



Equality Diversity and Inclusion Policy

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| Policy Number | 381 |
| Policy Owner | Head of Organisational Development |
| Version | 1.0 |
| Last Review Date | October 2022 |
| Next Review Date | October 2025 |
| Date of approval | 4 th October 2022 |
| Protective Marking | Official |

| This document has been assessed for: | |
|---|-------------------------------------|
| Compliance with Legislation | <input checked="" type="checkbox"/> |
| Equality Impact Assessment | <input checked="" type="checkbox"/> |
| Freedom of Information issues | <input checked="" type="checkbox"/> |
| Human Rights compliance | <input checked="" type="checkbox"/> |
| Health and Safety | <input checked="" type="checkbox"/> |
| Risk Management | <input checked="" type="checkbox"/> |

Equality Diversity and Inclusion Policy

1. Policy statement

Cleveland Police recognises the benefit of a diverse and representative workforce and are committed to promoting equality, diversity, and inclusion to:

- Ensure that every individual is treated with dignity and respect.
- Eliminate unlawful discrimination.
- Improve our workforce diversity to be reflective of the communities we serve.
- Promote our inclusive culture through all of our activities in line with our mission for people to '**Be the best we can be.**'

We understand our responsibilities in respect of the Human Rights Act 1998, and as part of the [Equality Act 2010](#) and [Public Sector Equality Duties](#), to promote equality of opportunity irrespective of 'protected characteristics' which are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy & Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

1.1 The Equality Act (2010) and Public Sector Equality Duty

The Equality Act, came into effect on **1 October 2010**, replacing existing anti-discrimination laws with a single act. It aims to help public authorities avoid discriminatory practices and integrate equality into their core business.

Section 149 of the Equality Act places an additional set of requirements upon public bodies, known as the **Public Sector Equality Duty (PSED)**, which came into effect from **5 April 2011**.

This is made up of a general equality duty, supported by specific duties, which are intended to help the performance of the general equality duty. Public bodies subject to the general equality duty should have due regard in the three aims of the duty which are:

- Eliminate unlawful discrimination, harassment, victimisation, and other conduct prohibited by the Act.
- Advance equality of opportunity between individuals who share a protected characteristic and individuals who do not.

- Foster good relations between individuals who share a protected characteristic and individuals who do not.

The Act explains that the second aim (advancing equality of opportunity) involves demonstrating 'due regard' by:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Under the specific equality duty, we are required to publish the following:

- Workforce equality information and progress against equality objectives (annually by the 1 April)
- Equality objective/s (at least every four years)
- Gender Pay Gap information (annually)

This provides transparency and illustrates how we are fulfilling the requirements and legal obligation of our equality duties.

1.2 Cleveland Strategic Objectives

This policy supports the Cleveland Police Equality, Diversity and Inclusion strategic objectives, which can be located [here](#), and our 'Towards 2025 programme', further information on the 'Towards 2025 programme' can be located on the Force intranet [here](#).

We are committed to our people, communities and partners and our aim is to achieve the following outcomes:

- **People** – provide a working environment that is supportive and inclusive of all, enabling Police Officers and Police Staff to develop, feel supported and be able to be themselves at work.
- **Communities** – Deliver policing services that are accessible, responsive and needs led, to ensure these services meet the requirements of all our communities.
- **Partners** – to allow partners to have confidence that Cleveland can have effective joint service delivery underpinned by equality and inclusion through improved opportunities for collaborative working.

We also understand that additional factors may influence our identities and opportunities, and may also need to be taken into consideration, such as:

- Geographic, social, income and economic backgrounds,
- Educational attainment,
- Care responsibilities,

- Armed forces veteran status.

Each one of us is unique, and it is the responsibility of all of us to play an active part in valuing each other's differences.

2. Purpose

We will deliver our commitments/outcomes by ensuring that all of us understand and consider equality, diversity, and inclusion in all that we do, be open and learn from each other and adhere to best practices in our day-to-day activities, which include:

- Delivering the highest professional standards of behaviour, as outlined in the Code of Ethics and the Force values, doing the right thing in the right way, in our actions with the public and with each other.
- Addressing and taking appropriate action when individual(s) behaviour does not meet the expectations of the Code of Ethics. Understanding the principles which are: Accountability, Fairness, Honesty, Integrity, Leadership, Objectivity, Openness, Respect and Selflessness.
- Ensuring that our policies and procedures allow unreasonable treatment, harassment, or discrimination to be raised and managed appropriately.
- Delivering a Leadership Development Programme to enhance and develop our workforce skills, focusing on driving the right culture to create a truly diverse and inclusive workplace.
- Creating a diverse and representative workforce by understanding our attraction, recruitment, retention, and progression requirements, engaging and consulting with our people to aid the development of positive action strategies.
- Supporting the maximising of talent(s) and understanding the lived experiences of our workforce, through our recruitment/progression activities. Whilst providing our diverse communities, that we serve, with access to employment opportunities.
- Monitoring protected characteristics of our workforce and service users, highlighting the importance of disclosure, data accuracy of recording and identification.
- Producing key policies, procedures/guidance, and programmes with consideration of equality, diversity, and inclusion, during the development and decision-making process, assessing how they impact people.

- Understanding the importance and completion of Equality Impact Assessments (EIAs) to evidence due regard taken in the production, review or consideration of policies, programmes, schemes etc.
- Reviewing our workforce through performance management and scrutiny of powers that are critical to legitimacy e.g., use of force/stop and search.
- Development of focused and engaged Staff Equality Networks within Force.
- Supporting and meeting the needs of our communities, by providing a fair and responsive service that is influenced by the needs of our local communities, partners, and agencies.
- Publishing required information within our specific duty requirements, in the required timescales.
- Using purchasing power to advance equality by embedding our PSED obligations within the procurement and management of services and contracts.
- Improving the safety of, and confidence within our diverse communities by tackling causes of prejudice hate crimes that target minority groups.

This policy applies to all Police Officers and all Police Staff, Special Constabulary, and Volunteers of Cleveland Police.

3. Appendices

There are no appendices associated with this policy.

4. Linked Policies and Procedures

Please note that all policies and procedures should have consideration for Equality, Diversity, and Inclusion and therefore all policies should be linked.

All of the Force policies can be found on the Force intranet [here](#)

Policies and procedures cover the entire employee life cycle and incorporate national advice and requirements from the National Police Chiefs Council (NPCC) and College of Policing (COP).

Linked legislation/information includes:

[Equality Act 2010](#)

[Public Sector Equality Duty](#)

[Human Rights Act 1998](#).

[Authorised Professional Practises \(APP\)](#) by the College of Policing.

5. Governance

To support the governance of compliance with this policy, the below table shows when, where and how this will be monitored, which will support any future reviews and changes:

| Forum Name | Frequency | Information |
|---------------------------------------|------------|---|
| Equality Diversity and Inclusion Team | Ongoing | <ul style="list-style-type: none">• Monitoring and assurance of Equality Impact Assessments (EIAs) across the Force• Supporting focused staff networks across Force and attending staff network meetings• Attendance of boards across the Force• Raising of concerns |
| EDI Strategic Board | Bi-monthly | <ul style="list-style-type: none">• Quarterly performance reviews• Review of delivery of EDI Plans and actions• Monitoring compliance with Public Sector Equality Duties |
| People and Wellbeing Assurance Board | Bi-monthly | <ul style="list-style-type: none">• Review of performance as part of performance meetings• Raising of any concerns for review/consultation |
| Ethics Board | Bi-monthly | <ul style="list-style-type: none">• Decisions made in relation to Code of Effects/Professional Standards which include Equality Inclusion and Diversity |
| Executive Management Board | Bi-monthly | <ul style="list-style-type: none">• Reviews any approvals of Policies and procedures which should have an EIA |

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| Business Case Triage Group | Monthly | <ul style="list-style-type: none"> Review any business cases and ensure that they have EIA in place to review benefit and risk |
| Joint Audit Committee | Quarterly | <ul style="list-style-type: none"> Joint meeting with OPCC to review Force and OPCC in relation to financial practise. Review annual monitoring report and pay gap report Force business planning discussed ensuring equality impacts are considered |
| Risk and Governance Board | Bi-monthly | <ul style="list-style-type: none"> Looks at organisation risk across Force Discussions around Equality risk |

6. Compliance and monitoring

The Head of Organisational Development is responsible for the accuracy and integrity of this document. This policy will be continuously monitored, and updated when appropriate, to ensure full compliance with legislation.

The Head of Organisational Development will review this process to ensure that all aspects are being adhered to in accordance with the framework of this policy.

7. Version control

This policy will be reviewed and updated at least every three years by the owner, and more frequently if necessary.

The Corporate Services Department will ensure this document is available on the Force intranet, including any interim updates.

The following identifies all version changes.

| Version | Date | Reason for update | Author |
|---------|--------------|---|---------------|
| 1.0 | October 2022 | Final version for publication approved at EMB | █ ████ █ ████ |