

# Equality, Diversity & Inclusion

---

**Annual Monitoring Report 2019/20**



# Our Vision

## Message from our Chief Constable

**Richard Lewis**

We serve a population of more than 550,000 people. People of all races and cultures, of all faiths and none. Our officers are drawn from our communities, many were born here, raised here and others have chosen to come to Teesside bringing families with them. This is important. If we can truly be a mirror of those we serve, we can serve them better. This is what we are striving to do.

Our newly established Equality, Diversity and Inclusion Team (EDI) is helping to drive change and make a real difference, including providing training, supporting officers through the promotion process and ensuring all our policies and procedures are built around inclusivity.

In recruitment we've placed an emphasis on diversifying our workforce which is starting to produce real, tangible, results. In our towns and villages our new neighbourhood teams are starting to build bridges and reconnected with communities. We are doing so much and will do so much more.

Although we are not yet at the end of our journey, we are on that path and we will get there. It's the right thing to do.

I am confident that our EDI team will help us to deliver a truly diverse and inclusive work force in which our communities can take real pride.

---

## Message from the Police and Crime Commissioner for Cleveland

**Barry Coppinger**

It's absolutely right that all organisations regularly examine how well they reflect and understand the communities they serve and how they treat the people who work for them. Improvements in this area of work do not happen overnight and supported by my office, Cleveland Police remains on a continuous journey of improvement.

The EDI agenda has received a renewed focus and energy over the last 12 months and this report highlights some of the early positives from this effort.

I'm proud of the unique arrangement we have developed in Cleveland, in which I have invested in the newly established EDI team, ensuring the ongoing Everyone Matters programme is appropriately funded and staffed to drive meaningful organisational and cultural change within Cleveland Police.

I have faced criticism in the past for investing heavily in the EDI agenda, but I make no apology for striving to achieve diversity in the police workplace and improving understanding of our communities.

I'm confident EDI team will continue to work seamlessly across both our organisations and a fresh focus on EDI will be a key thread running throughout my new Police and Crime Plan.

---

# Our Vision

Here in Cleveland, our Police force and Crime Commissioner collaborate 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 all our communities, and that our workplace is inclusive and supportive. Our Equality, Diversity and Inclusion (EDI) team are based in the Office of the Police and Crime Commissioner, to ensure they have both a close working relationship with the force and retain scope to act independently, scrutinise and challenge when needed.

Together, we deliver our EDI strategy and ensure that EDI is a golden thread running through our PCC plan, and force improvement plan, Toward 2025. This plan will see us reinvigorate our approach to vulnerability, problem solving, engagement, investigative standards, leadership, managing demand and ethics with improved cultural competencies within our workforce as well as ethical, inclusive behaviours.

## 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.”

# Our People & Organisation

## Key Achievements



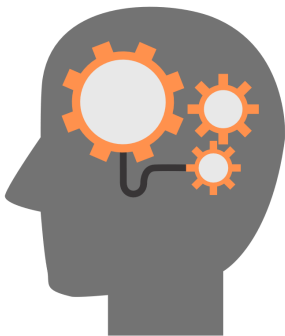
### Award Winning Positive Action Campaign

In September 2019 we won the **Public Sector Award** at the annual Tees Valley Black & Minority Ethnic (BME) Achievement Awards. This award was presented for the success of our positive action recruitment campaigning, which utilised the talents of our BME Officers using partnership networks and their own lived experiences to reach out, raise awareness and mentor BME candidates. Their work saw an increase in BME applicants and successful candidates in our 2019 PC



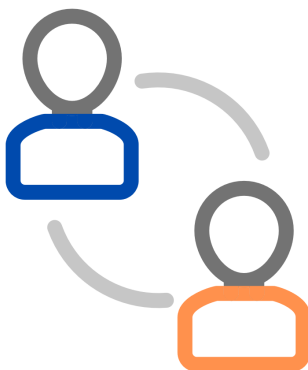
### Cultural Awareness Sessions

We redeveloped and made our Cultural Awareness Sessions mandatory for all staff, with standardized monthly content delivered by community members with lived experience. The 2019-20 programme in this new format reached 252 individuals and consisted of 4 key areas: autism awareness, understanding Islam, refugees & asylum seekers and unconscious bias.



### Inspire Programme

We successfully launched a development programme called 'Inspire' in order to retain and develop of staff who identify with under-represented characteristics. A cohort of 16 participants have successfully joined the 12 month programme, and will receive a CMI Qualification (Chartered Management Institute) in Leadership and Management on completion in 2020.



### Interview Independent Panel Members

Our staff networks have stepped up to support the scrutiny of our interview processes. Our LGBT+, Women's Network, Disability Support Network, Vegan Network, Christian Police Association, Support Association for Minority and Ethnic staff, Autism Association, Police Federation and local Unison branch members collaborate with our Human Resources team to act as independent panel members in interview processes. This programme is due for full review in 2020-21 but is reporting improved perceptions of fairness and development opportunities for underrepresented people to gain insight on interview best practice.

# Workforce Representation: Gender

The following data is based upon our management information data for **all staff** that worked for Cleveland Police and our OPCC over the course of the financial years described.

## Cleveland Police

Cleveland Police Gender Demographic								
2018-19					2019-20			
	Male	Male %	Female	Female %	Male	Male %	Female	Female %
Police Officers	973	73.3%	355	26.7%	1047	72.5%	398	27.5%
Police Staff	130	33.9%	254	66.1%	196	32.1%	414	67.9%
PCSOs	80	54.1%	68	45.9%	73	54.5%	61	45.5%
Specials & Volunteers	104	50.7%	101	49.3%	100	53.2%	88	46.8%

Whilst the number of female police officers increased at a higher rate than their male counterparts, the shift in overall composition has been negligible. Male officers continue to comprise almost three quarters of officers serving in 2019-20.

The number of male and female PCSOs decreased at comparable rates. Male officers continue to comprise slightly more than half of all PCSOs serving in 2019-20.

Workforce modernisation initiatives have seen significant increases in the numbers of both female and male police staff. Female staff members continue to comprise just over two thirds of those serving in 2019-20.

The number of female special constables and volunteers has dropped at a higher rate than their male counterparts. This drop in numbers was primarily seen in those serving as special constables. Males are disproportionately represented in the role of special constable, and females in other volunteering positions.

## Office of the Police & Crime Commissioner

OPCC Gender Demographic								
2019-18					2019-20			
	Male	Male %	Female	Female %	Male	Male %	Female	Female %
OPCC Staff	11	31.4%	24	68.6%	13	29.5%	31	70.5%
OPCC Volunteers	1	9.1%	10	90.9%	5	29.4%	12	70.6%

The number of female staff members within the Office of the Police and Crime Commissioner (OPCC) increased at a higher rate than their male counterparts, with female staff continuing to comprise over two thirds of those employed in 2019-20.

The number of male volunteers within the OPCC has increased significantly, with the composition of volunteers now mirroring that of staff. It should be noted that the number of volunteers within the OPCC is comparatively small, and therefore a greater year-on-year change can be expected.

# Workforce Representation: Ethnicity

The following data is based upon our management information data for **all staff** that worked for Cleveland Police over the course of the financial years described.

Cleveland Police Ethnicity Demographic 2018-19						
	White British	White British %	Black, Asian & Minority Ethnicity	Black, Asian & Minority Ethnicity %	Unknown	Unknown %
Police Officers	1253	94.4%	47	3.5%	27	2.0%
Police Staff	349	90.9%	14	3.6%	21	5.5%
PCSOs	145	98.0%	3	2.0%	0	0.0%
Specials & Volunteers	178	86.8%	8	3.9%	19	9.3%

Cleveland Police Ethnicity Demographic 2019-20						
	White British	White British %	Black, Asian & Minority Ethnicity	Black, Asian & Minority Ethnicity %	Unknown	Unknown %
Police Officers	1371	94.9%	50	3.5%	24	1.7%
Police Staff	492	80.7%	35	5.7%	83	13.6%
PCSOs	131	97.8%	3	2.2%	0	0.0%
Specials & Volunteers	152	80.9%	17	9.0%	19	10.1%

Positive action activities, such as awareness raising and mentoring took place in 2019-19, and although the number of Black, Asian & Minority Ethnic (BAME) officers increased in 2019-20, this was at a smaller rate than their White British counterparts - our workforce composition remains unchanged.

The number of BAME PCSOs remained unchanged in 2019-20. PCSOs have the highest rate of ethnic disproportionality of all categories. This will be addressed through positive action campaigning during the course of the next year. We will dedicate resources to raise awareness of the PCSO role and recruitment campaigns within our Black, Asian and Minority Ethnicity communities.

The significant increase in police staff numbers has seen the number of BAME staff members more than double in 2019-20. Just over a quarter of new staff members have not disclosed their ethnic origin. Efforts are planned to address this data integrity issue over the course of the coming year so that a more accurate picture of our workforce diversity can be produced.

The proportion of BAME special constables and volunteers has increased significantly in 2019-20, with almost 1 in 10 now being of a minority ethnic background. We are proud to see our special constables and volunteering team grow, and will ensure the team are aware of opportunities to enter our paid workforce.

Our Support Association for Minority Ethnic (SAME) staff network continues to act as a critical friend and support to Black, Asian and Minority Ethnicity staff and will be supported to develop further over the course of 2020-21.

# Workforce Representation: Ethnicity

The following data is based upon our management information data for **all staff** that worked for our Police and Crime Commissioner's office over the course of the financial years described.

		OPCC Ethnicity Demographic 2018-19				
	White British	White British %	Black, Asian & Minority Ethnicity	Black, Asian & Minority Ethnicity %	Unknown	Unknown %
OPCC Staff	27	77.1%	1	2.9%	7	20.0%
OPCC Volunteers	9	81.8%	0	0.0%	2	18.2%

		OPCC Ethnicity Demographic 2019-20				
	White British	White British %	Black, Asian & Minority Ethnicity	Black, Asian & Minority Ethnicity %	Unknown	Unknown %
OPCC Staff	31	70.5%	3	6.8%	10	22.7%
OPCC Volunteers	12	70.6%	0	0.0%	5	29.4%

## Office of the Police & Crime Commissioner

The proportion of BAME staff within the OPCC has increased in 2019-20, though it should be noted that overall staff numbers within the OPCC are comparatively low. OPCC staff and volunteers have the highest rates of undisclosed ethnic backgrounds; this will be addressed as part of ongoing data quality improvement activity.



# Our Partners & Communities

## Hate Crime Prevention



---

### Partnership Working

Over the 2019-20 period we have worked closely with partners, ranging from local schools, community and voluntary sector organisations to the Crown Prosecution Service (CPS) to improve hate crime reporting.

### Weekly Support to Police Officers

Our dedicated hate crime Police Staff Investigators have taken ownership of investigations to improve victim experience, maximise good relationships with partners agencies and improve outcomes for victims. They have also collaborated with operational officers to support vulnerable victims, and run a weekly drop in session for officers to make use of their expertise and capacity.

### Public Awareness Raising

We made use of Hate Crime Week 2019 as a platform to raise public awareness and engage partners across the force area. Our awareness raising continues year long, with regular coverage on Force social media, local newspapers and local BBC radio to encourage people to report, and to report good news stories and positive court outcome to build public confidence.

### Support for Staff

Our Community Engagement Team also undertook and implemented a community Impact assessment regarding staff who may be subject to a hate crime. This assessment will be used to support staff to achieve positive outcomes at court, and reaffirms our stance that all staff working within the Cleveland Police family are valued and supported to be their selves.

### Scrutiny & Continuous Improvement

The Community Safety team also receive scrutiny, assurance, advice and guidance from the following forums: OPCC Strategic Hate Crime Meeting, Strategic Independent Advisory Group Meeting, quarterly meetings with CPS and quarterly CPS facilitated hate crime scrutiny panels. The OPCC are committed to the continuous improvement of hate crime scrutiny and services. This year's improvements included materials for Third Party Reporting Centres, training packages and funding two Community and Diversity Officers to operate within Cleveland Police's Community Safety team.

---



# Our Partners & Communities

## **Community Intelligence**

### **Dedicated Resources and Expertise**

Over 2019-20 we have been recruiting our EDI team to sit within the OPCC, and a new Community Engagement Team. The teams have begun to work closely, with the EDI team providing EDI subject matter expertise, and the Community Engagement team sharing their operational policing expertise. The newly formed Community engagement team holds a depth of experience that they will use to improve our work for and with: LBGT+, refugee and asylum Seekers, BAME communities, disadvantaged people, disabled people, Gypsy, Roma and Traveller communities, rural communities, faith groups, older people and veterans. Both teams completed recruitment and induction for March 2020, moving forward they will work together to design and deploy engagement tools and techniques across the force to improve our services.

### **Scrutiny of Coercive Powers**

The OPCC has assisted Cleveland Police in creating a BAME Scrutiny Panel to look at police use of stop and search. The Panel meet regularly to look at anonymised case studies and provide feedback as regarding their perceptions of the appropriateness of police behaviour in conducting searches.

### **OPCC Community Engagement**

During 2019/20 the PCC has attended over 80 face to face meetings with communities from across Cleveland to better understand their community safety needs, and to ensure that the strategic delivery of local policing and community safety services reflects these needs. Some examples of activity that have resulted from these engagements include:

- Partnership working in Billingham to tackle motorbike nuisance
- Scrutiny of partnership working to tackle youth antisocial behaviour in Thornaby

### **Targeted Youth Outreach**

The OPCC funds assertive targeted youth outreach work in each of Cleveland's four Local Authority areas. Voluntary sector organisations and Local Authority Youth Services are funded through the project to conduct regular outreach sessions in targeted areas where high levels of youth antisocial behaviour have been identified. Young people are engaged with, diverted towards positive activities and challenged if behaving antisocially. Relevant information is passed to partners to allow further safeguarding and enforcement. During the course of the project staff have had contact with over 6000 young people across Cleveland.

### **Autism Awareness Alert Cards**

The PCC, OPCC staff and most of the Community Engagement team are now trained Autism Champions, and members of the Cleveland Police Autism Association. Through collaborating together and with partners, the Cleveland Police's Community Engagement Team and the OPCC are developing autism awareness cards for community members with autism, which will be rolled out post COVID-19. These cards will explain a holder's autism symptoms and how to deal sensitively with them and will assist police in dealing appropriately with both victims and perpetrators who have autism. The cards will be rolled out through autism support charities.

---

# 2020-21 Goals

## Our People & Organisation

- Build upon award winning police constable positive action campaigns to address representativeness of ethnicity and gender within other ranks and roles, through collaboration with staff networks.
- Evaluate the impact of the cultural awareness sessions and maximise all training opportunities to improve workforce cultural competencies and inclusive leadership skills.
- Evaluate and sustainably embed Interview Independent Panel Members within our recruitment process.
- Improve staff data quality to enable better insights and ability to identify then tackle disparities.
- Implement a Staff Network Policy to maximise the impacts of our staff networks.
- Review and develop key staff policies to improve retention of diverse staff and officers
- Assess our Equality Impact Assessment approach and reinvigorate to ensure that all parties leading changes and developments are able to confidently eliminate unlawful discrimination or victimisation.

---

## Our Communities & Partners

- Continue to strengthen community scrutiny groups such as: Youth and BME Use of Force and Stop and Search Panels, Independent Advisory Groups and the External Ethics Committee, to ensure they have a meaningful voice within the force.
- Improve the quality of our data and insights to meet the needs of our diverse community.
- Continue to develop our response and prevention work on Hate Crime.
- Launch and force wide roll out use of the Autism Alert cards.
- Embed EDI best practice in operation of the Vulnerability Desk, Force Control Room and Raising Investigative Standards projects to ensure inclusive person centred design.
- Further development and communication of what services the Community Safety Team offers, particularly towards the redeveloped Neighbourhood Policing Teams.
- Define community and operational translation needs; secure a new needs led contract to meet them.
- Development of an EDI calendar and Communications Working Group who will ensure quality, proactive campaigns around EDI that raise awareness and understanding of cultures or key issues within our communities.

Together, we will continue to strive for impartiality, transparency and integrity within the public services we deliver for Cleveland, taking action to identify and tackle inequality into 2020-21 and beyond. If you have any questions on our 2020-21 plans, or this report you can contact our EDI team at:

[everyonematters@cleveland.pnn.police.uk](mailto:everyonematters@cleveland.pnn.police.uk)

