

## **Office of the Sussex Police & Crime Commissioner: Independent Custody Visiting Scheme – Equality, Diversity and Inclusion Policy**

### **1.0 Principles**

- 1.1 Racism and discrimination of any sort have no place in our society and no place within the Independent Custody Visiting Scheme (ICVS).
- 1.2 We all have a personal and professional duty to know where inequality persists and to call it out if we see it. We must address these issues together, as colleagues and as citizens, to make society fairer and to support each other. The ICVS has a unique position in terms of ensuring the equitable and respectful treatment in an often hidden, and high-pressure area of policing.
- 1.3 This policy applies to all Office of Sussex Police & Crime Commissioner (OSPCC) staff and volunteers, and all police officers and staff engaged with the ICVS. It is intended that all should view anti-racism as a key component to all monitoring of police custody and volunteer functions.
- 1.4 The aim of the Anti-Racism Policy is to ensure that the ICVS and all of those who interact with the scheme and its volunteers, are clear on the OSPCC commitment to anti-racism.

### **2.0 Legislation**

- 2.1 The ICVS is committed to compliance with relevant equality legislation, including the Equalities Act 2010, to create environments where:
  - Unlawful discrimination, harassment or bullying is not tolerated.
  - People are treated fairly, and according to their needs.
  - There is equality of access to all opportunities.
- 2.2 We will treat everyone with the same attention, courtesy, dignity, and respect regardless of age, disability, race, sex, gender identity, religion or belief, sexual orientation, marriage, or civil partnership status, pregnancy, or maternity status.

### **3.0 Independent Custody Visitors (ICVs)**

- 3.1 ICVs will ensure that they effectively challenge and report any issues regarding discriminatory language or behaviour seen in custody to the appropriate managing body for investigation, escalation and/or management action. ICVs commit to ensuring that police custody has equitable treatment for all that are detained within.
- 3.2 The ICVs also pledge to ensure that their own practices are inclusive, and that detainees are treated respectfully regardless of any protected characteristic(s).

### **4.0 OSPCC ICVS Commitment**

- 4.1 The OSPCC ICVS commits to:
- ✓ Create a culture whereby discriminatory language and attitudes are appropriately challenged and action taken where necessary in all our work.
  - ✓ Continue to review the ethnic diversity in our volunteers and work toward a scheme which is representative of the local community.
  - ✓ Working towards the effective monitoring of any disproportionality of treatment in police custody within England and Wales.
  - ✓ Continue to train volunteers in anti-racism and equitable treatment for detainees.
  - ✓ Embed our commitment to anti-racism across our membership outreach work by building relationships with, and learning from, black and brown-led organisations and grassroots organisations and individuals who experience racism.
  - ✓ Continue to educate ourselves about the barriers and challenges facing those from ethnic minority communities.
- 4.2 All officers and board members will be asked to sign this policy, with a signed copy held in central records.
- 4.3 This policy will be included in the ICV handbook and detailed as part of the Memorandum of Understanding (MOU), and all ICVs are asked to sign to express their commitment to this policy.

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Graham Kane, Head of Performance