

Office of the Police and Crime Commissioner



Annual Equality Monitoring Report

Covering the period 1 April 2021 – 31 March 2022

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1. Introduction

Police and Crime Commissioners (PCCs) and their offices are subject to the Public Sector Equality Duty (PSED) contained within the Equality Act 2010. PCCs are subject to the general duty, which means that in the exercise of their functions, they must have due regard to:

- The need to eliminate unlawful discrimination;
- Advancing equality of opportunity;
- Fostering good relations between people who share a protected characteristic and those who do not.

PCCs are also subject to the specific duty, which requires them to publish equality information annually to demonstrate compliance (organisations with fewer than 150 employees are exempt from publishing information about employees), and to publish one or more specific and measurable equality objective(s) every four years.

Furthermore, the Police Reform and Social Responsibility Act 2011 requires PCCs to hold the Chief Constable in their area to account for the exercise of duties relating to equality and diversity.

The report therefore provides transparency on how the Office of the PCC (OPCC) have progressed these responsibilities covering the period 1 April 2021 to 31 March 2022.

2. Joint Oversight and Delivery Update

In June 2019, a strategic direction was published setting out a joint commitment between the former PCC and former Chief Constable. This was in relation to a joint oversight and delivery of a refreshed programme of work in relation to Equality, Diversity and Inclusion (EDI).

A report followed to the then EDI Board for consideration of:

- A structure for forward development and delivery of the EDI programme on a joint basis between Cleveland Police and the OPCC.
- A separate but complementary strategy for the pro-active promotion of the Code of Ethics, to run alongside the delivery of the core focus of the EDI Strategy.

The report was subsequently agreed with the development of a joint team made up of:

- 2x EDI Programme Managers
- 3x EDI Support Officers

It was agreed that the OPCC would employ these roles under its corporate budget. This was part of a joint corporate programme team but with an explicit remit to deliver both with and for Cleveland Police.

Following the PCC elections in May 2021, the current model of delivery was reviewed which consequently highlighted that the EDI team were well established. It was therefore felt appropriate to embed the programme of work back within Cleveland Police 'business as usual' activities. The reasons for this decision included the fact that the People and Development function within Cleveland Police was now managed by a CIPD professionally qualified Director, with day to day activities relating to EDI falling effectively within this directorate.

Furthermore, the Police Reform and Social Responsibility Act 2011 requires PCCs to hold the Chief Constable in their area to account for the exercise of duties relating to equality and diversity. This has been a challenge within the current structure in terms of successfully fulfilling this duty, due to the team being directly employed by the PCC. The new approach which involved the transfer of the EDI team under the employment of the Chief Constable, allows for greater end to end scrutiny, enabling the PCC to fulfil his statutory duties.

The transfer of staff took place in March 2022 with the joint strategy remaining in place.

3. Workforce Monitoring

At 31 March 2022, the OPCC had 24 employees. As the team is made up of less than 150 employees, in order to protect the privacy of these individuals workforce monitoring data is not routinely published. However, the OPCC senior management team (SMT) reviews the management information of team members on an annual basis; this includes age, disability, ethnicity, gender, successful returns to work following maternity/paternity and adoption leave alongside religions and beliefs observed by the team.

The OPCC team has expanded throughout 2021/22 and a snapshot review during this period again highlighted a number of people choosing not to declare information. The team have the ability to update their own equality monitoring information on the management software that is shared with Cleveland Police. The team will be reminded of this again during the coming year along with reassurance as to how the data may be used to inform future planning and development.

4. 2020/21 Equality Goals Update

In the 2020/21 annual equality monitoring report, a number of equality goals were set for 2021/22 to enable the OPCC to advance equality of opportunity, foster good relations and consciously eliminate discrimination, harassment and victimisation from our services and working environment. The below provides an update against these goals:

4.1 Victims Needs Assessment / Mapping

The commissioning of a victim's needs assessment (VNA) is a crucial part of the commissioning cycle to inform the development of service specification(s) in line with identified local need and demand. An important focus of the VNA is the ability to establish an independent assessment of the current level of delivery to victims, understanding local needs and forming part of the on-going commissioning cycle.

The VNA was published in August 2021 and can be accessed in full via the link below: [286242-Cleveland-Victim-Needs-Assessment-FINAL-August-2021.docx \(live.com\)](#)

The VNA data (both qualitative and quantitative) makes clear that there are a number of groups under-represented among users of victims services including young people, men, BAME communities and LGBTQ+ community. In addition to this the report also highlighted a number of under-represented crime types, namely Hate Crime and Cyber Crime.

The assessment provided a number of recommendations which supported the creation of a service specification for a Victim Referral and Support Service underpinned by a strong evidence base and equality impact assessment for future service design and delivery. The new service was awarded to Safer Communities in December 2021 and delivery commenced on 1 April 2022. The service will be monitored against the service specification and the VNA in order to meet a greater diversity of victims over the next 12 months and beyond.

4.2 Team Training Needs Assessment

This equality goal will roll over into the 2022/23 financial year. As a result of the team increasing over the last 12 months the team's training focus has been on induction of new team members. However, during the reporting period team members have participated in in Cleveland Police's EDI Team 'lunch and learn' sessions and also members of the team attended the Association of Police and Crime Commissioners / National Police Chief Council virtual EDI Conference in November 2022.

4.3 Consultation and Community Engagement

In January 2022, the OPCC published a new open and transparent consultation and engagement strategy ([OPCC Consultation & Engagement Strategy 2021-2024](#)) that outlines how the PCC will routinely seek to engage with the communities of Cleveland.

The consultation and engagement strategy shows how effective consultation and engagement can ensure that:

- Members of the community feel engaged with the work of the OPCC.
- Members of the community feel able to voice their concerns, are able to influence the OPCC scrutiny of Cleveland Police and understand what happens as a result,
- Strategic policy is developed in a manner which reflects the needs of local communities.

- Commissioned services are designed around the needs of the client/service user. The OPCC is able to obtain the views of the local community in a responsive way using a variety of methodologies

Below provides a small example of where the OPCC have engaged with a broad range of community members to ensure their voices are heard in the work that we do includes:

- Hartlepool Deaf Club – Consultation on the draft Police and Crime Plan with members of Hartlepool Deaf Club and Larchfield Community. The latter resulted in the OPCC producing the final version of the Police and Crime Plan in easy read which can be found here: [Microsoft Word - Steve Turner the Police and Crime Commissioner.docx \(pcc.police.uk\)](#)
- Attendance at the Middlesbrough Mela and Stockton Eid Fusion Festival where views were sought in relation to Cleveland Police
- Cleveland Youth Commission – enabling young people to support challenge and inform the work of the PCC/OPCC.

4.4 Strengthened Performance Monitoring

The importance of high quality information from our commissioned services is key to us being able to assure ourselves that a diverse range of victims have and are accessing services in order to meet their needs.

As part of this objective during 2021/22 the OPCC has commenced a transformation in relation to the way key commissioned services are contract and performance managed. Performance workbooks have been created with work ongoing to ensure services can provide high quality data specifically in relation to protected characteristics. This information will be used to support the OPCC in identifying any gaps in provision and/or understanding and working with partners to improve future commissioning.

5. Other Equality, Diversity and Inclusion Achievements

5.1 Equality Impact Assessments

In September 2021 the OPCC took part in Equality Impact Assessment (EIA) Training. This followed the creation of EIA guidance for the team with the purpose being to enable us to gather evidence and lived experiences to inform the development and implementation of procedures, business cases, policies and strategies.

During the reporting period the OPCC conducted 11 EIAs. Over the next 12 months the team will continue to undertake EIAs as required and will review any actions arising from those completed in the past.

5.2 Police and Crime Plan Development

In December 2022 the PCC launched his 2021/24 Police and Crime Plan. An extensive consultation was undertaken with local communities to inform the development of the Police and Crime Plan. Additional consultation took place with;

- Women and girls to understand gender specific issues they may face
- Local and Strategic Independent Advisory Groups
- Hartlepool Deaf Community

In addition to the above a detailed EIA was completed to ensure the Police and Crime Plan was reflective of our community's needs. The EIA identified a number of key actions which were implemented including:

- An easy read version of the Police and Crime Plan distributed amongst relevant communities
- A commitment to undertake ongoing outreach and community engagement with diverse groups to ensure that the key areas of focus within the Police and Crime Plan are effectively communicated together with ongoing work to deliver the plan priorities.
- Development of a two sided leaflet to highlight the key areas of focus of the Police and Crime Plan for dissemination at diverse community events
- Translation of the two sided leaflet into multiple languages including Albanian, Arabic, Kurdish, Polish, Punjabi, Romanian and Urdu - [Police and Crime Plan 2021-2024 - Cleveland Police and Crime Commissioner \(pcc.police.uk\)](https://pcc.police.uk/Police-and-Crime-Plan-2021-2024)

5.3 Bridging the gap

The Domestic Abuse Act 2021 highlights the need for commissioners of domestic abuse services to consider the support needs of Domestic Abuse victims from migrant and ethnically diverse communities and to give consideration to the provision of 'by and for services'. In response to this, Cleveland OPCC conducted a consultation with a wide range of 'by and for' voluntary and community sector organisations, ethnically diverse focused services, and providers of specialist domestic abuse and sexual violence services across Cleveland. This consultation informed an Equality Impact Assessment (EIA) to review the specific needs of victims of domestic abuse from ethnically diverse communities including, whether the needs of these victims in Cleveland are being met by the organisations currently available.

The EIA identified a mixture of views from victims from ethnically diverse communities; some preferred a mainstream provider disassociated from their own communities, others wanted to see increased cultural capability and a more representative workforce within mainstream provision, and others wanted specific 'by and for' provision. Ultimately, victims from ethnically diverse communities wanted more choice and greater diversity than what is currently offered. As a result of this and in partnership with a Voluntary Development Agency we launched a funding opportunity named '*Bridging the Gap*' to address some of the challenges identified and test a new approach to supporting our ethnically diverse communities.

Services commenced delivery from 1 April 2022, this new approach will be monitored and evaluated throughout 2022/23 to inform commissioning in future years.

6. Equality Goals 2022/23

Following a review of our equality achievements during 2021/22 as an OPCC team we will commit to four further commitments during 2022/23. These commitments will be built into an action plan and discussed regularly in OPCC team meetings to ensure the commitments are embedded within the team and the work that we all do. The four commitments are:

6.1 *Implement EDI Quality Framework*

Developed for Police and Crime Commissioners and their offices by the Association of Police and Crime Commissioners, the framework is designed to assist PCCs in meeting both the duties that apply to them, and also their role in holding the Chief Constable to account, for their duties under the Equality Act. This framework is based closely on the [Equality Framework for Local Government](#), as developed by the Local Government Association. The framework aims to enable APCC members to 'confidently apply and champion equality and diversity principals' locally. Using this framework we will assess our current performance in terms of meeting our obligations under the Equality Act and to understand the steps that we can take in order to improve performance in this area. The framework includes four sections:

- Understanding and working with your communities
- Leadership and Organisational Commitment
- Responsive Services
- Diverse and Engaged Workforce

For each section there are three Levels: **Developing**; **Achieving** and **Advancing**. The levels are progressive and cumulative so OPCCs can plan and chart progression against different priorities.

During 2022/23 we will undertake the self-assessment to establish the baseline for future areas of development.

6.2 *Data Collection*

As previously highlighted, during 2020/21 the OPCC transformed the way in which we performance monitor our grant funded / contracted services. Over the coming year we will continue to work with our providers to ensure that the information provided to us is of a high quality and accurate particular in relation to protected characteristics. We will also ensure that we analyse and utilise this data to inform future commissioning plans and priorities.

6.3 *Scrutiny and accountability*

Linked to point 2 of this report, during the 2021/22 financial year and following a period of time to enable the EDI team to embed back within Cleveland Police, we will work to strengthen our approach to scrutiny of the Chief Constable in relation to EDI matters and including how we can seek support from community members to support us with this responsibility.

6.4 *Training Needs Assessment*

We will conduct a training needs assessment within the team to identify and response to areas we need to invest in developing the capabilities and confidence of our own team. Where relevant we will also consider training needs and requirements of our commissioned and grant funded services to ensure they are fully meeting the needs of our diverse communities.

7. Conclusion

The 2021/22 financial year has been a period of change in relation to the EDI agenda across both the OPCC and Cleveland Police. However, despite this the OPCC has achieved many things as highlighted in this report which supports us in evidencing how our specific duties have been met.