

Devon and Cornwall Police Authority

9 May 2008

Open for the purposes of FOI

Report of the Chief Executive

RACE EQUALITY SCHEME 2008 - 2011

RECOMMENDATIONS:

1. That the revised Race Equality Scheme as submitted be noted and approved
2. That the Chief Executive in consultation with the Chairman of the Diversity Work Group be given delegated powers to make any further amendments to the Scheme before it is finalised on 31 May 2008.

Introduction / Summary

1. The Authority first published a Race Equality Scheme in May 2002; which was subsequently revised in 2005. This revised Race Equality Scheme (2008-11) includes a review of the earlier action plans; builds on work already undertaken; incorporates new information and establishes this within a risk management framework.

Background information

2. The duty on public authorities to promote race equality arose from the Inquiry Report into the death of Stephen Lawrence, which identified institutional racism in some public organisations.

The Government responded by making a commitment to remove the potential for discrimination from the main public services. It amended the Race Relations Act 1976 and placed a statutory general duty on most public authorities, including Police Authorities and Forces, to promote race equality.

The duty's aim is to make sure that public authorities build race equality considerations into all aspects of their public services.

Devon & Cornwall Police Authority Race Equality Scheme 2008-2011

3. This scheme will set out how Devon and Cornwall Police Authority will embed race equality into the culture of the organisation in practical and demonstrable ways. It sets out how it will be meeting the duties, how it is already addressing many of the duties and how it will address any gaps within its functions and services.

The scheme is underpinned by a risk management approach designed to identify and evaluate the risks attached to all the activities performed by, and statutory duties vested in, the Police Authority

and identify which of these might impact on the Police Authority's ability to achieve its aims and objectives under the Race Equality Duty.

Furthermore, the Race Equality Risk Register links into the Police Authority's Full Risk Register. The Authority's Corporate Governance Committee will monitor the Full Risk Register on at least a quarterly basis.

The Risk Register includes a clear, prioritised plan of what needs to be done, by whom and by when and will therefore also serve as the Police Authority's Action Plan. The higher risks have been mitigated, if within the control of the Authority, to within tolerable levels by the controls in place with residual risks being low to moderate and consequently well within our control. This is a dynamic document that will be regularly updated and reviewed. Updates on risks, as well as the controls in place to manage them and progress on the actions in place will be presented annually to the Full Authority until a comprehensive review of the entire Scheme in 3 years' time.

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Ethnicity of Independent Custody Visitors in Devon and Cornwall

