



## **EQUALITY AND DIVERSITY WORKING GROUP**

### **TERMS OF REFERENCE**

#### **1. Role and Purpose of the Working Group**

The Equality and Diversity Working Group is a permanent working group of the Hampshire Police and Crime PCP (PCP), with membership agreed annually at the PCP's Annual Meeting.

The Equality and Diversity Working Group's purpose is to take a lead on scrutinising and supporting the Commissioner in his pledge to support vibrant and inclusive communities across Hampshire and the Isle of Wight and to enhance the work of the PCP in their statutory responsibility to contribute to the development of the Police and Crime Commissioner's (PCC) police and crime plan.

#### **2. Scope of the Working Group**

*Objectives:*

1. To review progress made and initiatives driven by the Police and Crime Commissioner to enhance equality and diversity through vibrant and inclusive communities. This responsibility also extends to reviewing delivery of the Police and Crime Plan, where pledges related to Equality and Diversity are identified.
2. To take a lead on the matters of Diversity and Equality on behalf of the Panel. Key activities include:
  - Meeting with the OPCC to discuss matters of concern and interest.
  - Making recommendation to the full PCP upon areas for note or further scrutiny.
  - Reviewing the PCC's response to any recommendations made by the PCP in respect of Equality and Diversity and monitoring progress against the recommendations made.

In undertaking their responsibilities, the working group will consider how outcomes from their work can support the PCC in the delivery of the police and crime plan and inform and enhance equality and diversity across Hampshire and the Isle of Wight.

*Exclusions:*

The working group will only consider matters which relate to the role and duties of the PCC, and not those which specifically regard operational policing or the responsibility of other statutory bodies.

**3. Method**

The working group will meet a minimum of four times per year, with additional meetings scheduled in advance as required. As a working group of the Panel, meetings will not usually be held in public, and access to information rules for the public will not apply to these meetings.

The working group may call on any member of the PCP to join them as an 'expert' adviser, in order to support the effective discharge of their responsibilities.

Where the working group requires further information in order to enhance the efficiency of their work information will be requested.

Additionally, members of this working group will usually represent the PCP at conferences hosted by the Office of the Police and Crime Commissioner for Hampshire (OPCC) and other organisations which focus upon on Equality and Diversity.

**4. Membership**

Membership for the year is determined during the Annual Meeting, where Members can volunteer for nomination to the working group, with the final membership agreed by the full PCP.

The working group shall be made up five members. All members of the PCP are eligible for membership and the working group should, where possible, seek to be a cross party group.

The working group may request additional members of the PCP to contribute to the activities of the working group as they find advantageous in the course of their considerations. The working group may also invite representatives of the OPCC or other expert advisers to attend meetings in order to provide advice, but these members will not be full members of the working group.

**5. Outcomes**

The working group will provide reports and updates, including outlining any recommendations, to the formal meetings of the Panel.

## **Annexe**

### **Background**

It was recommended and agreed at a meeting of the Police and Crime Panel in July 2020 that a working group be created to focus on matters of Equality and Diversity. Terms of Reference and initial membership of the working group are to be agreed at the meeting of the Panel in October 2020.

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