



Annual Equality Monitoring Report

2022-2023

FOR THE ATTENTION OF THE AUDIT COMMITTEE:

Please note that this is the first draft of the 2022-23 Equality Monitoring report for review and feedback.

Following further consultation with key stakeholders and the Joint Audit before a final version will be published available to the workforce and public.

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1. A Message from our Chief Constable

To Insert

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 2022-23 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 2022-23 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

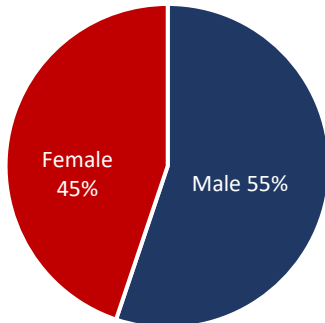
The total number of staff at March 31st, 2023, is 2,583. This is an increase of 105 people on our headcount at the same time in the previous year. This slight increase has been created by increased recruitment efforts and is aligned with national trends in the UK's labour market.

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 breaks 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.

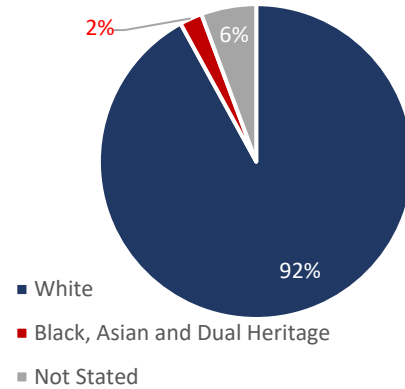
In 2020-21 the Force initiated the Safe to Say campaign, with the aim of improving oversight of workforce demographics. This appears to have started to make small improvements in relation to some characteristics; however, for some characteristics the Force still has high rates of people choosing not to declare their personal information. These include Disability, Ethnicity and Religion. 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 2023-24 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 2022/2023 Workforce Key Statistics

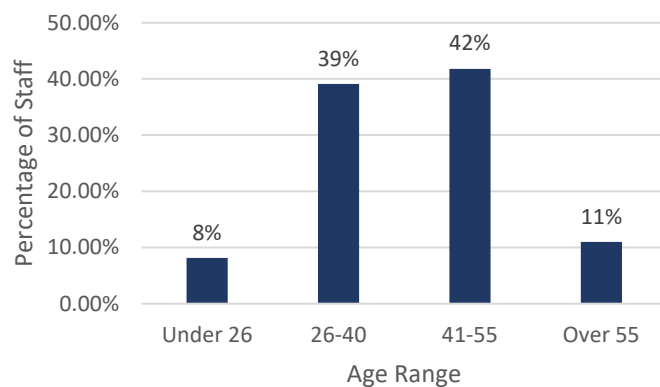
2023 Sex Split of Cleveland Police's Workforce



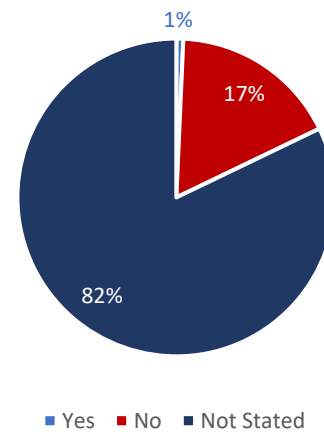
2023 Workforce Ethnicity Profile



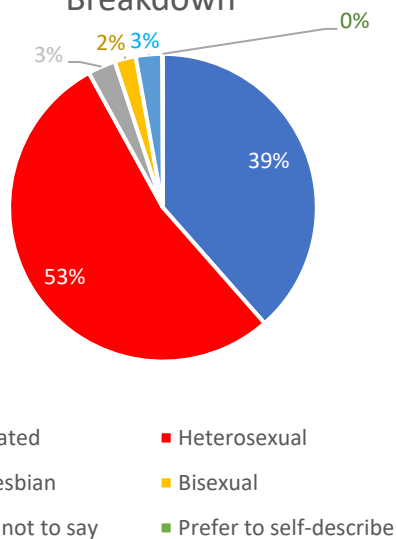
2023 Age Distribution



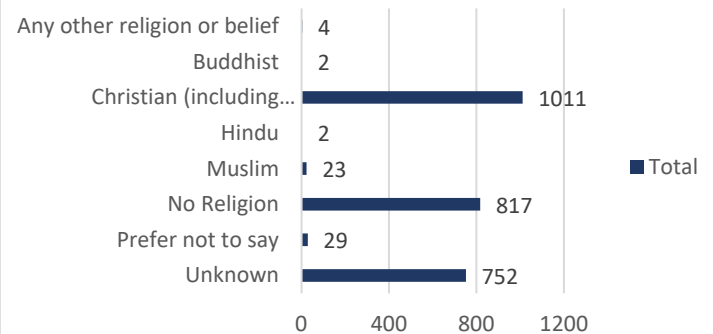
2023 Disability Profile



2023 Sexual Orientation Breakdown

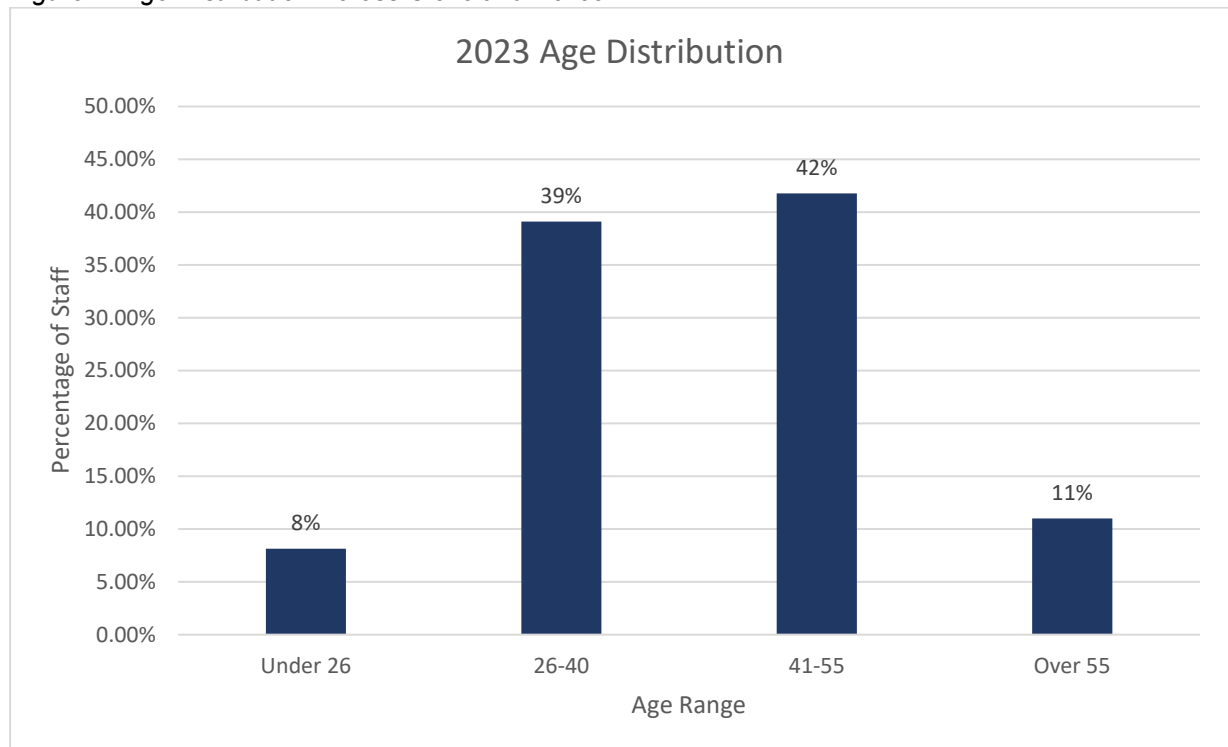


2023 Workforce Religion and Belief Profile



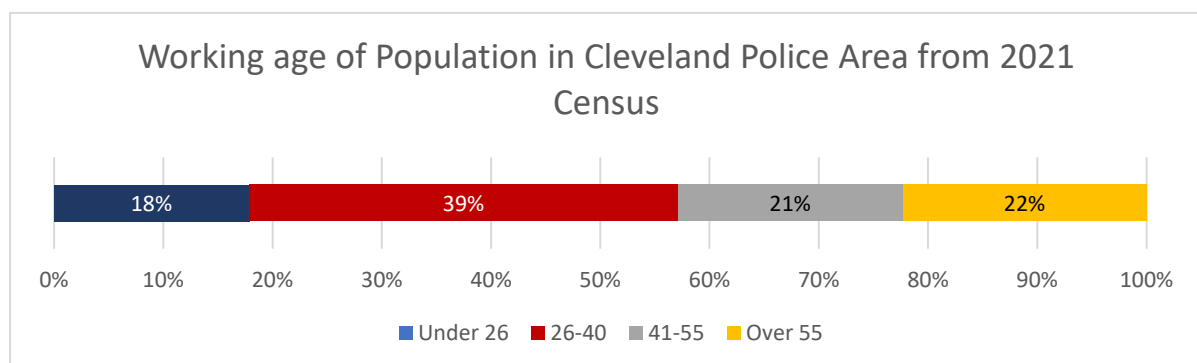
3.3. Age Profile

Figure 1: Age Distribution Across Cleveland Police



Most of the workforce are aged between 26 and 55. This is in line with the national age profile of police officers, according to the most recent Government statistics, as at 31 March 2023.

Figure 2: Area working age profile based on 2021 Census results



Comparison of Figures 1 and 2 indicates that people between the age of 16 and 26 remain underrepresented in our workforce, while the 41-55 age group is overrepresented. There is a small number of staff aged 55-66 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. The percentage of the workforce over the age of 55 has increased by 1.4% since last year, and this may be attributed to changes to state and police pension ages, combined with increases in life expectancy, increasing the likelihood of people remaining in the workforce for longer than previous generations.

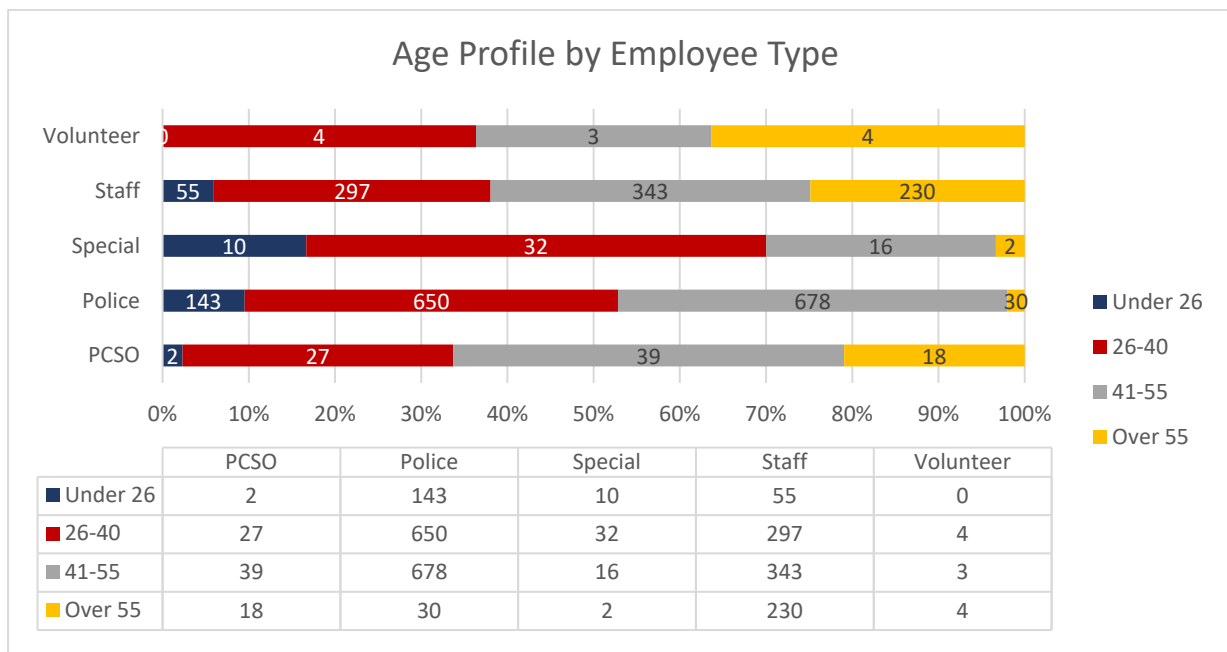
Table 1: Age Profile by Year

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
2023	210	8%	1010	39%	1079	42%	284	11%	2583

Table 1 shows that there has been a slight increase in the size of the overall workforce against 2022. This can be attributed to the increase in recruitment over the course of the financial year and the force's current retention strategy, which was implemented following the increase in leavers between 2021 and 2022.

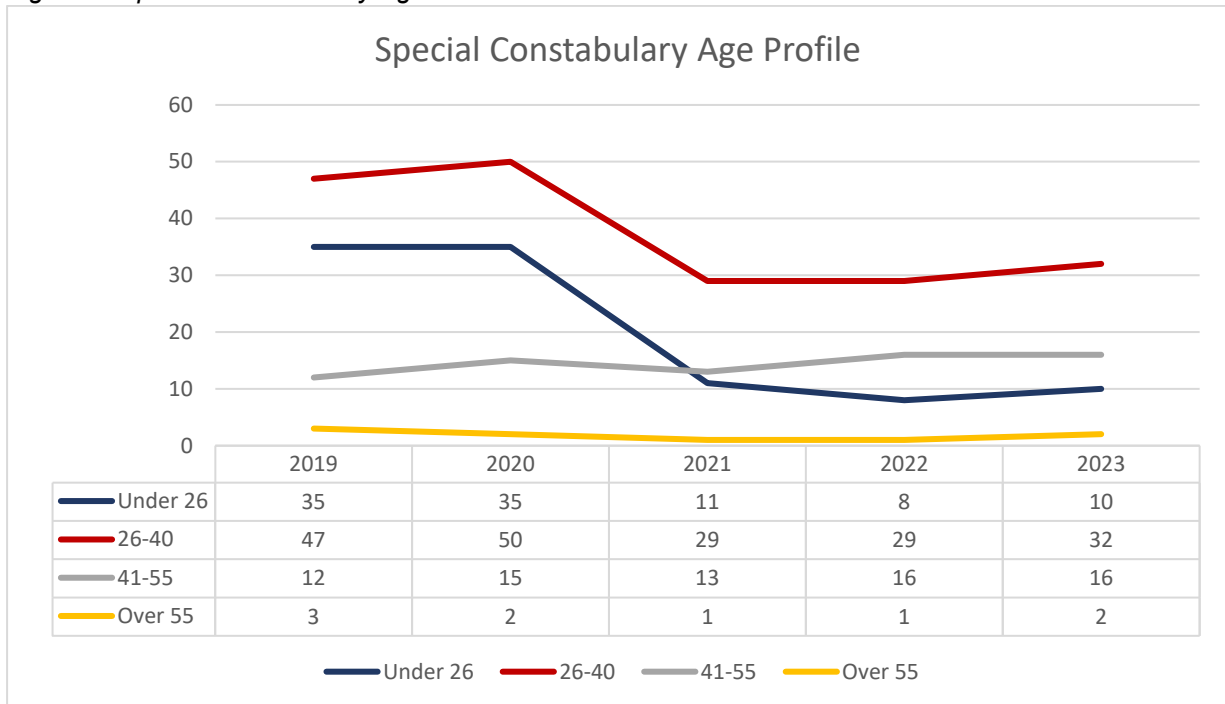
The data also highlights that there has been an increase in every age range since 2022. The changes have not had an impact on the percentages, except in the 41-55 age range, where there is a slight drop due to the redistribution of age ranges across the organisation, and the Over 55 range which has increased. The smallest increase is in the Under 26 age group, which can potentially be attributed to the reduction in recruitment of volunteers in this last financial year.

Figure 3: Workforce Age Profile by Employee Type



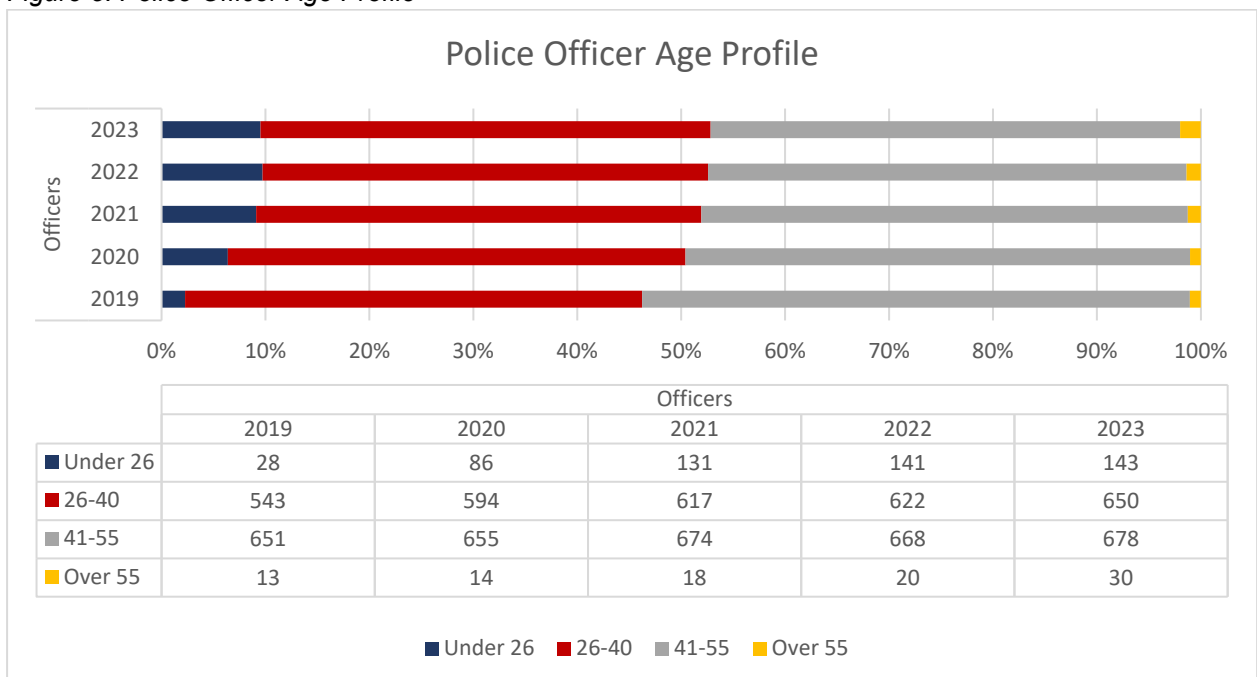
Whilst the age range of most employment groups has increased or remained the same since 2019, the proportion of PCSOs and volunteers has reduced in every age group against 2022.

Figure 4: Special Constabulary Age Profile



The demographic of the Special Constabulary has seen an increase in every age group on 2022, apart from the 41-55 group, which has remained unchanged. This indicates that the work carried out within the last financial year to recruit new officers to the Special Constabulary has been successful. The number of Officers in the Under 26 age group remains low when compared to 2019 ND 2020 and work continues to be done to try and recruit in this age range.

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, due to the 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 and this is a trend which can be seen within Cleveland Police, with a steady increase in officers in the Under 26 age range since 2021.

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 necessary qualifications before applying. Cleveland Police has seen a balanced increase in every age range since 2022, potentially indicating that these measures are having a positive impact on recruitment.

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 Dual Heritage to enable clear presentation.

Figure 7 and Table 3 show that as of March 31st, 2023, 2% of our overall workforce are from Black, Asian and Dual Heritage backgrounds. While this remains below to the national average for police forces, which stands at 8.1% as of 2022 and our local population estimates of 8%, according to ONS data, every minority ethnic group has remained consistent or shown a small increase on 2022. This highlights that the force is successfully retaining its Black, Asian and Dual Heritage workforce and seeing a positive response to efforts to increase the proportion of Black, Asian and Dual Heritage applicants through positive action recruitment.

Figure 7: Aggregated Workforce Ethnicity Profile

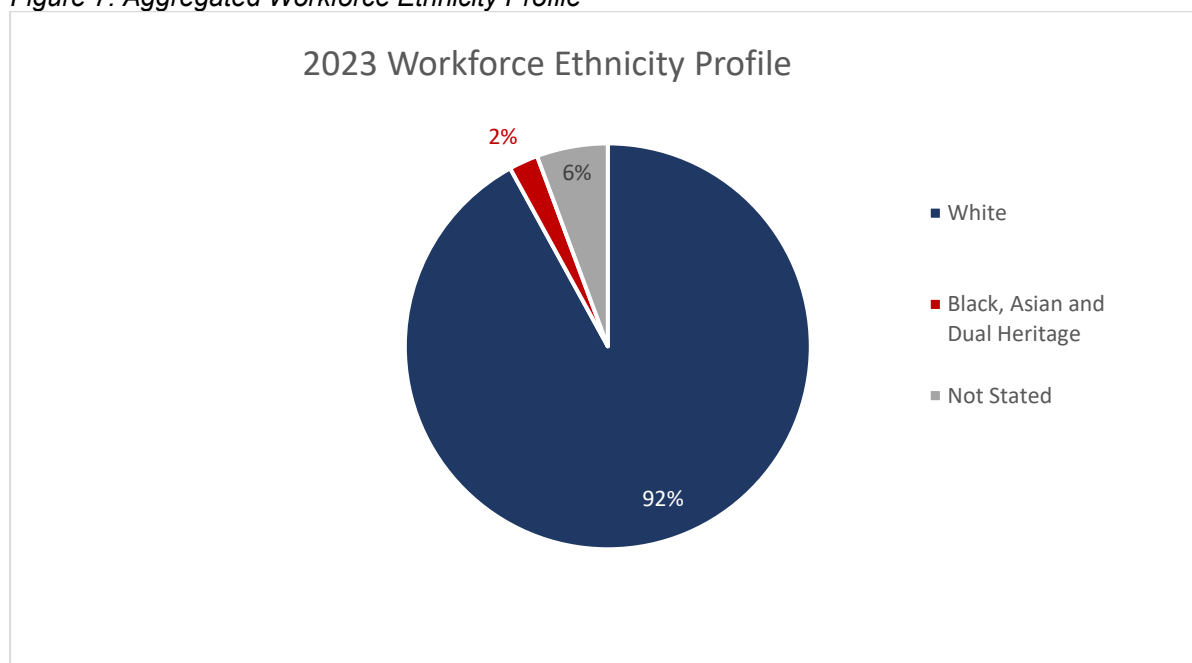


Table 3: Disaggregated Ethnicity Profile by Year

Ethnicity	2019		2020		2021		2022		2023	
	Number	%	Number	%	Number	%	Number	%	Number	%
Asian - Any other Asian background	1	0%	1	0%	1	0%	3	0%	4	0%
Asian - Bangladeshi	0	0%	1	0%	1	0%	1	0%	1	0%
Asian - Chinese	3	0%	3	0%	4	0%	3	0%	3	0%
Asian - Indian	4	0%	7	0%	7	0%	4	0%	7	0%
Asian - Pakistani	14	1%	20	1%	23	1%	24	1%	25	1%
Black - Caribbean	1	0%	0	0%	1	0%	0	0%	0	0%
Mixed - Any other mixed / multiple ethnic background	2	0%	2	0%	3	0%	3	0%	4	0%
Mixed - White and Asian	6	0%	8	0%	10	0%	9	0%	9	0%
Mixed - White and Black African	2	0%	2	0%	2	0%	1	0%	2	0%
Mixed - White and Black Caribbean	1	0%	2	0%	4	0%	4	0%	5	0%
Prefer not to say	61	3%	111	5%	178	7%	153	6%	144	6%
White - Any other white background	19	1%	47	2%	101	4%	94	4%	80	3%
White - English / Welsh / Scottish / Northern Irish / British	1773	94%	1980	90%	2173	86%	2170	88%	2289	89%
White - Irish	6	0%	6	0%	8	0%	9	0%	10	0%
Total	1893	100%	2190	100%	2516	100%	2478	100%	2583	100%

Asian/Asian Other, Asian Pakistani, Any other mixed, Mixed white and black Caribbean - have all increased year on year but not increased enough to impact the overall force percentage. Whilst the overall demographic of the force remains largely White British, with the overall percentage of this characteristic increasing by 1% since 2022, there has been a decrease in the number of people choosing not to declare their ethnicity, indicating that the Safe to Say campaign continues to have a positive impact. However, these changes have been too minimal to impact the overall percentage, which remains at 6%.

Figure 8: 2023 Workforce Black, Asian and Dual Heritage Breakdown

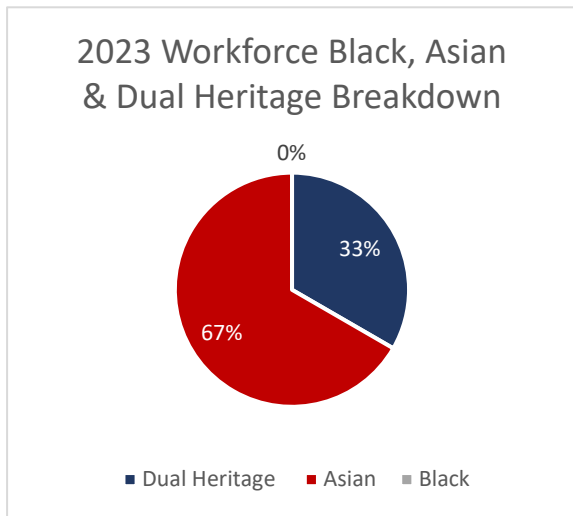
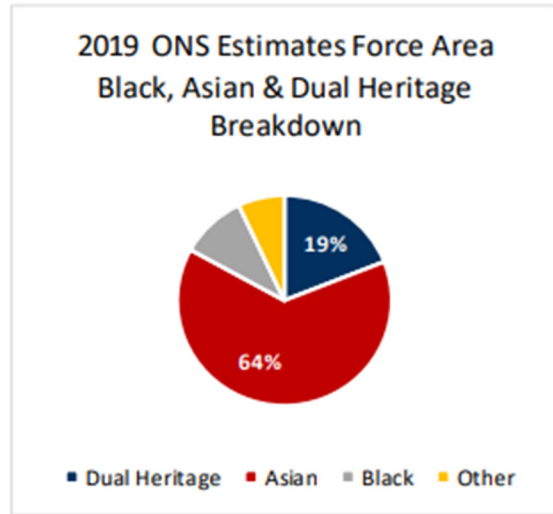
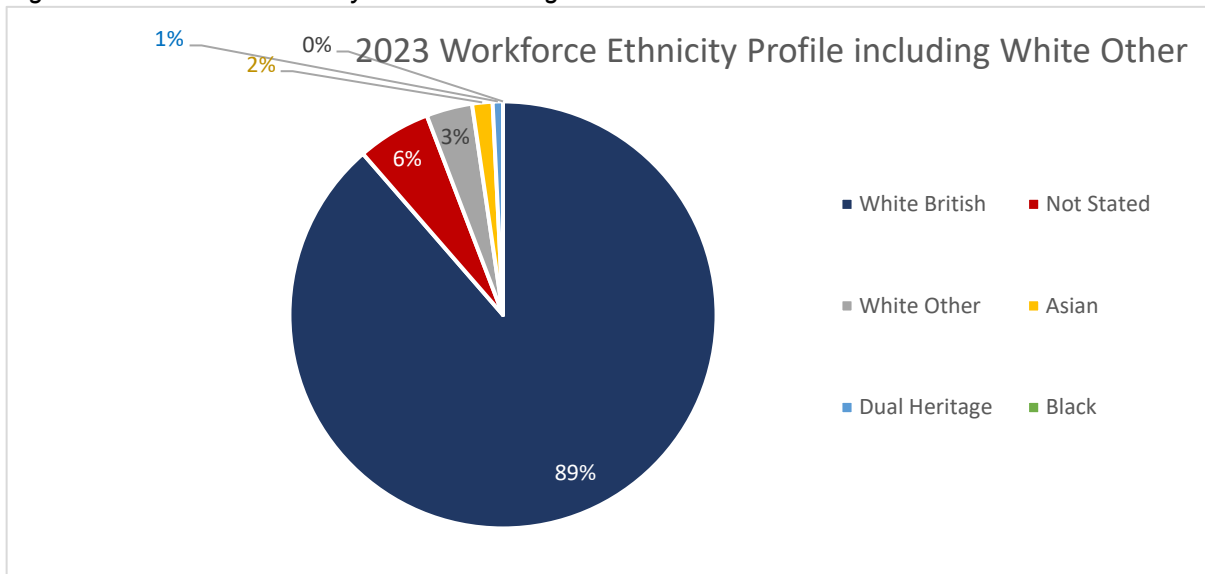


Figure 9: 2019 ONS Estimates Force Area Black, Asian and Dual Heritage Breakdown



Whilst the force has built Black, Asian and Dual Heritage positive action into each bulk recruitment campaign to attract and empower candidates from these underrepresented backgrounds, impact is limited. Since 2021, the force has made regular efforts to use community partners to undertake in-person outreach, which was not previously 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 from minority ethnic backgrounds.

Figure 10: Workforce Ethnicity Profile including White Other



3.6 Sex Profile

In 2022 the percentage of female officers was 44%, in 2023 this has increased to 1%, opposed to male officers, which has seen a decreased by -1%.

Figure 11: Sex split of Cleveland Police's Workforce

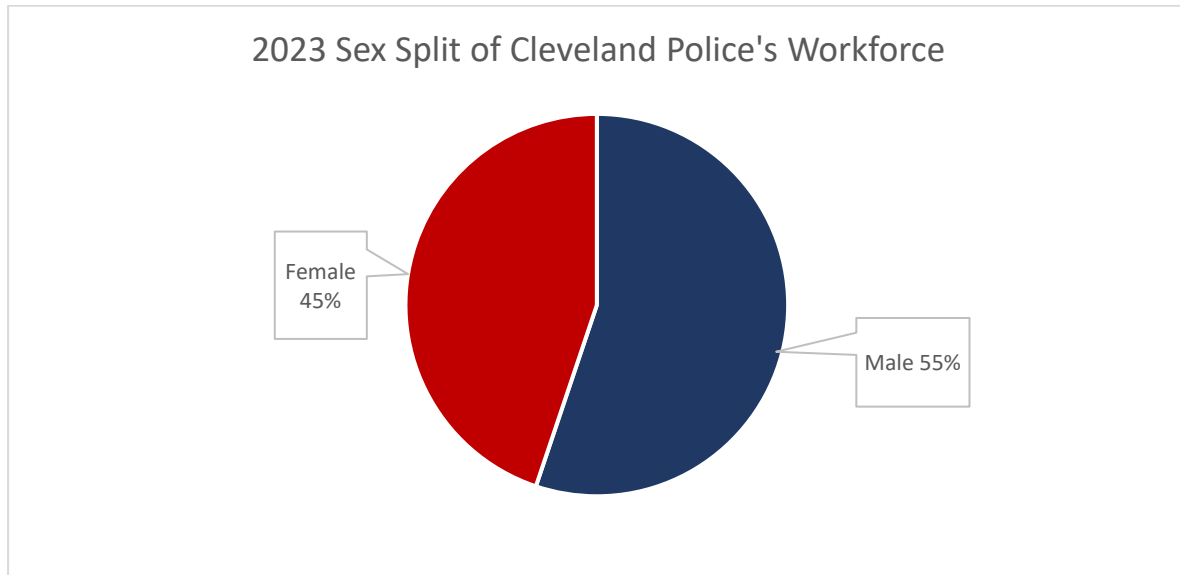
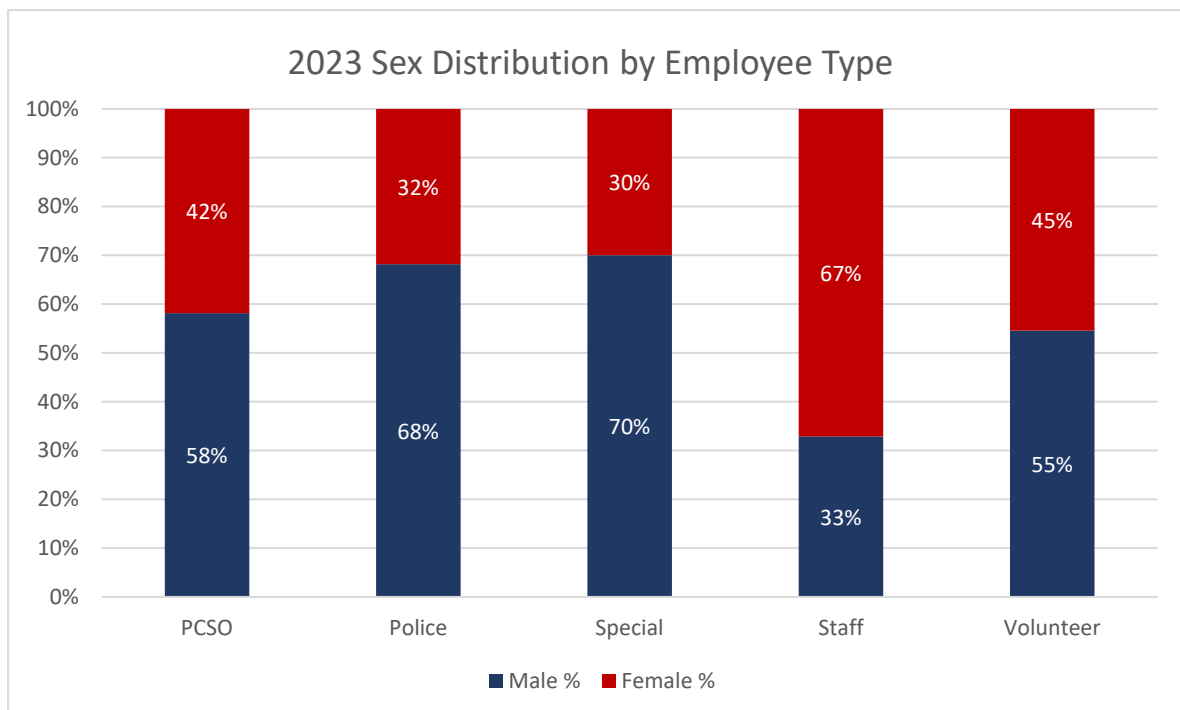


Figure 12: Sex distribution by employee type



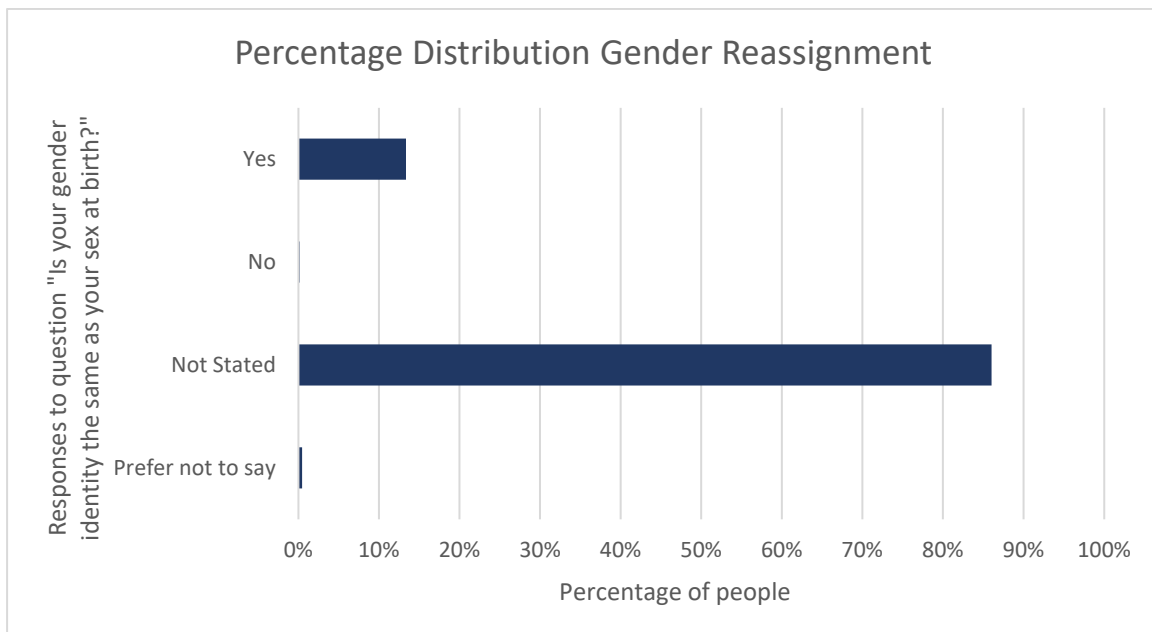
The overall average sex distribution for Cleveland Police has become slightly more balanced against 2022, with a 1% increase in female PCSOs and Police Officers. There has been a 5% decrease in female Special Constables since 2022, with increased work being done to attract females to the Special Constabulary.

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
2023	1425	55%	1158	45%	2594

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

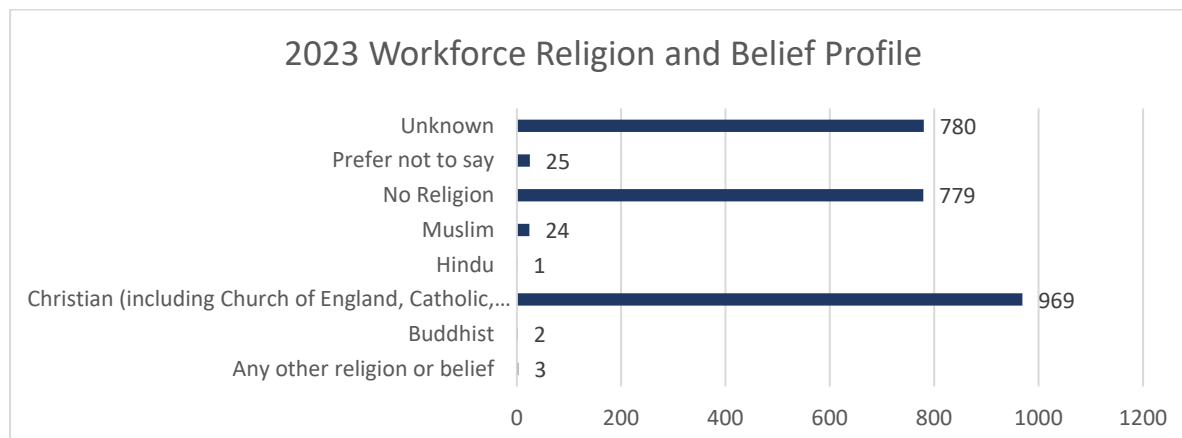
Figure 13: Workforce Distribution for Gender Reassignment



When asked whether their gender identity was the same as their sex at birth, 4 people stated no, 345 stated yes, 12 stated they would prefer not to say and 2,222 did not provide a response. Further work is needed to encourage engagement with this question and provide more data for analysis purposes.

3.7 Religion Profile

Figure 14: 2023 Workforce Religion and Belief Profile



Cleveland Police religion and belief data reflects that 38% of the workforce identifies as Christian, 1% as Muslim, 30% declare having no religion and 30% have not declared a religion.

Table 5: Religion/Belief profile by year

Religion/Belief profile by year										
Year	2019		2020		2021		2022		2023	
	No	%	No	%	No	%	No	%	No	%
Any other religion or belief	1	0%	1	0%	1	0%	2	0%	3	0%
Buddhist	2	0%	2	0%	2	0%	3	0%	2	0%
Christian (All denominations)	807	43%	883	40%	975	39%	952	38%	969	38%
Hindu	1	0%	1	0%	1	0%	2	0%	1	0%
Muslim	11	1%	18	1%	22	1%	19	1%	24	1%
No Religion	312	16%	400	18%	534	21%	642	26%	779	30%
Prefer not to say	5	0%	7	0%	3	0%	15	1%	25	1%
Not stated	754	40%	878	40%	978	39%	843	34%	780	30%
Total Headcount	1893	100%	2190	100%	2516	100%	2478	100%	2583	100%

In comparison to 2022, there has been a small increase in Muslim employees. There has been an increase of 10 people who have selected 'Prefer not to say', but a positive decrease of 4% of those who have not stated a religion. This, along with the 5% decrease from last year, further supports the improvement in diversity data declarations from the Safe to Say programme. The force has made additional improvements in 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 employees and provides an avenue to work with our local Christian communities. The Support Association for Minority Ethnic staff (SAME) provide similar support to members and the force, particularly during religious events such as Ramadan. These networks help to drive improvements in the way the force engages with it's communities and workforce through sharing their lived experiences.

3.8. Sexual Orientation Profile

The organisation has put further work into reporting sexual orientation data for our workforce. Figure 15 reflects that 40% of the workforce have not reported their sexual orientation. This is a 5% improvement on 2022 and a 10% improvement on 2021, demonstrating the progress that the organisation is making in encouraging people to feel confident to make these declarations and the contribution that the self-service reporting feature is making in this effort. In 2022, the force added “prefer to self-describe” as an option on the self-service platform and we continue to see positive use of this within this years reporting data, as demonstrated in Table 6.

Figure 15: 2023 Sexual Orientation Breakdown

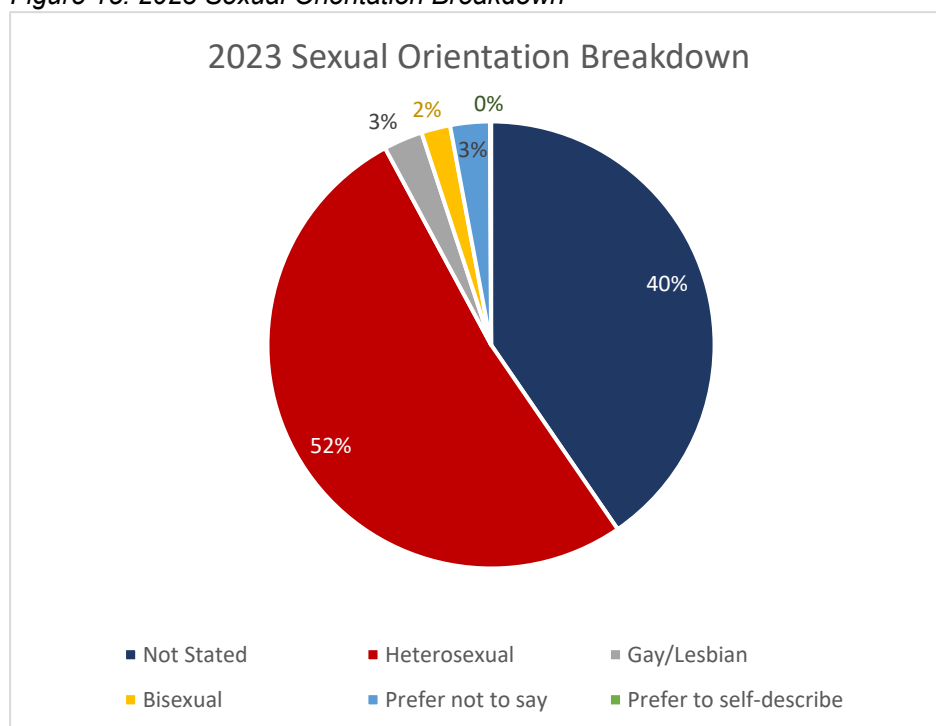


Table 6: 2023 Workforce Sexual Orientation by Gender

Workforce Sexual Orientation profile by Gender						
Sexual Orientation	Male		Female		Total	
	No	%	No	%	No	%
Not Stated	606	42%	438	38%	1044	40%
Heterosexual	738	52%	598	52%	1336	52%
Gay/Lesbian	16	1%	57	5%	73	3%
Bisexual	28	2%	26	2%	54	2%
Prefer not to say	37	3%	37	3%	74	3%
Prefer to self-describe	1	0%	1	0%	2	0%
Total Headcount	1426	100%	1157	100%	2583	100%

2020 ONS predictions for the North East estimate that 3% of the population identify as LGB, in comparison to a total of 5% of Cleveland Police’s workforce.

The Cleveland Police LGBT+ Network continues to play a key role in supporting employees. This is a Staff Support Network, set up and led by staff to offer confidential

support to colleagues on any issue they may be facing, as well as providing a visible presence, offering strategic support on policies, attending meetings and being a critical friend to help drive improvements regarding 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 the reporting of hate crime. The network issues 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 sexual orientation; anyone is welcome to declare themselves an ally to their LGBT+ colleagues and communities.

The force has proactively collaborated with Hart Gables, an 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

Table 7: Parental Leave by type and gender

Parental Leave by Gender Split and Type			
Leave Type	Female	Male	Total
Adoption Leave	1	1	2
Maternity Leave	54		54
Paternity Leave		36	36
Total	55	37	92

During the 2022-23 financial year, 54 people took maternity leave, 2 people took adoption leave and 36 people took either paternity or maternal support leave. This is a slight increase on last year.

3.10. 2022-2023 Flexible Working Requests

Figure 16: Breakdown of working patterns and approved flexible working requests

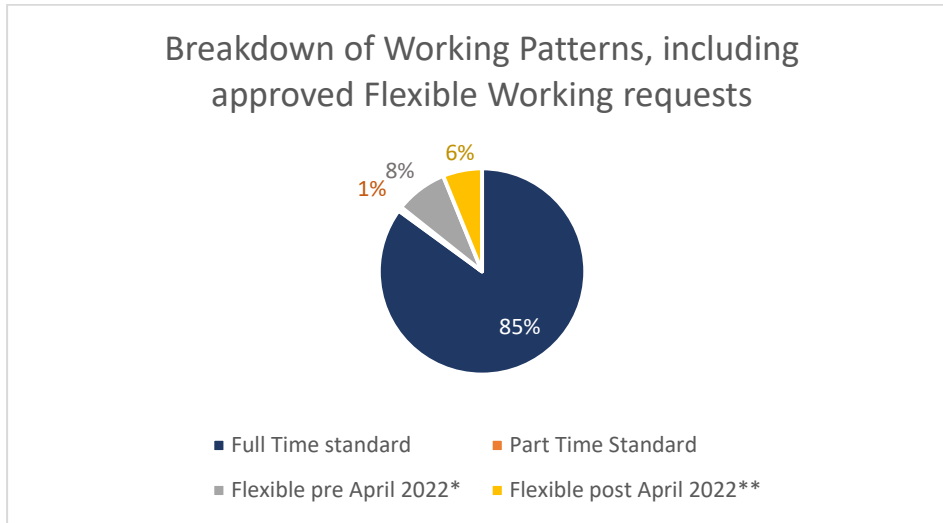


Table 8: Working pattern types

Work Pattern	Number	%
Full Time standard	2085	85%
Part Time Standard	16	1%
Flexible pre April 2022*	200	8%
Flexible post April 2022**	151	6%
Total	2452	100%

* Flexible Working applications approved before 1st April 2022

** Flexible Working applications approved between 1st April 2022 and 31st March 2023

In the year 2022 – 23, 151 flexible working requests were approved; those requests included amendments to existing flexible working patterns and flexible retirements (moving to part time, or a reduction in part time working hours and flexible working pattern requests). It is not known how many applications, if any, were made and rejected in the last financial year.

Of these 151, 126 applications came from female/those identifying as female and 25 came from male/those identifying as male. There are no readily available statistics regarding any other protected characteristics of applicants at this time.

The success rates of flexible working applications can be credited to the flexibility of line managers, supported by the wider Human Resources and Employee Relations Teams, 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. 2022-23 Recruitment

(insert data and narrative)

5. 2022-23 Equality, Diversity, and Inclusion Achievements

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.

Achievements

Equality, diversity, Inclusion is a conceptual framework that promotes the fair treatment and full participation of all people, especially communities that have historically been underrepresented or subject to discrimination because of their background, identity, disability, or any other protected characteristic. At Cleveland Police we truly understand and value the strengths that diversity brings to our organisation, partnerships, workforce and the communities that we serve.

We also recognise and understand the concept of cohesion, which brings a strong and positive relationships between people from different backgrounds, with a common vision and sense of belonging for all creating equal access for communities to flourish as individuals.

At Cleveland Police the strategic achievements, has been under pinned by the Force's Public Sector Equality Duties this has continued to establish the foundations for the 2022 to 2026 EDI programme, listed below are some of our recent achievements.

Equality Impact Assessments

Cleveland Police equality impact assessment (EIA) is an evidence-based approach designed to support the organisation that their policies, practices, events and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation. Currently, the force has completed 54 policies, strategies, and business cases within the financial year. We have 22 currently in the pipeline to completed and we have 55 members of staff who have attended our brief sessions.

Positive Action

- In the summer of 2022, the impact of the positive programme consisted of.
- 729 applications between July and December 2022, this was a 141% increase in the volume of applicants when compared to January – June 2022 (303 applicants).
- July 2022 was our highest performing month, attracting 245 candidates.
- Strengthened links with the black community resulted in beginning to consistently attract a small number of black applicants' month on month.
- July 2022 to December 2022 period 6.7% of applicants were ethnically diverse and 33.7% identified as female.

Disability Confident Scheme

Currently the force has achieved the 'Disability Confident' level 2 as an employer'. This accreditation evidences the Force commitment to recruit, retain and progress disabled people as part of the workforce. The Force recognises the value disabled people bring to the organisation and are currently working towards level 3 by 2024.

Staff Engagement Survey

The Force has procedure an external organisation to deliver a staff engagement survey in this financial year. This independent survey has created a base line on how staff feel about the organisation and will inform how we achieve excellence in diverse employee attraction, engagement, and retention.

HeForShe

Cleveland police has commitment to the National Police Gender Equality programme through developing a programme of work and appointing senior staff and police officer to lead the workstream.

Staff Networks

Cleveland Police recognises the importance of staff networks in helping to foster an inclusive working environment in which every employee feels valued and supported. Staff networks allow historically marginalised voices to be heard within the organisation, helping to improve culture and processes for staff and public alike. The networks also provide a safe space in which concerns can be raised in a supportive environment, as well as an opportunity to meet others who may have

similar experiences. Whilst staff networks are supported to develop and grow by the EDI team, they are independent and run by their members.

We currently supporting 8 staff networks and the development of a new neurodiversity staff network coming on board this year 2023. There has also been plans to develop strategic staff which is chair by the duty chief constable



Celebrations of Events & Activities

The diversity calendar has been developed and rolled out in 2022 this coincided with awareness briefings internally around the Stephen Lawrence day, Black history month, Refugee Week, National Inclusion Week, World Alzheimer's Day, National South Asian Heritage Month and international day of a disabled person with a disability.

The diversity calendar is a great tool to use to interact and engage with our workforce and communities. It is a way to highlight key events and raise awareness but also to show our diverse communities that we listen and are involved and want to make an impact within our communities.

The calendar is also used as a tool to develop resources to inform internal staff development on key subject matters.

7. Referenced Publications

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