



Equality, diversity and inclusion policy for IOPC staff and contractors

August 2022

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Equality, Diversity and Inclusion

Our ED&I journey

The infographic consists of 16 yellow and grey boxes arranged in a 4x4 grid, each representing a different ED&I initiative or achievement:

- Management board** being reverse mentored by **black and minority ethnic colleagues**
- DISSOLVING IGNORANCE SESSIONS** on the Gypsy Traveller Community & Islamic Faith
- We have **6 STAFF NETWORKS** run by staff for staff
- 70+** Ops colleagues trained in race-based discrimination
- RESPECT POLICY** and **KNOW THE LINE** anti-discrimination campaign
- we celebrate PRIDE**
- Gender Identity and Transitioning in the Workplace** policies and guidance launched
- SILVER EMPLOYER** Achieved Stonewall silver award
- We celebrate **International Womens Day**
- MENTORING AND COACHING** to support employee personal and professional goals
- ALLYSHIP PROGRAMME** on equality, justice and anti-discrimination
- ED&I site** developed (launch soon) a hub of learning tools
- EDI Policy, Strategy and Charter** drafted (launch soon)
- Improving Equality Impact Assessments**
- Aspiring Professionals Programme** career development placements
- Neurodiversity training** launched

Current as of March 2022

1. Purpose of this policy

Our mission, to improve public confidence in policing, means putting people of diverse cultures and experiences at the heart of all we do. This is the foundation upon which the organisation was created. Making sure that Equality, Diversity and Inclusion (EDI) underpins everything about the IOPC means committing to a culture that values diversity of perspective and history, reflects the communities we serve and enables us to make a difference to all of our stakeholders.

We work within both the spirit and practice of the Public Sector Equality Duty (PSED) and the *Equality Act 2010* by promoting principles of respect, empathy, understanding and dignity, and actively challenging discrimination where it arises. This policy makes clear our commitment to EDI and provides guidance on best practice in our work. This commitment is underpinned by our values:



This policy applies to every IOPC employee and anyone else engaged to work at the IOPC, in every area of our work, at all times. It governs the behaviour that our staff must demonstrate to abide by our equality expectations and sets the standards we expect when working with stakeholders. It also ensures that we meet our legislative requirements.

You can find more detail on all parts of this policy in the EDI Policy Guidance document. If you need support please visit the EDI site or email the !Equality inbox. Please contact the !HR inbox if you require a copy in an alternative format.

2. Equality, diversity and inclusion at the IOPC

Every colleague has the responsibility to ensure that any new work or change to our practice has an Equality Impact Assessment (EIA) and that they contribute to the completion of this. EIAs should form a core part of every individual piece of work. To meet our PSED requirements they need to be introduced at the earliest stage of any activity. They allow us to identify discriminatory barriers that could occur through our work and build on the positive opportunities that could benefit members of under-represented groups. Guidance on the EIA requirements is available on our EDI site.

Every year, all IOPC colleagues must complete at least one Learning and Development activity to increase their awareness of EDI-related issues and develop their expertise in inclusive practices. Development in this area will be endorsed through Drive (our performance and development conversations) and supported through Bridge (our learning management system).

3. IOPC as an employer of choice

We strive to attract good-quality candidates who are diverse in terms of demographic and lived experience, and who reflect the communities that we serve. Staff are responsible for ensuring that selection, progression and promotion decisions are all made on the basis of merit. Our Recruitment and Selection policy advises on how recruitment should be conducted, including the appropriate application of positive action interventions, such as targeting job adverts at underrepresented groups and the use of Success Profiles (our recruitment assessment framework).

4. Zero tolerance and non-compliance with policy

We will not tolerate any behaviour from staff that amounts to bullying, harassment or victimisation and will not tolerate any discriminatory behaviour towards any IOPC employee or any person engaged on behalf of the IOPC.

In line with our Respect policy, IOPC Code of Conduct and Know the Line guidance, all colleagues are expected to challenge behaviour that is perceived as disrespectful, undermining or discriminatory. The focus of any challenge should be on learning and not on blame. All necessary action will be taken against those who do not support our choice of inclusive culture and uphold our values.

If an individual believes they may have suffered discrimination because of a protected characteristic, they should refer to the Conflict and Dispute Resolution policy for details of how to raise the matter, including through informal resolution. The PCS union (for members), the IOPC Staff Council, and People Management and Wellbeing colleagues are also available for advice on managing disputes. Allegations about potential breaches of this EDI policy will be treated sensitively and addressed in accordance with the appropriate procedure.

5. Our individual responsibilities

All employees are responsible for:

- implementing this policy in their day-to-day work, their dealings with colleagues, those engaged in IOPC work and with our service users
- ensuring their conduct aligns to the policy, and the inclusive culture of the IOPC, and that they treat people with respect and dignity
- notifying their line manager of any concerns about the conduct of other employees, people engaged in IOPC work, users of our service or third parties
- ensuring they complete an EIA on any decision that will change IOPC provisions, practices, procedures or policies
- putting the IOPC values into practice on a daily basis, in all areas of their work

Managers at all levels are responsible for:

- implementing this policy as part of their day-to-day management of staff
- applying employment policies and practices in a fair and equitable way
- ensuring staff act in accordance with this policy, and providing necessary support and direction to them
- holding regular Drive conversations with team members that support their EDI-related professional aspirations, performance and developmental needs
- providing equal access to opportunities such as training, promotion and learning, and making sure that everyone is able to fully participate in these activities
- ensuring they offer a consistent practice (while taking into account the diverse needs of team members) and document the outcomes of relevant meetings
- promptly investigating and effectively managing issues relating to prohibited behaviour
- modelling the leadership styles and behaviours that support an inclusive workplace
- ensuring their team's work contributes to IOPC's strategic EDI objectives

People directorate colleagues are responsible for:

- embedding EDI considerations into all learning, development, guidance, recruitment and policy practices, as well as all other areas of People work
- developing policy, strategy and guidance that positively impacts EDI considerations
- providing EDI guidance to all line managers and colleagues
- supporting managers in investigating issues relating to potential discrimination
- monitoring employment policies and practices to ensure that they are non-discriminatory and promote inclusive opportunities
- providing learning and development initiatives on EDI for staff at all levels and for specific directorates

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