

The Equality Hub and staff networks



South Yorkshire

POLICE



**Equality
Hub**



Introduction

I am incredibly proud to be the overarching sponsor of our Equality Hub.

The Equality Hub has really come into its own in recent years and we have an ever growing selection of staff networks which represent and support our diverse workforce, and more widely the communities we serve. These networks are run by colleagues, for colleagues, and I am always heartened to see the passion, commitment and care that goes into ensuring we have the right support in place for people who work at or volunteer as part of Team SYP.

Each network has its own range of tailored benefits and is a great way to meet like-minded people who work together to support others. They also play a crucial role in advising the force in a range of areas so we can continually learn and ensure we are doing the best we can for all our staff and officers.

Whether you are a long-server or a new joiner, I hope you will get involved and take full advantage of all that the Equality Hub and our staff networks have to offer.



Chief Constable Lauren Poultney
Equality Hub Sponsor



OUR DIFFERENCES DON'T
HAVE TO DIVIDE US

The Equality Hub

Name:	<u>The Equality Hub</u>
Email:	<u>Equality_Hub@southyorks.pnn.police.uk</u>
Chair:	Ross Greenwood
Secretary:	Wayne Ventour



Overview

The Equality Hub represents the diverse and thriving staff support networks that we have in South Yorkshire Police and acts as an umbrella association.

Quarterly Equality Hub meetings allow the chairs of the different staff support networks to come together, network and share good practice. It's also a great opportunity to discuss better ways of working and is regularly attended by the Hub's sponsor; Chief Constable Poultney.

The Equality Hub works closely with individuals and departments across the force, and often guests are invited to the Equality Hub meetings to discuss initiatives that would benefit from consultation with the diverse staff support networks representing colleagues right across the organisation.

Members of the Equality Hub also attend various force level meetings to offer advice and assistance from an Equality, Diversity and Inclusion (EDI) perspective.

Increasingly, the Equality Hub and its members are sought out to offer support and advice to the organisation around recruitment, engagement with diverse communities and other matters involving EDI.

FUGEES

ELCOMI

AS

NO

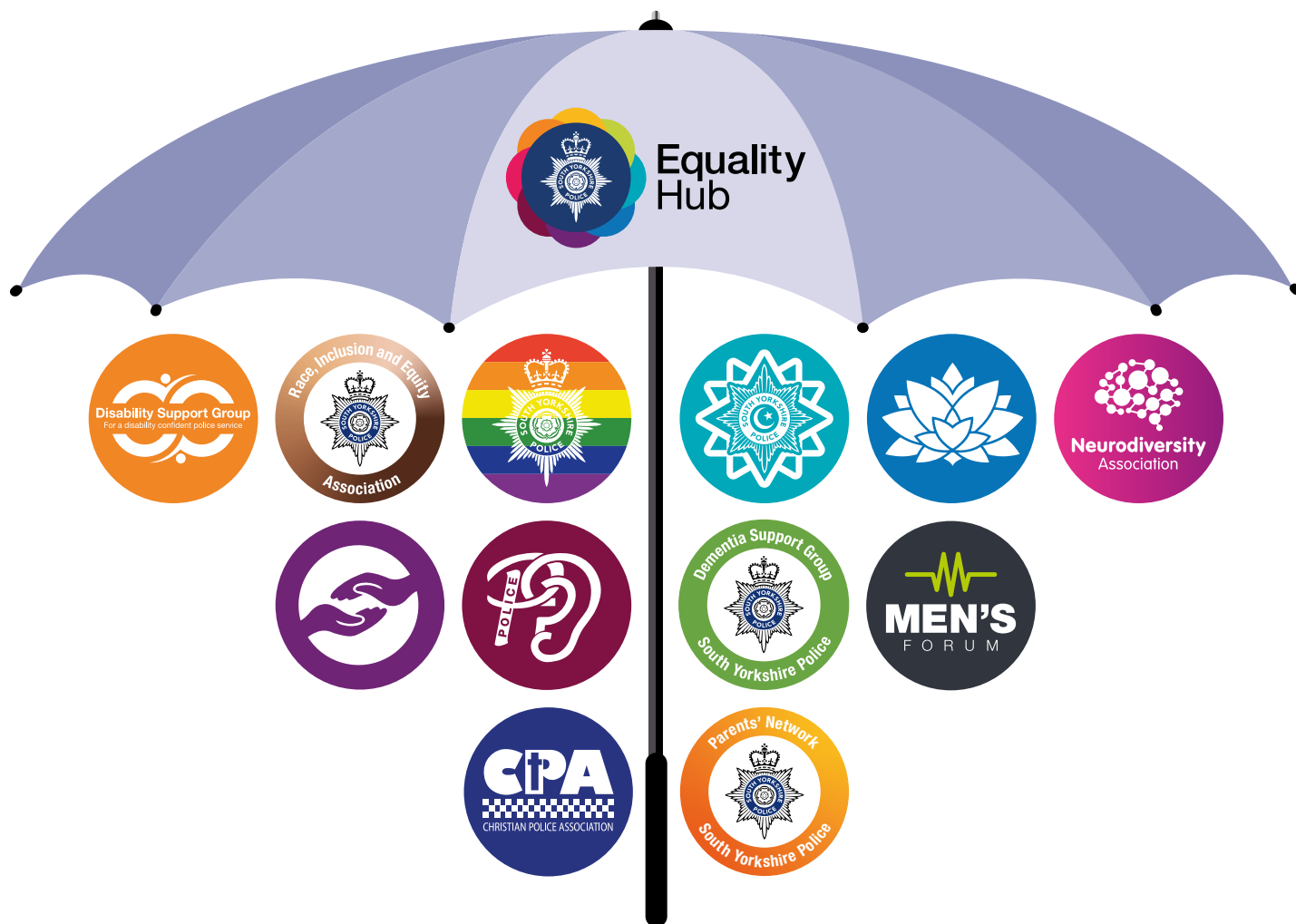
"REAL EQUALITY ISN'T
POSSIBLE, IF WE DON'T
CELEBRATE OUR DIFFERENCES."

ER FOR PEOPLE,

GO



Our structure





Our networks



Association of Muslim Police



Christian Police Association



Dementia Support Group



Disability Support Group



LGBT+



Menopause Action Group



Men's Forum



Neurodiversity Association



Parents' Network



Police Link Officers for Deaf People



Race, Inclusion and Equity Association



Women's Network

Association of Muslim Police

Name:	<u>South Yorkshire Association of Muslim Police</u>
Email:	<u>AMP@southyorks.pnn.police.uk</u>
Chair:	Mohammed Aref
Other key roles:	Committee members



Overview

The Association of Muslim Police (AMP) is a faith based network. We are inclusive and welcome applications from all colleagues in SYP to become members.

Our overall objective is to support our members in professional, personal and social wellbeing. We offer a wide range of advice, guidance and support in order to seek a positive outcome. We focus on welfare and improving the working environment of Muslim colleagues, for example; by ensuring they have access to prayer facilities and helping create wider awareness and understanding within their workplace. We also inform colleagues of opportunities for advancement, development and progression.

We collaborate with the organisation to improve recruitment, retention and progression of underrepresented communities. We are community

orientated and have a role in improving engagement and cohesion between SYP and Muslim communities throughout South Yorkshire. One of the ways we have achieved this recently is through fundraising amongst our membership to contribute to a local Muslim cause to improve their services and maximise spiritual benefit for ourselves.

We hold regular meetings and social events. Details of upcoming events can be found on our intranet page.

If you wish to become a member, or want to know more about the work that we do, please contact us.

Christian Police Association

Name:	<u>Christian Police Association</u>
Email:	<u>CPA@southyorks.pnn.police.uk</u>
Chair:	John Crapper
Other key roles:	Evans M Chisala – CPA National Treasurer



Overview

The Christian Police Association is the oldest charity that supports UK policing. We are a still a thriving charity and the South Yorkshire branch continues to grow. The aims of the charity are to support Christians in policing; to provide a voice for Christians in policing and to build links between policing and Christians in the wider community.

We meet up several times per year through organised meetings but also stay in weekly contact with each other through a variety of means. We can support each other through prayer and also any other pastoral support which a member may need. We regard policing as an excellent expression of Christian faith and are pleased to have an opportunity to support the community and support each other.

The national charity organises two conferences each year which local members attend. These are thoroughly enjoyable occasions with opportunities to meet like-minded members. In addition to worship and Biblical teaching, the conferences provide a number of talks on subjects which involve faith-based activities which can support members of the workforce and support our local communities.

Membership is obtained through the national CPA website, which the local branch can put you in touch with. There is no cost to join, although you are welcome to donate if you would like to.

Dementia Support Group

Name:	<u>Dementia Support Group</u>
Email:	<u>syp_dementia_support_group@southyorks.pnn.police.uk</u>
Chair:	John Mallows
Other key roles:	Lisa Fieldhouse, Kay Fitzgerald and Gillian Blake



Overview

The SYP Dementia Support Group was formed in September 2021 following an internal staff survey which indicated a need for such an association; one which represented a voice for members of the of the SYP workforce (past and present) who are affected by caring responsibilities or those themselves who develop dementia.

We also aim to ensure that officers, staff and volunteers have the necessary awareness, skills and understanding to recognise and support people living with dementia before, during and after an emergency incident.

The group collaborates with our local, regional and national networks and partners to maintain and improve the safety of people living with dementia, their families and carers within the South Yorkshire area.

We meet on a quarterly basis at venues across South Yorkshire. We invite guest speakers from a variety of dementia-focused organisations to present. This allows members to have specific concerns addressed, provide signposting and points of contact. The meetings also provide a great way for members to offer support and advice to colleagues in similar situations.

A number of posters advertising the group have been placed at all police stations.

New members, whatever their specific circumstances, are always welcome.

The group can be contacted through the email address above.

Disability Support Group

Name:	<u>Disability Support Group (DSG)</u>
Email:	<u>Disability Support Group@southyorks.pnn.police.uk</u>
Chair:	Vacant
Other key roles:	Vacant



Overview

The Disability Support Group was formed in 2014 out of a desire to see people with disabilities in the South Yorkshire Police family better supported with needs, understood better and working circumstances made more manageable. Initially, the group took the form of a quarterly meeting, bringing together people personally affected by disability with people in key organisational roles including HR, EDI, finance and business support. Through the conversations held, people with disabilities were encouraged and enabled to describe problems encountered and express their needs, while role holders were enabled to understand and started to suggest solutions.

Within a few meetings, the dialogue had led to some agreed actions and practitioners had begun to change policy, practice and even culture. A specified budget was made available for reasonable adjustments, a

cadre of assessors trained and utilised so that new starter candidates were routinely tested for signs of dyslexia, then supported towards a raft of adjustments and enabling equipment. The organisation took up and advanced through the Department for Work and Pension's Disability Confident Employer scheme, achieving Employer status and coaching a sister force to reach the same achievement.

Now the successes of those early meetings are to be developed further and built into the organisation's Health & Wellbeing board, a key strategic meeting chaired by an Assistant Chief Constable.

The DSG network will continue running in its own right, complemented by the work done by the board. It is currently looking for new members, if you would like to get involved please email us.

LGBT+

Name:	<u>LGBT+</u>
Email:	<u>LGBTplus@southyorks.pnn.police.uk</u>
Chair:	Jason Wraight
Other key roles:	Committee members



Overview

Our network aims to:

- Support staff and officers across the force
- Signpost members to support and agencies if required
- Provide an inclusive environment for LGBT+ staff (and allies)
- Create networking opportunities via social events and meetings
- Assist in resolving any LGBT+ related workplace issues where appropriate

Your level of involvement in the network is entirely up to you. This could be simply getting email updates or attending our quarterly meetings or events. If you are interested in joining, please drop a line to the email above. We keep members details on a secure spreadsheet which is only accessible to the co-chairs.

Menopause Action Group

Name:	<u>Menopause Action Group</u>
Email:	<u>Menopause Action Group SYP@southyorks.pnn.police.uk</u>
Chair:	Kath Coulter
Other key roles:	Maxine Sumner-Powell



Overview

The aim of the group is to raise awareness of the menopause amongst staff and supervisors, and the sometimes disruptive, debilitating and embarrassing effects it can have on the sufferer.

By doing this, the group aims to improve the working lives of those experiencing it by offering practical and emotional support and signposting to further support and advice. The group is part of a National MAG which brings forces together to influence policy and practices.

The group has friendly, informal meetings to discuss issues with guest speakers where possible. The MAG provide regular email updates to members with information and advice.

In recent years, for World Menopause Day, the MAG ran a series of articles on intranet raising awareness which included life experiences from staff.

The MAG can also offer training and runs CPD events for staff and supervisors. To become a member, email MAG.

Men's Forum



Name:	<u>The Men's Forum</u>
Email:	<u>mensforum@southyorks.pnn.police.uk</u>
Chair:	Al Jepson
Other key roles:	Richard Hammond and Gareth Bryant

Overview

The Men's Forum has been set up to provide a support network and guidance for those who are affected by men's issues. It is an inclusive forum that is open to all regardless of gender status, race, sexual orientation, rank or grade. Our aims are to provide an open forum to discuss any issues that are causing concern and to provide a supportive, peer network for all.

We hope to raise awareness of issues that predominantly affect men, whilst acknowledging the wider impact these issues can have on our family members, friends, and colleagues. We will be looking at health issues, both mental and physical, societal issues, organisational issues and promoting positive aspects of wellbeing.

We are a new network but we hope to work with the existing networks and Equality Hub to bring awareness of their challenges and to promote positive action from men to support others. Anyone can become a member by emailing us at **MensForum@southyorks.pnn.police.uk**.

Members can expect to be invited to future forum-wide meetings with the hope and expectation that they will positively contribute to our work. We will also provide appropriate support and guidance to our members where required.

Neurodiversity Association

Name:	<u>Neurodiversity Association</u>
Email:	<u>SYPNeurodiversity@ southyorks.pnn.police.uk</u>
Chair:	Jake Harrison
Other key roles:	Dan Lindley, Emma Townley and board members



Overview

The Neurodiversity Association has been created to improve awareness of all neurodiverse conditions including autism and dyslexia.

The association will provide signposting to support for anyone who is, or has a family member, affected by a neurodiverse condition. The association also offers a forum to seek views on key issues or proposals and reasonable adjustments, offering a platform to raise and discuss ways to improve the force's service and make South Yorkshire Police a better place to work for colleagues with a neurodiverse condition.

The work the Neurodiversity Association has done since its inception includes working with other organisations to create and implement the Autism and Mental Health Alert Cards for South Yorkshire, widgets/fidgets in all our custody suites, a pledge by SYP to become more neurodiverse aware, internal CPD events, training to

CPD (Streetskills) and custody staff working with NAS towards recognising and awarding police services with autism awareness accreditation. We have recently started to engage with White Rose Dyslexia, who are a Sheffield-based company specialising in the support of Dyslexia, Dyspraxia, Dyscalculia and Dysgraphia, with the aim of improving the culture, awareness and available assistance for neurodiverse populations.

If you want to become a member, and you can be neurotypical or neurodiverse, just drop us an email and we will set you up to join our email group. You don't have to be a formal member to come along to our meetings or seek support or advice from us. Our intranet site has lots of useful links including an autism parent forum, lots of useful information on dyslexia and ADHD etc., plus information on upcoming events locally and from around the country.

Parents' Network

Name:	<u>Parents' Network</u>
Email:	<u>Parents Forum Enquiries@southyorks.pnn.police.uk</u>
Chair:	Lucy Garside
Other key roles:	Leanne Bennett and Rebecca Hampshire



Overview

Our aim is to ensure parents across the organisation feel supported and empowered to build their careers alongside their family life. We are a network of parents across SYP ready and willing to provide a shoulder of support for others in the organisation. Helping parents feel less alone by realising many have been through something similar.

This forum of volunteers has been building since 2018 when it was felt that better support should be in place for parents whether that is right from the start of their pregnancy, adoption or IVF journey, or right through to returning to work, juggling childcare and the emotions of coming back into the work place.

The work we do goes hand in hand with first line supervision offering advice and guidance on a wide range of topics. We work closely with People Partnering and Advisory (HR) to ensure policies and legislation are

followed where appropriate. The Network is planning the first of its kind Return to Work Refresher in 2022, welcoming mums back into the organisation during their maternity leave to find out what they have missed. This is set to be a great opportunity to build their confidence about returning to work and meet other parents with children of a similar age too!

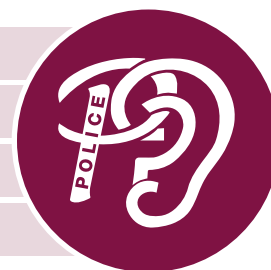
We have also previously run a family friendly Halloween party at Niagara where children across the policing family got together for a disco and games all whilst raising money for charity. Keep your eyes peeled for more events like this in the future.

The network also organised and presented it's first ever award for SYP Inspirational Parents of the Year, for two well deserving officers who were navigating a difficult time with their poorly son.

You can become a part of our network by emailing our inbox to find out more.

Police Link Officers for Deaf People

Name:	Police Link Officers for the Deaf (PLOD)
Email:	PLOD@southyorks.pnn.police.uk
Chair:	Ashleigh Russell
Other key roles:	



Overview

Aims of PLOD

- To create a more accessible service for those that are d/Deaf and hard of hearing
- To enable officers to better understand and engage with the d/Deaf community
- To instil more trust in SYP from the deaf community
- To provide deaf awareness training and foster better relationships with the deaf community

Initiatives

We're looking to get a number of officers and staff qualified in British Sign Language and to improve deaf awareness training across the force. In 2023, we'll be visiting the deaf clubs and community centres across South Yorkshire to give talks on crime prevention and how we as a force can help the deaf community.

How to become a member

To become a member, all you have to do is email PLOD@southyorks.pnn.police.uk stating why you're interested in joining the network and whether you know any BSL or have any BSL qualifications. You don't have to be deaf or hard of hearing to join and you don't need to be BSL qualified. All we ask is that you have a passion for making a positive difference!

What to expect as a member

- Enhanced deaf awareness training
- Access to BSL qualifications
- The chance to help make a difference in the d/Deaf community.

Race, Inclusion and Equity Association

Name:	<u>Race, Inclusion and Equity Association (RIE)</u>
Email:	<u>Race Inclusion Equity@southyorks.pnn.police.uk</u>
Chair:	Pamela Russell
Other key roles:	Aneela Khalil-Khan and Laurie Millington



Overview

The Race, Inclusion and Equity Association aims to work alongside SYP in ensuring every employee whether officers, staff or volunteers to be treated with impartiality, respect, understanding and fairness giving an equal opportunity for all parties concerned to thrive, develop and prosper at work.

The association supports SYP with key events such as South Asian Heritage Month, Stephen Lawrence Day and Black History Month. In 2022, we hosted the force's first ever celebratory event.

We also work with National Black Police Association (NBPA) and held a cabinet meeting in SYP, which had not been done before.

We share news and updates through regular newsletters which are emailed to all members.

How people can become members

Email the RIE inbox, Race_Inclusion_Equity@southyorks.pnn.police.uk

What to expect as a member

That the association is not exclusive, but very much inclusive. Members are encouraged to put forth ideas and views on different subjects and events. Members will be called upon to help organise events/ initiatives. An invitation to quarterly meetings with members participation. Be willing to voice your views and opinions without fear of any repercussions. To be supported and helped with any issues or concerns in a confidential and professional manner.

Women's Network

Name:	<u>Women's Network</u>
Email:	<u>SYP Womens Network@southyorks.pnn.police.uk</u>
Chair:	Stacey Hellewell
Other key roles:	Louise Lambert



Overview

The Women's Network aims to work and engage with women and allies to best understand, celebrate, inspire and support women in policing today and those that will join in the future. Network membership is open to everyone regardless of gender or rank, and your level of involvement can vary depending on your availability:

- Be a network member and receive updates via email and get invites to our quarterly members meeting and all our events (or join our book club!)
- Get involved with a work stream or project such as the sexual harassment project or help to improve access to sanitary products across the force
- Or if you want to be more involved with how the network is run you could become a committee member

If you are still undecided here are some quotes from current members about why they decided to get involved:

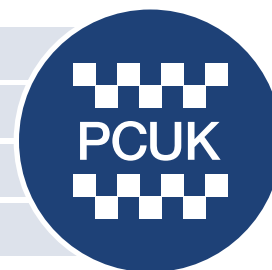
"To promote an equal workplace across all genders and seek proportionate representation of women in policing"

"To make new friends and contacts, and to get involved in projects that will make a difference."

If you want to learn more, please visit our [intranet site](#) where you can view our strategy and updates.

Chaplaincy Service

Name:	<u>Chaplaincy Service</u>
Email:	<u>Derek.Pamment@southyorks.pnn.police.uk</u>
Lead Chaplain:	Reverend Derek Pamment
Other key roles:	District Chaplains



Overview

Chaplains are unique in their role. They offer personal, confidential, practical, spiritual care to all police officers, police staff and their families in times of crisis.

Chaplaincy is about becoming embedded within the service and by listening to individuals and groups, watching out for their colleagues and providing for each and everyone irrespective of gender, age, sexuality, ability, race, belief or any other manifestation of difference.

Although they are people of faith, which informs what they do, they are not here to preach or judge and will only act in a 'religious' way if requested by an individual or by the organisation.

Why chaplains?

Police work has become increasingly complex and demanding. It is often daunting and sometimes dangerous. It can be stressful and dehumanising.

Chaplains are not welfare officers, counsellors or psychologists, but we are available as a 'listening ear' to anyone who needs us, in whatever way that might be.

The majority of UK police forces now have chaplains who aim to provide independent pastoral care to members of the police service and their families. Chaplaincy teams are drawn from a wide range of faiths and denominations.

What do chaplains do?

- Develop clear and strong links with policing
- Get to know the people we serve and understand the job they do
- Build relationships based on friendship and trust
- Support staff in any aspects of their professional duties or personal views
- They visit police stations and specialist units spending time with officers and staff and respond to major or critical incidents

DIVERSITY

equality

NO LABELS



South Yorkshire

POLICE