
EQUALITY, DIVERSITY AND HUMAN RIGHTS

Version 3

1. Policy statement

PFEW, as a staff association, a service provider and an employer, is fully committed to eliminating unlawful and unfair discrimination; promoting equality and diversity and protecting human rights. PFEW has been and will continue to be involved in the development of policies and procedures that challenge unacceptable behaviour and support equality and diversity both within the Federation and in the police service.

2. Responsibility

The INB is responsible for all policy formation.

3. Summary

PFEW is fully committed to the elimination of unfair discrimination on the grounds of gender, gender reassignment, family status, age, race, ethnic origin, sexual orientation, religion, disabled status, or on any other unjustified condition, and the promotion of equality and diversity for all, in its own practices and arrangements and throughout the police service in England and Wales.

We recognise that there are barriers to recruitment and progression experienced by officers from all sections of the community and that the police service must value the differences that each individual brings; and develop practices that enable all officers to fulfil their potential, free of harassment and discrimination.

PFEW supports efforts to increase diversity within the police service in England and Wales, particularly among the ranks of senior police officers. However, the Federation is not persuaded that schemes such as direct entry or fast track to inspector will increase diversity among the senior ranks. PFEW believes that more must be done to recruit and retain officers from BME communities and to positively support their career development and progression.

We believe that officers should receive the same pay and conditions for like work and work of equal value. Police officers come under the provisions of the Equality Act 2010 including the public sector equality duty. In this regard matters of employment and pay both current and proposed need to be assessed and monitored for their equality impact.

The quality and quantity of training officers receive on issues of equality and diversity is unsatisfactory. This must change to ensure that all officers are confident dealing with matters of equality and diversity.

4. Procedures/implementation

The Police Federation recognises its responsibilities under all domestic and European equality legislation to provide equality of opportunity to all people in its capacity as a staff association, as a service provider and as an employer. In order to achieve this, PFEW seeks to:

- Negotiate and operate services which promote equal opportunities in employment, training and service delivery;
- Provide appropriate advice and support for members in pursuit of equality and diversity issues;
- Raise awareness of equality and diversity issues and promote best practice throughout the Police Federation and police service in England and Wales;
- Train and produce handbooks for representatives dealing with equality and diversity, family leave and flexible working, together with leaflets on a range of issues including harassment and bullying, disability, maternity and part-time remuneration.
- Monitor policies, practices and arrangements in order to develop an inclusive Equality and Diversity Strategy with action plans.
- Maintain memorandums of understanding with other support groups such as BPA, DPA
- Promote the development of a workplace environment for all members and staff to develop their full potential, free of harassment and discrimination;
- Ensure that all contractors and visitors are treated fairly, free of harassment and discrimination.

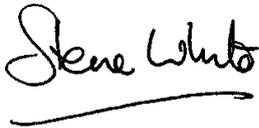
The Police Federation Independent Review contained a number of recommendations relating to equality and work is now progress in relation to the below:

- A Director of Equality & Diversity should be appointed to oversee the Federation's progress on managing equality opportunities as well as liaising with support groups and networks for minority officers and others.
- A rolling 3-year equality plan with measurable benchmarks for improvement of representation, support and public engagement monitored by an Equality sub-committee of the National Board. This sub-committee should contain members from external minority associations.
- Establish new networks of support for 'protected characteristics' and other groups such as young-in-service officers.
- Equality assessments to be undertaken in each force and at national level to determine need for reserve seats for the 'protected characteristics'.

Responsibility is delegated to the General Secretary and/or appropriate sub-committee.

	Author	Date	Date to be reviewed	Change
Version 1	EP-KP	June 2015	June 2016	
Version 2	EP-KP	June 2016	June 2017	Note that work in progress re Independent Review
Version 3	KP-EP	June 2017	June 2018	No change

Signed by:



Chairman



General Secretary