



Diversity, Equality and Inclusion

Annual Monitoring Report 2021/22



Working together

At Northumbria Police, we value, celebrate and embrace diversity, equality and inclusion. For us, it goes far beyond a legislative requirement and is entirely about who we are and what we do.

As Chief Constable I remain passionate about ensuring diversity, equality and inclusion (DE&I) are at the core of everything we do, informing who we are and how we go about the delivery of policing services. Our progress towards delivering a fully inclusive service to our fantastic region can only be achieved through our continued outward facing work with our partners and the commitment given to, and received from, our officers, staff and volunteers.

As I have stated previously, Northumbria Police's greatest asset are our people and by investing in diversity,

equality and inclusion we are investing in them; thereby allowing us to be in the best position possible to strive towards our vision of delivering outstanding policing services.

The importance our workforce place on diversity, equality and inclusion is reflected in our organisational core values. They were designed by our people to represent who we are and every day I see great examples of how we live and breathe our values. This report will go some way in demonstrating our collective commitment to an inclusive approach.

Our vision

“To deliver an outstanding police service; working with communities to prevent crime and disorder and protect the most vulnerable people from harm.”

The North East is already famous for its friendly, welcoming culture and we are proud of the part we are playing to both maintain and enhance this position. We recognise as a police service, we play a major role in promoting equality and tackling discrimination – taking our responsibility for doing so extremely seriously. We know a fair, transparent and inclusive society benefits everyone, so for us it's about ensuring every person across Northumbria feels safe, valued and included allowing them to achieve their full potential.

We want to be a police service that breaks down barriers and one that does so for and on behalf of others. That is why we will continue to build equality of opportunity into everything we do, both as a service provider and an employer, actively demonstrating respect and fair treatment towards everyone, from vulnerable victims to confident colleagues.

We recognise the need to value difference and we have much to be proud of in the progress we have made in recent years. Of course, whilst there have been some notable achievements, there remain challenges we must continue to fight, as well as new ones being presented by our ever-changing society and the ever-evolving world of policing and public service.

This report reflects what we have achieved as well as seeking to set the direction of where we want to go.

It is a statement of a long-term commitment to working with others and championing equality for all.

Our priorities:

The Police and Crime Commissioner for Northumbria is required by law to produce a plan that explains how the police, community safety partners and other criminal justice agencies will work together to reduce crime. The Police and Crime Plan 2021-2025 reflects the Police and Crime Commissioner's manifesto and priorities for making Northumbria a safer place.

There are six priorities within the Police and Crime Plan:

Anti-social behaviour

01

02

Reducing crime

Preventing violent crime

03

04

Neighbourhood policing

Support for victims

05

06

Tackling domestic abuse
and sexual violence



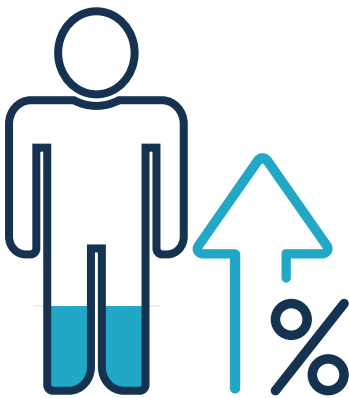
Included within Inclusive Companies **Top 50 UK Employers** list.



We achieved **Level 2 Disability Confident Employer** status.



Introduced Police and Crime Commissioner led stop and search and use of force scrutiny panels to review performance



3.14% of our police officers identify as Black, Asian & Minority Ethnic



Our mean gender pay gap has improved by **1%** since the first reporting period 5 years ago



We became a member of the Business Disability Forum



35.6% of our police officers identify as Female



94% of residents agreed that the police treat everyone fairly regardless of who they are.

95% of residents said that they feel very or fairly safe living in their neighbourhood

(Northumbria Police Safer Communities Survey)

Engagement & listening

Northumbria Police serves a population of 1.5 million people and covers an area of more than 2,000 square miles in the North East of England, from the Scottish border down to County Durham and from the Pennines across to the North East coast. Northumbria is one of the largest in the country and is recognised as one of the top performing in the UK. Here's how our workforce is divided up within the various employment groups of Northumbria Police:

- 3,534 Police Officers
 - 2,027 Police Staff
 - 205 Police Community Support Officers
- (As of 10.02.2022)

We have an Engagement Strategy that is built on the strong foundation of how we engage people both internally and externally to the organisation. Whether you work for Northumbria Police or are a member of the public, the Engagement Strategy provides a clear purpose on what we mean by effective engagement and the impact we hope to achieve and demonstrate across a wider community.

Our governance and consultation structure ensures a diverse approach to meeting our Public Sector Equality Duty (PSED) thereby allowing us to provide an outstanding service and ensure we are consulting with groups covered by the Equality Act 2010. The key groups we regularly work with include;

Police and Crime Commissioner (PCC)

The publicly elected PCC is responsible for overseeing and holding to account the Chief Constable to ensure an efficient and effective police service.

Ethics Advisory Board

The Board ensures the National Code of Ethics is embedded throughout the organisation by providing a forum to discuss ethical dilemmas. Membership of this group includes people from across the workforce and independent external members from a range of diverse backgrounds.

Strategic Independent Advisory Group (SIAG)

This group provides an external viewpoint from its membership and offers constructive and critical appraisal on strategy, policies, and services with a view to improving public confidence within our diverse communities.

Joint Engagement Groups (JEG's)

These groups provide an opportunity to engage, update, challenge and strengthen our relationships with all partners and stakeholders. Work is ongoing in relation to scoping of a Youth Independent Advisory Group (YIAG) to develop a forum to discuss issues with young people. Each Area Command is also establishing a Youth JEG Forum in addition to increase engagement.

Stop and Search and Use of Force Scrutiny Panels

Police and Crime Commissioner led panels review performance, Body Worn Video (BWV) and improve how we work with the public, focusing on improving public trust and confidence. Panel members review records and BWV footage, providing feedback on each case, focusing on a particular category of Police Power deployed.

Staff Association and Trade Union (SATU)

SATU brings together Northumbria Police Federation, Northumbria Police Superintendent's Association and Trade Unions which include UNISON and GMB to provide a forum for discussion, feedback and formal consultation.

Northumbria Police Support Associations

Our support associations' and networks provide support for our under-represented groups and inform our business priorities, policy and processes to help us create an inclusive culture for our workforce and our communities.

Inclusion Hub

This is a forum to bring together the Chair and Co-chairs from each Support Association and Network and internal diversity leads to provide a platform for two-way discussion, shared learning, and professional development.

External Engagement Group

Harm Reduction and Communities Team chair a Force level group for the planning of engagement opportunities and tactics for Community Engagement Teams, Area Commands, and other specialist teams such as Prevention Through Education. This focuses on Awareness Days, campaigns and religious events covering all protected characteristics.



Progress
against our
Diversity, Equality,
and Inclusion
objectives

Our organisation

People are our greatest asset, and we understand that a workplace which embraces diversity is more likely to attract and retain talented people. Having true difference in our police family, throughout all ranks and grades brings different perspectives and helps us better understand and meet the needs of our communities. We value this and strive to create a diverse workforce where you can be you. The table below shows our high-level workforce data by gender identity, ethnicity, sexual orientation, and disability as of 1 February 2022.

Our workforce data

	Our workforce			
	Police Officers	Police Staff	Special Constables	Total
Head count	3537	2229	123	5889
Gender identity				
Female (%)	35.62	60.16	23.58	44.66
Male (%)	64.38	39.84	76.42	55.34
Transgender (%)	0.06	0.27	0	0.14
Sexual orientation				
Bisexual/Gay/Lesbian (%)	2.23	1.75	5.69	2.12
Heterosexual (%)	37.12	41.09	21.95	38.31
Prefer to self describe (%)	0.14	0.22	0	0.17
Ethnicity				
Black, Asian, Minority Ethnic (%)	3.14	2.23	3.25	2.8
White (%)	92.37	89.37	67.48	90.71
Disability (%)	2.91	4.98	2.44	3.68

Objective 1

Understanding our workforce

Understanding our People project

To create a greater understanding of our workforce, we developed and launched our 'Understanding our People' project to increase rates of self-declared protected characteristics from staff, officers, and volunteers. This project launched in March 2021 and positively, we saw a response rate of 42.3%. There is early indication that this project has positively influenced increased data recording, with just over 1,000 people choosing to provide a response that had previously been recorded as 'prefer not to say', and as such the data for 'prefer not to say' has decreased. This is in addition to approximately 600 people who chose to previously record their response as 'unknown'. Whilst there is still more to do to increase further sharing of this data, in particular, reducing the 'prefer not to say' and 'unknown' categories, this data has enabled a greater understanding of our workforce at both organisational and departmental level and has helped to shaped priorities. This project will continue into 2022 whereby we will join a national policing campaign called 'Safe to Say' which aims to build confidence to share personal data based on good practice principles.

Support Associations

Northumbria Police has several active support associations and networks that play a significant role in helping the organisation to shape, deliver and promote the efforts made in relation to diversity, equality, and inclusion. They not only raise awareness of the specific issues faced by underrepresented groups within the organisation but also seek to develop better relationships with our communities. Positively, this year, we have established a Men's Support Network to focus on and support men's health, wellbeing, and caring responsibilities. This compliments the range of Support Associations and Networks established to date which include: Women's Network, Disability and Carers Association, Faith Group, LGBT+ Support Association, Northumbria Police Ethnic and Minority Association (NPEMA), and Christian Police Association.

Examples of key achievements in 2021 delivered by our Associations and Networks include:

- Participation in our diversity, equality, and inclusion senior leaders' event in September 2021 whereby each association shared personal stories to increase understanding, raise awareness and organisational learning.

- Participation in recruitment and onboarding events hosted by our Positive Action Team to promote support available within Northumbria Police throughout an employee lifecycle along with dispelling of any myths.
- Working jointly with local communities and organisations delivering awareness sessions, some of which included Black Lives Matter and Hijab Day.
- Collaborative work between our Disability and Carers and Christian Police associations to dedicate support to new officers and staff feeling isolated during COVID.

Objective 2

Developing our workforce

DE&I training

DE&I training was identified as an organisational wide training need in 2021 and a working group was established in February 2021 to develop a force wide approach. A three-year training plan has now been developed which supports the revised DE&I Strategy and focuses on inclusive leadership, organisation, communities and partners and Positive Action pathways. Training will include both essential learning and optional CPD, with content developed internally and through external learning providers. The training plan was launched in September 2021 with an eLearning DE&I Foundation training package to create awareness for all staff, officers, and volunteers. As of 3 February 2022, 81% of the organisation had completed the training. This will be followed by Positive Action awareness in February 2022.

Other DE&I training and development which took place in 2021 included:

- Unconscious Bias eLearning
- Hate Crime Training
- Racial Abuse and the Impact of our People Training
- Inclusion Cafes
- Police Staff Induction Courses
- Newly promoted supervisors as part of the Sergeants and Inspectors Leadership Development courses
- A senior leader's development day to support leadership capability (September 2021)

Inclusive Companies

Northumbria Police is a member of the Inclusive Companies Network and was listed for the third year running as a Top 50 Employer.

Disability Confident Scheme

Northumbria Police signed up to the Disability Confident Scheme in 2020. We attained level 2 Disability Confident Employer in 2021, with a guaranteed interview scheme being implemented and designed to recruit, retain and develop people with disabilities and long-term conditions. Our next ambition is to make further improvements as we stride towards becoming a Disability Confident Leader (level 3).

Working groups

In 2021, several working groups were set up to identify barriers and develop and support the workforce. They include: Transgender, Neurodiversity, Menopause and Sexual Harassment working groups. Each working group has developed terms of reference and an action plan to drive activity. Key achievements for 2021 include:

- Roll out of a communications campaign to create awareness of sexual harassment in the workplace and inclusion in key meetings as standard agenda item
- The lead for the Neurodiversity Working Group won our internal Pride in Policing Award for Inclusion because of leading our force response to Dyslexia, improving knowledge and support, and implementing change for neurodiverse staff as part of the 'new ways of working' project.
- Introduction of 3 dedicated Police Education Quality Frameworks (PEQF) dyslexia assessors who screen new students and implement support for neurodiverse differences at the earliest opportunity.
- From January 2021 to February 2022 the Dyslexia Assessor Group (DAG) which consists of 19 trained Assessors have supported 110 people.
- Hosting our first virtual menopause café for men on 23 June 2021, the event follows a series of Menopause Cafes already hosted throughout June but one that has been designed to provide a comfortable space for males to learn more about the subject.
- Alternative uniform provision introduced for those experiencing Menopause symptoms.

New ways of working

Significant changes continued to be made in the workplace last year in response to COVID-19. We are now building upon this and shaping how and where we carry out our roles, maximising flexibility whilst ensuring a fair and equal approach to the working environment. In doing so, inclusion has been at the heart of this project and has already shaped the launch of a revised Agile Working Policy including workplace adjustments and Guidance for Managers and Supervisors. This is a long-term project which will include a review of all policies and procedures, and further adaptations to our estate and digital policing offerings.

Objective 3 Transparency and scrutiny

Gender Pay Gap

All public sector organisations employing 250 people, or more are required to report on their gender pay gap annually by 31st March each year. All data submitted represents a snapshot as of 31st March 2021. Having a gender pay gap is not unlawful; however, it is important that organisations become more focused on bridging the pay gap that exists. Analysis of trends between previous years has been completed to demonstrate activity and progress. The mean gender pay gap for Northumbria Police is 11.3%. The median value has increased to 24.9%.

As of the snapshot date of 31st March 2021, the mean gender pay gap has marginally increased, when comparing to the previous year (0.1% increase in the gap), however has improved by 1% since the first reporting period 5 years ago. The median gap has increased, when comparing to the previous year (4.9% increase in the gap) and has increased by 9.9% since the first reporting period 5 years ago.

Why is our mean pay gap staying quite consistent?

The mean pay gap represents the difference in the average rate of pay between females and males. Both police officers and police staff received equal pay rises since the last reporting period, and overall, the workforce demographic has stayed largely consistent. Therefore, they are significant influences on the gender pay gap.

Why is our median pay gap getting worse?

We have increased the number of female officers joining the organisation. Whilst in the long term this is positive from a representation standpoint, in the short term it increases the number of females who

earn below the average hourly rate for police officers. Therefore, it increases the number of officers falling under the “middle” marker (i.e., they fall within the lower/lower middle quartiles) when lining up people from smallest to largest hourly rate of pay. This contributes to the median pay gap increase, as the number of females in the lower half of the workforce is increasing. There are more officers than staff and more officers are male. Furthermore, officers continue to earn on average more than staff. Therefore, we continue to see a gender pay gap.

To further understand our gender pay gap, please read our Gender Pay Gap report [here](#).

Wellbeing and Inclusion Survey

A Wellbeing and Inclusion survey was developed through the HIVE platform and launched in 2021 to measure wellbeing and inclusion within Northumbria Police. The survey has a response rate of 50%. A deep dive of the survey results is currently being undertaken and will be used to inform a Senior Leader Development Day in March 2022 to inform both organisational and departmental activity. This survey will now be used annually to measure performance.

Equality Impact Assessments

A revised Equality Impact Assessment (EIA) procedure and template was agreed and implemented in 2021 to improve performance in this area. This work will continue into 2022 whereby trained workplace EIA Champions will be introduced to support the completion and quality assurance of EIAs throughout the organisation.

Positive Action

To create a workforce representative of our communities throughout our rank and grade structures and to increase transparency, we developed and launched our Positive Action Strategy in 2021 which provides direction on how Northumbria Police will use positive action and how this will be measured in terms of successful outcomes. The Strategy is underpinned by four key areas:

1. Attraction
2. Recruitment
3. Retention
4. Progression

Positively, the national uplift programme for police officer recruitment has provided an opportunity locally to create a more diverse workforce through focussing our Positive Action programme on our most underrepresented groups thereby increasing Black, Asian, and Minority Ethnic, Females and place-

based recruitment through targeted attraction and support for candidates. We have utilised data from our 'Understanding our People' project in relation to ethnicity and gender identity to further shape the positive action delivery plan through attraction, recruitment, retention, and progression. Key achievements in 2021 include:

- Introduction of a vetting scrutiny panel to assess potential disproportionality for Black, Asian, and Minority Ethnic applicants (anonymised) and make recommendations for improvement.
- Successfully piloting an approach with local colleges to support police officer applicants and internal candidates from under-represented groups not able to apply for Police Officer recruitment as they do not currently meet the GCSE Maths & English/ Functional Skills level 2 requirement.
- Increased Black, Asian and Minority Ethnic representation of police staff, officers, and volunteers from 2.05% (January 2021) to 2.62% (January 2022).
- Increased female representation of police staff, officers, and volunteer from 43.91% (January 2021) to 44.08% (January 2022).
- Expanded the scope of positive action engagement events to include disability and LGBTQ+ bespoke community events.
- Worked with our People Development Team to form career development support to ensure diverse representation throughout all our ranks and grades within the organisation.
- Collaborated with our support associations and networks to role model at community events to allow those from underrepresented groups to see themselves.
- Delivered several virtual and in person inputs to schools, colleges, and universities to engage with young people and dispel myths.

Our communities

Objective 1 Understanding our communities

Neighbourhood Policing Strategy

The Neighbourhood Policing Strategy has been refreshed and a delivery plan is currently being developed to oversee effective embedding of its core principles. A key element of the strategy relates to community engagement and the requirement for Neighbourhood Policing and Community Engagement Teams (CET's) to develop an in depth understanding of the communities they serve. To support this, Neighbourhood profiles have been developed to enable a deeper understanding of each sector and are currently in the quality assurance phase. Profiles include:

- Demographic data (including a breakdown of sub-groups, communities and protected characteristic groups)
- Effective community mapping and associated bespoke engagement activity to be undertaken by sector staff to increase trust and confidence in the police.
- Identification of crime and anti-social behaviour associated threat, harm, and risk
- Assessment of Key Individual Networks (KINs) and identification of emerging communities that require increased or focussed engagement activity.

The profiles will be incorporated into the sector performance framework and reviewed quarterly. To further support this, system training (QlikSense) was delivered in June 2021 to Neighbourhood staff to enhance operational understanding of communities.

Data sharing

In line with our commitment to understanding our communities and delivering a fair, legitimate service, the newly created Harm Reduction and Communities Team (HRCT) are working in conjunction with Partners to consider our approach to community and partner data sharing. Information technology challenges mean

routine sharing of data or overlaying force data with that of partners is often difficult and time consuming. Dialogue is ongoing with the Force Transformation Team to ascertain how future force systems will be able to draw upon partner data to shape policing activity and engagement.

Cultural competence

The organisation continues to seek opportunities to ensure staff are culturally competent to deliver meaningful engagement. Cultural awareness training has been undertaken by CETs, for example, Holocaust and Gypsy, Roma, and Traveller sessions during June 2021. The Hate Crime and Racial Abuse training packages have also been delivered to increase staff awareness, knowledge and understanding of the impact of hate offences. We have also worked with our communities and partners to increase our understanding about the issues that are important to them. Significant events we have either supported or delivered include LGBT History Month, International Women's Day, and Neurodiversity celebration week.

Objective 2 Engagement

Northumbria Connected

A pilot is currently underway using an engagement tool called 'Northumbria Connected' to ensure we are delivering on the issues that affect all our communities across the North East. This platform enables members of the community to select the communication relevant to them and to provide feedback on issues impacting on them and their community in real time. This is being piloted in three areas to determine its effectiveness. The pilot will end in April 2022 with a view to rolling out force wide. The system allows translation of languages and messaging tailored to demographics, communities, and areas.

Community engagement guides

A selection of guides was created by the Harm Reduction and Community Team for frontline staff based on engaging with various communities.

They are drawn from organisational learning and include a range of demographics and protected characteristics to support all staff when engaging with diverse communities.

Hate Crime

Northumbria Police continue to deliver the Hate Crime Workplace Champions Scheme which is fully supported and the accreditation part-funded by the Office of the Police and Crime Commissioner and the Home Office. Positively, this work is being shared nationally. Throughout the COVID-19 pandemic we continued to engage and work alongside our wide and diverse communities ensuring any concerns or issues are addressed around Hate Crime and tensions.

Examples of community engagement work include:

- Using virtual reality kit to deliver inputs from serious youth violence to hate crime to various groups including young people.
- Working with the 'Girls Standing Up Project' to have police involvement throughout to show partnership working, support, and to build trust and confidence.
- Expanding engagement with established groups to include greater representation such as gender and age to better tailor messaging and influence policing priorities.
- Communication with political leaders during the murder of Sir David Amess to assist with event planning and security needs including delivery of security awareness training to all political figures a week following the murder.
- Working with Black, Asian and Minority Ethnic Associations and other networks in places such as the NHS to better understand the concerns around Violence Against Woman and Girls and deliver crime prevention and advice while improving confidence.
- Using digital engagement such as YourPolice to deliver messages for, and relevant to, young people nationally.
- Delivering welcome meetings to refugees and asylum seekers arriving in the region to better understand their concerns and positively impact on their image of policing where needed.
- Working with partners to increase employment of young people with learning difficulties and SENDAS.

Objective 3

Increasing confidence

Disproportionality and scrutiny

Several improvements have been made to identify and address disproportionality which includes:

- Completion of Use of Force and Stop Search scrutiny review.
- Sharing legitimacy data to enable strategic leads to identify disproportionality and disparity within their portfolio areas.
- Utilising our Strategic Independent Advisory Group to provide additional force scrutiny.
- Using Professional Standards Department data analysis to identify emerging themes relating to conduct and dissatisfaction.

Data and insights

We use several targeted approaches to understand the effectiveness of our service delivery. Examples include the use of our Safer Communities Survey, this is a multi-agency initiative which involves speaking directly to residents across the Northumbria force area to capture their perceptions regarding their local neighbourhood, police visibility and the services delivered by police and council. In the last 12-month period, 3716 residents took part in the survey.

We also conduct surveys with victims which focus on four key areas; domestic abuse, hate crime, volume crime and ASB. 5156 of these surveys were conducted over the last year.

We are currently unable to report any public confidence results from the Crime Survey for England and Wales (CSEW) and assess how Northumbria Police performs nationally in this area. CSEW suspended face to face surveys due to the COVID-19 pandemic and has since began conducting experimental telephone surveys. These results are not comparable to the previous results and do not provide information on public confidence, but it is hoped that the national results will become available again soon.

Results highlights (12 months rolling to December 2021)

78%

of hate crime victims surveyed by the Public Insight team were satisfied with their whole experience of service.
(Public Insight hate crime victim survey)

94%

of residents agreed that the police treat everyone fairly regardless of who they are.
(Safer Communities Survey)

95%

of residents said that they feel very or fairly safe living in their neighbourhood.
(Safer Communities Survey)

81%

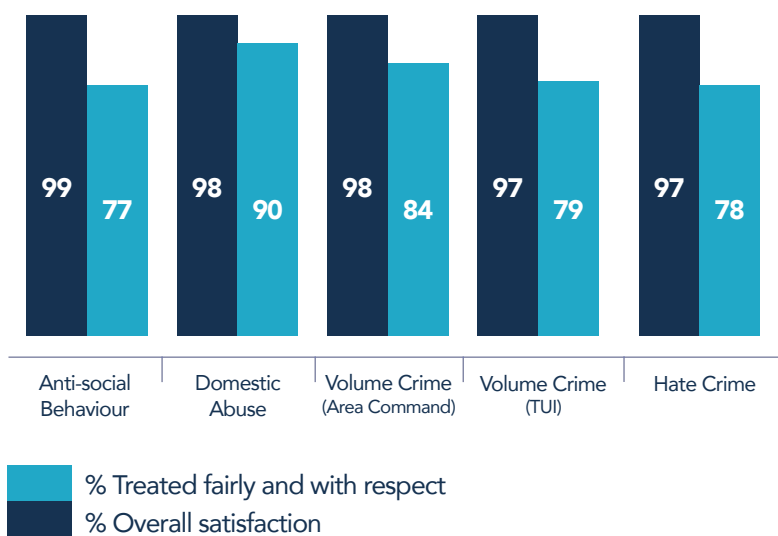
of residents agreed that the police can be relied on to sort out problems in their neighbourhood.
(Safer Communities Survey)

79%

of residents think the police do a good or excellent job in their neighbourhood.
(Safer Communities Survey)

The graph below shows the percentage of victims that felt they were treated fairly and the percentage of victims that said they were satisfied with their whole experience of service by survey type:

Victim Satisfaction Survey



Our partners

Objective 1

Understanding the Partnership Landscape

Partnership vision

As strategic partners in the Northeast we understand the diversity and difference found within our vibrant region. We recognise that as a partnership we have a key role in terms of enhancing and promoting the huge benefits diversity, equality and inclusion play in ensuring the region remains an inclusive place to live, work and visit. As such, continued effort has taken place to build upon the foundations already established with our partners to strengthen addressing shared challenges and joined up solutions to the benefit of our diverse communities across the region. This is supported by our Engagement Strategy, National Police Chiefs Council (NPCC) toolkits and Police and Crime Plan, which is aimed at creating better outcomes for our residents.

To further enhance this, a Partnership vision has now been agreed both internally and externally following delivery of presentations by representatives of Northumbria Police. This has resulted in overwhelming support from all identified organisations. An appropriate communications strategy in which to launch the vision is in planning stages, involving Chief Executive Officers (CEO's) from all 6 local authorities and senior representatives from other blue light organisations. The vision has been supported, agreed, and launched.

Objective 2

Joint Service Delivery

Strategic Partnership Meeting

The strategic meeting is now fully established and convenes at regular intervals with representatives from the below organisations, with Terms of Reference agreed:

- Sunderland City Council
- South Tyneside Local Authority
- Gateshead Local Authority
- Newcastle City Council
- North Tyneside Local Authority
- Northumberland Local Authority
- Tyne and Wear Fire and Rescue
- Northumberland Fire and Rescue
- DWP
- North East North Cumbria Integrated Care Service (NENCICS)

Cultural competence

A project has commenced within Southern Area Command aimed at improving cultural awareness across the partnership landscape focussing on training, performance framework and setting of clear priorities. This will incorporate operational level meetings such as Local Multi-Agency Problem Solving Meetings (LMAPS) and will enable us to develop a framework which can be extended across Area Commands ensuring DE&I delivery at strategic, tactical, and operational partnership meetings.

Objective 3

Tackling disparity

Partnership meetings

Appropriate partnership meetings have been identified and police representatives have been identified to attend each meeting across all 6 local authority areas. This will ensure delivery against the partnership DE&I objectives. The ongoing work within each group will be captured and any learning or good practice will be shared and recorded through the internal Partnership meeting. This will ensure appropriate governance. This work continues into 2022 and next steps will include:

- Identifying specific work streams within each partnership
- Understanding what data is currently available and how to fill any gaps; and
- Close liaison with Communities workstream to understand reasons for any disparity identified.

Disproportionality

Custody Data is currently captured to understand the volume of persons arrested by protected characteristic(s) as a percentage against overall arrests to enable a clear indication of any disparity. The current data set however does not provide an indication of disposal. Work is ongoing to expand this and provide a broader view in respect of disposal and to those who are dealt with using out of court methods.

Lessons learned are captured to identify areas of disproportionality and to make informed service improvements based on the diverse needs of our communities. A recent example included greater neurodiversity awareness within the Custody environment and subsequent service improvements.

Risk Register

The Community Risk Register has been reviewed and refreshed to understand how the identified risks impact those with protected characteristics which will improve the partnership response. The Local Resilience Forum handbook has also been adapted and the training and exercise plan will be reviewed in the near future.



Our Diversity, Equality, and Inclusion **commitments** 2022-2025

To support our vision of delivering of an outstanding police service; working with communities to prevent crime and disorder and protect the most vulnerable people from harm, we have revised our diversity, equality, and inclusion strategic commitments. To do so, we have listened to our workforce, communities, and partners, and used insights to inform and tailor our strategic commitments which put people at the heart of all we do. The strategic commitments are aligned to four areas and will enable us to continue to build on the progress already made.

Leadership

- We will build the capability and confidence of our leaders to be visible, accountable role models

Organisation

- We will understand our workforce through data, insight and analysis
- We will develop our workforce to create an inclusive culture and better understand the needs of our communities
- We will create transparency and implement scrutiny measures to enable service improvement

Communities and partners

- We will understand our communities to build confidence, increase engagement and good relations
- We will understand the partnership landscape to develop and enhance partnerships
- We will encourage joint service delivery between partners to tackle disparity within service delivery

Positive Action

- We will ensure that we attract the widest talent pool possible
- We will ensure our recruitment processes are transparent and fair
- We will ensure that we retain those within the organisation, treating them with dignity and respect
- We will ensure equal opportunities to those seeking lateral development or promotion to enable diversity of thought at all levels

The strategic commitments are supported by several objectives.
To find out more, please read the Diversity, Equality, and Inclusion Strategy.

