

## Gender Action Plan 2010-2013

### Introduction:

Our first Gender Equality Scheme, and its associated Gender Action Plan, were published in April 2007 and covered the three-year period until April 2010. The plan contained 25 main actions and was subdivided into thirteen internal actions improving the working environment and twelve service delivery actions.

In July 2008 we published our new Single Equality Scheme, which integrated the statutory Gender Equality Scheme with the statutory Disability and Race Equality Schemes into a single document – *our first Single Equality Scheme*. We have still maintained independent statutory Action Plans supporting this Scheme for Disability, Gender and Race.

As required by statute, we revised our Gender Action Plan in April 2010; *this will be an ongoing plan, which will take us to April 2013.*

With the advent of the new Equality Act, we have decided that we will review our gender priorities on a yearly basis until 2013. This decision will be revisited once it becomes clear what will be required of us as a result of the Equality Act and as soon as the Equality and Human Rights Commission (EHRC) has published the supporting statutory Code of Practice. The advantages of taking this action are -

- We shall review our Gender Equality priorities in the light of the ECHR's new Code of Practice
- A one year ongoing plan will be flexible, easier to update and refresh than one that is fixed for the next three years
- It will give us the opportunity to synchronise the dates that the Disability, Gender & Race Action Plans cover which at the moment are all different
- We will have more flexibility to respond to your changing priorities - *'You said .....we did'*

This approach does not detract from our genuine commitment to promote gender equality in both service delivery and employment. Our desire to promote equality and diversity is not driven merely by the need to meet legislation. However, we will comply with all legislation promoting equality and diversity.

**The involvement process:**

External consultation was through our Strategic Independent Advisory Group, our Kent-wide Transgender E- Forum and the Kent Police Website. Internal consultation involved the Kent Network of Women (*our gender staff support group*) and our Gender Action Group. Consultation took place over a six-week period and commenced on February 1, 2010.

**Deciding what our priorities should be:**

Consideration was given to success, and areas of improvement, from the previous three-year Gender Action Plan and what we were told during the consultation process.

This new Action Plan also supports the national tripartite Equality, Diversity and Human Rights Strategy, our own Equality, Diversity and Human Rights Strategy and the Equality Standard for the Police Service. Actions are listed under the headings to be found in the strategies and the Equality Standard; *Operational Delivery, People and Culture and Organisational Processes*.

**Gender Action Plan 2010-2013: Year One 2010-2011**

	<b>Operational Delivery</b>		
	<b>Priority</b>	<b>Lead</b>	<b>Actions</b>
1	Domestic violence	Gypsy and Traveller Action	To note the findings of the EHRC Research Report 12 <i>Inequalities Experienced by Gypsy and Traveller Communities</i> and mount a well

		Group	attended event, involving partners, to raise awareness of domestic violence within these communities.
2	Communication	Head of Media/ Marketing	Produce effective media/ marketing campaigns that achieve perception/behaviour changes and increase the confidence of women to engage with Kent Police and seek employment within it.
3	Hate Crime – Transphobic	BCU Commanders/ Gender Action Group.	Transphobic Crime continues to be taken extremely seriously and is included in any Hate Crime Campaigns. This translates to increased reporting of incidents to Kent Police.
4	Equal treatment	BCU Commanders/ Head of Learning and Development.	Ensure that people that have been granted a Gender Recognition Certificate are afforded the appropriate rights and courtesies of their gender without reference to transgender/ transsexual tags, being treated as any other member of their legal gender.
5	Victim and Witness care	Head of Strategic Criminal Justice	The Witness Charter – monitor and improve witness care charter as introduced in November 2009. <a href="http://www.cjonline.gov.uk/witness/coming_forward/standards_of_service/">http://www.cjonline.gov.uk/witness/coming_forward/standards_of_service/</a>
	<b>People &amp; Culture</b>		
	<b>Priority</b>	<b>Lead</b>	<b>Actions</b>
6	Leadership	Head of Recruitment and	Develop positive female Role Models and Mentors from senior women throughout the service

		Talent Management/ KNOW/ Gender Progression Working Group.	
7	Training	Head of Learning and Development	All Diversity training to include good coverage of Transgender issues – trainers should not bury 'T' within Gender or LGB issues.
8	Gender progression barriers	Head of HR/ Gender Progression Working Group	Adopt activities to address all four National Policing Improvement Agency categories of Gender Progression Barriers as contained in the Force's Gender Progression Working Group Action Plan.
9	Female under representation in the workforce	ACPO	Set stretching gender targets that ensure the development of women across all ranks and staff at Grade F and above. <i>(this links to Kent Police Policing Plan Targets and objective 15 of the Equality Standard for Police Service)</i>
10	Culture	Head of HR/ Gender Progression Working Group	Senior managers positively encouraging alternative working patterns, including flexible working and part time working, eliminating the demeaning culture of 'you're only part time.'
11	Staff development	Head of HR	Adopt activities to address actions contained within the Gender Progression Working Group Action Plan to ensure the positive development of female officers and staff.

12	Employment policy and practice	Head of HR BCU Commanders	Ensure work continues to eliminate discrimination and harassment in all employment practices. Continue the active promotion of gender equality and positive attitudes to gender and transgender issues both in service delivery and employment.
	<b>Organisational Processes</b>		
	<b>Priority</b>	<b>Lead</b>	<b>Actions</b>
13	Procurement	Head of Procurement	Continue to review purchasing procedures to ensure fairness and take steps to encourage supplier diversity in meeting the Service's purchasing and supplier needs.
14	Equality Impact Assessment	Head of Policy Unit	Continue the programme of Equality Impact Assessments to ensure that every new policy is Equality Impact Assessed against gender and transgender issues and that existing policies are re-assessed at least once every three years.
15	Governance	Policy & Governance Manager	Ensure all papers that are submitted to the Kent Police Authority are reviewed and commented on in relation to their potential impact on Gender or Transgender issues.
16	Gender Pay Audit	Head of HR	Ensure that audits are carried out, published and evaluated on a yearly basis as required by legislation.