

MOD POLICE

	Eliminate unlawful conduct	
1.	Examples of what has been done in the last 12 months to eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Equality Act 2010.	<ul style="list-style-type: none"> • provided all new staff with diversity briefing pack, including diversity and Dignity at Work policies • provided contractors on Wethersfield site with diversity briefing pack • provided police officers with two day classroom based diversity training course • all existing and new Agency policies and many local policies, procedures and operational orders impact assessed • maintained network of trained harassment Contact Officers • carried out station checks to ensure anti-harassment posters are displayed • signposted "Challenging Behaviour" e-learning package on Agency diversity intranet pages • provided briefing material on Equality Act and regular updates on developments in Agency diversity newsletter • included diversity as standing agenda item on some local staff meetings • built in diversity element to general Agency training wherever appropriate eg in scenarios, role plays etc • [specific testing for respect for race and diversity built into police recruitment process] • [a four poster campaign on our anti-harassment stance has been carried out, with posters distributed to all stations]
1. a)	Details of any next steps in this regard.	<ul style="list-style-type: none"> • provide further guidance on how to comply with Equality Act
	Advance equality of opportunity	
2.	Examples of what has been done in the last 12 months to remove or minimise disadvantages suffered by persons who share a relevant protected characteristic.	<ul style="list-style-type: none"> • regular reminders about Agency policy on use of fonts etc for document accessibility • provided guidance to managers on reasonable adjustment posts • moved to national police uniform • funded dyslexia assessments for candidates for police promotion exams and made individual adjustments identified through assessment process • consulted with Agency minority staff support groups on issues such as clothing and

		<p>equipment and made adjustments where possible</p> <ul style="list-style-type: none"> • Chief Executive calls to minority staff group chairs for "temperature checks" • Women's Staff Association conducted survey of female staff on menopause/menstruation • [disability access audit of Wethersfield site carried out and action plan drawn up, with all actions completed]
2. a)	Details of any next steps in this regard.	<ul style="list-style-type: none"> • identify if feedback on police uniform shirts is gender specific
3.	Steps taken in the last twelve months to meet the needs of persons who share a relevant protected characteristic.	<ul style="list-style-type: none"> • reasonable adjustments made, including changes to work rosters, task allocation and provision of specialist equipment • focus groups on service user needs and experiences with LGB, ethnic minority and female staff in MOD • provided environment within female locker room at one station to meet needs of staff reaching menopause, using TUC guidelines and in consultation with staff • officially provided food always includes options for people with particular dietary needs, for example due to religious or cultural practice or disabilities • provided specific services to meet the needs of people sharing a protected characteristic, such as the Home Front initiative aimed at dependents (mainly women) of Service people absent on tours of duty • implemented policy on dealing with disabled protestors (taken as good practice by ACPO) • provided maternity uniforms or excused pregnant officers from wearing uniform • multi-faith facility provided at Wethersfield and suitable facilities identified and signposted at local Agency training venues
3. a)	Details of any next steps in this regard.	<ul style="list-style-type: none"> • work with MOD policy staff on improvement to capability process for staff unable to carry out full range of duties
4.	Examples of what has been done in the last 12 months to encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is	<ul style="list-style-type: none"> • scoped mentoring scheme for female police and MGS officers • included "welcome" messages in adverts for posts in specialist units • identified means of translating leaflets and other official documentation if this is required • [attended job fairs targeting ethnic minority groups to encourage applications from

	disproportionately low.	BAME people] <ul style="list-style-type: none"> • [contacted ethnic minority people who have expressed interest in MDP to encourage application] • [used targeted recruitment advertising campaigns eg women's, ethnic minority and LGB publications, Asian radio station, "Bollywood" cinema screenings] • [used the Springboard women's development programme to encourage women to go for promotion or into specialist roles]
4. a)	Details of any next steps in this regard.	<ul style="list-style-type: none"> • implement local mentoring schemes
	Foster good relations	
5.	Examples of what has been done in the last 12 months to foster good relations between persons who share a relevant protected characteristic and persons who do not, particularly over the need to tackle prejudice.	<ul style="list-style-type: none"> • published articles in Agency diversity newsletter on range of religions, mental health issues, Gypsies and Travellers, various disabilities and menopause • mounted displays to mark Black History Month, LGBT History Month, International Women's Day, IDAHO • provided staff with awareness raising slideshows on BHM, LGBTHM and IWD • published local diversity newsletters • participated in a range of local community partnerships and initiatives eg hate crime panels, cookery exchanges, youth discos, deaf/blind awareness events and briefings to communities such as Nepalese and Fijians on community safety and UK legislation • included information on religions, cultures, disabilities, sexual orientation and gender issues on Agency and local intranet pages • [held diversity awareness days at HQ and in some business units]
5. a)	Details of any next steps in this regard.	<ul style="list-style-type: none"> • continue to publish articles, mount displays and provide slideshow presentations • continue to participate in local community activity
6.	Examples of what has been done in the last 12 months to foster good relations between persons who share a relevant protected characteristic and persons who do not share it, particularly over the need to promote understanding.	<ul style="list-style-type: none"> • published articles in newsletter as above • published monthly calendar of religious and cultural events • mounted displays as above • provide slideshow presentations as above • participated in local community partnerships and initiatives as above • included information on intranet pages as above • [held diversity awareness events as above]

6. a)	Provide details of any next steps in this regard.	<ul style="list-style-type: none"> • continue to publish articles and calendars, mount displays and provide slideshow presentations • continue to participate in local community activity

Note: Square brackets indicate that the action has not been carried out in the last 12 months