



THE JOINT EQUALITY OBJECTIVES

POLICE AND CRIME COMMISSIONER AND THE CHIEF CONSTABLE



VERA BAIRD QC
POLICE & CRIME COMMISSIONER



**NORTHUMBRIA
POLICE**



Joint statement of the Police and Crime Commissioner (PCC) and the Chief Constable

We are committed to providing the best possible service to our communities, ensuring everyone has fair access to all our services and treating everyone with respect at all times.

We can only do this by getting to know our communities - meeting you at public meetings, being available in the places you use, listening to your concerns and feeding important information back to you.

We want to continue to develop a better understanding of the needs of our diverse communities by providing the public, our staff and our partners with opportunities to influence the way we identify our priorities and design and deliver our services.

Whenever you get in touch with us we will always do our best to respond in the most appropriate way.

Your local officers are there to help you, patrolling in areas where you say you need them most. Get to know them, use our websites and, most of all, work with us for a safer community where you live.

Our aim is to better integrate equality and human rights into everything we do to deliver a service which meets the needs of our communities and employees.

Our commitment is to:

- Eliminate harassment, victimisation and unlawful discrimination
- Identify, support and provide a high quality service to the most vulnerable victims of crime and Anti-Social Behaviour (ASB), intimidation and harassment
- Advance equality of opportunity between those who share a protected characteristic¹ and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

Following consultation with the public, supported by other research in preparation of the police and crime plan, we have identified four equality objectives which are to:

- Provide a fair, responsive and appropriate service to the communities we serve
- Engage with all communities by listening and responding appropriately to increase confidence
- Have a workforce that is more representative of the communities we serve and that is reflected across the organisation
- Monitor, analyse and improve equality standards and performance across the organisation.

These objectives will be reviewed annually.

¹ Protected characteristics - age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation

Equality Objective 1

Provide a fair, responsive and appropriate service to the communities we serve.

Why this is important

Tackling crimes which have been committed against individuals or groups based on protected characteristics remains a high priority. We will take robust action against the perpetrators, supporting the needs of victims so we can make the lives of those suffering hate crimes safer and prevent repeat victimisation.

Historically, offences such as domestic and sexual abuse are under reported with victims often fearing the consequences of making a report to the police, or not having enough confidence in the police to make contact. We will ensure that the most vulnerable in our communities are given the support and service they need.

How we will achieve Objective 1:

- Identify, support and provide a high quality service to the most vulnerable victims of crime, ASB, intimidation or harassment
- Further develop the Force's approach to mental ill health in a Criminal Justice setting
- Continue to tackle violence against women and girls and improve our services to victims of rape and serious sexual offences
- Continue to tackle domestic violence, including honour based violence and forced marriage, ensuring interventions and good practice are shared across Northumbria
- Promote the social unacceptability of hate based crime and the force's commitment to dealing effectively with such incidents
- Encourage and support the most vulnerable victims and their families to report offences
- Work with young people and partners to plan and deliver services to keep young people safe from harm and reduce youth violence
- Improve the trust and confidence of diverse communities in our use of stop and search as a fair and proportionate policing tactic
- Continue to ensure that new and existing Northumbria Police estate, policies, programmes, design and standards address the protected characteristics
- Ensure that Northumbria Police services and information are accessible to all communities.

We will measure our success by:

- Monitoring against the protected characteristics, satisfaction levels of victims of crime and ASB
- Further reducing the satisfaction gap between white and BME victims of crime
- Auditing compliance with the Victim Code of Practice
- Improve and extend the use of Safe Reporting Centres
- Increasing the positive outcome rate for hate crimes
- Monitoring the number of Stop & Search under the Police and Criminal Evidence Act and checking for any disproportionality in terms white people and minority groups
- Monitoring levels of repeat victimisation by protected characteristic. Monitoring against protected characteristics the number of high risk victims of domestic abuse who are discussed during the MARAC² process.

Note: Throughout this document reference to surveying and monitoring against protected characteristics will be based on data already available or where it is reasonable to collect it in the future.

² MARAC is the Multi-Agency Risk Assessment Conference, which meets fortnightly in each area command and is chaired by a Detective Inspector with responsibility for rape and high risk domestic abuse investigation.



Equality Objective 2

Engage with all communities by listening and responding appropriately to increase confidence.

Why this is important

We recognise the importance of maintaining and improving links with our diverse communities in order to identify barriers and solutions to accessing policing services and we are committed to removing or minimising any disadvantages or barriers individuals may suffer or perceive.

How we will achieve Objective 2:

- Enhance the quality of our engagement with all communities, understanding and responding to public priorities, problem solving to reduce crime and ASB, and informing communities about crime and policing issues
- Maintain and develop the perception of diverse communities of how helpful, friendly and approachable the police are
- Further develop effective engagement activities with communities to enable police to listen to the concerns of diverse communities, demonstrate an understanding of the issues that affect them and undertake activities to deal with the identified issues.

We will measure our success by:

- Monitoring against the protected characteristics through the Safer Community Survey:
 - i. The percentage of people who think the police do a good or excellent job.
 - ii. The percentage of people who think the police will be there when needed.
- The satisfaction of complainants, by the protected characteristics, with how their complaints were managed.

Equality Objective 3

Have a workforce that is more representative and knowledgeable of the communities we serve and that is reflected across the organisation.

Why this is important

We recognise the benefits of a diverse and representative workforce and the need to promote and ensure equality in the workplace. Supporting individual differences helps every employee to reach their potential, enhance the service we provide to our communities and contribute towards the delivery of our policing objectives.

How we will achieve Objective 3:

- Continue our work to develop a workforce that is more representative of the communities it serves, particularly in specialist roles and improve progression of under-represented groups through targeted recruitment, retention and positive action and career development initiatives
- Talk to victims and victims' groups, listen to them and develop appropriate training with their support
- Deliver victim led training to officers and staff who have contact with the public
- Deliver training in respect of harassment and stalking
- Make sure our contact handlers and operational staff are trained to specifically identify vulnerable callers
- Continue to develop a workplace environment where all members of our workforce believe they are treated with dignity and respect
- Ensure that any impacts on workforce diversity arising from our change programmes are identified through equality impact assessments and appropriate mitigating actions put in place
- Review and re-launch the Staff Association Framework.

We will measure our success by:

- The increase in the number of Female and BME:
 - i. Police officer recruits
 - ii. Police officers in specialist roles
 - iii. Police officers and staff in senior posts
- The level of victim led diversity training delivered to specific target audiences
- Staff survey results (once survey established)
- Monitoring available workforce data against the protected characteristics for the following:
 - iv. Promotion
 - v. Unsatisfactory performance/capability
 - vi. Discipline
 - vii. Grievances
 - viii. Flexible working
 - ix. Exits
- The number of Equality Impact Assessments.



Equality Objective 4

Equality standards and performance will be monitored, analysed and improved across the organisation.

Why this is important

The Equality Act 2010, places a statutory duty on the Police and Crime Commissioner and Chief Constable to:

- Publish sufficient information to show how they comply with the general equality duty
- Prepare and publish equality objectives
- Set out how progress will be measured.

The Northumbria Police Strategic Management Board (SMB) is responsible for agreeing, driving and monitoring improvements across all aspects of performance, including delivery of equality objectives. The SMB meets monthly and attended by all chief officers and senior leaders from across the Force. The Police and Crime Commissioner also attends the SMB to hold the Chief Constable to account for force performance and similarly the PCC holds Northumbria Police to account to ensure the Force provides a high quality, fair and equitable service.

Reporting into the SMB, the Equality Board monitors progress against the equality objectives, highlights emerging equality trends and escalates any issues for consideration to the SMB. The Office of the PCC is represented on the Equality Board.

How we will achieve Objective 4:

- Further develop our approach to performance management and governance to ensure that high risk diversity and equality issues affecting the organisation are identified and addressed
- Utilise the national Equality Improvement Model for the police service to help identify opportunities to continuously improve how we integrate equality and diversity across all areas of the organisation
- Set out clear expectations of potential contractors and suppliers of goods, works and services in complying with the obligations as per the Equality Act 2010. All suppliers tendering for business must complete a diversity questionnaire. Equality and diversity requirements will also be included in tender specifications for goods and services which must meet the needs of specific user groups
- Working together we will improve complaints handling.

We will measure our success by:

- Progress against the national Equality Improvement Model for the police service
- The number of Equality Impact Assessments completed and reviewed
- Completion of diversity questionnaires from businesses wishing to work with Northumbria Police
- In conjunction with the PCC monitor the complaint statistics to identify and address any apparent disproportionality
- Publication of the annual Equality Monitoring report.