



Annual Equality Monitoring Report

**1st April 2023– 31st March
2024**

1. 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 2023 to 31 March 2024**.

2. Workforce Information

As of the 31 March 2024, the OPCC had 34 employees. This is an increase of six 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).

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 information is publicly available on the PCC website via the link below:

[Office of the Police and Crime Commissioner Demographic Information](#)

Annual reviews of the OPCC equality monitoring data are undertaken by the OPCC Senior Management Team – this includes age, disability, ethnicity, gender, successful returns to work following maternity/paternity and adoption leave alongside religions and beliefs observed by the team.

2023/24 Equality Goals Update

As detailed 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.

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, as detailed in the Annual Equality Report 2022/23, the following equality goals were set for April 2023 – March 2025:

We will support the PCC to hold the Chief Constable to account for the exercise of duties relating to equality and diversity.

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.

Full details of scrutiny related topics are detailed in the [Police and Crime Commissioner's Annual Report 2023/24](#), which has included a focus on strategic workforce planning, public trust and confidence, community engagement and citizens in policing.

We will commission services and monitor the performance of services to ensure they are accessible and meet the needs of our communities.

As part of our contract management arrangements of commissioned services we have embedded detailed demographic monitoring arrangements, working in conjunction with providers to improve quality of data.

As attached at Appendix A, the monitoring framework adopts a mixed methods approach of both quantitative and qualitative data, where we routinely monitor the below on a quarterly basis:

Has the service identified any disparities in regard to referrals to the service this quarter? This can include, but not limited to, disparities between a service user's local authority area of residence, gender, sexuality, ethnicity, age (etc.)

Aligned to the OPCC Commissioning Toolkit, this framework is also underpinned by a quality schedule reporting requirement, which requires the following.

Please confirm how you have worked during the reporting period to:

- *Monitor who is accessing services (by protected characteristic).*
- *Remove or minimise disadvantages suffered by people due to their protected characteristics.*

- *Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.*

Further details of the breadth of partnership work and activity undertaken by the OPCC are detailed in the [Police and Crime Commissioner's Annual Report](#).

We will seek to continuously engage with Cleveland communities, ensuring their voices are listened to, heard and acted upon where possible.

As set out in the Police Reform and Social Responsibility Act 2011, supported by other legislation, effective engagement with all sections of the community, partners and the public is a statutory role of the PCC, as a representative of the public and their voice in policing.

PCCs have local flexibility as to the precise methods by which public views are sought, as these are not prescribed.

In line with our Community Engagement and Consultation strategy, the PCC adopts a range of methods to ensure as many people as possible have the chance to comment on and influence our work, methods include:

- **Representation on local forums and meetings** - The Strategic Independent Advisory Group, which gives diverse communities the chance to offer strategic advice and guidance to both the police and OPCC.
- **Online surveys** - Online surveys take place to find out the public's views on particular service areas. Recent examples have included surveys on Neighbourhood Policing and police complaints.
- **Community Safety Roadshows** – The PCC hosts stalls at a number of community events, conducting face-to-face consultation and interaction with members of the community. With stalls delivered at Pride, Middlesbrough Mela and Eid Fusion.
- **Focus groups** - focus groups take place with specific community groups or on specific issues, including hate crime. The PCC continues to support the Youth Advisory Group, which provides a structured system for young people aged 14-25 year to influence decisions about policing and crime in Cleveland, and have focused on the use of stop and search powers, police custody, violence against women and girls and use of force.

Planned activity 2024/25

Following the PCC election in May 2024, the OPCC will support the Commissioner with the development of a new Police and Crime Plan, where it will be recommended that our equality objectives are reviewed and integrated into the new Plan for 2024-2029.

Conclusion

This report demonstrates progress and activity undertaken by the OPCC during 2023/24 in relation to compliance with the PSED.