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improve

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Northumbria Police and Police and Crime Commissioner for Northumbria

Joint Diversity and Equality Annual Monitoring Report 2017

Joint Statement of the Chief Constable and Police and Crime Commissioner



VERA BAIRD^{QC}
POLICE & CRIME COMMISSIONER



**NORTHUMBRIA
POLICE**
Proud to Protect

Joint Statement of the Chief Constable and Police and Crime Commissioner

“We are committed to providing a service to our communities that embraces diversity and promotes equality – providing a fair service to those we serve.

We aim to maintain our excellent record of satisfaction with the service we provide, and will continue to work hard to ensure that any barriers to accessing our services are removed.

We will use our community leadership role to promote a strong and cohesive community, and work with partner agencies around common interests to deliver a service that both our communities and staff are proud of.”

Only by engaging with our communities, and listening to and responding to your views can we build on the confidence you have in the Police. We are committed to understanding the needs of all communities, and designing a service that meets the individual needs of those who need our help and support. We continue to work hard to reflect our communities within our workforce, and learn from them, to better meet the needs of our diverse communities.

Meeting our Legal Requirements

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The Act places a statutory responsibility on the Police and Crime Commissioner (PCC) and Northumbria Police to have ‘due regard’ for the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Act.
- Ensure equal opportunities between people who have a protected characteristic and those who do not.
- Foster good relations between people who have a protected characteristic and those who do not.

The nine protected characteristics covered by the Equality Act are:

- Age;
- Disability;
- Gender Reassignment;
- Marriage and Civil Partnership;

- Pregnancy and Maternity;
- Race;
- Religion and Belief;
- Sex Equality; and
- Sexual Orientation.

We encourage the reporting of data in relation to these protected characteristics. Collecting data of this nature is recommended by the Equality and Human Rights Commission (EHRC) in order to understand how service is delivered between these different groups and how we can make improvements to service delivery.

When carrying out activity, we have a duty to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation and to take steps to foster good relations. To do this, we conduct Equality Impact Assessments (EIAs) on all policies, procedures and processes, including decision making, key changes or reviews falling out of work streams from the Force Improvement Programme. This involves anticipating the consequences of proposals on certain groups of people and ensuring that, as far as possible, any negative impacts are explained, eliminated, justified, or minimised. These assessments are regularly reviewed to reflect changes in employment practice, service delivery, and emergence of new risks including compliance with current legislation and national practice.

Our Joint Equality Objectives

Our current equality objectives are jointly agreed between the PCC and Northumbria Police. These objectives are reviewed annually to ensure they remain fit for purpose and reflective of the needs of the communities served.



We will provide services to our communities which embrace diversity and promote equality of opportunity – providing a fair and responsive service to the communities we serve.



We will seek to have a workforce that is representative of the communities we serve and provide a working environment that respects the views of all.



We will work with partners to establish an improved understanding of our communities.



We will ensure all of our services are fair and meet the needs of individuals.

Governance

A Force Equality Delivery Plan is produced every year. The Equality Board drives the development and delivery of this plan, and monitors all the relevant information that is collected on a regular basis.

The Equality Board is chaired by the Assistant Chief Constable and members include representatives from Area Commands, Heads of Department, Trade Union and Staff Associations and the Office of the Police and Crime Commissioner.

Activity in support of the Force Equality Delivery Plan is driven by two groups. All actions relating to the internal workforce are overseen by a group chaired by the Head of Human Resources (HR). All actions relating to the external communities are overseen by an Area Command Chief Superintendent.

Progress Against the Delivery Plan

A detailed update on progress is provided on each of the joint equality objectives as follows.

For the purpose of this report, any data presented is for the period to September 2017¹ unless otherwise stated.

¹ The Equality Act 2010 (Specific Duties) Regulations 2011 requires us to publish an annual report within 12 months of the last publication. September is used as the reference period each year as this is the date the legislation came into force which required publication 12 months from that date. We intend to revise the reporting period during the year 2018/19 to capture a 12 month period.



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OBJECTIVE ONE – We will provide services to our communities which embrace diversity and promote equality of opportunity – providing a fair and responsive service to the communities we serve.

Putting Victims First

Within the Police and Crime Plan 2017-21, the PCC has a clear priority of ‘Putting Victims First’; ensuring they are provided with a policing service that is fair, responsive and appropriate to their needs.

On 1 April 2015, the PCC launched ‘Victims First Northumbria’ (VFN), an independent victim referral service, which puts victims at the heart of its service, ensuring they are given the help and support needed to cope and recover from the difficult experience they have faced. Every victim referred to VFN is given a dedicated care co-ordinator and partnership work is carried out with police and other partner agencies, to provide streamlined and co-ordinated support throughout the criminal justice process.

Referrals to VFN are primarily made via Northumbria Police, however they can also be made by individuals (including self-referrals), agencies and other police forces. Following a report of a crime, each victim is contacted by Northumbria Police and a detailed needs assessment carried out by the attending officer. The purpose of this needs assessment is to establish if the victim has any support needs and whether they are entitled to an enhanced service under the Victims Code of Practice (VCoP)^[1]. Of all victims, 92% were assessed and 14% were referred to VFN.

We monitor the equality data of those referred to VFN to identify any disproportionality in terms of the protected characteristics. For all crime, 14% of victims are referred to VFN with a higher proportion of females (18%) than males (9%). Victims aged 65 to 74 years are more likely than other age groups to be referred. Victims of white and Black, Minority, Ethnic (BME) ethnicity are as likely to be referred (14%).

For hate crime, 28% of victims are referred with a greater proportion of victims of disability hate crimes being referred (42%) and 32% of those experiencing transphobic hate. 23% of victims of racial hate were referred, 26% of faith hate and 28% where the hate was directed at the victim’s

^[1] https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/476900/code-of-practice-for-victims-of-crime.PDF

sexual orientation. Please note that hate crimes can have multiple hate strands therefore there may be some duplication.

Enhanced information sharing protocols have been developed with other agencies (dependent upon victim consent) such as Advocacy North the PCC commissioned hate crime support service. The aim of the partnership approach is to reduce the number of failed prosecutions due to witness disengagement.

A wide range of other specialist victim services have been commissioned to support victims who have experienced domestic and sexual abuse, victims who are under 18, victims of hate crime and those with other vulnerabilities including older victims and those with mental health needs.

The PCC ensures that victim support services are:

- free of charge
- confidential
- non-discriminatory (including being available to all regardless of residence status, nationality or citizenship)
- available whether or not a crime has been reported to the police; and
- available before, during and for an appropriate time after any investigation or criminal proceedings.

Community Confidence

Northumbria Police aims to provide a high quality service to its communities and surveys over 10,500 members of the public each year, including those individuals with protected characteristics.

Northumbria Police uses various methods to speak to as many people as possible including telephone, online and face-to-face. The Force is working on additional options to extend the way in which they engage and seek feedback with their communities to obtain more 'real time' views.

The Force has consistently high satisfaction survey results for the overall service provided to victims, with 89% happy with the overall experience. While nationally victim satisfaction rates are no longer comparable between forces it should be noted that Northumbria Police have consistently shown the highest level of victim satisfaction in England and Wales. The gap between white and BME satisfaction is 5.9%. All victims who report dissatisfaction are asked what aspects of the service were unsatisfactory. The most common reason for dissatisfaction is a failure to update on progress of the investigation rather than the treatment they receive. This is consistent with feedback from LGBT service users. The sample size for BME and LGBT satisfaction results is small therefore figures should be treated with caution. The information is provided to local supervision to address and improve service delivery within their areas.

The information shown below continues to shape and influence the service we deliver:-

Gender	Satisfaction Level
Male	88%
Female	91%
Ethnicity	
Ethnicity	Satisfaction Level
White	88%
BME	82%
Disability	
Disability	Satisfaction Level
Disabled	91%
Non-disabled	89%
Sexual Orientation	
Sexual Orientation	Satisfaction Level
Heterosexual	88%
LGBT+	83%

The PCC also carries out a wide range of public consultation activities.

Race Disparity Audit

The Prime Minister ordered the Race Disparity Audit in 2016 to examine how people of different backgrounds are treated across areas including health, education, employment and the criminal justice system. Resulting from this, in October 2017, the Home Office published the Audit using findings from the Ethnicity Facts and Figures website. Areas of policing were included such as arrests, stop and search, and youth cautions along with the perceptions of victims of crime and fear of crime. Also included were workforce figures showing diversity across the police officer workforce. We considered this report and whilst there are areas contained within it we are working on improving, Northumbria Police is generally in line with the national average or compares favourably. All topic areas are already regularly reviewed in the Force's Equality Performance Presentation and discussed at the Equality Board meeting.

Hate Crime

National Hate Crime Awareness

We participated in a number of hate crime awareness events during National Hate Crime Awareness Week (14th to 21st October 2017). We promoted the work undertaken to raise awareness of the issues affecting vulnerable and protected groups. Community Engagement Officers (CEOs) in each area command hosted stalls and attended community meetings and events to encourage reporting and promote the support available to individuals.

The Hate Crime campaign 'Being you is not a crime, Targeting you is.' was promoted using traditional and social media. This provided clarity as to what constitutes a hate crime, and encouraged those affected to report.

The Force recruitment team also partnered with Virgin trains and the British Transport Police to host a joint Hate Crime and Recruitment event at Newcastle Central Train Station.

We also worked in partnership with Safer Gateshead and Gateshead's Community Safety Team to host a regional Hate Crime Conference at Gateshead College on 17th October 2017. This was attended by approximately 100 delegates and included victims of hate crime sharing the experiences of hate crime.

Mate Crime

In January 2018, Northumbria Police and Office of the Police and Crime Commissioner worked with South Tyneside Council, students from Sunderland University and South Tyneside Ability Football Club who work with people with learning disabilities to organise a 'mate crime' conference hosted by Sunderland University. Mate crime is often difficult for people to investigate, due to its sometimes ambiguous nature and the problem is far more serious than is currently reported in statistics so the event focused on local case studies and exploring ways of improving multi-agency work around this very important issue.

Mate crime presents real challenges and complexities to statutory organisations and services when a vulnerable adult may not always appreciate or understand that people who have befriended them have done so simply to abuse or exploit them. The increase in the number of people with disabilities accessing social media means that this type of befriending to abuse is likely to happen more and whilst there are a number of resources designed to help keep children safe online, there appears to be a gap in the market in terms of resources specifically for young adults with disabilities. Students from Sunderland University and members of South Tyneside Ability Football Club have worked to produce online resources to raise awareness of abuse targeted at young people with learning disabilities.

Consultation and Engagement

In addition to the routine surveys, we carry out specific consultation with protected groups. This included face to face engagement at Northern Pride², and the Newcastle Mela Festival³, where participants⁴ were asked about their perceptions of Northumbria Police, including barriers to reporting; understanding the issues that affect Lesbian, Gay, Bisexual and Transgender (LGBT) and BME people; and tackling hate crime. Findings showed:

- 50% of BME participants and 87% of LGBT participants believe Northumbria Police understands the issues that affect them;
- 75% of BME participants and 63% of LGBT participants agreed that Northumbria Police is doing all it can to tackle hate crime; and
- 67% of BME participants and 48% of LGBT participants thought there were no barriers to reporting incidents to the police. The main barrier mentioned was the fear of not being taken seriously.

Work to address the perception of barriers to reporting from LGBT people has included expanding the number of trained LGBT Liaison officers across the force area. Their role is to:

- Develop links internally and externally with LGBT individuals, groups and the community
- Promote awareness of LGBT issues
- Increase trust and confidence within LGBT communities
- Encourage reporting of homophobic and transphobic incidents to the Police
- Provide advice and guidance to internal and external partners.

We have continued to work with Newcastle Falcons to stamp out LGBT hate crime in sport.

We are currently consulting with Stonewall around our work with premier league clubs (rugby and football) which includes specifically training Evidence Gatherers and other operational officers involved in the policing of football and rugby matches around LGBT hate crime. The Force also sits on the NUFC IAG and advises on hate crime and LGBT engagement.

Engagement work by the force was recognised by Stonewall.

We actively participated in and sponsored Northern and Sunderland Pride and Newcastle Mela events focusing on hate crime / reporting and general engagement.

² Northern Pride proudly promotes LGBT culture through public celebration, education and cultural activities that enrich the community, whilst raising awareness of the issues LGBT people face, building mutual respect and working to end discrimination.

³ A two-day **festival** which celebrates the diverse Asian cultures in Newcastle.

⁴ 12 BME participants were surveyed at the Newcastle Mela Festival and 60 LGB&T participants surveyed at the Newcastle Pride event.

We routinely survey victims of hate crime to determine if their needs have been met and if they are satisfied with the service provided to them. At a force level, the satisfaction of hate crimes victims with their whole experience has fallen in the 12 months to September, from 91.6% to 83.8%, a statistically significant reduction of 7.8%. This has been influenced by fewer victims being happy with arrival time, actions taken and follow-up contact. This decreasing trend is particularly notable since June 2017. The Force is currently undertaking a review of how it responds to hate crime from first report of the incident through to trial.

Common reasons for dissatisfaction include:

- Not responding quickly enough / when advised;
- Not taken seriously;
- Lack of action/safeguarding;
- Not advised of progress / outcome.

In addition, feedback obtained from community consultation and hate crime awareness sessions indicates that national and international events such as Brexit and terrorist attacks in the UK are negatively impacting upon the confidence of some groups with protected characteristics.

The PCC continues to engage with key individuals in the community through her Advisory Groups, which have been developed around the protected characteristics of age, gender, BME, 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 'Policewise' who are hosted by Streetwise Young People's Project. All Advisory groups are key to influencing both PCC and Northumbria Police policy and practice.

Strategic Hate Crime Group

In July 2016 an internal Strategic Hate Crime Group was established to:

- Facilitate effective communication between key internal stakeholders;
- Share best practice and continually improve service delivery in relation to hate crime; and
- Deliver the Government and Northumbria Police hate crime objectives through effective delivery of a Hate Crime Action Plan.

In support of this, a review has been undertaken to identify and inform future activity within Northumbria Police following publication of the Government's Hate Crime Action Plan⁵ in July 2016. The Force Hate Crime Strategy has been reviewed and amended, and an action plan developed. The

⁵ Government Hate Crime Action Plan: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/543679/Action_Against_Hate_-_UK_Government_s_Plan_to_Tackle_Hate_Crime_2016.pdf

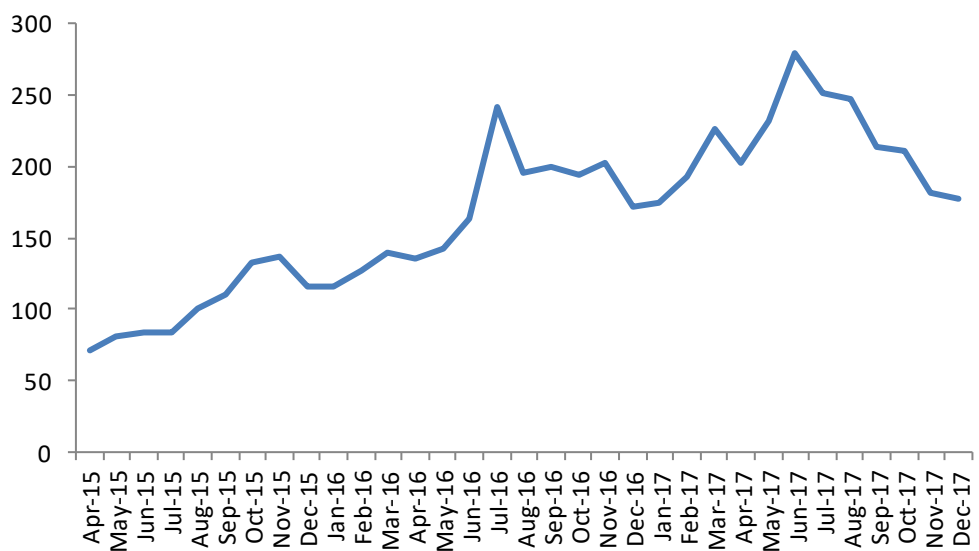
delivery of this action plan is overseen by an area command Superintendent. Three key themes running throughout the Government’s Action Plan which require additional focus in 2018 include: Night-Time Economy; On-line Social Media; and Early Intervention and Partnerships. The Northumbria Police Hate Crime delivery plan for 2018 has been updated to reflect these themes.

Northumbria Police also participates in Hate Crime and Community Tension monitoring groups with Newcastle and Gateshead Local Authorities.

Hate Crimes

Following a steady increase in volumes of hate crime, with spikes in October 2015, July 2016 and June 2017 there has been a reduction over the last six months with offences decreasing to the same level as December 2016. Hate crimes targeted at disability, transgender and faith victims have shown the largest percentage increase with patterns similar to those seen nationally. The rise in reported disability hate crime is believed to be linked to increased awareness of disability hate crime. Engagement work with support groups across the force in conjunction with Nexus & Go North East has highlighted issues in relation to hate and mate crime. A rise in incidents was noted following the Brexit referendum and a perception of an increase in incidents following the referendum was commented on by victims at the force’s hate crime conference in October 2017.

Hate crimes April 2015 - December 2017



Mental Health

Mental Health Training

There is an ongoing multi-agency training plan in place. Initial local funding through NHS England has delivered 15 RESPOND⁶ sessions to staff from police, Northumberland, Tyne and Wear Mental Health Trust (NTW), Ambulance service and Local Authorities with the help of Fulfilling Lives (Experts by Experience)⁷. Further health funding allowed for an additional 22 sessions across the region in 2017. The purpose of the training was to improve the understanding of the crisis pathway. A number of other police forces are now rolling out the training programme.

This partner-wide approach is being held up nationally as good practice and has attracted national recognition following a presentation that was delivered at the National College of Policing Mental Health Conference. HRH Prince William personally attended the Northumbria Police workshop at the conference. Furthermore, the National Police Chiefs Council (NPCC) Lead for Mental Health, Chief Constable Mark Collins, attended the Force in December 2017 to discuss a potential national bid to the Police Innovation Fund. Mr Collins commented that alongside the Mental Health Trust the processes in place with Northumbria Police are arguably the best in the country.

Training sessions have been delivered to all Firearm Support Unit (FSU) officers, police negotiators and all front line staff at Southwick and Etal Lane stations who cover the main hospital sites. Further training will be delivered to two members of each shift/team across the force who will then act as Mental Health (MH) 'navigators' for their colleagues and cascade key points to them. Regular training is delivered to NTW staff on the role of the police. It has now been agreed to roll the training out to all frontline police officer and police staff.

All new student officers and Special Constables have received inputs as part of their initial training including mental health and trauma risk management training. Training courses for control room staff, Silver Cadre managers, front line staff, and magistrates all now encompass mental health training modules.

Detentions Under Section 136, Mental Health Act 1983

Northumbria Police continues to improve how it engages with its service users. Close links have been established with Fulfilling Lives - a charity working with people with experience of mental health needs. This assists in the development of training input and material.

⁶ Respond is a unique multi-agency simulation training package for professionals involved in mental health crisis care. Centred on the advice of people with lived experience, Respond equips staff to respond quickly and appropriately to improve patient experience.

⁷ Fulfilling Lives Programme is an 8 year programme funded by The Big Lottery Fund, ending in 2022. Their goal is to improve and better coordinate services to support people across Newcastle and Gateshead living with multiple and complex needs.

Street Triage issues a 'Points of View' form to everyone they deal with. This is a feedback form used by the Mental Health Trust with all service users' to collect views and opinions to inform improvements in delivery.

A project is also underway to distribute an 'information card' to those with autism which they can carry and provide to members of the emergency services should they need to access these.

In the 12 months to September 2017, there were 158 section 136 detentions, similar to the previous period (154). Police cells were not used as a place of safety during that period compared to three times in the previous reporting period.

Domestic / Sexual Abuse and Rape

A key priority in the Police and Crime Plan 2017-21 is to reduce domestic and sexual abuse. In support of this, the regional Violence against Women and Girls (VAWG) strategy focuses on: domestic and sexual abuse, human trafficking and sex work, forced marriage and honour crimes, Female Genital Mutilation (FGM), and harassment and stalking. The strategy aims to improve the support and protection of women and girls who are victims of violence or abuse, and raise public confidence to enable the improved reporting of incidents to the police.

A domestic abuse victim survey has been conducted since May 2016, with over 900 surveys completed to date. There are no significant disparities in levels of satisfaction between groups with protected characteristics. A rape and sexual offence survey is in development, with the questionnaire and sampling process to be agreed with the Safeguarding Department.

A new online survey tool has been purchased and is now overseen by the Force Public Insight Team. This has improved the professionalism and corporate approach to consultation. A new telephone survey model has been developed which has a far greater reach across all crime victim types, including the most vulnerable (domestic abuse, rape victims, repeat victims etc.). This ensures that feedback from victims is obtained on the full spectrum of police service as opposed to limited group of victims.

Police officers and police staff are currently in the process of receiving a new training input regarding the identification and response to incidents of stalking and harassment. This will be complete by 2018.



OBJECTIVE TWO – We will seek to have a workforce that is representative of the communities it serves and provide a working environment that respects the views of all.

Our Workforce

Northumbria Police's workforce (as at 30th September 2017) is made up of 3,283 police officers (of whom 29.5% are female, 1.68% are BME, 0.49% are LGBT, and 2.86% are disabled) and 1,793 police staff (of whom 58.2% are female, 1.06% are BME, 0.61% are LGBT, and 5.13% are disabled). Volunteers in the Force are represented by 201 special constables (of whom 23.2% are female and 1% are BME), 138 police support volunteers (of whom 30.4% are female and 0% BME) and 224 police cadets (of whom 50.4% are female and 1.34% are BME). This year also saw the introduction of the Northumbria Police mini police scheme which sees year 5 primary school children given the opportunity to work with their local police officers and volunteer police cadets to learn more about policing. The scheme started with six schools and this continues to grow. The Force continues to engage in positive action to improve underrepresentation across the workforce.

The Office of the Police and Crime Commissioner currently has a workforce of 11, of whom 64% are female and 36% male, 9% are BME.

In relation to workforce data, it is important to note that disclosure of protected characteristics in relation to both LGBT and disability is not mandatory and therefore the data is not reflective of the workforce. Activity is underway to make reporting accessible through available systems and to encourage confidence in reporting.

College of Policing (CoP) Recruitment, Retention and Progression Plan 2013-18

The Force has recently joined the national Positive Action Practitioners Alliance (PAPA)⁸. This provided the opportunity to benchmark the Force against other forces and share ideas, resources and good practice across the employee lifecycle, for example, recruitment, progression and retention. Northumbria Police is currently the national lead for the Wellbeing and Fulfilment work stream which is currently being developed across all underrepresented groups, including BME. A

⁸ PAPA is a national group of representatives from police forces across the United Kingdom who comes together with the common purpose of increasing BME representation within their workforces. The Alliance is strategically led by Assistant Chief Constable Nav Malik (Cambridgeshire Police) and is accountable to the National Police Chiefs' Council (NPCC).

positive action strategy is being developed by us to support the recruitment, retention and progression of all underrepresented groups.

In addition, the College of Policing have concluded their consultation with regard to valuing difference and inclusion. In doing so, they have recommended police forces need to move from a narrow definition of diversity based on membership of black or ethnic minority communities and gender to one that looks at characteristics which are not immediately visible, including the wider characteristics as set out in the Equality Act 2010, such as whether someone is lesbian, gay, bisexual or transgender or has a disability. In addition, Forces' understanding of underrepresentation needs to be more sophisticated given the speed and complexity of demographic changes. The recommendations of this report⁹ will be used to shape equality objectives for the forthcoming year.

The NPCC are currently consulting on a revised workforce plan¹⁰ with significant input from PAPA, College of Policing, NPCC Workforce Co-ordination Committee and project team under EDHR. The delivery plan, when agreed, will be used to inform forces' approaches to embedding a culture of diversity and inclusivity within everyday business.

Northumbria Police Recruitment

We remain committed to attracting and selecting talented individuals. All recruitment activity is underpinned by this premise ensuring only candidates of the highest calibre are selected. The recruitment effort is continuously reviewed to reflect force priorities and to ensure opportunities are promoted amongst prospective applicants from a wide range of backgrounds.

A direct and targeted recruitment campaign, using recruitment ambassadors, was undertaken in three local universities and local schools.

Whilst the recruitment campaigns continue to attract and secure talent from underrepresented groups, the overall number of BME candidates remains low. During 2017 efforts were in place to better understand the factors affecting underrepresentation and drive further improvements in this area. Examples of this included contacting previous applicants to ascertain why they exited previous campaigns. Outcomes of this joint effort resulted in the Force offering enhanced support to candidates from underrepresented groups, both those who would traditionally not consider policing as a career, and those who had been unsuccessful previously. The focus of this initiative was to better understand the barriers or misconceptions that may prevent an application and how these can be overcome. Specific activities included – roll out of Recruitment Ambassadors (officers and

⁹ The College of Policing 'Valuing Difference and Inclusion' Report was published in 2017. Part 1 sets out the research and evidence which has led to their philosophy and ethos. Part 2 summarises their engagement which remains on-going. Part 3 sets out the CoP role and remit. This report is available on the College of Policing Website.

¹⁰ NPCC Workforce Plan Consultation – Workforce representation: recruitment, retention and progression delivery plan 2017-2025.

staff supporting efforts to attract and support candidates through the recruitment journey), harnessing previous talent, improved initial engagement, enhancing and extending advocacy, bespoke support, visible national presence, visible role modelling, and improvement to recruitment process. Feedback from previous applicants (both successful and unsuccessful) was captured and analysed ensuring recruitment is reflective of candidates' views and supportive of our commitment to learning.

Positive action initiatives currently being progressed include:

- Matching those from underrepresented groups with recruitment ambassadors to find out more about the role of an officer and policing within Northumbria and to be a supportive presence during the recruitment process
- Visible role models from our Support Associations attend our initial recruitment events
- Maintaining a live route into the police officer recruitment process for those who identify as belonging to an underrepresented group
- The development of an additional programme of support for those from underrepresented groups, deployed alongside our general recruitment briefings
- Harnessing previous interest from underrepresented groups (who failed or abandoned applications at any stage) to take part in the 2017 police officer recruitment campaign and attend events focused on customer service roles and our recent development day.
- Engagement with Occupational Psychology Department at Northumbria University to allocate a Masters student to work with Northumbria Police looking specifically at the reasons for underrepresentation amongst our BME communities across the area.

The Force's Community Engagement Teams working alongside Recruitment Ambassadors routinely promote Policing as a career and Northumbria Police during engagement events and activities with communities. The Force regularly invites representatives from underrepresented communities to work with Northumbria Police. For example, the Force has held a 'Speed Faithing' event for new recruits during training. This event was hosted with the aim of enabling student officers to find out more about certain faiths and how they could best respect adherence to these during police contact. For example, could a Sikh male be required to remove their turban in custody. The recruitment team also had a presence at this event taking the opportunity to understand more about the perceptions of policing as a career choice amongst the different faith groups. Owing to the publicity received following the event, ITV news are keen to cover a future event.

Work continues to evaluate efforts to increase underrepresentation to inform recruitment, retention and progression activities, and will inform the 2018 Equality Objectives and subsequent Delivery Plan.

Northumbria Police Support Associations

Northumbria Police has a number of staff support associations that play a significant role in helping the Force to deliver and promote the efforts made in relation to its equality objectives. The associations not only raise awareness of the specific issues faced by underrepresented groups within the workforce but also seek to develop better relationships between the Force and the diverse communities it serves. An overview of each of the support associations is provided below:

Northumbria Police Association of Women in Policing

The Northumbria Police Association for Women in Policing was founded in 2016 and draws members from all ranks and grades, both male and female. The Association's mission is to ensure that women in policing are heard and work together toward gender equality in policing. The aims of the association are to:

- Raise awareness and understanding of issues affecting women within the Police Service;
- Facilitate and contribute to discussions on issues of concern to all officers – providing wherever possible the female perspective.

The association held an Inspiring Women Conference in February 2017 which covered a wide range of gender related issues, including updates on national policy and legislation, 'lived experiences' from successful women in emergency services and other sectors, challenging gender stereotyping, the impact of unconscious bias and working together to improve gender equality and tackle barriers. This will be an annual event.

LGBT+ Support Association

In 2017 the Northumbria Police LGBT+ Support Association merged with Durham Constabulary's Support Association to become the Northumbria and Durham Police LGBT+ Support Association. An integral part of the Force's support group network, the group aims to work towards equal opportunity, raise awareness and help to develop better relations between the police force and the LGBT+ community.

The co-chair of the association is the lead for the North East and so represents the seven North East forces at the quarterly National Coordinating Group (NCG) meetings. As a result of this Northumbria Police is leading on a plan to improve bisexual visibility and support which will be disseminated nationally for all forces to work from.

The association worked with the Force to introduce two LGBT marked vehicles that are able to be used across the Force. One of these is an operational vehicle based within Newcastle City Centre.

Initiatives to raise awareness have also been carried out in partnership with other organisations. Such initiatives include work with Lesbian and Gay Lawyers North East to highlight LGBT domestic abuse issues, work with Newcastle Falcons Rugby Club to promote the Stonewall Laces campaign which supports LGBT diversity in sport.

The association has an open twitter account: @nplgbt which has national and global reach.

Health and Wellbeing Support Association

This association will be formally launched at the beginning of 2018.

Northumbria Police Ethnic Minority Association

This association will be formally launched at the beginning of 2018.

Christian Police Association

This association will be formally launched at the beginning of 2018.

MIND Blue Light Programme and North East Network

In conjunction with MIND, the Blue Light Programme was introduced to provide mental health support for emergency services personnel to tackle mental health stigma in the workplace. The programme was developed to demonstrate the organisation's commitment to a culture that encouraged an open dialogue around mental wellbeing. In signing the Blue Light Time to Change Pledge, we underlined its commitment to ending mental health stigma and empowering our officers, staff and volunteers to talk more confidently about mental health and wellbeing and to respond to both colleagues and the public appropriately. We now have a well-developed wellbeing framework in place that includes 72 Blue Light Champions who are members of staff and officers across all ranks and grades who make themselves available as 'Ambassadors' to provide signposting and peer support to colleagues across a range of issues affecting psychological wellbeing .

Work to further promote the Pledge is currently under consideration. This includes the creation of a specific video of Northumbria Police employees telling their personal story as a means to further reduce stigma and encourage dialogue.

Staff Survey

As a result of the staff survey conducted in 2016 the Force has embedded a supportive leadership model throughout 2017. Supportive leadership is seen as having a positive impact on an individual's attitude and behaviour and is aimed at a target audience across five levels of leadership.

The model is being implemented in partnership with academics from Durham University. This collaborative approach includes elements of cultural research and leadership workshops that aim to embed a supportive leadership style that focuses on three key areas:

- Fairness;
- Identity creation; and
- Values.

Feedback has been positive so far and the Force will evaluate whether there has been an impact in the findings of future staff surveys.

This model will continue to be rolled out in early 2018 a further staff survey will be undertaken during 2018/19.

Stonewall

We hosted the Stonewall Scotland Workplace Equality Index (WEI) Regional Seminar in July 2017. By participating in events like this, we continue to change the perception of the police service whilst learning from other organisations to introduce further improvements to the workplace so that people can be themselves without fear of discrimination or prejudice.

Northumbria Police participated in the Stonewall Workplace Equality Index (WEI) 2018 with an aim to be a Top 100 Employer. This is a benchmarking tool for employers to measure their progress on lesbian, gay, bisexual and transgender inclusion in the workplace. The outcome of this exercise will be known by the end of January 2018 and the findings will be used to inform future activity.

Work will continue with Stonewall and other key stakeholders to act on feedback and make improvements to how LGBT officers, staff and volunteers are supported and engaged via changes to policy, procedure, training, monitoring and communication.

Accessibility Audit

In August 2017 the PCC directed that comprehensive Accessibility Audits be undertaken for all buildings in the OPCC estate to determine their level of compliance against the Equality Act 2010. The audit considered compliance both in terms of providing a service to the public and also ease of access for employees. The audit was carried out throughout October and November 2017 and the findings are due to be published in early 2018. These findings will be considered by the PCC and where applicable an action plan put in place to improve accessibility.

Gender Pay Reporting

Gender Pay Gap

The average pay gap for Northumbria Police is **12.3%** when measuring all hourly rates combined (against a national average of 17.4%)¹¹ and the median value of the same is **15%**, against a national average of 18.4%. This shows Northumbria Police is in a slightly favourable position, whilst recognising further work is required to achieve greater representation of females across all earning bands and roles. In terms of bonus payments, the median value is **zero** which means there is no difference between males and females in this respect. The average value of bonuses (the mean measure) however, does show a negative gap of **-112%**, which means on average females attracted higher bonus payments than males over the reporting period. Given the small number and relatively small value of these payments this measure should not be taken as a significant symptom of inequality in this area but an indicator of the reactive, unplanned nature of the work for which bonus payments are made. The proportion of males and females in receipt of bonus payments is small yet equitable between males and females at 0.46% and 0.39% respectively.

The quartile pay band, shows the following distribution.

	Hourly rate groups	Female	Male
Lower	£7.05 – £12.98	57.4%	42.6%
Lower middle	£12.98 - £18.22	46.9%	53.1%
Upper middle	£18.22 - £18.22	29.0%	71.0%
Upper	£18.22 – £78.46	28.6%	71.4%

Whilst the Force's measures¹² are given for the entire workforce, the two different types of employee, i.e. officers and staff and the fact each group has different conditions and different rates of

¹¹ National Averages as per the ONS Annual Survey of Hour and Earnings 2017

¹² **Mean pay gap** – The difference between the average hourly rate of male and female employees. Employees include all police officers and police staff, whether part time or full time, who are not subject to pay reduction at the time of reporting.

Median pay gap – Lining up all existing hourly rates, the difference between the mid-point of that of male employees compared to that of females.

Mean bonus gap – The difference between the average bonus paid to male employees and the average of those paid to females.

Median bonus gap – Lining up all bonus values paid in the relevant period, the difference between the mid-point of all bonuses paid to male employees compared to the average of those paid to females.

Bonus proportion – The proportion of male and female employees who were paid a bonus during the relevant period.

pay prompts for a separate, detailed analysis to better understand the gap in each group: the mean and median gap measures for **officers are 2.6% and 0%** respectively and for **staff are 8.4% and 4.3%** respectively. The workforce composition influences the Force's gender pay gap, since overall, it employs a higher proportion of males than females. In addition, there are more males in police officer roles and the inverse is true for staff. This is consistent with the national landscape in policing¹³.

Addressing the Gender Pay Gap

Positive action initiatives aimed to reduce the gender pay gap are actively developed and delivered in line with the Force's commitment to equality of opportunity. These focus on attracting, recruiting, developing and retaining female officers and staff, with particular emphasis on promotion and career development. Activity planned for 2018 is outlined below:

- Women are being proactively supported and encouraged during the promotion board process. The 2018 boards were launched on International Women's day, in a bid to demonstrate this commitment.
- Awareness-raising events and workshops, supported by Staff Associations, HR and senior officers are held across the Force to encourage all underrepresented officers to consider promotion and signpost them to the support available. Both current and prospective female officers and staff attended a Developing you Day in March 2018 which was aimed at promoting careers and development. All employees have access to mentors who can guide and coach in order to help career development.
- Public events are attended by officers and staff where key messages are shared and directed to actively engage with those who visibly identify as being part of an underrepresented group, including females.
- The Force is keen to enhance its presence at local career fairs attended by students 14-18 whereby female officers will showcase their role and aim to attract females to a career within the Force. Police staff (namely HR and ICT) will deliver interactive events whereby females will be encouraged to test their ICT skills and consider joining Northumbria in an ICT-based career.

Quartile pay band – The proportion of male and female employees falling in each of the four natural groups formed when dividing all rates of pay into four equal sized areas.

¹³ The Office for National Statistics published a report in July 2017, outlining the national policing diversity position. As of 2017, 29.1% of police officers were female. 60.9% of police staff were female.



OBJECTIVE THREE – We will work with partners to establish an improved understanding of our communities.

Force Engagement Strategy

In 2017, we launched our Force Engagement Strategy. This ensures that we engage with its diverse communities in an effective and co-ordinated manner. The strategy is underpinned by the following five objectives:

- Identify and protect the most vulnerable
- Build trust and confidence
- Engage with our established, new and emerging communities
- Identify and deal with issues within, and between, our communities, and
- Ensure police officers, staff and volunteers are proud to serve

Each of these objectives is included within the Equality Delivery Plan and progress is monitored by the Equality Board and Strategic Hate Crime Group. Independent oversight is provided by the Strategic Independent Advisory Group.

Throughout 2017, relationships with Muslim, Jewish and other faith communities have flourished. Engagement teams & Neighbourhood Police Teams continue to support communities with events, and building stronger relationships. Events have included Ramadan, Eid celebrations, Hanukkah, Diwali, and Torah Scroll procession, Newcastle Council of Faiths Peace Walk, Holocaust Memorial.

We continue to work with disability support groups in relation to physical and mental disabilities to raise confidence and encourage incident reporting. In 2017 central area command hosted a party event for people with learning disabilities / difficulties in Newcastle & Gateshead to further relationships and address perceived barriers to reporting. Further events are planned for 2018 including working with operational areas and local authorities.

Engagement work with migrant communities, including asylum seekers, refugees & economic migrants remains a focus of engagement work. These communities report specific concerns in relation to the impact of Brexit, human trafficking and exploitation. Links with support groups have been strengthened e.g. Riverside Community Health Project which supports East European communities & West End Refugee Service.

A great deal of work has also been undertaken with LGBT and Roma Traveller / Gypsy communities. Building better relations with Eastern European communities is a key priority for 2018.

We have started to use technology and social media to better engage with its diverse communities. In particular the Force has implemented Hootsuite, which allows it to monitor and manage all social media trends and feedback in one place.

A series of community engagement events based on a 'World Café' approach have been held to identify issues of concern to communities in Newcastle and Gateshead. The initial events have been well attended and provided a valuable method of engaging communities in addressing problems. It is intended to roll these events out across the Force area in 2018.

Equality Events

We have continued to promote and support a significant number of equality events throughout 2017. These include the Chinese New Year (January 2017), LGBT History Month (February 2017), International Day Against Homophobia, Biphobia and Transphobia (May 2017), Ramadan (May – June 2017), Northern Pride (July 2017), LGBT 5k Race (21st July 2017), Newcastle Mela (August 2017), Sunderland Pride (September 2017), Disability Month (November - December 2017), Transgender Awareness Week (14th - 20th November 2017) and World AIDS Day (1st December 2017). In addition, International Woman's Day took place on 8th March 2017 and we undertook a number of promotional events to raise awareness.

Surveys are undertaken at events we attend and feedback provided is used to inform the Equality Delivery Plan and Force Engagement Strategy.



OBJECTIVE FOUR – We will ensure all of our services are fair and meet the needs of individuals.

Stop and Search Scheme

Northumbria Police is compliant with the Best Use of Stop & Search Scheme. This is a Home Office Scheme designed to increase transparency, accountability and community involvement in the use of stop and search powers.

In the 12 months to September 2017, Northumbria officers stopped and searched 3,042 people, of which 21.2% of those resulted in the subject of the search being arrested.

Whilst officers stopped and searched a similar number of white and BME persons in comparison to the population of both groups overall (three BME persons per 1,000 BME population compared to two persons per 1,000 white persons, a disparity ratio of 1.4), a higher proportion of black persons are the subject of stop and search (seven black persons per 1,000 black population, a disparity ratio of three). The Force continues to monitor this disparity, which remains lower than the national ratio (eight).

Note: A recent publication by the HMICFRS includes a warning about the accuracy of the above data as the population data is from the 2011 Census which is now out of date.

The Force has met its commitment to provide all officers with training in relation to the use of Stop and Search. This focused on the importance of having legitimate grounds to conduct the search and also the need to accurately record those grounds.

To help enable the accurate recording of Stop and Search the Force has rolled out a Stop and Search App as part of its Police E-Box suite of applications. The app includes information on GOWISELY and also prompts officers in terms of what constitutes legitimate grounds to search. In addition, to ensure transparency, officers are expected to record all stop and search's that they undertake on their body worn devices. Again the app facilitates this process and if an officer has stated that they did not record the procedure, they must provide rationale.

Each area command has a single point of contact (SPOC) that quality checks all stop and searches and collates information. Data is produced and circulated on a monthly basis in relation to whether

the grounds were sufficient for the search and also what the outcome was. In comparison to 2016 there has been a 16% increase (to 82%) in respect of the number of searches conducted that had sufficient grounds. This improvement was also acknowledged with a recent HMICFRS inspection where the quality of the stop and search grounds was found to be high.

Changing Public Perceptions of Stop and Search

To address public perceptions of Stop and Search, a wealth of information has been made available on the Force website (<http://www.northumbria.police.uk/stopandsearch>). This includes information about what Stop and Search is, responses to Frequently Asked Questions and a 'know your rights' section which includes how to complain and stop and search statistics (only a very small proportion of complaints received relate to Stop and Search).

There is also an on-going project within the Safety Works organisation that seeks to challenge negative perceptions around Stop and Search amongst young people. Groups are given an input on Stop and Search and why it is used and then witness examples of good and poor application of Stop and Search powers, with an opportunity provided to assess and discuss the two scenarios.

Stop and Search Panels

Throughout 2017 a project has been running with young people to provide opportunities to scrutinise Northumbria Police's use of stop and search powers, individual records and where applicable body worn video footage. Valuable feedback obtained from the groups has been published on the Force website.

The sessions are used to gain perceptions and to provide young people with details of their rights in relation to Stop and Search. These sessions have recently been attended by representatives of Cheshire Police and Durham Constabulary to identify good practice to implement within their own Force areas.

The Strategic Independent Advisory Group also has also set up a scrutiny panel. This panel was observed during a recent HMICFRS inspection.

Community Opportunity

Northumbria Police has a 'Community Opportunity Scheme', which allows members of the community to experience first-hand what a police officer on patrol encounters whilst carrying out their duties. This may include arrests, how the Force deal with offenders and victims, statement taking and questioning. A 'Ride Along Scheme' is also available specifically for stop and searches.

Individuals can register an interest in these schemes via the Force internet or by contacting local neighbourhood teams:

http://www.northumbria.police.uk/services/community_opportunity/register_an_interest/

Ethics Advisory Group

The Force has an Ethics Advisory Group in place to embed the Police Code of Ethics¹⁴ throughout the organisation, by providing a forum to discuss ethical issues and provide advice to Chief Officers, Senior Leaders, Staff and Volunteers, and in doing so promote the highest standards of behaviour.

Specifically the Group:

- Affords all in the organisation the opportunity to question, challenge and promote change through the submission of ethical issues and dilemmas;
- Examines force guidance (policy and procedure) and provides advice as to whether such guidance reflects the Police Code of Ethics and stated Force values;
- Maintains and enhances confidence in Northumbria Police, externally and internally, through an open and transparent examination of working practices.

We seek to identify learning opportunities that arise from feedback provided by the public. The Ethics Advisory Group considers issues relating to both positive and negative perceptions from within the community; assessing working practices and providing advice on different methods of working to address such perceptions.

Engaging with Communities and Improving Accessibility

The Force ensures Police Officers, Police Community Support Officers (PCSOs) and Special Constables (SCs) are available at convenient locations and times to listen and respond to the concerns of diverse communities. This includes attendance at established police bases within supermarkets, schools and public buildings, frequent patrols in areas of high footfall and attendance at local meetings.

We continue to engage with local support organisations to raise awareness of policing services and provide support to service users. For example:

¹⁴ In April 2014, the College of Policing launched the Code of Ethics, which sets out nine policing principles that should be applied by all officers and staff: Accountability; Integrity; Openness; Fairness; Leadership; Respect; Honesty; Objectivity; and Selflessness.

Staff regularly attend support groups across a large number of communities allowing trusted relationships to build with officers and staff and facilitating access to police services by raising awareness of reporting mechanisms, services, recruitment and victim support, examples include:

- Guide Post / Community Links (learning disability support)
- Peace of Mind (refugee & asylum seeker support)
- Autimates (autism support group)
- Chinese community drop in
- Newcastle West End refugee service
- PLUS (LGBT support for teenagers)
- Hate crime awareness inputs to a wide range of communities
- Use of the new Community messaging system to promote community updates
- Working with the Deaf community to improve access to police services & reporting

Community Engagement Officers across the force have regular contact with faith, BAME and other community leaders ensuring that concerns can be raised in response to emerging issues (local, national and international).

Community Engagement Officers work with community safety partners to share information about existing and emerging community groups and the concerns they have so that appropriate engagement can be undertaken.

PCC Advisory Groups

The PCC has created Advisory Groups based on the protected strands in the Equality Act 2010. This includes Belief, BME and Faith, LGBT, Age, Disability and Gender, plus a victims group and youth advisory group. The groups help to ensure that Northumbria Police are delivering a first class service for all members of the community it serves and help to shape the thinking of the PCC on policing matters and provide feedback on government consultations, policy, police practice and a range of other important matters. In the past 12 months, members of the groups have helped to shape a wide range of important items, including but not exhaustively, the 'Easy Read' Police and Crime Plan 2017-21, Northumbria Police Hate Crime Strategy, media campaigns for domestic abuse and recruitment of LGBT police officers.

Supporting Victims Fund

The PCC has funded key specialist organisations through the Supporting Victims Fund to ensure that support services for victims of crime meet the needs of local communities. The funding has supported the most vulnerable in society, such as victims of domestic and sexual abuse, hate crime,

plus those who are under the age of 18 or have mental health needs and may be more at risk of abuse and harm. 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 by following this link <http://www.northumbria-pcc.gov.uk/police-crime-plan/commissioning-services-grants/>

Commissioner's Community Fund

The PCC has funded local groups who support their neighbourhoods and communities across Northumbria. Grants of up to £2,000 are made available to charities, voluntary and community groups and social enterprises tackling anti-social behaviour, promoting crime prevention and building community confidence. By helping these groups and projects to deliver local solutions to local issues, it further supports the PCC's Police and Crime Plan by providing crucial assistance to the work carried out by Northumbria Police, helping to ensure services are fair and meet the needs of individuals. An example of the work we have supported this year includes:

- **Apna Ghar** in South Tyneside received funding to deliver 30 sessions with young people to address issues of forced marriage, online safety, sexual exploitation, FGM, extremism, the dangers of smoking and alcoholism, domestic abuse and racial abuse.
- **The LGBT Fed** received funding to recruit and train LGBT Hate Crime advocates to support LGBT victims of hate crime by working closely with Victims First Northumbria, North Police's Community Engagement Team and the CPS Equalities Officer. Many LGBT victims of hate crime are unaware of what support is available which gives a perception of unfairness and not being valued and cared for. As the advocates are part of the community they are able to listen and empathise and make people aware of the help that is available, improving their confidence in the criminal justice system.
- **South Tyneside Council** – the Community Safety Team received funding to work with South Tyneside AFC to develop an interactive video game, short drama clips on Facebook / YouTube to raise awareness and improve the safety of young adults with a learning disability accessing the online world. This culminated in a Mate Crime conference, hosted by Sunderland University and supported by the PCC and Northumbria Police, which brought together key stakeholders to develop their practices to better support victims of mate crime.

What Next?

We will continue to work with key stakeholders and the diverse communities we serve to agree future equality objectives and to ensure we meet our equality obligations.

A recent review of the current equality objectives has been undertaken and confirms whilst previously agreed objectives remain current, they have been revised to reflect a new focus. The Equality Objectives for 2018/19 are therefore:



Proud
to serve

We will provide services to our communities which embrace diversity – providing a fair and responsive services to the communities we serve.



Proud
of our
people

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.



Proud to
improve

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



Proud
to lead

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.

Work is now progressing to embed learning from efforts during 2017, including consideration of recent guidance from NPCC and College of Policing, to create a culture in which inclusivity underpins all activity and that future effort is driven through an evidence based approach supported by detailed analysis. This will include a review of existing governance arrangements, and development of a revised Delivery Plan in which performance is measured against clear objectives.

Monitoring Our Progress

We will continue to embed equality within our day to day service delivery and interactions with the communities. Engagement and feedback processes such as surveys, themed focus groups and other consultation methods will continue to be a key factor in informing our equality objectives. Progress will continue to be monitored by the Equality Board, which meets on a quarterly basis. Details of progress made will be included within our annual Joint Equality Report. This is published on both the Northumbria Police and OPCC websites: www.northumbria.police.uk and www.northumbria-pcc.gov.uk

Alternative Formats

Alternative formats (including large print and easy read) of this report are available upon request. Please contact Corporate Development Department on 0191 4936118 or email corporatedevelopment.scanning@northumbria.pnn.police.uk and we will be more than happy to provide additional copies, translations into other languages and alternative formats.