



**CLEVELAND
POLICE**

Annual Equality Monitoring Report

2023-2024

FOR THE ATTENTION OF THE AUDIT COMMITTEE:

Please note that this is a final draft of the 2023/24 Equality Monitoring report.

A version will be submitted to the December meeting of the audit committee, with a target to make the final report available to the workforce and public.



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1. A Message from our Chief Constable

Cleveland Police is geographically one of the smallest in the country. It is varied in terms of rural and urban localities and demographics representative of a broad range of continually changing ethnic, cultural, and economic backgrounds.

Listening to and understanding the differing needs of our diverse communities is essential as it presents us with an opportunity to engage and better understand the people we serve. To do this we must first understand our own workforce. Understanding our own workforce will allow us to empower their knowledge and experiences in order to deliver a service befitting the diverse communities we serve.

Part of this work will focus on improving accuracy of information held about our workforce. Recent analysis of data uncovered that large numbers of staff have chosen not to declare their status linked to a number of the protected characteristics. Having this data will allow us to gain a greater understanding of our workforce so we can support them and in turn tailor bespoke ways to better deliver a service reflective of our community.

Working closely with partners we take a neighbourhood focused, problem solving approach to dealing with crime and anti-social behaviour, ensuring we have a highly trained workforce and the means to identify and protect the most vulnerable and disadvantaged in our society.

Achievements we have made so far in 2023/24 are:

- Maintained Level 2 Disability Confident Employer status and are well on the way to achieve level 3 leadership by 2024.
- Staff Engagement Survey achieved a 59.81% response rate, with a positive increase in terms of how the staff feel at work from previous years.
- DEI Strategy established with a Chief Officer strategic lead for each of the three pillars: Workforce, Communities and Partnerships.
- Staff Network reinvigoration is underway with an overall objective to increase awareness and ensure voices have a platform within the organisation from which to be heard, understood, and supported.
- Maintaining the Staff Equality Forum, that brings all the chairs of the networks together.
- Cleveland Police has a rich and diverse calendar of activities collaborating with local and national communities including Black History, Pride, International day of a person with a disability, South Asian Heritage Month, and a long celebrations of other key calendar events.

To 'Be The Best We Can Be' we are committed to make continual improvements to embed a culture where respect and inclusion is the conscious norm.

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 2023/24 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 and belief. It also summarises the key activities undertaken in the 2023/24 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, 2024, is 2647. This is an increase of 64 people on our headcount at the same time in the previous year. This slight increase aligns with national trends in the UK's labour market and is due to increased recruitment and community engagement efforts.

The following workforce representation data is based on our management information for employees that worked for Cleveland Police as of March 31st 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.

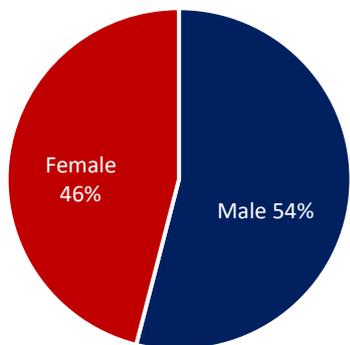
In 2023/24 the Force relaunched the Safe to Say campaign, with the aim of improving oversight of workforce demographics. This appears to have started to make small improvements in relation to some characteristics; however, for some characteristics the Force still has high rates of people choosing not to declare their personal information. These include Gender Identity, Ethnicity for staff, Religion and Belief. To address this the Force will continue to promote the new facility to update equality monitoring data directly on to electronic HR records. This has continued 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.

Disclaimer: Please note due to rounding of percentages to two decimal places, some percentages in the graphs presented in this report may not add up to 100%. The terms "not stated" and "unknown" are used interchangeably throughout this report to indicate that no information was provided by the individual.

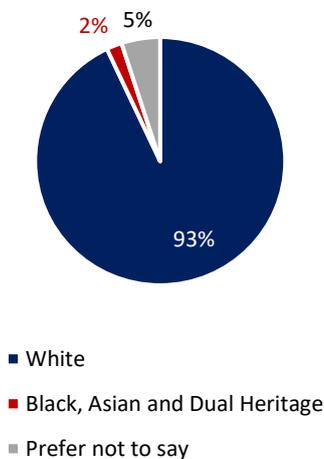


3.2. Cleveland Police 2023/2024 Workforce Key Statistics

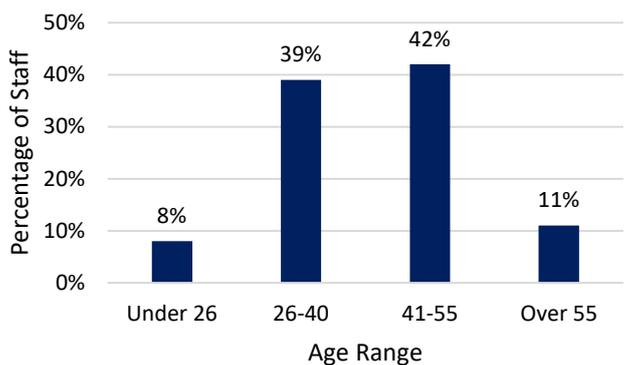
2024 Sex Split of Cleveland Police's Workforce



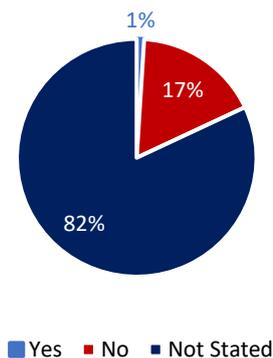
2024 Workforce Ethnicity Profile



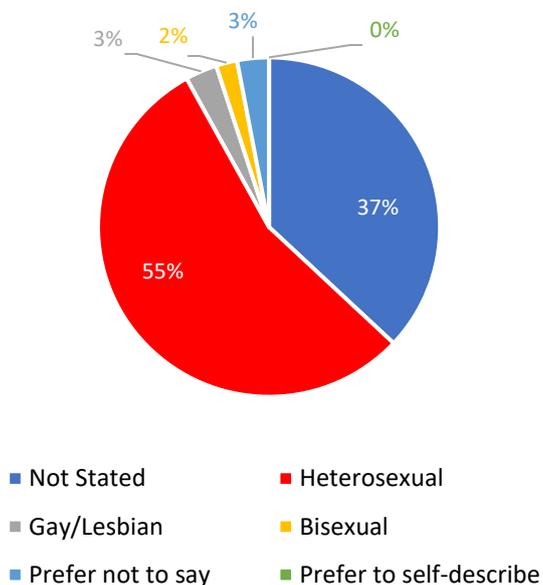
2024 Age Distribution



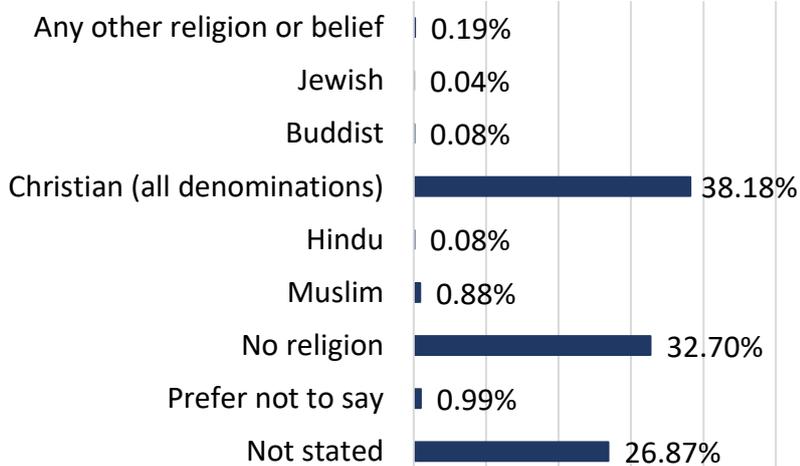
2024 Disability Profile



2024 Sexual Orientation Breakdown



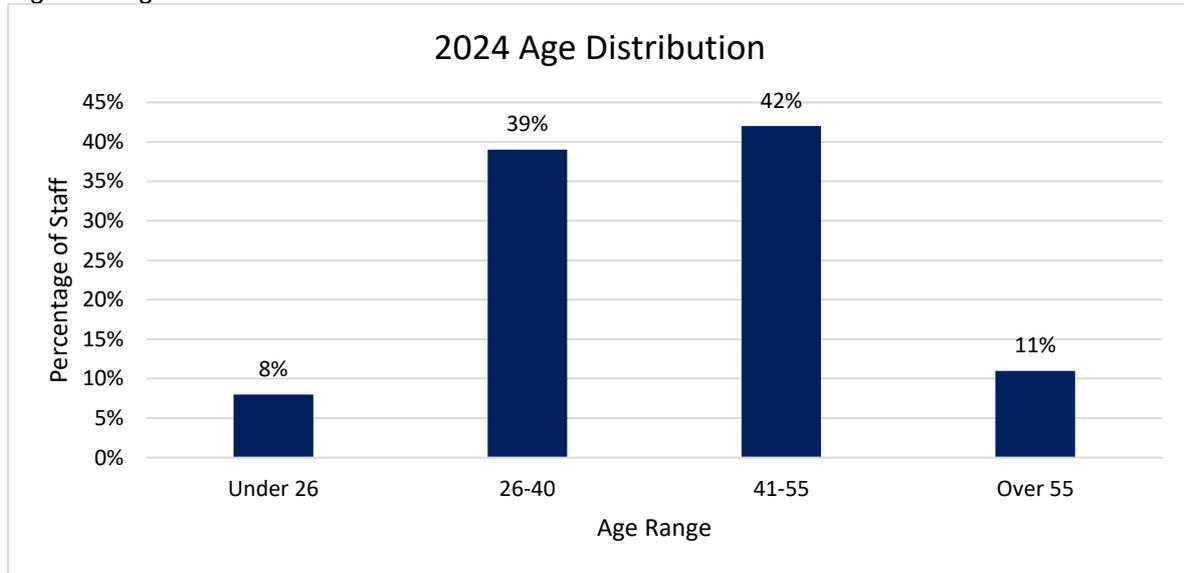
2024 Workforce Religion and Belief Profile





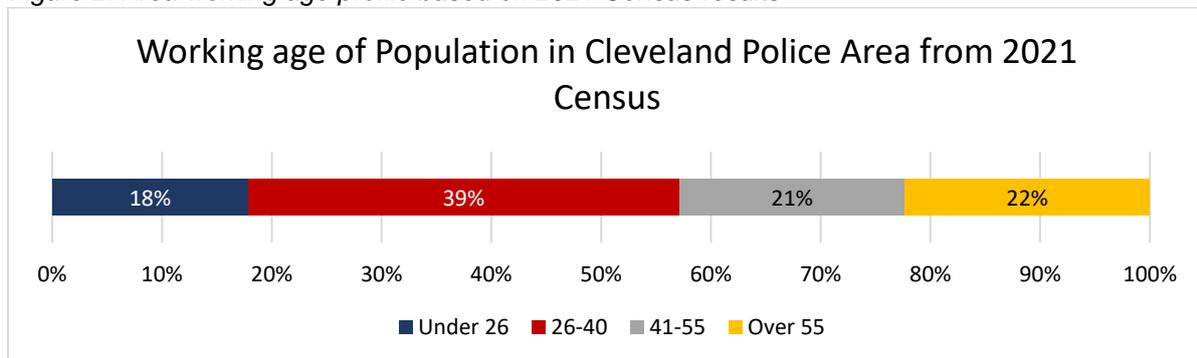
3.3. Age Profile

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 of 31st March 2024.

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



Comparison of Figures 1 and 2 indicates that those aged under 26 are underrepresented in our workforce, while the 41-55 age group is overrepresented. The proportion of staff aged 55-66 is lower than the population proportion; 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 remained consistent with last year, potentially suggesting that the increase seen last year was due to changes in police pensions.



Table 1: Age Profile by Year

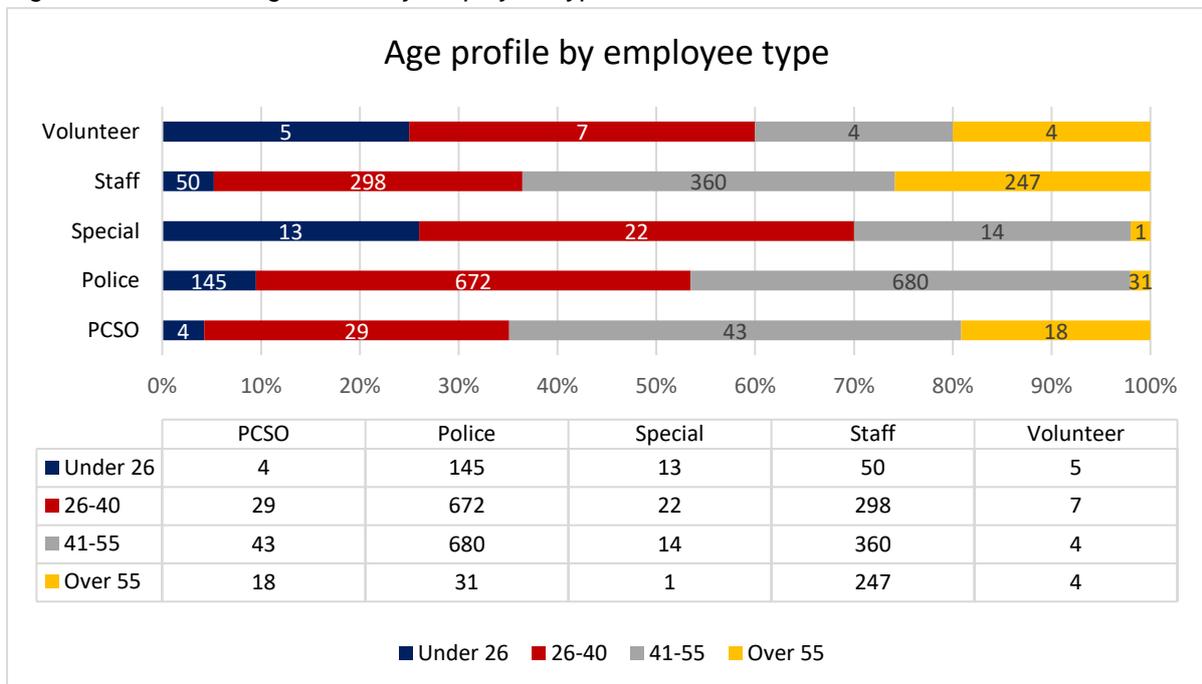
Age Profile by Year									
Year	Under 26		26-40		41-55		Over 55		Total
	No	%	No	%	No	%	No	%	
2019	129	7%	789	41%	893	46%	128	7%	1939
2020	197	9%	887	40%	989	44%	171	8%	2244
2021	225	9%	970	39%	1074	43%	247	10%	2516
2022	209	8%	960	39%	1070	43%	239	10%	2478
2023	210	8%	1010	39%	1079	42%	284	11%	2583
2024	217	8%	1028	39%	1101	42%	301	11%	2647

Table 1 shows that there has been a slight increase in the size of the overall workforce against 2023; 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 significant increase since 2019 is due to Operation Uplift and police staff transfer into Cleveland Police in 2020.

The data also highlights that there has been an increase in every age range since 2023. The changes have not had an impact on the percentages. The smallest increase is in the Under 26 age group.

Figure 3: Workforce Age Profile by Employee Type

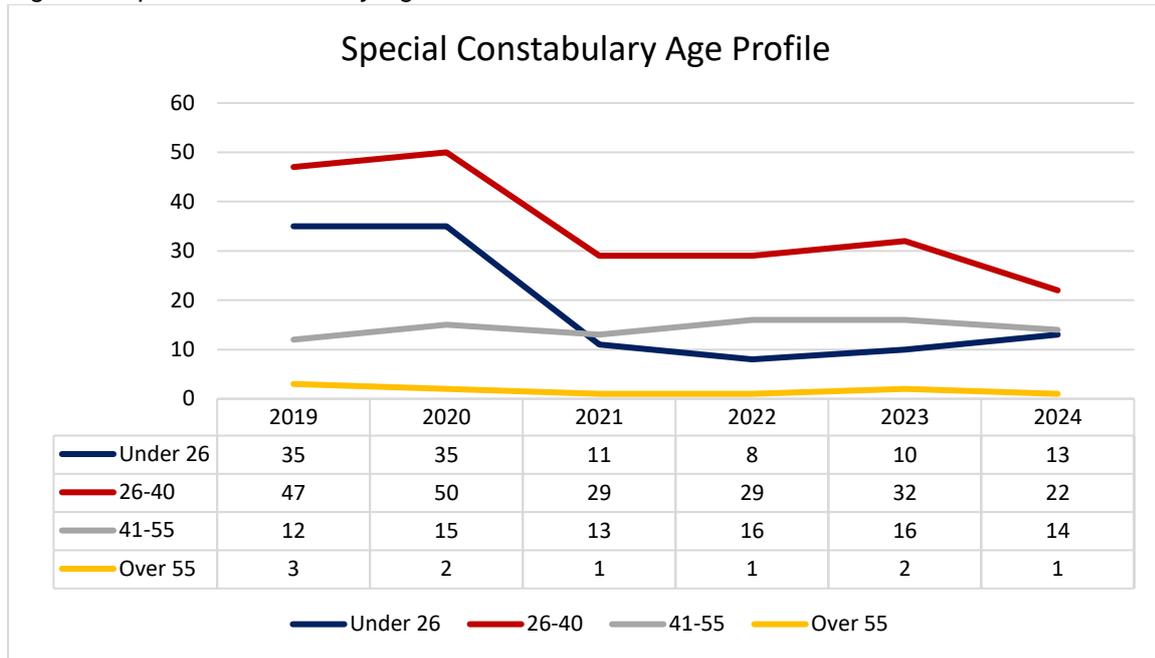


There has been an increase across all employee type in the Under 26 age group.

All other age groups have either increased or remained stable.

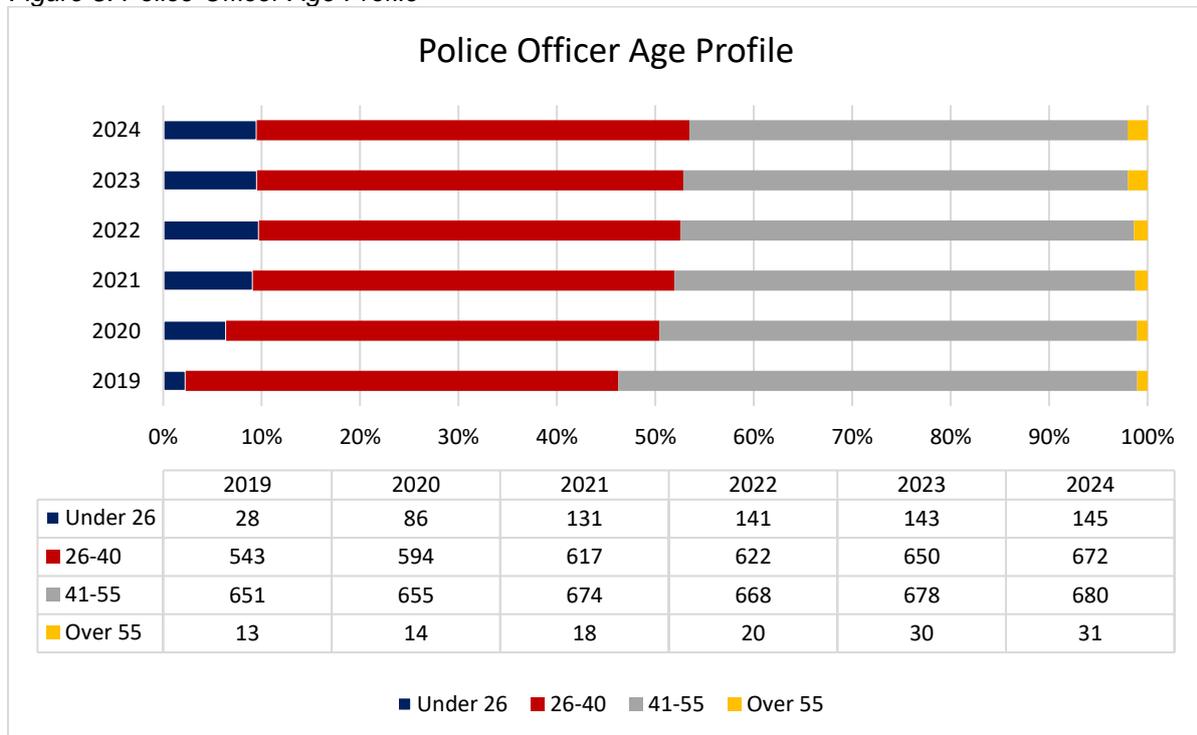


Figure 4: Special Constabulary Age Profile



The Special Constabulary’s demographic has shifted compared to last year. The Under 26 age group has grown slightly, while the 26-40 age group has decreased.

Figure 5: Police Officer Age Profile





Cleveland Police offered a variety of routes into policing throughout 2023/24, including the Initial Police Learning Development Programme (IPLDP), which has been offered in previous years

The re-introduction of IPLDP allowed us to attract candidates who were previously ineligible due to the required UCAS points or equivalent work experience for the Police Constable Degree Apprenticeship (PCDA) route.

The IPLDP route closed on 31st March 2024. A new non degree entry route, the Police Constable Entry Programme (PCEP) route is introduced from 1st April 2024.

The Force launched the Degree-Holder Entry Programme (DHEP) route on 29th January 2024, in partnership with Teesside University. This programme allows officers to earn a graduate diploma and has attracted more female applicants.

The DHEP programme is open to degree holders in any subject, regardless of prior experience, age, or learning modality. This diverse approach should attract a wide range of applicants with varied backgrounds and experiences, enhancing diversity within Cleveland Police.

The Force has introduced a Detective pathway, providing a training route for new recruits to specialise in investigations, a popular career choice in policing. Training for this pathway has been offered through the DHEP, IPLDP, and future PCEP cohorts.

The Detective pathway has attracted more female applicants due to its initial training period, which primarily consists of daytime shifts within neighborhoods, avoiding night shifts. This allows for a smoother transition into CID shift patterns.

Multiple entry route options broaden our appeal and increase the potential for greater diversity within Cleveland Police.



3.4. Disability Profile

Figure 6: 2024 Workforce Disability Profile

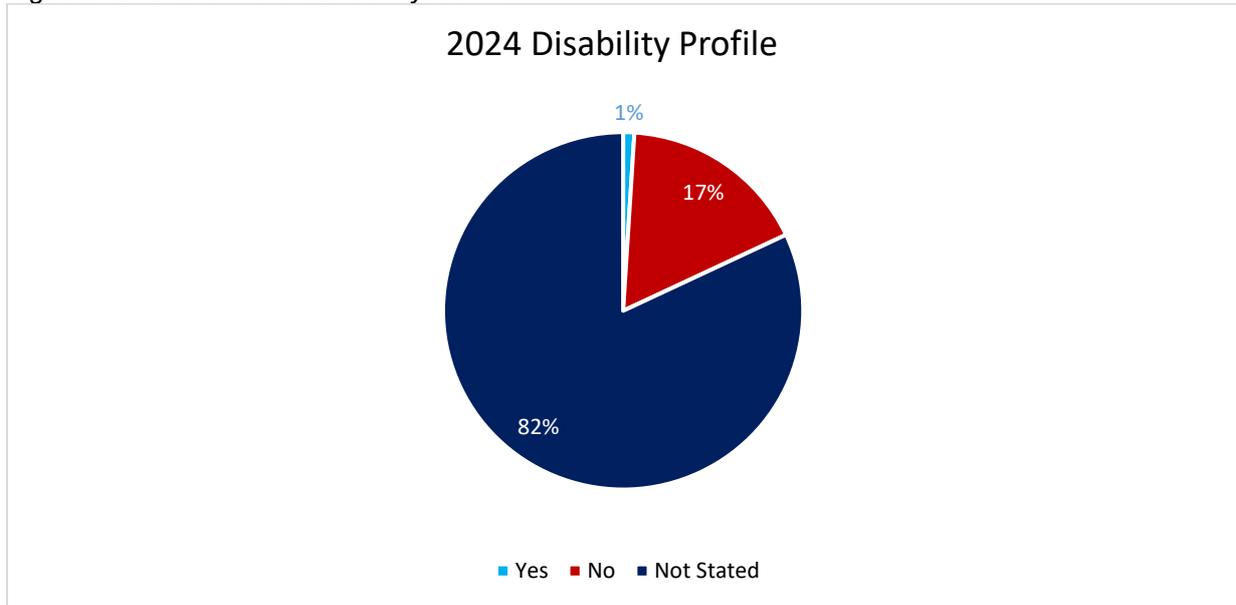


Table 2: Disability Profile by Year

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
2023	29	1%	523	20%	2031	79%	2583
2024	20	1%	440	17%	2187	82%	2647

9 people have either left the organisation or no longer self-identify as having a disability. Exit interviews do not suggest that disability played a role in their departure.

The Disability Support Network and Neurodiverse Network, sponsored by Executive Team members, are being promoted alongside other staff network support groups. These networks will continue to offer peer support, provide input on current issues, raise awareness of important topics, and function as a critical friend.



3.5. Ethnicity Profile

The Home Office 18+1 dataset is used to categorise race. We align with national standards and focus on comparing White representation with Black, Asian, and Dual Heritage groups.

As of March 31st, 2024, 2% of our workforce identifies as Black, Asian, or Dual Heritage. While this is below the national police force average of 8.4% and our local population estimate of 8% (according to ONS data), every minority ethnic group has remained consistent or shown a small increase since 2022.

Figure 7: Aggregated Workforce Ethnicity Profile

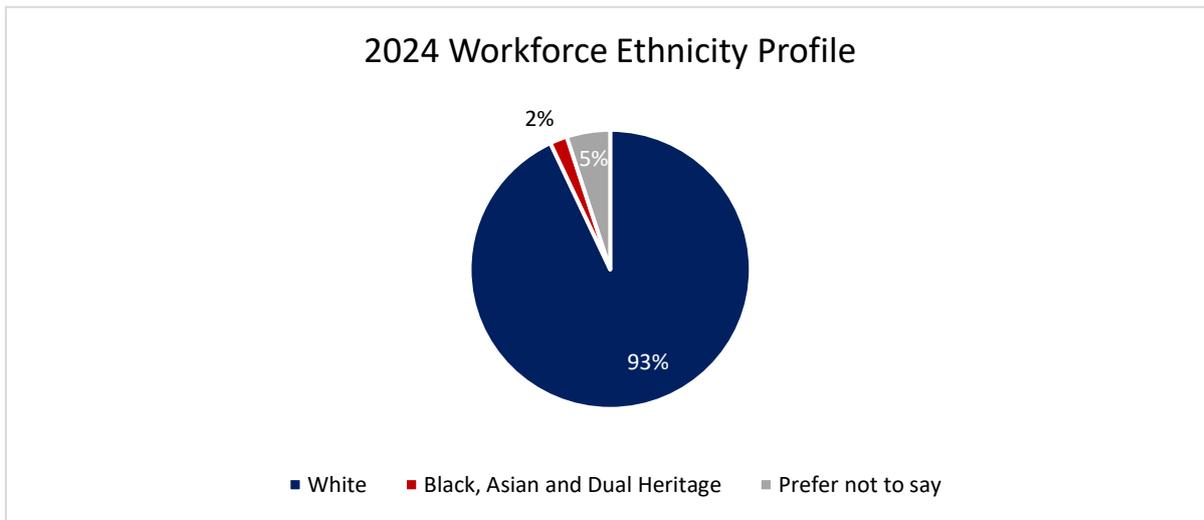


Table 3: Disaggregated Ethnicity Profile by Year

Ethnicity	2019		2020		2021		2022		2023		2024	
	Number	%										
Asian - Any other Asian background	1	0%	1	0%	1	0%	3	0%	4	0%	4	0%
Asian - Bangladeshi	0	0%	1	0%	1	0%	1	0%	1	0%	3	0%
Asian - Chinese	3	0%	3	0%	4	0%	3	0%	3	0%	2	0%
Asian - Indian	4	0%	7	0%	7	0%	4	0%	7	0%	8	0%
Asian - Pakistani	14	1%	20	1%	23	1%	24	1%	25	1%	22	1%
Black - Caribbean	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
Mixed - Any other mixed / multiple ethnic background	2	0%	2	0%	3	0%	3	0%	4	0%	2	0%
Mixed - White and Asian	6	0%	8	0%	10	0%	9	0%	9	0%	8	0%
Mixed - White and Black African	2	0%	2	0%	2	0%	1	0%	2	0%	2	0%
Mixed - White and Black Caribbean	1	0%	2	0%	4	0%	4	0%	5	0%	7	0%
Prefer not to say	61	3%	111	5%	178	7%	153	6%	144	6%	128	5%
White - Any other white background	19	1%	47	2%	101	4%	94	4%	80	4%	71	3%
White - English / Welsh / Scottish / Northern Irish / British	1773	94%	1980	86%	2173	86%	2170	88%	2289	88%	2381	90%
White - Irish	6	0%	6	0%	8	0%	9	0%	10	0%	9	0%
Total	1893	100%	2190	100%	2516	100%	2478	100%	2583	100%	2647	100%

There has been no notable shift in the proportion of Black, Asian and Dual Heritage employees. Although some figures have decreased from the previous year, Leavers Survey responses do not point to ethnicity as a factor in employee departures.

Although the overall demographic of the force continues to be predominantly White British, with this characteristic increasing by 2% since 2022, the Force recognises the growing number of individuals who decline to disclose their ethnicity as a priority area for attention.



Figure 8: 2024 Workforce Black, Asian and Dual Heritage Breakdown

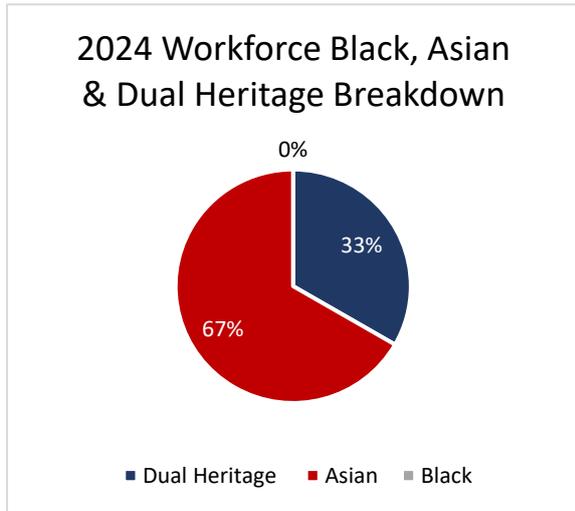
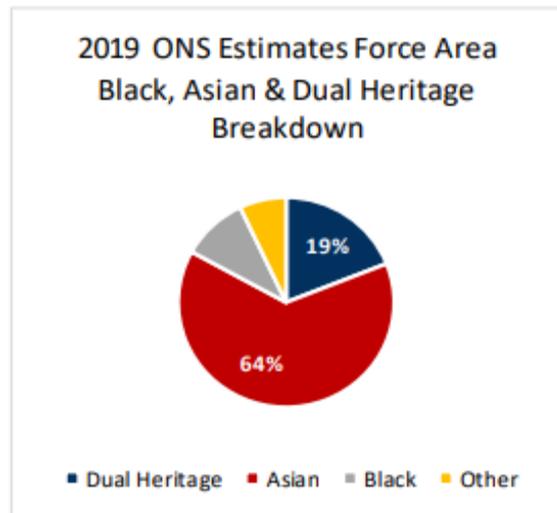
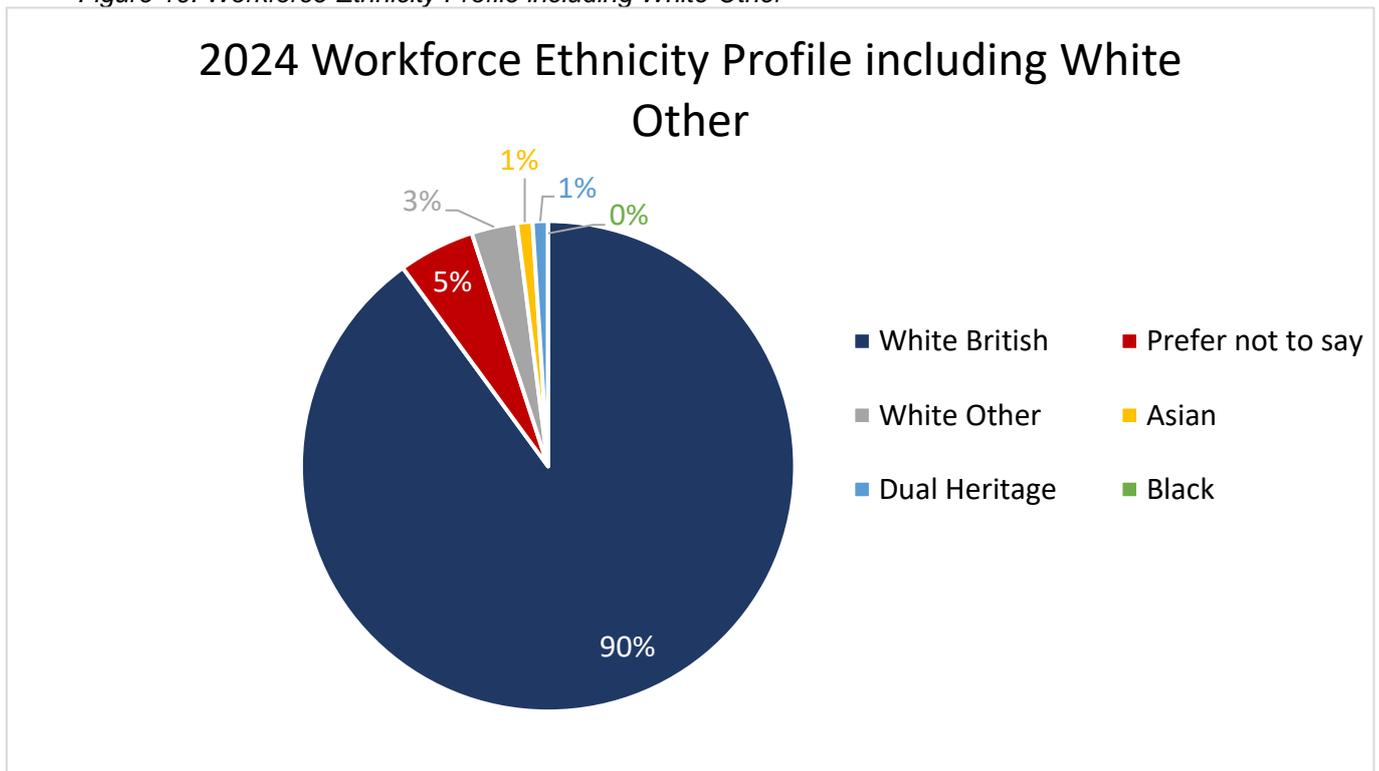


Figure 9: 2019 ONS Estimates Force Area Black, Asian and Dual Heritage Breakdown



Building relations and community engagement is key in all recruitment campaigns, however impact on our ethnic minority representation is limited. It has been identified that positive action is required in the attraction stage of the recruitment process.

Figure 10: Workforce Ethnicity Profile including White Other





3.6 Sex Profile

In 2023, the percentage of female employees in Cleveland Police was 45%. This figure increased by 1% in 2024, while the proportion of male employees decreased by 1%.

Figure 11: Sex split of Cleveland Police's Workforce

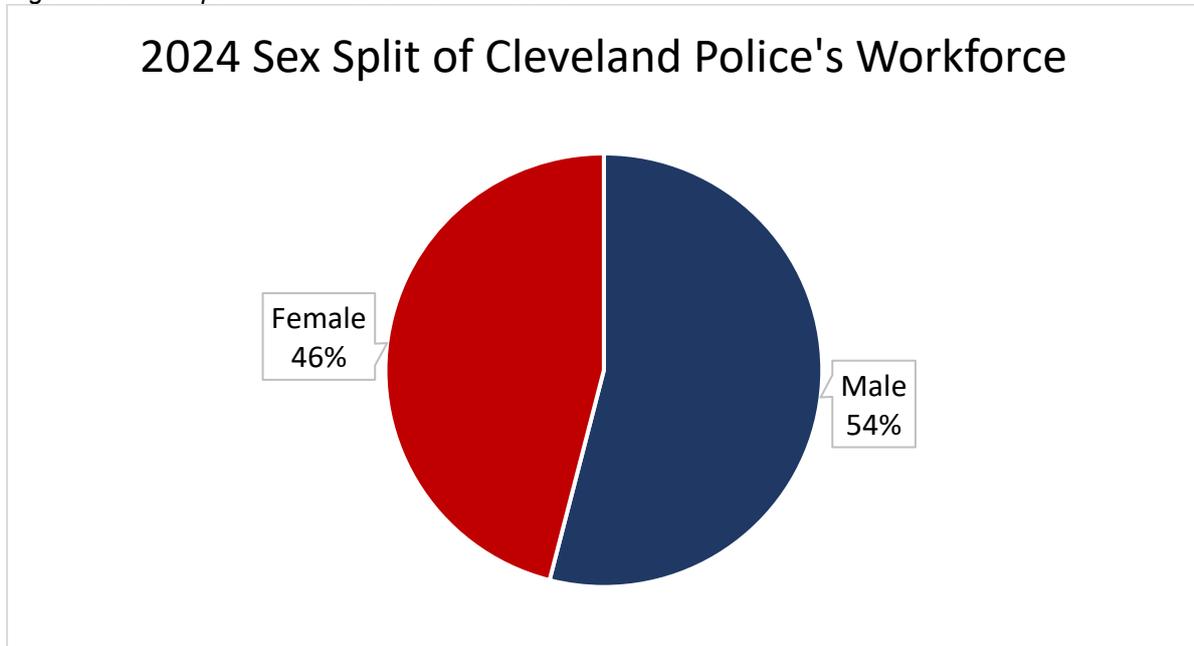
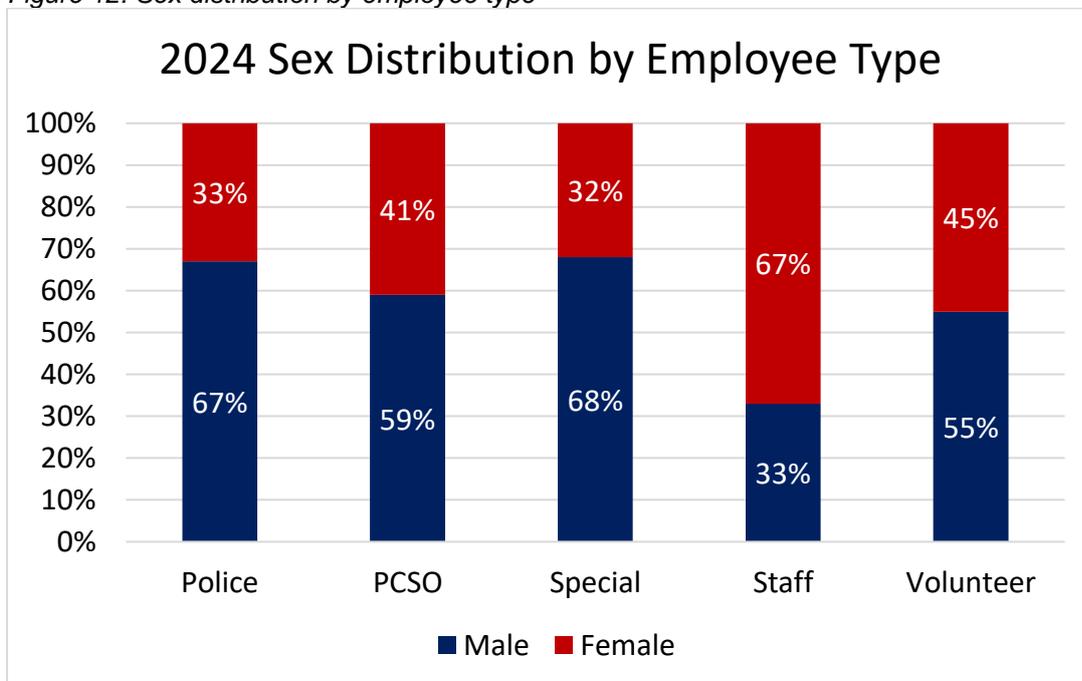


Figure 12: Sex distribution by employee type



The overall average sex distribution for Cleveland Police has become more balanced against 2023.



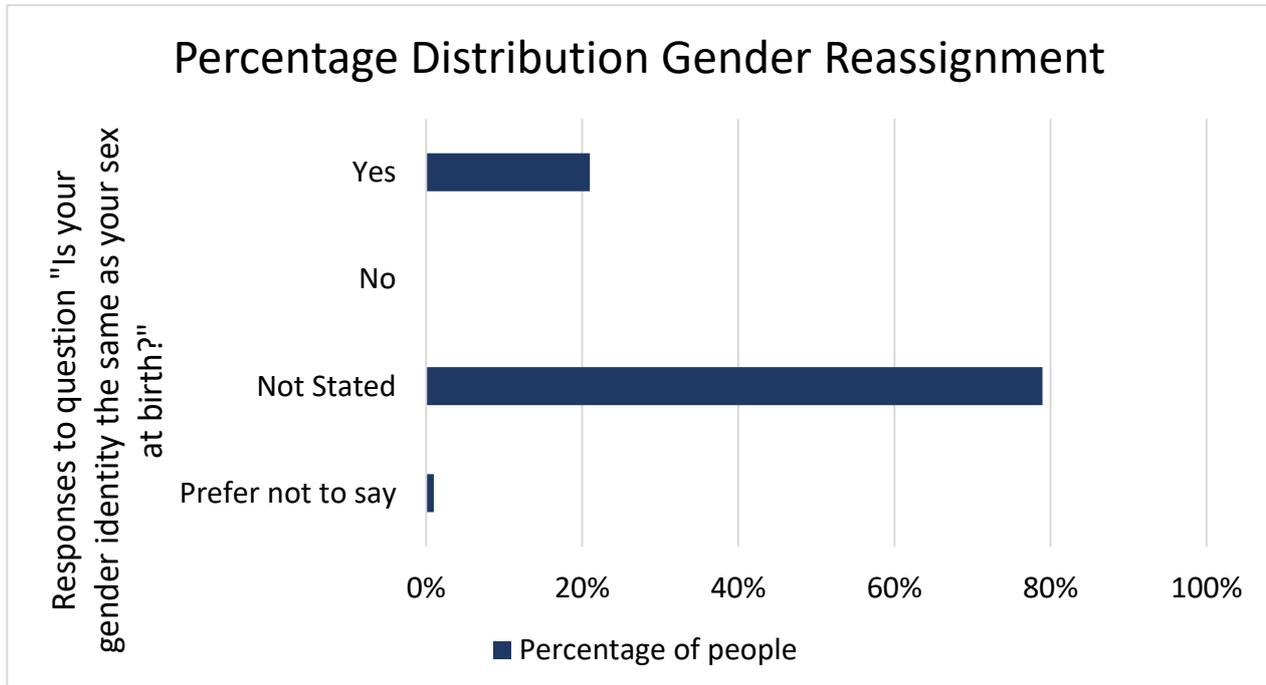
Table 4: Sex Profile by Year

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%	2583
2024	1440	54%	1207	46%	2647

As seen in Table 4, the Force has made strides in achieving gender balance over the past six years. Nevertheless, women continue to be underrepresented, with a current 8% gap. This gap is the narrowest it has been.

ONS population estimates indicate a near-equal gender split in the force area (49% male, 51% female). However, these figures do not account for factors such as age, race, or labour market participation, which could influence the observed gender imbalance.

Figure 13: Workforce Distribution for Gender Reassignment



The workforce average sex distribution for Cleveland Police has become more balanced in 2023/24 compared to previous years.

When asked whether their gender identity matched their assigned sex at birth, 548 employees responded yes, 6 responded no, 15 preferred not to answer, and 2078 did

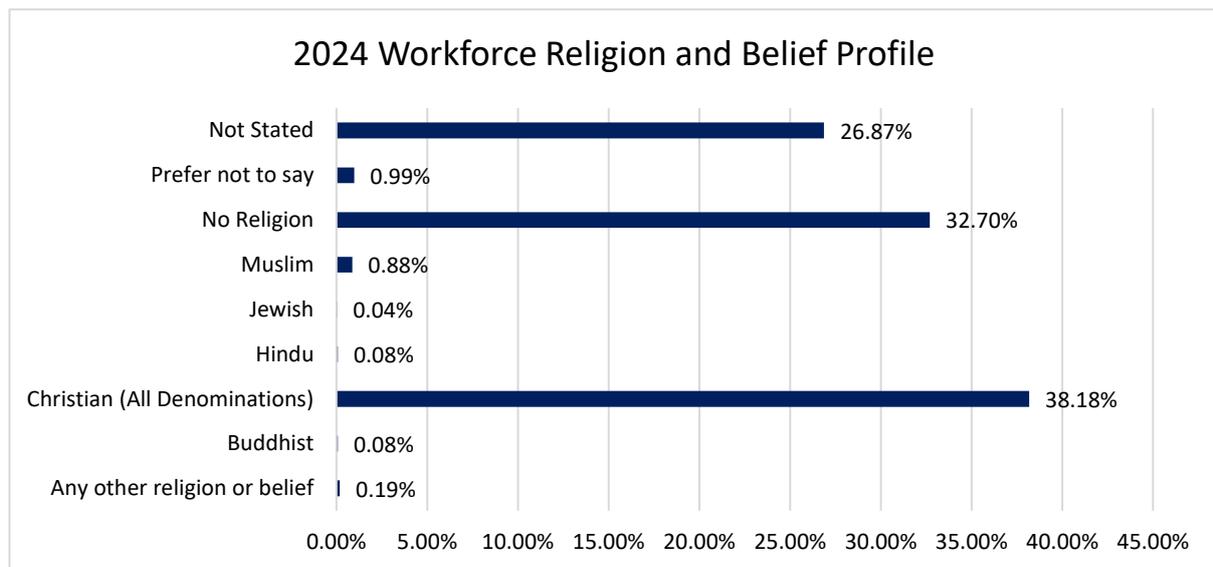


not provide a response. While there has been an increase in responses compared to last year, further data is still required to draw meaningful conclusions.

The high number of “not stated” responses may be attributable to the recent addition of this question to the questionnaire. Individuals within the organisation prior to its introduction would automatically be classified as “not stated”. We anticipate an increase in responses to this question as our Safe to Say campaign continues to be rolled out.

3.7 Religion and Belief Profile

Figure 14: 2024 Workforce Religion and Belief Profile



The proportion of those who have declined to provide a response has decreased slightly since last year. The other statistics have remained consistent.



Table 5: Religion/Belief profile by year

Religion/Belief profile by year												
Year	2019		2020		2021		2022		2023		2024	
	No	%										
Any other religion or belief	1	0%	1	0%	1	0%	2	0%	3	0%	5	0%
Buddhist	2	0%	2	0%	2	0%	3	0%	2	0%	2	0%
Christian (All denominations)	807	43%	883	40%	975	39%	952	38%	969	38%	1003	38%
Hindu	1	0%	1	0%	1	0%	2	0%	1	0%	2	0%
Jewish	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Muslim	11	1%	18	1%	22	1%	19	1%	24	1%	23	1%
No Religion	312	16%	400	18%	534	21%	642	26%	779	30%	859	32%
Prefer not to say	5	0%	7	0%	3	0%	15	1%	25	1%	26	1%
Not stated	754	40%	878	40%	978	39%	843	34%	780	30%	726	27%
Total Headcount	1893	100%	2190	100%	2516	100%	2478	100%	2583	100%	2647	100%

The number of people who have not stated a religion has decreased by an additional 3%, following a 9% decrease in the past two years (2021 and 2022). This positive trend further supports the improvement in diversity data declarations in the Safe to Say campaign. The Force has also 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 a way to connect with local Christian communities. The Race Equality Network (REN) provide similar support to members and the force, especially during religious events such as Ramadan and Diwali. These networks help to improve how the Force engages with its communities and workforce by sharing their lived experiences.



3.8. Sexual Orientation Profile

The organisation has made further progress in encouraging employees to disclose their sexual orientation. While 37% of the workforce has not yet reported their sexual orientation, this represents a 3% improvement from 2023.

This positive trend indicates that the organisation is successfully creating a more inclusive environment. The growing number of employees disclosing their sexual orientation is a testament to the effectiveness of the self-service reporting feature in empowering individuals to share their information.

Table 6: 2024 Workforce Sexual Orientation by Gender

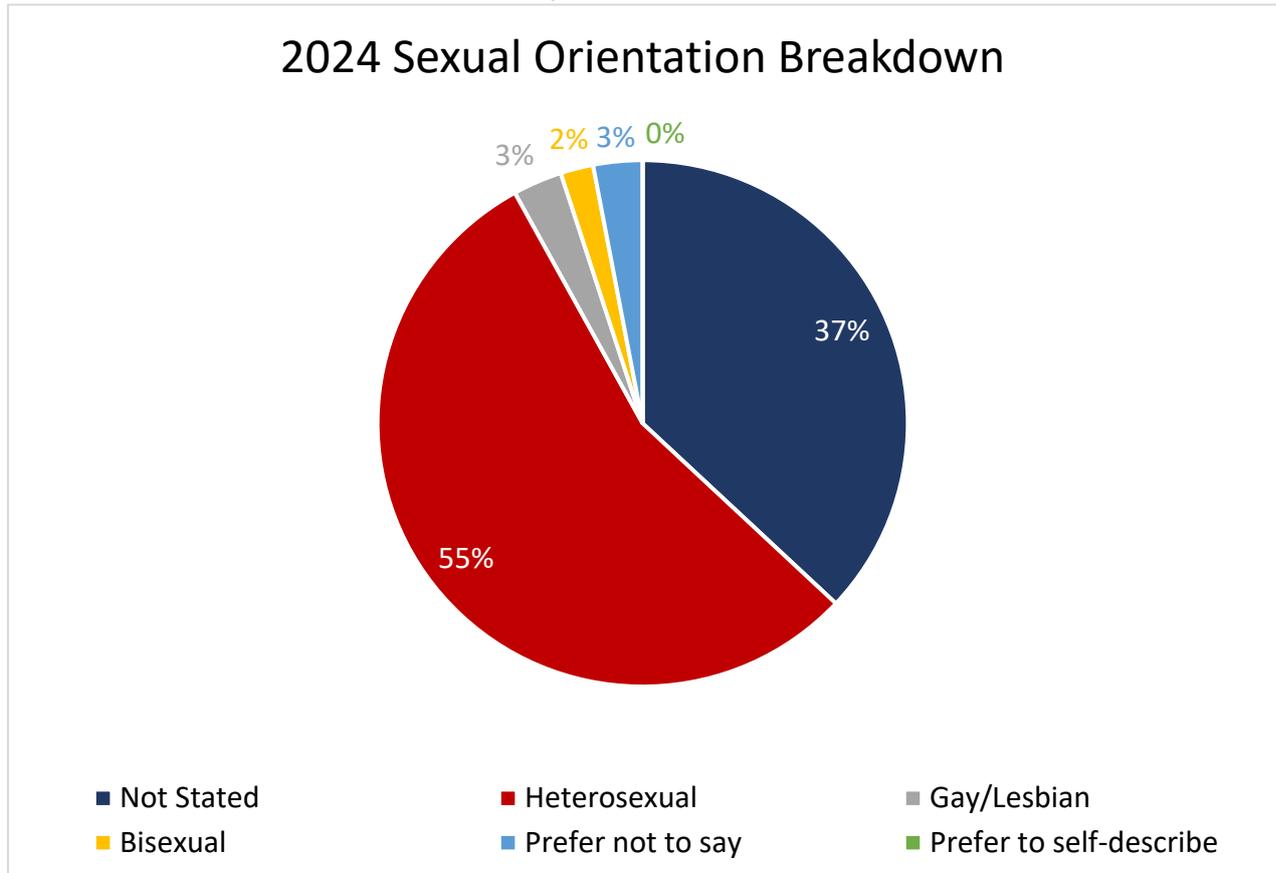


Table 6: 2024 Workforce Sexual Orientation by Gender

Workforce Sexual Orientation profile by Gender						
Sexual Orientation	Male		Female		Total	
	No	%	No	%	No	%
Not Stated	561	39%	412	34%	973	37%
Heterosexual	792	55%	668	55%	1460	55%
Gay/Lesbian	17	1%	63	5%	80	3%
Bisexual	29	2%	29	2%	58	2%
Prefer not to say	40	3%	34	3%	74	3%
Prefer to self-describe	1	0%	1	0%	2	0%
Total Headcount	1440	100%	1207	100%	2647	100%



The workforce data reveals a balanced sex split across sexual orientations, with a slight skew towards females identifying as gay/lesbian and a higher proportion of males opting to not disclose their sexual orientation. These findings align with 2023 statistics. Furthermore, 2020 ONS projections for the North East region estimate that 3% of the population identifies as LGB+ (as recorded in the ONS report), while Cleveland Police's workforce exhibits a higher percentage of 5% identifying as LGB+.

The Cleveland Police LGBTQ+ 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 LGBTQ+ 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 LGBTQ+ colleagues and communities.

The force has also actively collaborated with Hart Gables, a charity supporting the LGBTQ+ community in the North East of England, and Trans Aware, a registered charity providing advocacy and support to those who identify on the Transgender Spectrum. These collaborations aim to foster a greater understanding of and support our LGBTQ+ communities.



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	0	1
Maternity Leave	60	0	60
Paternity Leave	1	28	29
Total	62	28	90

During the 2023/24 financial year, 60 people took maternity leave, 1 person took adoption leave and 29 people took either paternity or maternal support leave. This is a slight overall decrease on last year.

3.10. 2023-2024 Flexible Working Requests

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

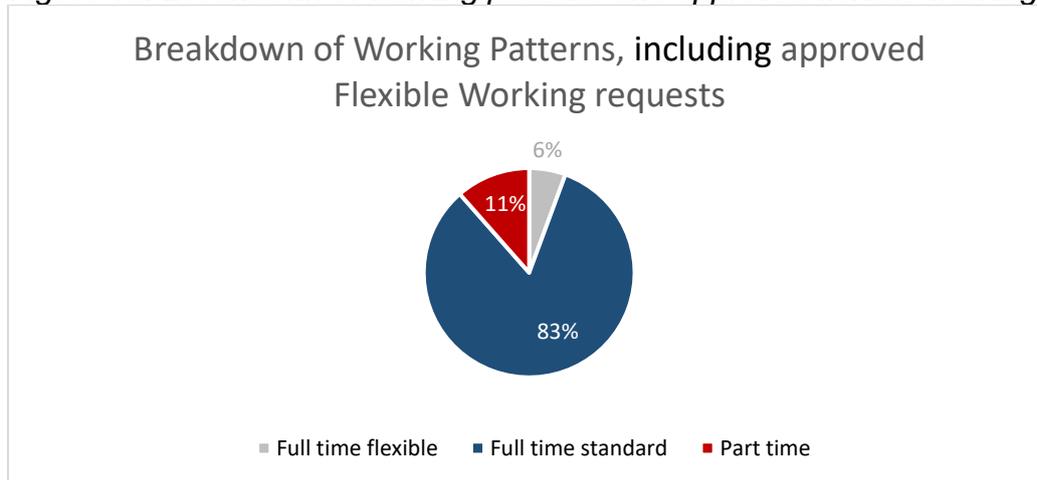


Table 8: Working pattern types

Work Pattern	Number	%
Full Time standard	2196	83%
Part Time	303	11%
Full time Flexible	148	6%
Total	2647	100%

In the 2023/24 fiscal year, 60 flexible working requests were approved. These requests encompass modifications to existing arrangements and flexible retirements (part-time transitions, reduced part-time hours, and flexible work patterns). 2 requests were withdrawn, and 4 individuals resigned or retired before their requests were finalised. 5 additional requests were submitted but not approved.

Of the 71 total flexible working requests submitted, 54 originated from females/those identifying as female, and 17 came from males/those identifying as male. No readily available statistics exist regarding other protected characteristics at this time.



The successful rate of flexible working applications can be attributed to the flexibility of line managers, supported by the broader Human Resources and Employee Relations Team. The team are committed to assisting individuals and managers before and during the formal request process.

The Employee Relations Team advises applicants on parameters and the most suitable options within their service area. This establishes clear expectations from the onset, enabling managers and applicants to collaborate on and submit applications. The team then process the applications to secure mutually beneficial arrangements for all parties.

NB: these figures differ significantly from last year's. This can potentially be attributed to HR's auditing work in 2024 to update and improve shift pattern record accuracy on systems. Additionally, two substantial reviews conducted with Response and Neighbourhoods have contributed to increases in flexible working due to shift pattern changes.



4. 2023/24 Recruitment

This section provides a high-level overview of the demographic of people who applied to join Cleveland Police in the 2023/24 year.

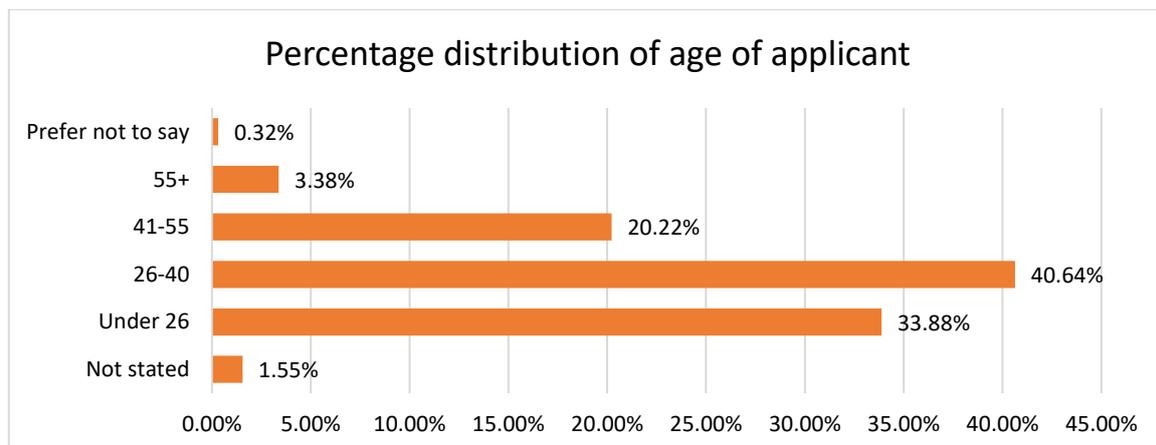
The Force continues to see a high number of people applying or expressing interest in roles. However, this number is notably less than previous years, possibly due to the decrease in uplift. 4,056 applications and expressions of interest were made during 2023/24.

Table 9: 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
2022/2023	4298
2023/2024	4056

4.1 Age profile of applicants

Age Range	Percentage
Under 26	33.88%
26-40	40.64%
41-55	20.22%
55+	3.38%
Prefer not to say	0.32%
Not stated	1.55%
Grand Total	100.00%

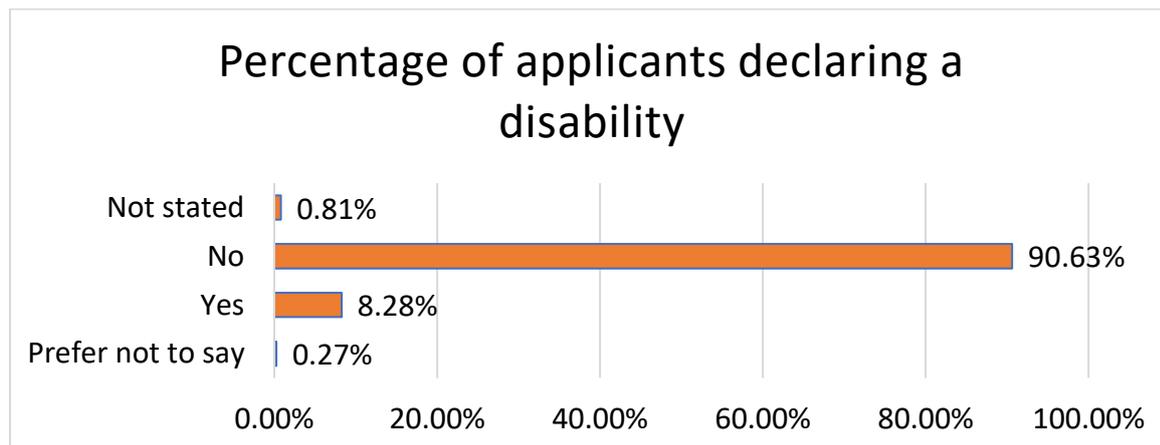


These statistics remain consistent with last year and do not highlight any concerns. Most candidates looking to join the force are aged 26-40, with the second highest group being under 26.



4.2 Disability profile of applicants

Disability	Percentage
Yes	8.28%
No	90.63%
Not stated	0.81%
Prefer not to say	0.27%
Grand Total	100.00%

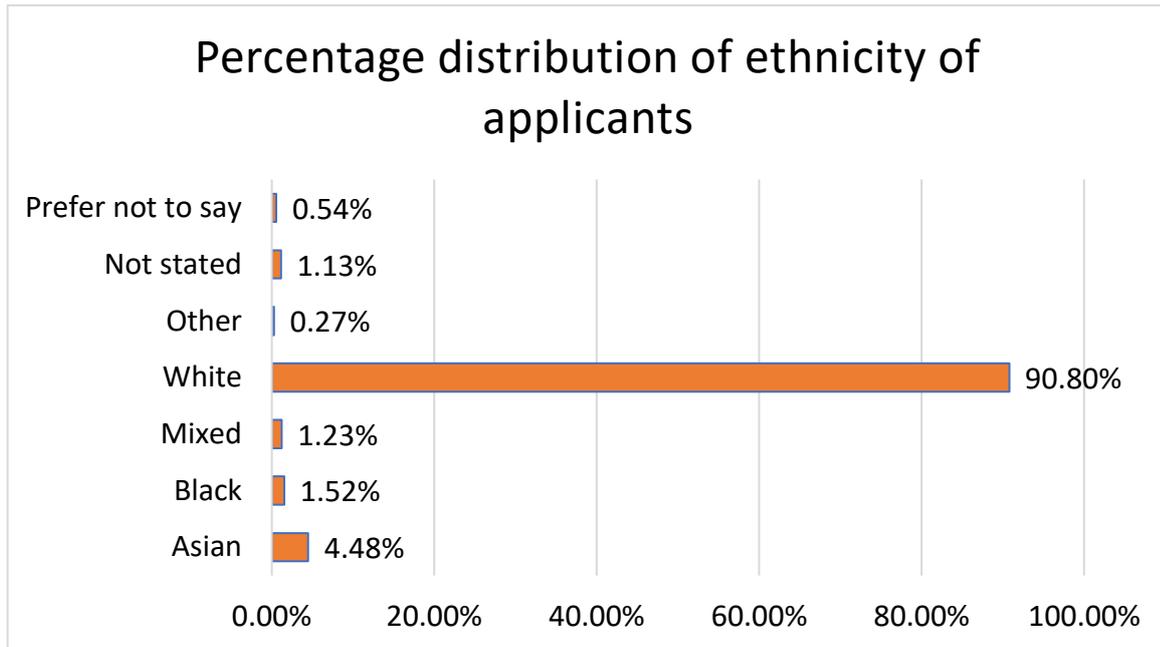


There has been an increase in the number of individuals who have declared a disability this year compared to previous years. Additionally, there has been a slight rise in those who have opted not to disclose their disability or selected “prefer not to say”.

This year, the Force has focused on improving communication with applicants to encourage them to disclose their disabilities and access reasonable adjustments to excel in interviews and the workplace. The national Safe to Say campaign remains a key driver in this effort.

4.3 Ethnicity profile of applicants

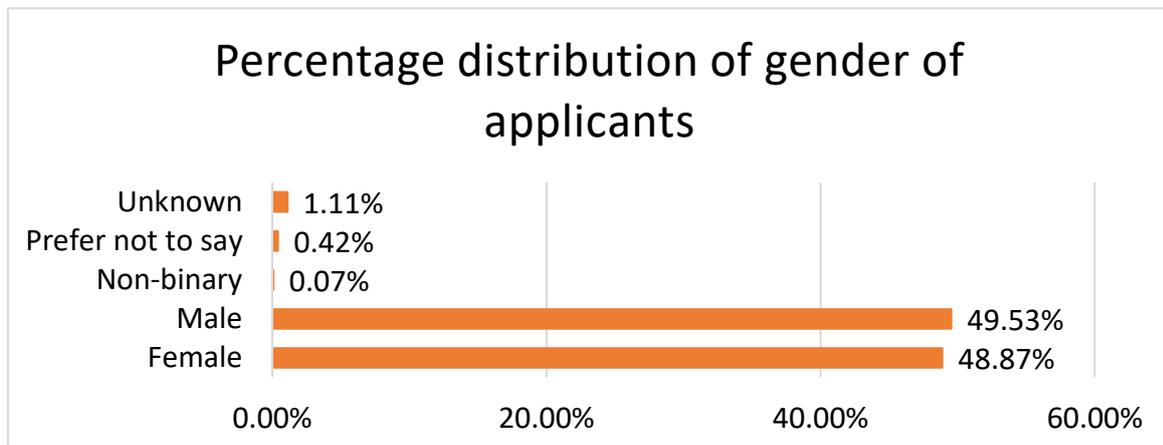
Ethnicity	Percentage
Asian	4.48%
Black	1.52%
Mixed	1.23%
White	90.80%
Other	0.27%
Not stated	1.13%
Prefer not to say	0.54%
Grand Total	100.00%



There has been a slight increase in applicants who do not identify as White this year, indicating positive progress towards the Force’s ambition to reflect the communities we serve. However, further efforts are required to improve representation. Outreach and engagement work remain a priority to encourage individuals from ethnic minority groups to consider a career in policing.

4.4 Gender profile of applicants

Gender	Percentage
Female	48.87%
Male	49.53%
Non-binary	0.07%
Prefer not to say	0.42%
Unknown	1.11%
Grand Total	100.00%



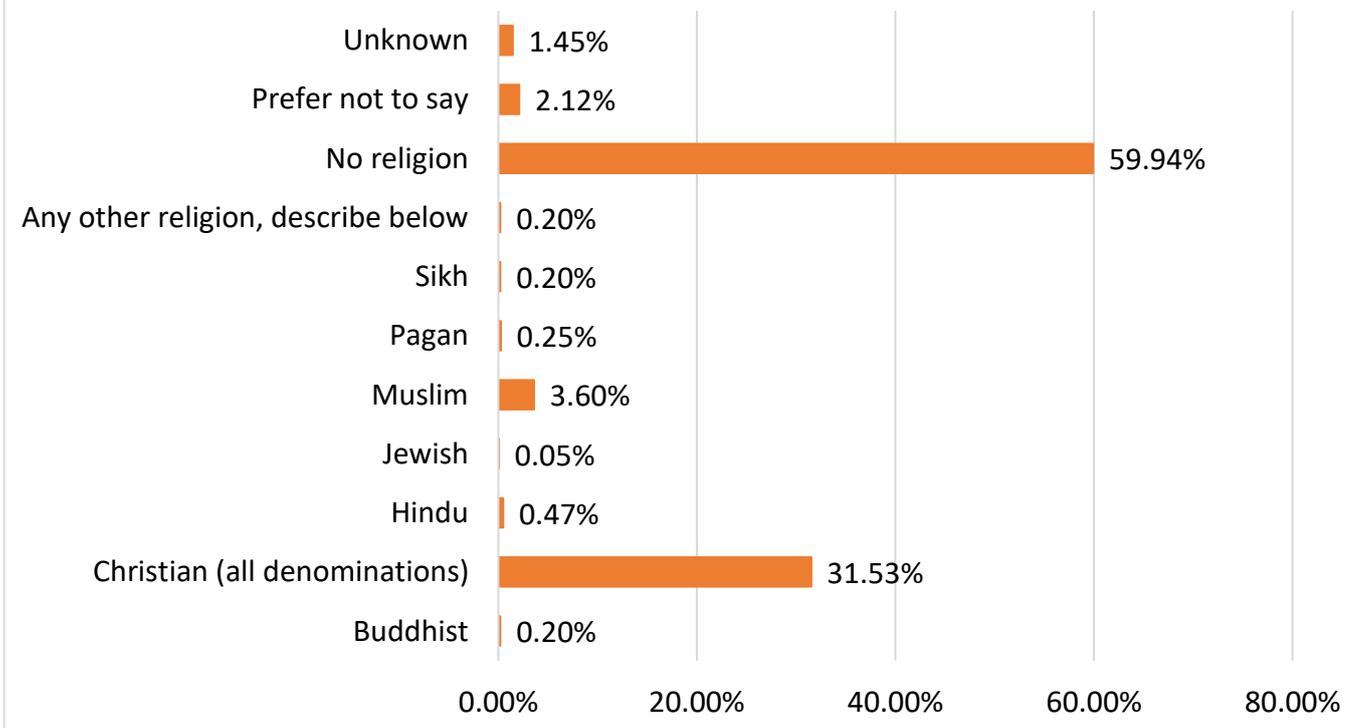


The gender composition of the Force is closely aligned with the community it serves. We are pleased to note an increase in female representation, which is evident across all areas of the business. While some roles demonstrate greater gender diversity than others, Cleveland Police is actively focusing on these areas to encourage female recruitment and support the advancement of women within the ranks.

4.5 Religious and Belief profile of applicants

Religion and Belief	Percentage
Buddhist	0.20%
Christian (inc. Church of England, Catholic, Protestant and all other Christian denominations)	31.53%
Hindu	0.47%
Jewish	0.05%
Muslim	3.60%
Pagan	0.25%
Sikh	0.20%
Any other religion, describe below	0.20%
No religion	59.94%
Prefer not to say	2.12%
Unknown	1.45%
Grand Total	100.00%

Percentage distribution of religion and belief of applicants

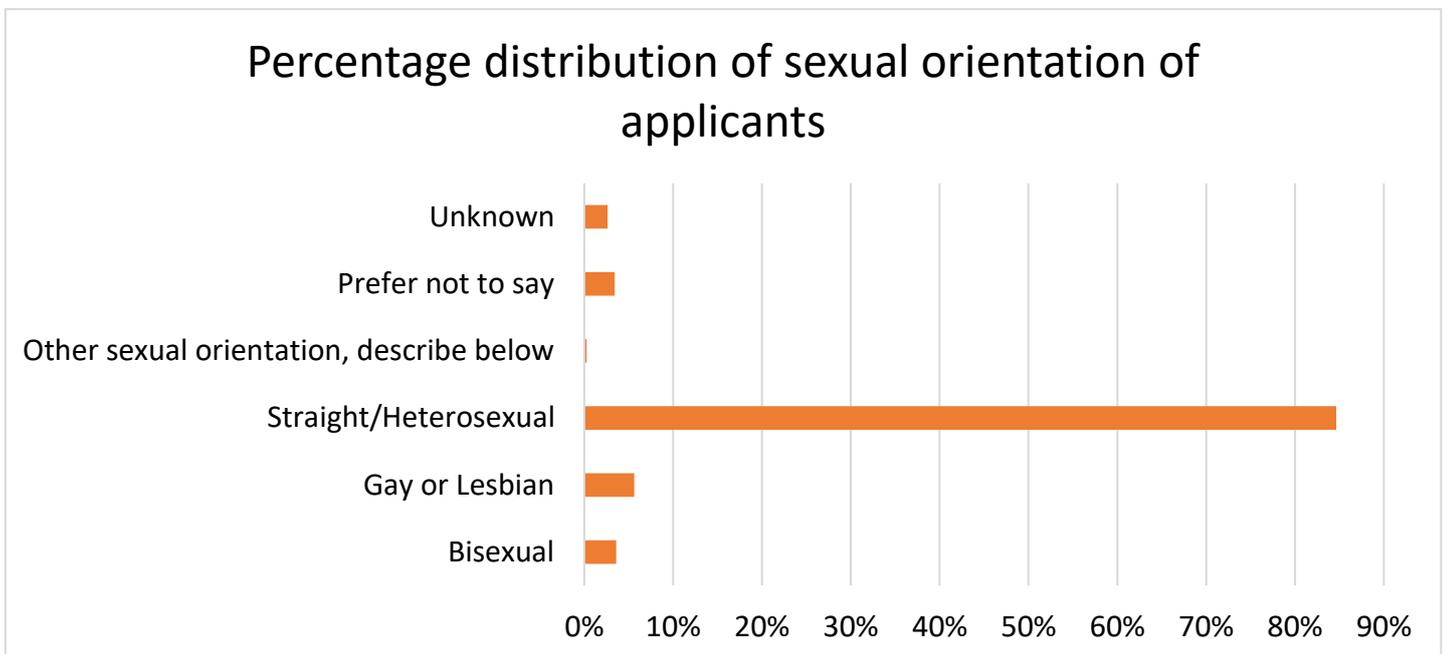




The proportion of individuals who did not declare a religion or belief increased slightly from last year, rising by 0.45%. Nonetheless, the majority of people continue to declare a religious affiliation.

4.6 Sexual orientation profile of applicants

Sexual Orientation	Percentage
Bisexual	3.60%
Gay or Lesbian	5.63%
Straight/Heterosexual	84.64%
Other sexual orientation, describe below	0.27%
Prefer not to say	3.43%
Unknown	2.61%
Grand Total	100.00%

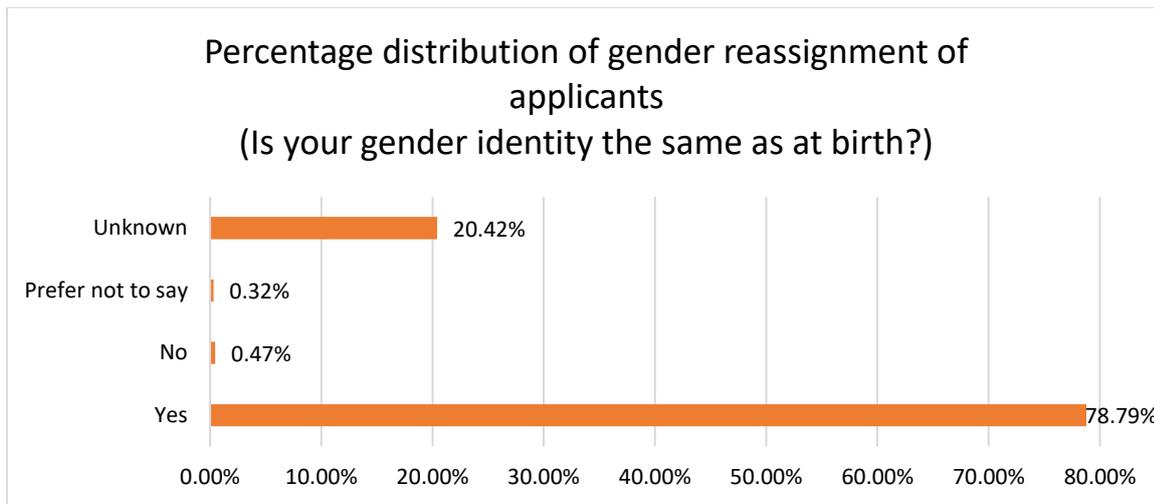


The diversity of applicants in relation to sexual orientation remains similar to last year.



4.7 Gender identity profile of applicants (is your gender identity the same as at birth?)

Gender reassignment	Percentage
Yes	78.79%
No	0.47%
Prefer not to say	0.32%
Unknown	20.42%
Grand Total	100.00%



In the 2023/24 financial year we have improved the phrasing in application forms which has supported an increase in respondents answering this question. The number of “unknown” responses has decreased by 5%. Ongoing efforts to create an inclusive environment where individuals feel comfortable declaring their gender identity are expected to yield further improvements.



5. 2023/24 Equality, Diversity, and Inclusion

5.1 Achievements

In 2023-2024, Cleveland Police demonstrated its commitment to fostering an inclusive culture by actively celebrating and acknowledging diversity within the force and across our communities. Our efforts, aligned with the Public Sector Equality Duty (PSED), continue to support public confidence, promote an inclusive workplace, and ensure that our approach reflects the needs of the communities we serve.

Key achievements from this year include:

- **Celebration of Key Heritage and Awareness Months:** Cleveland Police celebrated Black History Month, South Asian Heritage Month, International Day of Persons with a disability, International Women's Day, Armed Forces Day, PRIDE, and other significant cultural observances. These events featured educational workshops, guest speakers, the forces communications Brief and storytelling initiatives, offering insights into the histories, challenges, and contributions of diverse communities.
- **Equality Impact Assessments (EIAs):** Cleveland Police strengthened its EIA processes to ensure inclusion in policy development and project implementation. In 2023-2024, 46 Equality Impact Assessments were assessed and / or completed, identifying potential barriers and addressing them proactively to promote equality and mitigate adverse effects.
- **TeesValley EDI Regional Partnership Group:** The EDI team in 2023 and 2024 worked with Middlesbrough Council, Teesside University, NHS Trust, Borders, Middlesbrough College, and Cleveland Fire Service EDI managers. Pulling resources together to develop and deliver the first regional EDI Staff Networks Day at Teesside University.
- **Race Action Plan:** The EDI delivery plan has been instrumental in supporting Cleveland Police PRAP delivery plan, and also responding to national consultation surveys.
- **Staff Networks:** Staff Networks continued to play a pivotal role in supporting diversity & inclusion within Cleveland Police. Key achievements for the year included:
 - **Re-launch of the Staff Equality Forum:** Provided an invigorated space for collaboration amongst network representatives, allowing for exchange of best practices and input on policy development.
 - **Chief Officer Leads for Networks:** High-level representation was assigned to each network to advocate and support their initiatives, reinforcing their impact.
 - **Creation of New Networks:** New staff networks were developed to ensure broader representation of staff backgrounds and experiences, extending the reach and impact of peer support.



6. 2023/2024 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 continues to deliver its objectives set in 2022. These updated objectives have two aims: serving the public and putting our communities at the heart of all we do. New objectives will be created in line with the new EDI strategy for 2024 to 2027.

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. 2023/24 will see the Force create new objectives in the new EDI strategy for 2024 to 2027.



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](#)