The Office of the Northamptonshire Police, Fire and Crime Commissioner

Equality & Diversity Policy

Policy Version Control			
Version	Date	Summary of Changes	Author
V1	June 2020		Stuart McCartney
V2	May 2022	Updated to include Fairness at Work	Nicci Marzec

1. Policy Statement

The Office of the Police, Fire and Crime Commissioner is committed to eliminating discrimination and championing diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels valued and respected and able to give their best.

We aim to deliver fair and non-discriminatory services irrespective of a person's age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race (including ethnic origin, colour, nationality and national origin), religion or belief (including philosophical belief), sex or sexual orientation. These are known as protected characteristics. We oppose all forms of unlawful and unfair discrimination. All employees whether part-time, full-time, or temporary will be treated fairly and with respect.

Selection for employment, promotion, training or any other benefit will be on the basis of ability or need. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

We want to create a culture that recognises and respects both individual and group differences. Our values and behaviours will reinforce our intention to treat our staff and members of the community with dignity and respect.

We have a legal obligation to provide a harassment free environment and will not tolerate or accept any form of harassment or bullying, either within the workplace or in the context of our work with communities.

We will uphold and respect the right of all staff to practice their religious beliefs. We will seek to ensure that where staff have particular religious needs all reasonable steps will be taken to accommodate them.

2. Responsibilities of Management

It is the responsibility of managers to attempt, wherever possible, to resolve workplace issues relating to harassment, bullying and discrimination through healthy dialogue.

Managers are expected to:

- Challenge inappropriate behaviour, and where appropriate initiate formal processes.
- Recognise and appreciate the differences amongst their staff.
- Articulate to all employees the standards expected in terms of equality and diversity.
- Ensure that employees' strengths and development needs are acknowledged and acted upon.

- Ensure that no employee is subject to harassment, discrimination or bullying.
- Ensure that all employees treat each other with dignity and respect and do not harass, bully or discriminate against a colleague or member of the community.
- Support any of their employees who are subject to harassment, discrimination or bullying.
- Promote and support the Equality and Diversity Policy in their words and behaviours.

3. Responsibilities of Employees

Every employee has a responsibility in supporting this policy and ensuring that we have a working environment where the dignity of our colleagues is respected. In particular, all employees should:

Familiarise themselves with and understand the policy and what equality and diversity means for the Office of Northamptonshire Police, Fire and Crime Commissioner.

Take personal responsibility in understanding and valuing the differences in their colleagues, partner agencies and the communities they serve.

Ensure that they adhere to the general duty to foster good relations between different groups, advance equality of opportunity and eliminate discrimination and harassment in accordance with legislative requirements.

Ensure that they do not subject any colleagues to harassment, bullying or discrimination.

Challenge any inappropriate behaviour, which is observed.

Recognise and appreciate the value of working with diverse colleagues.

Take responsibility for their particular part in delivering a service to the wider community which is fair, sensitive and non-discriminatory.

4. Fairness at Work

Employees have a right to ask questions about how they are treated and the Fairness at Work (FAW) policy allows an individual to have their concerns examined promptly, fairly and impartially. The purpose of the FAW policy is not to establish guilt or provide punishment but to find a resolution so that all parties can work together effectively in the future for the benefit of the communities we serve.

The FAW policy is intended to deal with a wide range of issues including claims of harassment, bullying, discrimination, and the unfair interpretation of policies and procedures. Managers are expected to make every effort to find a resolution through early intervention and healthy dialogue before a grievance claim is instigated.

This procedure will offer all OPFCC staff the opportunity to have their concerns about fairness at work to be reviewed on an impartial basis. The overriding principle is to resolve matters as quickly as possible at the appropriate local level – local resolution through local line management.