

10 steps to promoting equality locally

Taken from the APCC Equality Framework for Police and Crime Commissioners and their Offices, below are just some of the key steps that members of the APCC Race Disparity Working Group believe PCCs can take to improve equality outcomes in their areas:

1. **Set clear and measurable equality objectives**, published in an easily accessible document, e.g. within your Police and Crime Plan, or in an Equality, Diversity, and Inclusion Strategy.
2. **Understand your local communities**, through regularly updating the information and data you collect and access. Use these to inform your equality objectives and other priorities.
3. **Monitor performance against equality objectives for the OPCC and commissioned services**; and hold the Chief Constable to account for achieving the force's objectives. Report on progress, e.g., through an annual report on equality.
4. **Access the Youth Justice Board's Summary Disproportionality Tool on the Knowledge Hub**, in order to understand disparities in the Youth Justice System locally and take actions to tackle them.
5. **Engage frequently with staff networks within the force** that represent police staff and officers with protected characteristics (e.g. Black Police Associations, LGBT+ Networks, faith networks), ensuring that their perspectives and concerns feed into your planning and scrutiny functions.
6. **Develop a clear and effective policy on the use of social media and instant messaging platforms in a professional context**, which is clearly understood by all staff: Discuss with the Chief Constable how a similar policy can be implemented within the force.
7. **Maintain a high profile on community relations**, and engages with diverse communities frequently. Play a leading role in bringing the partners and the community together if there are serious incidents of hate crime, to provide community reassurance.
8. **Involve the community and the voluntary sector in strategic planning** on a co-design basis wherever possible.
9. **Ensure that victims services are able to provide specialist support to victims of crime that particularly affects people with protected characteristics in your areas** including hate crime, financial or sexual exploitation of disabled people, and honour-based violence and abuse.
10. **Make use of flexible working arrangements and career pathway initiatives to address potential barriers and under representation within the OPCC**, to ensure that its workforce reflects the labour market of the communities it serves. Hold the Chief to account to ensuring that similar initiatives are driven forward in the force.