

# **POLICE AND CRIME COMMISSIONER AND OFFICE OF THE POLICE AND CRIME COMMISSIONER'S COMBINED ACTION FOR EQUALITY, INCLUSION AND DIVERSITY**

We in the Office of the Police and Crime Commissioner are committed to being accessible to and inclusive of all of the communities and people we serve.

We have many work streams in place that reflect and support the needs of the vulnerable and victims from all of our communities. We want to be even better at valuing diversity and inclusion and embedding this into the way we work, both within our team and externally with our partnership networks and the wider community.

## **The Police and Crime Commissioner's five point action plan**

The Police and Crime Commissioner and his Team have developed a five point action plan for Equality, Inclusion and Diversity. The plan focuses on using the Commissioner's role of scrutiny and as the elected representative of local communities to inform appropriate challenge and action.

### **The plan focuses on action in the following areas:**

1. High level scrutiny of the Constabulary
2. Full review of current stop and search scrutiny processes
3. Deep dive into Hampshire Constabulary's current training on diversity and inclusion
4. Engagement with community leaders, key partners and influencers
5. Full review of OPCC policies, procedures and commissioning model

## **The Office of the Police and Crime Commissioner**

Within in the Office we have an Action for Equality, Inclusion and Diversity Group that provides a forum to reflect on, challenge and influence the ongoing development of our business practices, with a focus on realistic, achievable actions to ensure we are reaching high standards of equality and inclusion in all that we do. The group comprises of staff who have personal experience they can share from the perspective of one or more of the protected characteristics, as defined in the Equality Act 2010.

