

# **Office of the Police and Crime Commissioner**



## **Annual Equality Monitoring Report**

**Covering the period 1 April 2022 – 31 March 2023**

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## 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 2022 to 31 March 2023**.

## Workforce Monitoring

As of the 31 March 2023, the OPCC had 28 employees. This is an increase of four compared to the same period last year. The increase is due, in part to the additional responsibilities presented to PCCs including the Home Office funding for the delivery of a Violence Reduction Unit – known locally as CURV (Cleveland Unit for the Reduction of Violence). In addition to this and to ensure the office remains fit for purpose the Chief Executive conducted a structural review to build resilience and capacity in the delivery structure of the team.

As the team is made up of less than 150 employees, in order to protect the privacy of these individuals', workforce monitoring data does not have to be routinely published. However, as per the Specified Information Order, the OPCC - with staff consent - publish some workforce monitoring data including percentage identifying as female, percentage disclosing a disability and the percentage identifying as Black, Asian or Minority Ethnic (BAME). This is available on the PCC website via the link below:

[The OPCC team - Cleveland Police and Crime Commissioner](#)

It should be noted that not all staff consent to providing and disclosing this data – as a result it does not present an accurate picture.

Annual reviews of the OPCC equality monitoring data has been added to the OPCC Senior Management Team forward plan for analysis and discussion – this includes age, disability, ethnicity, gender, successful returns to work following maternity/paternity and

adoption leave alongside religions and beliefs observed by the team.

As with previous reporting and as touched on briefly above, a number of team members have chosen 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.

## 2021/22 Equality Goals Update

In the 2021/22 annual equality monitoring report, a number of equality goals were set for 2022/23 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:

- **Implement EDI Quality Framework**

Developed for PCCs and their offices by the Association of Police and Crime Commissioners, the EDI equality 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. The 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. During 2022/23 we have utilised the framework to 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 and delivery in this area. The framework covers four key elements:

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

For each of the above they are three levels as described below:

**Developing** - The developing level criteria contain the basic building blocks for each priority. An OPCC at the Developing level has made an organisational commitment to improving equality. It is putting in place processes to deliver on equality issues and is working towards meeting and exceeding its statutory requirements.

**Achieving** - An OPCC at the Achieving level has policies, processes and procedures in place and is delivering some good equality outcomes. It is not only meeting, but can demonstrate exceeding statutory requirements.

**Advancing** - An OPCC at the Excellent level has put equality at the heart of its work and output, and can demonstrate that it is delivering significant improvements for all the communities that the PCC serves. The OPCC exceeds statutory requirements, but is an exemplar for other police governance bodies and the wider public sector.

The four key elements referred to above include 16 theme areas. Of the 16 themes, the OPCC have assessed themselves as **Developing in 8 areas, Achieving in 7 areas and Advancing in 1 area.**

As a result of the self-assessment an action plan has been developed identifying gaps and areas that could be strengthened. This action plan also incorporates broader OPCC EDI developmental areas for example actions as a result of the national race disparity action plan.

The action plan is governed through the internal OPCC Police and Crime Plan Delivery meeting where it is presented on a quarterly basis for progress update. In addition to this it is also presented to the OPCC SMT twice per year for scrutiny and accountability purposes.

- **Data Collection**

The importance of high-quality information from our commissioned services is key to us being able to assure ourselves that our services are meeting the needs of the communities we serve - and that a diverse range of individuals are accessing and receiving the support they are entitled to.

During 2021/22 the OPCC transformed the way in which contracted / grant funded arrangements are managed and monitored. This has further been developed during 2022/23 where the team have worked closely with partners to ensure robust demographic data collection to support onward reporting to us as service commissioners. In addition to this, providers are now required to comment quarterly on any disparities they see in their data – including but not limited to gender, ethnicity, sexuality, age etc. If any disparities are identified then these are discussed during contract meetings to collectively seek to find positive solutions.

The benefits of this partnership working is starting to show positive signs and as an OPCC we are beginning to have a greater understanding of the people our services are working with / supporting to build on and improve access to services in the future.

- **Scrutiny and Accountability**

During the reporting period the PCC's scrutiny programme undertook several areas of equality, diversity and inclusion related scrutiny. Predominately this involved asking EDI based questions in relation to wider topics that were being reviewed to ensure this area was factored into the Force's response. This included the consideration of stop and search information in relation to the wider topic of the Force's approach to drugs and gangs. The PCC again considered the

proportionate approach to stop and search when considering a scrutiny on serious violence.

- **Training Needs Assessment**

As a result of the staffing review process described above which has resulted in the changing and updating of some roles within the OPCC team including at Senior Management level, the training needs assessment was not fully progressed during 2022/23. However, the team are always encouraged to engage in continued professional development and as a result members of the team have engaged with various training, engagement and development opportunities during the reporting period including;

- Attendance at the APCC / NPCC EDI Conference
- Attendance at Cleveland Police 'lunch and learn' sessions
- Engagement with Race Disparity Toolkit Sessions

The new structure is expected to be in place by June 2023 and as part of the process of embedding this structure a whole team training needs assessment will be conducted to understand and plan the training needs and opportunities for the team during 2023/24.

## **Other Equality, Diversity and Inclusion Achievements**

- **Equality Impact Assessments**

During the reporting period the team conducted 3 Equality Impact Assessments (EIAs) for new projects and services. This is 8 less than the previous year. This is due to the previous year seeing a significant amount of commissioning activity resulting in new services being procured.

In addition to the development of new EIAs the team have reviewed activity on existing EIAs to ensure the assessments and risk mitigation are being progressed as required.

Now well embedded within the teams processes EIAs are viewed as an integral part of the work that we do to ensure we are best supporting our wide ranging communities and managing and mitigating any necessary risks.

- **Bridging the Gap**

**The purpose of Bridging the Gap was to:**

- Raise awareness of and identify potential domestic abuse occurring within ethnically diverse communities
- Support communities, through grass roots projects able to better identify domestic abuse and understand current responses of ethnically diverse communities, to better understand and engage with services responding to

domestic abuse through increased awareness and understanding of their roles and responsibilities

- Build a bridge between local ethnically diverse communities and organisations working in response to domestic abuse
- Enable learning to improve the future commissioning of domestic abuse services ensuring the needs and preferences of ethnically diverse communities are understood/met

Following an open and transparent process voluntary and community sector organisation's (VCOs) across Cleveland, with established reach into ethnically diverse communities, were invited to bid for small grants from a £30,000 OPCC grants fund.

Catalyst, a local voluntary sector infrastructure support organisation, were commissioned to manage the 'Bridging the Gap' grants fund and to provide oversight and support for seven successful VCOs.

The seven organisations delivered during the 2022/23 period. At the end of March 2023 the full evaluation of the project was being completed, however early indications showed positive outcomes including:

- 791 women and children reached
- Over 100 session delivered
- At least 200 disclosures
- 35 individuals supported
- 3 child safeguarding referrals.

It is anticipated there will be significant learning from the project which will be built into a full evaluation that will be published in due course.

#### • Young People as Victims of Crime

In August 2022 the Ministry of Justice provided additional funding to the OPCC to support the local Victim Service. Following consultation with representatives from the Safer Communities, Victim Care and Advice Service (VCAS) it was proposed that a proportion of the additional funding be utilised to explore the opportunity to increase the number of referrals to VCAS for young victims of crime and to review the current service for Young People (YP) and whether there is an opportunity to enhance the support available for them.

The main purpose of this initiative was to develop and deliver a VCAS Youth Offer, during a 5-month pilot period from the 1st November 2022 – 31st March 2023, to examine the hypothesis that many young victims of and witnesses to crime, do not:

- i. Report the crime to the Police or other authority,
- ii. Seek any form of external support to help them cope and recover, and
- iii. Recognise that what they have suffered or witnessed is actually a crime.

A series of consultations with Young People, Youth Workers, and Youth Service Providers to assess if this is actually the case and if so, what action can be taken to improve services for young victims and witnesses to crime.

During the project staff from Safer Communities consulted with 3 Youth Service Providers, 14 Youth Workers and 72 YP. The consultation helped to gain an understanding of the levels of crime that YP attending youth services are exposed to. The results are currently being developed into an evaluation report which will be used to support the OPCCs future thinking in relation to support for young victims of crime.

- **Communications**

In September 2022, the OPCC was audited by the Government Digital Service (GDS), which is part of the Cabinet Office. They have been given the role to measure the accessibility of public sector websites and how well they meet the The Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.

Their audit found some accessibility issues with the OPCC website and provided a report of items for rectification. The OPCC worked with our website developers to deliver fixes to these issues, ahead of the deadline set by the GDS.

To further solidify this work, in December 2022 the OPCC commissioned a full accessibility audit of the organisation's website – to be conducted by our contracted website developers. This audit examined several URLs on the OPCC website against the Web Content Accessibility Guidelines 2.1 - using a range of tests, including manual testing, screen reader testing and automated testing.

The OPCC website was largely compliant with the WCAG 2.1 and of the issues highlighted, these were rectified by the developers. The full accessibility report is published on the OPCC website: <https://www.cleveland.pcc.police.uk/wp-content/uploads/2023/05/Accessibility-Audit-for-Cleveland-Police-and-Crime-commissioner-17-04-2023.pdf>

In February 2023, the GDS provided positive feedback on the OPCC's efforts to make the website accessible to those with additional needs and formally closed their audit.

## **Equality Goals 2023/24 - 2024/25**

As described above, the OPCC is subject to the public Sector Equality Duty (PSED) and are therefore required to publish and implement at least one equality objective every four years which is SMART (Specific, Measurable, Achievable, Realistic, and Timebound), in order to meet this duty.

In support of this and different to previous years, it has been decided that a more strategic approach will be taken to our objectives as an OPCC which will hopefully encompass many of the goals we have introduced in previous years. As a result, the OPCCs equality objectives for April 2023 – March 2025 are:

- We will support the PCC to hold the Chief Constable in their area to account for the exercise of duties relating to equality and diversity – ***this will be measured through the number of formal and informal scrutiny meetings held including assurance rating given by the PCC***
- We will commission services and monitor the performance of services to ensure they are accessible and meet the needs of our communities – ***this will be measured by the demographic data we collect from our services as well as needs assessments and EIAs conducted to support informed decision making and risk taking***
- We will seek to continuously engage with Cleveland communities, ensuring their voices are listened to, heard and acted upon where possible – ***this will be measured through the number of engagement sessions we attend, the number and diversity of the people we engagement with and a ‘you said, we did’ approach***

**Please note** – the objective timescale cover the period April 2023 – March 2025 to align with the development and approval of a new Police and Crime Plan following the May 2024 PCC elections, of which equality objectives may change following consultation and engagement with communities on the new plan of which equality objectives should sit within the broader context of.

The delivery of these objectives will be led by the Head of Policy, Partnerships and Delivery through the internal Police and Crime Plan Delivery Meetings, accountability will be through the OPCC Senior Management Team Meetings and externally through the Independent Audit Committee.

## Conclusion

This report demonstrates progress made by the OPCC during 2022/23 in relation to compliance with the PSED. Through taking a more strategic approach to equality goals / objectives moving forward ensures a culture that's embeds EDI in everything that we do as an office.