

Office of the Police and Crime Commissioner



Annual Equality Monitoring Report

1 April 2024 – 31 March 2025

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Introduction

Police and Crime Commissioners (PCCs) and their offices are subject to the Public Sector Equality Duty (PSED) contained within the Equality Act 2010. PCCs are subject to the general duty, which means that in the exercise of their functions, they must have due regard to:

- The need to eliminate unlawful discrimination;
- Advancing equality of opportunity;
- Fostering good relations between people who share a protected characteristic and those who do not.

PCCs are also subject to the specific duty, which requires them to publish equality information annually to demonstrate compliance (organisations with fewer than 150 employees are exempt from publishing information about employees), and to publish one or more specific and measurable equality objective(s) every four years.

Furthermore, the Police Reform and Social Responsibility Act 2011 requires PCCs to hold the Chief Constable in their area to account for the exercise of duties relating to equality and diversity.

The report therefore provides transparency on how the Office of the PCC (OPCC) have progressed these responsibilities covering the period **1 April 2024 to 31 March 2025**.

Workforce Monitoring

As of the 31 March 2025, the OPCC had 34 employees. This is the same number as the same time in the previous year - however there were a small number of resignations during the period and new post holders appointed.

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

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

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.

Workforce Development

The OPCC has demonstrated its ongoing commitment to continuous professional development through a bespoke team training session on the Public Sector Equality Duty and the Equality Act, delivered in November 2024.

2023/24 Equality Goals Update

As described in the previous Annual Equality Reporting, during the 2022/23 year the OPCC strengthened our strategic approach to setting our equality objectives, covering the period 1 April 2023 – 31 March 2025. This was done to align with the development of a new Police and Crime Plan following the May 2024 PCC elections. The below provides an update on progress:

Equality Objective 1 – Scrutiny and Accountability

We will support the PCC to hold the Chief Constable in their area to account for the exercise of duties relating to equality and diversity – ***this will be measured through the number of formal and informal scrutiny meetings held including assurance rating given by the PCC.***

Update:

In June 2024 the Police and Crime Commissioner held a scrutiny meeting in relation to Neighbourhood Policing. The following questions, in relation to community engagement, were put to the force:

1. How does the Force engage with the public and other agencies on establishing public priorities to reduce crime and the fear of crime and improve public confidence?
2. How does the Force ensure that policing activities within neighbourhoods are targeted according to the needs of different communities, taking into account threat, risk and vulnerability?

The PCC was partly assured by the evidence presented.

In November 2024 the Police and Crime Commissioner held a scrutiny meeting in relation to the Police Race Action Plan (PRAP). The following questions were put to the force:

1. *How is the Force monitoring local progress against the delivery of the recommendations detailed in the PRAP? How does the Force ensure timely implementation of these recommendations?*
2. *In supporting the commitments of the PRAP, what Force-level local activities have been undertaken to:*
 - *create an anti-racist culture, values and behaviours;*
 - *address workforce disparities;*
 - *tackle racial disparities;*
 - *improve the engagement of Black communities; and*
 - *improve support to Black victims of crime.*

In terms of the report published by the HMICFRS entitled ‘An inspection of race disparity in police criminal justice decision-making’, what information and data can the Force provide to evidence that recommendations 6,8,10 and 11 have been

implemented?

The PCC was assured by the evidence presented.

Equality Objective 2 – Commissioning

We will commission services and monitor the performance of the services to ensure they are accessible and meet the needs of our communities – **this will be measured by the demographic data we collect from our services as well as needs assessment and Equality Impact Assessments conducted to support informed decision making and risk taking**

Update

During 2024/25 the OPCC team worked with commissioned service providers to improve the quality of demographic data collected in relation to those accessing services. This proved successful and enabled contract managers to have a greater understanding in terms of the people accessing services and those who may not be accessing services due to potential barriers. This information was used to support annual commissioning reviews and subsequent Equality Impact Assessments to ensure the services that we commission are accessible to all our communities should they need them.

In addition to the above, we have strengthened our understanding of commissioned services activity in relation to equality, diversity and inclusion. We do this through a contract quality schedule that all commissioned providers over £25,000 are required to complete. We specifically collect information in relation to what cultural competency training services undertake with their staff as well as seeking to understand how providers have worked to:

- Monitor who is accessing services (by protected characteristic)
- Remove or minimize disadvantage suffered by people due to their protected characteristics.
- Take steps to meet the needs of people with certain characteristics where these are different from the needs of other people, and
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low

The information provided as part of this process is discussed in contract and performance meetings and any required actions put in place.

During the reporting period eight Equality Impact Assessments were conducted in relation to victims' services.

Equality Objective 3 – Engagement

We will seek to continuously engage with Cleveland communities, ensuring their voices are listened to, heard and acted upon where possible – **this will be measured through the number of engagement sessions we attend, the number and diversity of the people we engage with and a 'you said, we did' approach.**

Update

In line with the OPCCs 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.

Below provides a brief overview of some of the key consultation and engagement activity that took place during 2024/25:

Police and Crime Plan Consultation

To help inform the creation of the Police and Crime Plan for 2024/2025, the OPCC conducted a consultation on the draft Plan starting on Monday 15th July 2024.

In light of the violence and disorder that took place in Cleveland during the summer, the PCC and his team reprioritised engagement activity to focus on recovery in affected wards in Hartlepool and Middlesbrough. As a result, the Police and Crime Plan Consultation was extended for a further four weeks until 30th September 2024.

Key data from the engagement showed:

- 1,523 people participated in the consultation for the draft Police and Crime Plan 2024-2029.
- Those who identify as female were more likely to complete the survey than males – 43.36% of respondents identified as male and 51.33% as female.
- The majority of respondents (88.17%) identified as White British. There were a small number of responses from other white backgrounds (2.96%), South Asian (2.08%), mixed ethnic background (2), and a Black African or Black Caribbean background (3). The remaining respondents preferred not to disclose their ethnicity.
- Whilst responses were spread across all age groups three quarters of respondents (70.88%) were aged between 40 and 60+.

A full report detailing consultation methodology and a full analysis of results can be found here: [Police-and-Crime-Plan-Consulation-Findings-2024.pdf](#)

Disorder in Middlesbrough and Hartlepool

On Wednesday 31st July 2024 violent disorder broke out on the streets of Hartlepool, followed by a similar incident on Sunday 4th August in Middlesbrough. This created fear and distress in communities, particularly amongst those from ethnic minority backgrounds.

In the aftermath of the disorder, the OPCC published details about the riot compensation scheme and hosted drop-ins at local community venues where members of the public could visit to have support completing the necessary paperwork.

Recognising that people for whom English is not a first language were disproportionately affected, translation support was available and door-knocking/leafleting took place to raise awareness of the scheme.

Through engagement with local residents, we recognised that South Asian communities can often understand spoken English better than written English and primarily use WhatsApp as their primary platform for community conversations. To help reach these communities, the PCC recorded a voice note offering his support to communities - this was listened to over 1,500 times and well-received amongst its intended audience.

The PCC visited local faith groups, charities supporting asylum seekers and refugees and met directly with groups affected, such as NHS staff and taxi drivers. The OPCC remained heavily involved in the post-riot recovery work.

The OPCC's efforts to engage with diverse groups after the disorder was recognised with a nomination for the Public Sector Award at the Tees Valley EDI Awards in November 2024.

Safety on public transport

The Cleveland Unit for the Reduction of Violence (CURV) launched a survey to understand how the members of the public across Cleveland use public transport, their experiences on public transport and how they would increase safety, however they choose to travel. The six-week consultation commenced on Monday 17th February 2025 and concluded Monday 31st March 2025.

The Transport Safety Survey gathered:

- 731 responses from a six-week online consultation
- 191 responses through face-to-face engagements

Demographic data was a critical component of the online survey, capturing details such as age, gender, sexuality, ethnicity, and journey starting points. This data provided valuable insights into respondent profiles, aiding in understanding their perspectives. By analysing demographic trends, the survey guided decision-making and refined targeting strategies. During the survey process, demographic monitoring highlighted areas requiring face-to-face engagement to broaden participation and amplify the representation of public transport users across Cleveland. For the face-to-face engagement, we captured demographic data regarding gender. Of those who chose to disclose, 54.45% identified as male, and 45.55% identified as female. Of the demographics identified by those who completed the online survey, 35.16% of respondents identified as male and 57.87% as female. The remaining respondents chose not to disclose or considered themselves as nonbinary or transgender. 31.60% of respondents considered themselves to have a disability. 77.15% of respondents identified as heterosexual, 15.73% preferred not to disclose and fewer people identified as gay, lesbian, bisexual, queer or pansexual. Most respondents to the online survey (91.66%) identified as White British. There were a very small number of responses from people who identified as Asian, Black, Mixed Heritage, or Other Ethnic Groups, but most respondents who did not identify as White British chose not to disclose their race.

The full report can be read here: [Transport-Safety-Consultation-Report-2.pdf](#)

Feedback from the survey informed delivery of the Town Centre Violence Reduction Action Plan, which seeks to create a safe and thriving town centres for visitors to enjoy and businesses to succeed. Central to this is increasing safety around the modes of transport providing accessibility to town centres.

2025/2029 Equality Objectives

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

Following the PCCs elections in May 2024 and in conjunction with the development of the 2025/2029 Police and Crime Plan we have developed our Equality Objectives for the same period, learning from a previous internal audit process and with significant engagement with partners and communities across the Cleveland area. It is hoped that through robust delivery and monitoring of these objectives it will ensure that equality, diversity and inclusion is embedded within the culture of everything we do across the OPCC.

Objective	Outcome / What does success look like?	Measure
1. Governance		
Scrutinise the work of Cleveland Police against their obligations in the Equality Act 2010 and their own equality objectives.	Cleveland Police are meeting their requirements under the equality act.	<p>Scrutiny programme in place and implemented</p> <p>Notes from scrutiny meetings where EDI issues are discussed</p> <p>Finding from internal audit reports.</p>
2. Engagement		
Improve our understanding and connection with communities, so everyone has the opportunity to express their views on policing in Cleveland.	<p>We understand our communities and have strong channels in place to effectively engage with all.</p> <p>Information gathered from engagement sessions is utilised to support policy development, scrutiny and the commissioning of services.</p>	<p>Number of engagement sessions held</p> <p>Demographic data of those engaging with the OPCC</p>
3. Decision Making		
Ensure that key strategic decisions consider the three aims of the Public Sector Equality Duty, undertaking Equality Impact Assessment (EIAs) where necessary	All decisions made by the Police and Crime Commissioner are in adherence with the Public Sector Equality Duty taking into account individuals and communities with protected characteristics.	<p>Number of EIAs completed</p> <p>Number of decisions made</p> <p>Number of decisions made with PSED considerations evidenced.</p>
4. Service Delivery		
Monitor the effectiveness of our commissioned services in reaching all communities, specifically those with protected characteristics, and how they are proactively supporting the three objectives within the Equality Act 2010.	Commissioned services are reaching and meeting the needs of our communities and are improving outcomes for diverse groups	<p>Number of services robustly collecting demographic data of those accessing services (including Cleveland Police)</p> <p>Outcomes data for diverse groups</p>
5. Team Development		
Support and empower out staff to better understand equality, diversity and inclusion issues and make better informed decisions to support the Commissioner in delivering against their Public Sector Equality Duty.	Staff have confidence in their understanding of equality, diversity and inclusion issues and feel confident to make better informed decisions.	<p>Number of staff training and awareness sessions linked to equality, diversity and inclusion.</p> <p>Number of staff who attended training and awareness sessions linked to equality, diversity and inclusion.</p>

Conclusion

This report demonstrates progress made by the OPCC during 2024/25 in relation to

compliance with the PSED. Through taking a more strategic approach to equality goals / objectives moving forward ensures a culture that's embeds EDI in everything that we do as an office.