

ANNUAL EQUALITY MONITORING REPORT 2022/23



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INTRODUCTION



At Northumbria Police, we value, celebrate and embrace diversity, equality and inclusion, it is who we are and at the heart of everything we do. A supportive and inclusive culture is everything to us.

In the North East we are renowned for our friendly, welcoming culture and we are proud of the part we play in both maintaining and enhancing this position.

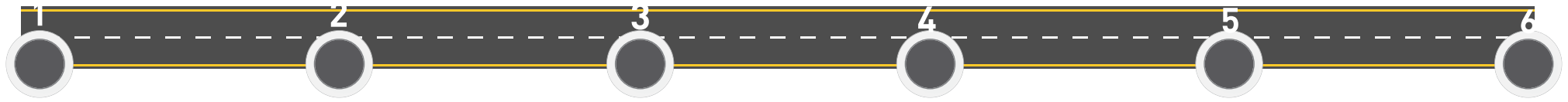
Our progress towards delivering a fully inclusive service across our fantastic region can only be achieved through working with our communities and partners to harness the shared commitment given to and received from our officers, staff and volunteers.

Across the entirety of our workforce, we recognise people are our greatest asset. By investing in diversity, equality and inclusion we are investing in both our people and our communities; thereby enabling us to be in the best position possible to strive towards our vision of delivering outstanding policing services for everyone.

As the Chief Constable I am committed to ensuring people in Northumberland and Tyne and Wear feel safe and protected, ensuring that our communities receive the policing service that they so rightly and truly deserve; one that our police officers, police staff and police volunteers can be truly proud of.



Chief Constable
Winton Keenen QPM DL



OUR STRATEGIC AIMS AND OBJECTIVES

Our Leaders

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

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.

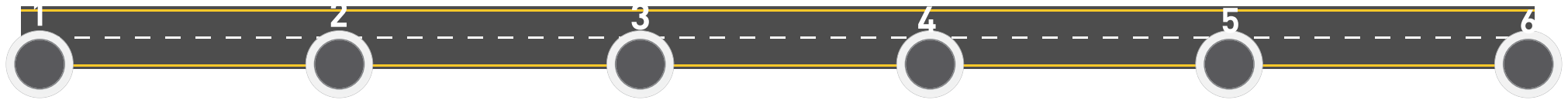
Our Organisation

- 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.

Our Communities & Our 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.

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



ENGAGEMENT AND LISTENING

Our Police Force 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 boarder down to County Durham and from the Pennines across to the North East coast. We are one of the largest Force's in the country, here's how our workforce is divided up within the various employment roles:

- **Police Officers 3737**
- **Police Staff 2351**
- **Special Constables 103**
- **Police Support Volunteers 286**

(Data as of 07.02.23 – headcount)

We have an Engagement Strategy that is built on the strong foundation of how we engage people both internally and externally to our organisation. Whether you work for our organisation 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 our wider communities.

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 our Chief Constable to ensure an efficient and effective police service.

Ethics Advisory Board

The Board ensures the National Code of Ethics is embedded throughout our organisation by providing a forum to discuss ethical dilemmas. Membership of this group includes people from across our 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 our strategies, 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. In 2022 we developed and implemented a Youth Independent Advisory Group (YIAG) to discuss issues with young people.

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 our Federation, Superintendent's Association and Trade Unions, which include UNISON and GMB, to provide a forum for discussion, feedback and formal consultation.

Support Associations, Networks and Support Groups

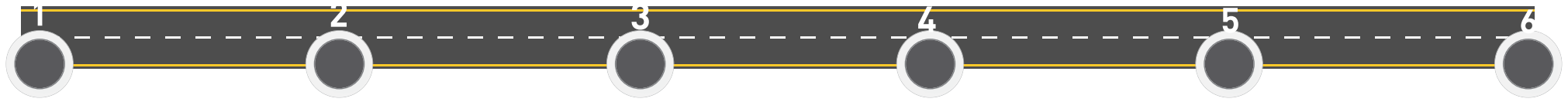
Our Support Associations, Networks and Support Groups provide support for our under-represented groups and inform our business priorities, policy and processes to help us create an inclusive culture for our workforce and communities.

Inclusion Hub

We have refreshed and re-focussed this forum to bring together the Chair and Co-Chairs from each Support Association and Network and internal business leads to provide a platform for two-way discussion, shared learning and professional development.

External Engagement Group

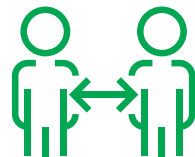
Our Harm Reduction and Communities Team chair a Force level group for the planning of engagement opportunities and tactics for Community Engagement Teams, Area Commands and other specialist teams.



Progress against our Diversity, Equality, and Inclusion **objectives** and **commitments**



OUR LEADERS



Our people experience and our culture are the foundation of our commitment to being an outstanding organisation with outstanding people. We want to build the capability and confidence of our leaders to be visible and accountable role models.

To achieve this, we've developed a leadership approach that is based on a 3-tier framework to build consistency and set standards for leadership expectations and development for our police officers, staff and volunteers.

The 3 tiers are:

1. **Leading the Service**
2. **Leading People**
3. **Leading Change**

We want to strengthen leadership and line management to support organisational change and improve community outcomes. We want

everyone to understand that they matter and deserve a culture in which to thrive.

We will achieve this through:

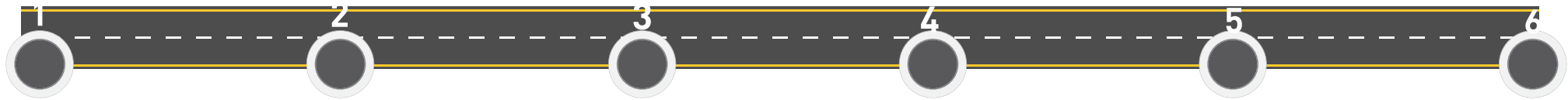
- Developing cultural values and behaviours which make the police service a great place to work for all our people.
- Developing ways of working that can respond to service needs.
- Providing excellent training and education to ensure continuous improvement of services to the public
- Continuing to support the health and well-being of all our people.
- Strengthening intentional allyship¹.

Our key areas of progress include:

- Refreshing our People, Culture and Wellbeing Strategy.

- Launching our Police Now frontline leadership programme which prepares and supports high-performing police constables seeking promotion to sergeant. The programme aims to increase diversity and representation in operational ranks, by paying particular attention to the barriers often faced by our officers from underrepresented groups when going for promotion. We have 19 officers who are currently on the programme.
- Developing and launching our new Performance and Development Review (P&DR) platform, which provides improved functionality to support P&DR conversations. The platform also provides us with information to help understand more about our people so we can create the right development opportunities, career pathways and reward and recognition that are meaningful.

¹Intentional allyship is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts.



Our senior leaders provide visible leadership ensuring our people, our communities and our partners witness personal commitment to diversity, equality and inclusion. The table on the next page shows our senior leadership workforce data by gender identity, sexual orientation, ethnicity and disability.

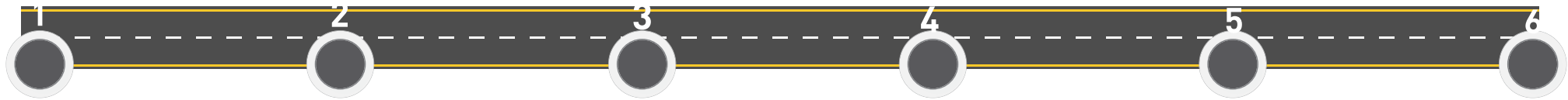
Senior Leaders			
	Police Officers	Police Staff	Total
Number of People	74	31	105
Gender Identity			
Female (%)	36.49	41.94	38.10
Male (%)	63.51	58.06	61.90
Transgender (%)	0.00	0.00	0.00
Sexual Orientation			
Bisexual /Gay/Lesbian (%)	8.11	9.68	8.57
Heterosexual (%)	70.27	70.97	70.48
Ethnicity			
Black, Asian, Minority Ethnic (%)	1.35	0.00	0.95
White (%)	87.84	93.55	89.52
Disability			
Legal declaration of a disability (%)	2.70	3.23	2.86

(Data as of 07.02.23 – headcount)

Police Officer Ranks: Chief Constable, Assistant Chief Constable, Deputy Chief Constable, Chief Superintendent, Superintendent and Chief Inspector.

Police Staff Bands: 12, 13, 14,15, 16

The dataset does not show prefer not to say or self-describe options reflecting in the total % not always showing 100%.



OUR ORGANISATION



Our Workforce Data

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 workforce, throughout all ranks and bandings, brings different perspectives and helps us better understand and meet the needs of our communities.

The table below shows our high level workforce data by gender identity, ethnicity, sexual orientation, and disability.

Our Workforce					
	Police Officer	Police Staff	Special Constable	Police Support Volunteer	Total
Number of People	3740	2321	105	93	6259
Gender Identity					
Female (%)	37.35	61.53	18.10	27.96	45.85
Male (%)	62.65	38.47	81.90	69.89	54.11
Transgender (%)	0.05	0.17			0.10
Sexual Orientation					
Bisexual/Gay/Lesbian (%)	3.5	3.19	7.62		3.40
Heterosexual (%)	49.3	59.28	27.62	15.05	52.13
Ethnicity					
Black, Asian and minority ethnic (%)	3.24	2.46	2.86	2.15	2.92
White (%)	91.87	89.90	63.81	30.11	89.60
Disability					
Legal declaration of a disability (%)	3.96	5.34	3.81		4.41

(Data as of 07.02.23 – headcount)

The dataset does not show prefer not to say or self-describe options reflecting in the total % not always showing 100%.

Police Support Volunteer roles include: Junior Volunteer Police Cadets (Year 1), Senior Volunteer Police Cadets (Year 2 & 3), Community Speed Watch Volunteers, Volunteer Police Cadet Assistant Leaders, Cyber Crime Volunteers, Prevent Volunteer, Rural Crime Volunteer, Southern Student Volunteers, Data Analysis Volunteer Intelligence and Victim and Witness Volunteer Advocates.



Understanding our People (UoP)

The UoP project was developed to increase rates of self-declared protected characteristics by police officers, staff and volunteers to create a greater understanding of our workforce representation. By understanding more about our people, services and support can then be tailored to better meet the needs of the workforce, thereby creating a more inclusive organisation.

Our key areas of progress include:

- A greater understanding of our workforce demographics, relating to sexual orientation, gender identity, religion and belief and disability.
- A reduction in 'prefer not to say' selected options for all protected characteristics.
- An understanding of the use of reasonable adjustments and extent of caring responsibilities for the first time.
- An internal DE&I calendar of events to focus on days of importance reflective of our workforce demographics.
- Launch of our Transgender Working Group.

Gender Pay Gap (GPG)

All public sector organisations employing 250 people, or more are required to report on their GPG annually by 31st March each year. Gender Pay reporting enables us to assess levels of equality in our workforce and put in place an internal action plan with measures to address the GPG, whilst also ensuring we meet our legal obligations set out by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What is a Gender Pay Gap?

It is the measure of difference between men's and women's average earning based on an hourly rate of pay. It's not about equal pay, we have always had this in place, and is covered by the Equality Act 2010.

Our Gender Pay Gap

As of the snapshot date of 31 March 2022 our mean GPG has marginally increased to 12.2% when comparing to the previous year (0.9% increase in the gap). The median gap has increased to 33.2% (8.3% increase in the gap). Whilst a GPG is not unlawful, it is important that we focus on bridging the pay gap that exists.

Why is our mean pay gap staying quite consistent?

Despite a 0.9% increase in the gap from 2021 to 2022, the mean pay gap has stayed within a 1% variance over the past 6 years. 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 GPG.

Why is our median pay gap increasing?

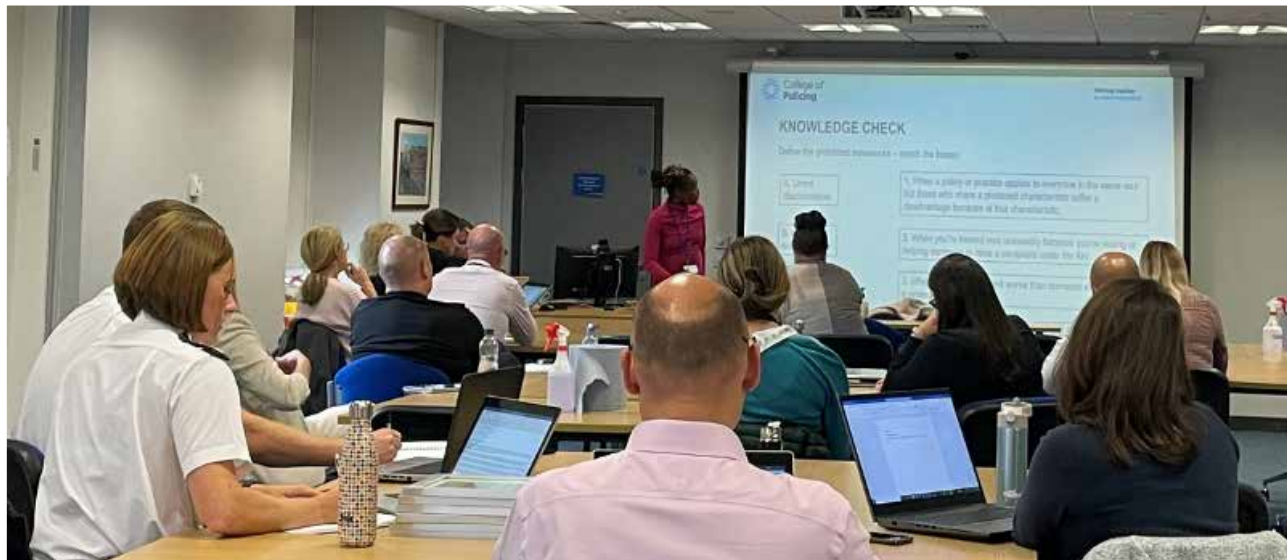
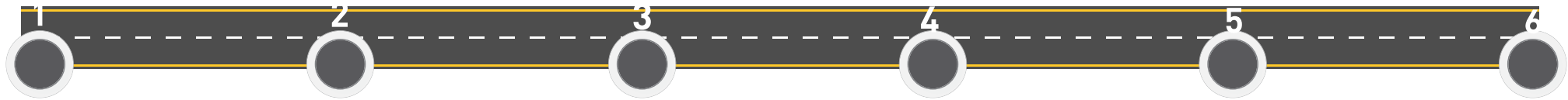
Whilst in the long term this is positive from a representation standpoint, in the short term it increases the number of women who earn below the average hourly rate for police officers. Therefore, it increases the number of our police officers falling under the "middle" marker (i.e., they fall within 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 women in the lower half of the workforce is increasing. In addition, our workforce has more officers than staff and more officers are men. Furthermore, officers continue to earn on average more than staff. Therefore, we continue to see a gender pay gap.

Despite our GPG increasing we have lots to celebrate, key areas of progress between our last reporting period (March 2020 – March 2021) and the current reporting period (March 2021 -March 2022) are as follows:

- Moving our developmental pathway, introduced for promotion, from a single annual event to multiple events, removing the pressure of feeling as though individuals had 'one chance' to enter their assessment in a 12-month period. This has made our process more accessible.
- We've held events to dispel myths about the suitability of roles from a gender identity perspective.
- Our Women's Network and Menopause Action Group provide support to women, this works both for retention but also attracting new talent into our Force.

To further understand our GPG and read more about our key areas of progress, please read our **GPG report here**. Please remember that the report is from a data set in March 2022, and we have delivered so much more even since then.



People Development

DE&I training was identified as an organisational wide training need with a focus on inclusive leadership, ethics, engagement and Positive Action pathways. The delivery includes both essential learning and optional Continuous Professional Development (CPD), through both our internal and external learnings products.

Our key areas of progress include:

- Delivering our career development support programmes to police officers, staff and volunteers. The programme includes workshops, tools and resources to support individuals to achieve their career aspirations and maximise their potential. The flexible nature of the programme means participants can choose which elements are relevant to their aspirations and career development needs.

Over 500 of our police officers and staff have participated in workshops, with more planned throughout 2023.

- Launching our newly revised four-tier talent development programme, which combines police officer and staff cohorts across talent and coaching. The programme refresh and build was influenced by the thorough talent portfolio review of 2022. The revisions are designed to strike a balance, between our people and operational need by simultaneously cultivating talent.
- Receiving excellent award marking in our initial 2022 Ofsted review.
- Developing our largest digital training package - Raising Investigative Standards. Following our success delivering the

programme we received requests to share it with other Police Forces, who have since rolled out the training.

- Launching our Vulnerability Matters training to support our delivery against the National Vulnerability Action Plan and our Violence Against Women Girls (VAWG) Strategy. We received very positive feedback, including from critical partners SIAG and the Alice Ruggles Trust.
- Launching our first internal Learning Management System (LMS) Kallidus. Our workforce engagement with Kallidus has been excellent, with over 5,900 users completing courses since its launch in March 2022 with 221 pieces of learning.
- Launching our Development Ambassadors, currently we have 27 in role.



Positive Action

Our Positive Action Framework provides direction on how we 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 and females through targeted attraction and support of candidates.

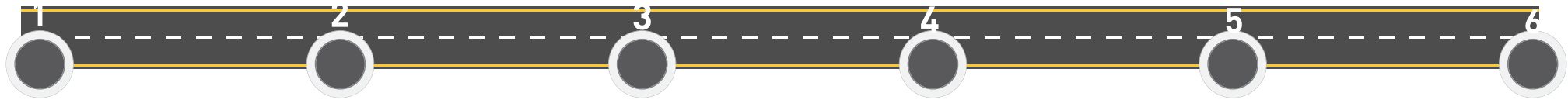
Key areas of progress include:

- Development of our Buddy Scheme to support retention and progression of our workforce.
- Engaging with 70 educational organisations and community contacts across our Force area to ensure we reached the widest pool of talent possible.
- Launching and developing our Positive Action Ambassadors, currently we have 55, to support the transparency of our recruitment process.
- Supporting 123 applicants from Black, Asian and ethnic minority backgrounds.

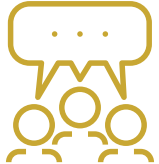
- Delivering Positive Action workshops to support candidates.
- Working with our People Development team to inform career development support to ensure diverse representation throughout all our ranks and banding within our organisation.

- Collaborating with our Support Associations and Networks to role model at community events to allow those from underrepresented groups to see themselves.
- Supporting our mean gender pay gap which has improved by 1% since the first reporting period 5 years ago (as reported at 2021/22).





OUR COMMUNITIES



Neighbourhood Profiles

The introduction of our Neighbourhood Profiles enables us to effectively map and understand our local demographics. By utilising the profiles, we can understand and build links with existing and emerging communities to identify any engagement gaps. Once these gaps are identified we work hard to develop key contacts within our communities which enables us to understand hidden vulnerabilities, provide

reassurance and identify priorities which can be used to shape our service delivery.

Northumbria Connected

Northumbria Connected is our new tool to ensure that we are delivering on the issues that affect all our communities across the North East. By understanding the issues we will then shape our Neighbourhood Policing to meet the demand.

Northumbria Connected is a web based two-way messaging system that allows specially trained police officers, staff and volunteers to send targeted messaging to registered users on topics in specific locations in our Force area. Northumbria Connected is an important platform to improve our understanding, engagement and increasing confidence in our communities.



The introduction of Neighbourhood Profiles has allowed our officers to understand the makeup of our local communities. They enable us to identify their priorities and focus policing activity to address issues of concern. Focussed meaningful engagement with communities will help to build trust and confidence'

Barrie Joice Chief Superintendent Area Commander





Community Engagement Guides

We have introduced practical community key fact guides for frontline police officers, staff and volunteers to enhance the service we provide by ensuring our workforce are informed and provide a culturally sensitive service. The guides provide advice on how to improve engagement using different techniques with different communities.

Safer Communities Survey

We use several targeted approaches to understand the effectiveness of our service delivery, one example of this includes our Safer Communities survey. This approach is a multi-agency initiative which involves us speaking directly to residents across our Force area to capture their perceptions regarding their neighbourhood and the services delivered by us and the council.

Click to enlarge

In the last 12-month period, 3241 residents took part in the survey.

The Public Insight team also conduct surveys with victims which focus on five key areas:

1. Volume Crime
2. Anti Social Behaviour
3. Hate Crime
4. Domestic Abuse
5. Rape

4830 of these surveys have been conducted over the last year. The feedback and insight captured during these surveys is used to inform decision making and to make service improvements.

Results highlights (12 months rolling to September 2022)

94%

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

95%

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

79%

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



Race Action Plan

The National Police Chief Council (NPCC) launched, addresses the national Police Race Action Plan which was developed jointly with the College of Policing. The plan sets out changes across policing to improve outcomes for Black people who work within or interact with policing.

We have gone further and developed our own local Race Action Plan, which is very much informed by the national plan, but we have listened to our local communities and our own workforce through the completion of an Equality Impact Assessment, to ensure it address the issues that are pertinent to our Force region.

The plan is a commitment to build trust within our communities and is based on four key pillars to ensure Black, Asian and minority ethnic people are represented, not over-policed, involved and not under-protected.

Our new Independent Scrutiny and Oversight Board (ISOB) will provide external challenge to ensure delivery against the plan. The local Plan has the support of trade unions, our Strategic Independent Advisory Group, Superintendents

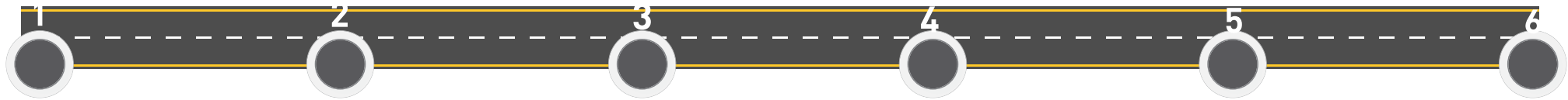
Association and Northumbria Police Ethnic Minority Association (NPEMA).

Progress in 2022 to support of our local plan include;

- Our Black History event in October 2022, this was an opportunity to hear from our Black, Asian, and minority ethnic workforce on their lived experiences and to learn from them.
- Delivery of a series of 'understanding culture' events to improve how we interact with people from different cultures, the feedback received will inform future training.
- The launch of our diversity recruitment campaign in January to increase representation among future police officers.
- The development of a Race Action Plan dashboard which will allow us to properly identify where we have disparity in various areas of policing and better address these issues.
- Work to progress improved recording of Section 163 Traffic Stops to ensure we have

meaningful data on who we stop and why so we can assess any potential impact.

- Continued work with our Strategic Independent Advisory Group (SIAG) to identify and tackle any disproportionality in the use of policing powers, particularly regarding Stop and Search and Use of Force.
- The creation of useful guides to help officers, staff and volunteers interact with people from various cultures and faiths more effectively.
- Delivery of Joint Engagement Groups in relation to Stop and Search to provide scrutiny from local communities.
- A commitment to hold focus groups to understand Hate Crime against our colleagues.
- Development of training and a guide for custody staff where we know some of our colleagues suffer the most hate crime abuse.
- Development of Operation Hampshire training packages for investigators, responders and contact handlers.



Newcastle MELA

Newcastle Mela took place in August this year. The event is based around Pakistani, Bengali, Indian and other South Asian Cultures and attracts up to 40,000 visitors from across the region who come to experience different cultural music, food, and entertainment. It is one of the most vibrant multi-cultural events in the North East which continues to grow each year and we were excited to be a part of it! Representatives from Team NP, including our our police officer, staff and volunteers, attended the event and increased our engagement with our Black, Asian and minority ethnic communities.

Northern Pride

'We are Proud to Support Pride' was our key

message both internally and externally, as the Northern Pride festival returned to Newcastle Town Moor in 2022. The theme of this year's Pride was Remember, Resist, Rise Up.

We often get challenged about why we attend Pride and receive hateful comments on social media. We must make sure everyone understands why we celebrate Pride, educating both our colleagues and the public on the impact of positive engagement in supporting vulnerable communities who are often targeted by hate.

Our role is to understand all communities; understand their challenges and be role models of positive behaviour, so people are confident and trust us should they ever need to contact us.

The more we learn, the more we understand. Allyship is a key part of this. That is why this year we aimed to create more allies within our workforce, who are keen to promote and advocate inclusion, so that everyone, in all their uniqueness, can be treated fairly and work together effectively. Allyship makes a difference to your colleagues to show they are fully supported, but it also says how proud we are as an organisation to support and engage with all communities.

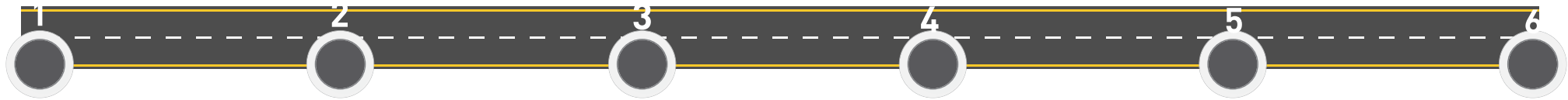
As an organisation, it's important we continue to build and cultivate strong relationships and support those from the LGBTQ+ community.



What a weekend for all of us at Northumbria Police – I can't stop smiling at the brilliant photos filling up our Inclusion Mailbox – to see so many volunteers, staff and officers of all ranks involved in Pride makes me so proud!"

Lucy May, Diversity and Inclusion Lead





We made a commitment in last years Annual Equality Monitoring Report (2021/22) to understand our communities and partnership landscape to develop and enhance partnership working and encourage joint service delivery to tackle disparity within Policing Services. Key areas of progress include:

New Cadets - Percy Hedley School

On Tuesday 18 October 2022, our Chief Constable welcomed our newest police cadets from the Percy Hedley Foundation into our workforce. Eight students were officially sworn in as the first ever to join our volunteer police cadets' scheme for those with particular needs. Being part of the scheme means students will learn about important topics such as hate crime, anti-social behaviour, knife crime, internet safety, wellbeing, mental health and much more. We are fortunate to have a significant number of volunteers working alongside us, who freely give up their own valuable time to the benefit of the communities we serve.

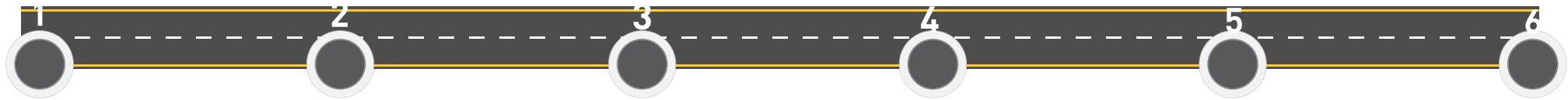
We wish our new cadets well as they embark on this adventure!



“It was a real privilege to officially welcome our newest police cadets from the Percy Hedley Foundation into our policing family. “I wish our new cadets well as they begin their experience of voluntary life within policing and look forward to the new insights, they will gain from us, as well as those we will gain from them.

Chief Constable Winton Keenen QPM DL





Blue Light Breakfast

Rainbow flags flew high over Newcastle as the city hosted UK Pride, the first in person Pride celebration since 2019.

Our Chief Constable Winton Keenen QPM DL opened the event and said:

“To be an ally is to support. To be an advocate is to publicly sponsor a larger cultural or societal movement. To be an activist is to take intentional action to bring about change. We must turn our allies and advocates into activists to effect real sustainable change.”

Hate Crime Action Plan (HCAP)

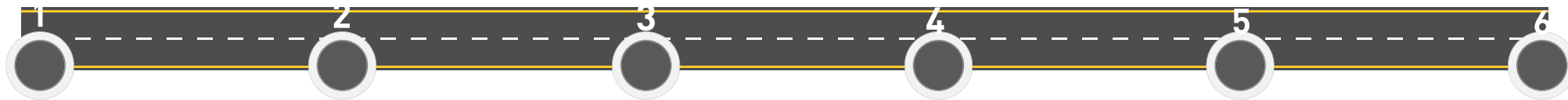
We launched our HCAP in 2022 to help us achieve our Force priorities when responding to Hate Crime Incidents. Our plan contains our aspirations on what we would like to achieve in relation to Hate Crime over the coming months and beyond.

To support the development of the plan a business assurance review of over 100 Hate Crime took place, this provided us with evidential data as to where we are currently and what we need to do. On the back of the review we have

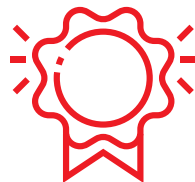
commenced a fortnightly task and finish group with representatives across our Area Commands and Control Rooms, to drive the delivery of the actions in our plan. Our Strategic Independent Advisory Group (SIAG) also reviewed the content in our plan prior to launch.

Key areas of progress include:

- Sharing best practice at the National Hate Crime conference in March for us to learn and develop to our HCAP.
- Developing Hate Crime training to our front line officers and staff.
- Creating Hate Crime Champions in our Area Commands and Control Rooms.
- Supporting our officers and staff who are victims of Hate Crime.
- Developing a best practice Victim Personal Statement to support the work of Operation Hampshire.
- Collaborating with the Violence Reduction Unit and six Community Safety Partnerships on our new Serious Violence Duty to identify disparities through data analysis.
- Continuing to reduce levels of social inequalities through partnership work with our six Local Authority Health and Wellbeing Boards.
- Delivering world café events to gather intelligence to enhance our understanding of disparities in our communities and inform the creation of multi-agency hubs, such as SARA (Southwick Altogether Raising Aspirations).



OUR ACHIEVEMENTS



Inclusive Companies

We are delighted that we have once again been listed in the Inclusive Companies Top 50 UK Employers list, rising 15 places to 35th this year (2022/23).

This rise in our ranking recognises the hard work we are doing together on diversity, equality and inclusion, making us not only a better place to work, but a more trusted and respected service among the very diverse communities we are proud to serve, protect and work alongside in the North East.

This work has led to many achievements in the past year, including Uplift, the launch of DE&I Power Hours, the Senior Leaders Inclusion and Wellbeing Event, the relaunch of our Inclusion Hub and new intranet pages and content being developed.

Pride in Policing

Our annual Pride in Policing awards recognise all the great work delivered by officers, staff and volunteers. Our dedicated award for diversity, equality and inclusion showcases the commitment and dedication to this area of business and we continue to see an increase of nominations for this important work. In 2022 the variety of nominations included work from our LGBT+ staff



association, our work on neurodiversity and support for those with disabilities, allyship and work delivered by our women's network.

Our 2022 winner was Superintendent Steve Wykes on his approach to ensure our people understand, debate and challenge biases. He delivered a force wide event to over 200 leaders to support peoples learning and enabled meaningful conversations that help us embed our value of being a supportive and inclusive force.

We look forward to seeing the range of nominations for DE&I in 2023.

Dyslexia Award

On 24 September we were recognised at a national awards ceremony for supporting dyslexic colleagues and creating an inclusive learning culture within our workforce. We won the most Supportive Employer for 2022.



Citizen in Policing

In July 2022 we held our 2nd Citizen in Policing awards event at the Sage Gateshead and gave the commitment that this event would be held annually to celebrate the contribution made by our volunteers. This includes the work of our Special Constables who support our frontline officers and staff, as well as our Cadets, Mini Police and those working in Specialist Police Support Volunteer roles.

The aim of the event is to reward and recognise the fantastic work of our volunteers, and to raise their profile and the value of volunteering. This is intrinsic to ensuring that everyone of our volunteers feels valued and able to achieve their full potential to maximise their contribution and impact within our workforce and communities.

Success showcased at the event included the launch of our new Police Support Volunteers scheme, which strives to better connect policing to communities. Since it's introduction we've seen improvement in engagement with our student population, allowing them a voice and seeking to improve relationships and intelligence gathering. Our rural crime volunteer scheme has also shown great success by increasing support with communities in geographical isolation. The scheme has grown significantly from its pilot in 2017 to a cohort of 47 volunteers in 2022, with an additional 13 volunteers starting in 2023.

Support Associations and Networks

We have several support associations, networks and support groups that play a significant role in helping our organisation to shape, deliver and promote the efforts made in relation to diversity, equality and inclusion.



It was an amazing night allowing us to celebrate our many passionate and proud volunteers, recognising their contributions to our Force and the communities we serve. Thank you to all our volunteers who give up their personal time, day in and day out. Our volunteers play a vital role and help us in our mission to keep Northumbria one of the safest places to live, work and visit.

Kim McGuinness, Police Crime Commissioner



Key areas of progress include:

- Participating in recruitment and onboarding events hosted by our Positive Action team to promote support available.
- Working jointly with local communities and organisations delivering awareness sessions.
- Hosting an event to celebrate International Womens Day which included sessions on Imposter Syndrome, Misogyny and women's health.
- Alternative uniform provision being introduced for those experiencing Menopause symptoms.

Role Reward and Pay (RRP)

We've achieved pay equity by modernising our approach to role design for police staff by aligning pay and benefits with context, culture, and market.

Our RRP project was introduced because our current role job evaluation and pay model was no longer reflective of today's jobs and their complexity. The key objectives of the project were to:

- Analyse and fully understand all police staff roles in our organisation.
- Adopt the Korn Ferry Hay job evaluation method to increase consistency, transparency and equitable reward.
- Modernise our reward offer and implement a new pay structure based on job size.
- Provide a platform to inform career pathways, succession planning and design of our organisational structures and frameworks.

The model provides fairness and principles of equal pay legislation. Role holders, managers and heads of department were all involved in the project to ensure fairness, transparency and consistency, along with the completion of an Equality Impact Assessment.

Equality Impact Assessments (EIA's)

Together with colleagues from the College of Policing we hosted several EIA awareness sessions with a simplistic step-by-step approach through all key elements of what an EIA is, including legal requirements associated. Feedback received from attendees was positive, resulting in requests to further enhance our workforce capability and understanding, through the development of interactive EIA workshops.



OUR COMMITMENTS 2023/24



Looking into 2023/24, there are several opportunities to progress even further with our ambitious plans to accelerate diversity, equality, and inclusion within our leaders, our people and our communities and partners. Key highlights for each area include:

Our Leaders

Our Cultural Framework and underpinning programme roll out started in 2023 and will continue into 2024 as a medium to long term deliverable, focussing on three areas:

1. Great Place to Work: Culture Programme and Insights.
2. High Performing and Compassionate Teams.
3. Launch and embedding of Leadership and Talent Framework.

To support this, work will continue to develop career development programmes, together with engagements events and workshops to assist our workforce career ambitions. Alongside this we will continue to monitor our data around promotions and progression to make sure they are proportionate and the changes and improvements we make, bring about a positive difference.

Our People

We will continue to listen and engage with our workforce and particularly those from under-represented groups, utilising this feedback to create an inclusive environment that welcomes and supports differences.

Increasing people's confidence in reporting and addressing inappropriate behaviours is one of our key priorities to ensure our people continue to uphold the high standards and ethics we and the community expect of them.

We know that a workplace which embraces diversity is more likely to attract and retain talented people. We are making great progress to attract, recruit, retain and progress underrepresented groups within our workforce. This goes a long way to make us an employer of choice but also to show the opportunities available and the support we provide.

Our continued commitment to Understanding our People project remains a focus which will continue to assist us to develop and create an inclusive culture. This project has positively influenced increased data recording for disability, supporting our continued work on attaining level 3 disability confident leader status over the coming months.

We will continue to develop and promote our employer brand to attract and retain more diversity into the exciting careers we have. We will further enhance flexibility and support and commit to reviewing our family friendly policies and employee benefits. A review of our agile working arrangements will also take place this year, ensuring our original ambitions are achieved, but also learning from feedback and continuing to evolve our model.

Our Communities and Partners

We have a continued commitment to our Positive Action Strategy and Race Action Plan (RAP), we will publish our local RAP this year which will set out how we will address racial disparities within our workforce and communities. Our plan is our commitment to build trust with our communities. The national RAP is expected to be finalised and launched in April 2023, our local plan will compliment this.

To further support this commitment, our Harm Reduction and Community Team (HRCT) will continue to focus on identifying best practice to inform our Hate Crime Action Plan (HCAP) to address the issues that are relevant to our region and workforce as we continue to develop a police service that is anti racist and trusted by our Black, Asian and minority ethnic people.