



Equality Information 2012-2013



This report is written by West
Yorkshire Police.



A message from Mr John Robins about this equality report. He works for West Yorkshire Police. His job is Assistant Chief Constable.

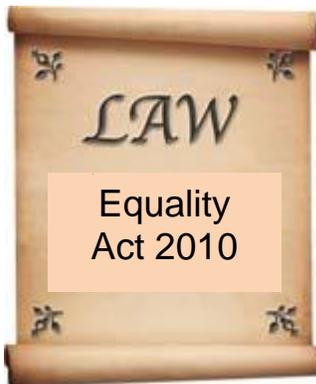
“This document is called our **Equality Information Report**. It tells people about how we will make sure that people of different ages and from different groups are treated in a fair way.

We want West Yorkshire to be a safe place to live, where everyone trusts the police to do a good job.

It is important we talk to lots of people so we can understand how we can make things better.

We have already done some good work. But there is much more we want to do. This report tells people what we are going to do over the next year.





The law says that we should treat everyone fairly, and it doesn't matter:

- How old people are
- What race they are
- What religion they are
- If they are disabled
- If they are a man or a woman
- If they are gay or lesbian or not
- If they change from being a man to a woman or a woman to a man. This is called 'transgender'.
- If they are having a baby
- If they are married or are in a civil partnership.



We also want to make sure that people's **human rights** are respected.

Human rights are rights and freedoms that everyone should have.

To help us make sure we treat people fairly and respect human rights, we need a plan. Our plan is called an "**Equality Action Plan**".

Our Plan will tell people:-

- What changes we want to make
- What work we have already been doing
- What work we will be doing next
- How we will know if our plan is working

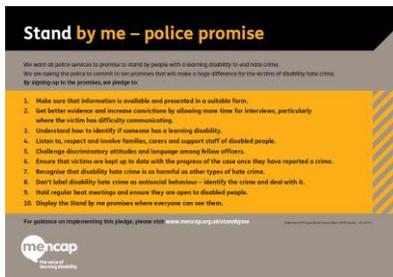
Our Plan : What changes we want to make



The Equality Act 2010 says we should tell people what changes we will make. Our changes are called “Equality Objectives”:

- To help people understand and report hate crime
- To work with young people to stop them getting into trouble with the Police.
- To help people who are hurt or abused by other people.
- To stop people hurting children and young people.
- To make sure we stop someone and search them only if the law says we can.
- To make sure the people who work for us are from different communities and groups.

Our Plan : What work have we already been doing?



In 2012/2013 we have been doing lots of work with different people and community groups to make sure we work with everyone in a fair way.

Some examples of this are:

We have worked with Transgender people to help them report hate crime.

We have worked with the Deaf community to help them report hate crime.

We have signed up to MENCAP's "Stand by Me" Promise.

We have continued to train our Officers about the best way to help people who may be at risk of being hurt or harmed.

Our Plan : How do we know what to do next?



We keep records about what sorts of crimes have happened and who they have happened to.

If a crime happens to someone, we know some things about them. We know whether they are a man or a woman. We know how old they are. We might know what race they are. We might know if they have a disability.

When we look at these records we can decide if we are doing a good job and our plan is working.

We also talk to lots of people to find out whether they think we've done a good job, and if we can do things better so people feel safe.

This all helps us decide what we need to do next.



**STOP
HATE
CRIME**



We have looked at our records and found out that:

- More people need to know what hate crime is and how they can report it.
- More Black and Asian people think we are not doing a good job than white people.
- Young people aren't as happy with the Police as older people.
- We need to look after children and adults who have been hurt by others.
- People were more likely to be stopped and searched if they were Black or Asian than if they were White.
- We need to employ more people who :
 - Are of different Race
 - Have a disability
 - Are women

Our Plan : What work are we going to do next?



**STOP
HATE
CRIME**



We are going to do some more work to make things better and have put this in our Action Plan:

- Help people to report hate crime.
- Work with Black and Asian people to find out how we can do a better job.
- Work with young people to make sure they are safe and trust the Police.
- Work with other people to protect children and adults who have been hurt.



- Ask young people to help us do a good job with stop and search.
- Ask lots of people if we've done a good job.
- If we haven't done a good job, make sure we make things better so we can do a good job next time.
- Make sure we employ lots of different people including:
 - More people who are disabled
 - More people from different Races
 - More women in higher level jobs

Our Plan : How will we know if it is working?



When we have finished our work, we will:

- Look at our records again to see if anything has changed.
- Talk to lots of people to see if they think we are doing a good job.
- Work with people from different community groups to help us do a better job.

The meaning of words

Equality	Making sure people are treated equally and fairly. Sometimes this means treating people differently to give them the same chances.
Equality Act 2010	The law about treating people equally and fairly.
Transgender	People who are born as one sex and want to live as the other sex. A man might change to a woman and a woman might change to be a man.
Human Rights Act	<p>The Human Rights Act is the law about human rights. Human rights are about how we treat each other.</p> <p>They are about:</p> <ul style="list-style-type: none">• respect• freedom• equality• dignity• fairness <p>Human Rights Act – Easy Read</p>
Objectives	Main areas of work.

Our full Equality Information Report is available at:

www.westyorkshire.police.uk/about-us/equality-diversity

Easy Read symbols from Photosymbols3