



# Equality Impact Assessment Summary

## Summary

Name of Product Cleveland Promotions Policy

Description of Product Police Officer promotions policy for Police Officers from the rank of PC up to and including Deputy Chief Constable (DCC). The Chief Constable is employed by the PCC with this Campaign designed and delivered by the PCC for Cleveland.  
  
The policy now also covers acting and temporary duties at a higher rank or role for both officers and staff. Acting and Temp Duties was an existing policy which has now been incorporated under the umbrella title "promotions policy".

Department Human Resources

Assessment Writer [Redacted]

Date Started 10<sup>th</sup> March 2021

Head of Dept Sign Off [Redacted] (11.03.2021)

EDI Manager Sign Off [Redacted] (27.07.2021)

Review Date As policy

## Version Control

This is a living document and should be updated as we update our products and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author
1		New Policy plus elements of existing policy (acting and temporary duties)	[Redacted]



# Equality Impact Assessment Summary

Stage One – Early Thinking	
Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our <b>Equality Consideration Checklist</b> .	
Is an EIA required at this time?	Yes
If no, what is your rationale?	N/A

Stage Two – Identify Scope
You must list the specific sources of evidence that you have used within the EIA to ensure your product is inclusive. Please including links to any sources and details of any consultation work you have undertaken.
<p>Core Documents Referenced:</p> <ul style="list-style-type: none"> <li>• Equality Act 2010;</li> <li>• Police Promotion Regulations 1996 (as amended);</li> <li>• Police Regulations 2003 (as amended);</li> <li>• Police Performance Regulations 2020;</li> <li>• Police Conduct Regulations 2020;</li> <li>• College of Police National Police Promotion Framework (NPPF) Manual of Operation;</li> <li>• Home Office Circular 013/2018 – Chief Officer Appointments;</li> <li>• College of Police Guide to Chief Officer Appointments.</li> </ul> <p>As part of the Towards 2025 work in the Force – the Ethics and Equality work stream members have had initial input and recommendations to the draft policy. This group includes key stakeholders from across the organisation including EDI (Equality, Diversity and Inclusion) Team.</p> <p>In addition to this the People and Wellbeing Board in December 2020 agreed the basic framework for how promotions should be delivered for 2021-22. This followed feedback from key stakeholders who participated in the PC to Chief Inspector Boards in 2020; a key stakeholder meeting chaired by the ACC Operations in October 2020 to de-brief the promotion boards and design the process for 2021.</p> <p>The force has aligned itself to the College of Police Guidance attempting to initiate best practice where applicable. For example, mirroring the NPPF promotion process from Step 1-4 (in line with College recommendations).</p> <p>In order to understand the lack of female applications submitted for the Sgt/Inspector processes in 2020, the policy writer approached the women's network for confidential feedback from members as to what barriers restricted them from applying for promotion. Issues raised were lack of support in application; felt that flexible working not really considered in terms of being successful in promotion to the next rank; female</p>

## Equality Impact Assessment Summary

officers may be being passed over for acting/temp duties as a result of caring responsibilities and therefore unable to meet work demands.

Stage Three - Impact	
What potential positive or negative impacts has your research and consultation revealed?	
Age	
Positive Impacts	Negative Impacts
Age profiles are consistently balanced across promotion boards (26-44) (45-55) showing that the organisation has a reasonable balance across the quoted age profiles.  Acting and temporary duties follow the above with young in-service officers gaining a wide experience in acting.	Younger applicants become scarce at the higher ranks (18-25).  Force age profile has improved but remains low for the 18-25 range bracket. Greater wider external attraction work required to increase this representation level.  Links made with Tees Valley Combined Authority who have a student/employer portal, to help engage with early years students.
Disability	
Positive Impacts	Negative Impacts
Officers becoming more confident at requesting reasonable adjustments/accommodation via promotion application process – positive feedback from those who have experienced process.	Limited number of disabled applicants across all ranks, possibly linked to fear of declaring disability. Force-wide issue of declaration recognised and being mitigated as part of wider Oracle work, and the national Safe to Say campaign.
Gender Reassignment	
Positive Impacts	Negative Impacts
Difficult to articulate if % is positive - given lack of self-declarations across force for equal opportunities data.	Limited number of applications across all ranks as a result of self-declaration issues across the force. Oracle project and self-service declaration part of mitigation to improve declaration rates.
Marriage and civil partnership	
Positive Impacts	Negative Impacts
Limited data available surrounding civil partnership declaration as part of promotion. However, no evidence exists to suggest this is seen as a barrier to	Female officers represented by the force women's Network articulated concerns about NOT being selected for acting/temporary duties due to

## Equality Impact Assessment Summary

promotion opportunities. Individual officers that ascribe to this characteristic have been promoted and acting opportunities/temporary duties awarded.	perception of availability due to “caring” responsibilities.
<b>Pregnancy and maternity</b>	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
Organisation has historical evidence of supporting officers who become pregnant throughout promotion process – both before promotion events and after.	Untested fear that officers not willing to apply because of associated “stigma” of applying for promotion whilst pregnant. Whilst no evidence to suggest this being the case – review as part of promotion de-brief exercise 2021.
<b>Race</b>	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
Minority ethnicity officers have attained the higher ranks within Cleveland Police previously, up to Superintendent rank. Positive impact that the Force is able to attract diversity of leaders and visible role models.	Limited number of promotion applications across all ranks due to low rate of black, Asian and minority ethnicity officers in Force. Force reviewing overall attraction and engagement strategy to mitigate negative impact and ensure a diverse talent pipeline.
<b>Religion or Belief</b>	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
Data suggests that religion or belief is not a hindrance for officers to achieve either promotion or acting/temporary duties.	Self-declared equal opportunities data held within Oracle needs to be improved for a more accurate picture of spread of religion/philosophical beliefs across the force.
<b>Sex</b>	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
The process attracts a greater number of female applications and success at higher ranks e.g. Inspector/Chief Inspectors versus ratio of potential applicants. Evidences that female officers have the skills/values to succeed at higher ranks when we have attracted them to apply.	Low number of female applicants for role of Sergeant. Suggestion from feedback from Female applicants from women’s Network linked to things like support for applications/flexible working to more available at senior ranks.
<b>Sexual Orientation</b>	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
Applicants feeling confident to declare sexual orientation on equal opportunities	Limited number of applications across all ranks. Overall numbers across force



## Equality Impact Assessment Summary

forms for promotion purposes. Force promoting officers from this characteristic a strength of force support to promote all.	low due to limited self-declaration equal opportunities available data.
Other – Please clarify	
Positive Impacts	Negative Impacts
N/A	N/A

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
Low number of applications from BAME officer – attraction and recruitment initiatives via positive action/mentoring/talent schemes.	HR/Force-wide	Task and finish group actions agreed
Low number of applications from female officers at rank of Sgt – attraction and recruitment initiatives via positive action/mentoring/talent initiatives.	HR/Force-wide	Pre promotional programme support planning underway for 2021 /22 series of events
Low number of applications from LGBT+ officers – attraction and recruitment initiatives via positive action/mentoring/talent initiatives.	HR/Force-wide	Local and national promotions underway to encourage self-declaring of protected characteristics
Low number of applications from officers declaring a disability under the Equality Act 2010 – attraction and recruitment initiatives via positive action/mentoring/talent initiatives.	HR/Force-wide	Local and national promotions underway to encourage self-declaring of protected characteristics



## Equality Impact Assessment Summary

### Stage Four – Mitigation – Risk Tolerance

Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here.

Impacts we cannot mitigate

None – Actions to be taken linked to above

Does your head of department approve of tolerating this risk?

No – However, recognises that in our Towards 2025 Plan – this is not a “quick fix” area and will take time to develop and will continue to require regular scrutiny and analysis.

### Stage 5 – Sign Off

Once you have completed your assessment and product you must request your head of department sign them off. You then need to send your completed EIA summary and the product you have assessed to the EDI team: [everyonematters@cleveland.pnn.police.uk](mailto:everyonematters@cleveland.pnn.police.uk)

The team will review your EIA and will either: provide final sign off the completed document, OR, return your document with further considerations and recommendations for you to implement.