



# Equality Information 2013-2014



This report is written by West Yorkshire Police.



My name is John Robins.

My job is Temporary Deputy Chief Constable and I work for West Yorkshire Police.

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 been working hard this year. But there is much more we want to do.

This report tells people what we have been doing and what we are going to do now.





The law says that we should treat everyone fairly. 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.

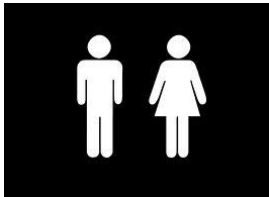


We also want to make sure that people's **human rights** are respected.

**Human rights** are rights and freedoms that everyone should have.

So how do we know if we are treating people fairly and respecting their human rights?

## How do we know we are treating people fairly?



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

If a crime happens to someone we know some things about them:

- whether they are a man or a woman.
- how old they are.
- We might know what race they are.
- We might know if they have a disability.

We also talk to people to find out whether they think we've done a good job.

We ask them what they need from the Police and what we can do better.

When we look at all this information we can see if we are treating people fairly.

Sometimes we need to change things.



The law says that we should tell people what changes we are going to make.

Our changes are called “Equality Objectives”:

Our Equality Objectives are to:

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

## Our Plan



To help us make the changes, we use a plan.

Our Plan is called an “**Equality Plan**”.

Our Plan tells people:-

- What work we have already been doing
- What changes we want to make
- What work we will be doing next



## Our Plan : What were we going to do?



**STOP  
HATE  
CRIME**



Last year we said we would do some work to make things better.

We put this work into our Equality Plan.

We said we were going to:

- 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.

More things..



## Our Plan : What were we going to do? (Continued)



- Ask young people to help us do a good job with stop and search.
- Make sure the people who work for us are from different groups and communities.



We employ less people who are:

- Disabled
- from different Races
- women in higher level jobs



## Our Plan : Work we have been doing



This year we have been working on the things in our Plan.

The work we have been doing is:

- Telling people how to report hate crime. This year more people have reported hate crime, but there is more work to do.
- We are now going to ask more people who have reported a hate crime whether we've done a good job. What they tell us will help us do a better job.
- Working with Black and Asian people to help us do a better job. This year more people think we are doing a good job.
- Working with young people and other organisations to help keep young people safe. We can do this better working together.
- Working with other organisations to protect children and adults who have been hurt. We can do this better working together.

## Our Plan : Work we have been doing (Continued)



We've worked with young people to help us make sure we are doing a good job when we stop and search people.



Working with the health service to make sure people with mental ill health who are arrested have the treatment they need.



Training Room

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

We are helping our staff to learn more so they can move to a higher level job.



We have asked our staff what they think about working for West Yorkshire Police. This will help us decide if we need to make any changes.



We have been looking at how we can employ people from different communities.

## Our Plan : What happens next?



Now we have done some work we have looked at our records again to see what has changed.

We have done some good work, but there is more to do.

We will keep working on the things in our Plan.

We have put some new things in our Plan, which are:-

- Make sure new Police Officers know all about hate crime and can help people.
- Work with people who are gay or lesbian to find out what they need from the police service.
- Work with people with disabilities to find out what they need and make sure they can contact us easily.



- Make sure we treat all people we arrest or hold in custody fairly.
- Make sure our Scrutiny Panels and District Equality groups work together.

## Further information

Our full Equality Information Report is available from our website :

[www.westyorkshire.police.uk/about-us/equality-diversity](http://www.westyorkshire.police.uk/about-us/equality-diversity)

If you have any comments about this report please send them by email to:

[Ys.strategicpartnerships@westyorkshire.pnn.police.uk](mailto:Ys.strategicpartnerships@westyorkshire.pnn.police.uk)

Or by post to:

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## The meaning of words

<b>Equality</b>	Making sure people are treated equally and fairly. Sometimes this means treating people differently to give them the same chances.
<b>Equality Act 2010</b>	The law about treating people equally and fairly.
<b>Equality Objectives</b>	Main areas of work we are going to do.
<b>Transgender</b>	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.
<b>Human Rights Act</b>	<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"><li>• respect</li><li>• freedom</li><li>• equality</li><li>• dignity</li><li>• fairness</li></ul> <p><a href="#">Human Rights Act – Easy Read</a></p>
<b>Scrutiny Panel</b>	A group of people who look at Police work to make sure we are doing a good job.
<b>Equality group</b>	A group of people who work for us who meet to make sure we are treating people fairly.