



# **Annual Equality Monitoring Report**

**2020-21**

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## 1. Message from PCC Steve Turner

As the Police and Crime Commissioner (PCC), I want to ensure that the communities of Cleveland have a first-class, efficient and effective Police Force that they so rightly deserve to keep them safe and one that Police Officers, Police Staff and Police Volunteers can be truly proud of.

My 10-point Police and Crime Plan accurately reflects discussions with local communities and will support me in delivering my vision of Putting the Pride Back into Cleveland Police and Ensuring Cleveland is a Safe place for those who Work and Live here.

My vision for equality, diversity and inclusion is one where everyone is treated fairly and has equal access to services and support. I value the differences between individuals and communities, and I am committed to ensuring policing services demonstrate dignity and respect based on the needs of individuals.

## 2. Introduction

Cleveland Police and the Office of the Police and Crime Commissioner (OPCC) collaborate to deliver a shared equality, diversity and inclusion strategy to ensure residents of Hartlepool, Stockton, Middlesbrough and Redcar receive policing services that are accessible, responsive and needs led to ensure services meet the requirements of our communities, and that our workplace is inclusive and supportive.

The Equality Monitoring Report 2020-21 provides transparency on how the OPCC have progressed this strategy to meet their responsibilities under the Equality Act 2010 over the course of the financial year.

Under the Equality Act 2010 the OPCC have responsibility for carrying out their activities in a manner that respects their duties to:

- Elimination of unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advancement of equality of opportunity between people from different groups, with or without protected characteristics;
- Foster good relations between people from different groups.

This report presents the statistical analysis of the demographics of those accessing commissioned services. It also summarises the key activities undertaken in the 2020-21 period to create a positive experience of services, and a working environment of mutual respect and dignity aligned to our vision.

### People & Organisation

“A working environment that is supportive and inclusive of all, enabling officers and staff to develop, feel supported and able to be themselves at work.”

### Communities

“Deliver policing services that are accessible, responsive and needs led to ensure

services meet the requirements of all our communities.”

### **Partners**

“Partners have confidence that Cleveland can have effective joint service delivery underpinned by equality and inclusion through improved opportunities for collaborative working.”

## **3. OPCC Workforce Monitoring**

Due to the small size of the Office of the Police and Crime Commissioner’s workforce we are not required to report on our workforce demographics. However, the OPCC management team reviews the management information for employees that worked for the OPCC as of March 31<sup>st</sup>, 2021; this includes age, disability, ethnicity, gender, successful returns to work following maternity, paternity and adoption leave alongside religions and beliefs observed by the team. Whilst we review this information, we do not publish it to protect the privacy of our team.

Review of the 2021 snapshot indicated that some characteristics we have high rates of people choosing not to declare their personal information. We share management information software with Cleveland Police who also experience this challenge. To address this the Force has introduced a new feature to enable individuals to update their own equality monitoring data directly rather than having to contact a member of the HR team (which has historically been required). This will be communicated to all staff in the 2021-22 financial year, alongside reassurance on how the data is used and stored from the OPCC management team.

It is hoped that through introduction of this service and communication with staff that the team will feel more empowered to change and update their protected characteristic information now we have the autonomy to change our records without involving a third party.

## **4. Victims and Criminal Justice Services**

The OPCC commissions and co-commissions a range of service to support victims of crime. This year core service funding and Covid-19 funding was allocated to the following organisations to provide services to victims of crime:

- A Way Out
- Teesside Sexual Assault Referral Centre
- Arch Teesside
- Eva Women's Aid
- Foundation
- HALO Project
- Harbour
- My Sisters Place
- Safer Communities (Victim Care and Advice Service and Restorative Cleveland)

- SWITCH

We monitor the diversity data of individuals in contact with these services to assess for any emerging trends around access and barriers that may require further investigation. This data includes individuals who were existing service users and who continued to receive a service during the year, as well as new service users.

#### 4.1 2020-2021 Service User Demographic Profile

Figure 1: 2020-2021 Service User Age Breakdown

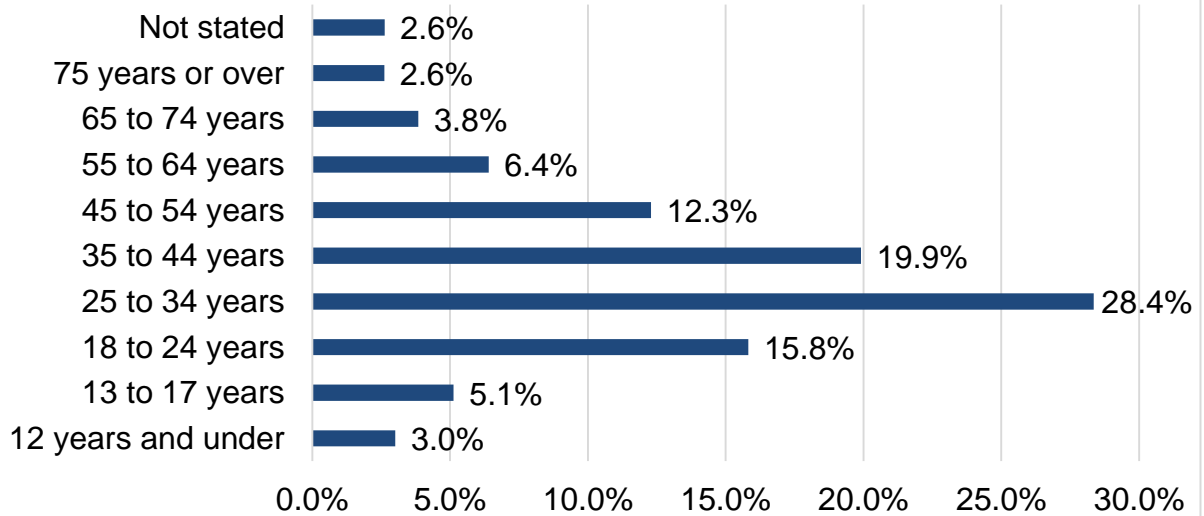


Figure 2: 2020-2021 Service User Disability Breakdown

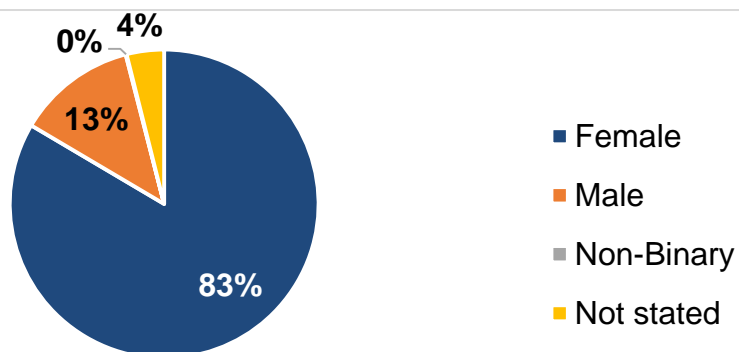


Figure 4: 2020-2021 Service User Ethnicity Breakdown

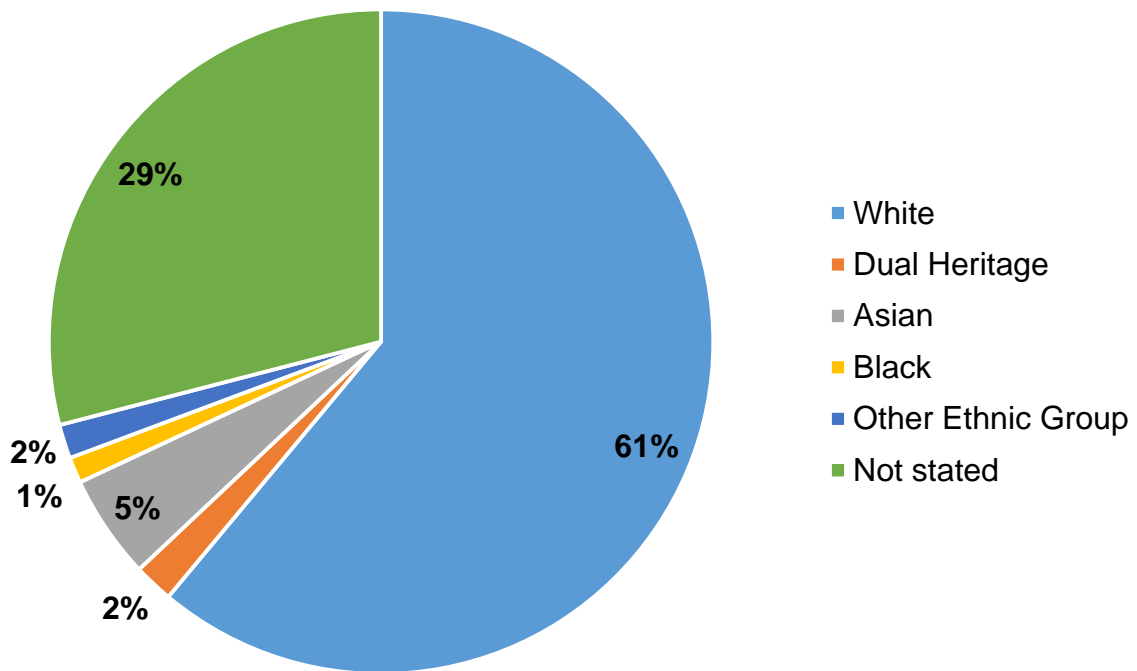
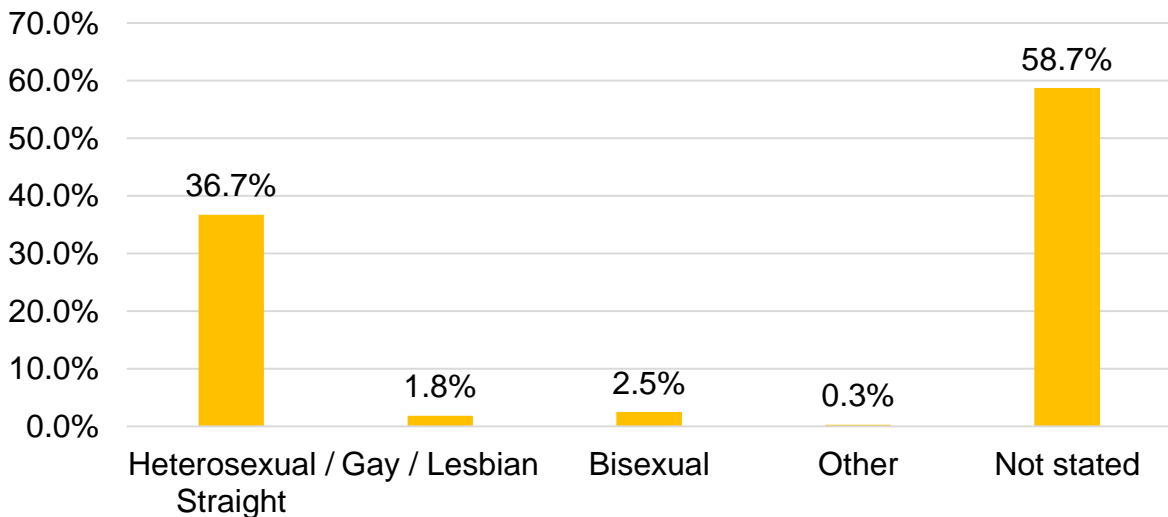


Figure 5: 2020-2021 Service User Sexual Orientation Breakdown



This profile provides us with a high-level picture of who is accessing services. There are currently limitations to the analysis we can do, due to limited data available from previous years and good quality comparator data.

To address this gap and to inform the development of services requiring re-commissioning from 1 April 2022 onwards, the PCC commissioned an independent victims needs assessment to understand and assess need and demand for victims'

services and to establish an assessment of current level of delivery to victims and with a focus on identifying who is underrepresented when accessing victims services. The needs assessment will inform both the specification for services as well as planning for the future more widely.

As seen in figures 2,4 and 5 there are instances of high non-disclosure of some protected characteristics to services. When discussed with services anecdotal feedback indicated 2 main barriers; staff sometimes not remembering to ask service users, and a that number of victims access on a one-off crisis basis, leading to staff being unable to ask the individual to self-define their characteristics.

The accuracy of this data is essential for the OPCC to understand accessibility, needs and any disproportionality in provision of services for victims in Cleveland. To improve the quality of the data, equality monitoring will happen on a quarterly basis with services and will feed into the OPCC's revised quality monitoring framework. This will be supported by qualitative feedback on successes, challenges and barriers that service staff face gathering these details, so that appropriate interventions can be deployed.

## **4.2 Consultation**

PCCs are elected by the public to hold Chief Constables and the Force to account, effectively making the police answerable to the communities they serve. A key role for PCCs is representing and engaging with local communities to help deliver their policing priorities.

The OPCC typically conducts a broad range of consultation, however due to the impacts of Covid-19 this year we focused on two pieces of direct consultation; Policing COVID19; public experienced and perceptions during lockdown in collaboration with Teesside University, and Safer Streets crime prevention consultation.

### **Teesside University – Policing COVID19**

This research project in collaboration with Teesside University had two aims:

1. To understand community perceptions regarding Cleveland Police implementation of the Coronavirus Act powers.
2. To understand how the community would like Cleveland Police and the OPCC to engage with them during the period of social distancing when traditional face to face engagement mechanisms are not appropriate.

539 members of our community response to the survey element of the project. The full summary of this consultation and recommendations can be found on the [OPCC website](#).

### **Safer Streets Consultation – October 2020**

As part of the Safer Streets project to deliver crime prevention mechanisms in three of Cleveland's neighbourhoods (Newport, South Bank and Burn Valley), the local community were consulted to understand their feelings around community safety, fear of crime and appropriate crime prevention processes. Consultations were conducted within the community and online, with 1206 responses from our communities. Diversity information was collected as part of this and alongside the

survey results were used to develop the range of interventions put in place through the project. The full summary of survey results can be found on the [OPCC website](#).

### 4.3 Criminal Justice Schemes

Cleveland OPCC support the delivery of the [Local Criminal Justice Partnership](#) (LCJP) alongside Durham OPCVC, working to bring together agencies working across the criminal justice landscape. This partnership works to ensure our communities have confidence in a local criminal justice system through victim support, offender rehabilitation and activities focused on reducing re-offending.

Much like victims' services, we monitor equality data for Cleveland Divert, the Heroin Assisted Treatment Programme and Youth Triage which work with offenders to understand the root causes of their behaviour to prevent offending in the future.

Whilst we monitor the demographic data of [The Heroin Assisted Treatment Programme](#) participants, we do not publish it to protect the confidentiality of the 12 people who engaged in the programme. The Heroin Assisted Treatment Programme will cease to be funded by the OPCC in the new financial year, with the Office aiming to transitioning it over to a health-based organisation.

Table 1: 2020-2021 Divert Participants Demographic Breakdown

2020-2021 Divert Participants		Male	Female
<b>Gender</b>	Gender	67.6%	32.4%
	Participants that identify as transgender	0.6%	1.2%
<b>Age Group</b>	18-21	23.4%	13.4%
	22-25	14.6%	8.5%
	26-35	24.6%	31.7%
	36-45	17.0%	25.6%
	46-55	11.7%	15.9%
	56-65	6.4%	3.7%
	Over 65	2.3%	1.2%
<b>Ethnicity</b>	White	73.3%	76.6%
	Mixed/ Multiple ethnic groups	0.0%	2.1%
	Asian/ Asian British	1.2%	4.3%
	Black/ African/ Caribbean/ Black British	2.3%	6.4%
	Other	0.0%	0.0%
	Unknown	23.3%	10.6%
<b>Disability</b>	Considers themselves to have a disability	6.4%	9.8%

Since identifying the 'unknown' figure for ethnicity in table 1 the team have investigated and resolved an issue with the referring staff not knowing, or in some instances, not recording the ethnicity on the system at the point of referral. The improvement on this will be seen in our 2021-22 report.



Table 2: 2020-2021 Divert Youth Participants Demographic Breakdown

2020-2021 Youth Triage Participant Breakdown		
<b>Gender</b>	Male	81.4%
	Female	18.6%
	Participants that identify as transgender	-
<b>Age Group</b>	10 Years	0.9%
	11 Years	1.8%
	12 Years	5.3%
	13 Years	7.5%
	14 Years	11.9%
	15 Years	19.5%
	16 Years	25.7%
<b>Ethnicity</b>	17 Years	27.4%
	White British	90.4%
	Mixed Race	2.8%
	Asian/ Asian British	1.2%
	Black/ Black British	1.2%
Other Ethnic Background	0.4%	
Unknown	4.0%	

Much like victims' services, further work on an ongoing basis will be built into the 2021-22 financial year with the aim of better understanding the proportionality of Cleveland based out of court disposal schemes.

## 5. 2020-21 Equality, Diversity and Inclusion Achievements

This section highlights further strategic achievements the OPCC have accomplished in the 2020-21 financial year that strengthen our abilities to fulfil our Public Sector Equality Duties.

### Policy Development and Equality Impact Assessments

We have reviewed and reinvigorated our Equality Impact Assessment Process to ensure that all parties leading changes and developments are able to confidently eliminate unlawful discrimination or victimisation.

### Community Scrutiny & Independent Insight Improvements

Cross team collaboration is ongoing to understand the current position and future development requirements of community involvement and scrutiny, with the aim of supporting the Force and OPCC to understand and improve performance on the fair, ethical and inclusive treatment of staff and communities. This has included:

- Implementing a development action plan to strengthen our Strategic Independent Advisory Group.
- Independent Advisory Groups in each local authority area are being developed, which includes alignment into the Strategic Independent Advisory Group and ongoing recruitment activities to attract diverse membership.
- The Independent Ethics Committee improvement plan is almost complete and has resulted in; uplifting the lay membership from 7 to 12, and improving the governance resulting in members reviewing 12 dilemmas and providing

recommendations and insights that have been actioned within the OPCC and force (compared to 3 dilemmas reviewed in the previous year).

- Implementation of the Youth Commission, which enables young people aged between 14 and 25 to support, challenge and inform the work of the OPCC and Force.

### **Training and Development**

During the summer's Black Lives Matters protests following the murder of George Floyd the OPCC's Engagement Officer commissioned training for 280 North side Response Officers. Show Racism the Red Card's anti-racism training, with train the trainer sessions (which key members of our team will participate in too) planned in the new financial year as part of our ongoing response to progress race equality.

To support our own team's development 10 members of the team participated in a briefing session to understand their role and responsibilities when completing an equality impact assessment, and all of the team were invited to an equality, diversity and inclusion refresher training session that covered the protected characteristics and inclusive working requirements.

## **6. 2021-2022 Equality Goals**

From reviewing equality data, our equality strategy and 2020-21 achievements we will commit to 4 equality goals to work towards as a team in the 2021-22 year. These 4 goals will enable us to advance equality of opportunity, foster good relations and consciously eliminate discrimination, harassment and victimisation from our services and working environment.

### **1. Victim Mapping**

In 2020-21 we commissioned a thorough Victims Needs Assessment to help understand the demand for services, this will complete in the 2021-22 financial year. We will use this mapping to identify whether we have any gaps in provision and barriers for people accessing support to inform the development of our services moving forward. This piece of work will include ensuring our Equality Duty implications are considered to ensure we have a service or services that are accessible and meet the needs of our local communities.

### **2. OPCC Team Training Needs Assessment**

We will conduct a training needs assessment with our team to identify and respond to areas we need to invest in developing the capabilities and confidence of our own team. This will include core equality competencies, alongside specific cultural competencies based on our local communities and equality impact assessments.

### **3. Consultation**

As Covid-19 response measures are stood down we will increase engaging and consulting with local communities again; seeking to embed the different voices and needs of our communities in the way we commission services and hold the Force to account.

### **4. Strengthened Performance Monitoring**



Not protectively marked

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We will roll out a new performance and quality monitoring framework with contracted services. Within this we will embed improving the quality of data we receive regarding protected characteristics and will use it to support services to understand and respond to the different needs of service users.