

Meeting Terms of Reference

Date last updated:

Meeting:	Legitimacy and Equality Group
Purpose of group:	To provide strategic ownership, oversight, co-ordination and direction on all aspects of the Legitimacy and Equality agenda on behalf of the force
Frequency:	Bi-Monthly
Chair:	ACC Local Policing Deputy Chair: C/Supt LP / Dir Enabling Services
Members:	Chair: ACC Local Policing Chair of Use of Powers Board: C/Supt Local Policing Chair of Diversity and Inclusion Board: Director of Enabling Services Chair Public Engagement and Contact: Supt Response and Community Policing Head of A&SI – Data Workstream lead Head of Communications – Communications Workstream lead Head of PSD – Conduct lead Consultation & Engagement Lead – Professional lead Strategic IAG Chair Unison Representative Police Federation Representative Superintendents Association Representative Euip representative OPCC representative
Core terms of reference:	The group will: • Ensure the force delivers on the strategic objectives and deliverables set out in Fit for the Future Strategy in respect of Legitimacy and Equality • Ensure the force use of powers are used fairly and respectfully by providing oversight and understanding in respect of policy and practice. • Ensure the force has an effective and collaborative advisory (IAGs) and scrutiny framework that ensures the views of Warwickshire communities are represented and promotes diversity and inclusion throughout policing. • Ensure the force has set strategic objectives in terms of Diversity, Inclusion and Equality and these are reviewed regularly

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	• Ensure that the Diversity, Inclusion and Equality objectives are translated into agreed plans and actions which monitored and interdependencies managed. • Ensure the force engages with all its diverse communities and partners to understand and respond to what matters to them • Ensure the force has multiple accessible contact routes into the organisation which are exploited effectively to engage with and communicate with our communities • Ensure the force approach to Legitimacy and Equality is underpinned by a robust evidence base, best practice research and high quality data and analysis • Ensure the force is transparent in terms of sharing, scrutiny and understanding of the data and issues associated with legitimacy and equality to support public trust and confidence
Input to meeting - as required:	• Fit for the Future strategic delivery plan • Relevant update reports from delivery groups with clear recommendations • Relevant performance and data • Discussion and decision papers (e.g. best practise, research)
Output from meeting:	• Minutes and actions • Decision papers for executive board
Linked meetings:	The Legitimacy and Equality Steering Group will be supported by three delivery boards • Diversity, Equality and Inclusion • Use of Police Powers • Public Engagement and Contact The steering group will report into Executive Board as required The steering group will also report into Assurance Board for matters of compliance e.g. HMIC recommendations The steering group will naturally link with the people board recognising there is an interdependent relationship between the force's workforce and its legitimacy. This will be managed through the chair of the People Board chairing the Diversity, Equality and Inclusion