monitored and analysed for dismissals .	Personnel Officer (Management Information)	31/03/03	-	<ul style="list-style-type: none"> Dismissals of police personnel are comparatively few and this information is regularly reviewed. The Human Resources Department are involved in all dismissal processes and the information is therefore relatively easy to monitor.
9.12	Identify gaps in data monitoring and/or analysis.	Personnel Officer (Management Information)	31/03/03	-	<ul style="list-style-type: none"> No gaps in analysis or data have been identified which need review or change of processes.
9.13	Ensure gaps in data monitoring and/or analysis are incorporated.	Personnel Officer (Management Information)	31/03/03	-	<ul style="list-style-type: none"> As above
9.14	Review current position of data monitored and analysed for other reasons for leaving .	Personnel Adviser	31/03/03		<ul style="list-style-type: none"> The Constabulary monitors reasons for leaving in a number of ways including exit monitoring forms which are sent to individuals on leaving and then followed up some 6 months later to ascertain any reasons and further details

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				-	<ul style="list-style-type: none"> <li data-bbox="1756 153 2168 331">▪ In these forms every individual has the right of an interview with their line manager, Head of Department or an outside individual from the Human Resources Department. <li data-bbox="1756 363 2168 542">▪ These are reviewed and monitored and issues, where appropriate, are fed back to respective Commanders and Directors for appropriate action. <li data-bbox="1756 574 2168 912">▪ There are other mechanisms that individuals may use, including directly corresponding with Chief Officers if there are issues on which they feel aggrieved and which fall outside the normal chains of communication of their respective Heads of Department or relevant line managers. <li data-bbox="1756 944 2168 1034">▪ These are of course taken extremely seriously and always followed up.
9.15	Identify gaps in data monitoring and/or analysis.	Personnel Adviser	31/03/03	-	<ul style="list-style-type: none"> <li data-bbox="1756 1074 1921 1098">▪ As above.
9.16	Ensure gaps in data monitoring and/or analysis are incorporated.	Personnel Adviser	31/03/03	-	<ul style="list-style-type: none"> <li data-bbox="1756 1134 1921 1158">▪ As above.
9.17	Identify the current extent of exit interviews .	Personnel Adviser	31/03/03	-	<ul style="list-style-type: none"> <li data-bbox="1756 1195 1921 1219">▪ As above.

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9.18	Identify a mechanism to ensure the data monitored and analysed is considered together, in order to provide best impact on the barriers to recruitment, retention and progression.	Personnel Adviser	31/03/03	-	<ul style="list-style-type: none"> ▪ There is an ongoing dialogue with groups both within and outside the Constabulary and there is a range of National and local information with regard to community views which are taken on board. ▪ The comments of the Black Police Association are sought and through this mechanism information is fed to assist in analysing these issues. ▪ We are proactive in the community and with regard, for example to recruitment we run a range of fairs and exhibitions where staff are constantly interfacing with the public and finding out the views and comments of the ethnic minority communities. ▪ As stated previously the response rates to the reclassification and other ethnic monitoring work undertaken has been encouraging and there has been no need to identify formal strategies to deal with potential negative responses.
9.19	Identify a strategy to deal with a potential negative response to further ethnic monitoring.	Director of Human Resources	31/03/03	-	<ul style="list-style-type: none"> ▪ As above
9.20	Identify action that will be taken in the event that unjustifiable patterns of disproportionality are identified.	Director of Human Resources	31/03/03	-	<ul style="list-style-type: none"> ▪ As above

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9.21	Review current position of data monitored and analysed for complaints against staff.	Superintendent – Professional and Ethical Standards	31/03/03	-	<ul style="list-style-type: none"> ▪ P & E S monitor complaints which refer to racist incidents and complaints made by members of minority ethnic persons. These are collated quarterly and reported to the Police Authority 6 monthly, where they are available for public scrutiny.
9.22	Identify gaps in data monitoring and/or analysis	Superintendent – Professional and Ethical Standards	31/03/03	-	<ul style="list-style-type: none"> ▪ No gaps identified, however policy will be subject of Impact Assessment in line with Force guidelines on policy review.
9.23	Ensure gaps in data monitoring and/or analysis are incorporated.	Superintendent – Professional and Ethical Standards	31/03/03	-	<ul style="list-style-type: none"> ▪ As above.

10. Annual publishing of the results of monitoring.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
10.1	Clarify the intended extent of the publication required.	Director of Corporate Development	31/12/04	-	<ul style="list-style-type: none"> ▪ Publication will be carried out in accordance with the related project under the Freedom of Information Act.
10.2	Identify different options for publishing the results as necessary.	Director of Corporate Development	31/12/04	-	<ul style="list-style-type: none"> ▪ As above.
10.3	Annual publication of results	Director of Corporate Development	31/12/04	-	<ul style="list-style-type: none"> ▪ As above.

11. Multi-Agency Partnerships.

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
11.1	Identify the compatibility between the Race Equality Schemes of other Public Authorities involved in multi-agency work with our Constabulary.	CRR Steering Group	31/03/04	<ul style="list-style-type: none"> ▪ Draft Race Equality Scheme to be shared with other Public Authorities in order to quality assure compatibility through JDWG. ▪ The legislative requirements dictate the same objectives for all Public Authorities, which should ensure compatibility. 	<ul style="list-style-type: none"> ▪ A review of Suffolk Constabulary RES and other criminal justice partners has been carried out by NACRO. There are some fundamental issues concerning the local nature of the Force Scheme and the countrywide approach taken by many partner organisations.
11.2	Ensure the amendment of the Force Information Exchange Protocol(s) to incorporate our obligations under the Race Equality Scheme.	To be determined.	To be determined.	<ul style="list-style-type: none"> ▪ An addendum to the Force Information Exchange Protocol(s) to be developed and incorporated. 	

12. Chief Constable's liability

Action Ref.	Action	Responsibility	Timescale	Progress/Comment at May 2002	Progress/Comment at May 2003
12.1	Review the Chief Constable's current position to ensure that he has taken reasonable steps to ensure that officers and staff under his direction and control do not racially discriminate.	ACC	01/02/02 Achieved	<ul style="list-style-type: none"> ▪ The CRR Strategy has five key elements: <ol style="list-style-type: none"> 1. Prevention of racist and homophobic crime; 2. Investigation; 3. Training; 4. Recruitment, retention and advancement; 5. Fair policy and practice; 	<ul style="list-style-type: none"> ▪ Now completed.