



Polisen

Diversity

The Swedish Police's National Policy and Plan for Diversity and Equality 2010-2012

National policy and action plan



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The Swedish Police's National Policy and Plan for Diversity and Equality

DIVERSITY SHALL BE an integrated and natural part of the Swedish Police's operations and shall contribute to a more representative, effective and attractive organization.

The operations shall be improved by making use of the varied knowledge and experience of individuals and simultaneously the development of ideas and innovation is encouraged. Diversity shall provide the Swedish Police improved prerequisites to solve their tasks. Interactive differences shall be an asset to the Swedish Police.

The Swedish Police must clearly show what a democratic society stands for. This means that we shall

- conduct ourselves in accordance with the core values of the Swedish Police
- respect each other irrespective of ethnic origin, disability, gender, gender identity or expression, religion or other beliefs, sexual orientation and age
- understand that people may have different functional abilities
 - a disability only occurs when a person with an impairment faces an inaccessible or prejudiced environment
- actively promote equality and combat discrimination and harassment
 - zero tolerance must prevail
- be good role models in the multicultural society

Introduction

THE OVERALL OBJECTIVE for the operations of the Swedish Police is to reduce crime and increase safety in society. The Swedish Police shall run their operations with high standards for public security, quality and efficiency in accordance with the guidelines stated in the Swedish Police's prerequisites for planning. An essential part of the operations is to nurture and strengthen the public's trust in the Swedish Police. A fundamental aspect of this trust is that all persons, irrespective of their background and circumstances, are met and treated with respect.

Sweden is now a multicultural society where persons with different backgrounds and experiences live and work. This affects, and is becoming increasingly important for, the work of the Swedish Police. Within the Swedish Police, we take responsibility for our commission and safeguard the equality of all individuals. All citizens should be provided a fair and equal level of service. The Swedish Police should develop cooperation and the exchange

of experience with other authorities and organizations with regard to the work on equality, diversity and other human rights and liberties.

The Swedish Police shall be an attractive place of work with forms of work to suit everybody irrespective of gender, gender identity or expression, ethnic origin, religion or other beliefs, disability, sexual orientation and age. Within the Swedish Police an approach should be prevalent where everyone is given the opportunity to contribute with knowledge and experience in such a manner that will benefit the operations. The aim for the Swedish Police is to develop equality in the workplace with more diversity and a good working environment based on the common, national values established for the police service.

The Swedish National Police Board, (NPB) has chosen to combine efforts for equality, diversity and increased accessibility for disabled persons in this national action plan for diversity and equality for the period 2010–2012.

External factors

IN THE BUDGET BILL FOR 2010 the government reports that work to develop common, national values in a society characterized by increasing diversity will be carried out. The aim of these efforts is to increase the feeling of solidarity and thus reduce the breeding-ground for exclusion. A starting point for this work is safeguarding the respect for fundamental values, such as human rights, the democratic form of government and that equality between women and men should be maintained and reinforced.

A new Discrimination Act entered into force on 1 January 2009. The new Act should combat discrimination based on gender, gender identity or expression, ethnic origin, religion or other beliefs, disability, sexual orientation or age.

According to the Swedish ordinance (2001:526), which concerns the responsibility of national authorities for implementation of the disability policy, government agencies are responsible for ensuring that their activities are in line with the objectives for the disability policy. Sweden decided in

December 2008 to adopt the Convention on the Rights of Persons with Disabilities adopted by the UN General Assembly in December 2006. The Convention makes additional demands on the Swedish Police to establish its operations in a manner which is accessible to persons with different types of disabilities.

The government has chosen gender mainstreaming as a strategy to achieve the objectives of gender equality policies. Gender mainstreaming means that a gender perspective is incorporated into decision-making at all levels and stages of the process, by the stakeholders normally involved in the decision-making.

The Swedish Agency for Government Employers (SAGE) has developed a strategy for diversity within the state which emphasises the importance of strategic, long-term development work to secure skills provision adapted to the operations through an inclusive approach. The strategy also aims to strengthen the attractiveness of government employers.

Requirements for planned work

ISSUES ON EQUALITY, diversity and accessibility are cross-sectoral in nature and the objectives set by the government and parliament for these issues apply to all policy areas and societal sectors. The purpose of the national action plan is to integrate the perspective on equality, diversity and accessibility in all operational areas of the Swedish Police. The Action Plan helps authorities to, in a planned, systematic and transparent manner, lead, direct, support and follow up the work.

The Police authorities shall, on the basis of the national action plan for diversity, equality and accessibility, create local action plans for

- equality
- equal pay
- work on diversity
- work on combating discrimination, harassment and victimization
- work on improving accessibility for persons with disabilities.

This shall contribute to diversity and equality impacting all the operational areas.



Definitions

BY AN *inclusive approach* we refer to that the knowledge and expertise that exist from persons having differing backgrounds, conditions and experience is used in the most effective manner for the operations.

By *diversity* we mean that equality of all individuals must be respected and that persons should be treated accordingly, regardless of background and individual differences. Diversity also refers to a mixture of backgrounds and skills relevant to employment, quality and citizen orientation.

By *equality* we mean that women and men have equal value, rights and responsibilities in all significant areas of life.

By *equal treatment* we mean the application of the principle of equal treatment of women and men in terms of working conditions, access to employment and education as well as the opportunity for promotion.

By *gender mainstreaming* we mean that equality shall be integrated in regular factual issues, at all levels of decision making and activities. Equality is about changing norms and redistributing power and resources in the standard operations.

By *gender equality* perspective we mean that we will identify and carry out an impact analysis of various operations based on the capabilities, circumstances and needs of both genders with the aim of achieving equality.

By *accessibility* we mean that persons with different kinds of disabilities should be given the same service and treatment as other citizens and that they shall be given the opportunity to, taking into account their disabilities, work within the police force.

National objectives in accordance with the Swedish Police's planning conditions, 2010-2012

SEVERAL OF THE NATIONAL OBJECTIVES in the planning conditions are intended to influence business development and promote the efforts involving diversity, equal treatment and accessibility within the police organization. The planning conditions for 2010–2012 contain the following objectives for the authorities' efforts to increase equality, diversity and accessibility.

The Swedish National Police Board

The Swedish Police must develop its ability to provide service and be accessible through information, e-services (www.polisen.se), in the reception and by telephone.

The Police organization

The Swedish Police must develop into a more equal workplace with greater diversity and a healthy working environment.

- Recruitment in the Swedish Police shall be operationally driven, efficient and quality assured from an equality and diversity perspective. This shall also be reflected in the selection to the police training.
- The Swedish Police shall recruit more women for managerial, expert and specialist roles. Special focus should be placed on increasing the proportion of female managers with police skills.
- In order to increase the ability at an early stage of a preliminary investigation of identifying possible hate crime motives, it is crucial that a general increase in knowledge regarding hate crimes and underlying motives takes place.
- By the end of 2012, at least 80 per cent of service recipients shall be satisfied or very satisfied with the accessibility, treatment by and turnaround time of the Swedish Police.

Priority areas

THE SWEDISH POLICE SHALL PREVENT DISCRIMINATION in the operations and provide equal opportunities for all employees. The Swedish Police shall develop into a workplace characterised by equality, with increased diversity and a healthy working environment. Diversity measures should be well coordinated with the management of the work environment.

Employees of the Swedish Police shall through their background and experience, better reflect the population as a whole. The aim during selection to police training should be to attain gender balance and increased diversity. So that we

can succeed in the efforts for greater equality and increased diversity, below we have stated a number of priority areas that the Swedish Police will be working with during the forthcoming years. Measures to achieve the objectives shall be developed by each individual police authority and the results of the measures shall be clearly shown in the feedback to be submitted to the Swedish National Police Board, Human Resources department, on 25 October each year as supporting documentation for the Annual Report of the Swedish Police.

Recruitment

In order to develop operations and to communicate with and provide a level of good service to the citizens, the Swedish Police require managers and employees with different backgrounds, knowledge and experiences. Recruiting persons from other professions to the police service provides different perspectives and creates opportunities for renewal and the improvement of operations. The Swedish Police shall actively contribute to creating interest in and knowledge of what it means to work within

the Swedish Police. The Swedish Police shall also contribute to persons with various kinds of impairments being given the opportunity to seek employment within the police force.

Recruitment measures

The Swedish National Police Board

- The proportion of persons with an ethnic origin other than Swedish, as well as the proportion of women selected for police training must in-

crease. NPB has the overall responsibility for recruitment to police training, and for the allocation of trainee places. NPB shall, prior to the allocation of places for training, investigate how equality and diversity perspectives are taken into account.

The Police organization

- The government authorities expect an increase in the proportion of persons with different backgrounds, knowledge and experiences as well as the proportion of women who apply for police training. The Police authorities shall find new ways to reach these groups with targeted messages about what it means to work within the Swedish Police

- The proportion of women applying for, and selected to, the managerial and leadership programmes shall increase.
- The authorities should highlight the requirement of gender balance in all recruitment.
- Recruitment advertisements should be drawn up in a transparent manner, inter alia, with respect to the skills profile. It must be stated in the advertisement that the Swedish Police strive for greater equality and diversity to better reflect the structure of society.
- During job interviews the employer, wherever possible, shall be represented by both genders.
- The recruitment process should be transparent and the decision-making process shall be clearly documented.

Skills development

An increasingly multicultural society, presupposes that all employees have the skills to respond to all persons, irrespective of their background, with a professional approach. This contributes to enhanced operational benefits.

Efforts in the area Skills development

The Swedish National Police Board

- All managerial and leadership training covers diversity and equality. The

curriculum and course evaluations should be quality assured from an equality and diversity perspective.

- It should be ensured that diversity and equal treatment are covered in the basic, continuous and supplementary training. The course leaders shall have adequate knowledge in these areas so that a high pedagogical quality can be achieved. The curriculum and course evaluations should be quality assured from an equality and diversity perspective.

- All training of employees for international service shall, in addition to the diversity and equality treatment training, include training in international law, international humanitarian law and human rights.

The Police organization

- All employees of the Swedish Police must have fundamental knowledge of

diversity and equal treatment issues. Within the Police organization, the respective authorities are responsible for ensuring that the necessary skills exist within these areas.

- It should be ensured that local skills development in police authorities covers diversity and equal treatment as an integral part of the development.

Working conditions

The working conditions within the Swedish Police must be designed to suit all employees, irrespective of gender, ethnic origin, religion or other beliefs.

Within the framework of the operational requirements, the working conditions shall be planned and adapted to persons' different physical and mental aptitudes.

The Swedish Police therefore allows its employees to wear turbans, kippah or head scarves whilst on duty, in accordance with their religious beliefs. The turban, kippah or head scarf must be adapted to the design and colour of the uniform¹.

¹ Deviation from the uniform provisions adopted by the Swedish National Police Board. The recruitment authority shall consult with the employee on the design of the headdress and where appropriate consult the Swedish National Police Board.

Efforts in the area of work place conditions

The Swedish National Police Board

- In accordance with this decision² the NPB, police department, is responsible for measures to ensure that uniforms and personal protective equipment are appropriate for both men and women.

The Police organization

- The equality and diversity perspective should permeate all work processes and all control, planning and decision documentation within the police organization.

² HR-742-2764/07 – 02-02-2009.

- Employees must be familiar with the plan that is in place for the prevention of discrimination, harassment and victimization.
- New employees within the Swedish Police and co-workers who change role or for any other reason have been absent from the Swedish Police for a long time shall undergo an introduction. This introduction shall provide information on the diversity and equal treatment work, and the values of the Swedish Police.
- Employees must be able to combine work and leadership with parenting.
- The Swedish Police should ensure that the setting of salaries is individual and in line with the established wage criteria.
- The equality aspect should be highlighted in the context of the setting of salaries, so that unfair differences in pay between men and women do not occur.



Service and accessibility

During its operations, the Swedish Police encounters persons with different circumstances and backgrounds. These meetings require respect for individuals' differences and that the service must take into account the specific needs of individuals. The citizens' perspective, a professional approach and accessibility to the Swedish Police's duties and service are fundamental to the quality of operations. The approach shall create confidence and the measures or duties shall be carried out effectively and correctly.

The public should be able to benefit from the duties of the Swedish Police in an easy manner. Telephone and Internet represent means of communication which

the Swedish Police are increasingly using in their service to the public. Technology and systems which support phone and web service communication are developing rapidly. This development contributes to facilitating contact between the Swedish Police and the public.

The fact that a person has impaired functional ability or has limited language skills may not hinder contact with the police organization. Within this area, special measures are required for promoting a high level of user-friendliness and functionality, something which also facilitates the sharing of services and duties of the Swedish Police for others.

Efforts in the area Service and accessibility

The Swedish National Police Board

- Information regarding the work of the Swedish Police for greater equality, diversity and accessibility for persons with functional impairments shall be published on the website of the Swedish Police www.polisen.se.
- Technology within telephony and the Internet which provides increased accessibility to information for persons with a mother tongue other than Swedish and for persons with various kinds of functional impairments must be used.

- Service materials on accessibility for persons with various kinds of functional impairments should be devised as support for the Police organization's work to improve accessibility.

The Police organization

- Police authorities should analyse their operations from both an approach and disability perspective. This shall lead to increased accessibility for both the public and for employees with different kinds of functional impairments. In this analysis, the authorities shall take inventories and draw up action plans.

The authorities' action plans

The authority's management at each agency, in collaboration with the employers' organization shall make strategic decisions concerning the objectives to be achieved in terms of the equality, diversity and accessibility work. Authorities shall, on the basis of the established structure and the national priority areas identified in this action plan, develop local action plans for the work based on local needs and conditions. The Swedish National Police Board has, as support for the authorities' monitoring of these plans, drawn up a national model.

The action plan for diversity and equal treatment work should include the following:

1. Identification and analysis of the current situation in the work areas of recruitment, provision of skills, working conditions and service and accessibility. If the identification and analysis shows that no measures need to be taken, the authorities shall, in the action plan, describe why these work areas do not require measures to be taken.
2. A report on the authorities' objectives, planned measures and anticipated

effects within each work area. It shall be apparent from the report, who is responsible for the measures and when and how monitoring and evaluation should be carried out. The work for each area should have a clear schedule.

3. On the basis of each defined objective, the monitoring and evaluation shall

focus on the operational results and effects and not only on each planned and executed measure.

4. A report of achieved results and effects shall be submitted annually as part of the standard feedback. If it is difficult to demonstrate the results and effects, these shall be supplemented by a description of the difficulties that remain.

Follow-up

THE PURPOSE OF THE FOLLOW-UP of the authorities' action plans is to review and assess the fulfilment of objectives, quality and use of methods to share best practices and thereby further develop the work on diversity and equal treatment issues within the police organization.

The local action plans for diversity and equal treatment shall be followed-up on an annual basis by the Swedish National Police Board in connection with the ordinary process of operational follow-up. The instructions and model for the monitoring will be posted on Intrapolis/Personalen- tré/Mångfald.

The national diversity and equal treatment plan will be revised on an ongoing basis during the period depending on the

government's positions on issues covered by the plan and the objectives of the Swedish Police's planning conditions. The national action plan will be evaluated at the end of 2012 with a focus on the effects for greater equality, diversity and accessibility that can be derived from the police organization.

The monitoring of the authorities action plans will take place annually on 25 October. The monitoring refers to the measures the authority has carried out during the year. The report will form the basis for further national development work on diversity and equal treatment within the Swedish Police and provide a basis for the annual report of the Swedish Police.

Assignment of Responsibilities

THE SWEDISH NATIONAL POLICE BOARD HAS THE RESPONSIBILITY of coordinating and supporting the work for diversity and equal treatment within the entire Police organization. This responsibility includes, in collaboration with the authorities, the monitoring and development of the Swedish Police's diversity and equal treatment plan.

The Swedish National Police Board shall, in collaboration with the authorities in the Police organization, as the need arises, organize the exchange of experience or development seminars. The aim is to provide a forum for exchanging experiences and for the development of the national diversity and equal treatment work.

The head of a police authority, the Swedish National Laboratory of Forensic Science (SKL), the Swedish National

Police Board internally and the Swedish Security Service are responsible for ensuring that active and operationally integrated work with diversity and equal treatment is conducted at each authority. The operations strategy shall include diversity and gender equality perspectives in policy documents and in all decision-making. The rules of procedure and other documents of each authority should clearly state how the manager of the authority has delegated responsibility and how this is monitored.

It is the responsibility of all employees to have knowledge of the objectives of the action plan and to behave and act in such a manner that ensures the fulfilment of the objectives in the action plan, in order to contribute to increased public confidence in the work of the Swedish Police

Collaboration – Cooperation

COLLABORATION SHALL TAKE place in accordance with the collaboration agreement for the Swedish Police and local agreements which are concluded based on this. This collaboration will help to develop a holistic approach focusing on the operational benefits achieved by employing conscious and

active diversity and equal treatment measures.

Cooperation should also take place with other authorities and organizations in order to take advantage of the expertise available, and to provide the Swedish Police with new knowledge and new perspectives.



Legislation, regulations and other regulatory documents

Parental Leave Act (1995:584)

Work Environment Act (1997:1160)

Discrimination Act (2008:567)

The new Discrimination Act will supersede the previous seven separate Acts on protection against discrimination.

- The Equal Opportunities Act (1991:433),
- Measures to Counteract Discrimination in Working Life because of Ethnic Background, Religion or other Religious Faith Act(1999:130),
- the Prohibition of Discrimination in Working Life on Grounds of Disability Act (1999:132),
- the Prohibition of Discrimination in Working Life because of Sexual Orientation Act (1999:133),
- the Equal Treatment of Students at Universities Act (2001:1286),
- the Prohibition of Discrimination Act (2003:307) and
- the Act Prohibiting Discriminatory and Other Degrading Treatment of Children and Pupils(2006:67).

Ordinance (2001:526), which concerns the responsibility of national authorities for the implementation of disability policy

The Swedish Work Environment Authority's Provisions (AFS 1993:17) on Victimization at work

The Swedish Work Environment Authority's Provisions (AFS 1994:1) on Job Adaptation and Rehabilitation

The Swedish Work Environment Authority's Provisions (AFS 2001:1) on Systematic Work Environment Management

The Swedish Work Environment Authority's Provisions Arbetsplatsens utformning [Design of the Work Place] (AFS 2009:2)

Government Bill 1999/2000: 79 Från patient till medborgare – en nationell handlingsplan för handikappolitiken (From patient to citizen – a national action plan for disability policy)

Government bill 2007/08: 95 Stronger safeguards against discrimination Government Bill 2008/09: 1 Budgetpropositionen för 2009, Utgifts- område 1 – Rikets styrelse, Utgiftsområde 13 – Integration och jämställdhet (Budget bill for 2009, Expenditure Area 1 - Governance of the State, Expenditure 13 – Integration and Equality)

Government bill 2008/09: 28 Mänskliga rättigheter för personer med funktionsnedsättning (Human Rights for Persons with disabilities)

Government Communication 2005/06: 95 A National Action Plan for Human Rights, 2006 - 2009.

Government Communication 2007/08: 39 Action plan for combating men's violence against women, violence and oppression in the name of honour and violence in same-sex relationships.

Government Communication 2008/09: 24 Egenmakt mot utanförskap – regeringens strategi för integration (Empowerment against exclusion – Government's Strategy for Integration)

Government Action Plan for Electronic Administration (Ref Fi 2007/1981/SF). New criteria IT-based operational development in public administration www.regeringen.se/sb/d/8595

The Government's Action Plan for the period 2009-2012 to implement the Security Council Resolution 1325 (2000) on women, Peace and Security

Appropriation directions for the year 2009 regarding the Swedish National Police Board and other authorities within the police organization

Gender Mainstreaming Manual -Gender Equality in Public Services (SOU 2007:15). Final Report from JämStöd, The study on gender integration in the European Community (EC) dir. 76/207/EEG The Equal Treatment Directive.



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www.polisen.se

Call 114 14 to the Swedish Police

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