

# POLICE AND CRIME COMMISSIONER FOR NORTHUMBRIA

## Key Decisions

**PCC.412.2020**

**Title and Reference – Joint Annual Equality Report for Northumbria Police and the Office of the Police and Crime Commissioner**

**Report of Joscelin Lawson, Director of People and Development**

### Summary

The final Joint Annual Equality Report for Northumbria Police and the Office of the Police and Crime Commissioner, including the new joint equality objectives for the forthcoming year have been written to align with the NPCC Diversity, Equality and Inclusion Toolkit.

### Recommendation

To agree the 19/20 Joint Annual Equality report.

### Northumbria Police and Crime Commissioner

I hereby approve the recommendations above.

**Signature**



**Date 23.01.2020**

<b>Joint Business Meeting</b>	<b>23 January 2020</b>
<b>Joint Annual Equality Report for Northumbria Police and the Office of the Police and Crime Commissioner</b>	
<b>Report of: Joscelin Lawson, Director of People and Development</b>	
<b>Author: Di Keller, Diversity and Inclusion Lead</b>	

## **1. PURPOSE**

- 1.1 To present the final Joint Annual Equality Report for Northumbria Police and the Office of the Police and Crime Commissioner, including the new joint equality objectives for the forthcoming year which have been written to align with the NPCC Diversity, Equality and Inclusion Toolkit.

## **2. RECOMMENDATIONS**

- 2.1 It is recommended members agree the 19/20 Joint Annual Equality report.

## **3. BACKGROUND**

- 3.1 The equality Act 2010 (Specific Duties) Regulations 2011 requires public authorities to prepare and publish at least one or more equality objectives at least every four years which are specific and measurable, accessible to the public and have due regard to the need to:
  - 3.1.1 Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - 3.1.2 Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - 3.1.3 Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 3.2 The purpose of setting specific, measurable equality objectives is to help better perform the general equality duty, focusing on the outcomes to be achieved. Equality objectives should focus attention on the priority equality issues in order to deliver improvements in policy making, service delivery and employment, including resource allocation.
- 3.3 This should form part of the Force business planning cycle as desired outcomes are more likely when objectives are seen as an integral part to business performance.

### **Current Joint Equality Objectives**

3.4 Currently there are four joint equality objectives which were refreshed in 2018:

3.4.1 Objective One - We will provide services to our communities, which embrace diversity, providing fair and responsive services to the communities we serve.

3.4.2 Objective Two - 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.

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

3.4.4 Objective Four - 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.

3.5 These have been replaced with;

Our organisation

- **Transparency and scrutiny:** We will become more reflective of the communities we serve, transparent in our approach and findings in order to make this a great place to work and deliver an outstanding service.
- **Developing our workforce:** We will create an inclusive environment underpinned by the values and behaviours that run through the heart of the organisation, through shared learning, this will enable everyone to feel valued for being themselves to develop their full potential.
- **Understanding our workforce:** We will increase confidence in reporting of protected characteristics to better understand workforce needs. Our progress will be more reflective and understanding of our workforce.

Our communities

- **Understanding our communities:** We will understand and continually develop the community partnership landscape to share local insights and develop collaborative approaches better to serve the communities in which we live and police.
- **Increasing confidence:** We will develop existing relationships and continue to build new ones to increase our understanding of the issues impacting our local communities, and improve our attraction of new people to work with us.
- **Engagement:** Through our deeper understanding of communities we will target engagement using a range of channels. Where we need to engage with local communities we will support and participate in events and build relationships with groups who do not normally engage with us.

Our partners

- **Understanding the partnership landscape:** We will strengthen our existing local authority partnerships and develop new partnerships within the

third sector to share insights and inform to identify and support the vulnerable.

- **Tackling disparity:** We will understand and tackle the disparity across the region by working with our partners to find new ways to address this together.
- **Joint service delivery:** We will work across the partner landscape to understand and develop effective services that inform and respond to local priorities across our communities.

## Process

- 3.6 The sign off of the report at Joint Business Meeting will then enable the creative team to start work to create a version that will be published externally.

## 4. KEY OUTCOMES

- 4.1 The report will provide an update against progress to the commitment of objectives given in the previous annual report.
- 4.2 It will ensure compliance with the Equality Act 2010 and our Public Service Equality Duty and will support delivery of the Police and Crime Plan, Northumbria Police Strategy 2025 and NPCC 2025 Equality, Diversity and Inclusion Strategy.
- 4.3 The proposed objectives will enable the Northumbria Police and the Office of the Police and Crime Commissioner to deliver an outstanding service to our diverse communities and develop a reflective workforce through the delivery of relevant and focussed objectives and associated activity.
- 4.4 There is no direct impact on existing policy and/or procedure other than continual review thereof through the activity aligned to the toolkits.

## 5. CONSIDERATIONS

Report Exemption	Non-exempt
<b>Consultation</b>	
<i>Consultation and review has taken place with Executive Team, Corporate Development, People Services and the Office of the Police and Crime Commissioner, SIAG, OPCC Advisory Group and our communities to inform the content and proposals of the report and objectives, ensuring there is consideration of issues such as hate crime, stop and search, use of force, community engagement, community mapping, communication &amp; engagement, supported by professional advice from Corporate Development.</i>	
<b>Resources</b>	
<i>Communications &amp; Engagement, Corporate Development will finalise the overall look and design of the report upon sign off at JBM.</i>	
<b>Code of Ethics</b>	
<i>Personal data will remain confidential and respondents will not be identified as part of this consultation. Contact details of consultation groups etc. will be held in</i>	

<i>accordance with data protection regulations and solely used to provide an update following the conclusion of the consultation.</i>
<b>Equality</b>
<i>The proposals underpin the Equality Act 2010, Equality Act 2010 (Specific Duties) Regulations 2011 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and aim to positively impact on the service delivered to our communities and workforce.</i>
<b>Legal</b>
<i>None - the proposals support compliance with the legislation as outlined above.</i>
<b>Risk</b>
<i>None - the proposals will ensure the Joint Equality Objectives of the Police and Crime Commissioner and Chief Constable are fit for purpose and prevent risk with regards to monitoring any potential disproportionate impact on our workforce or communities.</i>
<b>Communication</b>
<i>The agreed Joint Equality Objectives will be included in the Joint Annual Monitoring Report of Northumbria Police and the Office of the Police and Crime Commissioner and will be published externally. This will then form part of the overall internal communication plan and the objectives reported against at the Diversity, Equality and Inclusion Board held quarterly.</i>
<b>Evaluation</b>
<i>It is proposed the Joint Equality Objectives will be reviewed in accordance with the statutory review period, therefore every four years however there is an option to refresh at the two year point to ensure they remain fit for purpose given there are new and emerging communities based on the annual assessment of crime, safer community and victim satisfaction surveys, community safety partnerships, advisory groups and workforce metrics. We will continue to align this to National guidance provided through the NPCC.</i>