



**CLEVELAND  
POLICE**

## **Annual Equality Monitoring Report**

**2024-2025**



## Contents

|  |           |
|--|-----------|
| <b>1. A message from our Chief Constable .....</b>                   | <b>2</b>  |
| <b>2. Introduction.....</b>  | <b>3</b>  |
| <b>3. Cleveland Police Workforce Representation .....</b>            | <b>3</b>  |
| <b>3.1 Scope .....</b>   | <b>3</b>  |
| <b>3.2. Cleveland Police 2024/2025 Workforce Key Statistics.....</b> | <b>4</b>  |
| <b>3.3. Age Profile .....</b>  | <b>5</b>  |
| <b>3.4. Disability Profile .....</b>                                 | <b>9</b>  |
| <b>3.5. Ethnicity Profile .....</b>                                  | <b>10</b> |
| <b>3.6. Sex Profile .....</b>  | <b>12</b> |
| <b>3.7. Gender Identity Profile .....</b>                            | <b>14</b> |
| <b>3.8 Religion and Belief Profile.....</b>                          | <b>14</b> |
| <b>3.9. Sexual Orientation Profile .....</b>                         | <b>15</b> |
| <b>3.10. Maternity, Paternity and Adoption Leave .....</b>           | <b>17</b> |
| <b>3.11. 2024-2025 Flexible Working Requests .....</b>               | <b>17</b> |
| <b>4. 2024/25 Recruitment .....</b>                                  | <b>18</b> |
| <b>4.1 Age profile of applicants .....</b>                           | <b>19</b> |
| <b>4.2 Disability profile of applicants .....</b>                    | <b>19</b> |
| <b>4.3 Ethnicity profile of applicants .....</b>                     | <b>20</b> |
| <b>4.4 Gender profile of applicants .....</b>                        | <b>20</b> |
| <b>4.5 Religion and Belief profile of applicants .....</b>           | <b>21</b> |
| <b>4.6 Sexual orientation profile of applicants .....</b>            | <b>21</b> |
| <b>4.7. Gender Identity profile of candidates .....</b>              | <b>22</b> |
| <b>5. 2024/25 Equality, Diversity, and Inclusion .....</b>           | <b>22</b> |
| <b>5.1 Achievements.....</b>   | <b>22</b> |
| <b>6. 2024-25 Equality Goals.....</b>                                | <b>24</b> |
| <b>7. Referenced Publications .....</b>                              | <b>24</b> |



## **1. A message from our Chief Constable**

I am pleased to introduce Cleveland Police's Equality Monitoring Report for 2024–25, which reflects the progress we have made in creating a fair, inclusive and supportive workplace for all. This year, we have continued to build on the strong foundations set in previous years and are proud to highlight several significant achievements.

We were delighted to be awarded Disability Confident Leader – Level 3 status, recognising our commitment to breaking down barriers and supporting disabled colleagues and those with long-term health conditions. Our “Safe to Say” campaign has encouraged more members of our workforce to share personal information, helping us to better understand and respond to the diverse needs of our people. We have also seen the reinvigoration of our staff networks, which continue to provide vital support, challenge, and insight, ensuring that lived experience informs decision-making across the organisation.

In recognition of our commitment to the armed forces community, Cleveland Police achieved the Gold award in the Armed Forces Covenant Employer Recognition Scheme, a significant milestone that demonstrates the value we place on the skills and contributions of serving personnel, reservists, veterans, and their families. Alongside this, we have continued to celebrate diversity through a wide-ranging calendar of events and activities, building awareness, understanding, and unity both within our workforce and with the communities we serve.

Finally, we have achieved strong completion rates in the 2024 staff survey, ensuring that the voices of our officers and staff are heard and acted upon. This feedback is vital to shaping our ongoing work to improve wellbeing, inclusion, and organisational culture.

While there is always more to do, these achievements demonstrate the positive progress we are making towards becoming a more inclusive organisation. By continuing to listen, learn and act, we will not only create a workplace where every colleague feels valued and supported, but also strengthen the trust and confidence of the diverse communities we serve.

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



## **2. Introduction**

Cleveland Police and the 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 2024-5 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 throughout 2024-25 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, 2025, is 2620 with 26 volunteers. This is a reduction of 27 people on our headcount at the same time in the previous year. This slight dip aligns with national trends in the UK's labour market and the work that has been completed on the modernisation of the force staffing structures.

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 year 2024-25. 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.

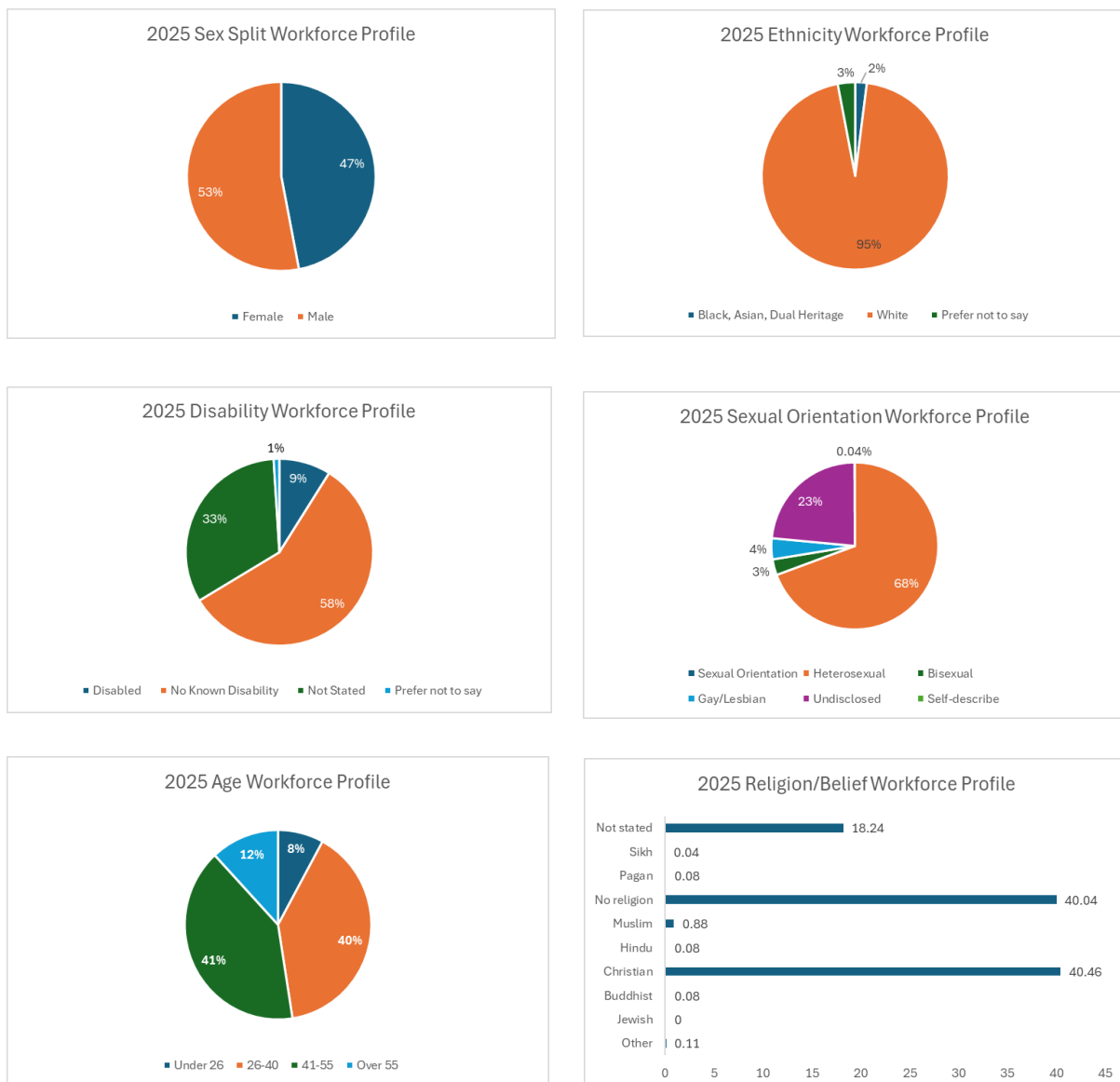
Last year, the Force relaunched the Safe to Say campaign, with the aim of improving oversight of workforce demographics. In 2024-25, there has been a substantial



improvement in relation to Disability; improved recording methods have contributed to this. There are other improvements in relation to some characteristics including sexual orientation, religion/belief and ethnicity. Despite the increase in disclosures, there are still improvements to be made. To address this, the Force continues to promote 'Safe to Say' and continually updates equality monitoring data directly on to electronic HR records so that data we hold is accurate and up-to-date. This has continued to be communicated to all staff in the 2024/25 financial year, alongside reassurance on how the data is used and stored. It is hoped that this long-term campaign will continue to build trust and confidence, and that the workforce will feel more empowered to share their protected characteristics.

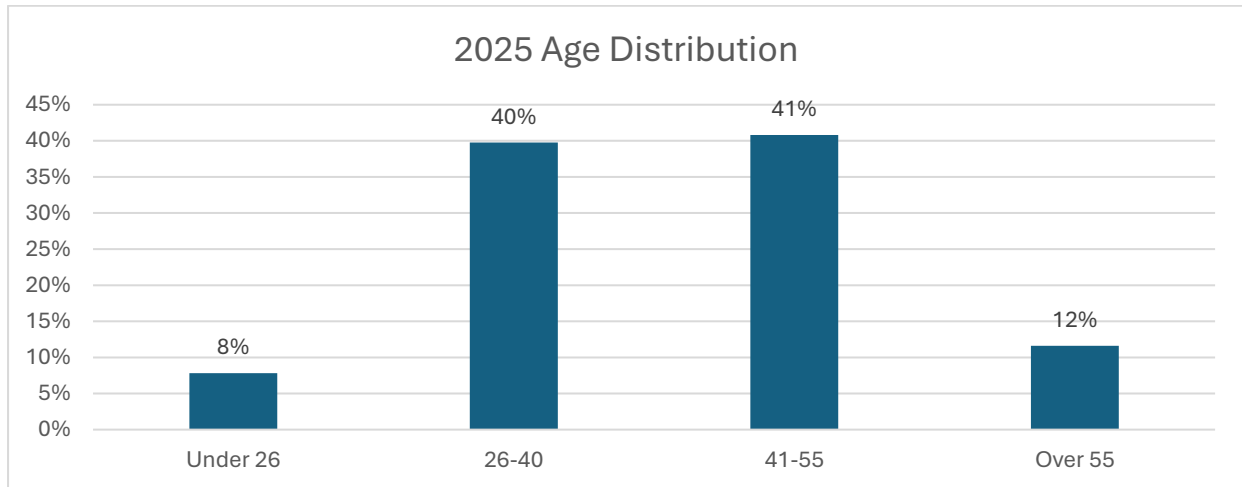
*Disclaimer: Please note due to rounding of percentages to two decimal places, some percentages in the graphs presented in this report may not add up to 100%.*

### 3.2. Cleveland Police 2024/2025 Workforce Key Statistics

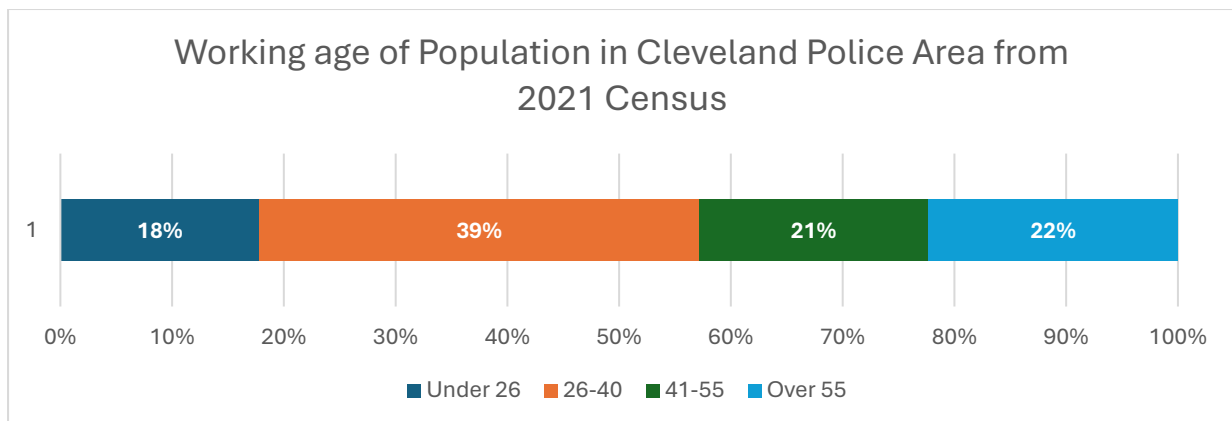




### 3.3. Age Profile



The majority 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 31<sup>st</sup> March 2025.



Comparison of our workforce age distribution with local data, indicates that those aged under 26 are underrepresented in our workforce. Locally, 18% of the workforce is under 26 compared to 8% of Cleveland Police's workforce. Despite the national picture of a decrease of 0.5% of those in this age bracket, the proportion of those aged under 26 in Cleveland Police has remained consistent. The proportion of staff aged over 55 has increased by 1% since 2024, but remains lower than the population proportion. This rise reflects a national increase (0.5%). This rise may coincide with changes in police pensions introduced in 2015 and the Mcloud Remedy activity from 1<sup>st</sup> October 2023.



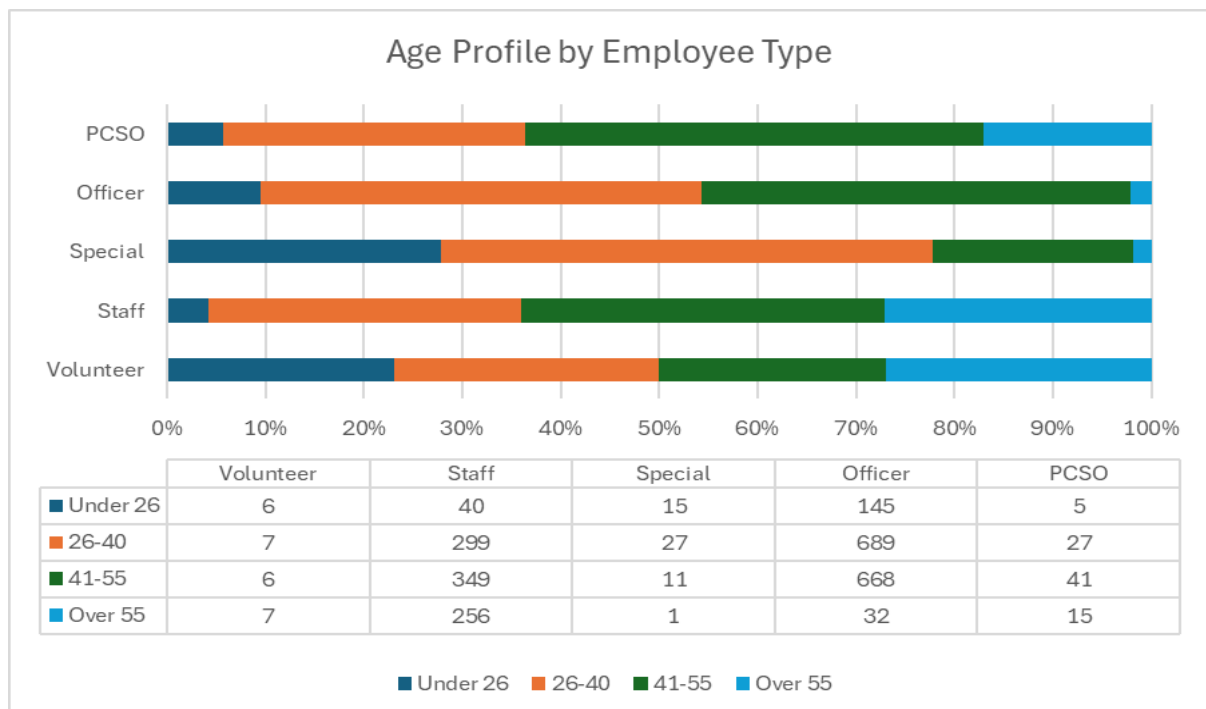
| Age Profile by Year |          |   |       |    |       |    |         |    |       |
|---------------------|----------|---|-------|----|-------|----|---------|----|-------|
| Year                | Under 26 |   | 26-40 |    | 41-55 |    | Over 55 |    | Total |
|                     | No.      | % | 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  |
| 2025                | 205      | 8 | 1042  | 40 | 1069  | 41 | 304     | 12 | 2620  |

The table above shows that there has been a slight decline of 1% in the size of the overall workforce since 2024; this reflects the decrease in the national picture (0.9% for officers, 0.2% overall). This could be attributed to the work that has been completed on modernisation of the force staffing structures.

Since 2019, the workforce has increased by 35% (621 employees). The significant increase from 2019 was potentially due to Operation Uplift and police staff transfer into Cleveland Police in 2020. Cleveland Police not only achieved their uplift allocation within all of the various checkpoints and timescales, but were successful in their bid for more officers. Overshoot was applied for on two occasions and was granted. This overshoot was then also achieved.

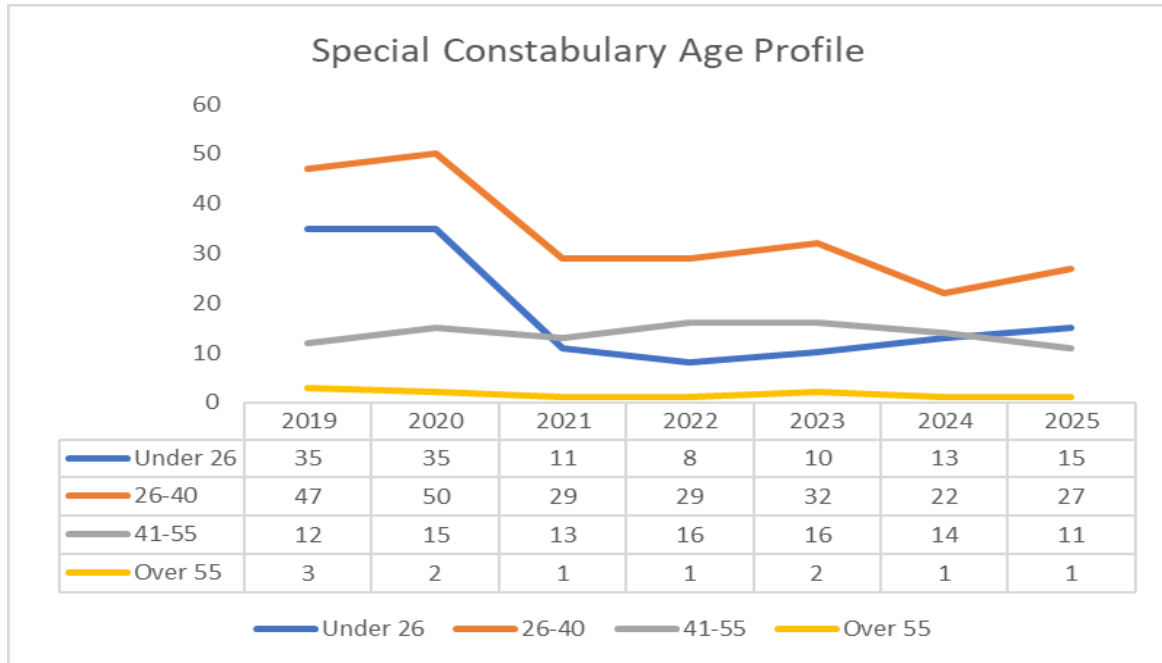
The Force introduced a retention campaign 2024, following an increase in leavers the previous year. Although there has been a dip this year, workforce numbers in 2025 are amongst the highest since 2019. National data gathered in 2024 shows that transferring out as a reason for leaving was significantly lower (6%) in Cleveland than the national average.

The data also highlights that whilst there has been an increase in two of the four age ranges (26-40 and over 55), there has also been a decrease in the 41-55 and under 26 age ranges. The biggest drop is in the 41-55 age bracket though these fluctuations have had minimal impact on percentage sizes.

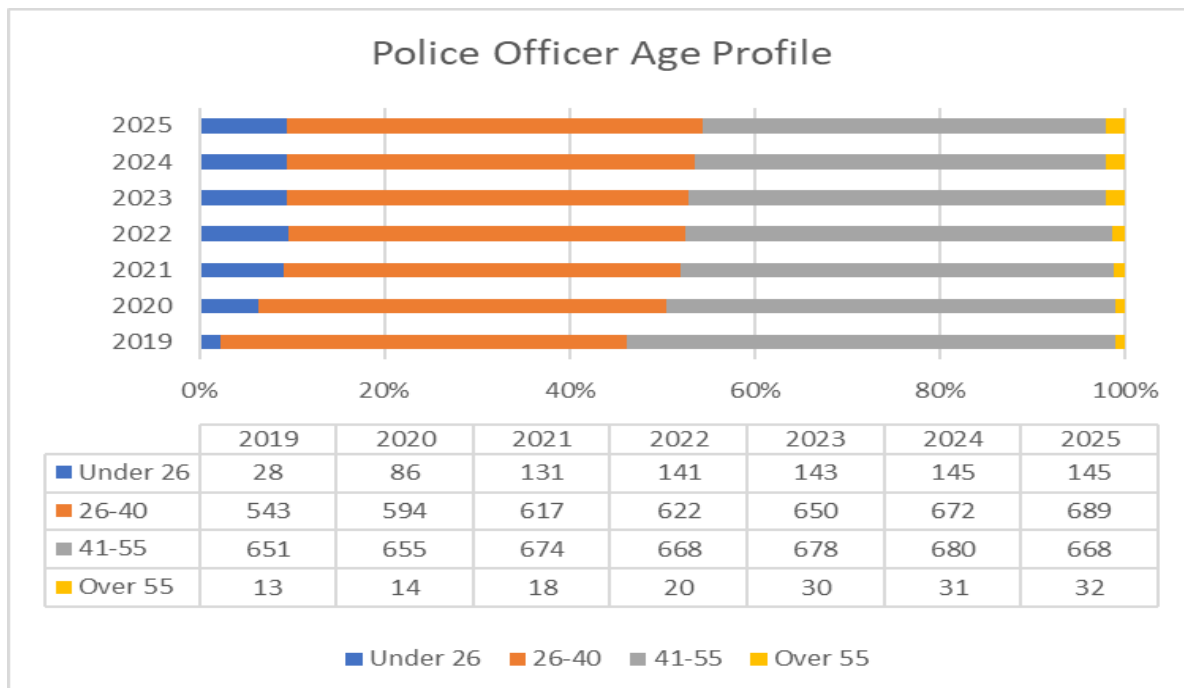




There has been an increase in the under 26 age range for PCSOs, Specials and Volunteers; for Officers, the number has remained stable, but for Police Staff, numbers have reduced. With the exception of Volunteers, there has been an increase in all other employee types in the 26-40 age range. Conversely, again with the exception of Volunteers, there has been a reduction in the 41-55 age range.



The Special Constabulary's demographic has shifted compared to last year. Both the under 26 age group and the 26-40 range have grown whilst the 41-55 age group has reduced.







The Police Officer demographic shows an increase in the 26-40 age range, but a decrease in the 41-55 age group. The other age groups, remain largely the same as the previous year.

Cleveland Police offered two specific routes into policing throughout 2024/25, these were Initial Police Constable Entry Programme (PCEP) and the Degree Holder Entry Programme (DHEP). The new non-degree entry route, the Police Constable Entry Programme (PCEP) route was introduced from 1st April 2024.

The introduction of PCEP has allowed us to continue to recruit candidates who were previously ineligible due to the required UCAS points or equivalent work experience for the Police Constable Degree Apprenticeship (PCDA) route.

We have continued with the Degree-Holder Entry Programme (DHEP), 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.

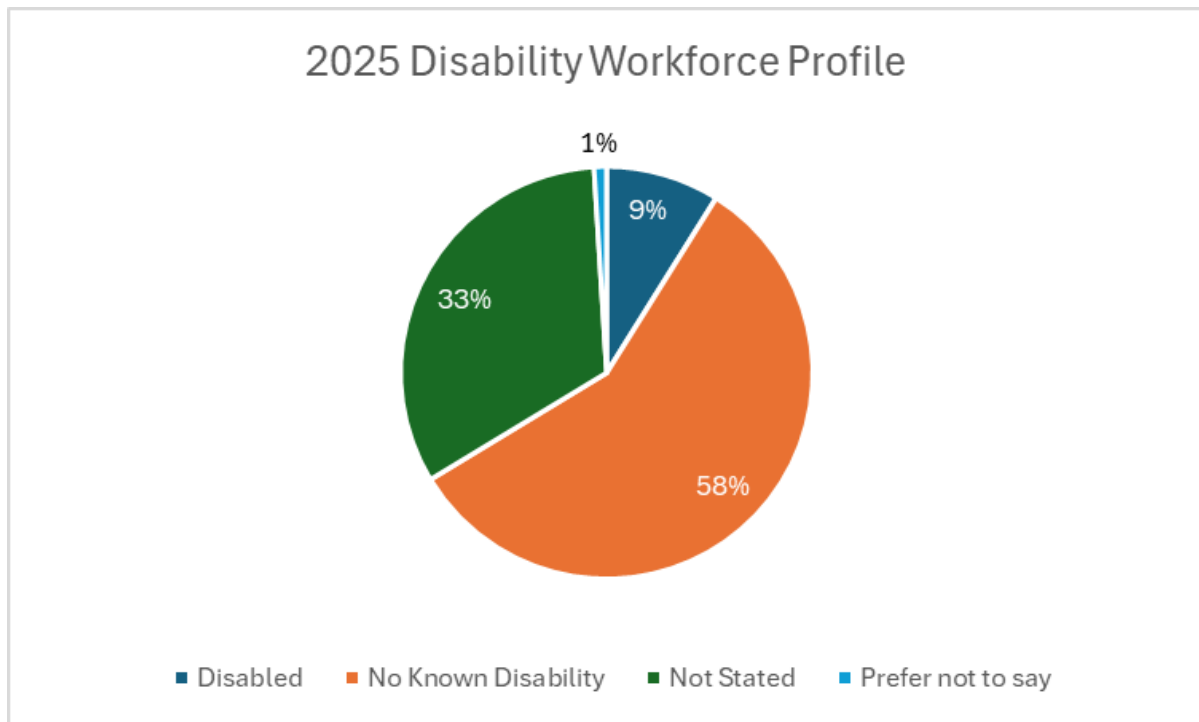
The Force has continued with the Detective pathway, providing a training route for new recruits to specialise in investigations, a popular career choice in policing. Training for this pathway has been offered through the DHEP and PCEP cohorts.

The DHEP has attracted more female applicants due to its initial training period, which primarily consists of daytime shifts within neighbourhoods, 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

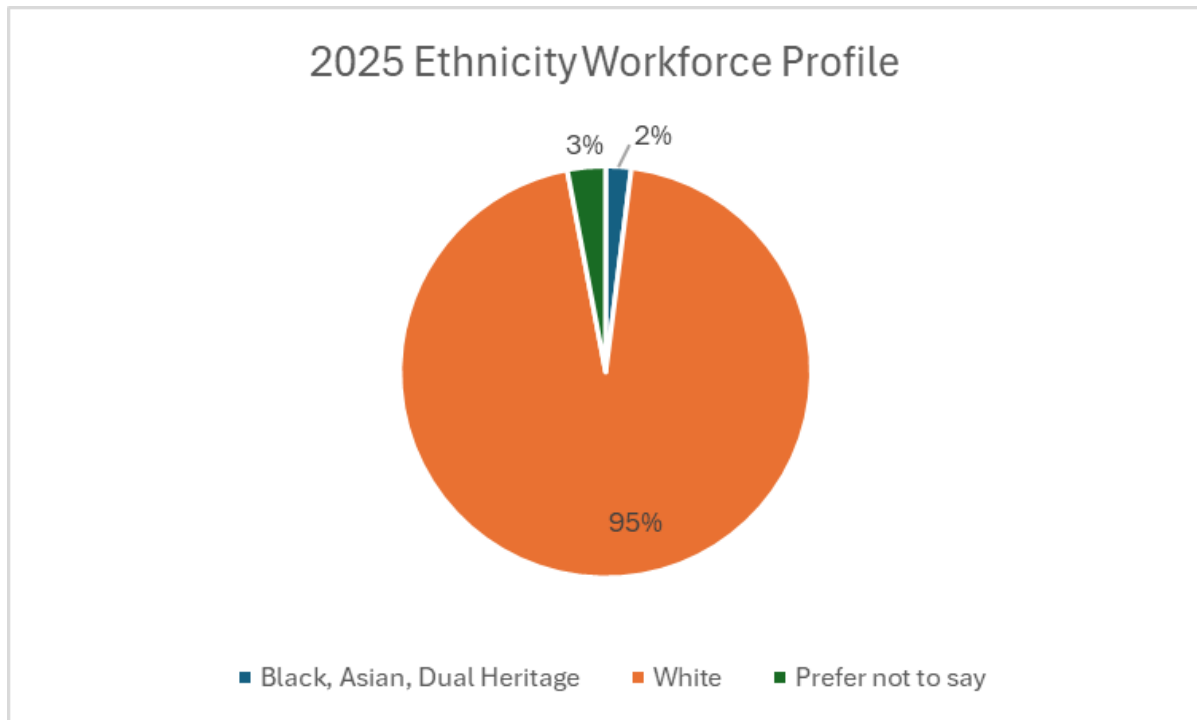


| Disability Profile by Year |          |                     |            |
|----------------------------|----------|---------------------|------------|
|                            | Disabled | No Known Disability | Not Stated |
| Year                       |          |                     |            |
| 2019                       | 2%       | 42%                 | 56%        |
| 2020                       | 2%       | 29%                 | 69%        |
| 2021                       | 2%       | 35%                 | 63%        |
| 2022                       | 1%       | 30%                 | 69%        |
| 2023                       | 1%       | 20%                 | 79%        |
| 2024                       | 1%       | 17%                 | 82%        |
| 2025                       | 9%       | 58%                 | 33%        |

There has been a significant rise of 49% in the number of disclosures regarding disability. This rise coincides with implementing a technical improvement in reporting disability. In 2024, the Force also achieved Disability Confidence Level 3 Leader status. This increase provides the Force with a much more accurate picture of the workforce demographic and, importantly, ensures that the Force is able to provide opportunities to support staff with a disability.

The Disability Support Network and Neurodiverse Network, sponsored by Executive Team members, are being promoted alongside other staff network support groups. These networks 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



We align with national standards by focusing on comparisons of White representation with Black, Asian, and Dual Heritage groups.

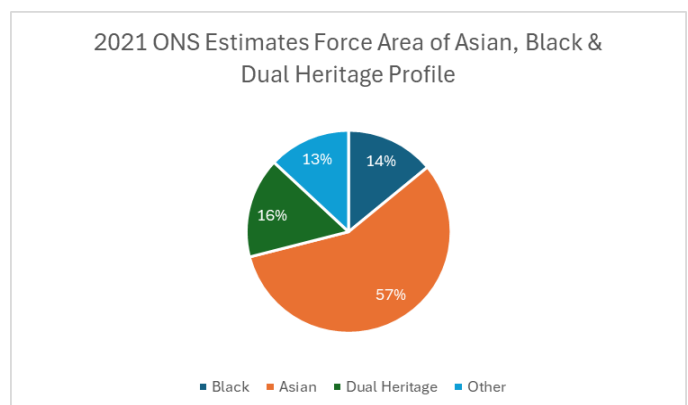
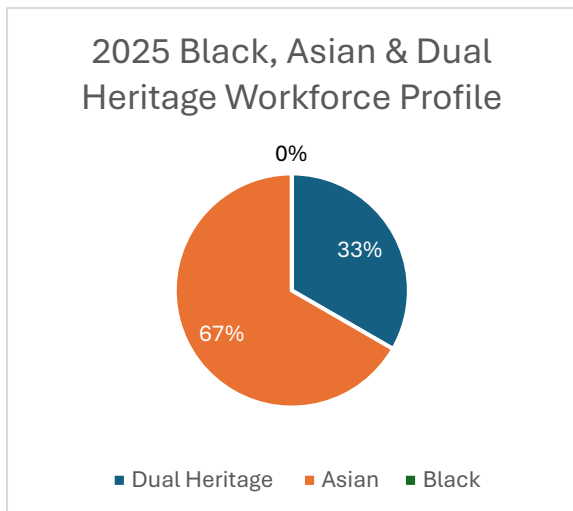
In 2024-25, 2% of the workforce identified as Black, Asian or Dual Heritage. Whilst this is below the national police force average of 8.5% and our local population estimate of 8% (according to ONS data), every ethnic minority group has either remained consistent or shown an increase, albeit small, in the last five years. Moreover, ONS estimations based on eligibility to work (according to UK residency and qualification status) show that only 2% of the local ethnic minority population are eligible to work for Cleveland Police. This figure matches exactly with the percentage of the workforce from an ethnic minority background. Other eligibility criteria that are unable to be measured, for example criminal record status, may reduce this 2% figure further.



| Disaggregated % Ethnicity Profile by Year                     |      |      |      |      |      |      |      |
|---|------|------|------|------|------|------|------|
| Ethnicity   | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
| Asian - Any other Asian background                            |      |      |      |      |      |      |      |
| Asian - Bangladeshi   |      |      |      |      |      |      |      |
| Asian - Chinese   |      |      |      |      |      |      |      |
| Asian - Indian  |      |      |      |      |      |      |      |
| Asian - Pakistani   | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| Black - Any other Black / African / Caribbean background      |      |      |      |      |      |      |      |
| Mixed - Any other mixed / multiple ethnic background          |      |      |      |      |      |      |      |
| Mixed - White and Asian                                       |      |      |      |      |      |      |      |
| Mixed - White and Black African                               |      |      |      |      |      |      |      |
| Mixed - White and Black Caribbean                             |      |      |      |      |      |      |      |
| Prefer not to say   | 3    | 5    | 7    | 6    | 6    | 5    | 3    |
| White - Any other white background                            | 1    | 2    | 4    | 4    | 4    | 3    | 2    |
| White - English / Welsh / Scottish / Northern Irish / British | 94   | 90   | 86   | 88   | 88   | 90   | 93   |
| White - Irish   |      |      |      |      |      |      |      |

To preserve anonymity, the profile uses percentages. Where there are gaps, the percentage is below 1%. There has been no notable shift in the proportion of Black, Asian and Dual Heritage employees although, in terms of actual numbers, there has been a slight increase.

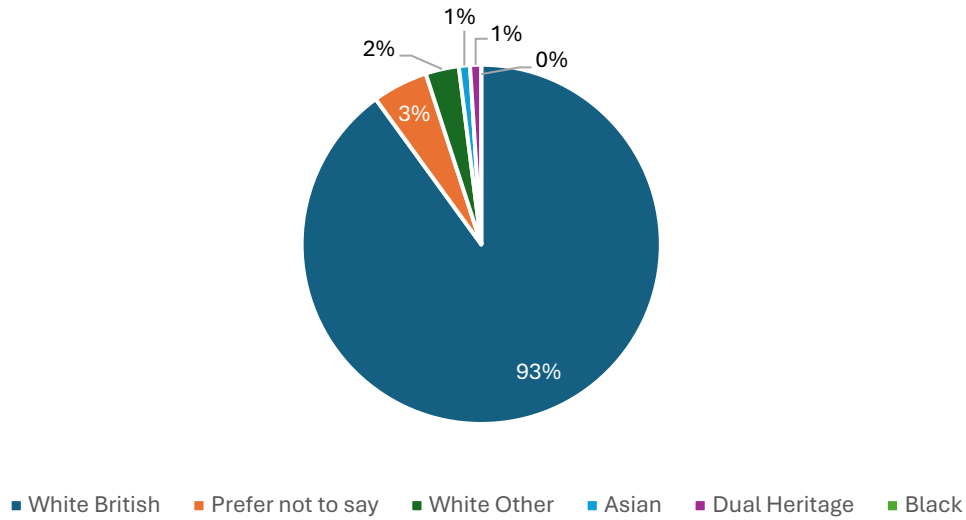
There has been a rise of 2% in the number of disclosures regarding ethnicity. This provides the Force with a more accurate picture of the workforce demographic.



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

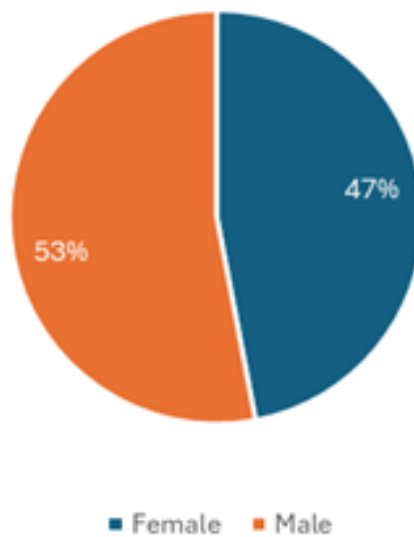


2025 Workforce Ethnicity Profile including White Other



### 3.6 Sex Profile

2025 Sex Split Workforce Profile



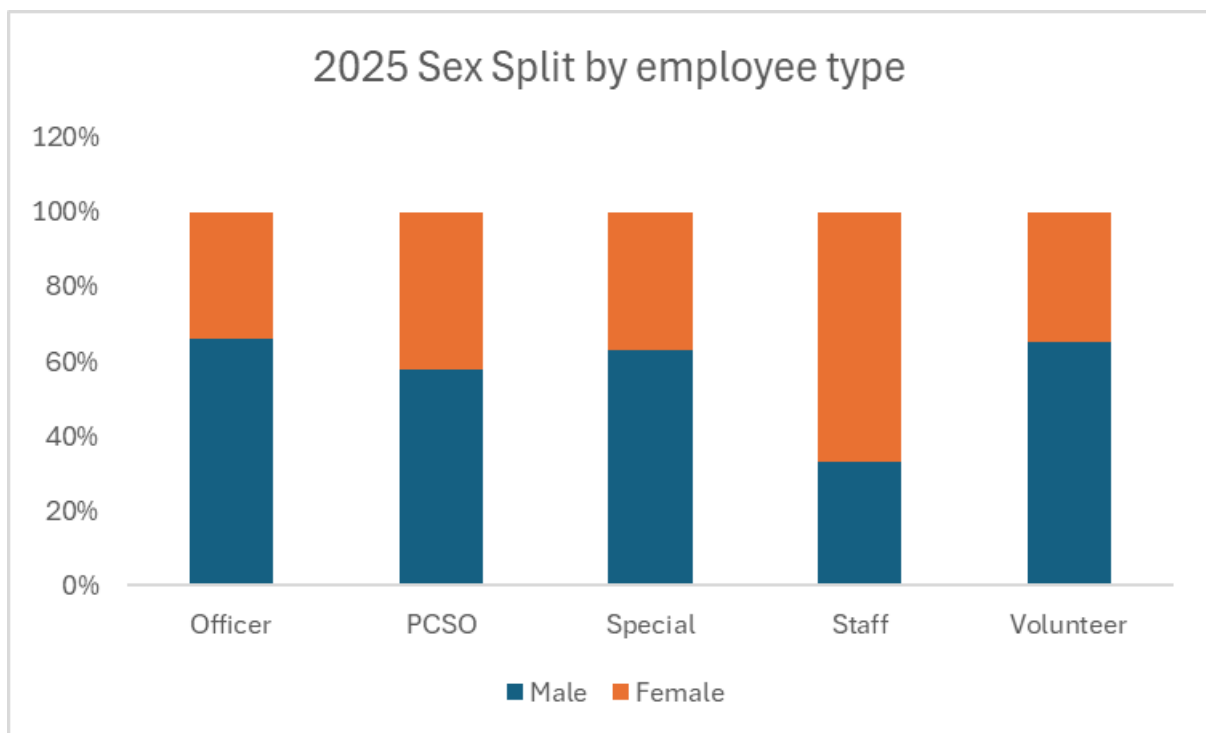


As of 31 March 2025, the percentage of female employees in Cleveland Police was 47%. This figure increased by 1% on the previous year, while the proportion of male employees decreased by 1%. The percentage of female employees has increased by 10% since 2019.

With the exception of Volunteers, the overall average sex distribution for Cleveland Police has become more balanced against 2024.

|      | Male | Female |
|------|------|--------|
| Year | %    | %      |
| 2019 | 63%  | 37%    |
| 2020 | 59%  | 41%    |
| 2021 | 56%  | 44%    |
| 2022 | 56%  | 44%    |
| 2023 | 55%  | 45%    |
| 2024 | 54%  | 46%    |
| 2025 | 53%  | 47%    |

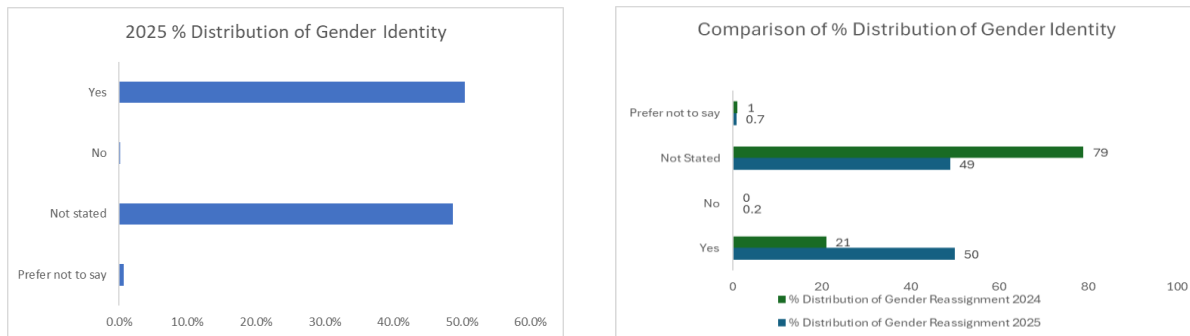
As demonstrated in the table above, the Force has made strides in achieving gender balance over the past six years. Female representation has increased by 10% in that time and the sex split gap has narrowed again in 2025 to 6%. This gap is the narrowest it has ever been.



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 those categorised as economically active, which could influence the imbalance.



### 3.7 Gender Identity Profile

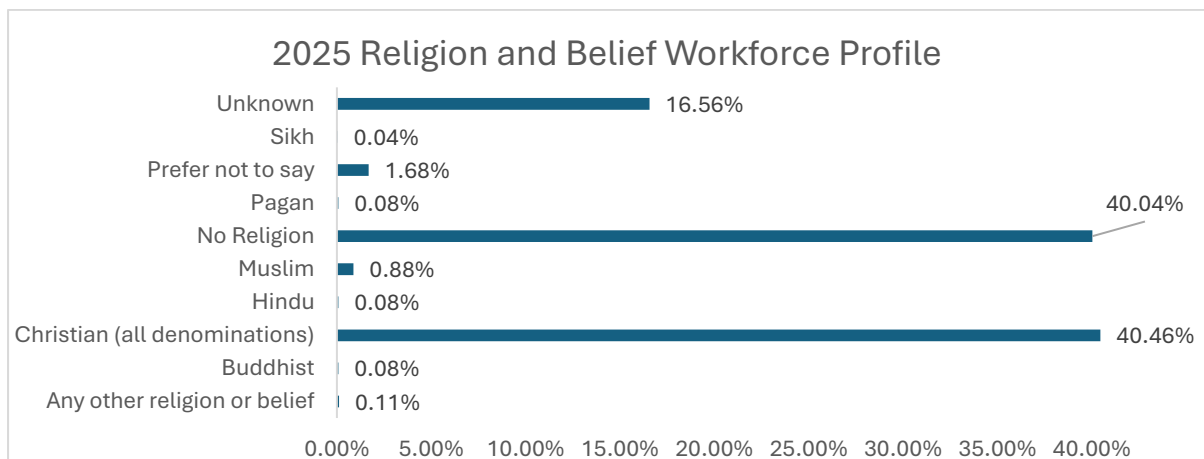


There has been a significant increase in the number of responses to the question as to whether gender identity matched the sex assigned at birth. This increase is largely attributed to the success of our 'Safe to Say' campaign.

Last year, 79% of responses were 'not stated'. This 30% decrease supports the Force in maintaining a more accurate and up-to-date record of the workforce demographic, and, importantly, ensures that the Force is able to provide opportunities to support staff.

While there has been an increase in responses compared to previous years, further data is still required to draw meaningful conclusions.

### 3.8 Religion and Belief Profile



The number of people who have not stated (Unknown) a religion has reduced by an additional 10% on 2024. There has been an increase in the number of those who have disclosed that they have no religion (8%); the other statistics are largely consistent with the previous year.



| Religion/Belief profile by year |      |      |      |      |      |      |      |
|---------------------------------|------|------|------|------|------|------|------|
| Year                            | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|                                 | %    | %    | %    | %    | %    | %    | %    |
| Any other religion or belief    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Buddhist                        | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Christian (All denominations)   | 43   | 40   | 39   | 38   | 38   | 38   | 40   |
| Hindu                           | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Jewish                          | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Muslim                          | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| No Religion                     | 16   | 18   | 21   | 26   | 30   | 32   | 40   |
| Prefer not to say               | 0    | 0    | 0    | 1    | 1    | 1    | 1    |
| Not stated                      | 40   | 40   | 39   | 34   | 30   | 27   | 17   |

Since 2019, there has been a significant increase of 23% of those sharing personal religion/belief data. This positive trend is largely attributed to the success of the 'Safe to Say' campaign. The Force has also made additional improvements in collecting data from new employees during the recruitment and onboarding process.

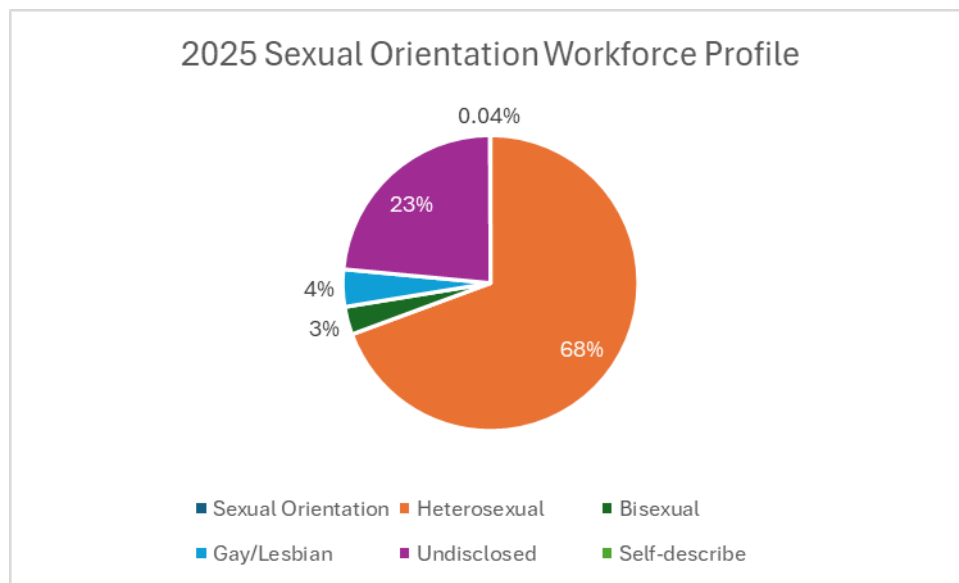
The Cleveland branch of the Christian Police Association (CPA) offers spiritual support and networking opportunities to employees and provides a way to connect with local Christian communities. The Race Equality Network (REN) provides similar support to members and the Force, especially during religious 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.

### 3.9. Sexual Orientation Profile

The Force has made more progress again this year in encouraging employees to share their sexual orientation. While there are still 23% of the workforce that has not yet reported their sexual orientation, there is a significant 14% improvement on last year.

This positive trend suggests that the organisation is successfully creating a more inclusive environment; almost all profiles in this demographic saw an increase in declarations. The growing number of employees sharing their sexual orientation is also testament to the success of the 'Safe to Say' campaign.





| Sexual Orientation workforce profile by Sex |             |               |             |               |
|---|-------------|---------------|-------------|---------------|
| Sexual Orientation                          | % Male 2024 | % Female 2024 | % Male 2025 | % Female 2025 |
| Not Stated                                  | 39          | 34            | 1           | 1             |
| Heterosexual                                | 55          | 55            | 88          | 85            |
| Gay/Lesbian                                 | 1           | 5             | 3           | 6             |
| Bisexual                                    | 2           | 2             | 5           | 5             |
| Prefer not to say                           | 3           | 3             | 3           | 3             |
| Prefer to self-describe                     | 0           | 0             | 0           | 0             |

The workforce data reveals a significant improvement in both males and females sharing their sexual orientation. The 2025 data shows an increase of 3% for both males and females identifying as bisexual with a 2% and 1% increase, respectively, for those identifying as gay/lesbian. These findings align with 2020 ONS projections for the North-East region estimate that, 3% of the population identifies as LGB+ (as recorded in the ONS report), while our workforce exhibits a higher percentage of 7% 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 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 Force actively collaborates with local charities that support LGBTQ+ communities. These collaborations aim to foster a greater understanding of and support for our LGBTQ+ communities.

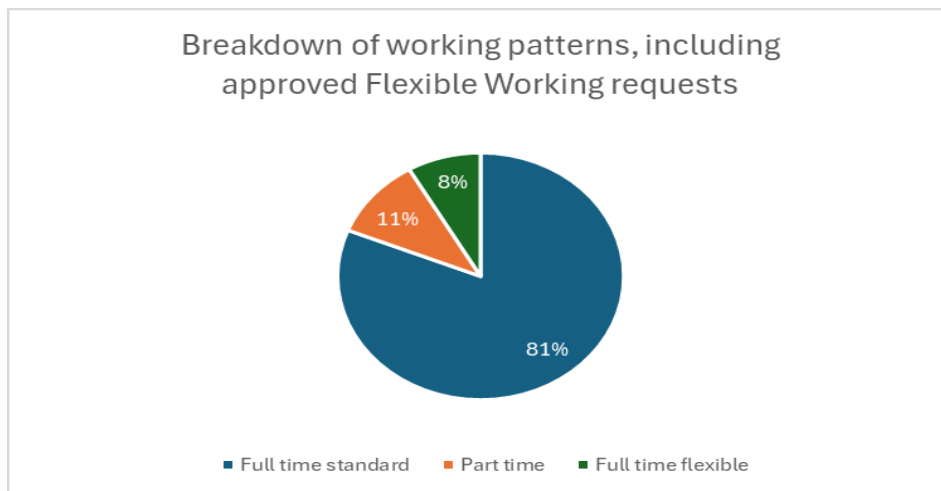


### 3.10. Maternity, Paternity and Adoption Leave

| Maternity, Paternity & Adoption Leave by Type and Sex Split |           |           |           |
|---|-----------|-----------|-----------|
| Leave Type  | Female    | Male      | Total     |
| Adoption Leave  | 2         | 0         | 2         |
| Maternity Leave   | 77        | 0         | 77        |
| Paternity Leave   | 0         | 16        | 16        |
| <b>Total</b>  | <b>79</b> | <b>16</b> | <b>95</b> |

During the 2024/25 financial year, 77 people took maternity leave, two people took adoption leave and 16 people took paternity leave. This is an overall increase on 2024, however fewer took paternity leave.

### 3.11. 2024-2025 Flexible Working Requests



| Breakdown of working patterns, including approved Flexible Working requests |             |            |
|---|-------------|------------|
| Working Pattern   | Number      | %          |
| Full time standard  | 2125        | 81         |
| Part time   | 279         | 11         |
| Full time flexible  | 216         | 8          |
| <b>Total</b>  | <b>2620</b> | <b>100</b> |

In the 2024/25 fiscal year, there have been 173 flexible working requests approved. Of these approvals, 111 were from females and 62 were from males. The number of flexible working requests approved has almost tripled on the previous year. These requests encompass modifications to existing arrangements and flexible retirements (part-time transitions, reduced part-time hours, and flexible work patterns). No readily available statistics exist regarding other protected characteristics at this time.



Overall, there has been a 2% increase in the number of those on full-time flexible work patterns on the previous year. 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.

#### 4. 2024/25 Recruitment

This section provides a high-level overview of the demographic of people who applied to join Cleveland Police in the 2024/25 year.

The Force continues to see a high number of people applying or expressing interest in roles. We have seen a slight increase on last year's applications, however the number of applications received has been relevant to the number of job roles we have advertised. 4,312 applications and expressions of interest were made during 2024/25, an additional 256 on the previous year.

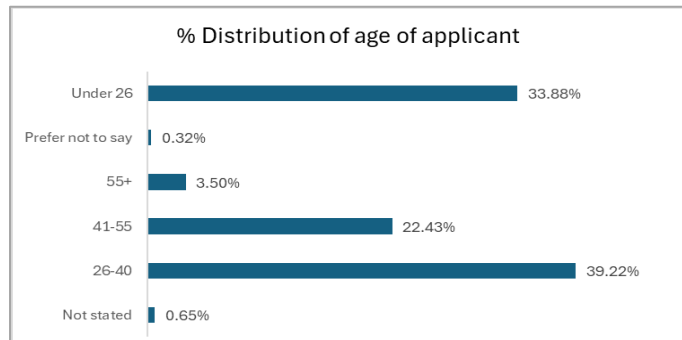
| Financial Year | Number of applications and Expressions of interest received |
|----------------|---|
| 2018/2019      | 3788  |
| 2019/2020      | 5647  |
| 2020/2021      | 6793  |
| 2021/2022      | 5524  |
| 2022/2023      | 4298  |
| 2023/2024      | 4056  |
| 2024/2025      | 4312  |

The national police uplift campaign commenced in 2019 and ran for three and a half years. Forces were given the autonomy to decide how they were going to achieve their uplift. Cleveland Police decided they wished to front load their recruitment activity allowing for officers to be trained and protecting the public as soon as possible. This is why we saw a spike in applications in those early uplift years which has reduced since, but is still significantly above 2018-19 numbers.



#### 4.1 Age profile of applicants

| Age Range         | Percentage |
|-------------------|------------|
| Under 26          | 33.9%      |
| 26-40             | 39.2%      |
| 41-55             | 22.4%      |
| 55+               | 3.5%       |
| Prefer not to say | 0.3%       |
| Not stated        | 0.7%       |

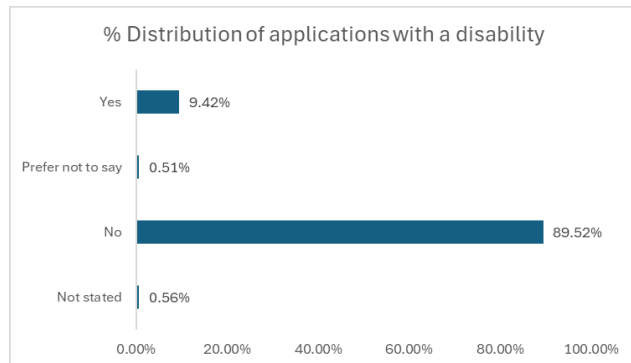


These statistics remain consistent with last year and do not highlight any concerns. Most candidates looking to join the force are aged 26-40, with the second highest group being under 26.

#### 4.2 Disability profile of applicants

There has been a slight increase in the number of individuals who have shared a

| Disability        | Percentage |
|-------------------|------------|
| Yes               | 9.4%       |
| No                | 89.5%      |
| Not stated        | 0.6%       |
| Prefer not to say | 0.5%       |



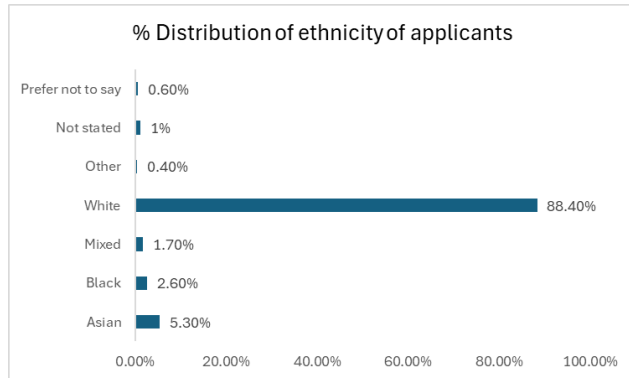
disability this year compared to previous years. Additionally, there has been a slight reduction (0.25%) in those who have opted not to share their disability with a slight rise (0.24%) in those who selected, 'prefer not to say'.

This year, the Force has continued to focus on improving communication with applicants to encourage them to share 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.

| Ethnicity         | Percentage |
|-------------------|------------|
| Asian             | 5.3%       |
| Black             | 2.6%       |
| Mixed             | 1.7%       |
| White             | 88.4%      |
| Other             | 0.4%       |
| Not stated        | 1%         |
| Prefer not to say | 0.6%       |



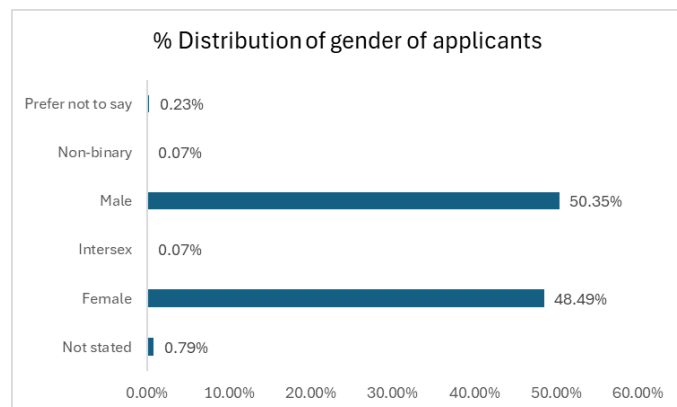
### 4.3 Ethnicity profile of applicants



There has been an 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

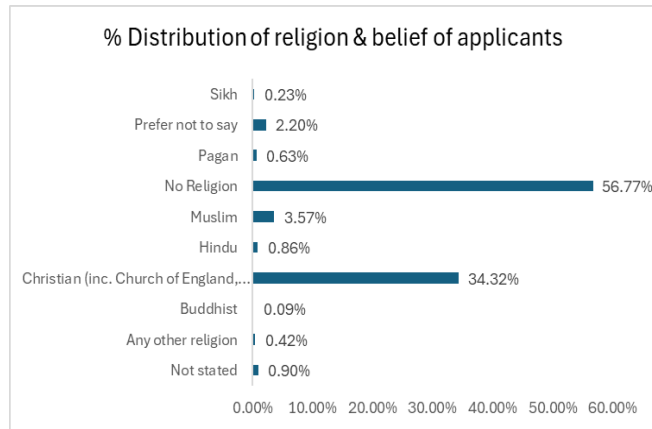
| Gender            | Percentage |
|-------------------|------------|
| Female            | 48.5%      |
| Male              | 50.4%      |
| Non-binary        | 0.07%      |
| Prefer not to say | 0.2%       |
| Unknown           | 0.8%       |



The gender composition of the force is closely aligned with the community it serves. The number of females applying for all roles across the force, has stayed largely the same as the previous year. 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 Religion and Belief profile of applicants

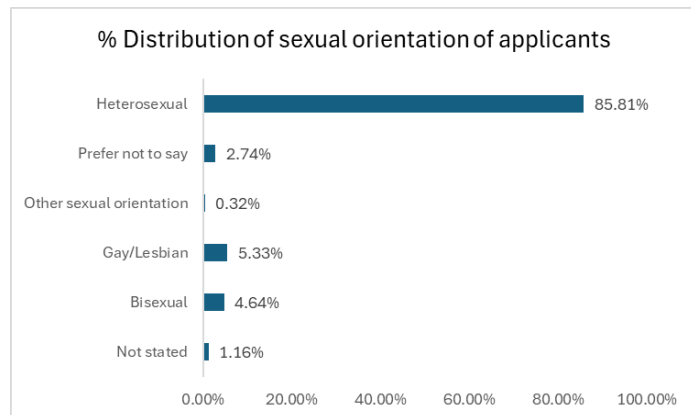
| Religion and Belief  | Percentage |
|--|------------|
| Buddhist   | 0.1%       |
| Christian (inc. Church of England, Catholic, Protestant and all other Christian denominations) | 34.3%      |
| Hindu  | 0.9%       |
| Muslim   | 3.6%       |
| Pagan  | 0.6%       |
| Sikh   | 0.2%       |
| Any other religion   | 0.4%       |
| No religion  | 56.8%      |
| Prefer not to say  | 2.2%       |
| Unknown  | 0.9%       |



We continue to see the biggest number of applications from candidates who do not have a religious affiliation. However, we have seen an increase (2.8%) in the number of applications from those who have shared that they are Christian.

#### 4.6 Sexual orientation profile of applicants

| Sexual Orientation       | Percentage |
|--------------------------|------------|
| Bisexual                 | 4.6%       |
| Gay or Lesbian           | 5.6%       |
| Heterosexual             | 85.8%      |
| Other sexual orientation | 0.3%       |
| Prefer not to say        | 2.7%       |
| Unknown                  | 1.2%       |

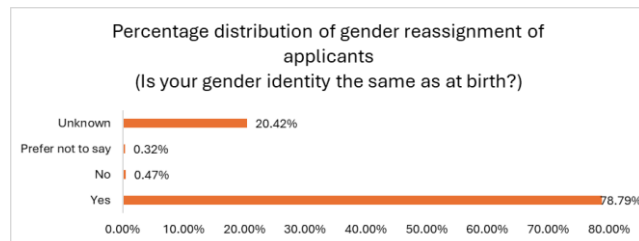


The diversity of applicants in relation to sexual orientation remains similar to last year; there is a small increase in those who are bisexual (1%) and a reduction (1.4%) of those unwilling to share this information.



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

| Gender identity profile of applicants |        |
|---------------------------------------|--------|
| No Information provided               | 21.66% |
| No                                    | 0.58%  |
| Prefer not to say                     | 0.49%  |
| Yes                                   | 77.27% |



The percentage distribution of gender reassignment of applicants remains similar to last year. Ongoing efforts to create an inclusive environment where individuals feel comfortable sharing their gender identity are expected to support further improvements on recording this information.

## 5. 2024/25 Equality, Diversity, and Inclusion

### 5.1 Achievements

In 2024-2025, 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:

- Awarded Disability Confident Leader - Level 3:** In 2024, Cleveland Police were awarded Disability Confident Leadership status through participation in the Disability Confidence Scheme. The Scheme is a voluntary Government Scheme that has been developed with the aim of helping employers make the most of opportunities provided by employing disabled people. This award demonstrates our ongoing commitment to diversity, equality and inclusion and our role as a visible advocate for disability confidence within policing and our communities.
- Progression of Female Under-representation**  
 Underpinned by academic research, the Women's network and HeForShe allies have engaged with its female workforce to identify and address the underrepresentation of women through the ranks to identify actionable strategies that promote equality, diversity and inclusion at all levels of leadership. Through careful analysis of workforce data, collaboration with other forces and facilitated focus groups and engagement with women, the Force has identified barriers to progression that centre on culture, career and support. Evidence-based strategies



are being developed, in line with the Public Sector Equality Duty and Positive Action principles to address these barriers and promote gender equality at all levels of leadership in the Force.

- **Staff Networks:** Staff Networks continue to play a pivotal role in supporting diversity & inclusion within Cleveland Police. Key achievements for the year included:
  - The Armed Forces network being awarded Gold in the Armed Forces Covenant Employer Recognition Scheme. This demonstrates our strong and sustained commitment to embed the values of the Armed Forces Covenant across our organisation by supporting serving personnel, reservists, veterans and their families.
  - The Armed Forces network was also a finalist in the North-East Human Resources and Development Award for 'Excellence in supporting Armed Forces talent', a further reflection of our commitment to championing armed forces personnel in the workplace and promoting best practice across the region.
  - Other Staff Network achievements include the reinvigoration of the Race Equality Network launched during a Development Day to drive actionable outcomes using a highly interactive format that focused on real issues and policing scenarios.
- **Celebration of Key Heritage and Awareness Events:** Cleveland Police celebrated Black History Month, Ramadan and Iftar, International Day of Persons with a disability, International Women's Day, Remembrance Day 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, contributions and shared experiences of diverse communities.
- **Tees Valley EDI Regional Partnership Group:** The EDI team in 2024 and 2025 worked with Middlesbrough Council, Teesside University, NHS Trust, Borders, Middlesbrough College, and Cleveland Fire Service EDI Managers. Together, we pulled resources to develop and deliver key events featured in Cleveland Police's cultural calendar.
- **Police Race Action Plan:** The EDI delivery plan has been instrumental in supporting Cleveland Police PRAP delivery plan, attending the National NBPA conference with colleagues from the Race Equality Network, and responding to National Black Workforce Survey year 3 consultation surveys.





## 6. 2024-25 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 four years to meet these duties. The Force continues to deliver its objectives set in 2022. These 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 DEI programme.

To deliver these goals, the Force will continue to utilise the DEI 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 DEI strategy implementation and training needs assessment alongside drivers of change and new opportunities. The objectives will be reviewed and refreshed in 2026 as part of the Culture and Inclusion Strategy and the PSED.

## 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: 31 March 2025](#)