



Annual Equality Monitoring Report

2021-2022

FOR THE ATTENTION OF THE AUDIT COMMITTEE:

Please note that this is the first draft of the 2021-22 Equality Monitoring report for review and feedback to be provided to OD Manager Sara Lightfoot.

Following further consultation with key stakeholders and approval at the People and Wellbeing Board a final version will be submitted to the January meeting of the audit committee, with a target to make the final report available to the workforce and public.

Contents

1. A Message from our Chief Constable.....	2
2. Introduction	2
3. Cleveland Police Workforce Representation	4
3.1 Scope	4
3.2. Cleveland Police 2021/2022 Workforce Key Statistics	5
3.3. Age Profile	6
3.4. Disability Profile.....	10
3.5. Ethnicity Profile.....	11
3.6. Sex Profile.....	14
3.7. Religion Profile.....	15
3.8. Sexual Orientation Profile.....	17
3.9. Maternity, Paternity and Adoption Leave.....	18
3.10. 2021-2022 Flexible Working Requests	18
4. 2021-22 Recruitment	19
5. 2020-21 Equality, Diversity and Inclusion Achievements.....	25
6. 2021-2022 Equality Goals	25
7. Referenced Publications	26

1. A Message from our Chief Constable

As our communities continue to evolve, becoming more enriched with diverse cultures, it is more important than ever that Cleveland Police understands and responds to their needs and expectations. This can only be achieved by building greater trust and confidence and making sure our services meet their requirements.

I am therefore fully committed to ensuring the force makes the necessary progress and improvements and I am proud and reassured to see that Cleveland Police is fortunate to have a committed and very able workforce.

We have this year made some very positive strides forward in developing a stronger internal foundation of inclusion and equality, where staff are valued and respected and are able to bring their true selves into the workplace and achieve their full potential. I am proud to highlight some examples of this which include:

- A dedicated attraction and positive action team supporting our recruitment campaign to make our workforce more representative of the communities we serve.
- Achieving the Disability Confident Employer level 2 status.
- Strong and flourishing staff networks who provide valued support to our colleagues and give appropriate challenge to the force.
- A recent staff survey, completed by 65% of colleagues, giving valuable insight from which command leads are developing and implement actions to make real and lasting change.
- Enhancing our wellbeing support to officers and staff, informed by external and independent reviews.

Whilst progress continues to be made, I am clear there is no room for complacency, and I will ensure we accelerate the further changes required to foster an internal culture of respect and inclusion and ensure our policing services are consistently good.

Mark Webster

Chief Constable

2. Introduction

Cleveland Police and Police and Crime Commissioner collaborate to ensure residents of Hartlepool, Stockton, Middlesbrough and Redcar & Cleveland 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 2021-22 provides transparency on how the Force has progressed their strategy to meet their respective responsibilities under the Equality Act 2010 over the course of the financial year.

Under the Equality Act 2010 both the Chief Constable and the Police and Crime Commissioner have separate responsibility for conducting their activities in a manner that respects their duties to:

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

The report presents the statistical data on the following protected characteristics of the workforce including age, disability, gender, ethnicity, sexual orientation, and religion. It also summarises the key activities undertaken in the 2021-22 period to create a positive experience of services, and a working environment of mutual respect and dignity aligned to our vision.

3. Cleveland Police Workforce Representation

3.1 Scope

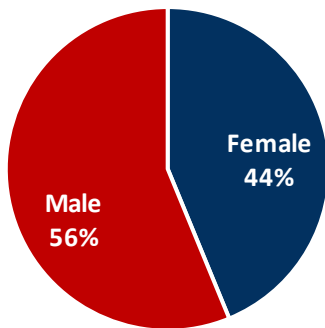
The total number of staff at March 31st, 2022, is 2,478. This is a decrease of 38 people on our headcount at the same time in the previous year. This slight decrease has been created by a small increase in leavers. This increase in leavers is aligned with national trends in the UK's labour market. The pandemic furlough schemes ended in September 2021; this reopened the economy which prompted a spike in job moves within the labour market across the UK (CIPD, 2022). This is influencing the Force priorities regarding retention, attraction and recruitment in the year ahead.

The following workforce representation data is based upon our management information for employees that worked for Cleveland Police as of March 31st on over the course of the financial years described. The report break's each protected characteristic down into a profile that will include the data as both a chart/infographic and a table, supported by comparisons to previous years data, any available national data or local data, and brief contextualisation of the trends identified. Any totals stated for the whole organisation includes Police Officers, Police Community Support Officers, Special Constables, Police Staff and Police Staff Volunteers. People who deliver services employed by outsourced service contract providers, such as Mitie and Tascor, are not included in this report.

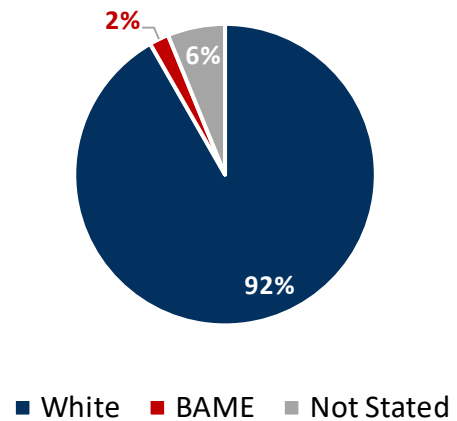
Last year the Force initiated the Safe to Say campaign, with the aim of improving oversight of workforce demographics. This appears to have started to make small improvements in relation to some characteristics, however for some characteristics the Force still has high rates of people choosing not to declare their personal information. To address this the Force will continue to promote the new facility to update equality monitoring data directly on to electronic HR records. This will continue to be communicated to all staff in the 2022-23 financial year, alongside reassurance on how the data is used and stored. It is hoped that this long-term campaign will build trust and confidence, and that the workforce will feel more empowered to share their protected characteristics.

3.2. Cleveland Police 2021/2022 Workforce Key Statistics

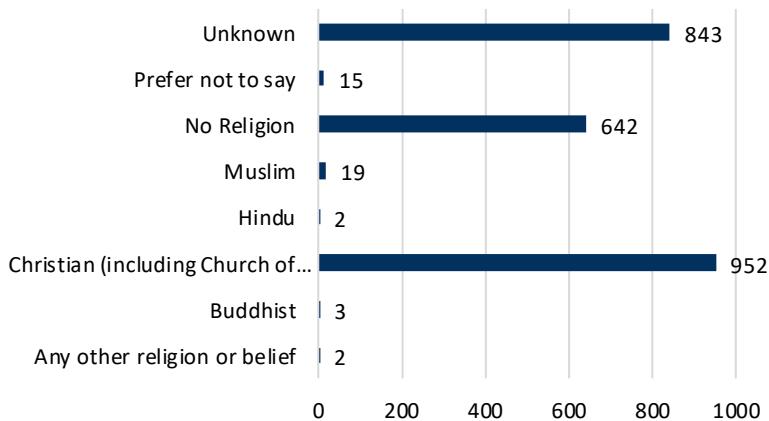
2022 Sex Split of Cleveland Police's Workforce



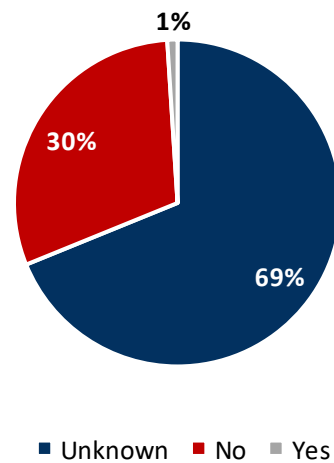
2022 Workforce Ethnicity Profile



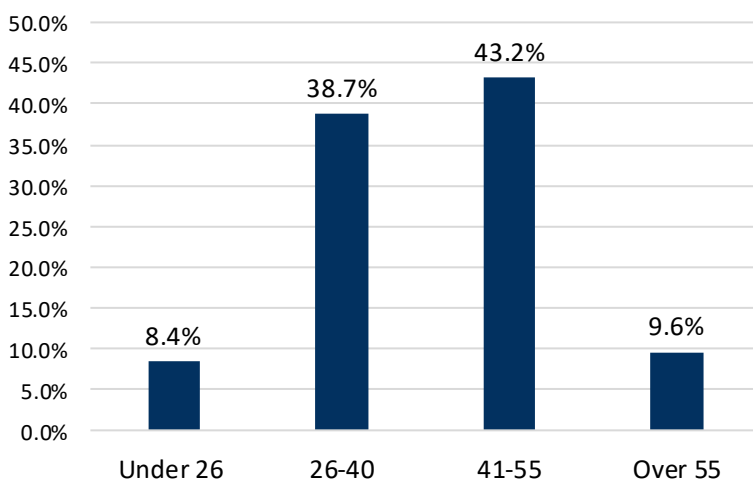
2022 Workforce Religion and Belief Profile



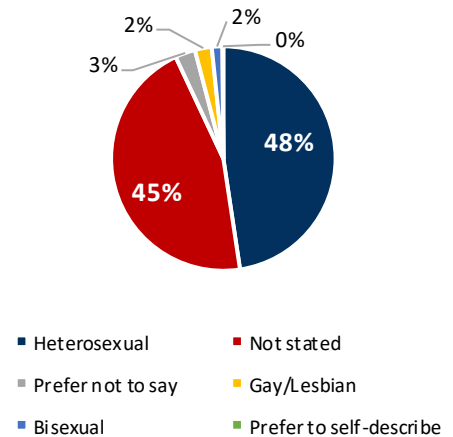
2022 Disability Profile



2022 Age Distribution

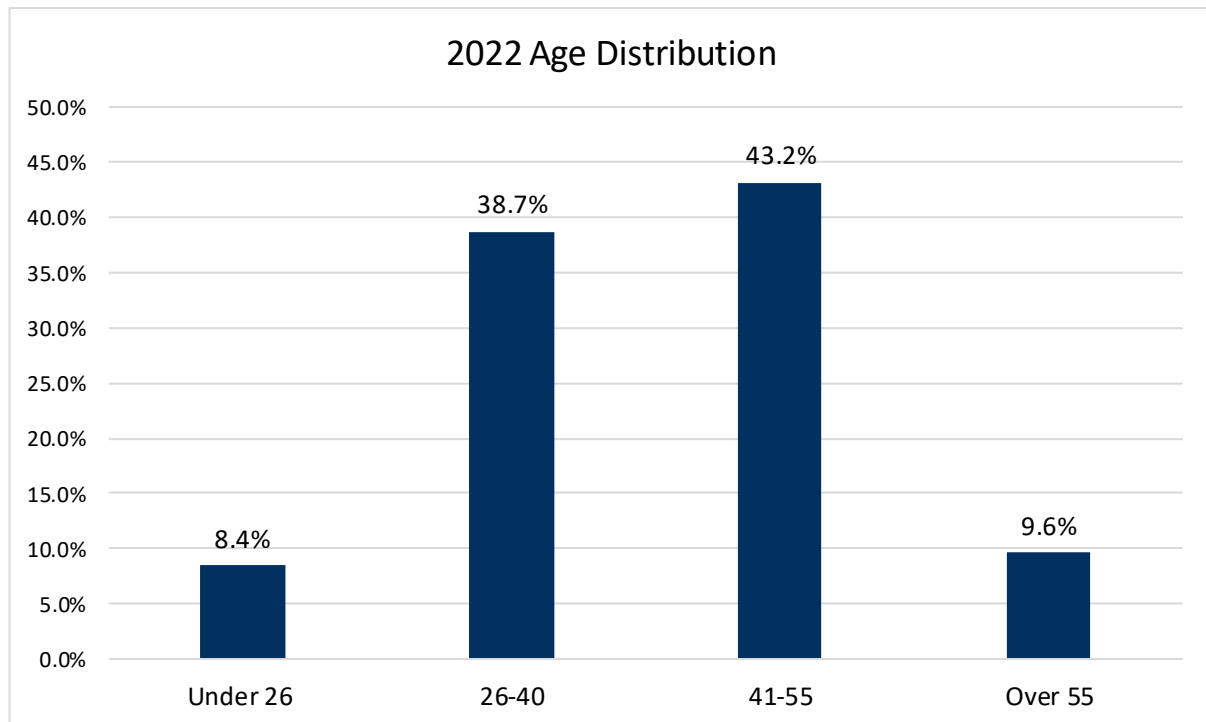


2022 Sexual Orientation Breakdown



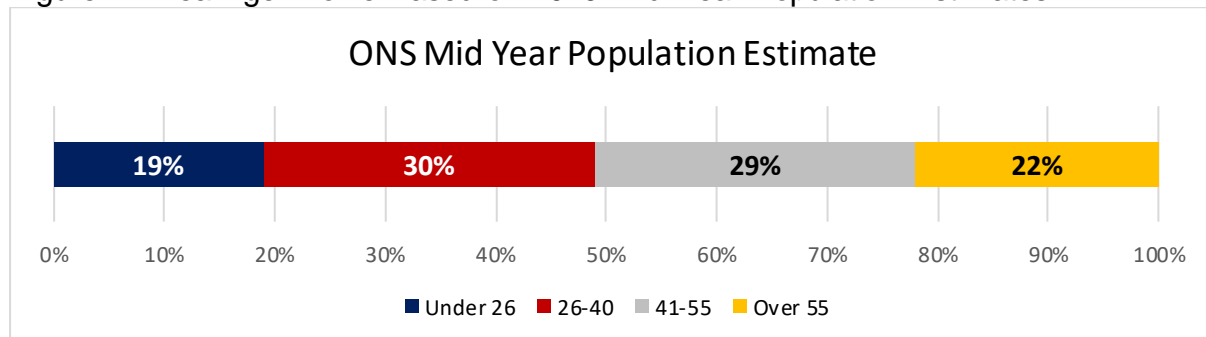
3.3. Age Profile

Figure 1: Age Distribution Across Cleveland Police



Most of the workforce are aged between 26 and 55. Data on the national age profile of police officers has not been made available since 2014, there is some available data, however, not enough to perform a comparison of the age profile of our workforce with the other 42 Forces. Comparison is possible our local population estimates in Figure 2, however.

Figure 2: Area Age Profile Based on 2020 Mid-Year Population Estimates



Comparison of Figures 1 and 2 indicates that people between 16 and 26 are underrepresented in the workforce. Currently there are a small number of over 55-66s compared to the population, however this can be attributed to the historic retirement age of 55 or following 30 years' service for a police officer. Given the changes to state and police pension ages combined with increases in life expectancy, it is likely people will remain in the workforce for longer than previous generations.

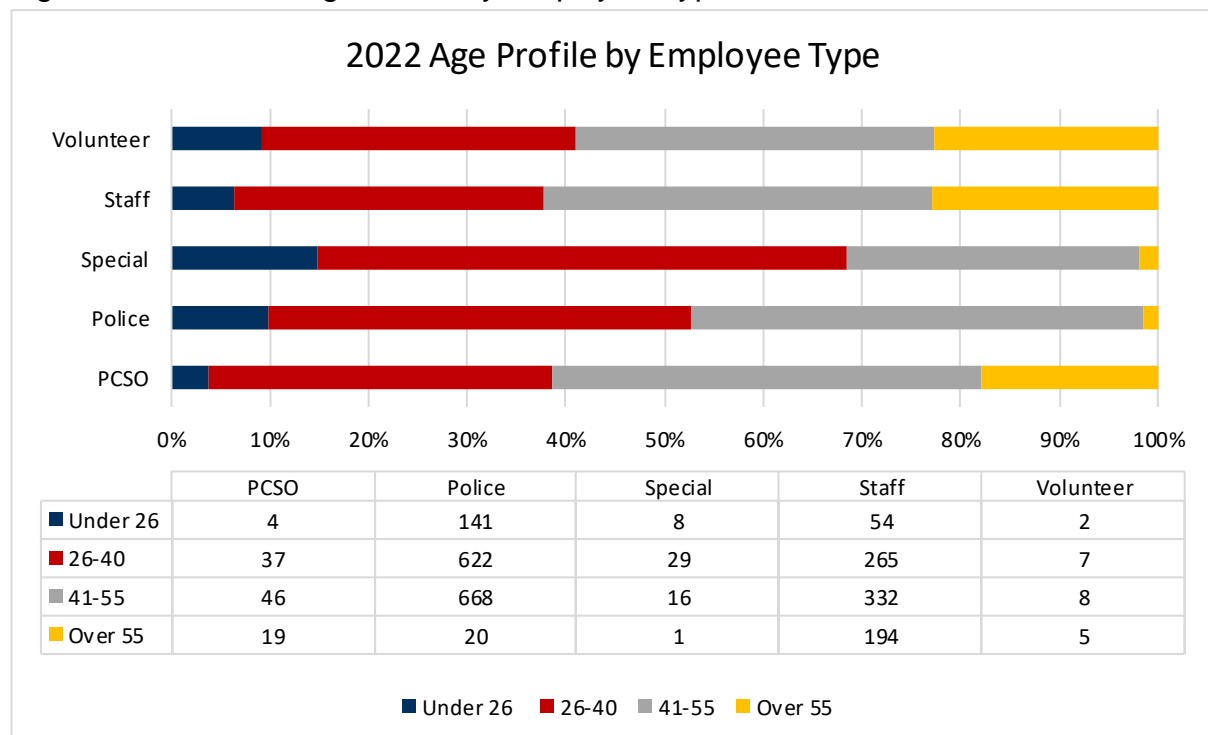
Table 1: Age Profile by Year

Year	Under 26		26-40		41-55		Over 55		Total
	No	%	No	%	No	%	No	%	
2019	129	7%	789	41%	893	46%	128	7%	1939
2020	197	9%	887	40%	989	44%	171	8%	2244
2021	225	9%	970	39%	1074	43%	247	10%	2516
2022	209	8%	960	39%	1070	43%	239	10%	2478

Table 1 shows that there has been a slight reduction in the size of the overall workforce against 2021; this can be attributed to a small increase in leavers that the force has experienced over the course of the financial year and is the rationale for the Force's current retention strategy.

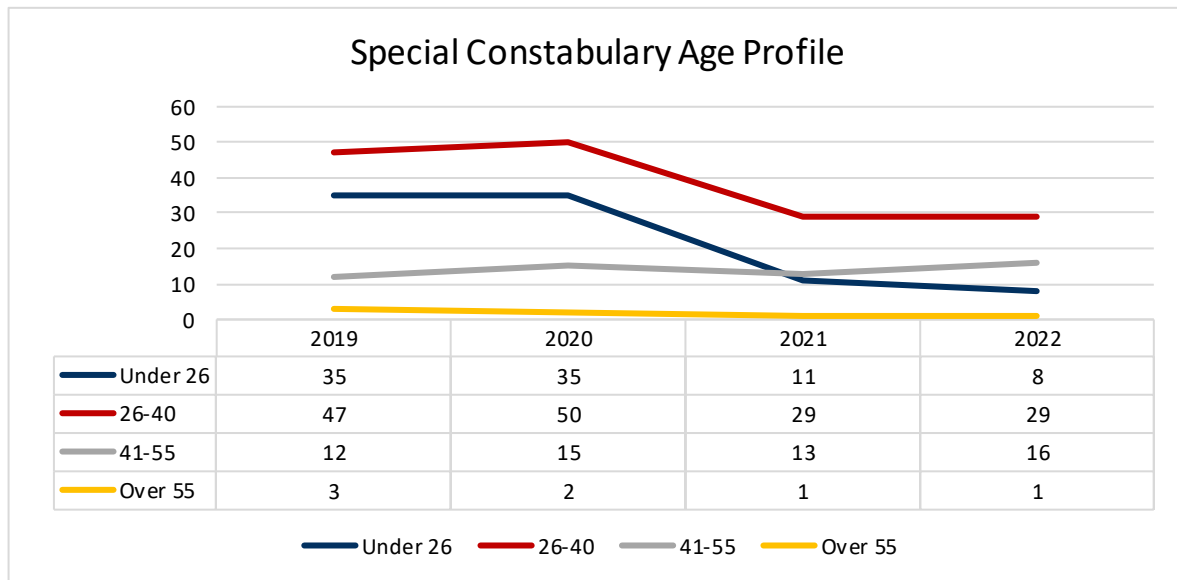
The data also highlights the most significant decrease in the workforce age distribution to be those aged Under 26; when reviewing this by role type, as shown in Figure 3, the greatest decline in employees aged Under 26 against that of 2021 can be attributed to Volunteers, which have reduced by over 10%.

Figure 3: Workforce Age Profile by Employee Type



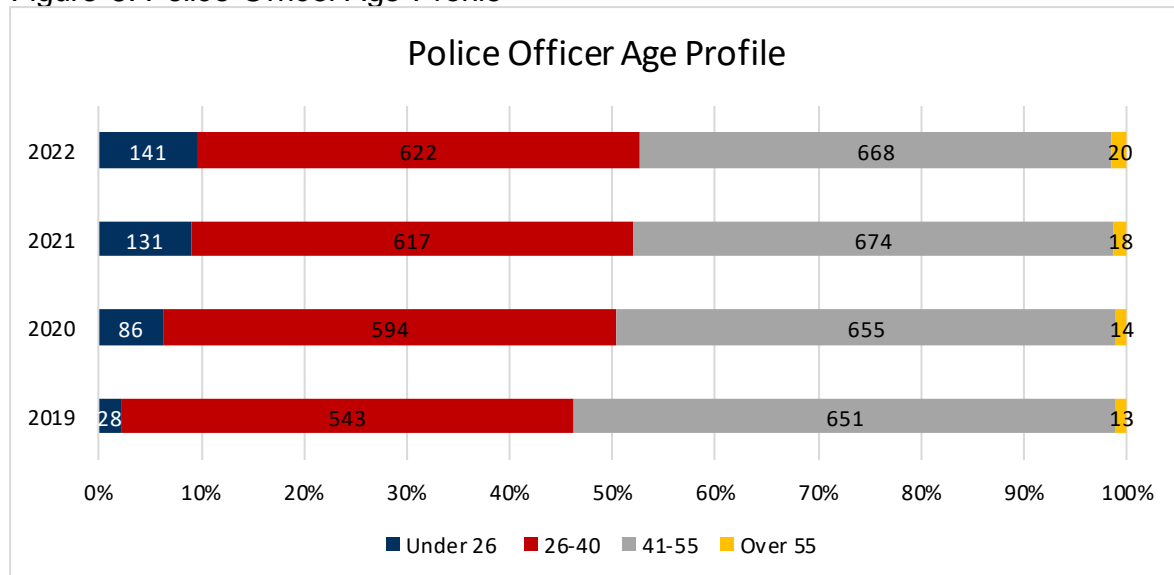
Whilst the age range of most employment groups remains unchanged, the proportion of Volunteers under 26 has reduced against that of 2021.

Figure 4: Special Constabulary Age Profile



Whilst the demographic of the Special Constabulary has declined for the Under 26 age group, Police Officer recruitment has increased for those Under 26, from 28 officers in 2019 to 141 officers in 2022. The proportion of officers aged 26-40 and Over 55 has remained consistent against last year, with a small increase in those aged 41-55. Work is ongoing to recruit new officers to the Special Constabulary.

Figure 5: Police Officer Age Profile



The current main entry route into policing at Cleveland is the Police Constable Degree Apprenticeship (PCDA), which commenced in Cleveland during 2020. When the entry route was equality impact assessed, consultation revealed that those in the 18-24 age band viewed the route as offering a good way to earn a fair wage, learn, and achieve a degree. The impact assessment also indicated that this group would find meeting the eligibility criteria easiest, as it is a more recent requirement for school leavers to have achieved a level 2 in English and maths. A rise in younger officers was forecast due to this.

To ensure that the Force does not disadvantage older candidates due to the qualification eligibility requirements, mitigating actions have been taken, such as providing additional links to level 2 qualification providers on our external careers website, to enable individuals thinking about joining the PCDA scheme to contact providers and gain the right qualifications before applying.

3.4. Disability Profile

Figure 6: 2022 Workforce Disability Profile

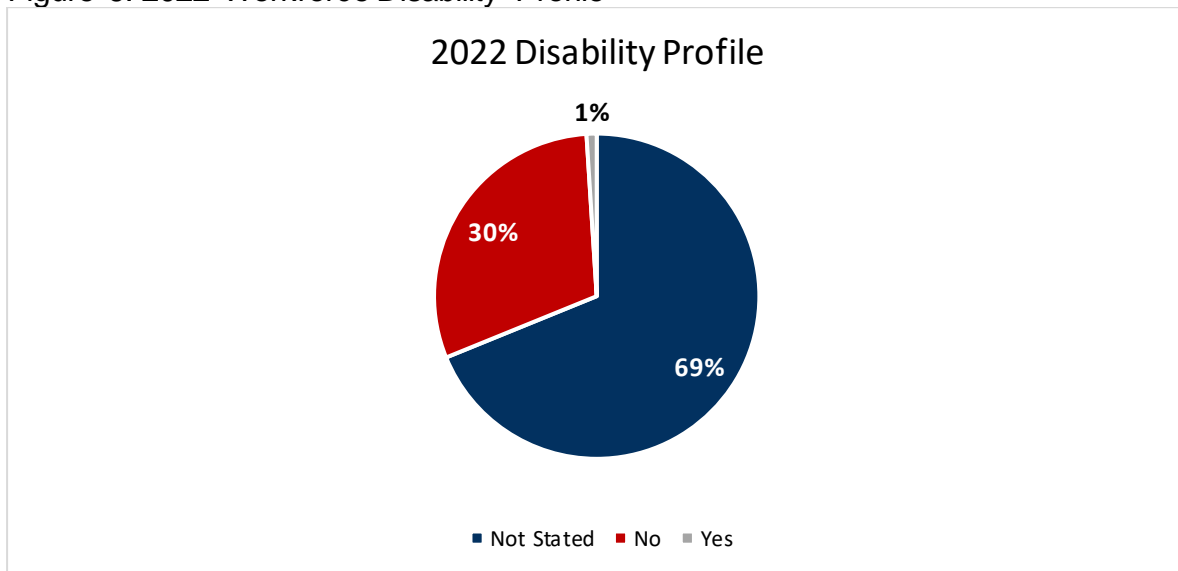


Table 2: Disability Profile by Year

Year	Disabled		No known Disability		Not Stated		Total
	No	%	No	%	No	%	
2019	33	2%	794	42%	1066	56%	1893
2020	36	2%	633	29%	1521	69%	2190
2021	46	2%	889	35%	1581	63%	2516
2022	25	1%	747	30%	1706	69%	2478

The Force has 25 people who have declared a disability as of March 31st, 2022; this is 1% of all people, with 30% of the workforce stating they have no disability and 69% not stating either way.

There has been a slight reduction in disclosure, with 125 more people not stating whether they have a known disability. Improvement work is in progress to improve confidence and organisational trust to declare disabilities and access the right support/adjustments. Both the Disability Support Network, and the Autism Association are sponsored by members of the Executive team. These networks will continue to provide peer support, insight to the force on live issues, raise awareness on priorities, and function as a critical friend.

We achieved Disability Confident Employer level 2 award in 2021 22.

3.5. Ethnicity Profile

The Home Office 18+1 data set is used as descriptors for race. It aligns directly to the recognised code schemes utilised by forces and agencies nationally. This is the recognised standard recommended by ONS, but due to small numbers will, in this section, focus on aggregating the descriptors and comparing White representation with Black, Asian and Minority Ethnicity (BAME) to enable clear presentation. Figure 7 and table 3 show that as of March 31st, 2022, 2% of our overall workforce are from Black, Asian or minority ethnicity backgrounds. Whilst this is still below the national average for police forces, and our own local population estimates of 5.5%, this proportion remains consistent against our 2021 workforce ethnicity profile, highlighting that the force is successfully retaining its Black, Asian, and minority ethnic workforce, whilst it maintains consistent efforts to increase the proportion of BAME applicants through positive action recruitment.

Figure 7: Aggregated Workforce Ethnicity Profile

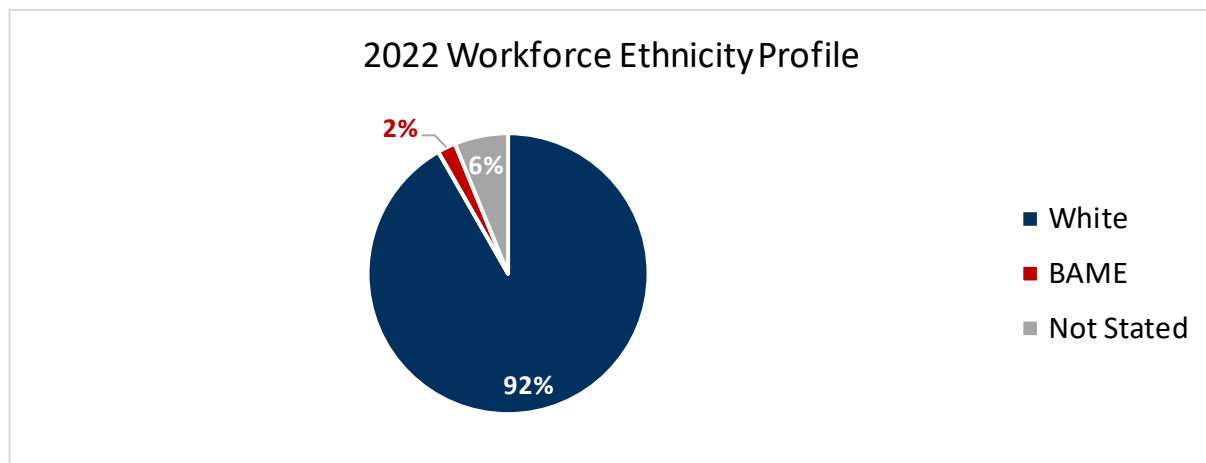


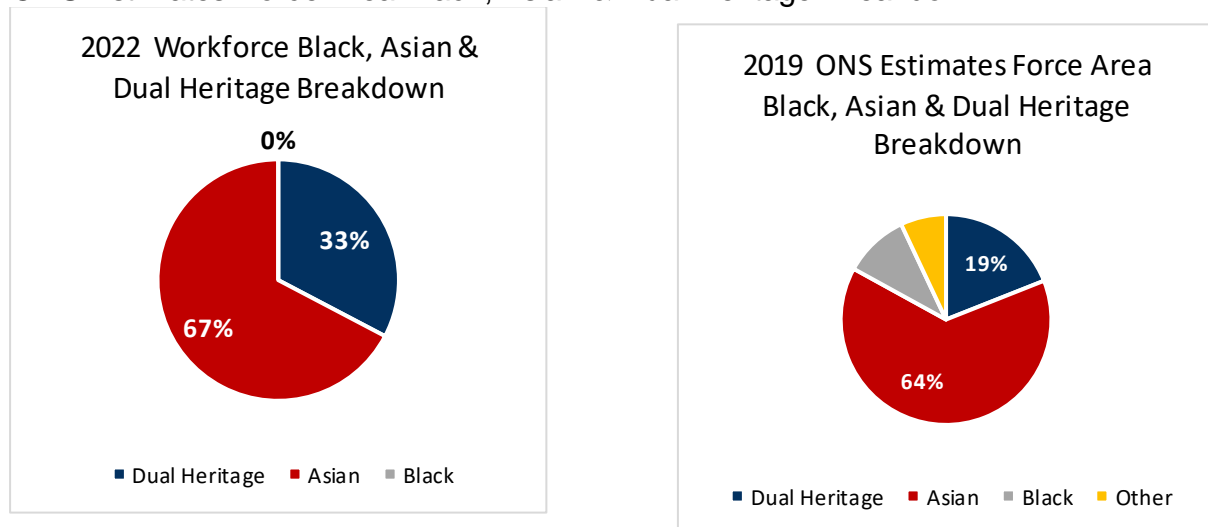
Table 3: Disaggregated Ethnicity Profile by Year

Year	2019		2020		2021		2022	
	No	%	No	%	No	%	No	%
Asian - Any other Asian background	1	0%	1	0%	1	0%	3	0%
Asian - Bangladeshi	0	0%	1	0%	1	0%	1	0%
Asian - Chinese	3	0%	3	0%	4	0%	3	0%
Asian - Indian	4	0%	7	0%	7	0%	4	0%
Asian - Pakistani	14	1%	20	1%	23	1%	24	1%
Black - Caribbean	1	0%	0	0%	1	0%	0	0%
Mixed - Any other mixed / multiple ethnic background	2	0%	2	0%	3	0%	3	0%
Mixed - White and Asian	6	0%	8	0%	10	0%	9	0%
Mixed - White and Black African	2	0%	2	0%	2	0%	1	0%
Mixed - White and Black Caribbean	1	0%	2	0%	4	0%	4	0%
Prefer not to say	61	3%	111	5%	178	7%	153	6%

White - Any other white background	19	1%	47	2%	101	4%	94	4%
White - English / Welsh / Scottish / Northern Irish / British	1773	94%	1980	90%	2173	86%	2170	88%
White - Irish	6	0%	6	0%	8	0%	9	0%
Total Headcount	1893	100%	2190	100%	2516	100%	2478	100%

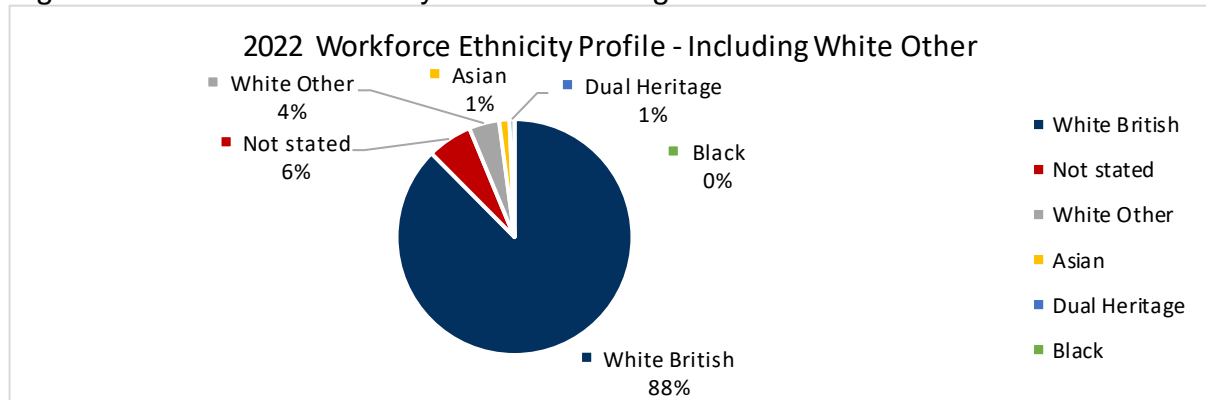
Pakistani representation within Cleveland Police has increased year on year, albeit not yet at a high enough rate which increases the overall percentage of this ethnicity within the force. Whilst the overall demographic of the force remains largely White British, with the overall percentage of this characteristic has increased 2% against 2021, there has been a positive decrease in the percentage of the workforce choosing not to declare their ethnicity, highlighting the progress of the Safe to Say campaign.

Figure 8: 2021 Workforce Black, Asian & Dual Heritage Breakdown. Figure 9: 2019 ONS Estimates Force Area Black, Asian & Dual Heritage Breakdown



Whilst the force has built BAME positive action into each bulk recruitment campaign to attract and empower candidates from these underrepresented backgrounds, impact is limited. Throughout 2021-22, the force has made regular effort to use community partners to undertake in-person outreach, which was previously not possible throughout the COVID-19 pandemic. It is hoped that, by continuing to engage with the public in a face-to-face capacity, the Force will better identify and understand recruitment barriers for those from minority ethnic backgrounds.

Figure 10: Workforce Ethnicity Profile including White Other



3.6. Sex Profile

The sex distribution across Cleveland Police remains consistent against 2022, with 44% Female and 56% Male. The force does not yet have comprehensive enough data to report on Gender Identity, therefore, this data has not yet been included for reporting purposes.

Figure 11: Sex Split of Cleveland Police's Workforce

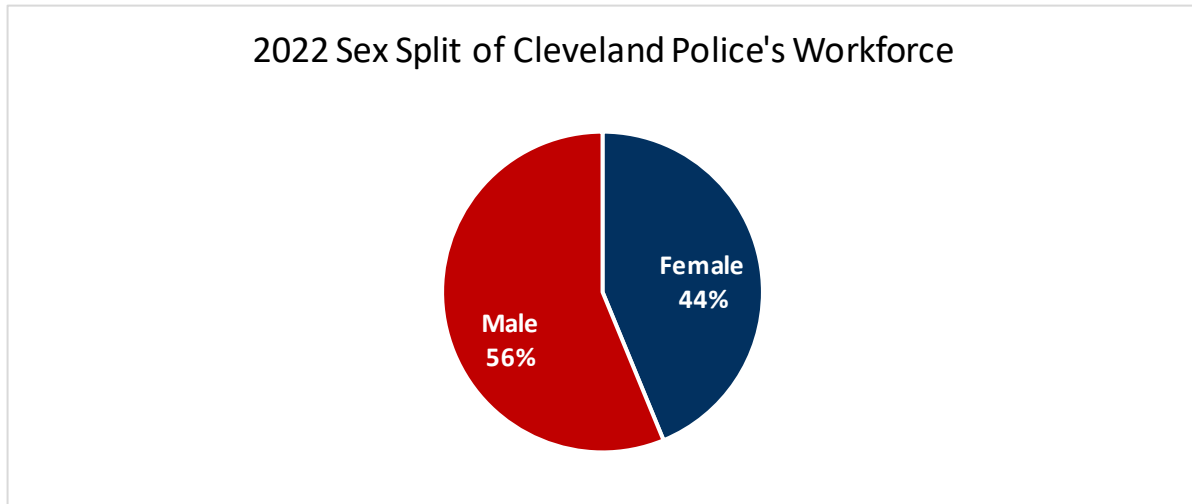
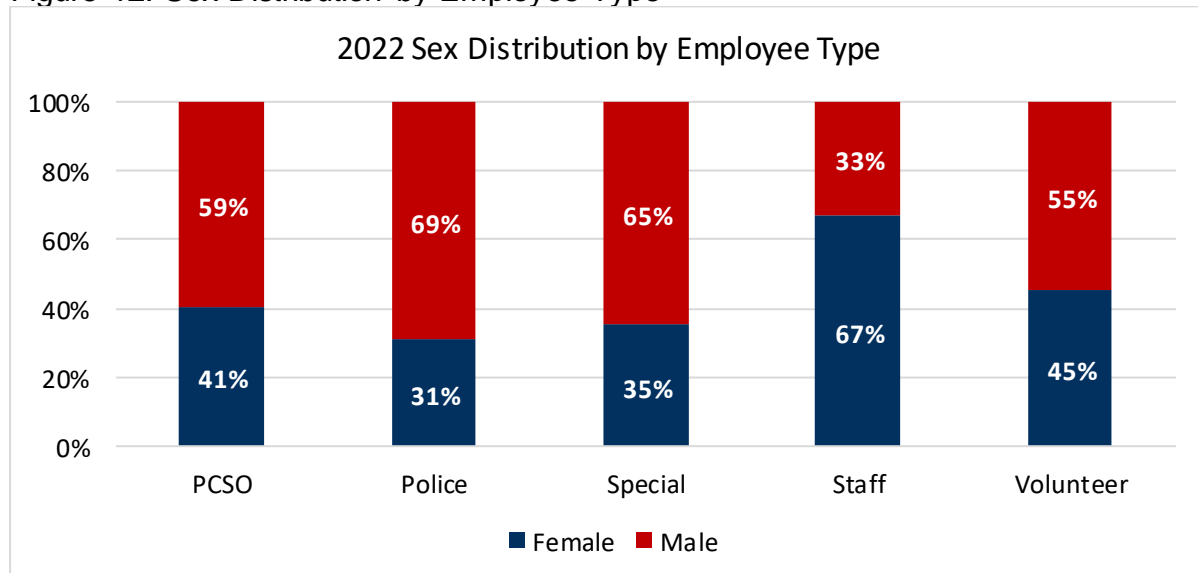


Figure 12: Sex Distribution by Employee Type



Whilst the overall average sex distribution for Cleveland Police remains unchanged from 2021, the force has made significant improvements in balancing the Gender ratio of Volunteers, where there was previously a 36% differential between Male and Female, which has now reduced to only a 10% differential. The percentage of Female police officers has also increased from 30% to 31%, and Special Constables from 31% to 35%.

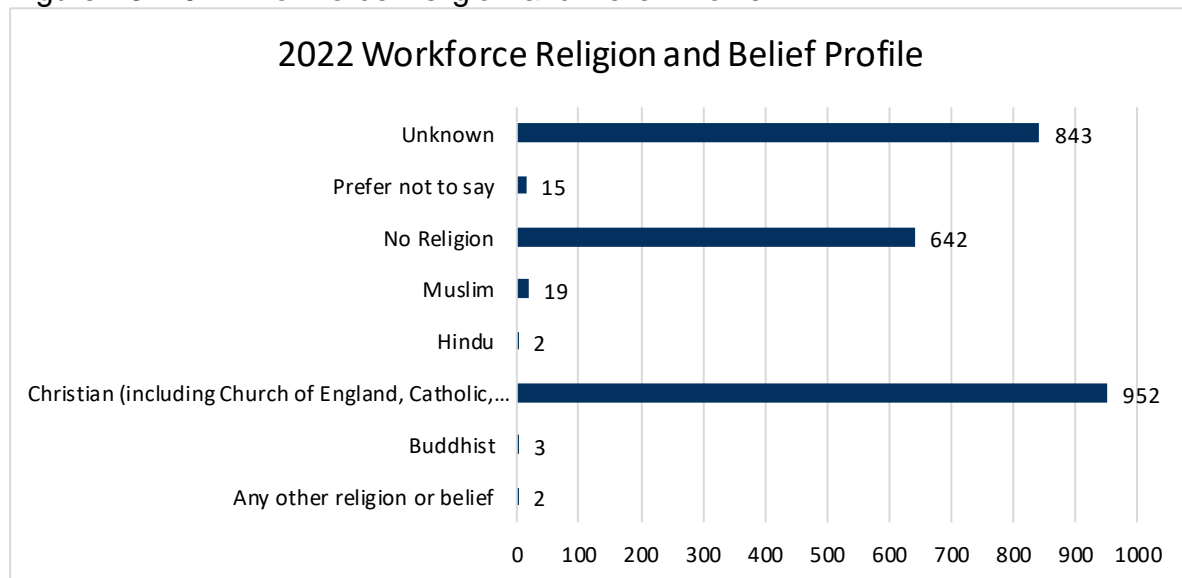
Table 4: Sex Profile by Year

Year	Male		Female		Total
	No	%	No	%	
2019	1185	63%	708	37%	1893
2020	1295	59%	895	41%	2190
2021	1407	56%	1109	44%	2516
2022	1393	56%	1085	44%	2478

Table 5 shows how the Force's sex distribution has changed over the past 4 years. Whilst the Force has moved to a more positive overall balance between males and females in the workforce, there is still under-representation of women overall with a gap of 6%. ONS population estimates indicate that the sex split of the force area is 49% male and 51% female, however it does not provide insight into intersectionality such as age, race or participation in the local labour market.

3.7. Religion Profile

Figure 13: 2022 Workforce Religion and Belief Profile



Cleveland Police religion and belief data reflects that 38% of the force identify as Christian, 26% declare having no religion, and 34% have not declared whether they have a religion or belief. The most common religion/belief after Christianity is Islam.

Table 5: Religion/Belief profile by Year

Year	2019		2020		2021		2022	
	No	%	No	%	No	%	No	%
Any other religion or belief	1	0%	1	0%	1	0%	2	0%
Buddhist	2	0%	2	0%	2	0%	3	0%
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	807	43%	883	40%	975	39%	952	38%
Hindu	1	0%	1	0%	1	0%	2	0%
Muslim	11	1%	18	1%	22	1%	19	1%
No Religion	312	16%	400	18%	534	21%	642	26%
Prefer not to say	5	0%	7	0%	3	0%	15	1%
Not stated	754	40%	878	40%	978	39%	843	34%
Total Headcount	189 3	100 %	219 0	100 %	251 6	100 %	247 8	100 %

In comparison to 2021, there has been a 5% decrease in the number of people who had not stated their religion or belief, this further supports the improvement in diversity data declarations from the Safe to Say programme, as well as the improvements the force has made to collecting data from new employees during the recruitment and onboarding process.

The Cleveland branch of the Christian Police Association (CPA) offers spiritual support and networking opportunities to police officers and staff and provides an avenue to work with our local Christian communities too. The Support Association for Minority Ethnicity staff (SAME) provide similar support to members and the Force, particularly during Ramadan. They help to drive improvements in the way the Force engages with its communities and workforce through sharing their lived experience.

3.8. Sexual Orientation Profile

The organisation is currently building our capability to report sexual orientation data for our workforce. Figure 14 reflects that 45% of the organisation have not reported their sexual orientation, however, this is an improvement of 5% against 2021, showing the progress the organisation is making in encouraging declarations, and the contribution that the self-service reporting feature is making in this effort. Over the course of the financial year, the force has also added “Prefer to self-describe” orientation on the self-service platform and has seen positive use of this within this year’s reporting data, as shown in Table 8.

Figure 14: 2022 Sexual Orientation Breakdown

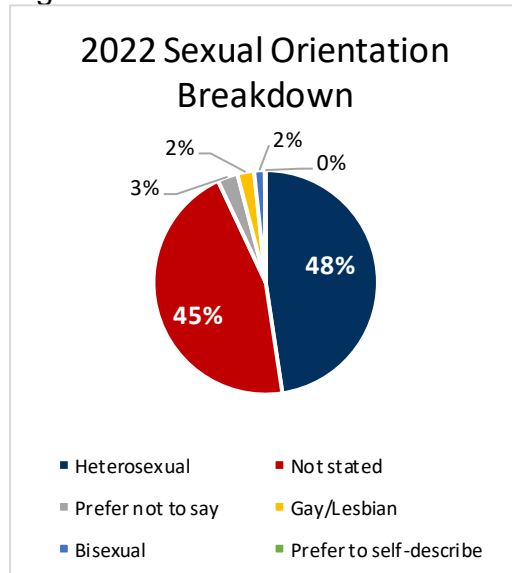


Table 6: 2022 Workforce Sexual Orientation by Gender

Year	Male		Female		Total	
	No	%	No	%	No	%
Not Stated	663	48%	462	43%	1125	45%
Heterosexual	651	47%	529	49%	1180	48%
Gay/Lesbian	18	1%	42	4%	60	2%
Bisexual	20	1%	18	2%	38	2%
Prefer not to say	40	3%	32	3%	72	3%
Prefer to self-describe	1	0%	2	0%	3	0%
Total Headcount	1393	100%	1085	100%	2478	100%

2020 ONS predictions for the North East estimate that 3% of the population identify as LGB; in comparison to a total of 4% of Cleveland Police’s workforce.

The Cleveland Police LGBT+ Network plays a key role in supporting LGBT+ employees. The network is staff led; they offer confidential support to colleagues on any issues they may be facing, function as a visible presence, supporting strategically with policies, attending meetings and being a critical friend to help drive

improvements in LGBT+ issues in policing. The network also assists at local community events, including Middlesbrough Pride, to support with positive action recruitment, and engage with the community in relation to reporting hate crime. The network distributes rainbow epaulettes that can be worn by any officer who wishes to wear them as part of their uniform. These function as a symbol to community members who have found it harder to engage with police due to historic mistrust. Epaulettes and membership are open to the entire workforce regardless of if a member of the team is LGBT+; anyone is welcome to declare themselves an ally to their LGBT+ colleagues and communities.

This year, Deputy Chief Constable Ian Arundale continued his chief officer sponsorship of the network to support the network to achieve their goals and champion LGBT+ issues at chief officer level. The Force has proactively collaborated with Hart Gables, a LGBT+ support service, for over a decade to reach and serve our LGBT+ communities. The Force's Community Safety Team won an award for their commitment to "Continuous commitment to tackling hate crime" at the Hart Gables 2022 LGBT+ Alliance Awards.

3.9. Maternity, Paternity and Adoption Leave

During the 2021-22 financial year, 51 people took Maternity leave, 2 people took Adoption Leave, 1 person took Shared Adoption Leave, and 27 people took either Paternity Leave or Maternity Support Leave.

3.10. 2021-2022 Flexible Working Requests

In the 2021-22 year 148 flexible working requests were approved; those requests included amendments to existing flexible working patterns, and flexible retirements (move to part time or reduction in part time working hours, flex working pattern requests and temporary flexible working patterns linked to COVID 19). There were no flexible working requests completely refused by the Force in this reporting period.

Of these 110 applications came from female / those identifying as female officers and staff and the balance 38 applications came from males/ those identifying as male officers and staff. There are no readily available statistics regarding any other protected characteristics of applicants at this time.

These success rates can be credited to the flexibility of line managers, supported by the wider Human resources and Employee Relations Team, who are committed to supporting individuals and managers prior to submission of formal requests and in applications submitted. The Employee Relations team advise on parameters and most suitable options available to applicants based on the service area they work within. This establishes clear expectations from the outset and enables both managers and applicants to work together to establish an application and submit it. The team then progress the applications to secure a mutually beneficial arrangement for all parties.

4. 2021-22 Recruitment

This section provides a high-level picture of the demographic of applicants seeking to join Cleveland Police in the 2021-22 year.

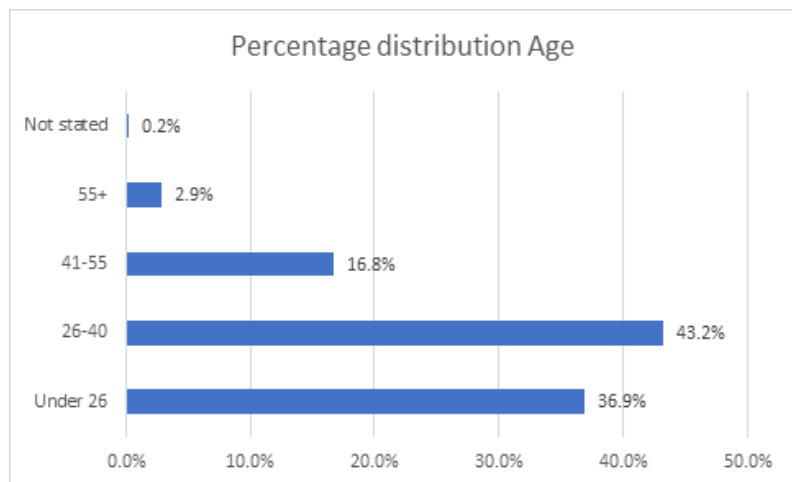
The Force continues to see a high number of people applying or expressing interest in roles. 5,524 applications and expressions of interest were made during 21/22. A detailed Equality Impact Assessment has been conducted this year to support the new Recruitment and Selection policy.

Table 7: Applications and Expressions of Interest Received by Year

Financial Year	Number of applications and Expressions of interest received
2018/2019	3788
2019/2020	5647
2020/2021	6793
2021/2022	5524

Table 8 and Figure 15: 2021-22 Applicants by Age Band

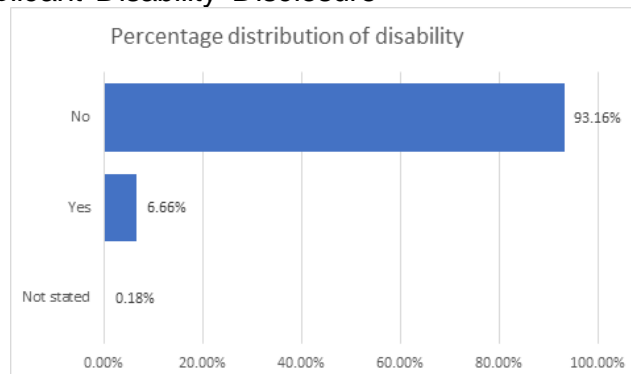
Age Range	Percentage
Under 26	36.9%
26-40	43.2%
41-55	16.8%
55+	2.9%
Not stated	0.2%
	100.0%



These statistics remain similar to last year and do not highlight any concerns. However, it is notable that the percentage of people who chose to not state their age has reduced from 6% last year to only 0.2% this year.

Table 9 & Figure 16: 2021-22 Applicant Disability Disclosure

Disability	Percentage
No	93.16%
Yes	6.66%
Not stated	0.18%
	100.00%

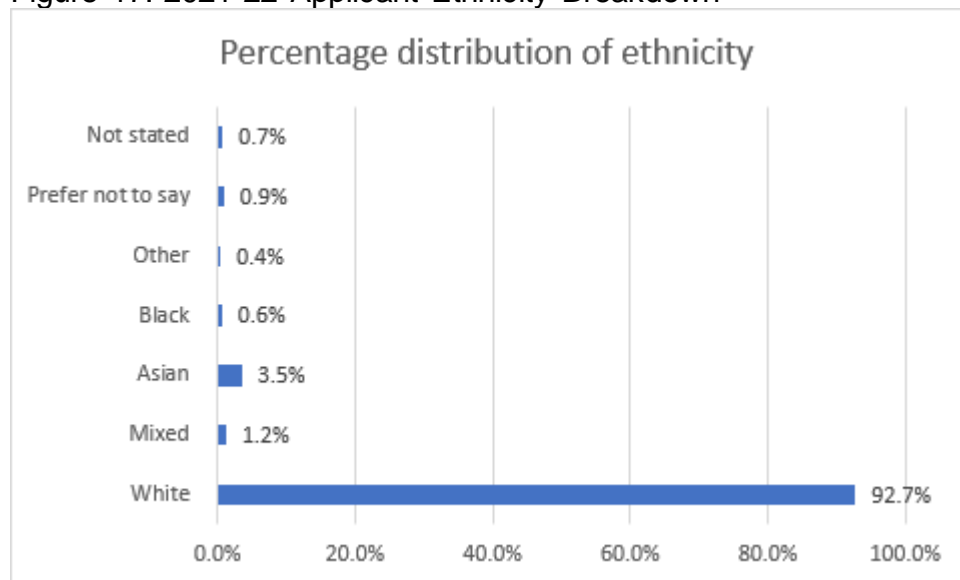


There are more people who have declared a disability this year than in previous years and a significant reduction in people who have chosen not to disclose. The Force have focused this year on improving and increasing the communication to applicants that they are welcome to share about their requirements to be the best they can be in interview and the workplace, as such significant work around reasonable adjustments and improved access to work has resulted. The national Safe to Say campaign continues to be a key driver in the encouragement of applicants to declare. Changes to the application form made in March 2021 due to this campaign seem to have had a small, steady positive impact.

Table 10: 2021-22 Applicant Ethnicity Breakdown

Ethnicity	Percentage
White	92.7%
Mixed	1.2%
Asian	3.5%
Black	0.6%
Other	0.4%
Prefer not to say	0.9%
Not stated	0.7%
	100.0%

Figure 17: 2021-22 Applicant Ethnicity Breakdown

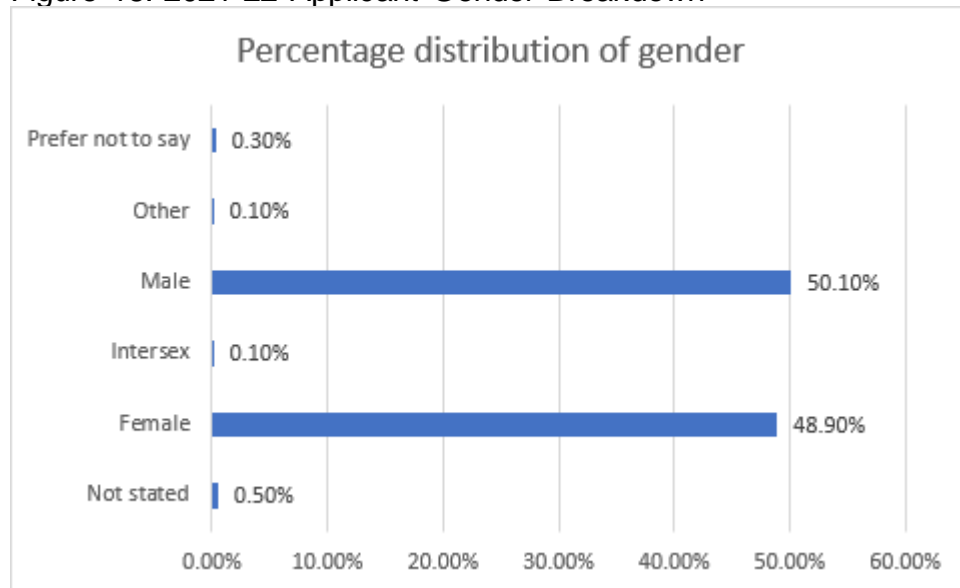


The applicant ethnicity profile is reflective of the force make up. Outreach and engagement work remains a priority to encourage people from ethnic minority groups to consider a career in policing. Although this is focussed predominantly this year at new Police Officers, the work has inevitably broadened into all roles and sectors of the service.

Table 11: 2021-22 Applicant Gender Breakdown

Gender	Percentage
Not stated	0.50%
Female	48.90%
Intersex	0.10%
Male	50.10%
Other	0.10%
Prefer not to say	0.30%
	100.00%

Figure 18: 2021-22 Applicant Gender Breakdown

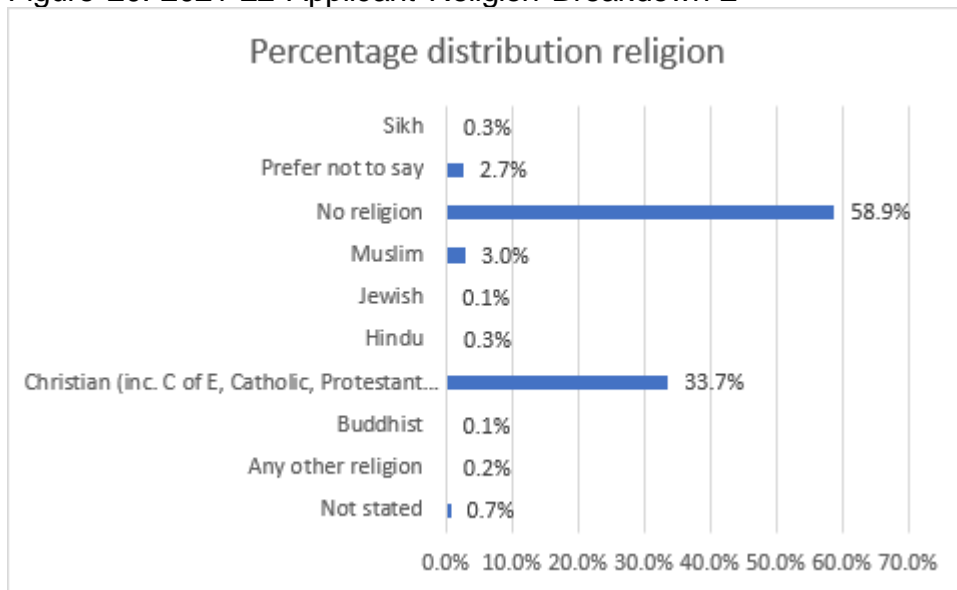


Overall, the Force are close to matching the makeup of our communities when it comes to gender representation and attracts a good volume of female applicants. The Force are conscious that disparity does exist in specific roles and business areas. This is an ongoing Force priority. National focus has been given to attracting more females into becoming Police Officers and Cleveland Police has seen an increase from 26.5% to 31.2% in this role over the course of Operation Uplift (the national programme to increase police officer numbers by 20,000).

Table 12: 2021-22 Applicant Religion Breakdown

Religion	Percentage
Not stated	0.7%
Any other religion	0.2%
Buddhist	0.1%
Christian (inc. C of E, Catholic, Protestant and all other Christian denominations)	33.7%
Hindu	0.3%
Jewish	0.1%
Muslim	3.0%
No religion	58.9%
Prefer not to say	2.7%
Sikh	0.3%
Grand Total	100.00%

Figure 20: 2021-22 Applicant Religion Breakdown 2

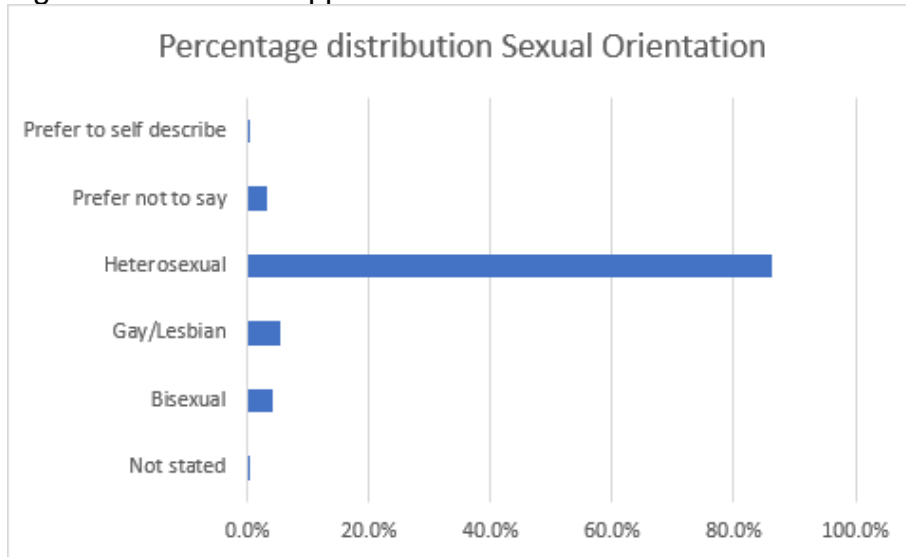


The number of people who have not stated their religion has decreased significantly from last year.

Table 13: 2021-22 Applicant Sexual Orientation Breakdown

Sexual Orientation	Percentage
Not stated	0.5%
Bisexual	4.0%
Gay/Lesbian	5.5%
Heterosexual	86.3%
Prefer not to say	3.3%
Prefer to self-describe	0.4%
	100.0%

Figure 21: 2021-22 Applicant Sexual Orientation Breakdown

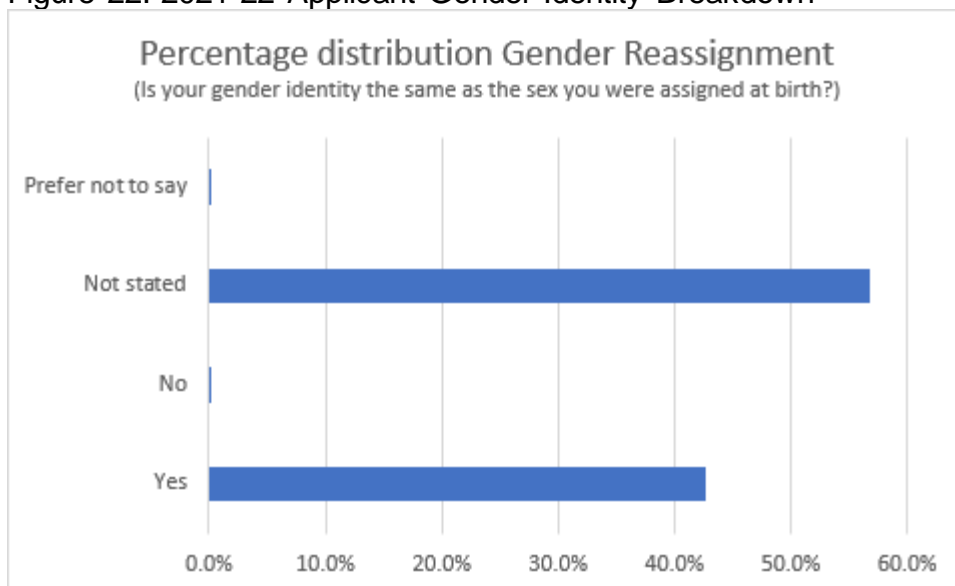


The diversity of applicants in this area is high compared to the workforce makeup and it is again notable that the number of people who prefer not to say has reduced since last year.

Table 14: 2021-22 Applicant Gender Identity Breakdown

Gender Reassignment	Percentage
Yes	42.7%
No	0.3%
Not stated	56.9%
Prefer not to say	0.1%
	100.0%

Figure 22: 2021-22 Applicant Gender Identity Breakdown



The percentage of people not stating in this area is high and this can be attributed to confusion over the question. When the Recruitment Team explored this, it was found that the wording could be confusing for applicants. Cleveland Police have amended the application form and will monitor if this is more successful in future reports.

The Force does not capture data on pregnancy or maternity status of applicants.

5. 2021-22 Equality, Diversity, and Inclusion Achievements

Equality, diversity, inclusion, and equity are not end goals or a destination. They are constant principles each member of the Force works to maintain each day. There are individual contributions and achievements made by every member of our team that cannot be summarised in one report, but the Force takes pride in each individual's commitment to support their colleagues, continuously serve and improve the services they provide to Cleveland's communities.

Corporately, the Force have continued to establishing foundations for the 2022 to 2026 EDI programme, with iterative improvements made in capability to deliver:

- Attraction and positive action as part of our recruitment and promotion processes
- Progression and retention of our workforce
- Data Management & information
- Reward & recognition
- Leadership & culture
- Wellbeing & fulfilment
- Policy development
- Misconduct investigations
- Neighbourhood policing
- External data & information
- Community engagement strategy
- Procurement
- Victims, witness and detainee care

Further strategic achievements the Force has accomplished in the 2021-22 financial year that strengthen our abilities to fulfil our Public Sector Equality Duties include:

- **Disability Confident Employer Scheme:** The Force achieved Disability Confident Employer level 2 status. This accreditation evidences the Force commitment to recruit, retain and develop disabled people as part of the workforce. The Force recognises the value disabled people bring to our operations and are committed to build upon this success to progress to level 3 in the future.
- **Staff Engagement Survey:** The Force has secured funding to procure external expertise to deliver a staff engagement survey in the next financial year. This independent survey will create a base line on how staff feel about the organisation and will inform how we achieve excellence in diverse employee attraction, engagement and retention.
- **Equality Impact Assessments:** The Force continued to roll out its equality impact assessment model and completed 50 equality impact assessments on its policies, strategies and business cases within the financial year.
- **HeForShe:** The Force reconfirmed its commitment to the National Police Gender Equality programme through appointing senior staff and police officer leads. Cleveland Police's Chief Inspector Martin Hopps has also been appointed as the Northern Regional HeForShe Lead to support the national programme.

- **Defence Recognition Award:** The Armed Forces Network supported the Force to achieve a bronze Defence Recognition Award and is seeking to achieve a silver award in the 2022-23 year. We know the Armed Forces Covenant will only make a difference if it makes people take action, so the Force plans to now seek to increase Custody referrals of detained service and ex-service personnel to support agencies, alongside attracting and retaining ex-service personnel.
- **Apprenticeship Diversity Champions Network (ACDN) Pledge:** The Force completed a ACDN pledge to develop and implement an inclusive attraction strategy which aims to work towards continually improving workforce diversity to better reflect the communities that we serve, with apprenticeships playing a key role.

6. 2021-2022 Equality Goals

Cleveland Police is subject to Public Sector Equality Duties (PSED) and must publish and implement at least one equality SMART (Specific, Measurable, Achievable, Realistic and Timebound) objective every 4 years to meet these duties. The Force published new objectives on March 30th, 2022. These updated objectives have two aims: serving the public and putting our communities at the heart of all we do.

Cleveland Police's 2022-26 PSED Objectives are to:

1. Embed best practice tools to understand and demonstrate due regard. This will be measured through increasing victim satisfaction, public confidence and employee engagement aligned to the protected characteristics. We will measure this through our victim and staff surveys and public confidence measures.
2. Promote and build an ethical and inclusive culture at all levels across the organisation and to provide a quality service to our diverse communities by treating all fairly, appropriately and respectfully. We have clear actions in place to ensure that all our policies and practices are refreshed and our activity supports our EDI programme.

To deliver these goals the Force will utilise the EDI team in collaboration with board members as part of the governance structure, partners including Strategic and Local Independent Advisory Groups, to examine the effectiveness of the current Force-wide EDI strategy implementation and training needs assessment alongside drivers of change and new opportunities. 2022-23 will see the Force create holistic understanding of our current EDI position and needs. This will be used to define and invest in a fit for purpose delivery plan that meets strategic aims and the objectives above.

7. Referenced Publications

1. [The great resignation- fact or fiction?| CIPD Voice article](#) – last accessed 09/11/2022
2. [Population estimates for the UK, England and Wales, Scotland and Ireland: Mid-2020](#) – last accessed 09/11/2022
3. [Taking the long view: Policing into 2040](#) – last accessed 09/11/2022
4. [Age range and disabled police officers by region in England and Wales as at 31 March 2014](#) – last accessed 09/11/2022
5. [Analysis of national Special Constable statistics for England and Wales](#) – last accessed 09/11/2022
6. [Police officer uplift, England and Wales, quarterly update to 30 September 2020: data tables](#) – last accessed 09/11/2022
7. [Papworth Trust Fact and Figures 2018 – Disability in the United Kingdom](#) – last accessed 09/11/2022
8. [Police workforce, England and Wales: 30 September 2020](#) – last accessed 09/11/2022