

Proud
to serve

Proud
of our
people

Proud to
improve

Proud
to lead

Northumbria Police and Office of the Police and Crime Commissioner

Joint Diversity and Equality Annual Monitoring Report 2016



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 which embraces diversity and promotes equality – providing a fair service to those we serve.

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 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.”

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 include:

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

The Force routinely collects and monitors information 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.

To ensure we treat everyone with fairness and respect, Northumbria Police conducts Equality Impact Assessments (EIAs) on all policies, procedures and processes, including force-wide decision making, key changes or reviews resulting 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 updates in employment practice and service delivery, and comply 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.

Joint Equality Objectives – Key Achievements

For the purpose of this report, any data presented is for the period October 2015 to September 2016 unless otherwise stated.



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 2013-18, 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 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 visited 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.

The Force monitors the equality data of those referred to VFN, to identify any disproportionality in terms of the protected characteristics. 18% of victims are referred to Victim's First with a higher proportion of females (22%) than males (14%). Victims aged under 16 are less likely (14%) and victims over 65 years more likely (21%). Victims of white ethnicity are less likely (18%) and BME victims slightly more likely (20%). 31% of victims of hate crime are referred.

Community Confidence

Northumbria Police aims to provide a high quality service to its communities and surveys over 11,500 members of the public each year, including those individuals with a protected characteristic.

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

The Police and Crime Commissioner also carries out thousands of surveys every year, as well as many public meetings throughout Northumbria.

Various methods are used to speak to as many people as possible including telephone, online and face-to-face.

The Force has consistently high satisfaction survey results for the overall service provided to victims; with 91% happy with the overall experience. The gap between white and Black, Minority, Ethnic (BME) satisfaction is 3.4%², which is comparable to the national average. These results continue to shape and influence the service we deliver.

By
Gender:
90% of male victims are satisfied
92% of female victims are satisfied

Ethnicity:
92% of white victims are satisfied
88% of BME victims are satisfied

Disability:
89% of disabled victims are satisfied
91% of victims with no disability are satisfied

Hate Crime:

National Hate Crime Awareness

Northumbria Police participated in two National Hate Crime Awareness Weeks, which took place in February and October 2016. The Force 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.



During these weeks, 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.

Southern Area Command: In support of National Hate Crime Week, video interviews were conducted with individuals from Young Asian Voices, Arts4Wellbeing and Sunderland People First. These were circulated via Twitter, to raise awareness amongst communities and encourage the reporting of hate crime.

Central Area Command: The Community Engagement Team worked with Show Racism the Red Card, Gateshead Community Safety Team and Victims First Northumbria to provide information on hate crime, including how the Force deals with reports and how victims are supported throughout the criminal justice process. Four engagement events were held in August 2016, for people working in and on behalf of BME communities in Gateshead.

² Please note the figures in the above blue box have been rounded.

Consultation and Engagement

In addition to the routine surveys, the Force also carries out specific consultation with protected groups. This included face to face engagement at Northern and Sunderland Pride³, and the Newcastle Mela Festival⁴, where participants⁵ 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:

- 82% of BME participants and 90% of LGBT participants believe Northumbria Police understands the issues that affect them.
- 71% of BME participants and 67% of LGBT participants agreed that Northumbria Police is doing all it can to tackle hate crime; and
- 80% of BME participants and 69% of LGBT participants thought there were no barriers to reporting incidents to the police.

Northumbria Police also routinely surveys victims of Hate Crime to determine if their needs have been met and if they are satisfied with the service provided to them. Hate crime victims in Northumbria experience high levels of satisfaction, with 92% being satisfied with their overall experience.

Outcome – we now have a more detailed understanding of the attitudes and perceptions of Northumbria Police from the LGBT community. We will build on this engagement and form stronger links with the community, allowing us to tailor our services to respond to community needs.

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 Plan⁶ in July 2016. The Force Hate Crime Strategy has been reviewed and amended, and an action plan developed. Three key themes running throughout the Government's Action Plan which

³ Northern and Sunderland 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.

⁴ A two-day festival which celebrates the diverse Asian cultures in Newcastle.

⁵ 53 BME participants were surveyed at the Newcastle Mela Festival and 96 LGB&T participants surveyed at the Newcastle Pride event.

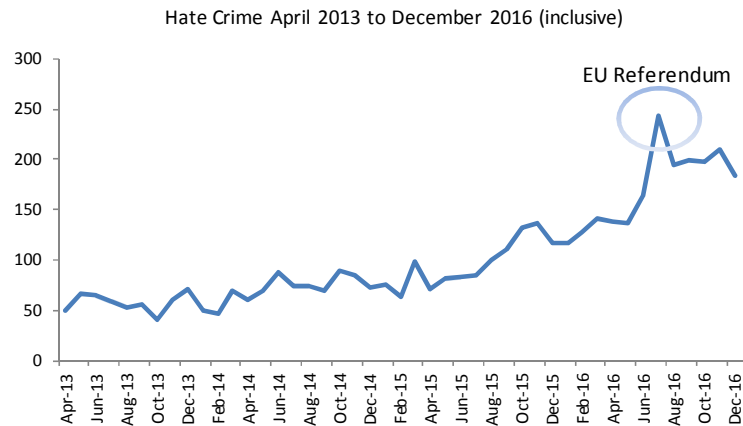
⁶ Government Hate Crime Action Plan: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/543679/Action_Against_Hate_-_UK_Government_s_Plan_to_Tackle_Hate_Crime_2016.pdf

require additional focus in 2017 include: the Night-Time Economy; On-line Social Media; and Early Intervention and Partnerships.

Hate Crimes

Hate crimes have increased, in particular from October 2015 in line with improved National Crime Recording Standards (NCRS) compliance.

There was also an increase around the time of the EU Referendum, partly driven by the willingness of victims to report crimes.



Mental Health:

National Mental Health Conference and the Launch of RESPOND



On 15 September the Force hosted a national mental health conference: *'Enhancing Mental Health Multi-agency Partnerships - building on the Crisis Care Concordat in the North East'*, to showcase some of the Force's current activity and best practice.

Sarah Newton, the Minister for Vulnerability, Safeguarding and Countering Extremism, provided a short video clip for the event, having been impressed with the activity she witnessed on a visit to Hopewood Park Hospital in Sunderland. As a result, the Force was asked to attend a conference in Westminster, where the Northumbria model was shared with other senior police representatives and members of the Home Office, who were considering adopting this nationally.

September's conference also saw the launch of RESPOND - the multi-agency simulation training exercise designed to improve understanding between partner agencies when dealing with those in crisis. This is the first national training package of its kind, where colleagues from Northumberland, Tyne and Wear (NTW) NHS Foundation Trust, the North East Ambulance Service, Social Services and the Police take on each other's roles to understand the process of helping someone in crisis and raise awareness of the crucial role each partner plays.

Outcome – through working in partnership we can better respond to the needs of those in crisis. This can reduce demand on our own and partner services and helps those in need get the care they require from the most appropriate source.

Mental Health Training

With the assistance of mental health professionals, the first intake of 30 student officers received a bespoke one day training session covering a broad range of issues. Following on from its success, similar inputs have been arranged for all future intakes. All student officers also attend placements within hospital wards and with Crisis Teams, to gain first-hand experience of dealing with those in mental health crisis.

MIND Blue Light Programme and North East Network

Chief Constable Steve Ashman and PCC Dame Vera Baird signed the *Blue Light Time to Change Pledge* in February 2016, demonstrating Northumbria's commitment to challenging mental health stigma and promoting positive wellbeing within the service.



In April, the Force joined emergency service providers from across the North East to further improve mental health support for police officers, staff and volunteers, by signing up to the UK's first emergency service mental health network. Those involved in the Blue Light North East Network include Northumbria Police, Tyne and Wear Fire and Rescue Service, Northumberland Fire and Rescue Service, North East Ambulance Service, Durham Constabulary, County Durham and Darlington Fire and Rescue Service, Royal National Lifeboat Institution (RNLI) and Northumberland National Park Mountain Rescue Team.

The project aims to improve workplace wellbeing, build resilience, provide information and challenge stigma. Supervisors across the Force have undergone training to develop their skills when it comes to supporting those within their teams who are experiencing mental health issues.

Blue Light Champions have been recruited across the Force who are committed to supporting the programme. The Force also has a number of measures in place to support the wellbeing of staff and volunteers, including a well-established Occupational Health Service and a Disability Support Association (DSA)⁷.

Staff have also been trained as Trauma Risk Management (TRiM) Practitioners. This is a peer support programme which is designed to assist officers and staff who have been exposed to a traumatic event, to deal with it effectively and reduce their risk of developing psychological distress after experiencing trauma.

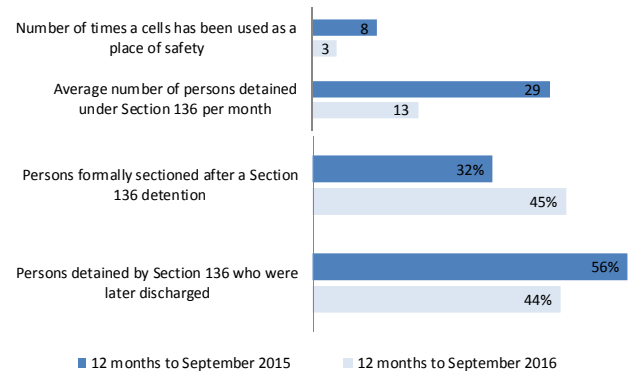
Outcome – our workforce is more informed and better supported to deal with mental health needs of colleagues. This has increased workplace wellbeing, building resilience and giving officers, staff and volunteers the confidence to challenge the stigma sometimes associated with mental health needs.

⁷ The DSA provides support and guidance to anyone experiencing difficulties relating to disability, mental health and caring responsibilities.

Detentions under Section 136 of the Mental Health Act 1983

The Force operates a Street Triage Service, bringing together Northumbria Police and Northumberland, Tyne and Wear (NTW) NHS Foundation Trust to improve services for people experiencing mental health crisis.

Since its introduction, there have been reductions in the number of times officers use a police cell as a place of safety and the number of people detained by officers under Section 136⁸. There has also been an increase in the proportion of persons formally sectioned after detention and a reduction in those detained and later discharged.



Domestic and Sexual Abuse

A key priority in the Police and Crime Plan 2013-18 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.

In 2016, further consultation with vulnerable groups was carried out, to identify any areas of disproportionality concerning protected characteristics. A Domestic Abuse Survey commenced in May 2016. To date 459 victims have been surveyed.

Overall, the results showed that 94% are satisfied with the whole experience. The satisfaction rates of BME (90%) and LGBT (92%) were lower, but none were statistically significant and both were 90% or above, which is considered a very good satisfaction (equivalent to our crime rating for which Northumbria are top in the country).

The Rape and Sexual Offences Survey is awaiting development, with a pilot due to take place over the coming months.

Outcome – we are building a more detailed picture of vulnerable groups and the services we provide to them when they call on the police for help. Satisfaction rates for domestic abuse victims are high and further work is planned to understand the views of victims of rape and sexual offences.

⁸ A police officer may detain a person under section 136 and take them to a place of safety if they are in a public place and appear to be suffering from mental disorder and it is necessary to do so in the interests of that person or for the protection of other persons.



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.

Workforce Representation

Northumbria Police's workforce is made up of 3,318⁹ police officers (of whom 29.8% are female and 1.7% are BME) and 1,774 police staff (of whom 59.6% are female and 1.1% are BME). Volunteers in the Force are represented by 207 Special Constables, 86 Police Support Volunteers and 331 police cadets. Steps are being taken to attract a more diverse workforce which are outlined below.

Outcome – we aim to improve the collection of data to further understand our workforce. Officers and staff can volunteer personal information concerning e.g. sexuality and disability but not all choose to share this information. We will explore ways to encourage sharing of this data to further understand our workforce composition and needs.

College of Policing (CoP) 2018 Recruitment, Retention and Progression Plan

Northumbria Police continues to work with the OPCC and the CoP to develop and deliver the 2018 BME Recruitment Retention and Progression Plan¹⁰. Within Northumbria 1.7% of officers are BME, compared to a 5.4% BME population within the Force area. Nationally, BME officers represent 5.9% of overall officer numbers, compared to a national BME population of 14.0%.

Meetings have taken place to discuss positive action initiatives, with the aim of achieving appropriate workforce representation. Such initiatives include the introduction of recruitment ambassadors and mentoring for under-represented groups, both before and after the application process.

In September 2016, a number of staff were trained as mentors, to support the development needs of officers and staff moving forward. A number of senior officers and staff are currently participating in the Senior Leadership Development Programme (SLDP). This comprises four modules and includes a specific module on valuing difference and inclusion.

Northumbria Police Recruitment

An extensive police officer recruitment campaign opened on 27 July 2016, entitled 'Be the Difference'. The campaign is based on attracting talented candidates from a diverse range of communities through positive initiatives.



⁹ Based on officer and staff headcount

¹⁰ This is a local action plan to support the national programme being delivered by the College of Policing to improve the recruitment, development, progression and retention of BME officers and staff in the police service.

One aspect of this campaign includes the development of a new recruitment webpage, to provide advice, guidance and support to applicants. Main features include: - detailed information regarding the role of a police officer; in-depth guidance in relation to the recruitment process; job profile information; application form entry requirements; working hours and conditions; and training and development opportunities.

The campaign utilises both targeted and general engagement events, providing communities with the opportunity to find out more about the role of a police officer and to seek guidance and support. This approach seeks to address under-representation, ensuring the Force continues to resource the frontline and improve service delivery through a greater understanding of community needs.

Recruitment pop-up events have been held throughout the force area, promoting Northumbria Police as an employer of choice. These events were supported by attendance from BME, LGB and female police staff, Special Constables and Police Officers.

In addition, internal focus groups have been held with underrepresented groups to discuss the barriers experienced by communities when considering a career within the Police. The forums focussed on how the Force can effectively engage with communities to encourage applications, considering engagement techniques and potential cultural barriers.

During the consultation carried out at the Newcastle Mela Festival in August 2016, participants were asked about their perceptions and experiences of working for Northumbria Police. Key findings include:

- 47% of participants said they had not considered a career with Northumbria Police. Reasons given include not being interested generally, they are already in employment or volunteering, or they do not like the role itself e.g. working hours, potential dangers.
- 77% of participants did not think there are any barriers to working for Northumbria Police. Of those who thought there were barriers, participants suggested greater promotion of equality, cultural differences and public opinion of the police.

These findings are being considered in the development of the aforementioned recruitment strategy.

Outcome - we have championed Northumbria Police as an employer of choice to many communities through a range of positive initiatives. Further consultation will allow us to target our interventions to encourage applicants from a diverse range of communities.

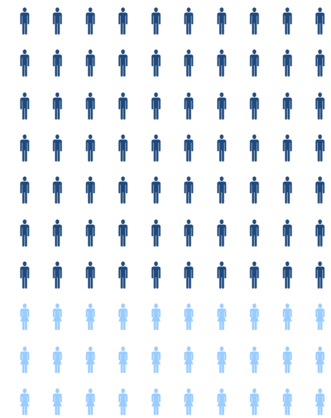
Inspiring Leadership Conference and Women in Policing Event



There is a local initiative to increase female representation within the workforce, with female officers currently representing 29.8% of officer numbers.

1.8% of all female officers hold a senior role (Chief Inspector or above) compared to 2.4% of male officers, this gap is comparable to the national average¹¹.

To increase female representation within the Force, the Inspiring Leadership Conference was held on 28 January 2016. The event was designed to inspire future leaders; increase diversity within leadership; and assist female officers and staff to take control of their personal development, increase self-awareness, and build lasting peer and mentoring relationships. A further event is planned to take place in February 2017.



♂ Male officers
♀ Female officers



The Northumbria Police Association of Women in Policing (NPAWP) was launched in January 2016 to raise awareness and understanding of issues affecting women within the Police Service. The Association held two local events for the workforce to attend in 2016, which explored some of the challenges encountered by women throughout their careers, and the support available to them.

Staff Survey

Northumbria Police conducted a staff survey in 2016 to understand the needs of the workforce and identify areas for improvement. Results will be analysed by protected characteristics to ensure the Force is meeting everyone's needs. The survey was launched in October 2016. Results are expected early 2017, from which an action plan will be developed.

Stonewall Workplace Equality Index – 2017

Northumbria Police participated in the Stonewall Workplace Equality Index (WEI) 2017, to assess the impact of organisational practice on Lesbian, Gay, Bisexual and Transgender (LGBT) inclusion in the workplace. The Force was ranked 168 out of 439 organisations who applied.



¹¹ Based on 17 female and 55 male full time equivalents

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.



Proud to improve

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

Force Engagement Strategy

A Force Engagement Strategy has been developed to ensure an effective and coordinated approach in how the Force engages with its diverse communities. This will be formally launched in 2017, and includes an accompanying action plan to record and monitor progress against the following 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.

Southern Area Command: *The Community Engagement Team attends a monthly multi-agency Asylum Seeker Support Group, to identify emerging issues and risks and arrange for remedial action to be taken. This has included looking at: a Syrian Resettlement Programme; the increase in Asylum Seekers being housed across the Area Command; and unaccompanied children, to assess the impact on established communities and ensure individuals who are new to the country, are provided with appropriate support and advice.*

Northern Area Command: *Weekly drop-in sessions are regularly attended to support and advise asylum seekers, refugees and new arrivals to the country. This includes the delivery of an induction session to explain about UK policing and raise awareness of hate crime reporting.*

Equality Events

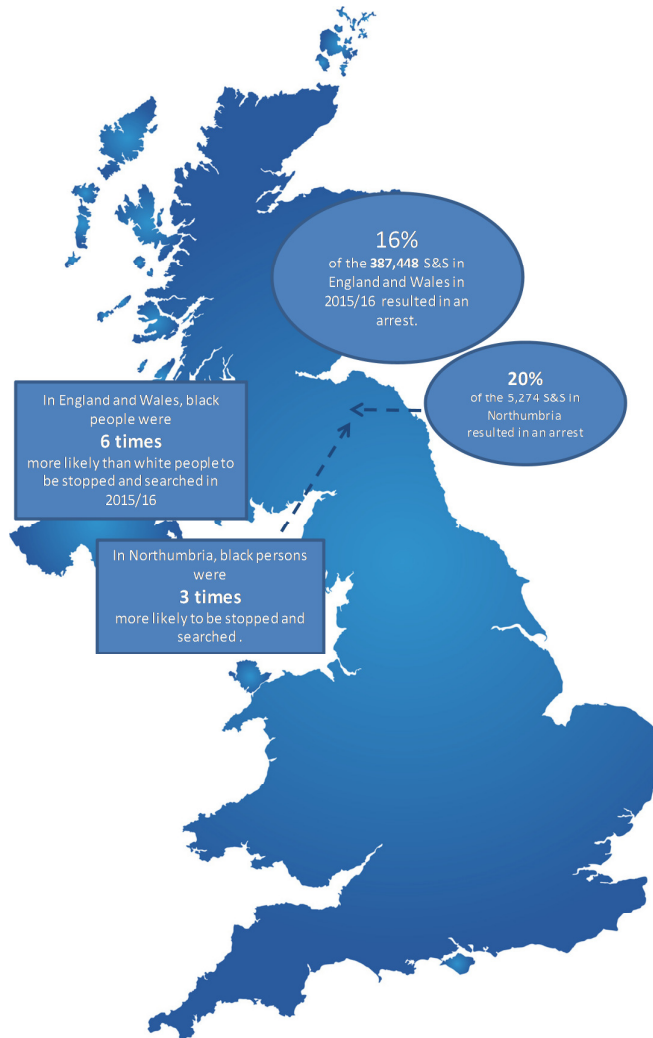
A significant number of equality events have taken place throughout 2016, for example International Women's Day (March 2016), Northern Pride (July 2016), Newcastle Mela (August 2016), Sunderland Pride (September 2016) and Disability North DNEX event (September 2016). Surveys have been undertaken during these events, to understand public confidence in the police as well as the barriers to working and volunteering for Northumbria Police.

Findings from the Pride events show:

- 19% of participants had reported a crime in last 12 months.
- 83% were happy with the way they were treated by police.
- 78% felt the report was taken seriously, an increase compared to 64% in 2015.
- 76% were happy with the actions taken by the police.
- The main barriers to reporting identified by some participants included; fear of not being taken seriously; fear of reporting / not being believed; fear of consequences; prejudice; and a general lack of trust.

LGBT liaison officers were introduced in each Area Command in 2014 to improve engagement and improve trust and confidence. They continue to address the barriers identified above.

Stop and Search



In the 12 months to September 2016, Northumbria officers stopped and searched 5,274 people; 20% of those resulted in the subject being arrested. This arrest rate is higher than the national arrest rate of 16%¹².

Whilst officers stopped and searched a similar number of White and BME persons in comparison to the population of both groups overall, a higher proportion of black persons are the subject of stop and search (12 black persons per 1,000 black population compared to 4 white persons per 1,000 white population, a disparity ratio of 3).

The Force continues to monitor this disparity, which remains lower than the national ratio (6).

Launch of New Webpage

A new stop and search webpage was launched in July 2016, to provide clear guidance and advice to communities on the use of stop and search (including a video on 'know your rights',



guidance on how to complain and the resulting community trigger). The Webpage is accessible via the following: <http://www.northumbria.police.uk/stopandsearch>.

Best Use of Stop and Search Scheme

Northumbria Police are compliant with the Best Use of Stop & Search (BUSS) Scheme.



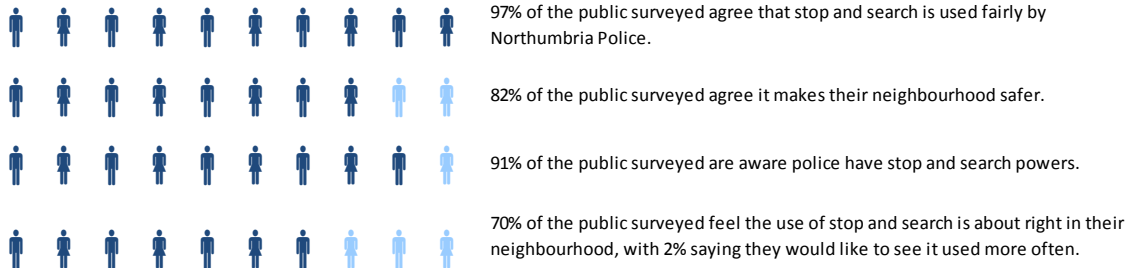
This Home Office scheme introduced a number of measures designed to create greater transparency, accountability and community involvement in the use of stop and search powers.

¹² Police powers and procedures England and Wales year ending 31 March 2016, Home Office, 27th October 2016

Stop and Search Consultation Events

A number of public consultation exercises have been held throughout the force area to measure public confidence in the use of stop and search, including telephone surveys, online surveys and face-to-face sessions with young people and youth organisations.

Between May and June 2016, 649 members of the public were contacted by telephone as part of Northumbria's existing Safer Communities Survey (SCS) which is conducted on behalf of the police and local councils. Results showed that:



To date, around 50 young people have taken part in face-to-face consultation (including Space2 Newcastle, Northumbria University, Fire Service Cadets and MESMAC North East). A self-completion survey captured the views of participants before and after the sessions. Key points from this included:

- An honest open debate on what constituted a good and bad stop and search, after viewing footage.
- A high awareness of police stop and search powers and a good understanding of the need for it.
- Most agreed that stop and search is used fairly and makes their neighbourhood safer.
- Most said they understood their rights following the session.

Outcome – through working with young people we can further understand tactics such as Stop and Search – allowing us to continually improve our interactions with the public in a fair and transparent way.

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/





Promoting improvements
in policing to make
everyone safer

Her Majesty's Inspectorate of Constabulary (HMIC)

As part of HMICs annual inspections of Police Effectiveness, Efficiency and Legitimacy (PEEL), the legitimacy of police forces across England and Wales has been assessed. A police force is considered legitimate if it has the consent of the public, and if those working in the force consistently behave in a way that is fair, ethical and lawful. The overall judgment for Northumbria Police was **good**. This included the extent to which it treats all the people it serves and its workforce with fairness and respect. No areas of concern or specific recommendations were identified.

Ethics Advisory Group

The Force has an Ethics Advisory Group in place to embed the Police Code of Ethics¹³ 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.
- Examine force guidance (policy and procedure) and provide advice as to whether such guidance reflects the Police Code of Ethics and stated Force values.
- Maintain and enhance confidence in Northumbria Police, externally and internally, through an open and transparent examination of working practices.

Northumbria Police seeks 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:

- Consultation has been carried out with disability agencies and disabled residents across the Northumbria force area, to better understand the gap that exists in the perceptions of policing between disabled and non-disabled residents and identify areas for improvement. This work builds upon last year's focus groups with deaf and hearing impaired individuals. Work is underway looking at 'disability etiquette' to improve the Force's communication with the wider community.

¹³ 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.

- Community Engagement Teams across the Force regularly attend mosques and other religious establishments to discuss hate crime, crime prevention and topical local issues affecting communities.
- A regular #PolicingWithPride slot continues on Pride Radio North East, providing advice and discussion on hate crime and related issues.

Advisory Panels

The PCC has created several Advisory Groups based on six of the protected strands in the Equality Act 2010. This includes Belief, BME and Faith, LGBT, Age, Disability and Gender (plus a victims group), to make sure that Northumbria Police are delivering a first class service for all members of the community they serve. These groups 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.

Working with people with Dyslexia

The OPCC facilitated a meeting between the Learning & Development department at Northumbria Police and Dyslexia North East. This resulted in the development of a training and awareness raising programme to support police officers to better engage with people with dyslexia and identify measures that can be taken to deliver a responsive service to people with dyslexia in the Criminal Justice System.

Following close liaison with Sharon Hodgson MP and Dyslexia North East (NE), Northumbria Police and the OPCC have formed a Dyslexia Focus Group to look at how the Force provides support to dyslexic officers, staff, volunteers and customers. The group have identified barriers to engagement and accessibility and ensure that where appropriate, reasonable adjustments are made. Particular focus has been given to the following areas: recruitment and selection; learning and development; promotion and advancement; and assistive technology.

Supporting Victims Fund

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

Commissioner's Community Fund

The PCC has funded groups supporting 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.

Continuous improvement

National Equality Improvement Model

The College of Policing has developed an Equality Improvement Model (EIM), enabling forces to focus on local priorities and objectives in key equality areas.

Through a single process for capturing evidence and information, forces can use the EIM to demonstrate their progress against their own equality objectives. The EIM contains 10 indicators within Operational Policing and People and Culture.

In February 2015, the Force conducted a self-assessment against the College of Policing's EIM, to assess activity undertaken across key equality functions and identify good practice and areas for improvement.

Out of ten indicators, Northumbria Police were unable to fully evidence only one area relating to the involvement of communities in the scrutiny of data, to improve performance. In response, the PCC agreed to use an oversight committee to scrutinise Stop and Search records in support of the Best Use of Stop and Search Scheme – principally disproportionality, legality, conduct of the officer and grounds for the stop and search. Focus groups were also developed to enhance the experience for young people, and the Force's SIAG continues to be consulted on the effects this tactic has on some groups.

Using the EIM as a continuous improvement tool, the Force will undertake a review against the indicators on an annual basis. A review of the most recent EIM self-assessment was undertaken in February 2016 and will be refreshed again in 2017.

What next?

Northumbria Police and the OPCC will continue to work with stakeholders to agree future equality objectives and ensure we meet our equality obligations. A review of the equality objectives will be undertaken in the spring of 2017, to ensure they remain current and fit for purpose.

Monitoring the Force's progress

The OPCC and Northumbria Police aim to embed equality throughout all business and service delivery. Public consultation through surveys, focus groups and other engagement activity, informs our equality objectives and the Equality Board monitors progress on a quarterly basis. Details are released in an annual report on the Northumbria Police and OPCC websites at: 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.