

April 2010

Gender Equality Scheme Annual Review

1.0 Purpose of this paper

To provide an annual review on Cambridgeshire Constabulary's progress with regard to the Integrated Equality Scheme in relation to Gender.

2.0 Background

Our three year Gender Equality Scheme was launched in May 2008 and focused on eliminating discrimination and harassment and promoting equality of opportunities between men and women.

During the last 24 months the Integrated Equality Scheme has built on this foundation ensuring that we develop a robust system to

- Include objectives to address the cause of any gender pay gap¹ when formulating our overall objectives
- Gather and use information on how our policies and practices affect gender equality in our workforce and in our delivery of services
- Consult stakeholders such as employees, service users, staff associations and trade unions and take account of relevant information in order to determine our gender equality objectives
- Assess the impact of current and proposed policies and practices on gender equality
- Implement the actions set out in our scheme within three years
- The Equality, Diversity and Human Rights Unit to report against the scheme every year and review the scheme at least every three years, reporting to the Diversity Steering Group.

The Integrated equality scheme superseded the original Gender Equality Scheme in 2008 and actions were carried over. Therefore this will be the final review of the gender strand because an overall review of the Integrated Equality Scheme will take place biannually.

In order to ensure that our policies and practices are in line with current best practice, we have steadily increased the members belonging to the Cambridgeshire Independent Advisory Network (CIAN) to in excess of 100, representing all strands of diversity. We have also revised the Equality Impact Assessment forms and provided Equality Impact Assessment completion training to management across the organisation.

¹ A gender pay gap for this purpose is defined as the difference between the salary of male and female employees.

This report will highlight some of our main achievements, together with a review of the actions in the Integrated Equality Scheme.

3.0 Achievements

3.1 Launch of CCAWP

Cambridgeshire Constabulary Association of Women in Policing was launched on November 4th 2009. The association currently has 71 members and provides an online support network dedicated to the needs of women.

Since its launch CCAWP has organised a successful female only coaching and mentoring training day in which women were provided with essential skills in this area, and a briefing event prior to the Sergeants selection process which was attended by males and females. CCAWP also had first preference on placements at a Joint Women's Conference which was held in Norwich. CCAWP are currently organising a 'Women as Leaders' Conference which is to be hosted by Bedfordshire Police in May and will celebrate women who have created their own paths and have become pioneers in their career.

3.2 Dawn Project

The Dawn Project offers women throughout Cambridgeshire free information and support to help them change aspects of their lives that they are not happy with. Over the past year the Equality Diversity Human Resource (EDHR) unit have worked closely with the Dawn project to create an action plan to help support women offenders who come into custody, with a view to preventing repeat offences. A pilot scheme has been set up in Parkside that allows volunteers from the project to visit women in the custody suite to talk to them about their options and the services available to them. The EDHR Unit have also distributed Dawn project leaflets throughout custody suites on all divisions to enable them to be handed out to relevant individuals. It is anticipated that the pilot scheme will be rolled out across force over the next few months as early feedback shows that it has proved very successful.

3.3 Joint Women's Conference

On March 10th 2010 Cambridgeshire Constabulary hosted a Joint Women's conference in conjunction with Norfolk and Suffolk Constabularies. The day involved around 140 women from the three Forces and primarily focused on Women's personal and professional development. The day provided an opportunity for delegates to network and peruse various stands relating to well being and personal development. Guest speakers included ACC Jackie Cheer who provided an insight into her career development and Julia Zorab from Springboard who delivered a session on improving women's confidence. about themselves. The day helped to raise £442 for Breakthrough Breast Cancer.

3.4 SWIP (Senior Women in Policing Conference)

Nearly 150 Delegates from across the country attended The Senior Women in Policing Conference (SWIP) 2010 held at Dunstan Hall, Norwich. The event was hosted by Suffolk Constabulary in association with Norfolk and Cambridgeshire Constabulary, and centred on the themes of inspiration, leadership and the challenges facing women in policing today. DCC Jacqui Cheer, CC Simon Ash and Sir Hugh Orde president of ACPO were just a few of the key speakers that attended.

3.5 Honour Based Violence Workshops.

A helpline aimed at providing support for victims of honour based violence was launched throughout Cambridgeshire on June 16th 2008. The helpline is run by a team of specially trained female Officers and is available 24 hours a day. Credit card sized cards featuring the hotline number have also been distributed out on division.

Three divisional based workshops on Honour Based Violence issues were delivered to partner agencies and key members of the community. The workshops gave delegates an opportunity to learn more about honour based violence and gave them an opportunity to share how their agencies/communities could work with the police to combat this issue.

3.6 Opening of SARC (Sexual Assault Referral Centre)

On 11th January 2010 the Force's first Sexual Assault Referral Centre was officially opened by MP Barbara Follett. The centre is run in conjunction with the NHS and Rape Crisis and will be devoted to ensuring that victims of sexual abuse are supported enough to enable them to come to terms with the traumatic events which brought them there. The facility is open 24/7 and offers services such as counselling, medical examinations and treatments.

3.7 Review of progression of females from Sergeant posts to Inspector posts.

As a result of a Diversity Steering Group action, the Head of the People's Directorate produced a report into the lack of progression of females from Sergeant ranks to Inspector ranks. The report concluded that often the reasons were likely to be individual. The paper provides recommendations to utilise the newly appointed Career Development Manager to develop a structured process to identify potential areas of weakness in the OPSRE process and to look at a career development plan for females that choose to apply for Inspector posts immediately or who choose to wait a year.

3.8 Appointment of Career Development Officer.

In March 2010 a Career Development Officer (CDM) was appointed. The CDM's role is to manage and develop the centralised career development function for the Constabulary, and to provide career advice for individuals seeking lateral moves, promotion or exiting the organisation as a result of retirement or redundancy. It is also expected that they will contribute towards achieving a proportionate minority group representation amongst all ranks. In light of this the CDM has been tasked to look at the progression of female Officers from Sergeant to Inspector ranks. Following the Head of the People Directorate's report as outlined above there is a need to develop a structured process to help female Officers to achieve progression.

Achievements related to actions from the Integrated Equality Scheme – Gender.

3.9 Transgender Policy & Procedure D62 C

In line with the Integrated Equality Scheme Actions, Policy & Support have developed, and in November 2009, made live a Transgender policy and procedure. The aim of the policy and procedure was to ensure fairness, dignity, confidentiality and respect of transgender Officers and staff. The policy provides guidance to managers and staff in relation to issues affecting transgender Officers and staff within the organisation.

3.10 Introduction of Hygiene packs for women detainees. D70 - C

Hygiene packs have been sourced and purchased by business managers for use by female detainees in the custody suites. This process has been approved by Learning and development and detailed in relevant policies and procedures. The EDHR Unit also provided briefings to the custody suites in May 2009 for further clarification around their uses.

4.0 Action updates for actions imported from the Integrated Equality Scheme - Gender

To provide an update on the Equal Pay Audit. Staff and Officers D61- O

Staff - In September 2008 an equal pay audit was conducted by an external consultant to assess and address any inequalities in pay between male and female staff. The report concluded that the organisation have been commended for removing the separate IT and Finance grades which would give rise to concerns and that the only grade which showed a difference in pay between male and female staff was the SO1 grade. There were 7 recommendations made in the report. The organisation is currently working on recommendations 1, 2, 4, 6 and 7 that the report made. This action is currently at Amber Stage.

Officers - In May 2009 an equal pay audit was conducted by an external consultant to assess and address any inequalities in pay between male and female. The audit identified that female officers receive lower pay than men on average but this is due to lower lengths of service for female Officers. There were 3 recommendations. The recommendations have been concluded in a report that the Head of the People Directorate submitted to the DSG in July 2009. The results will be fed to the Police Negotiating Board. This action is currently at Amber stage.

Research into whether female officers are effectively utilising discretionary leave. D63 - O

A research by Policy and Support into whether female Officers are effectively utilising discretionary leave was conducted and the results were recorded in the annual employment monitoring report (Section 7). The results show that female Officer's use of discretionary leave is significantly lower than male officer's. It would be useful to research further into the implications of the results to pick up any trends that may need addressing. The uptake of discretionary leave will be monitored on an annual basis. This action is currently at Amber stage.

Develop and implement a communication strategy to raise awareness of work life balance. D64 - O

To date, tool box talks, aimed at middle management, have taken place on work life balance related topics such as Flexible working, absence management and referrals to Occupational health. Detailed figures have been received from the Head of Operational Shared Services, however it should be noted that these do not address the issue of the original task. This task is at Amber stage and needs to be re-addressed.

Promote flexible/ part time working for men. D65 - O

To deliver the Gender Agenda 2 (2006) item which states that a barrier to progress is the continued perception that part time working and flexible working is about women and children. Cambridgeshire Constabulary organised a half day seminar in June 2008 for managers which focused on promoting flexible/part time working for men as part of the Chief's Leadership Seminar. The Policy and Support Team's employment monitoring reports for 2008 and 2009 show that there has been a significant increase in applications for flexible working for men (2008) 3 (2009) 8. This action will be reviewed in the Gender Equality Scheme's final year 2011 therefore the current status is Amber.

Recruitment Team to proactively market opportunities for women in policing. D66 - O

The recruitment team have advised that at present the recruitment lines are closed. In the meantime the team are attending events to promote the organisation and are currently working on campaign posters that will be placed in locations frequented by women i.e. Schools, Community centres and Sports centres. Prior to the recruitment lines re-opening there is an intention to hold information evenings specifically targeted to recruit women into the organisation as well as members of the public and current employees. At present this action has not been completed and is therefore at Amber status.

Introduce suitable facilities for women to express milk, store milk and breast feed in the workplace. D67 - C

Small portable fridges would be supplied for storage of breast milk if requested. To enable women to express milk and or breastfeed in the workplace, consideration could be made within the organisation. If this was not available or convenient an alternative remedy would be sought with advice from the HRM. Additionally, duties would be risk assessed for the duration.

Transgender Issues - Officer training D68 - O

The Integrated Equality Scheme action plan states that there is a need for transgender issues to be incorporated into officer training. The action plan suggests that training could be implemented via Tool box talks, divisional training days and custody training. At present Custody training delivers methods that should be used when searching Transgender suspects. To date there are no current plans to use tool box talks or divisional training to implement this action. This status is still ongoing and therefore at Amber stage.

Establish Maternity Liaison Officers within the first contact framework.D69 - O

Following consultation it has been decided that Maternity Liaison Officers would not be beneficial to the organisation in a first contact capacity. At present there are successful processes in place that cover welfare and contact regarding maternity leave. Currently HRM's provide help and support prior to maternity leave whilst line managers maintain contact once the individual has left, and throughout their remaining maternity leave. There is also a facility to attend Bumps and Babes, an informal meeting group that meets once every two months. This group is available for pregnant staff or for those that are on maternity leave. A DSG action in relation to maternity absence seeks to implement a system to manage contact during long term absence including maternity, Career breaks and Secondments. This action was last discussed at the project board on 21/05/09 and will report back to the DSG in 6 months time. Therefore this action is ongoing and amber.

Highlight the role and achievements of women within the organisation and introduce a Positive Action Leadership Programme for women. A12 - C

Positive Action Leadership Programmes are available to women throughout the organisation on a regular basis. The programmes aim to assist with the development of a more representative workforce by encouraging Officers and police staff from under-represented groups to remain in the service and apply for development opportunities and progression. Below is a useful link to the NPIA website which displays the dates that the programmes are available <http://www.npia.police.uk/en/1697.htm>.

Springboard and Spring Forward courses are also Positive Action Leadership Programmes that relate specifically to women. These are again offered throughout the organisation for female Officers and staff members. The courses are advertised regularly on camnet and by emailing specific minority groups. At present Springboard and Spring Forward are mentioned on both Sergeants and line manager courses to encourage females to attend.

5.0 Actions to take forward to Policy and Support Group

5.1 Equal Pay Audit

The Staff Equal Pay Audit has recommendations that have not been completed. Therefore further actions need to take place to ensure that the issues are addressed. Results from the Equal Pay Audit for Officers to be considered by the Police Negotiating Board (PNB).

5.2 Research into whether female officers are effectively utilising discretionary leave.

The employment monitoring report produced by Policy and Support does not evidence whether female officers are effectively utilising discretionary leave. The report details the numbers of male and female Officers who use their discretionary leave only. Further research needs to be conducted to justify and complete this action.

5.3 Develop and implement a communication strategy to raise awareness of work life balance.

Even though tool box talks in relation to raising awareness around work life balance have been implemented the detailed figures do not address the original task. This action needs to be re-addressed.

5.4 Recruitment Team to proactively market opportunities for women in policing.

Recruitment team are proactively marketing for women in policing. However, this action should be taken forward to PASG to continue to monitor progress.

5.5 Review of progression of females from Sergeant posts to Inspector posts.

It is suggested that the newly appointed Career Development Manager provides an offer of personal input for female Officers when they are successful at Inspectors' OSPRE. The CDM's recommendation's to be fed back to the Equality, Diversity and Human Rights Steering Group Meeting in July 2010.

5.6 Transgender Issues - Officer training

Whilst Custody training reflects transgender issues there is still a gap for training out on division. Therefore it is recommended that tool box talks and divisional training are formulated and instigated to complete this action.

5.7 Establish Maternity Liaison Officers within the first contact framework.

EDHR Unit to report back on whether Cedar consultants have implemented the functionality of the absence database to July 2010 meeting.

6.0 Action status.

Of the 11 actions regarding Gender in the Integrated Equality Scheme, 7 are ongoing and 4 are complete.

6.1 Key.

CL = Closed

C = Completed

O = Ongoing

NC = Not Completed

New Actions to be taken forward to future EDHR steering group meetings.

Female Officers length of service.

The paper the Head of People Directorate submitted to the DSG in July 2009 (Appendix 3) regarding the findings of the Equal Pay Audit for Officers suggested that there is a difference in pay between female and male officers due to the fact that female officers' length of service tends to be lower than males. Additionally, the Employment monitoring report for year end up to March 2009 presented to the DSG shows that female Officers' average length of service in Cambridgeshire is 6 years compared with 15 years for male Officers. It is recommended that this issue is looked into further together with associated retention/progression issues.

The menopause.

A report was commissioned in 2006 by BAWP to look at the impact of the menopause on the well being of women police officers aged 40+ (see link below). The report asked women to define what changes could be made in the workplace to help them as they got older. Some suggestions were:-

Increased flexibility of working hours.

No night shifts after a certain age.

More health promotion, regular fitness checks, manager awareness talks

Better women only facilities, i.e restrooms, showers, sanitary bins,

More comfortable uniforms, i.e reduction in weight of equipment carried whilst on foot.

It is recommended that the EDHR Group commission a report into how the organisation can help female Officers who have reached the menopause.

<http://www.bawp.org/assets/file/BAWP%20Menopause%20Extract.pdf>

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