

Policy



Equality, Diversity and Inclusion

URN: J-P-032

Version:	1.3
Effective Date:	14/04/2021
Version Date:	18/02/2025
Review Date:	18/02/2027

Host Force:	Dorset Police
Host Policy Unit:	Dorset Police Legitimacy Team
Policy Owner:	Alliance Head of Employee Relations
Policy Author:	Strategy and Policy Lead (ER)

Associated Procedure:	n/a
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Applicable to

Devon & Cornwall Police	<input checked="" type="checkbox"/>
Dorset Police	<input checked="" type="checkbox"/>
OPCC Devon & Cornwall	<input checked="" type="checkbox"/>
OPCC Dorset	<input checked="" type="checkbox"/>
Officers	<input checked="" type="checkbox"/>
Staff	<input checked="" type="checkbox"/>

PRINTED VERSIONS SHOULD NOT BE RELIED UPON. THE MOST UP TO DATE VERSION CAN BE FOUND ON THE [FORCE DOCUMENT LIBRARY](#).

1.0 Introduction

- 1.1 This policy supports any overarching Equality, Diversity and Inclusion Strategy and will be promoted as part of the overarching strategy and action plan.
- 1.2 Devon & Cornwall Police and Dorset Police ('the Force') recognise the value in making equality of opportunity, diversity and inclusion an integral part of day to day business and the working environment. The Force opposes all forms of unlawful discrimination and is fully committed to:
 - a) the principle of equality of opportunity underpinning resourcing processes and all people management policies and associated procedures, and
 - b) realising the full potential of those within its service / employment, always striving to achieve a workforce that reflects the communities served; enabling each force to understand, support and meet the needs of these communities.
- 1.3 This policy applies to all individuals including: police officers, police staff, special constables, police volunteers, apprentices, agency workers, contractors / consultants (in liaison with Procurement, as appropriate), individuals on secondment (subject to the terms of the secondment) and those within the scope of the Strategic Alliance and other regional initiatives.
- 1.4 This policy must be considered in every aspect of the people agenda, from recruitment, training, appraisal and at every stage of the lifecycle of individuals in those groups listed above that the policy applies to, as well as in a service delivery perspective.
- 1.5 Where this policy refers to other Force policies or procedures, individuals should refer to the specific document to establish whether they are covered by the relevant provisions.

2.0 Legal Basis / Regulatory Background / Standards

- 2.1 The Force is obliged to abide by all relevant legislation and other guidance as appropriate:
 - [Code of Ethics \(DCP\)](#)
 - [Code of Ethics \(DP\)](#)
 - [Equality Act \(2010\)](#) including the Public Sector Equality Duty
 - [Freedom of Information Act 2000 \(FOIA\)](#)
 - [Human Rights Act \(1998\)](#)
 - [Records Management \(DCP\)](#)
 - [Records Management \(DP\)](#)
 - [The Health and Safety at Work Act \(1974\)](#)
 - [UK General Data Protection Regulation / Data Protection Act \(2018\)](#)
 - [Our Purpose \(DCP\)](#)
 - [Vision, Purpose & Priorities \(DP\)](#)
 - [Standards of Professional Behaviour – Police Officers](#)
 - [Standards of Professional Behaviour – Police Staff](#)

2.2 The Equality, Diversity & Inclusion Policy and associated procedures also support legislation and guidelines contained within (but not limited to) the:

- Rehabilitation of Offenders Act 1974 (from which the Force is largely exempt)
- Trade Union and Labour Relations (Conciliation) Act 1992
- Trade Union Reform and Employment Rights Act 1993
- Employment Rights Act 1996
- Employment Relations Act 1999
- Part Time Workers [prevention of less favourable treatment] Regulations 2000
- Police Regulations 2003 (as amended)
- Gender Recognition Act 2004 (as amended)
- Agency Workers Regulations 2010

Guidance is also given in European Directives, such as:

- Directive on Fair Treatment
- Directive on Human Rights
- The Employment Framework Directive

2.3 This policy is supported by J-P-178 Grievance Policy and other relevant Force strategies (for example, the Positive Action Strategy), policies and procedures. These strategies, policies and procedures reinforce the organisations' commitment to treating all individuals in the service / employment of both forces with dignity and respect, in line with the Public Sector Equality Duty, in an environment that:

- Promotes equality of opportunity,
- Is free from bullying, harassment or victimisation,
- Seeks to foster good relations between all individuals,
- Values diversity, inclusion and the difference each individual brings to the workplace.

2.4 The Force 'people management' policies reflect the commitment to those within their service / employment and are underpinned by the highest standards of integrity. Each policy provides a high-level set of principles, which are supported by procedures, working practices and guidance. By nature, however, it is not possible to cover every eventuality that may occur within the context of 'people management'. It may be necessary to vary the approach to ensure matters are dealt with in the most efficient appropriate way whilst maintaining equity and fairness. Where such variation may be necessary, in line with the National Decision Making model, this must be justifiable in these terms and supportive of the legislation and guidelines listed above.

3.0 Introduction

3.1 The Force is fully committed to providing equality of opportunity, dignity and fair treatment at work for all those in their service / employment. As part of this commitment, the Force seeks to create and maintain an open, positive and

supportive working environment, where there is mutual respect and acknowledgement of diversity and of individuals' needs, aspirations and feelings.

- 3.2 The Force recognise the contribution of its entire staff and are committed to creating a fully inclusive working environment, valuing the differences that a diverse workforce can bring. Both forces are committed to being equal opportunities employers in line with advice and guidance provided by the Equality & Human Rights Commission.
- 3.3 In line with the Equality Act 2010 (as amended) the Force will not unlawfully discriminate on the grounds of, by perception, or by association with, any of the nine protected characteristics; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or any other factor which cannot be justified.

4.0 Principles

- 4.1 This policy is supported by a series of practical procedures to assist with its effective and consistent implementation. The implementation of this policy is supported by equality, diversity and inclusion training at induction as well as ongoing CPD and training in areas such as unconscious bias and bystander training. The overriding principles of the policy are:
- 4.2 Equality, diversity and inclusion is more than a single policy; it is an integral part of all people management processes, as such the Devon & Cornwall Police / Dorset Police commitment to equality, diversity and inclusion at work is reinforced across the entire suite of people policies and associated procedures.
- 4.3 People related decisions, such as recruitment, selection, promotion, will be based on lawful and objective criteria; with positive action and reasonable adjustments being considered, as appropriate.
- 4.4 Unlawful discrimination on any grounds will not be tolerated between those in the service / employment of either Devon & Cornwall Police or Dorset Police in any circumstances, whether in the course of day to day duties, or away from the workplace and/or outside of working hours. This includes unlawful discrimination on the grounds of (by perception, or by association with) any of the nine protected characteristics as set out at 3.3.
- 4.5 Where, following inquiry, it is found that any individual in the service / employment of either force, has deliberately breached force policy or acted in an unlawful discriminatory manner, the Force may invoke misconduct and/or criminal proceedings, as appropriate.

5.0 Responsibility

- 5.1 All individuals are expected to familiarise themselves and comply with Force policy and procedures, demonstrating their commitment to equality, diversity and inclusion. This policy will be part of the induction pack and will be used in conjunction with any recruitment and selection/resourcing processes and decisions (as per 1.0 Introduction).

- 5.2 This policy applies throughout their day to day role, as an individual in the service / employment of either force. It also applies outside of work, when part of the wider community where individuals, in the service/employment of either Devon & Cornwall Police or Dorset Police, have a responsibility to not bring the name of either force into disrepute.
- 5.3 It is the responsibility of all those in the service / employment of the Force to ensure the organisational commitment to dignity, respect, and fairness at work is delivered, irrespective of role, rank or grade / scale. This includes having an awareness of unconscious bias, challenging inappropriate behaviour and reporting incidents or cases of unlawful discrimination, bullying, harassment and/or victimisation, including further details and, wherever possible, providing names. Please note: Where, for example, an individual suffers detriment because they report a case of suspected bullying and/or harassment, the Equality Act 2010 (as amended) provides protection against this.
- 5.4 When holding professional development review (PDR) discussions, all individuals are required to consider how they meet expectations with regard to treating colleagues and members of the public with fairness and respect. Each force is also committed to training and development; promoting equality, diversity and inclusion within the workplace.
- 5.5 Managers and supervisors are required to understand and comply with Force policies and procedures, and challenge inappropriate behaviour in a constructive way.
- 5.6 Both forces have mechanisms in place, informal and formal, for considering circumstances where individuals feel dissatisfied about aspects of their work, their working environment or their relationships with, and/or how they are treated by, colleagues, for example, the Grievance Policy (J-P-178).
- 5.7 Where appropriate and eligible, the line manager will ensure that individuals are aware they have access to the [Employee Assistance Programme](#) (EAP) for support. The EAP is available twenty-four hours a day, seven days a week to individuals in the service / employment of either force, to provide confidential advice and support. The service can be accessed by telephone or online; contact details are available via the above link. Additionally, recognised Trade Unions, Police Federation, Superintendents' Association and Staff Support Groups can be contacted, to provide ongoing support to their members.

6.0 Equality Monitoring

- 6.1 Equality monitoring is regarded as an essential component of this policy, as well as being in line with each of the forces' equality objectives. The annual policy review process assists in ensuring that Force policy remains up to date and legislatively compliant. Force policy will also be reviewed where there are interim changes to legislation.
- 6.2 Where an individual raises an equality related need, for example a request for reasonable adjustment(s) as part of a recruitment and selection (resourcing) process, the Resourcing team (HR) will verify the process to ensure fair treatment and equality. In addition, all recruitment, assessment / selection

procedures and promotion boards are subject to random dip sampling and quality assurance (QA) by Resourcing, to ensure fairness and equality is applied during assessment and selection exercises. All recruitment and selection processes are delivered in line with step by step guidance and procedures, ensuring consistency and fairness in approach.

- 6.3 Accurate and timely management information is essential to ensure policy compliance, maintenance of standards and to allow training requirements or remedial action to be identified. In accordance with the requirements of the Equality Act 2010 (as amended), a specific duty is placed upon both forces; equality information is published on Devon & Cornwall Police and Dorset Police websites and is also available internally via the respective intranet. To enable accuracy of Force data, individuals are required to keep their employment records up to date on Force systems and are encouraged to engage fully in equality monitoring and initiatives such as staff / equality surveys.
- 6.4 Devon & Cornwall Police and Dorset Police people policies are developed in consultation with appropriate stakeholders (including Trade Unions / Staff Associations, Staff Support Groups and representatives from across the different business areas, as appropriate); with the suite of policies and associated procedures being subject to the Equality Impact Assessment (EIA) process, ensuring they comply with the principles of both this policy and each of the forces' equality objectives.

7.0 Monitoring and Review

Review and amendments will be coordinated by the Policy Unit.

The Alliance Head of Employee Relations is responsible for overseeing this policy to ensure a consistent force approach is maintained. Monitoring will be primarily carried out subject to Force processes of continuing review and in line with Force governance requirements.

This policy will be reviewed every two years subject to legislation / process changes.

Please note: Where legislation / guidance changes have occurred / scheduled to occur or operational needs demand it, ahead of the revised review date, Alliance People policies and associated procedures / step by steps will be applied in line with prevailing legislation / guidance.

For day to day enquiries relating to this policy please contact [HR Operations \(D&C\) - Admin](#) or [.HR Ops Dorset - Admin](#)

We welcome any comments or suggestions you wish to share about the content or implementation of this policy. If you would like to make contact to discuss further, please email: .Policies@dorset.PNN.police.uk

8.0 Other Associated Documents and Links

A range of policies, procedural guidance and step by steps are also available in support of this policy available via the following links:

Devon and Cornwall Policies and Procedures

- [Prevention of Bullying & Harassment Policy](#)
- [DCP-P-041 - Staff Support Groups and Staff Support Networks \(Equality Diversity and Inclusion\)](#)

Dorset Policies and Procedures

- [Staff Support Networks MOU](#)

Alliance Policies and Procedures

- [J-P-178 Grievance Policy](#)
- [J-P-015 Alliance Information Security Policy](#)
- [J-P-010 Notifiable Associations Policy](#)
- [J-P-022 Alliance Vetting Policy](#)
- [Positive Action](#)
- [Values, Diversity & Inclusion - Work Life Journey Button](#)

College of Policing

- [National Decision Model](#)
- [Authorised Professional Practice \(APP\)](#)

9.0 Version History

Version:	1.0
Date:	10/03/2021
Reason for Amendments:	Initial Document. Content transferred to new template. Document renumbered. Replaces SAHR:006.
Amended by:	Strategy & Policy Lead: Service Delivery
Approved by:	Board
Date Approved:	17/12/2020
Quality Assured:	Legitimacy Team

Version:	1.1
Date:	09/03/2022
Reason for Amendments:	Fit for purpose review. Inclusion of relevant parties policy applicable to, implementation information, reference added to overarching strategy. Updated template / new logo.
Amended by:	Legitimacy Officer
Approved by:	Legitimacy Manager
Date Approved:	10/03/2022
Quality Assured:	Legitimacy Team

Version: 1.2
Date: 15/02/2024
Reason for Amendments: Policy transferred to new template. Fit for purpose review completed.
Amended by: Employee Relations
Approved by: Alliance Head of Employee Relations
Date Approved: 15/02/2024
Quality Assured: Legitimacy Team

Version: 1.3
Date: 18/02/2025
Reason for Amendments: Fit for purpose review completed resulting in minor amendments only.
Amended by: Employee Relations
Approved by: Alliance Head of Employee Relations
Date Approved: 17/02/2025
Quality Assured: Legitimacy Team

10.0 Governance

The details below are only required for new documents, major amendments subject to consultation

Present Portfolio Holder: Alliance Head of People
Present Document Owner: Strategy & Policy Lead: Service Delivery
Present Owning Department: Alliance People Portfolio

Name of Board: Strategic People Board
Chief Officer Approving: Assistant Chief Officer (Devon & Cornwall) and Assistant Chief Officer (Dorset)
Date Approved: 17/12/2020

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