

Agenda item

Police and Crime Panel

Meeting to be held on 12th October 2015

IPCC – GUIDELINES FOR HANDLING ALLEGATIONS OF DISCRIMINATION

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Executive Summary

This report sets out information relating to the IPCC's recent publication of Guidelines for Handling Allegations of Discrimination.

Recommendation

That the Panel note the new Guidelines and consider including a review of the response made by the PCC in the forward plan for 2015/16.

Background and Advice

The Independent Police Complaints commission (IPCC) has recently issued revised guidelines to improve the handling of discrimination complaints made against the police.

The IPCC's revised Guidelines for handling allegations discrimination are now available on the IPCC website and a copy is provided as Appendix ` ` to this Agenda. The IPCC report that the guidelines will assist investigators to properly and effectively handle allegations of discrimination. They set the standards that complainants, families and communities should expect when allegations of discrimination are made.

In drawing up this guidance, the IPCC report they have listened to people who have experienced discrimination first-hand and to groups who have supported people to make complaints about discrimination. The IPCC were also assisted by a reference group, which included representatives from the Equality and Human Rights Commission, the Discrimination Law Association, the College of Policing and the National Police Chiefs' Council.

The IPCC note it is crucial for public confidence in the police and the police complaints system that discrimination allegations are handled properly and

the Chair of the IPCC has expressed confidence in these new guidelines helping to improve the way that matters are dealt with. The IPCC will be holding training workshops for police professional standards departments to support the launch of the guidelines and will be following up what steps police forces have taken to implement them.

The IPCC is keen to raise awareness of the guidelines across different communities, to increase confidence and to assist communities in supporting effective investigation of allegations of discrimination. They have asked for any assistance the Panel can provide by bringing the guidelines to the attention of relevant groups and networks.

The Panel may also consider that as part of their scrutiny programme this year they review the work of the PCC in overseeing the introduction of the Guidelines within Lancashire.

Consultations

N/A

Implications:

This item has the following implications, as indicated:

Legal Implications

Under the Police (Conduct) Regulations 2012 police officers have to act with fairness and impartiality to ensure they do not discriminate unlawfully or unfairly. The police complaints system and those who handle police complaints must be able to rise to this challenge if the police are to retain the confidence of all communities and groups. These guidelines support police complaint handlers to do this by providing detailed step-by-step advice supported by practical examples.

Financial Implications

N/A

Risk management

N/A

Local Government (Access to Information) Act 1985 List of Background Papers

<u>Paper</u>	<u>Date</u>	<u>Contact/ Directorate/Tel</u>
Guidelines for Handling allegations of Discrimination	September 2015	David Fairclough 01254 585642

