



**CLEVELAND
POLICE**

**Annual Equality
Monitoring Report**

2020-2021

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1. Introduction

As Chief Constable of Cleveland Police I am pleased to present our Annual Equality Monitoring Report for 2020/21.

The report demonstrates the progress we have made, highlights areas for improvement and underlines the Force's ongoing commitment and focus on Equality, Diversity and Inclusion (EDI) and its vital role in delivering outstanding policing for our communities.

Although the Covid-19 pandemic has posed many challenges in the last twelve months, as recognised by HMICFRS, we have continued to make good progress in how we deliver services to our communities and how we support our workforce, ensuring fair treatment for all.

There remains much to do, not least striving for a workforce more representative of the communities we serve. In achieving this mission our dedicated EDI team will continue to develop our positive action recruitment strategies and seek to better understand how we can deliver improved and culturally sensitive services to all our communities.

Dr Richard Lewis

Chief Constable

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 2020-21 provides transparency on how the Force has progressed this strategy to meet their 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 carrying out their activities in a manner that respects their duties to:

- Elimination unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people from different groups, with or without protected characteristics;
- Foster good relations between people from different groups.

The report presents the statistical data on the following protected characteristics of the workforce including age, disability, gender, ethnicity, sexual orientation and religion. It also summarises the key activities undertaken in the 2020-21 period to create a positive experience of services, and a working environment of mutual respect and dignity aligned to our vision.

People & Organisation

“A working environment that is supportive and inclusive of all, enabling officers and staff to develop, feel supported and able to be themselves at work.”

Communities

“Deliver policing services that are accessible, responsive and needs led to ensure services meet the requirements of all our communities.”

Partners

“Partners have confidence that Cleveland can have effective joint service delivery underpinned by equality and inclusion through improved opportunities for collaborative working.”

2. Cleveland Police Workforce Representation

2.1 Scope

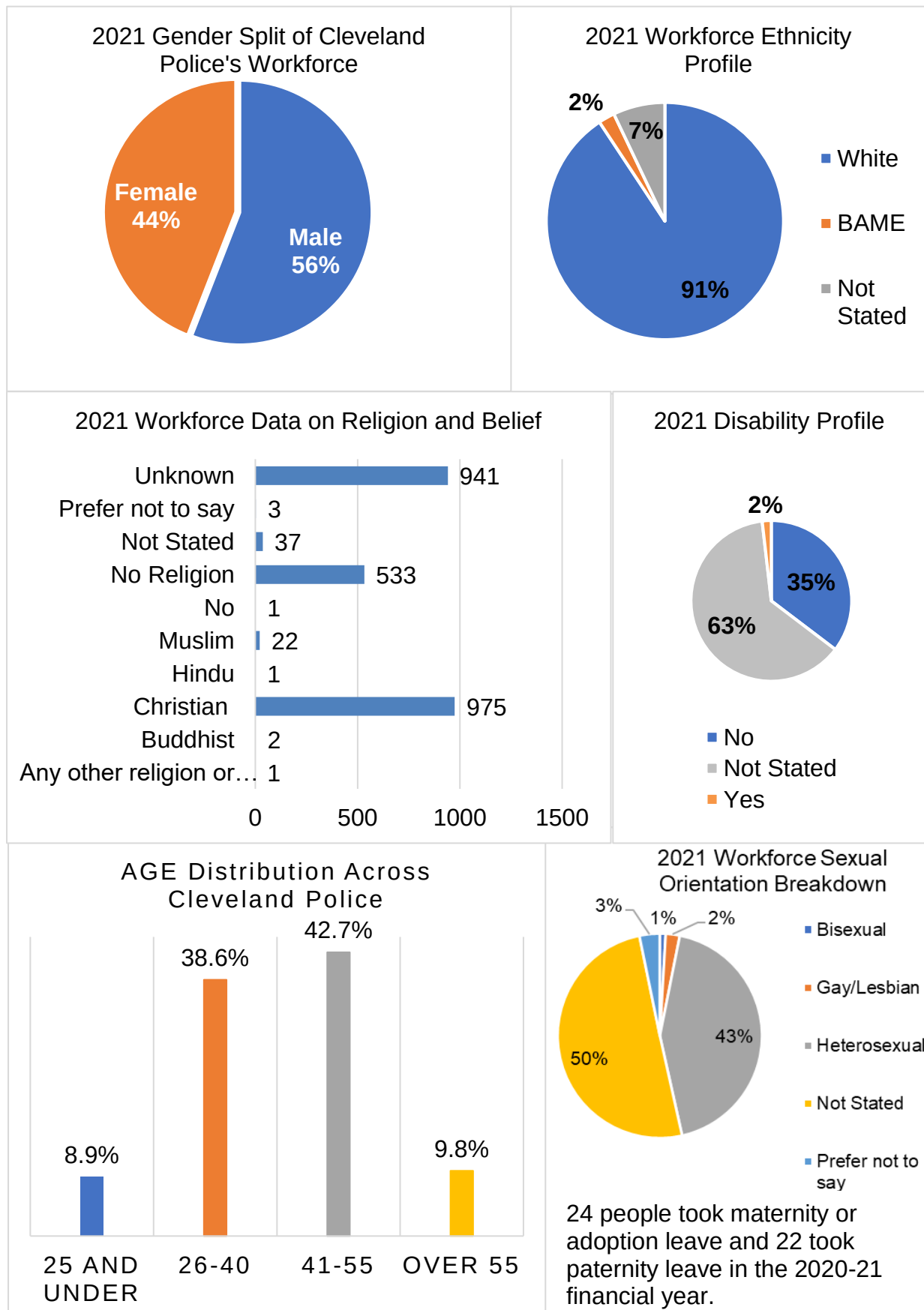
The total number of staff at March 31st, 2021 is 2516. This is a rise of 326 people on our headcount at the same time in the previous year, and 623 people higher than the 2019 headcount.

These increases have been created by two factors; Operation Uplift, which is the programme to recruit an additional 20,000 officers nationally and the return of outsourced services which both brought police staff delivering outsourced services back into the direct employment of Cleveland Police. By having these teams as direct employees, we now have greater flexibility and control to implement changes that meet our workforce's needs and keep our communities safe.

The following workforce representation data is based upon our management information for employees that worked for Cleveland Police as of March 31st on over the course of the financial years described. The report will break 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. The Office of the Police and Crime Commissioner's team is broken down in its own section.

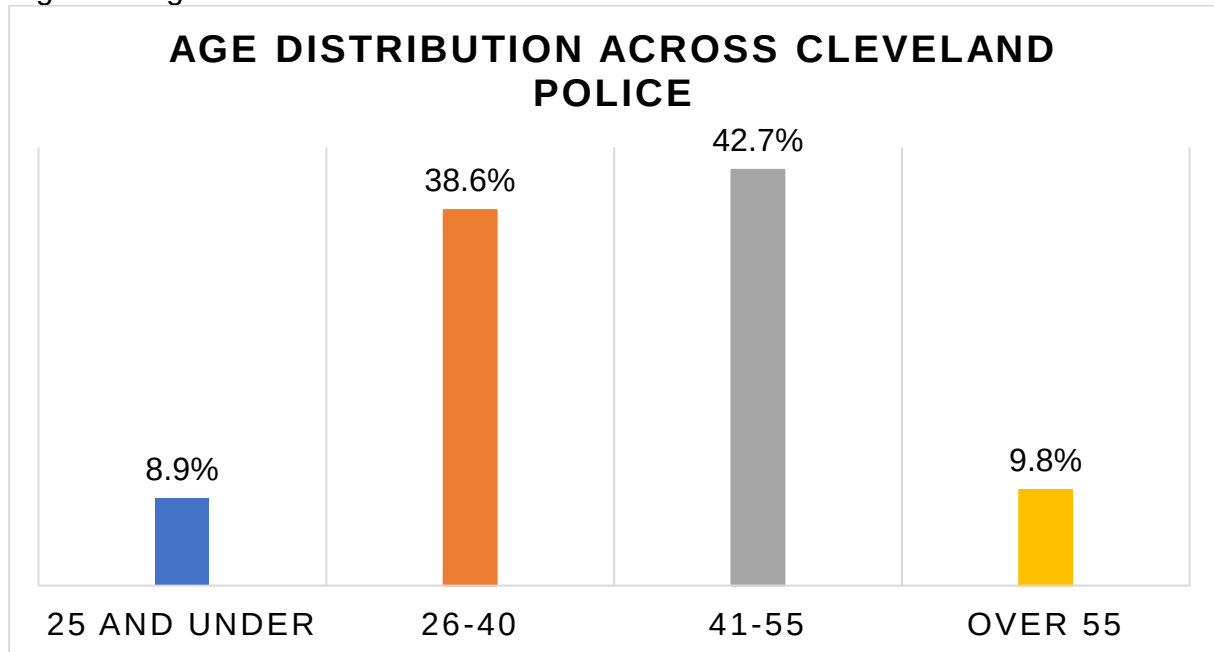
For some characteristics we have high rates of people choosing not to declare their personal information. To address this the Force has reminded individuals of the facility to update their own equality monitoring data directly on to their electronic HR record. This will continue to be communicated to all staff in the 2021-22 financial year as part of the "safe to say" campaign, alongside reassurance on how the data is used and stored. It is hoped that our people will feel more empowered to change and update their protected characteristic. It should be noted that the impacts of introducing this feature will not be seen until the 2021-22 Annual Equality Monitoring report.

2.2 Cleveland Police 2021 Workforce Key Statistics



2.3 Age Profile

Figure 1: Age Distribution Across Cleveland Police



Most of the workforce are aged between 26 and 55. Data on the national age profile of police officers has not been made available since 2014, therefore a comparison of the age profile of our workforce with the other 42 Forces has not been possible. We can compare with our local population estimates in table 2, however.

Figure 2: Area Age Profile Based on ONS 2019 Mid-Year Population Estimates

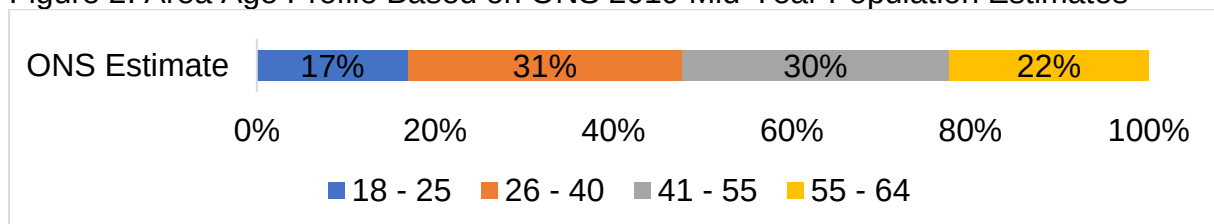


Table 2 indicates that people between 18 and 26 are underrepresented in our workforce by 8 percentage points. Currently we have a small number of over 55-64s compared to our population, however this can be attributed to the historic retirement age of 55 or following 30 years' service for a police officer. Given the changes to state and police pension ages combined with increases in life expectancy it is likely people will remain in our workforce for longer than previously seen.

The College of Policing's Future Operating Environment report also suggests this, with one of the ten trends identified as playing an important role in driving and defining

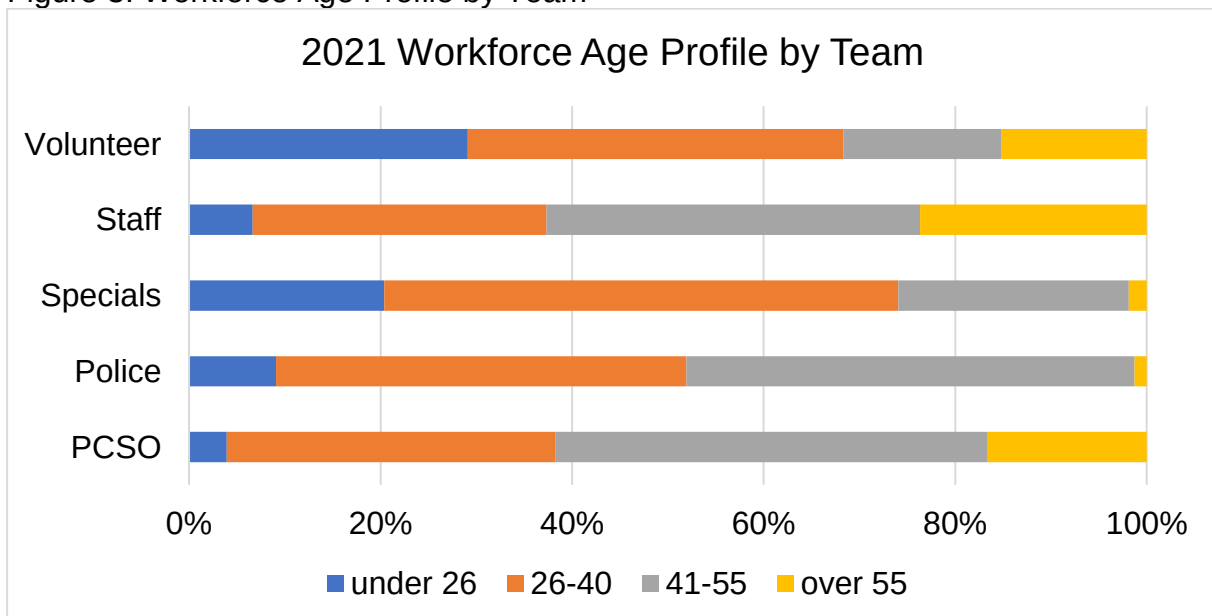
policing's operating environment over the next 20 years being a larger, older and more diverse population. It can be expected that the number of over 55s could increase between now and 2040. This will require the Force to ensure wellbeing and operational requirements can be balanced when planning to meet demand, as well as consider how technology development may increase the training requirements of our workforce.

Table 1: Age Profile by Year

Year	Under 26		26-40		41-55		Over 55		Total
	No.	%	No.	%	No.	%	No.	%	No
2019	129	7%	789	42%	893	47%	128	7%	1893
2020	197	9%	887	41%	989	45%	171	8%	2190
2021	225	9%	970	39%	1074	43%	247	10%	2516

It can be seen in Table 1 that the entire workforce continues to grow, with each age group rising consistently. When viewed for the full organisation overall proportions show slightly faster growth in both the under 26 and over 55 categories. When broken down by employment categories however, it becomes clear that there have been changes at these levels that have balanced each other out when aggregated.

Figure 3: Workforce Age Profile by Team



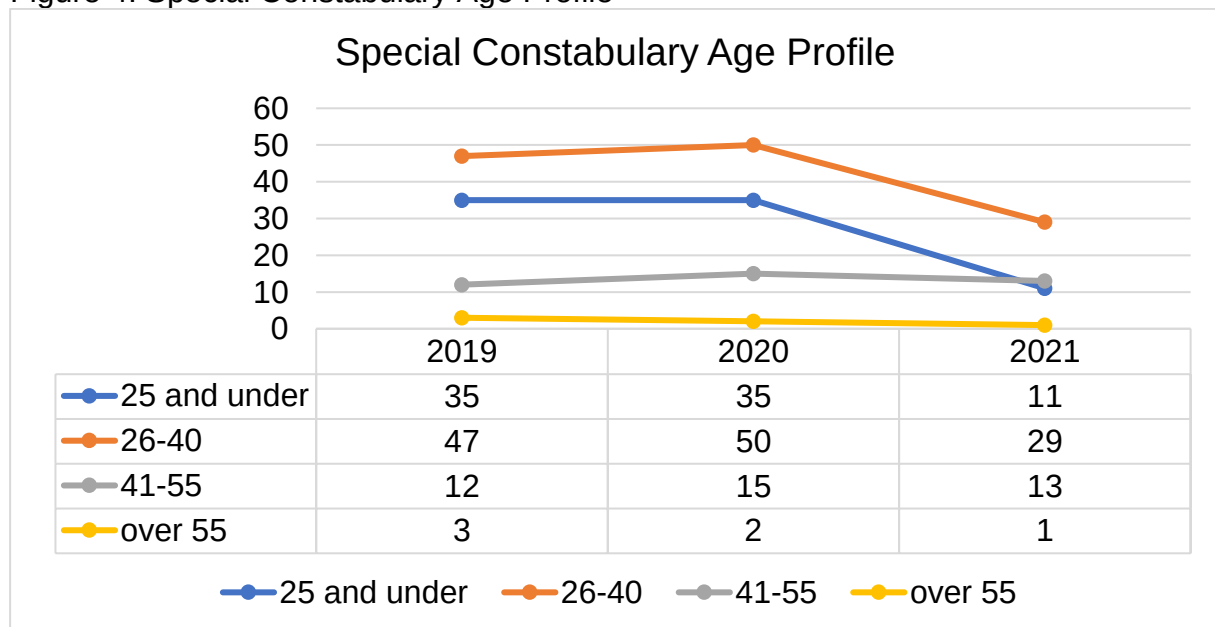
The age ranges of Force volunteers remain stable with little change, as does the age range of our PCSOs. The staff group saw a slight decrease of five percentage points this year in the 41-55-year-old category paired with a 4% rise in the number of over 55s employed.

The most significant changes can be seen in the Special Constabulary and police officer groups. The number of Special Constables has almost halved, dropping to 54 from 102 the previous year. A slight rise was seen in the number of over 41s, with high attrition of those under 40.

This can be considered as part of the attrition rate trend that the Association of Special Constabulary Officers (ASCO) has raised as a challenge, with three in ten Special Constables leaving each year nationally. Last year Cleveland Police was one of the few Forces who did not experience this trend. Operation Uplift has enabled those motivated to join policing as their paid career if they choose to do so, resulting Special Constables having much shorter voluntary careers before joining as officers.

This has had a knock-on effect for many Forces, in which recruitment for Special Constables has slowed, or even frozen, so Forces have enough resources to recruit and train Police Constables. Cleveland Police began re-opened recruitment for Special Constables in 2021, this will continue in the 2022-22 financial year.

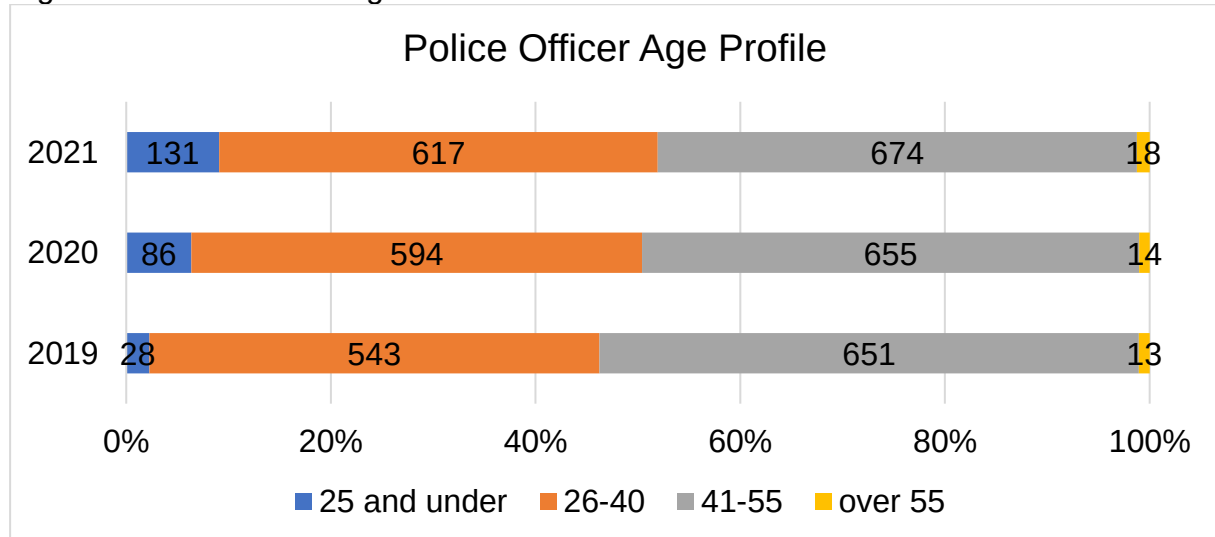
Figure 4: Special Constabulary Age Profile



At the same time as the Special Constabulary numbers dropping in the under 25 group, they have accelerated in our police officer category, rising from 28 officers in 2019 (2%) to 86 in 2020 (6%) and 131 in 2021 (9%). The number of people in the 41-55 group has remained stable with a slight increase of people but making up a smaller proportion

of the workforce as the percentage they represent decreased from 651 in 2019 (53%), 655 in 2020 (49%) and 674 in 2021 (47%).

Figure 5: Police Officer Age Profile



The current entry route into policing in Cleveland Police is the Police Constable Degree Apprenticeship (PCDA), which commenced in Cleveland during 2020. When the entry route was equality impact assessed consultation revealed that those in the 18-24 age band viewed the route as offering a good way to earn a fair wage, learn and achieve a degree. The impact assessment also indicated that this group would find meeting the eligibility criteria easiest, as it is a more recent requirement for school leavers to have achieved a level 2 in English and maths. A rise in younger officers was forecast due to this. To ensure that the Force does not disadvantage older candidates due to the qualification eligibility requirements we took mitigating actions, such as providing additional links to level 2 qualification providers on our external careers website has been taken, to enable individuals thinking about joining the PCDA scheme to get in touch with providers and gain the right qualifications before applying.

2.4 Disability Profile

Figure 6: 2021 Workforce Disability Profile

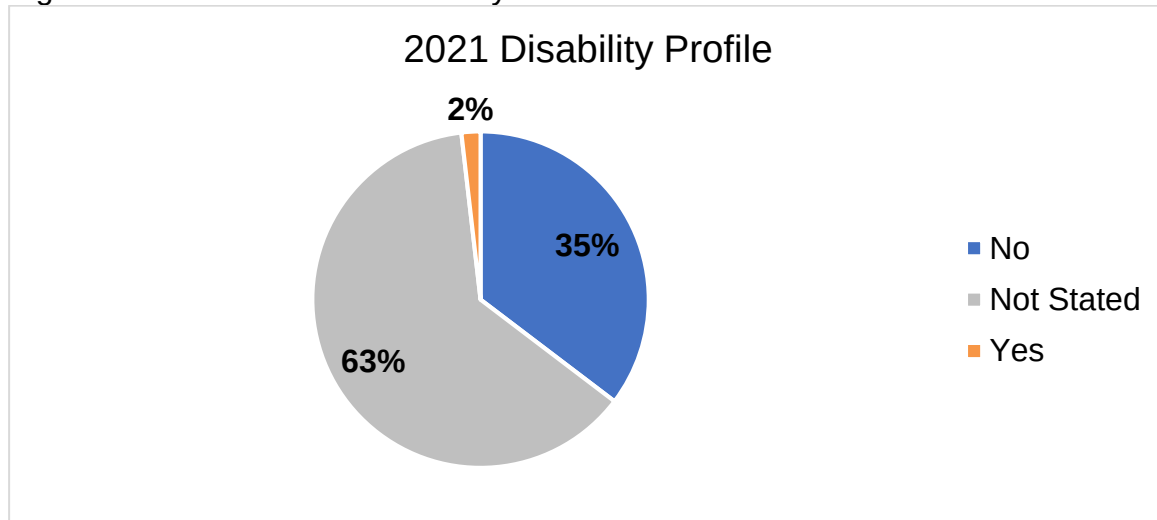


Table 2: Disability Profile by Year

Year	Disabled		No Known Disability		Not Stated		Total
	No.	%	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

The Force has 46 people who have declared a disability as of March 31st, 2021; this is 2% of all people, with 35% of the workforce stating they have no disability and 63% not stating either way. There has been a slight improvement in disclosure, with 256 more people confirming they have no known disability and 10 more people declaring that they do. It is estimated that approximately 18% of working age adults identify as disabled in the United Kingdom, so the Force has a notably lower known proportion of disabled employees when compared to the population. Again, up to date comparator data for disabled representation within policing was not available for comparison with other Forces.

Improvement work is in progress to improve, confidence and organisational trust to declare disabilities and access the right support/adjustments. Both the Disability Support Network, and the Autism Association are sponsored by members of the Executive team. These networks will continue to provide peer support, insight to the force on live issues, raise awareness on priorities and act as a critical friend. The Force

is well underway to gaining a higher level of accreditation to the government Disability Confident Employer scheme. This is a framework used to benchmark performance on accessibility and processes used by employers, the Force currently holds Disability Confident Employer (level 2). It is proposed that the Force will carry out a full self-assessment against the standards for level 2 and 3, with a view to submitting evidence for a full assessment for level 3 in 2021-22. This assessment will enable the Force to understand where it needs to improve its processes and support for disabled staff.

In conclusion, overall numbers of employees declaring a disability remains low, with action required to understand and eliminate reasons of non-disclosure. It is envisaged when combined with the above activities over the course of the next year that all employees will feel more empowered to declare their protected characteristic information relating to disability.

2.5 Ethnicity Profile

The Home Office 18+1 data set is used as descriptors for race. It aligns directly to the recognised code schemes utilised by forces and agencies nationally. This is the recognised standard recommended by ONS, but due to small numbers we will for the most part in this section focus on aggregating the descriptors and comparing White representation with Black, Asian and Minority Ethnicity (BAME) to enable clear presentation.

Figure 7 and table 3 show that as of March 31st, 2021 2% of our overall workforce are from black, Asian or minority ethnicity backgrounds with 3% of our police officers from these backgrounds. Whilst this is the highest number of black, Asian and minority employees that the Force has employed in the years reviewed, it is still below the national average for police forces and our own local population estimates of 5.5% .

Figure 7: Aggregated Workforce Ethnicity Profile

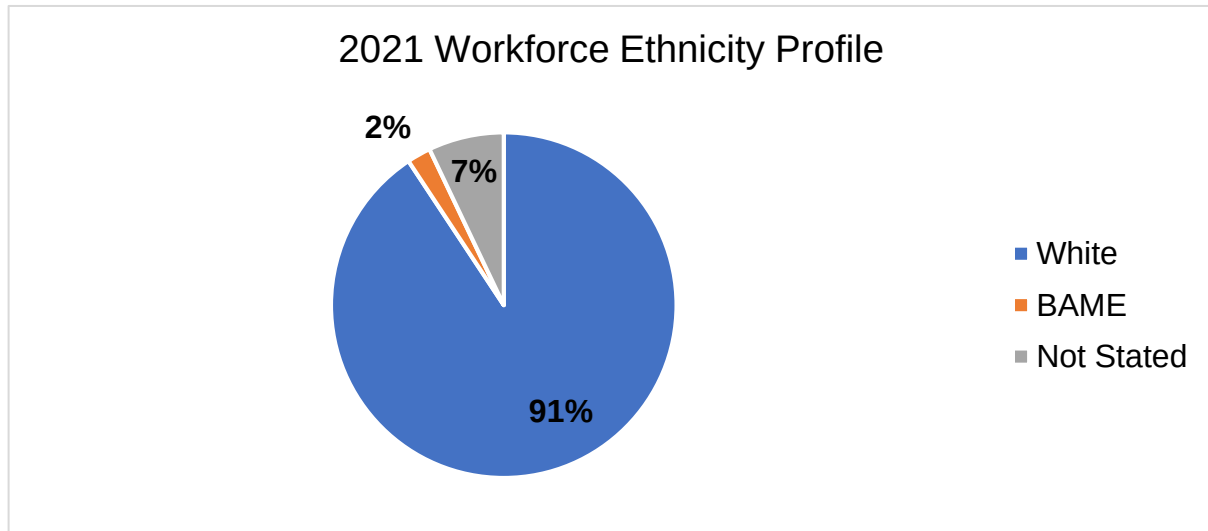
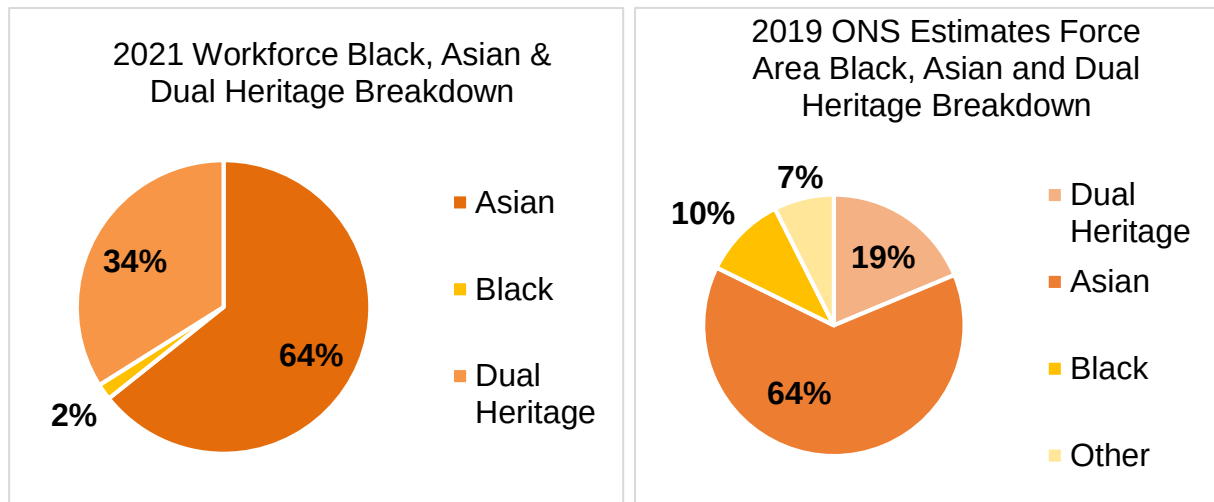


Table 3: Disaggregated Ethnicity Profile by Year

Ethnicity	2019		2020		2021	
	No.	%	No.	%	No.	%
Asian - Any other Asian background	1	0%	1	0%	1	0%
Asian - Bangladeshi	0	0%	1	0%	1	0%
Asian - Chinese	3	0%	3	0%	4	0%
Asian - Indian	4	0%	7	0%	7	0%
Asian - Pakistani	14	1%	20	1%	23	1%
Black - Caribbean	1	0%	0	0%	1	0%
Mixed - Any other mixed / multiple ethnic background	2	0%	2	0%	3	0%
Mixed - White and Asian	6	0%	8	0%	10	0%
Mixed - White and Black African	2	0%	2	0%	2	0%
Mixed - White and Black Caribbean	1	0%	2	0%	4	0%
Prefer not to say	61	3%	111	5%	178	7%
White - Any other white background	19	1%	47	2%	101	4%
White - English / Welsh / Scottish / Northern Irish / British	1773	94%	1980	90%	2173	86%
White - Irish	6	0%	6	0%	8	0%
Total Headcount	1893	100%	2190	100%	2516	100%

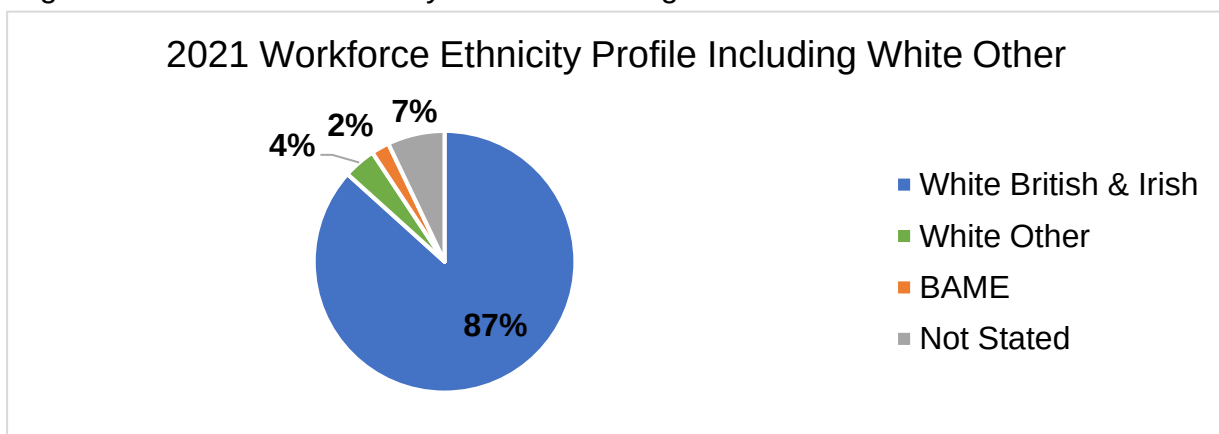
Pakistani and dual heritage Asian representation has increased year on year but not at a rate that helps effectively close our representation gap. It should be noted that whilst our local black community is estimated to be particularly small, this is an area we are particularly missing representation within. Comparing Figure 8 and 9 contextualises this further.

Figure 8: 2021 Workforce Black, Asian & Dual Heritage Breakdown. Figure 9: 2019: ONS Estimates Force Area Black, Asian and Dual Heritage Breakdown



Whilst the force has built BAME positive action into each bulk recruitment campaign to attract and empower candidates from these underrepresented backgrounds throughout 2020-21 they have been limited in their impact. There have been several factors, such as the pandemic limiting face to face engagement opportunities, operational demand and changes in assessment centre processes that may have contributed to this. 2021-22 will see an enhanced focus to attract diverse candidates, build community partnerships, and to identify, understand and remove any emerging barriers from our pandemic impacted recruitment process.

Figure 10: Workforce Ethnicity Profile Including White Other



It should also be noted that our “White Other” Category has increased over the 3 year period. This category has grown from 19 people (1%) in 2019, to 47 people (2%) in 2020 to 101 people (4%) in 2021. This will require further exploration in 2021-22 to understand the trend and ensure needs of this group are understood and met.

This work will be assisted through collaboration with the SAME network.

The SAME network's purpose is to give Black, Asian and Minority Ethnic staff and officers a platform to discuss and raise issues in relation to their experiences working for Cleveland Police, access the support of peers and provide views on policies and procedures to help the force improve services for our communities. This year Deputy Chief Constable Helen McMillan confirmed her chief officer sponsorship of the network to support the network to achieve their goals and champion race equality issues at chief officer level.

2.6 Gender Profile

The gender split across the Force 1109 (44%) female and 1407 (56%) male. Whilst we support and welcome those with diverse gender identities, we do not currently report on genders other than female or male as individuals may be identifiable.

Figure 11: Gender Split of Cleveland Police's Workforce

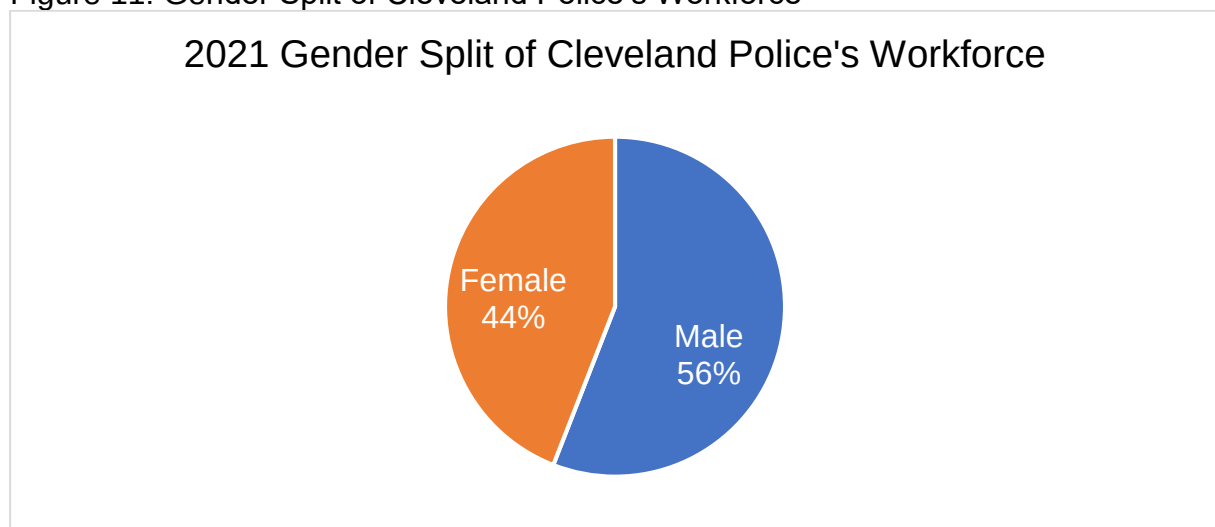


Figure 12: Proportion of Females Across Role Categories

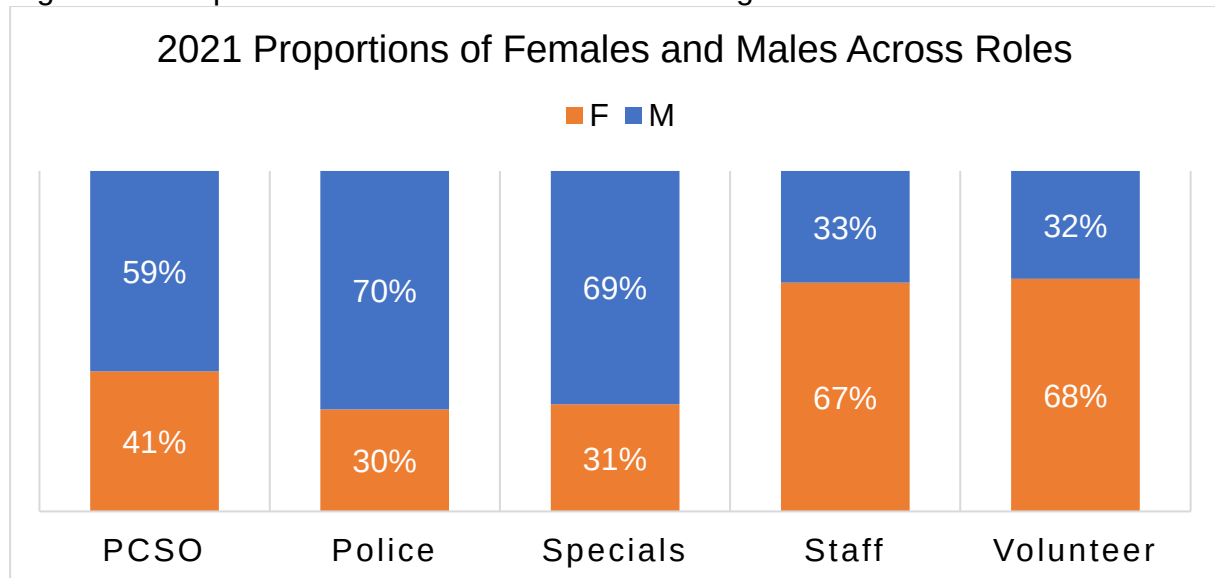


Table 5: Gender Profile by Year

Year	Male		Female		Total
	No.	%	No.	%	No.
2019	1185	63%	708	37%	1893
2020	1295	59%	895	41%	2190
2021	1407	56%	1109	44%	2516

Table 5 shows how the Force's gender profile has changed over the past 3 years. In this period the workforce has increased by 623 people; 401 females and 222 males. Whilst the Force has moved to a more positive overall balance between males and females in the workforce there is still under-representation of women overall with a gap of 6%, including a 20% gap of under-representation of women in operational roles. ONS population estimates indicate that the gender split of the force area is 49% male, 51% female however it doesn't provide insight into intersectionality such as age, race or participation in the local labour market.

Figure 10 shows the how gender representation breaks down across role categories. Female representation of PCSOs has dropped a further percentage point in 2021, as did special constables. Staff and volunteers' categories continue to have the highest proportion of women, with no changes in the number of volunteers but an increase in the number of staff following the return of the staff in Force Control Room team from outsourced services.

Although the police officer category has the highest headcount of women of all the Force groups it also has the lowest overall representation percentage due to the overall size of this group. Female representation in the police officer category has increased 3 percentage points since Uplift began in 2019, with a rise of 103 females and 102 males between 2019 and 2021. The police officer joiner rate of females is higher than the representation of the established workforce but still requires further action to attract female applicants to close the representation gap.

2.7 Religion Profile

Figure 11 below indicates over one third of the work force identifies as Christian (39%), whilst another third stated unknown (37%). There was low disclosure against other faiths, the most common after Christianity being Islam (1%).

Figure 13: Workforce Data on Religion and Belief

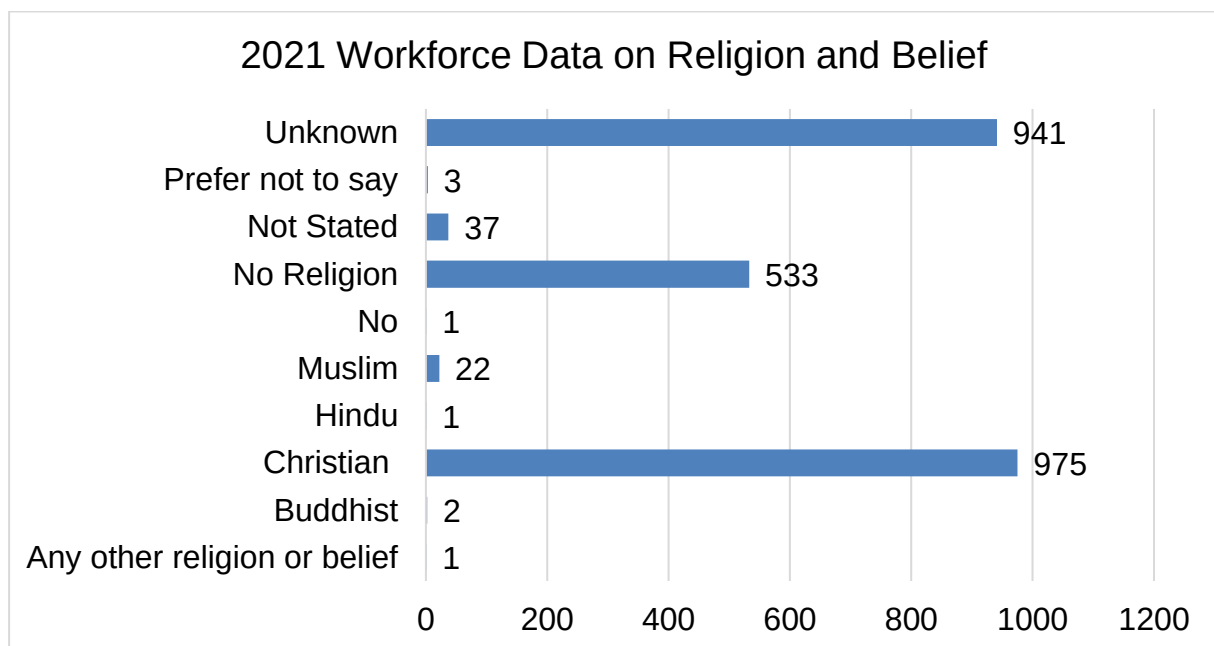


Table 7: Religion Profile by Year

Religion	2019		2020		2021	
	No	%	No	%	No	%
Any other religion or belief	1	0%	1	0%	1	0%
Buddhist	2	0%	2	0%	2	0%
Christian	807	43%	883	40%	975	39%
Hindu	1	0%	1	0%	1	0%
Muslim	11	1%	18	1%	22	1%
No	0	0%	0	0%	1	0%
No Religion	312	16%	400	18%	533	21%
Not Stated	96	5%	107	5%	37	1%
Prefer not to say	5	0%	7	0%	3	0%
Unknown	658	35%	771	35%	941	37%

There has been a slight improvement in declaration rates, with those choosing not to state a religion reducing from 5% to 1% despite the increase in the size of the workforce.

The Cleveland branch of the Christian Police Association (CPA) offers spiritual support and networking opportunities to police officers and staff and provides an avenue to work with our local Christian communities too. The Support Association for Minority Ethnicity staff (SAME) provide similar support to members and the Force, particularly during Ramadan. They helping to drive improvements in the way the Force engages with its communities and workforce through sharing their lived experience and understanding.

2.8 Sexual Orientation Profile

The organisation is currently building our capability to report sexual orientation data for our workforce. This is the first year that we will report on our workforce sexual orientation due to data capture improvements. Table 8 alongside figures 14 to 15 show that there is a high number of staff that have not yet declared their details for this characteristic. It is hoped that introduction of the self-service feature, and engagement with the workforce over the course of the next year will enable us to improve our understanding of LGBT+ representation within the Force in our 2021-22 report.

Table 8: 2021 Workforce Sexual Orientation Broken Down by Gender

Orientation	Male		Female		All Genders	
	No.	%	No.	%	No.	%
Bisexual	9	1%	14	1%	23	1%
Gay/Lesbian	16	1%	40	4%	56	2%
Heterosexual	608	43%	483	44%	1091	43%
Not Stated	733	52%	532	48%	1265	50%
Prefer not to say	41	3%	40	4%	81	3%

Figure 14: 2021 Workforce Sexual Orientation Breakdown

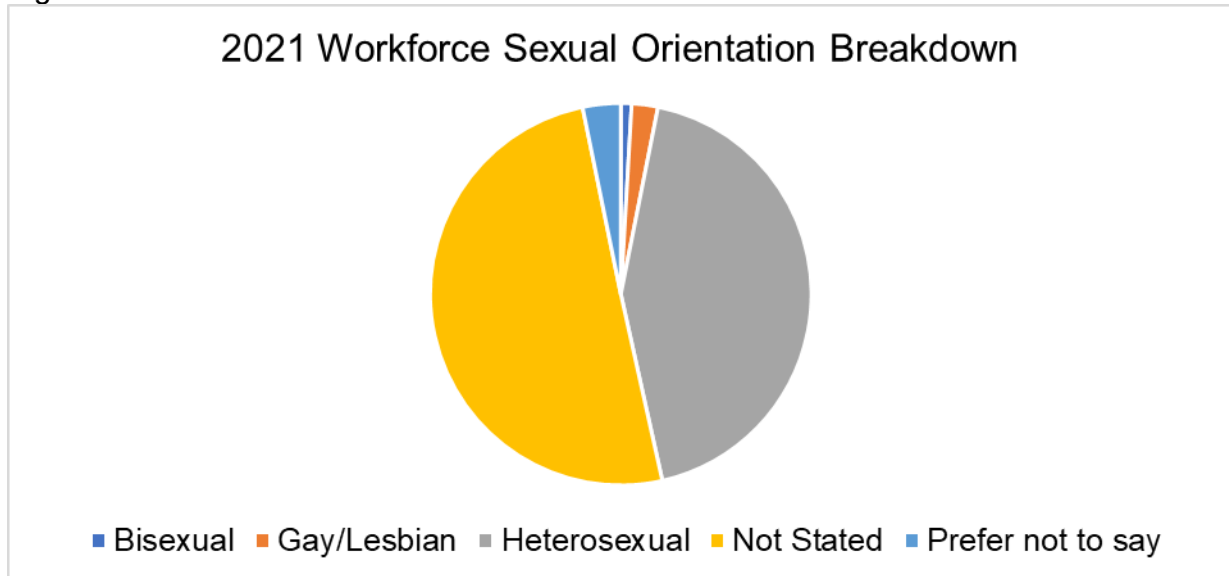
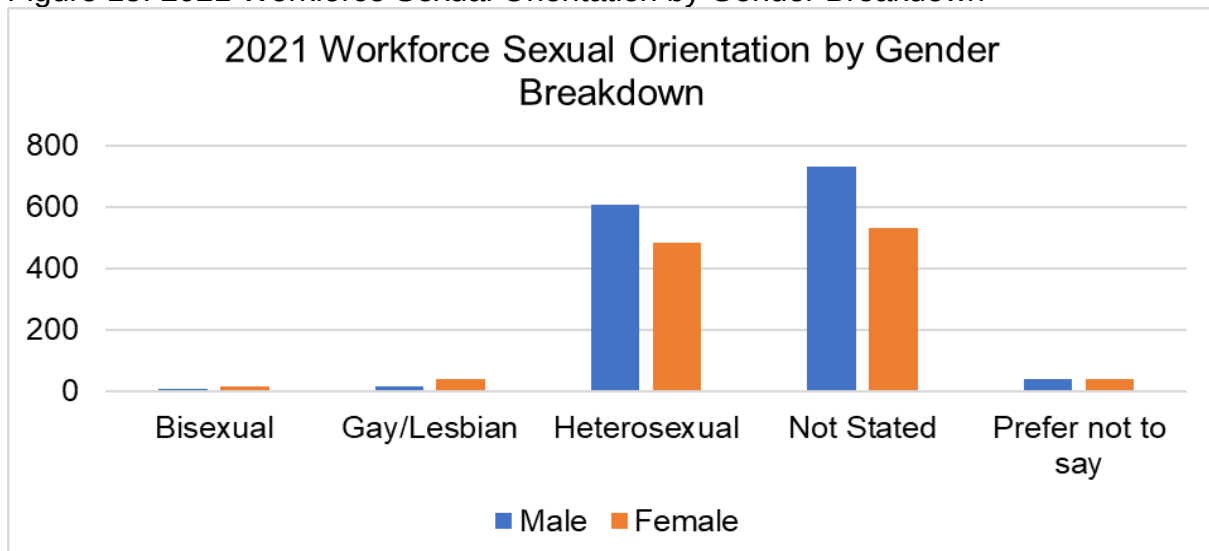


Figure 15: 2021 Workforce Sexual Orientation by Gender Breakdown



The Cleveland Police LGBT+ Network plays a key role in supporting LGBT+ employees. The network is staff led; they offer confidential support to colleagues on any issues they may be facing, act as a visible presence, supporting strategically with

policies, attending meetings and being a critical friend to help drive improvements in LGBT+ issues in policing. The network distributes rainbow epaulettes that can be worn by any officer who wishes to wear them as part of their uniform. These act 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 if a member of the team is LGBT+; anyone is welcome to declare themselves an ally to their LGBT+ colleagues and communities

This year Deputy Chief Constable Ian Arundale confirmed his chief officer sponsorship of the network to support them to achieve the network to achieve their goals and champion LGBT+ issues at chief officer level.

The Force has proactively collaborated with Hart Gables, a LGBT+ support service, for over a decade to reach and serve our LGBT+ communities. The Force's Community Safety Team won an award for their commitment to "Continuous commitment to tackling hate crime" at the Hart Gables 2021 LGBT+ Alliance Awards. The team were nominated for their determination to prevent hate crimes towards LGBT+ people, their response to victims, their dedication to restorative justice and their Inspector's contributions at the multiagency hate crime partnership to improve outcomes for victims. The Community and Diversity Officers, alongside one of the Community Engagement PCSOs were named for finding new ways of working during the pandemic, moving to digital engagement with LGBT+ community members through contributing to digital sessions during lockdown to maintain contact and continue to develop trust with the community.

The Force is also committed to the National Police Chief Council's LGBT+ Action Plan, by introducing monitoring data we will be better able to measure the impact of this ongoing work.

3. 2020-21 Recruitment

This section provides a high-level picture of the demographic of applicants seeking to join Cleveland Police in the 2020-21 year. The Force continues to see the number of people applying or expressing interest in roles rise year on year. 6,793 applications and expressions of interest were started in 2021 by 4,608 unique applicants. Table 9 evidences that since 2018-19 there has been a 44% increase in applications and expressions of interest received by the Force.

Further detailed analysis exploring where candidates drop out of our processes will be completed in the 2021-22 financial year to support the equality impact assessment for the Force's updated recruitment policy.

Table 9: Applications and Expressions of Interest Received by Year

Year	No.
2018-19	3788
2019-20	5647
2020-21	6793

Table 10 & Figure 16: 2020-21 Applicants by Age Band

Age Band	No.	%
Under 26	1650	36%
26-40	1851	40%
41-55	747	16%
55+	95	2%
Not Stated	265	6%
Total	4608	100%

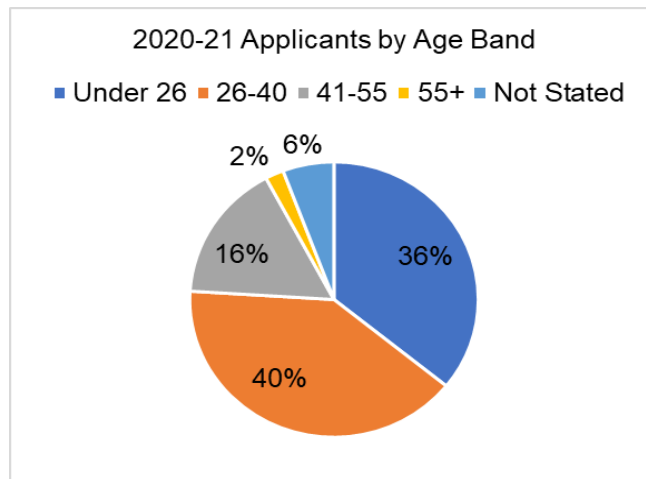
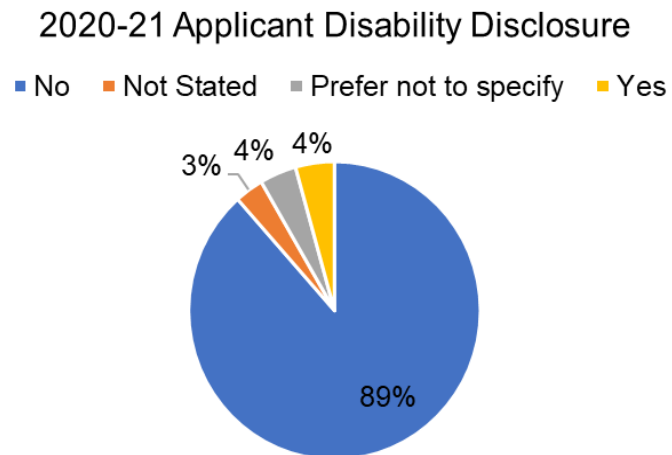


Table 11 & Figure 17: 2020-21 Applicant Disability Disclosure

Disability	No.	%
No	4075	88%
Not Stated	147	3%
Prefer not to specify	187	4%
Yes	199	4%
Total	4608	100%

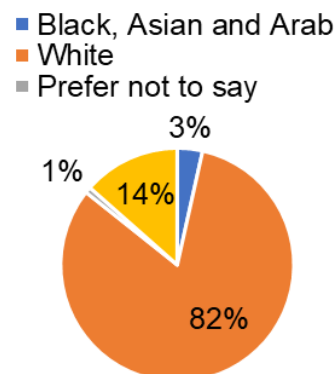


The rate of disclosure of disability is much higher at application stage than within our workforce. We received 63 reasonable adjustment requests from applicants, when assessed for themes the majority appear linked to neurodiversity, with 20 directly expressing that they had dyslexia.

Table 12 & Figure 18: 2020-21 Aggregated Applicant Ethnicities

Ethnicity	No.	%
Black, Asian and Arab	161	3.5%
White	3787	82.2%
Prefer not to say	38	0.8%
Not stated	622	13.5%
Total	4608	100.0%

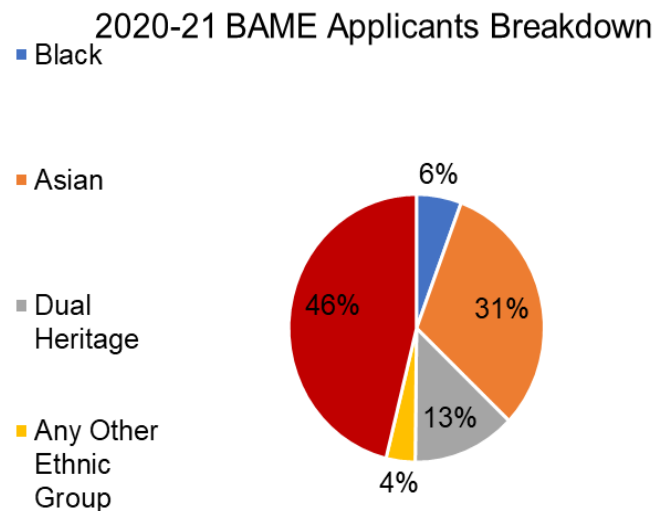
2020-21 Applicants by Aggregated Ethnicities



The applicant ethnicity profile is aligned with the workforce profile; however it was noted that we do not have anyone in the workforce identifying as an Arab but there was representation within applicants.

Table 13 & Figure 19: Black, Asian, Dual Heritage and White Other Applicant Breakdown

Ethnicity	No.	%
Black	17	5.7%
Asian	94	31.4%
Dual Heritage	39	13.0%
Any Other Ethnic Group	11	3.7%
Any Other White Background	138	46.2%
Total	299	100.0%



As highlighted in the workforce ethnicity profile, the White Other Group has been steadily increasing year on year. The Force also collects information on languages spoken, nationality and country of birth at the recruitment stage. This allowed us to explore this group in greater detail which revealed 22 different nationalities, with representation of communities such as Romanian, Polish, Ukrainian and German. The any other ethnic group was predominantly made up of people who expressed their ethnicity as Arab.

Table 14 & Figure 20: 2020-21 Applicant Gender Breakdown

Gender	No	%
Female	2025	43.9%
Male	1947	42.3%
Not Stated	618	13.4%
Other	2	0.0%
Prefer not to say	15	0.3%
Prefer to self-describe	1	0.02%

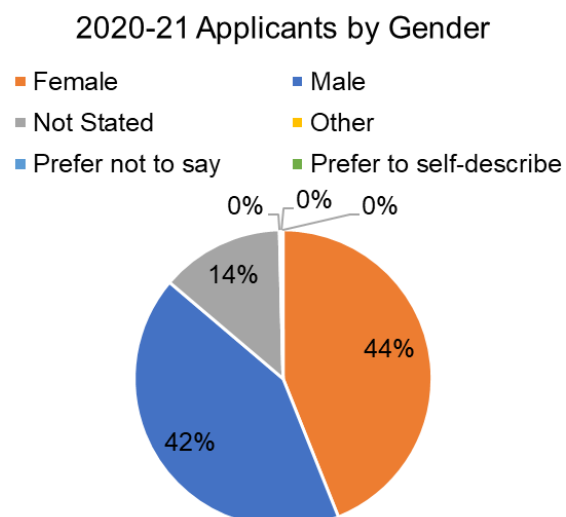


Table 15: 2020-21 Applicant Religion Breakdown

Religion	No.	%
Any other religion	7	0.15%

Buddhist	7	0.15%
Christian	1481	32.14%
Hindu	9	0.20%
Jewish	2	0.04%
Muslim	77	1.67%
No Religion	2283	49.54%
Not Stated	647	14.04%
Prefer not to say	88	1.91%
Sikh	7	0.15%
Total	4608	100%

Figure 21: 2020-21 Applicant Religion Breakdown

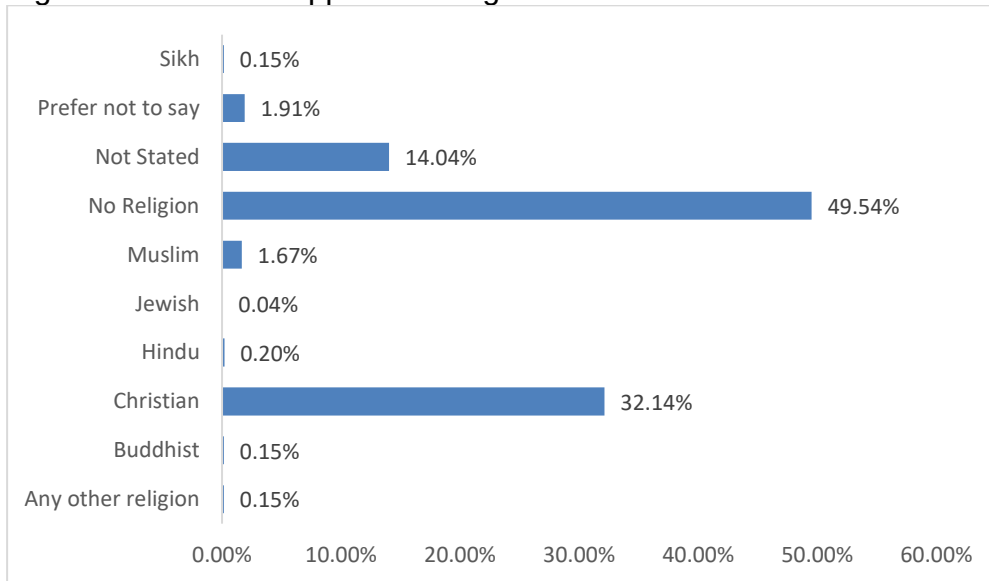
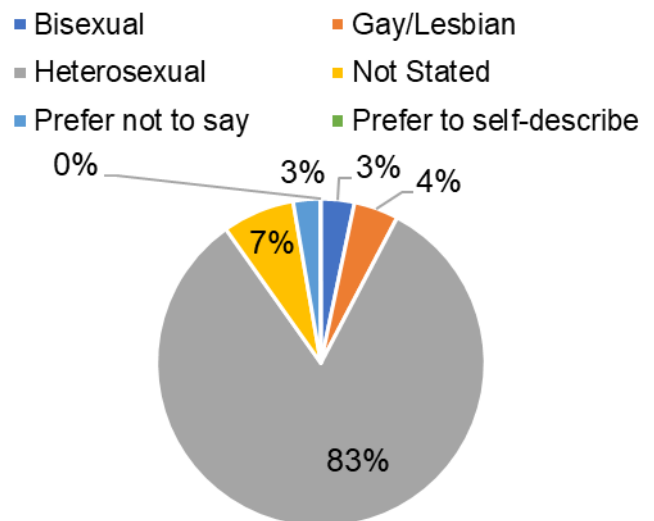


Table 16 & Figure 22: 2020-21 Applicant Sexual Orientation Breakdown

Sexual Orientation	No.	%
Bisexual	152	3.30%
Gay/Lesbian	202	4.38%
Heterosexual	3802	82.51%
Not Stated	327	7.10%
Prefer not to say	122	2.65%
Prefer to self-describe	3	0.07%
Total	4608	100%

2020-21 Applicants by Sexual Orientation



4. 2020-21 Equality, Diversity and Inclusion Achievements

This section highlights further strategic achievements the Force and OPCC have accomplished in the 2020-21 financial year that strengthen our abilities to fulfil our Public Sector Equality Duties.

Governance

The Force's EDI Strategic Board is now Chaired by the Deputy Chief Constable. A review of the boards terms of reference resulted in updated membership and refocused objectives.

Procurement

The Force's Procurement Team continues to embed a standard set of pass/fail equality and diversity questions aligned to European Human Rights Commission guidance in their Invitation to Tender (ITT) stage which are asked of all bidders at the time of them submitting their tender. The procurement team assess the responses based on the size of the organisation and suppliers either pass or fail. When a supplier fails any of the equality sections, they are not taken forward to the quality evaluation.

Staff Networks

Our Staff Networks support people who are underrepresented in policing to provide peer support, insight to the force on live issues, raise awareness, and act as a critical friend in the change process. Networks welcome staff from the OPCC, Force and contracted services. The range of established EDI focused staff networks includes Cleveland Police women's Network, Support Association for Minority Ethnic Staff, LGBT+ Network, Christian Police Association, Disability Support Network, Autism Association and a Vegan Network. We have supported a new Armed Forces Network to stand up as part of our commitment to the Armed Forces Covenant.

In our 2019-20 report we committed to implementing a Staff Network Policy to maximise the impacts of our staff networks. We have implemented the new Staff Network Policy and collaborated with network leaders to achieve compliance. This has included: confirming sponsors and contacts in key teams, developing terms of references, developing intranet sites, providing support to achieve accessible intranet pages with a force wide membership recruitment campaign for all networks in 2021-22.

Policy Development and Equality Impact Assessments

We have reviewed and reinvigorated our Equality Impact Assessment Process to ensure that all parties leading change, developments and strategic decisions are able to confidently eliminate unlawful discrimination or victimisation.

Since implementation in September 2020 the force has assessed 47 products (policies, business cases, strategies and processes) for EIA requirements. As of March 2021, this has resulted in: 17 completed EIAs and products implemented, 3 colleagues advised that there is no further assessment requirement based on their initial assessment findings and 27 undergoing further development and receiving support from the EDI team. 25 leaders from Cleveland Police and Office of the Police and Crime Commissioner (OPCC) have participated in the EIA briefing pilot which is to be rolled out force wide during 2021-22.

Community Scrutiny & Independent Insight Improvements

Cross team collaboration is ongoing to understand the current position and future development requirements of community involvement and scrutiny, with the aim of supporting the Force and OPCC to understand and improve performance on the fair, ethical and inclusive treatment of staff and communities. This has included:

- Implementing a development action plan to strengthen our Strategic Independent Advisory Group.
- Independent Advisory Groups in each local authority area are being developed, which includes alignment into the Strategic Independent Advisory Group and ongoing recruitment activities to attract diverse membership.
- The Independent Ethics Committee improvement plan is almost complete and has resulted in; uplifting the lay membership from 7 to 12, and improving the governance resulting in members reviewing 12 dilemmas and providing recommendations and insights that have been actioned within the OPCC and force (compared to 3 dilemmas reviewed in the previous year).
- Implementation of the Youth Commission, which enables young people aged between 14 and 25 to support, challenge and inform the work of the OPCC and Force.

Autism Awareness Alert Cards

The OPCC staff and most of the Community Engagement team are now trained Autism Champions, and members of the Cleveland Police Autism Association. Through collaborating together and with partners, the Cleveland Police's Community Engagement Team and the OPCC are developing autism awareness cards for community members with autism, which will be rolled out post Covid-19 recovery. These cards will explain a holder's autism symptoms and how to best engage with them with the aim of assisting our officers and staff to confidently meet the communication needs of people with autism. The cards will be rolled out through autism support charities in 2021-2022.

Training and Development

Initial plans to further develop our cultural awareness development model was impacted by Covid-19 response requirements. Opportunities to improve workforce cultural competencies and inclusive leadership skills was provided through the following training and development:

- Senior Leadership Team Meeting input on inclusive behaviour.
- New initial briefing product on EDI & Staff Networks for police staff inductions
- 62 Officers assigned to the reformed neighbourhood team trained on community engagement.
- Our new Force Contact Officers introduced to EDI in their first week.
- During the summer's Black Lives Matters protests following the murder of George Floyd the OPCC's Engagement Officer commissioned training for 280 North side Response Officers Show Racism the Red Card's anti-racism training, with train the trainer sessions planned in the new financial year as part of our ongoing response to progress race equality.
- Ongoing support to develop products for Police Community Support Officers, Family Liaison Officers and newly promoted Sergeants and Inspectors.
- Successful delivery of the Inspire programme, a talent management programme for 15 colleagues from underrepresented back grounds to develop inclusive management skills and achieve a Chartered Management Institute level 5 qualification.

5. 2021-2022 Equality Goals

The Force 2021/22 EDI plan is focused on establishing foundations for the 2022 to 2026 EDI programme. Over the course of the financial year ahead we will explore the current state of equality, diversity and inclusion performance in the following core areas, begin iterative improvements and set strategic objectives for long term improvements up to 2026:

- Attraction /Positive Action
- Recruitment
- Progression
- Retention

- Data Management & Information
- Reward & Recognition
- Leadership & Culture
- Wellbeing & Fulfilment
- Policy
- BAME Disproportionality in Police Misconduct Cases
- Neighbourhood Policing
- External Data & Information
- Community Engagement Strategy
- Procurement
- Victims

6. Referenced Publications

1. [Population estimates for the UK, England and Wales, Scotland and Ireland: mid 2019, using April 2020 local authority codes](#) – last accessed 01/06/2021
2. [Taking the long view: Policing into 2040](#) – last accessed 04/06/2021
3. [Age range and disabled police officers by region in England and Wales as at 31 March 2014](#) – last accessed 04/06/2021
4. [Analysis of national Special Constable statistics for England and Wales](#) – last accessed 03/06/2021
5. [Police officer uplift, England and Wales, quarterly update to 30 September 2020: data tables](#) – last accessed 04/06/2021
6. [Papworth Trust Fact and Figures 2018 – Disability in the United Kingdom](#) – last accessed 04/06/2021
7. [Police workforce, England and Wales: 30 September 2020](#) – last accessed 04/06/2021