Lancashire POLICE AUTHORITY
Your County, Your Police, Your Say

Association of Police Authorities

Saima Afzal

Association of Police Authorities Executive Member/Lancashire Police Authority

Equalities, Diversity and Human Rights Portfolio

Lancashire POLICE AUTHORITY
Your County, Your Police, Your Say

Association of Police Authorities

Presentation Overview

- Equality in a policing context
- Risks and challenges
- Possible ways to mitigate risks

Lancashire POLICE AUTHORITY
Your County, Your Police, Your Say

Association of Police Authorities

Equality in the Context of Policing

- Ensuring equitable service delivery
- Policing by Consent
- Trust and Confidence of all communities

Lancashire POLICE AUTHORITY
Your County, Your Police, Your Say

Association of Police Authorities

Challenges

- New Directly elected Police And Crime Commissioners
- Ensuring Diverse communities are represented under any new Governance structures
- Financial Cutbacks and associated risk with Equalities being sidelined

Lancashire POLICE AUTHORITY
Your County, Your Police, Your Say

Association of Police Authorities

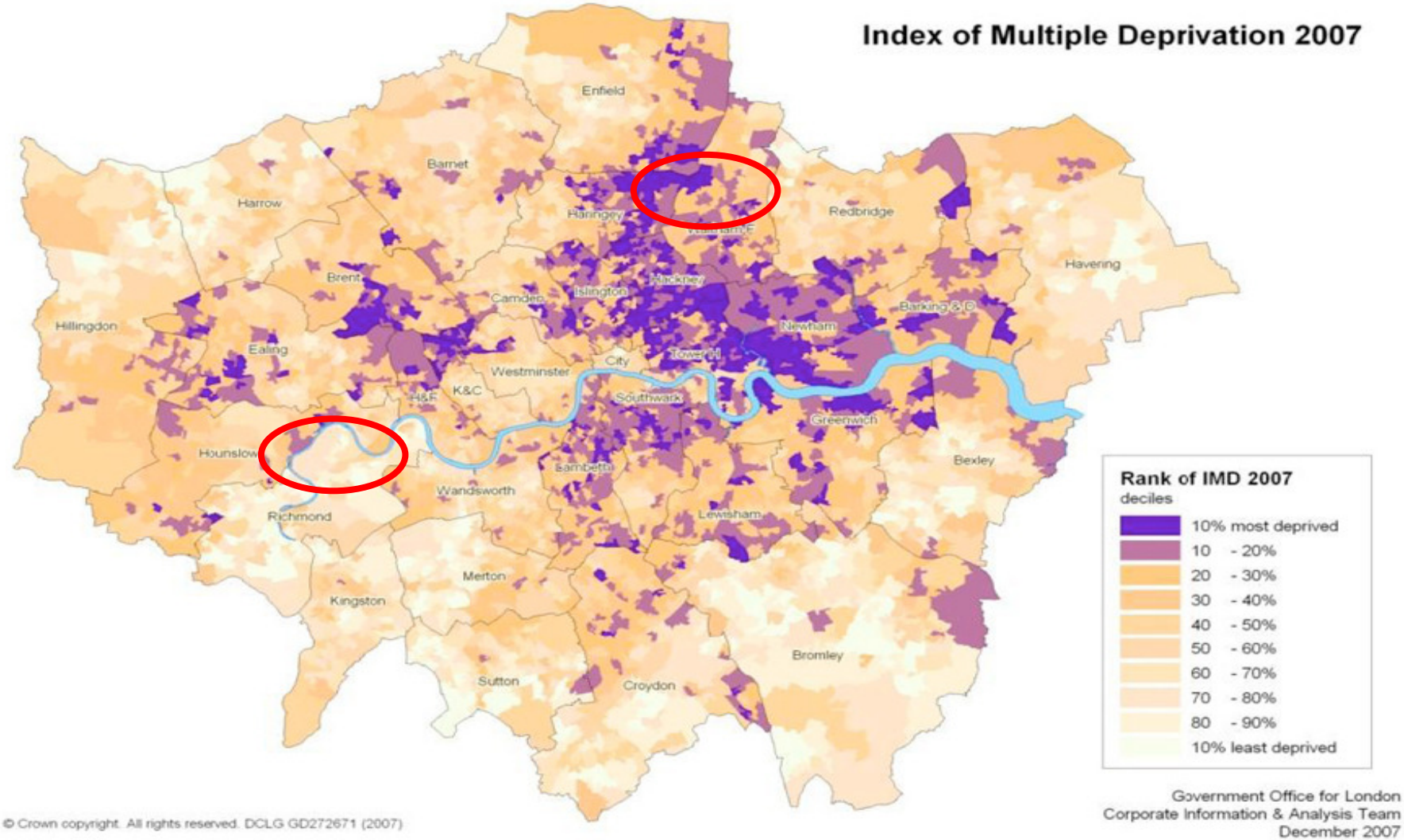
Specific Challenges

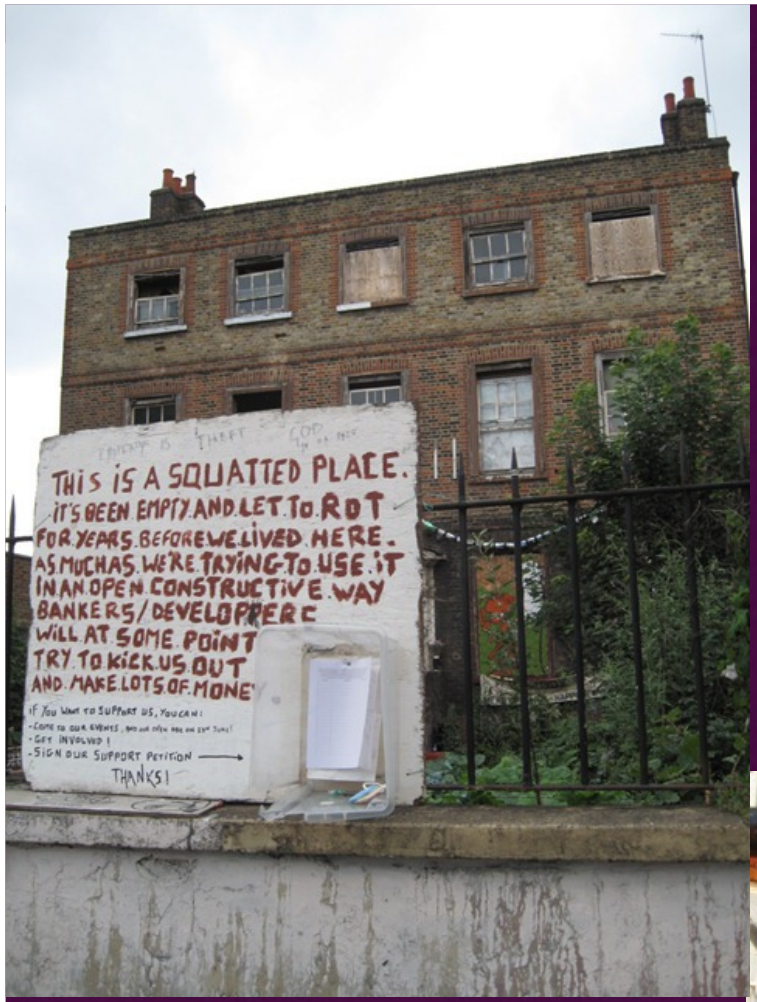
- Leadership-Police National Assessment Centre (PNAC) selections-a legacy for the future!
- Local recruitment, retention and progression activity
- Stop and Search and unjustifiable disproportionality
- Confidence of communities

LOCAL
SHOP
www.bbc.co.uk/comedy

Lancashire POLICE AUTHORITY
Your County, Your Police, Your Say

Association of Police Authorities





Association of Police Authorities

Disenfranchisement

- Access and the Digital gap
  - Searching for support
- Further polarisation
  - ‘Middle class’ do better as poor suffer more
  - Mobilised, educated and motivated
- Adding complexity
  - Micro provision, more providers, more agreements, less clarity

Lancashire POLICE AUTHORITY
Your County, Your Police, Your Say

Risks

Association of Police Authorities

- Politicisation of service provision
  - Single interest groups and ‘populist’ provision
  - Serving the powerless
  - Ensuring accountability to under-represented groups
  - Threats to Equality and the most vulnerable and under-represented groups

A Way Forward

- APA working with the Home Office to mitigate our concerns
- The Equality Standard for policing measuring outcomes
- The single Equalities Bill-welcomed as it incorporates age, sexual orientation and religion and beliefs-also outcomes focused and places a socio-economic duty on public sector bodies including police authorities.
- HMIC inspection of elements of the Equality standard-also outcomes focused.
- Differentiation must be made between necessary and unnecessary bureaucracy.

NB/ Need to ensure diverse groups are represented via an 'independent' route and not just the ballot box to ensure inclusivity and access to all services.

Lancashire POLICE AUTHORITY
Your County, Your Police, Your Say

Association of Police Authorities

Thank you for listening!

saima.afzal@lancashire.gov.uk