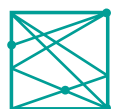


For Northumbria Police and
The Office of the Police and
Crime Commissioner (OPCC)

Joint Diversity, Equality and Inclusion

Annual Monitoring Report 2019/20



NORTHUMBRIA
POLICE & CRIME
COMMISSIONER



NORTHUMBRIA
POLICE
Proud to Protect



Following an extensive career with Northumbria Police, Winton Keenen became Chief Constable in 2018. This was followed in July 2019 by a change of Police and Crime Commissioner (PCC) with Kim McGuinness being elected for Northumbria.

Working Together

Both our Chief Constable and our Police and Crime Commissioner are passionate that diversity, equality and inclusion is at the heart of everything we do at Northumbria Police. Through strong partnership working, our commitment from our staff and volunteers and working together with local communities we ensure that diversity, equality and inclusion is very much part of 'who we are' and 'what we do'.

“Diversity, equality and inclusion matter greatly, to us both. The North East is famous for its friendly, welcoming culture and we are proud of this.

We recognise as a police service we have a major role in promoting equality and tackling discrimination. We know a fairer society benefits everyone. For us, it's about ensuring every person in every community across Northumbria feels safe, that they belong and they are able to achieve their full potential. We want

to be a police service that breaks down barriers and builds opportunities, both in the service we provide and as employers too. At the heart of this is the respect and fair treatment of others, from vulnerable victims to colleagues, we must value difference and respond to this.

We are proud of the progress we have made in recent years, like everywhere, there are challenges we must continue to fight, as well as new ones presented by changes in society and the ever-evolving world of policing. This report not only reflects what we have achieved but seeks to set the direction of where we want to go. It's a statement of a long-term commitment to working with others and champion equality for all. Everyone matters.”

Our vision

“Northumbria Police will be outstanding in the service we provide”

Our vision is at the heart of everything we do helping us to build trust and confidence. This is achieved by working closely with the Office of the Police and Crime Commissioner (OPCC), our partners and local communities. The face of policing is changing and it is more important than ever to ensure and demonstrate that diversity, equality, inclusivity and human rights are at the forefront of all we do.

Northumbria Police and the OPCC, cover the local authority areas of Newcastle, Gateshead, South Tyneside, North Tyneside and Sunderland – which are all predominantly urban – as well as Northumberland, which has both urban and rural areas.

The Police and Crime Plan 2017-2021 focusses on six key objectives developed from insight across our communities. In parallel our Vision '2025' sets out our plan for policing in the coming years. It will shape decisions around transformation and how we use our resources to help to keep people safe and provide an effective, accessible and value for money service that engenders trust. We aim to serve the communities of Northumbria with pride and our strategic priorities will

help us to tackle crime, including hate crime, ensure vulnerable victims are protected and supported and disproportionality is considered at a community level.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses police forces on an annual basis. Assessments are based on effectiveness, efficiency and legitimacy and are rated as outstanding, good, requires improvement or inadequate on these categories. This is based on inspection findings, analysis and professional judgment and are made publicly available. The National Police Chiefs' Council (NPCC) Diversity, Equality and Inclusion Strategy and Toolkit will be included in to these reports following a period of peer review and assessment.

Our 5 strategic priorities

Community Engagement

01

02

Responding to the public

Vulnerability

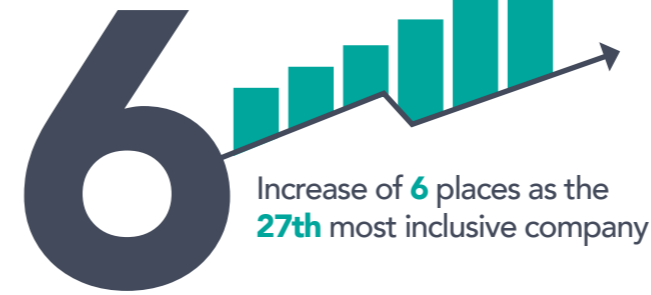
03

04

Investigation

Prevention and Problem Solving

05



Through positive action we have increased BAME representation by **15%**



We came **1st** in the Evening Chronicle Emergency Service Champion Awards for our positive action work.



Our median gender pay gap is **13.9%** an improvement of **1.1%**

Northumbria Police are joint winners for the **Pink News Public Sector Equality Awards 2019** for their work with LGBT+



57% of Executive team are women



We have supported our community with their engagement events focusing on our underrepresented groups

Shortlisted in 2020 for **Northern Power Women Awards** for positive action work



Disproportionality for stop and Search has reduced from **4.6: in 2017** to **3.6: in 2019**



The PCC has support **54** grass roots organisations through the Commissioners Community Fund



From the public confidence survey **3887** took part

81% feel Northumbria Police understand issues that affect the community

92% said Northumbria Police treat them with respect

94% agree people are treated fairly regardless of who they are

Meeting our objectives

Further details of the work to achieve our objectives can be found in the appendices.

“We will provide services to our communities, which embrace diversity, providing fair and responsive services to the communities we serve.”

We have focussed our activity through monitoring stop and search, use of force and hate crime. This is delivered as part of our community and engagement strategy. We have worked with underrepresented groups to increase our understanding about the issues that are important to them. Significant events that we have either supported or delivered include; Youth BAME¹ Event, International Women’s Day, Trans Day of Visibility, National Day of Prayer, and Ramadan.

“We will seek to have a workforce that is representative of the communities we serve, provide an inclusive working environment and ensure all staff have similar opportunities to develop their potential.”

We know that a workplace which embraces diversity is more likely to attract and retain talented people. We continue to make progress to enable our workforce to be more characteristic of the region through our Positive Action programme. We want to increase the representation of people from diverse backgrounds who want to use their talent and passion to make a difference and progress a career within Northumbria Police. Our Positive Action programme has focussed initially on increasing Black, Asian and minority ethnic (BAME), females and place based recruitment through targeted attraction and support for candidates. The launch of our Police Constable Degree Apprenticeship (PCDA) has created new opportunities to complete a vocational degree qualification whilst earning a salary.

“We will continually review our efforts through targeted intelligence gathering and analysis to promote a culture of continuous improvements to deliver better services to our communities.”

We have a robust approach to ensure we continue to gather and evaluate information from our communities including those more diverse and hard to reach groups. Our Community Engagement Teams and Neighbourhood Police Teams are pivotal in this area creating strong relationships with local authority agency partnerships we gain valuable intelligence. Through our Victims First Survey, Safer Communities Survey Insights and Public Confidence Survey we evaluate and learn from the feedback provided by the people we serve. Within the survey evaluation, Northumbria Police are rated highly for treating everyone fairly and respectfully and are one of the top forces nationally in this area.

“We will ensure a coherent vision of equality which sits within the wider business framework and is shared and owned by us, our leaders, our workforce and partners.”

Our commitment to diversity, equality and inclusion comes from the very top of our organisations and is embedded throughout. We have created successful partnerships across the region which are closely aligned to our community engagement strategy, aimed at creating better outcomes for our residents. The external advisory groups across Northumbria Police and the OPCC ensure we gain that strategic insight into the challenges facing our community. They enable us to collaborate and implement multi-agency approaches to share insight and create more innovative solutions to the challenges we face.

¹ Black, Asian and minority ethnic

Engagement & Listening

We have an engagement strategy that is built on the strong foundation of how we engage people both internally and externally within the force. So whether you work for Northumbria Police or are a member of the public, the engagement strategy provides a clear purpose on what we mean by effective engagement and the impact we hope to achieve and demonstrate across a wider community.

The approaches we are implementing drive a more collaborative approach between communities, partners, Northumbria Police and the OPCC which will increase our understanding of the issues impacting on our local communities. This will enable us to deliver our priority of identifying those most vulnerable and will support the prevention of crime.

Our approach and progress is scrutinised and supported from the very top level of both Northumbria Police and the OPCC through our Joint Business Meetings and the Diversity, Equality and Inclusion Board.

Our governance and consultation structure ensures a diverse approach to meeting our Public Sector Equality Duty (PSED) thereby allowing us to provide an outstanding service and ensure we are consulting with groups covered by the Equality Act 2010. The key groups we regularly work with include;

Police and Crime Commissioner:

the publicly elected PCC is responsible for overseeing and holding to account the Chief Constable to ensure an efficient and effective police service.

Ethics Advisory Group:

ensures the National Code of Ethics is embedded throughout the organisation by providing a forum to discuss ethical dilemmas. Membership of this group includes people from across the force and independent external members from a range of diverse backgrounds.

OPCC Advisory Groups:

are representative from across the community focussed on the protected characteristics to ensure that Northumbria Police are delivering a first class service and meet the PSED. They work directly with the OPCC.

Strategic Independent Advisory Group (SIAG):

this group provides an external viewpoint from its membership and offers constructive and critical appraisal on strategy, policies and services with a view to improving public confidence.

Staff Association and Trade Union (SATU):

SATU brings together Northumbria Police Federation, Northumbria Police Superintendent's Association and staff associations alongside UNISON and GMB trade unions.

Northumbria Police Support Associations and Champions:

through our support associations, champions and skilled workforce we ensure that we have representation and insight across the organisation. This informs our business priorities, policy, process and the inclusive environment we want to create within our workforce and the communities we serve.

Our Diversity, Equality and Inclusion objectives for 2020

Northumbria Police is one of the largest forces in the country and serves over 1.5 million people across a diverse region of 2000 square miles from the Scottish border down to County Durham and from the Pennines across to the North East coast.

The people of Northumbria equally bring a tapestry of diversity reflected through all of the protected characteristics. This is continually changing and our objectives have been developed to ensure that we continue to recognise and respond to those changes.

Northumbria Police and the OPCC are committed to promoting equality and removing any risk of unlawful discrimination. This is delivered through the commitment of our Joint Equality Objectives. We have listened to our communities, workforce and partners to inform and tailor the objectives to make it relevant to policing in Northumbria. The strategic themes are broken into 3 key areas and align to the progress we have already made.

Our organisation

Transparency and scrutiny:

We will become more reflective of the communities we serve, transparent in our approach and findings in order to make this a great place to work and deliver an outstanding service.

Developing our workforce:

We will create an inclusive environment underpinned by the values and behaviours that run through the heart of the organisation, through shared learning, this will enable everyone to feel valued for being themselves to develop their full potential.

Understanding our workforce:

We will increase confidence in reporting of protected characteristics to better understand workforce needs. Our progress will be more reflective and understanding of our workforce.

Our communities

Understanding our communities:

We will understand and continually develop the community partnership landscape to share local insights and develop collaborative approaches better to serve the communities in which we live and police.

Increasing confidence:

We will develop existing relationships and continue to build new ones to increase our understanding of the issues impacting our local communities, and improve our attraction of new people to work with us.

Engagement:

Through our deeper understanding of communities we will target engagement using a range of channels. Where we need to engage with local communities we will support and participate in events and build relationships with groups who do not normally engage with us.

Our partners

Understanding the partnership landscape:

We will strengthen our existing local authority partnerships and develop new partnerships within the third sector to share insights to inform, identify and support the vulnerable.

Tackling disparity:

We will understand and tackle the disparity across the region by working with our partners to find new ways to address this together.

Joint service delivery:

We will work across the partner landscape to understand and develop effective services that inform and respond to local priorities across our communities.

Appendix 1 – Working within our Communities

“We will provide services, which embrace diversity, providing fair and responsive services to the communities we serve.”

PCC Engagement Programme

Since her election, Kim McGuinness has undertaken an extensive programme of engagement across Northumbria meeting local people to understand their policing priorities, local concerns and aspirations for the future. Bringing closer and connecting the public to the police is a key priority for the PCC and this engagement will continue at the same pace during 2020.

Hate Crime

Northumbria Police have implemented a force wide Hate Crime Workplace Champions scheme which has been fully supported and the accreditation part-funded by PCC. The OPCC also run Hate Crime and Tension Monitoring Groups – established across the region with the profile raised during Hate Crime Week which was supported by hosts Newcastle Eagles. This is part of the Hate Crime Action Plan which is in place to ensure effectiveness in engaging and supporting communities affected by hate crime and tackling offenders. Victims surveyed report that 84% are fully satisfied with the response they received and we are seeing improved levels of reporting reflecting increasing confidence of victims to come forward.

Stop and Search & Use of Force

Within the use of Stop and Search, Northumbria Police has comparatively low disproportionality nationally. It is an effective tactic to keep the community safe however; a process has been implemented to review each case. The number of Stop and Searches conducted by Northumbria Police has increased 71% in the last year (from 1960 in 2018 to 3,350 in 2019) in response to a national trend toward increasing use of weapons in violent crime. All uses of the stop and search power are monitored to ensure they are justified and proportionate. Over 95% of searches in the Northumbria area have sufficient grounds recorded and 37% result in a criminal justice outcome such as arrest. Nationally, as a young black male you are 9 times more likely to be searched than a young white male. In Northumbria the level of disproportionality has reduced from a 4.6 ratio in 2017 to 3.6 in 2019. This reflects ongoing efforts to ensure the power is used proportionately and appropriately.

Similarly to the programme set up to validate the stop and search, the data collected for use of force will continue to be analysed with particular attention to incidents involving those with protected characteristics.

Victims First Northumbria (VFN)

Providing the right support to victims to meet their individual needs is vitally important to both Northumbria Police and

the PCC. VFN was established by the PCC in 2015 and provides tailored support services to victims of crime to help them cope and recover from their experience. The service is free of charge, confidential, and non-discriminatory, including being available to all regardless of residence status, nationality or citizenship. The service has workplace champions that cover the characteristics of age, ethnicity and disability and have a dedicated hate crime worker.

Supporting Victims Fund

To complement the VFN service, the PCC also commissions a wide range of specialist services to support victims who have experienced domestic and sexual abuse; victims under the age of 18; victims of hate crime and those with other vulnerabilities, including older victims and those with mental health needs.

This commissioning ensures that specialist support services for victims of crime meet the needs of our local communities. Funding priorities are set annually following consultation with a wide range of stakeholders and include specific priorities that ensure the provision of gender, ethnic and age specific services where appropriate. You can view the full range of services commissioned by the PCC here; <http://www.northumbria-pcc.gov.uk/police-crime-plan/commissioningservices-grants/>

Commissioners Community Fund

We want to empower communities so they can help design and deliver the local solutions to local community safety issues in their area. To do this the PCC has provided grants of up to £2,000 to charities, voluntary and community groups and social enterprises tackling anti-social behaviour, promoting crime prevention and building community confidence.

Some examples of this work includes:

- **Gateshead Visible Ethnic Minorities Support Group (GVEMSG)**, most known as GemArts, delivers music workshops within schools and communities. The workshops promote community cohesion and anti-discriminatory language, with a specific focus on those most commonly reported in the region; faith, ethnicity and nationality based hate crimes.
- **Better Days** is a user-led organisation of adults with learning disabilities who consider and address the barriers they have to face when going out of the home. The OPCC currently contributes towards the Safe Places scheme ran by Better Days, which helps people with learning disabilities deal with incidents that may take place when they are out in the community.

Appendix 2 – Our Workforce

“We will seek to have a workforce that is representative of the communities we serve, provide an inclusive working environment and ensure all staff have similar opportunities to develop their potential.”

To be truly representative of our community our approach to diversity, equality and inclusion is a fundamental to achieve our vision, mission and strategy. Wellbeing, leadership and inclusion are intrinsic to our organisational culture and helps shape the way in which our services are designed and delivered. Our workforce could be more representative and we are progressing this through our Positive Action Programme.

Positive Action Programme

Candidates who join Northumbria Police complete the same rigorous process of entry regardless of the route they take. The Positive Action Programme does not positively discriminate against those who have protected characteristics, but rather offers additional support and insight throughout the process. The programme offers opportunities to those who wouldn't ordinarily consider Northumbria Police as an employer of choice whether in relation to culture, perceptions of the role or accessible role models. Initially, the pilot focussed on the recruitment process to increase BAME, female and place based representation. The initial results have been very promising and the programme will continue to develop into other areas where we are underrepresented against the regional demographics and also to offer support throughout the employee lifecycle at Northumbria Police.

Creating and inclusive environment

Key to our Positive Action Programme, and across our workforce as a whole, is to create the environment where everyone feels comfortable to bring their true self to work as we know through extensive research this is vital to their wellbeing and performance. We are reviewing our estates and accessibility, working closely with our support associations and champions and workforce in general to understand the barriers to wellbeing and inclusion they are facing to enable positive change in these areas. Our Wellbeing and People Plan underpins and reinforces the change in our culture.

Northumbria Police Data

In the first full year of our Positive Action Programme, we have on average recruited into our PCDA a ratio of male 42: female 42: BAME 16% across our candidate intakes with applications from across the region. Place based insights have indicated that of our current Police Officer workforce, just over 1% travel more than 36 miles for their journey to work with the majority at 69.9% travelling 10 miles or less which would indicate that we are policing in the areas we most fully understand which is why we focus on recruitment in our rural areas.

Since we reported last year, although our female representation across the organisation has only increased slightly, our BAME representation has increased nearly 15%.

Leading National Change

Our PCC not only works at a local level to ensure that our workforce is representative of the communities that it serves but is also leading this work at a national level as the Association of Police and Crime Commissioners (APCC) National Lead for Workforce. Taking on this role means that the PCC can lead, lobby and influence change at the highest level to ensure recruitment and retention practices across the whole country are inclusive and promote diversity. Understanding what's important to the existing workforce is also an important part of this work and the PCC has met with frontline officers in all area commands and continues to meet with all of the staff associations so she can best represent their needs when helping to shape a modern police service for the future.

Continued approach

Work will continue this year with our Positive Action Programme to not only broaden categories with our commitment to Disability Confident, but also self-declaration and career progression in the organisation.



Police Officers and Police Staff						
	Gender				Ethnicity	
	Female	%	Male	%	BAME	%
Police Officers	1014	32.4%	2120	67.6%	62	2.0%
Police Staff	1189	59.7%	804	40.3%	23	1.2%
Total	2203	43.0%	2924	57.0%	85	1.7%

In real terms, we have seen a significant increase in the BAME representation in our police officers.

Of our four senior leaders, three are female which is very encouraging. We must now support through the rank structure to understand the barriers that women may have faced previously, how they can be overcome and how we can drive forward with creating a more fair gender representation. Our BAME representation at the senior levels needs to be addressed and this will be a key focus for the next year through our Positive Action activity.

Across our Police Staff levels, we have a strong female representation. As we drive gender equality, we also need to focus on attracting diversity into some of these female dominated areas of the organisation. Our success with recruitment of BAME police officers needs to be replicated within the Police Staff establishment at all levels.

*Please note, where figures for BAME are quoted, this includes the category 'white-other' in addition to the home office categorisation. In Northumbria we include this as it is a truer reflection of our community in line with the categorisation of the 2011 Census.

Specials and Staff Volunteers						
	Gender				Ethnicity	
	Female	%	Male	%	BAME	%
Specials	35	23.3%	115	76.7%	62	2.0%
Staff Volunteers	30	29.1%	73	70.9%	23	1.2%
Total	65	25.7%	188	57.0%	85	1.7%

Representation in our Specials has increased for both female and BAME.

Cadets and Mini cadets						
	Gender				Ethnicity	
	Female	%	Male	%	BAME	%
Cadets	131	53.0%	116	47.0%	1	0.4%

Our Cadet Establishment demonstrates that we have close to gender parity, with female representation higher than that of males. This would indicate that for our future workforce we would hope that we would continue to see this trend as more opportunities are made available for females. We need to look at how we can encourage participation from our BAME community with Cadets.

All figures quoted are based on our workforce data as at 31.12.2019

Appendix 3 – Data and insights

“We will continually review our efforts through targeted intelligence gathering and analysis to promote a culture of continuous improvements to deliver better services to our communities.”

Alongside the groups and organisations that shape our thinking as an organisation, we have a robust approach to ensuring that we continue to gather information from within our communities including those more diverse and hard to reach groups.

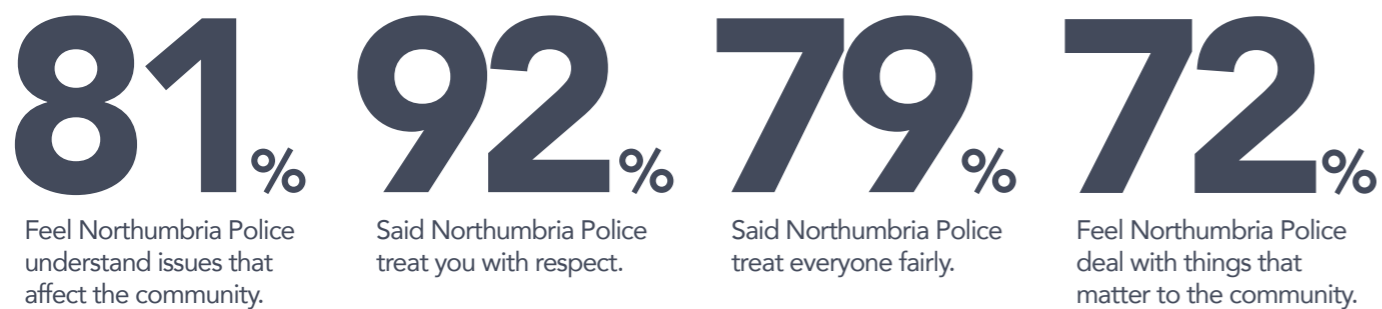
Our **Community Engagement Teams** are at the heart of our Engagement Strategy operating from each of our Area Commands. They work as a two-way conduit to provide messaging and support for strategic organisation campaigns around safety and vulnerability and bringing messaging back to the force that supports our community and partnership programmes.

Our **Safer Communities Survey Insights** is a multi-agency approach to speaking directly to those in our communities to get their perceptions of the local neighbourhood, police visibility and awareness. During the last 12 month period, 3887 residents took part in this survey.

Victim Satisfaction Surveys are also completed focussing on 4 key areas; domestic abuse, hate crime, volume crime and anti-social behaviour. 4040 surveys were completed over the last year.

All of the data feeds into national statistics and comparisons made across all forces in England & Wales. Northumbria Police continue to operate at high levels, placed either 1st or 2nd in the categories, through demonstrating significant improvements within the **Public Confidence Surveys**.

Public Confidence Survey



Safer Communities Survey Insight



Victim Satisfaction Survey



Appendix 4 – Working with local Partners

“We will ensure a coherent vision of equality which sits within the wider business framework and is shared and owned by us, our leaders, our workforce and partners.”

We have created successful partnerships across the region closely aligned to our engagement strategy, aimed at creating better outcomes for our residents. Using collaborative multi-agency approaches enable us to better share data and insight to create more innovative solutions to the challenges we face.

Webchat

Force Webchat facility was launched in October 2019, providing a more inclusive service to the public by providing a facility for those who may require translation services, or find telephone communication difficult / inappropriate to their needs.

Equality Impact Assessment's (EIA's)

These are completed for all key changes within Northumbria Police practice to eliminate unlawful discrimination, harassment and victimisation. They anticipate the consequences of proposed changes to policies and procedures on those with protected characteristics, and explain, negate or justify negative impacts. These assessments are regularly reviewed to reflect changes in employment practice, service delivery etc. 307 EIA's linked to policy and procedure changes were submitted in 2019, 271 of these have been published and the remainder are still under further scrutiny.

Open Lab partnership

Through engaging with our academic partner, Open Lab at Newcastle University, we have explored a number of opportunities aligned to the Not Equal Network+ objectives. Not Equal is a UK Research and Innovation funded network that aims to foster new collaborations in order to create the conditions for digital technology to support social justice, and develop a path for inclusive digital innovation and a fairer future for all in and through the digital economy.

Mental Health

The Force approach to multi-agency simulation based training on dealing with people with mental health issues has gained national recognition as best practice. Northumbria Police's RESPOND package has been evaluated by the Academic Health Science Network. The training has potential to be adopted by other forces. We have also developed a 'Dementia friend' initiative to identify vulnerable persons at risk due to dementia with records to support reported missing persons incidents.

PCC Advisory Groups

The OPCC continues to engage with key individuals in the community through Advisory Groups, which have been developed around the protected characteristics of age, gender, BAME, belief and faith, LGBT and disability. There is also a specific group for victims of crime, some of whom have experienced hate and transphobic crime, and also a Youth Advisory Group, called 'Police wise' who are hosted by Streetwise Young People's Project.

In the past 12 months, groups have helped shape a range of important matters, including the PCC's responses to; the Domestic Abuse Bill, Crown Prosecution Service guidance for prosecution of crimes against older people, delivery of services supporting older victims of crime and Northumbria Police's engagement with diverse communities. Most recently they have helped to shape the new joint Northumbria Police and Northumbria PCC equality objectives 2020.

What's next?

A review of our Community Safety Partnerships (CSP) is underway to create a more effective and targeted platform for addressing shared challenges with joined up solutions to the benefit of the diverse communities we serve. Within this, we will also be accounting for the joint analytical capabilities available to all the agencies around the table, to ensure a more proactive and free-flow sharing of data and intelligence.

In 2020, with our newly formed Violence Reduction Unit, led by the PCC, we will develop a bespoke public health approach to policing. A focus on those individuals with multiple and complex needs, and how we are able to remove barriers that restrict or deter them from accessing our services and support.

