

Appendix 1

APA Minimum/gold standard for equalities compliance

	Minimum Standard	Gold Standard	Outcome
1	The police authority has three compliant equality schemes for disability, gender and race. All of which lay out how the authority will meet the new PJA.	The police authority has a compliant combined equality scheme which lays out how the authority will meet the new PJA. This will be a 'living' document which is regularly monitored, and on which an annual report is produced and made available to the public in order to demonstrate compliance and commitment. (2.2)	Compliance with equalities legislation.
2	The police authority has a member who leads on equality and diversity for the police authority.	The chair of the police authority is the lead for equality and diversity thereby showing leadership and the commitment of the authority. (3.2)	Demonstration of commitment, leadership and ownership.
3	The police authority has an officer with responsibility for equalities as part of their job description and brief.	A dedicated officer is employed by the authority solely to deliver the police authority's equalities duties and ensure compliance of the force. (3.3)	Effective and compliant delivery.
4	The police authority has a committee structure which considers equality and diversity.	A dedicated committee which co-ordinates the police authority's response to the equalities duties and that regularly co-ordinates the scrutiny of the force and ensures that the other authority committees are fully meeting their duty. (3.4/5)	Co-ordinated, consistent and progressive approach to the delivery of equality and diversity duties and functions including effective scrutiny of the force.
5	The police authority will ensure that all reports prepared for all authority meetings are assessed for potential impact on equality and diversity.	As well as ensuring that all reports of the authority are assessed for potential impact, the authority has a standing item on all agendas to consider any equality and diversity	Effective and compliant delivery and ensures that it is compliant with equalities legislation, the 121 st recommendation from the CRE formal report.

		implications of the authority's business. (3.7)	
6	The police authority prepares and publishes an annual report on the progress against their disability and gender equality schemes.	An annual report is prepared and published which reports on progress against the authority's combined equalities scheme, and all other specific duties including employment monitoring and impact assessments, and progress made to meet all other equalities duties of the authority. (4.2)	The authority, in an open, transparent and accessible way, demonstrates its progress against its CES action plan, its compliance with legislation and its general commitment to equalities.
7	The police authority has a formal process for the monitoring of equality impact assessments of both the authority as well as those produced by the force.	Police authority publishes an annual report on its equality impact assessment programme. The authority also conducts 'dip sampling' of force impact assessments, and encourages the force to produce an accessible annual report on the progress of their impact assessment programme. (5.2/3)	Compliance with equalities legislation.
8	All members, officers and volunteers of the police authority receive appropriate and ongoing equalities training meeting NOS AA1	All members, officers and volunteers of the police authority receive appropriate and ongoing equalities training meeting NOS AA1 and NOS AA2 where relevant. This training is then supported by on-going assessment through PDR. (6.4)	Compliance with equalities legislation.
9	The police authority has a community engagement and communication strategy which demonstrates how the authority will meet its duties to engage and involve those usually excluded. This should include: <ul style="list-style-type: none"> • consulting on policing priorities; • development of equalities schemes; • EIA processes; • ensuring the local community understands their rights in relation to 	The police authority had a community engagement and Communication strategy which is developed in partnership with key local partners. (7.3)	The authority is effectively meeting its statutory and moral obligations to engage with all members of the community, including the usually excluded, in relation to key policing and community safety issues. Wherever possible, this is done in partnership to ensure value for money, a joined up approach and the reduction of consultation fatigue.

	<p>stop/search;</p> <ul style="list-style-type: none"> • involving the community in scrutiny of stop/search data; and • considerations of counter terrorism issues. 		
10	<p>The police authority should receive, monitor and challenge quarterly reports on internal force equality and diversity matters including:</p> <ul style="list-style-type: none"> • progress against force equality scheme(s); • relevant force impact assessments; • employment monitoring data; • PRDLDP; • internal hate crime; • internal positive action initiatives; and • confidential reporting line 	<p>The police authority ensures that the force produces relevant update reports on all internal equality issues on a bi-monthly basis, and ensures the quality of the data by:</p> <ul style="list-style-type: none"> • regularly engaging in the dip sampling of data; • 'mystery shopper' attendance at relevant training; and • taking up membership of force monitoring meetings. (4.4/4.6/6.6) 	<p>The authority is proactive and regularly engaged in ensuring that equality and diversity is promoted effectively with in their force, and the chief officer is aware of the authority's commitment to ensuring the improvement of force performance in relation to equality and diversity issues.</p>
11	<p>The police authority should receive, monitor and challenge quarterly reports on external force equality and diversity matters including:</p> <ul style="list-style-type: none"> • external positive action initiatives; • stop/search data; • external hate crime; • victim satisfaction; and • IAG progress. 	<p>The police authority ensures that the force produces relevant update reports on all internal equality issues on a bi-monthly basis, and ensures the quality of the data by:</p> <ul style="list-style-type: none"> • regularly engaging in the dip sampling of data; • 'mystery shopper' attendance at relevant training; and • taking up membership of force monitoring meetings. (4.7/7.11) 	<p>The authority is proactive and regularly engaged in ensuring that equality and diversity is effectively delivered externally, and the chief officer is aware of the authority's commitment to ensuring the improvement of force performance in relation to equality and diversity issues.</p>
12	<p>The police authority should receive and challenge reports on staff surveys.</p>	<p>The police authority is involved in both the planning of regular staff /cultural surveys and the evaluation of all results and the implementation of all recommendations. (2.7)</p>	<p>The authority is fully aware of all staffing concerns including any equalities issues, and ensures that the force is considered a local employer of choice.</p>
13	<p>The police authority has regular contact with all staff associations and staff support groups in the</p>	<p>Force staff associations and staff support groups are members of relevant police authority committees, and regularly</p>	<p>The police authority is fully aware of all staffing issues, and is able to</p>

	force.	feed into the police authority strategic processes, both formally and informally. (2.5)	react both in terms of strategic direction as well as challenge of the chief officer.
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