



Equality and Diversity

Policy

1. Introduction

1.1 Surrey Police promotes diversity by recognising, valuing and respecting the different contributions and needs of our communities and staff.

2. Statement

2.1 Surrey Police will:

- ensure that people who have contact with us are treated with dignity and respect;
- work in partnership with local people through a process of engagement and involvement to increase trust and confidence for all our communities;
- work to achieve an organisation that reflects the make up of the communities we serve;
- work to eliminate unfair treatment in service delivery and employment to promote confidence and equality;
- ensure staff are protected from harassment and bullying in the workplace;
- value difference and encourage individual contribution and development of our staff.

2.2 LEGAL BASIS

- Equality Act 2010
- Disability Discrimination Acts 2005
- Human Rights Act 1998
- Civil Partnerships Act 2004
- Gender [Reassignment] Regulations 1999
- Gender Recognition Act 2004
- Racial and Religious Hatred Act 2006

2.3 Monitoring Plan

There is established monitoring to record data that demonstrates the organisations commitment to equality and diversity. This includes hate crime levels, grievances, disciplines, recruitment, representation, progression, training and much more. This data is incorporated into a Diversity Digest and presented to the Equality, Diversity and Human Rights Programme Board (DCC), the HR Panel (SPA) and the Independent Advisory Group.

Team: Diversity