



Equality, Diversity, Inclusion



Annual Report
2 0 2 2



KIM MCGUINNESS
NORTHUMBRIA
POLICE & CRIME
COMMISSIONER

CONTENTS

- 4) Foreword
- 5) Key highlights & achievements
- 6-7) 1. Vision and equality objectives
- 8-13) 2. Working with communities
- 14-16) 3. Our workforce
- 17-20) 4. Data & insights
- 21-23) 5. Working with partners
- 24-26) 6. Looking forward - 2023





FROM THE COMMISSIONER

As your Police & Crime Commissioner (PCC), I am delighted to present the annual report which highlights our continued work in tackling inequalities and demonstrates how we ensure equity in the services we provide to all residents.

Equality, Diversity and Inclusion (EDI) is at the heart of all that we do and I want people to feel safe and protected. There should be space for everyone to be themselves and not feel discriminated against and I will work with the Chief Constable who is the National Police Chiefs Council's lead on LGBTQ+ matters, to make sure everyone is shown dignity and the respect that they deserve.

This report highlights the excellent work that has been undertaken to deliver the priorities set out in our EDI Business Plan. As our communities become more diverse, it is vital that we better understand their needs and provide services that are responsive to their needs.

Our efforts are focused on having a diverse workforce that makes the best use of people's talents and where everyone can be themselves and flourish. Through Performance Development Reviews, staff are identifying training and development opportunities which enable them to work effectively with our communities.

Our work ensures equity in service provision and employment opportunities and we are developing equality impact assessment procedures to help us better understand the disproportionate impact of vulnerability and crime on particular groups. We will continue to work with the police and our partners to fight and prevent crime and improve the lives of all residents and I am committed to working together to achieve the best we can for our communities.

*Yours,
Kim*



KEY HIGHLIGHTS AND ACHIEVEMENTS IN 2022

1. The work of the Police Powers Community Advisory Panel on Stop and Search and Use of Force recognised as an example of best practice by the Home Office and Her Majesty's Inspectorate for Constabulary & Fire and Rescue Services.
2. Our engagement continues to be far reaching and takes place in a wide variety of formats to ensure key stakeholders, including diverse communities inform the work of the OPCC in holding Northumbria Police to account.
3. The Education Team have delivered violence reduction themed learning to over 27,000 young people in schools and community facilities that engage young people from different backgrounds to highlight the dangers of violent crime.
4. Funded organisations to provide specialist support to LGBTQ+ victims of hate crime and support and advocacy to older people who are victims of crime.
5. Launched an accessible regionwide Community Trigger process for victims and communities experiencing ASB to request a review of their cases and to bring agencies together to find a solution for the victim(s).
6. Received neurodiversity training to help ensure services are accessible and responsive to the needs of neurodivergent people.
7. Provided an 'easy read' version on the role of the OPCC in the Police Complaints process to improve access to people with additional needs.
8. Funded local projects through Operation Payback that brought diverse communities together, breaking down barriers and enabling different groups of people to get on well together.
9. 70% of those who experience domestic abuse are women so we have trained a further 137 individuals to be Domestic Abuse Champions, helping them to understand how they can support someone in their workplace affected by domestic abuse.
10. The Violence Reduction Unit (VRU) 'Vulnerability Training' reached 180 people working in the night time economy with a focus on the Safety of Women at Night.



Pictured: VRU Education Team (top left), VRU Vulnerability Training (top right), Sports for Youth Op Payback funded session (bottom left) & DA Champions training (bottom right).

1

OUR VISION & EQUALITY OBJECTIVES

The role of the Police and Crime Commissioner for Northumbria is to be the voice of the people; improving community engagement to bring communities, local partners and the police closer together whilst holding the police to account and ensuring an efficient and effective police service.

The Office of the Police and Crime Commissioner for Northumbria is made up of 4 teams who support the PCC to carry out her role – Commissioning and Policy, Development and Delivery, Standards and Complaints and a Violence Reduction Unit.

The public sector equality duty places a legal duty on public authorities to tackle unlawful discrimination, promote equal opportunities and encourage good relations between everyone. Delivering this duty is at the core of our business and our vision for equality.

1.1 OUR VISION

Our vision for equality, diversity and inclusion is one where everyone, whether a member of the public or staff is treated fairly and with respect, and has the right to the same opportunities, freedom and equal access to services.

We value and celebrate the differences of individuals and communities by embracing people's different perspectives, ideas, knowledge and culture to strengthen communities. By recognising the benefits of a diverse workforce, people can use their unique talents to provide services that meet the needs of diverse communities.

1.2 EQUALITY OBJECTIVES

We aim to achieve our vision by delivering our equality objectives by engaging our communities, workforce and partners to inform and tailor our services to ensure they respond to the needs of our communities, which are summarised below.

Working with communities

- Objective 1: We will provide services, which embrace diversity, providing fair and responsive services to the communities we serve.

Our workforce

- Objective 2: We will commit 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.

Data and insights

- Objective 3: 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.

Working with partners

- Objective 4: 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.

1.3 STRATEGIC FIT

Following extensive consultation with communities and local partners, the Police and Crime Plan was refreshed that focuses on the priorities of preventing crime, fighting crime and improving lives. The equality objectives sit within the wider context of the Police and Crime Plan.

The Association of Police and Crime Commissioners (APCC) have developed an Equality Framework for PCCs and their Offices which focuses on four key areas:

- Understanding and Working with your Communities
- Leadership and Organisational Commitment
- Responsive Services
- Diverse and Engaged Workforce

Following a mapping exercise, the OPCC have ensured that the key priorities in our EDI Business Plan match with those in the Equality Framework so we are confident that we are addressing all areas that have been highlighted by the APCC.

Vision 2025 sets out Northumbria Police's road map for policing in the coming years. It is helping shape decisions around transformation and ensures EDI is truly embedded into the Police's workforce and into the services they provide. We will continue to hold the Chief Constable to account for the delivery of their equality objectives and to eliminate disparity to help create a truly diverse and inclusive service.

The following section of the report provides a wide range of examples of our work over the last year.



Pictured: Community Engagement session in Byker, Newcastle, delivered alongside Northumbria Police, Newcastle City Council and Tyne & Wear Fire and Rescue Service.

2 WORKING WITH OUR COMMUNITIES

Working with and understanding our communities helps inform the PCC's equality objectives and other priorities, as outlined in the Police and Crime Plan, as the examples below demonstrate.

2.1 CONNECTING WITH COMMUNITIES

The PCC continues to be the public's voice on policing, ensuring that all of our communities have an opportunity to be heard, listened to, and engaged throughout the year.

Our engagement continues to be far reaching and takes place in a variety of ways. Below are some examples of how we have ensured the OPCC has been accessible and inclusive whilst connecting with our communities, the PCC has:

- Accompanied MPs and Councillors to resident & ward meetings and convened walkabouts in the communities to hear from people who do not normally engage and see first-hand the issues they are experiencing as well as the great work that is going on in communities.
- Established a Community Advisory Panel on Stop and Search and Use of Force to ensure the proportionate use of police powers.
- Funded and visited a range of projects / organisations that break down access barriers and provide opportunities for our diverse communities such as the provision of a Pride Club facilitated by a secondary school in Northumberland which supports students who identify as LGBTQ+ and a youth project in Sunderland working with neurodivergent young people on the verge of entering the Criminal Justice System.
- Made sure information is accessible to people with additional needs, for instance producing easy read versions of key documents.
- Held community surgeries with residents about issues being experienced in those communities, for instance, high levels of ASB and women and girls feeling unsafe in Saltwell Park. This resulted in the installation of a help point to improve safety and a grant through the Summer Violence Reduction Fund to prevent crime and violence.



Pictured: (L-R) Duchess Community High School Pride Club, African Caribbean Community NE, and Operation Veteran in Tynemouth

The VRU regularly engages with our communities in relation to our work to prevent and tackle serious violence as outlined below:

- As part of our Public Sector Equality Duty, an example of how we addressed the ‘age’ protected characteristic was our delivery of knife crime awareness training to over 1000 practitioners in schools, youth and community organisations, to better equip them to start crucial conversations with young people on the dangers and impact of knife crime.
- Delivered Vulnerability Training to over 280 members of staff working in or connected to the night-economy, which has helped them support vulnerable people, including women. The training was updated to include specific women’s safety content.
- Delivered the Summertime Violence Fund which focused on activities to engage young people, resulting in a 12.2% drop in serious violence and has seen it continue throughout the winter period.



Pictured: (L-R) VRU Practitioners training with West End Primary Schools, VRU Vulnerability Training walkabout in North Tynside and Summertime Violence Fund at The Hoppings.

Domestic Abuse Champions

- 70% of domestic abuse victims are women and the OPCC continues to support the maintenance and growth of the DA Workplace Champions Network across Northumbria. 12 training courses have been delivered to a total of 137 nominees drawn from across the Northumbria area. In addition, the Stage 1 and Stage 2 training courses were refreshed, the Workplace DA Champions Newsletter was revitalised and distributed on a quarterly basis via the DA Workplace Champions Network and pre- and post- training questionnaires were developed to measure impact.
- The PCC recognises the important role played by the force’s internal Domestic Abuse (DA) Champions Network, which has now met several times since its creation earlier this year, and has provided tangible benefits, supporting all staff to improve their understanding of the impact of DA on victims and children. An action tracker ensures that operational performance barriers raised by the Network are captured and shared with force leads to drive improvements within the organisation

2.2 COMMUNITY COHESION AND PREVENTING EXTREMISM

It is crucial that people get on well together, respect differences and work towards achieving shared goals. Working with communities is at the heart of what Northumbria Police does. In the Police and Crime Plan, I have committed to supporting all efforts to work with partners to strengthen relations, understand issues and improve cohesion. As well as actively tackling extremism, I am also committed to ensuring our force continues to build on collective efforts to prevent vulnerable people from being drawn into extremist activity.

- In meeting our requirement around the ‘age’ protected characteristic we funded Digital Voice, which delivers digital inclusion projects, to work with young people in Chopwell to produce a series of videos to dispel the myths that all young people are troublesome and get involved in ASB, with the aim to help improve community cohesion.
- Northern Cultural Project received Operation Payback funding to deliver music workshops to young people from diverse backgrounds, enabling them to understand each other’s cultures, breaking down barriers and helping them to have a sense of belonging and to feel valued.
- Northumbria Police works with partners through Hate Crime Tension Monitoring groups, where local issues are identified and partners work together, intervene to prevent and reduce further incidents and prevent and tackle extremism. The Office of the Police Commissioner (OPCC) is also a member of these groups to make sure that we are up to date with any emerging trends and issues.

2.3 HATE CRIME

- In line with the national picture, unfortunately we have seen hate crime rise in recent years. As a result, our fight against hate continues and we are determined to bring about positive change. The PCC scrutinises Northumbria Police’s performance data on satisfaction levels of victims of hate crime and the work undertaken by the police to support victims.



Pictured: PCC Kim McGuinness opening the NPCC Hate Crime conference hosted in Newcastle, along with Superintendent Scott Cowie of Northumbria Police, Hate Crime lead.

- In 2022, Northumbria Police recorded 3,655 hate crimes and 1,794 hate incidents, in both sets of data, racially motivated hate crimes and racially motivated incidents are in the majority although there has also been an increase in homophobic and transphobic hate crime. 74% of hate crime victims surveyed by the Public Insight team at Northumbria Police were satisfied with their whole experience of the service.
- The OPCC engages with a range of partners who play a crucial role in supporting individuals who experience hate crime. Connected Voice which has received national awards for outstanding service, has been commissioned by the OPCC to deliver a specialist advocacy service focused on providing individual support to victims of hate crime and those at risk of hate crime. Targeted promotion of the service with seldom-heard communities has improved access by 70% to help people cope and recover from their experiences.
- Northumbria Police's Community Engagement Teams have excellent links and relationships right across our communities and they work closely with community groups, educational services and businesses to encourage reporting of hate crime and engagement with the police.
- The OPCC works with Northumbria Police, third sector partners and communities to promote the Hate Crime Champions Scheme, to challenge intolerance and hate, and promote diversity and inclusion. Over 600 champions have been recruited since the introduction of the scheme in 2019, with 72 recruited this year.
- Northumbria Police have a hate crime action plan which covers initial contact, investigation, training and raising awareness, victim satisfaction and partnership activity. The Force attends practitioner meetings with Durham and Cleveland to share best practice and meets regularly with the Crown Prosecution Service (CPS) on joint improvement plans. Progress on these activities is reported to the PCC and forms part of the scrutiny programme.
- Nationally, the CPS has rolled out mandated hate crime training for all new prosecutors to address concerns raised by the Law Commission about low prosecution rates for disability hate crime. The intention is that more subtle forms of abuse and exploitation of disabled victims will be better recognised in how hate crime is tackled. Whilst racially motivated, homophobic and transphobic hate crime increased in 2022, reports of disability hate crime decreased so the OPCC will work with Northumbria Police to address these challenges relating to disability hate crime.

2.4 COMMISSIONING OF SERVICES

Supporting Victims Fund

- Over £2.2 million has been provided to fund a range of specialist support from a variety of professionals – such as Independent Sexual Violence and Domestic Abuse Advisors (ISVAs and IDVAs), to counsellors and specialist therapeutic group support workers.
- An additional £1.3 million from the Ministry of Justice has enabled us to fund 17 ISVA and IDVA posts that specialise in supporting ethnic minority women, victims with learning disabilities and LGBTQ+ victims, benefitting over 1,750 victims.
- To inform our funding priorities, we undertook a needs assessment which highlighted gaps in service provision and barriers to accessing criminal justice for children and young people, victims living in rural communities, LGBTQ+ victims and those with learning disabilities.
- Mental health continues to dominate the type of need that victims across our region require support with. Northumberland MIND, our mental health specialist commissioned service, through their Resilience for Victims of Crime project offers counselling support for victims of crime presenting with mental health issues. The outcome of this counselling support, which addresses disparity of mental health on particular groups, is a 94% improvement in their service user's health and wellbeing.
- We continue to monitor EDI in the grant surgeries to ensure services continue to demonstrate that they are extending their reach into diverse communities and are easily accessible to people with protected characteristics through their targeted promotion of services.

In addition to direct support, the Supporting Victims Fund (SVF) also focuses on preventative work:

- 10 girls have been trained to be Domestic Abuse Champions in their communities, by West End Women and Girls Centre.
- Racism awareness sessions have been delivered to over 630 young people in schools and youth organisations.
- Over 720 children in primary schools have received education sessions on discrimination through the United as One programme delivered by Newcastle United Foundation.

Local Youth Fund

- LGBTQ+ and disabled young people, those from ethnic minority backgrounds and young women and girls have engaged with the VRU to put forward their ideas for projects to prevent crime.
- Projects including a variety of sporting activities, personal development programmes and improving local areas have been selected by our youth panel, benefitting 1,980 people.
- Funding was granted to young people from a range of diverse backgrounds, including those with physical disabilities, neurodiverse conditions, girls only groups and a LGBTQ+ group to develop projects that were of interest to them.



Pictured above: (L-R) Youth Fund projects; African Community Advice North East, Silx Teen Bar & Hat Trick.
Pictured below: (L-R) Humankind, New Beginnings North & NU Foundation.



Stalking and harassment

- The OPCC's victim needs assessment highlighted an increase in stalking and harassment over recent years and the need for more tailored provision to address this. The OPCC has committed to ensuring that victim services commissioning in future years will meet the needs of women and girls, LGBTQ+, disabled and ethnic minority victims, ensuring they are able to access specialist support to help them cope and recover.

The OPCC has a diverse and engaged workforce which has opportunities for learning and development, ensuring staff are knowledgeable about the diverse needs of our local communities and are well trained in key aspects of equality and diversity, as the examples below demonstrate.

3.1 RECRUITMENT & RETENTION

Workforce development

- To strengthen the delivery of the EDI Business Plan, Show Racism the Red Card delivered equality and diversity training to all OPCC staff to develop their skills and understanding of how to engage effectively with diverse communities and to ensure services are responsive to different needs. This was followed by Jewish Cultural Awareness Training to further develop the knowledge and understanding of staff.

Workforce profile

To increase the diversity of our workforce, we have ensured job adverts are inclusive and are targeted at underrepresented groups.

- To ensure equality of opportunity we review equality monitoring information on a regular basis. We analyse the information relating to the OPCC and for all new positions that we recruit to, we ensure through our recruitment process that we have a diverse workforce that reflects our communities. The equality profile of the OPCC as of December 2022 is as follows:

Number of staff:
40

% women: 70%

% ethnic minorities: 5%

% with a disability: 5%

Northumbria Police recruitment programme

- The PCC is the Association of Police & Crime Commissioners (APCC) portfolio lead on workforce and is supporting and driving forward the recruitment of 20,000 new police officers.
- Northumbria Police's Positive Action Programme, which offers additional support and insight throughout the recruitment process, has been recognised as an example of best practice by the APCC, who have included it in their Race Disparity Toolkit. The programme provides opportunities to those who would not ordinarily consider Northumbria Police as an employer of choice, whether in relation to culture, perceptions of the role or accessible role models.

- The results since the introduction of the programme in March 2019 have been very promising and work will continue to develop into other areas where the force is underrepresented against the regional demographics and also offer support throughout the employee lifecycle.
- Through the scrutiny of Northumbria Police, the PCC has ensured the recruitment of diverse applicants is integral to this programme. As of November 2022, a total of 3.14% of police officers declared their ethnicity as being from a Black, Asian, and/or ethnic minority background, which was an increase from 2.90% in November 2021. During the same period, an increase in police staff was observed from 1.98% to 2.35%.



Pictured: Welcoming new recruits to the force on their first day.

3.2 OUR VOLUNTEERS

Independent Custody Visitors

- Building on initiatives to increase the diverse make up of our Independent Custody Visitors (ICVs), work has continued to equip the visitors to better understand how equality, diversity and inclusion impacts their roles and responsibilities and how they operate within equalities legislation. We have worked with our local Universities to advertise these opportunities to underrepresented groups.
- We have also worked closely with the Independent Custody Visiting Association in providing our volunteers with Equality and Diversity training in addition to our ICV scheme adopting the ICVA anti racism policy. This will enable the Custody Visitors to ensure practices within the Custody setting are inclusive and free of any discrimination.
- To provide an additional focus on Equality and Diversity, we also specifically focussed our ICV Regional Conference held in December 2022 on anti-racism and unconscious bias to provide our ICVs with additional training which will assist them in their role.
- To ensure that any disparity of treatment of detainees due to ethnicity or gender can be identified, we have also included specific questions in our ICV detainee questionnaire that will allow us to better identify any disparity of treatment. So far, no disparity of treatment has been identified which is positive.

Appropriate Adults

- Our excellent partnership with Sunderland University has fully trained adult students who give help and support to young people and adults with poor mental health, learning disabilities and those who are neurodiverse in police custody. The scheme, which ensures the diversity of adult students reflect the communities we serve, has made a real difference, cutting down waiting times during which vulnerable people are detained and offers support when it is needed most.

3.3 OPCC EQUALITIES WORKING GROUP

- The OPCC established an Equalities Working Group with representatives from each team to ensure that EDI is embedded in all areas of service across the organisation.
- Members of the group champion EDI and assist in the provision of a culture of equality and inclusion in the OPCC. They have actively contributed to the delivery of the EDI Business Plan, the development of the Equality Impact Assessment Toolkit and the provision of EDI training.

The OPCC uses monitoring and public feedback to improve access to services and to ensure the diverse needs of our residents are met, as demonstrated below.

4.1 HOLDING NORTHUMBRIA POLICE TO ACCOUNT

- The PCC continues to strengthen and ensure the effective governance and accountability of Northumbria Police. Following the review of the scrutiny programme, reports to the PCC include a particular focus on how the force is addressing disparity in policing to enhance community confidence and to highlight what action is being taken to address any inequalities.

Police Powers – Stop & Search and Use of Force

For Stop and Search, the performance data up to December 2022 highlights:

- Through scrutiny we have observed an overall increase in the use of stop and search across all groups from 4,068 in 2021 to 4,964 in 2022.
- A reduction in searches having sufficient grounds and as a result this is an area of focus and frontline staff are being trained to improve the recording of reasonable grounds.
- An increase in the stop and search disparity ratio of ethnic minority individuals, with black individuals facing the highest increase from 1.6 in 2021 to 1.9 in 2022.

For the Use of Force, the performance data up to December 2022 highlights:

- The overall disparity ratio for force used on black subjects has increased from 1.7 in 2021 to 1.8 in 2022.
- There are 13 records in 2022 where taser was used against a black person, compared to 12 in 2021 and the use of taser has increased from 644 in 2021 to 718 in 2022.
- There were 14 Use of Force records where a black person was injured, compared to 12 in 2021. Of all persons injured, 1.6% were black in 2022 compared to 2% in 2021.
- All searches are individually scrutinised by experienced Area Command Single Point of Contacts to ensure legitimacy and fairness. This helps to identify any issues which need to be addressed with the searching officer and their supervision.
- Northumbria Police also holds a force-wide internal scrutiny panel that sits every 8 weeks; they review trends and disparities and review samples of Body Worn Video footage to identify any further learning.
- The APCC have included the work on stop and search in their Race Disparity Toolkit, citing it as an example of best practice.

Police Powers Community Advisory Panel

- To assist the PCC in scrutinising the use of stop and search the OPCC has also established a Police Powers Community Advisory Panel which provides constructive oversight, discussion and challenge on the use of police powers, namely stop and search and use of force. The OPCC has ensured the panel members are representative of the diverse communities across the force area, including geography.
- There has been a focus on community groups that work with black young men as this group is disproportionately impacted by stop and search and use of force police powers. The panel also has experts working in the field of mental health and neurodiversity to provide an EDI lens on how police officers effectively engage with people with poor mental health and those who are neurodiverse.
- The group provides advice to the PCC to assist her to scrutinise the force; they also provide feedback to the force to help them understand how the use of these police powers can be improved and how disparity can be mitigated.
- An example of how the panel have done this is when members highlighted the need for effective recording and robust data on stop and search and use of force to get greater understanding in terms of policing powers, work which is being progressed by the police. The panel has also highlighted the good practice regarding the speed with which the force reviews Use of Force, addresses areas of improvement, takes proactive action to share that learning through officer safety training, but still shares footage to allow further independent scrutiny.
- Northumbria Police are exploring opportunities for the community representatives to work with the force in helping to deliver training on cultural competency and neurodiversity to enhance police officer's awareness and understanding of these issues.

4.2 EQUALITY IMPACT ASSESSMENTS (EIAS)

- We are reviewing our EIA process to ensure that our policies, practices and decision-making processes are fair and do not present barriers to participation to any protected groups. To do this, it is necessary to understand the potential impacts of any internal and external policies and activities on different groups of people and where the difference is disproportionate, action is taken to mitigate or minimise it. We have undertaken an EIA on Diversionary activities in Custody as a pilot which resulted in the introduction of an assessment tool to help identify the neuro diverse needs of people in custody.

4.3 VICTIMS SATISFACTION & VICTIMS EXPERIENCE INSIGHTS

Victims' Satisfaction

- The provision of victim support services and achieving better outcomes for victims continues to be one of the PCC's key priorities. Northumbria Police's victims' satisfaction data (September 2022) is showing that 79% of crime victims are recorded as being satisfied with their service as whole. In her scrutiny role, the PCC continues to work with Northumbria Police to strive for better outcomes for victims of crime, improving the overall satisfaction rates.

Victims Experience Insights

- Through the PCC's Victim and Witness Service Improvement Board, the OPCC continues to obtain an invaluable insight and understanding of victim experiences with the aim of ensuring services are responsive to the needs of victims across Northumbria and any disparity is mitigated.
- There is a diverse membership on this board which includes representation from various thematic specialists and victims and witnesses, all offering specialist input and lived experiences across a variety of crime types. Having just completed an annual review of the board, the OPCC is confident that the current members are representatives of our communities, with varied experiences; the OPCC will continue and ensure that this is reflected in the future recruitment of board members.



Pictured: OPCC funded Victims Services - Streetwise NE (L) and SURT (R).

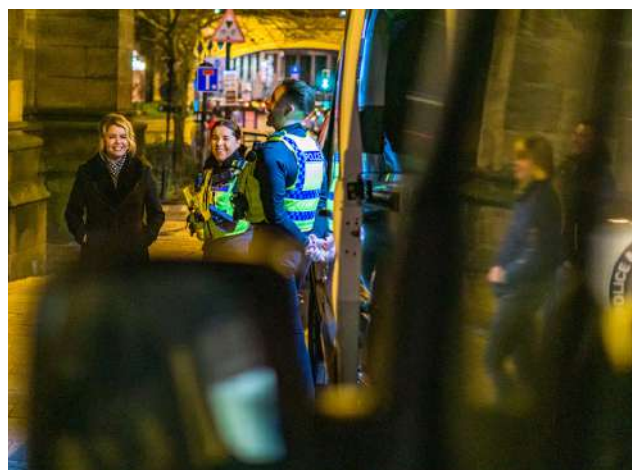
Super complaint

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service, the College of Policing and the Independent Office for Police Conduct have published a report regarding how the police respond to victims of sexual abuse when the victim is from an ethnic minority background and may be at risk of honour-based abuse. Our response has been as follows:

- The OPCC engaged closely with our ethnic minority service providers and local ethnic minority networks in undertaking a comprehensive needs assessment.
- The Victims' service commissioning has been informed by the Ministry of Justice BAME Commissioning Framework.
- Our Victims & Witness Improvement Board enables local services and survivors to share insights with victims support services and findings from the Board are fed into commissioning decision making.
- The OPCC's Victims' Champion engages directly with victims of crime and service providers to build a localised picture of the challenges face, feed operational issues directly back to services to ensure victims' voices are central to PCC commissioning decisions.

OPCC – public surveys

- Surveys on Public Transport and Women's Safety in Public highlighted that behavioural issues had made women and girls and marginalised groups felt unsafe.
- Whilst respondents were confident in reporting incidents of poor behaviour, they were unsatisfied with the outcomes of the complaints they had made.
- The survey on safety on public transport highlighted that women felt unsafe on public transport, and in particular on the metro which has experienced greater levels of ASB. This resulted in transport staff, police and partners such as Street Pastors have greater visibility at the stations.
- Women in the Safety in Public Spaces survey expressed concern about safety when using underpasses and in parks and public spaces. Whilst there was some awareness amongst the respondents of the campaigns to raise awareness of what is being done, the local authorities, police and partners are making sure the information reaches all our diverse communities.



Pictured: Listening to the public - Safety on Public Transport consultation (L) and Women's Safety at Night (R).

5 WORKING WITH PARTNERS

The OPCC works with partners in the public, private, community and voluntary sectors to drive progress on the equality objectives, as demonstrated below.

5.1 LOCAL CRIMINAL JUSTICE BOARD

- The LCJB, chaired by the PCC has strengthened the collection, analysis and reporting of data on protected characteristics against comparator groups to address inequalities and disproportionality in processes and service provision in the Criminal Justice System. The data analysis has helped in developing actions for partners to address areas of disparity.

Safer Streets

Northumbria PCC has secured over £2.7m in Safer Streets and Safety of Women at Night (SWAN) funding since the autumn of 2021.

- January to March 2022 saw the conclusion of Safer Streets Fund Round 3 and the Safety of Women at Night (SWAN) funds where over £1m of funding focused on improving the safety and feelings of safety of women, girls and marginalised groups on public transport, in our parks and the Night time economy across the region.
- Due to the success of round 3 and SWAN, we sought to extend the projects for round 4 and secured over £1.7m additional funding to address neighbourhood crime, VAWG and ASB in public places with a particular focus on public transport, rural communities, and other public places. These projects were launched in the Autumn of 2022 and will run until September 2023.



Pictured: (L-R) Op Oak, part of our response to VAWG in the night-time economy, Safer Transport Northumbria App & Northumberland Partnership Against Rural Crime.

All of these projects are achieving great results for our communities, they are:

- Improving feelings of safety on public transport and for women and girls in public places - 61% reporting they feel safer.
- Engaging with young people and signposting to positive activities, they have engaged over 3200 young people.
- Raising awareness of VAWG and ASB through campaigns which has led to increased reporting.
- Increased police and voluntary sector partners presence in the night-time economy, public transport and other public spaces such as parks, collectively engaging almost 12,000 people.
- Training key partners and the public to become active bystanders, challenging misogynistic and anti-social behaviours.
- Changing behaviours of those people who are demonstrating early signs of negative behaviour towards women.
- Driving up safety standards in parks through our 'Safer Parks Standard'.

Anti-Social Behaviour (ASB)

- The PCC chairs the regional Strategic ASB Board, consisting of representatives and Elected Members from our key partner agencies including all 6 Local Authorities, Northumbria Police, Tyne and Wear Fire and Rescue Service, Northumberland Fire Service and Nexus.
- Through the Board we have developed, and will continue to refresh, our ASB data so that we can better understand the ASB issues, including those that cross borders in our region, enabling us to work together collectively to tackle ASB. We will also use the data to assess where we need to connect more with our local diverse communities, so that we can ensure fairer access to services for all residents in Northumberland, Tyne & Wear.

The Board has agreed 3 priorities which are:

1. Reporting and Victim Experience – to better understand the victims' journey through an ASB case, including how accessible agencies are in reporting ASB, and how they assess risk and respond to the needs of the person reporting, addressing any disparity identified.
2. Data Strategy – to assess how agencies collect, record and report on ASB demographic data and how we can make this more consistent throughout our region, helping us to target resource where it is most needed.
3. Early Intervention, Prevention and Use of Tools and Powers – to establish how agencies look to prevent ASB and how they respond when issues arise. We will use this information to establish where we can work more efficiently to resolve ASB and ensure our approach is sustainable for both victims and perpetrators.

Community Trigger (ASB Case Review)

- A Community Trigger (also known as an ASB Case Review) is an important safety net for victims and communities experiencing ASB to request a review of their ASB case and to bring agencies together to try to find a solution for the victim(s). It has been carefully designed to be as accessible as possible with multiple methods to activate it.
- In July 2022, as part of the Strategic ASB Board, we launched a regionwide Community Trigger process after reviewing each of the 6 individual processes in our region that have been in place since 2014.
- The Community Trigger is now administered by the OPCC on behalf of all 6 Community Safety Partnerships and since its launch in July 2022, it has been activated 68 times.
- In 98% of the panels that have taken place, further actions have been identified to resolve the ASB and in 21% of the cases, the victims felt that they were targeted due to their protected characteristics.
- The ASB Case Review panels give victims the opportunity to be included, allowing them to tell agencies in their own words about how the behaviour is impacting them, their families, friends and communities.



Pictured: Safer Transport campaign (L), Safety of Women At Night (top R) and Safer Parks (bottom R) - all part of the wider Safer Streets project.

In 2023 we will engage our communities through surveys and focus groups and analyse data and insights to review our equality objectives to ensure they are relevant and address areas of most importance to our communities.

We will continue to deliver the key priorities of the OPCC Equality, Diversity and Inclusion Plan which focuses on:

Working with communities

- Continue to identify and deliver community cohesion activities across the region, breaking down barriers and enabling different groups of people to get on well together.
- Deliver the activities within the Communication and Engagement Plan, meeting the needs of our diverse communities.
- Ensuring the force implement the NPCC race action plan and robustly challenge inappropriate conduct such as misogyny.

Our workforce

- Rolling out neurodiversity training to all staff, following the training that was delivered to the VRU's Education Team.
- Undertake activities that will enable the achievement of the Disability Confident Employer level.
- Equality objectives will be included in Performance Development Reviews to enable all staff to have a role in tackling inequalities.

Data and insights

- The OPCC will work with the 6 Community Safety Partnerships to share information to better understand the needs of our diverse communities and provide response services.
- Roll out equality impact assessments across the OPCC to address disproportionate inequalities on protected characteristic groups.
- We will continue to strengthen scrutiny of the police and share what is being achieved with the public to improve community confidence.

Working with Partners

- Our work with Commissioned Services will show they understand why equality is important and that they deliver services that are fair and meet the needs of our communities.
- Continue to strengthen our work with partners to ensure there is a collective effort in tackling inequalities and delivering against our equality objectives.
- The WSiPP Project Team will explore commissioning training to address barriers to promoting women's safety needs. Topics will include 'Active Bystander' and Train the Trainer training for engaging men and boys in behaviour change.
- Engaging Registered Social Landlords to ensure safer communities and consistent services (and access to services) and responses when ASB is reported.
- The LCJB will ensure the robust collection, analysis and reporting of protected characteristics against comparator groups will become routine practice within their subgroup reports, also addressing any disparity.



Pictured: VRU Knife Crime training for practitioners (top L), Ctr and resident engagement in Blyth (top R), Northern Pride Festival (bottom L) & Creative Youth Opportunities (bottom R).



Equality, Diversity, Inclusion

Annual Report 2022

✉ enquiries@northumbria-pcc.gov.uk

🌐 northumbria-pcc.gov.uk



KIM MCGUINNESS
NORTHUMBRIA
**POLICE & CRIME
COMMISSIONER**