

VERSION 2 – JULY 2003



SUFFOLK CONSTABULARY
RACE EQUALITY SCHEME 2003/2005



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Preface

The Suffolk Constabulary is pleased to publish its Race Equality Scheme for the years 2003/2005, following the first annual review. It is important that the scheme is regarded as a living document and that the contents are acted upon and regularly reviewed to ensure that it addresses the needs of local communities in relation to the requirements of the Race Relations (Amendment) Act 2000.

Race Equality is not just a statutory requirement. It is an integral part of meeting the needs of the population of Suffolk.

We will be consulting with the communities within Suffolk and seeking their help in assessing the impact that our policies and functions may have on those whose voices have not traditionally been heard and who are vulnerable to discrimination.

Alastair McWhirter
Chief Constable

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1. INTRODUCTION

1.0 THE RACE RELATIONS ACT 1976

- 1.0.1 The following notes give a very brief outline of the main features of the Race Relations Act 1976 (RRA 1976) **before** the Race Relations (Amendment) Act 2000 became operative on 2 April 2001.
- 1.0.2 The RRA 1976 provides a legislative framework to prevent discrimination on the grounds of race. In effect the RRA 1976 makes it unlawful to discriminate against anyone on grounds of race, colour, nationality, or ethnic origin.
- 1.0.3 The focus of the RRA 1976 is primarily defensive. It attempts to punish acts of discrimination rather than promote positive action. Some positive action measures are specified in the law, although these should be interpreted as a minimum standard from which further action can be taken.

1.1 THE SCOPE OF THE ACT

- 1.1.1 The application of the RRA 1976 is not universal and does not cover every act of Racial Discrimination. It only applies in the following areas:
 - Employment (including recruitment and selection)
 - Training
 - Housing
 - Education
 - The provision of goods, facilities and services.
- 1.1.2 The RRA 1976 also set up the Commission for Racial Equality, which has powers to enforce the Act.
- 1.1.3 The Act applies to Great Britain (England, Scotland and Wales). There is a separate Act which applies to Northern Ireland.

1.2 WHY THE NEED FOR CHANGE?

- 1.2.1 The Commission for Racial Equality (CRE) is responsible for keeping the RRA 1976 under review and to make recommendations to Government if it feels that changes are necessary. The CRE conducted reviews in 1985 and 1992, but most of the recommendations that were made at that time were not taken up. A third review of the RRA 1976 took place in 1998 and some of the recommendations that were made have been included within the Amendment Act.
- 1.2.2 A defining moment for race relations was the tragic murder of Stephen Lawrence on 22 April 1993. In July 1997 the Home Secretary set up the Stephen Lawrence Inquiry. The Inquiry's findings were published in February 1999 and, although the report is predominantly about the Police Service, it stressed that 'if racism is to be eliminated from our society there must be a co-ordinated effort to prevent its growth. This needs to go well beyond the Police Service'.
- 1.2.3 The Inquiry found that racism is endemic in British society. Inevitably public authorities will reflect the society in which they serve.
- 1.2.4 One of the key findings of the Inquiry was that it was possible for an organisation to be committed in principle to equal treatment of all citizens but for the organisation to fail to ensure that this commitment was acted upon. As a result, organisations can become *institutionally racist*.

1.2.5 **Why was the new Act needed?**

There is a striking and inescapable need to demonstrate fairness, not just by the Police Service, but across the Criminal Justice System as a whole, in order to generate trust and confidence within minority ethnic communities, who undoubtedly perceive themselves to be discriminated against by 'the system'. Just as justice needs to be 'seen to be done' so fairness must be 'seen to be demonstrated' in order to generate trust. (Stephen Lawrence Inquiry Report, Para 46.30)

1.3 **INSTITUTIONAL RACISM**

1.3.1 The Inquiry defined institutional racism as:

'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping, which disadvantage minority ethnic people'.

1.3.2 Institutional racism persists because of the failure of organisations to openly and adequately recognise, and address its existence and causes, by their values, policies, practice and leadership. Without recognition and action to eliminate such racism it can prevail and thrive as part of the ethos or culture of the organisation.

2. **THE RACE RELATIONS (AMENDMENT) ACT 2000**

2.0.1

*'This is the first major change to British Race Relations legislation for nearly 25 years... this important Act will set a new standard for public authorities. It will encourage the public sector to be at the forefront in the drive for race equality, to lead by example'.
(Home Secretary, 30 November 2000)*

2.0.2 The Amendment Act strengthens and extends the RRA 1976 in the following ways:

- Prohibits all public authorities from discriminating – directly, indirectly or by victimisation – in carrying out their public functions
- Imposes a new duty to eliminate unlawful discrimination and to promote racial equality and good race relations
- Gives the Commission for Racial Equality (CRE) new powers of enforcement

2.0.3 The new legislation affects Police Forces in three significant ways:

- Individual Police staff are required to eliminate racial discrimination in the exercise of Police functions – for example, in using stop and search powers, arresting and detaining suspects, and assisting victims of crime
- Chief Constables are now vicariously liable for acts of discrimination carried out by their staff
- As public authorities, Police Authorities are also required to comply with the legislation

3. **MAIN FEATURES OF THE 2000 ACT**

3.0 **The General Duty**

Section 71(1) of the Act imposes a 'general duty', which means the listed public authorities,

'Shall, in carrying out their functions, have due regard to the need to:

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- (a) eliminate unlawful racial discrimination,
- (b) promote equality of opportunity, and
- (c) promote good relations between people of different racial groups.'

3.0.1 In summary, the general duty can be referred to as the duty to **promote race equality**. The general duty is supported by a number of 'specific duties' which are set out in the Order, providing the methods, processes and arrangements that will facilitate the delivery of the three separate elements of the general duty.

3.0.2 **How does the general duty relate to the specific duties?**

*It is important to remember that the specific duties have been introduced to help public authorities meet the general duty. The specific duties are a means to an end (for example steps, methods, or arrangements), not an end in themselves. So, meeting the general duty must be our ultimate objective.
(CRE Guide for Public Authorities)*

3.1 Specific Duties

3.1.1 All listed public authorities (see Appendix 2 of the CRE's Codes of Practice) were required to publish a **Race Equality Scheme by 31 May 2002**. A Race Equality Scheme is a strategy and action plan that publicly demonstrates how such a public body will meet the general duty. These schemes fulfil the statutory requirement.

3.1.2 A race equality scheme should state, in particular -

- (a) those of its functions and policies, or proposed policies, which that body has assessed as relevant (to the performance of the general duty), and
- (b) that body's arrangements for:
 - (i) assessing and consulting on the likely impact of its proposed policies on the promotion of race equality
 - (ii) monitoring its policies for any adverse impact on the promotion of race equality, and remedial steps to address adverse impact
 - (iii) publishing annually the results of such assessments and consultations,
 - (iv) ensuring public access to information and services which it provides, and
 - (v) training staff in connection with the general and specific duties
 - (vi) dealing with complaints from the public.

3.1.3 There is also a specific duty in relation to a range of employment issues. This requires public authorities to monitor the following, by reference to their racial group:

- (i) The numbers of staff in post
- (ii) Applications for employment
- (iii) Training (application and receipt)
- (iv) Promotion
- (v) Grievance procedures
- (vi) Disciplinary procedures
- (vii) Staff who cease employment

4. COMMISSION FOR RACIAL EQUALITY (CRE) CODES OF PRACTICE

4.0.1 The CRE's codes of practice state that four principles should govern public bodies' efforts to meet their duty to promote race equality:

- Promoting race equality is 'obligatory'
- The duty to promote race equality applies to all 'relevant' functions

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- The weight given to race equality should be 'proportionate' to its relevance
- The three elements to the duty are 'complimentary' (all must be addressed to meet the general duty)

4.0.2 **Obligatory**

Promoting race equality is obligatory for the listed public bodies. Furthermore, promoting race equality will become an integral part of planning, policy making, service delivery and employment for each public body, currently referred to as 'mainstreaming' race equality.

4.0.3 **Relevant**

The Race Equality Scheme must set out those 'functions and policies' that are relevant to the general duty, namely those that could have a positive or negative impact on the promotion of race equality. These functions, including formal or informal strategies, practices and plans, must be subjected to a detailed impact assessment.

Those functions and policies, which have the potential for greatest impact, will be assessed first, but all must be assessed at the end of the scheme's three year cycle (the first target date being 31 May 2005).

Where functions or policies are assessed as having a negative impact on the promotion of race equality, consideration has to be given to changing them. Those that could have a positive impact should be kept under review in order to ensure that their potential is fulfilled.

4.0.4 **Proportionate**

Section 71(1) clearly states that public bodies must have 'due regard' to all three parts of the general duty. Due regard means that the weight given to race equality should be proportionate to its relevance to a particular function or policy. Greater consideration and resources should be given to those functions and policies that could have most affect on the public and could affect racial groups in different ways.

4.0.5 **Complementary**

In carrying out an equality impact assessment all three parts of the general duty have to be considered separately. The three parts support each other and may indeed overlap. An example given in the CRE's codes of practice explains that in 'promoting equality of opportunity', this may also 'eliminate or prevent unlawful racial discrimination' and 'promote good relations between people of different racial groups'.

5. **SUFFOLK CONSTABULARY**

- 5.0.1 The county of Suffolk covers an area of around 380,000 hectares and has a population of some 650,000 people of whom 2.8% are from minority ethnic backgrounds (figures based on the 2001 census).

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5.0.2 Suffolk Constabulary is committed to the Suffolk First Initiative. The strategic aim of Suffolk First is for Suffolk to become the safest county in the country by April 2006. Great emphasis has been placed on public reassurance and feelings of public safety within Suffolk First. This is due to the recognition that becoming the 'safest county' not only requires people to 'be safe'. It also requires measures to encourage them to 'feel' safe and not worry unnecessarily about becoming a victim of crime.

5.0.3 Suffolk Constabulary's Statement of purpose is:

To help secure a safe and just society in which the rights and responsibilities of individual families and communities are properly balanced.

5.0.4 Our guiding principles are:

The Police should carry out their functions:

- *with integrity;*
- *treating everyone fairly, regardless of ethnic origin, religious belief, gender, sexual orientation, disability or social background,*
- *efficiently and effectively;*
- *through partnerships*
- *in a way which obtains the best value from activities, including those involving other agencies;*
- *in ways which reflect local priorities and are acceptable to local communities and partners;*
- *dealing speedily and transparently with wrongdoing.*

5.1 Where are we now?

5.1.1 In March 1999 Sir William Macpherson presented his report into the tragic murder of Stephen Lawrence and the subsequent investigation by the Metropolitan Police Service. His findings have significant implications for most, if not all, public service organisations.

5.1.2 Suffolk Constabulary welcomed the report and seized the opportunity to consolidate the progress made in recent years, by embarking on a fundamental review of its approach to community and race relations issues. The Constabulary, recognising the importance of community trust and confidence, undertook this review in partnership with the Police Authority and community representatives, including Bangladeshi, Indian, Caribbean and Chinese Community groups, Ipswich and Bury St Edmunds Gay and Lesbian Groups, Age Concern, Disability Advice Bureau and Traveller Education Service.

5.1.3 In February 2000, the Constabulary launched their first Community and Race Relations Strategy, in order to address the many issues, which at that time needed tackling. The strategy was developed as a live document and it was always intended that it would be reviewed at regular intervals to ensure that all staff, but particularly those in a supervisory role, can use it for guidance and direction on diversity issues. The strategy was revised in 2002.

5.1.4 This revised strategy seeks to provide leadership to the organisation, in developing its approach to community policing, and tells local communities about what that means in terms of the service they can expect to receive.

5.1.5 The communities across Suffolk have been actively involved in the review of the strategy and subsequent action points outlined within it.

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- 5.1.6 The actions draw together recommendations from a number of documents with a national and local perspective, including 'The ACPO Guide to Identifying and Combating Hate Crime', HMIC report 'Winning the Race Embracing Diversity', the ACPO Diversity Strategy, the Stephen Lawrence Inquiry and the Home Secretary's Action Plan – Second Annual Report.
- 5.1.7 Police officers, special constables and support staff can view this document as a positive commitment to provide them with support, guidance and training in carrying out their work. The Police Authority and the wider community can use it as a means of measuring progress against the objectives set at the outset, as well as using it as a means of shaping our response to their concerns and expectations.

5.2 Strategy Statement

- 5.2.1 Suffolk Constabulary is committed to ensuring:
- Everyone receives a fair and appropriate service, recognising and respecting their race, colour, religion, ethnic or national origin, gender, sexual orientation, age, disability or other status.
 - Our policies and procedures are designed not to discriminate against any individual or group.
 - Information about our service is available to all.
 - Complaints of discrimination will be taken seriously.
- 5.2.2 Our aim is to help in keeping Suffolk safe. Our policing style is community based, emphasising intelligence led activity, community problem solving and effective partnership working.
- 5.2.2 We recognise and value the diversity within the community and our organisation, and when providing policing services we will show professionalism and sensitivity to the needs of individuals, groups and communities.
- 5.2.3 We will be flexible in our approach to the provision of policing services, appropriate to the circumstances, but will remain consistent and fair in our standards of service.

5.3 The Community and Race Relations Steering Group

- 5.3.1 The Community and Race Relations (CRR) Strategy is driven and monitored by the Community and Race Relations Steering Group.
- 5.3.2 This group is chaired by the Assistant Chief Constable and has five sub groups. These fall under the headings:
- Prevention
Investigation
Training
Recruitment, Retention and Advancement, and
Fair Policy and Practice.
- 5.3.3 The Steering Group comprises of the Chairs of the Sub Groups, plus representation from Ipswich & Suffolk Council for Racial Equality (ISCRE), Suffolk Multi Agency Forum Against Racial Harassment (MAFARH), the Racial Harassment Initiative (RHI) and Inspector - Community Relations, UNISON, (Police Staff Union), Black Police Association (BPA), Press Officer and Consultation Manager, and the Police Authority.
- 5.3.4 The Steering Group meet quarterly and monitors the action plans being delivered

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by the sub groups.

- 5.3.5 A copy of the CRR Strategy is available on the Suffolk Constabulary website on www.suffolk.pnn.police.uk or by writing to us at:

The Corporate Development Department
Suffolk Constabulary Headquarters
Martlesham Heath
Ipswich
Suffolk IP5 3QS

- 5.3.6 The CRR Steering Group will take responsibility for the development of the Race Equality Scheme (RES) and for monitoring actions within the scheme.
- 5.3.7 The Chief Constable has ultimate responsibility for the RES. However, the implementation will remain with the Steering Group, chaired by the ACC.
- 5.3.8 The RES is a living document, subject to change to reflect national or local priorities.
- 5.3.9 The RES is available on the website www.suffolk.police.uk - translations will be available, by contacting 01473 613990.
- 5.3.10 The RES needs to be viewed in conjunction with the CRR Strategy as together these action plans aim to deliver a full and equitable service to all the communities within Suffolk.

6. CONSULTATION

- 6.0.1 Priorities for Suffolk Constabulary's RES have been decided following internal and external consultation.
- 6.0.2 Internal consultation involved those personnel with expertise in community and race relations, public relations and research and evaluation. It also included those with responsibility for promoting equality of opportunity and good relations between people of different ethnic backgrounds and combating racial discrimination within the service, such as members of staff in Corporate Development, Human Resources and Community Safety, and the Community and Race Relations Steering Group, Suffolk Black Police Association, Area Commanders, the Police Federation, Superintendents' Association, Unison and the Suffolk Police Authority. The purpose of internal consultation is to identify whether there is evidence that particular functions and policies require immediate attention.
- 6.0.3 External consultation involved existing partners with specialist knowledge about racial discrimination, equality of opportunity and promoting good relations between people of different ethnic backgrounds. These partners include Ipswich and Suffolk Council for Racial Equality, Suffolk Multi-Agency Forum against Racial Harassment, Suffolk Joint Diversity Working Group and Suffolk Inter-Faith Resource. The purpose of external consultation is to identify areas of particular concern to partners. To facilitate this, each of these partners were sent a copy of Suffolk Constabulary's RES. They will also be sent revised versions and invited to make written comment.
- 6.0.4 The RES is available on the Suffolk Constabulary website.

7. REVIEW OF THE STRATEGY

- 7.0.1 The Suffolk Constabulary RES is formally reviewed annually and will include

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actions for the forthcoming years.

- 7.0.2 However, as previously stated it is a living document and will be subject to change at any time, in order to properly reflect national and local priorities.
- 7.0.3 National and local Initiatives may influence the priorities of the RES, for example, Best Value Reviews. The methodology for these reviews is based on the '5 C's of Best Value'. Challenge, Compare, Compete, Consult and Collaborate.
- 7.0.4 The Best Value Review programme includes reviews of Training and Human Resources in year 2003 and Criminal Justice and Community and Race Relations in 2003/2004.
- 7.0.5 These reviews will undoubtedly impact very positively on our RES.

8. FUNCTIONS AND POLICIES

8.0 Identifying functions and policies relevant to the performance of the general duty

- 8.0.1 The recognised functions of the Police Service are to prevent and detect crime, and to maintain the Queen's peace. Suffolk Constabulary has a wide range of policies and procedures to support and deliver on these functions.
- 8.0.2 'Policy' may be defined as 'a principle, stance or agreed course of action that must be achieved/adhered to. Policy must define clearly what needs to be done and who is responsible for doing it'.

8.1 Assessing relevance to general duty

- 8.1.1 Suffolk Constabulary has a large range of policies, which are being collated and prioritised. This general action is within the Action Plan.
- 8.1.2 All policies will be subject of a Policy Review in order of priority and a template has been developed for this purpose.
- 8.1.3 At first, the race equality aspect of some functions and policies may not seem obvious and it is therefore important that all policies are considered.
- 8.1.4 It is clear that some Policy Reviews have a greater impact than others and therefore will require more time and resources dedicated to them.

8.2 Prioritised functions and policies

- 8.2.1 The following functions and policies are prioritised for review:

- Stop and search
- Search warrants
- Arrests
- Bail
- Detention
- Forced entry
- Road traffic stops
- Cautions v Charges – analysis of data
- Response times
- Crime clear ups
- Death in custody
- Investigation
- Drink drive enforcement
- Drug testing/samples
- Immigration removals
- Firearms deployment
- Operations – deployment of resources
- Deployment of BCU resources

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- 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
- Family liaison
- Witness protection
- Protection of suspects
- Victim support
- Crime reduction and prevention
- Consultation
- Employment issues

8.2.2 Further Internal and external consultation will take place to assist the Constabulary in carrying out these Policy Reviews.

8.3 Arrangements for monitoring policies for adverse impact

8.3.1 The Constabulary needs to know whether a policy or procedure is working as envisaged. This is particularly important in seeking to establish whether it is having any adverse impact on the promotion of race equality.

Monitoring systems should form an integral part of policy development and implementation. Monitoring should test:

- (i) Compliance with policy
- (ii) Level of satisfaction
- (iii) How particular groups are affected.

8.3.2 *Possible responses:*

- In the event the policy has led to unlawful discrimination – are there alternative means to achieve the Police Service aims?
- In the event the policy has adversely affected people of certain racial groups, can the policy be justified given its overall objective, and might adaptation compensate for any disadvantage?
- If the policy is harming good race relations, what changes are appropriate, if any, to the policy and if significant, would fresh consultation be required?

8.3.3 *Impact can be measured by:*

- Keeping records on how service or enforcement powers are implemented
- Satisfaction surveys
- Interviews
- Complaints data
- Public consultation meetings and structured focus groups
(see Section 6 – Consultation)

8.3.4 The results of assessments consultation and monitoring reports will be published.

9. EMPLOYMENT (HUMAN RESOURCES)

9.0.1 The Race Relations Act incorporates general duties relating specifically to employment.

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- 9.0.2 The Suffolk Constabulary is committed to being an employer of choice, truly representative of the community it serves and flexible to the needs of staff. The Suffolk Constabulary remains committed to the targets set by the Home Office and Her Majesty's Inspectors of Constabulary for the recruitment, retention and progression of minority ethnic staff. Central to our working practices and policies is a desire to identify and dismantle any barriers that may exist to the way we attract, retain, motivate and develop our staff.
- 9.0.3 Many of the requirements placed upon us as part of the Race Relations (Amendment) Act 2000 are already in place as recognised good practice. The implementation of this Act will serve to ensure we revisit such practices and amend and enhance where relevant.
- 9.0.4 Although monitoring is a shared responsibility between Areas and Headquarters the primary recording and reporting responsibility rests with the Human Resources Department at Force Headquarters. The Human Resources Department will report progress under the requirements of the RR(A)A to the Community and Race Relations Steering Group.
- 9.0.5 Ethnicity of staff is currently determined through self-assessment using the 16 plus 1 National Census categories.
- 9.0.6 Applicants for employment, including internal vacancies, are monitored as follows; application forms sent out and returned, those invited for interview/ assessment and those appointed.
- 9.0.7 Applicants for promotion are monitored as indicated above.
- 9.0.8 The Performance and Development Review process will be monitored, with specific reference to development outcomes.
- 9.0.9 Dismissals and Reasons for leaving are currently monitored under a range of categories.
- 9.0.10 The Constabulary currently has an Exit interview scheme in operation.
- 9.0.11 Police staff discipline currently rests within the Personnel Section and all cases are monitored to include sanction levels.
- 9.0.12 Grievances will continue to be monitored.

10. TRAINING (HUMAN RESOURCES)

- 10.0.1 There is a policy developed with the support of the Suffolk Black Police Association in respect of application for training, with the principles of the policy applying to police staff.
- 10.0.2 Monitoring of training for internal and external courses will take place, as will monitoring of pass and failure rates where relevant.
- 10.0.3 Monitoring of Assisted Study Scheme applications will be undertaken.

11. RACE EQUALITY SCHEME COMPLAINTS

- 11.0.1 The Professional and Ethical Standards Unit sits within the Human Resources function.
- 11.0.2 If a person believes that they have been directly affected by a failure of Suffolk Constabulary to comply with its Race Equality Scheme, their written complaint should be brought to the attention of the Chief Constable.
- 11.0.3 If during the investigation it becomes apparent that an aspect of the Race

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Equality Scheme has failed to comply with the requirements of the General Duty, then the policy will be changed to ensure future compliance. However, it is envisaged that the robust monitoring of policy and implementation of the Scheme will highlight at an early stage any adverse impact or discrepancies.

- 11.0.4 The Professional and Ethical Standards Unit will monitor the number and outcome of complaints and provide a summary for publication.
- 11.0.5 The procedure for complaints against individual police officers and police staff remains unchanged. The monitoring of complaints is a specific requirement of the Race Relations (Amendment) Act.

12. ROLE OF THE COMMISSION FOR RACIAL EQUALITY (CRE)

- 12.0.1 The CRE reports every year to the Home Secretary, but is not formally part of the Home Office. The duties of the Commission, as set out in the Race Relations (Amendment) Act 2001, are to work with public authorities to assist them meet the General and Specific Duties. The Commission has both promotional and enforcement powers and both apply to its work on the duty to promote race equality.
- 12.0.2 The Race Relations Act, as amended, gives individuals the right to take legal action against unlawful racial discrimination. The Act also gives the Commission the power to take legal action against certain acts of unlawful discrimination. This includes the power to conduct formal investigations.
- 12.0.3 If a public authority does not meet the **General Duty**, its actions (or failure to act) can be challenged by an application to the Administrative Court for judicial review. An application for judicial review can be made by a person or a group of people with an interest in the matter, or by the Commission.
- 12.0.4 If a public authority does not meet any **Specific Duties** the Commission can serve a 'compliance notice' on the public authority. The public authority will be required to give written confirmation that it has met its duty within the time set by the Commission.
- 12.0.5 If the public authority has not met the Specific Duties **within three months** from the service of the compliance notice the Commission can apply to the County Court for an order to obey the notice. Failure to comply with such an order may be deemed contempt of court.

13. COMMUNICATIONS STRATEGY

- 13.0.1 The Suffolk Constabulary strategy to communicate its plan, activities and progress around the Race Equality Scheme comprises two elements, external and internal as follows:

13.0.2 External

The Constabulary ensures that the contents of its Race Equality Scheme are made available to the widest possible audience, overcoming any barriers in the most cost-effective way to that end -
The Scheme:

- has been published on the Suffolk Constabulary's Internet website.
- is available through Suffolk County Libraries;
- is available at police station enquiry offices'
- has been distributed to key partners and interested parties;
- can be made available in large print, audio and other languages on request.

13.0.3 Internal

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The Constabulary will continue to communicate its diversity message and the Scheme to both police officers and police staff. The communication means include:

- Publication of the Scheme on the Constabulary's Intranet site.
- The Scheme will be promoted through articles in the Constabulary magazine;
- The Community and Race Relations training programme includes the essential elements of the Amendment Act;
- Police Constable Probation training incorporates Community and Race Relations;
- Diversity issues have been mainstreamed in service core training;
- Training for specialists, traffic wardens, special constables and recruit/promotion selectors incorporates Community and Race Relations.

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13. ACTION PLAN

The Action Plan was reviewed in 2003 and the following is the updated version.

The earlier Action Plan is also included at the end of the document. A progress and comments column has been added to show the work that had been carried out at the time of the review.

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2. Assess relevance of functions and policies
3. Set out arrangements for assessing and consulting on impact
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