



*Altogether Better Policing*



## **Durham Constabulary Annual Equality, Diversity & Inclusion (EDI) Workforce Report 2019**

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## Introduction & Overview

Durham Constabulary is fully committed to embracing Equality, Diversity and Inclusion (EDI) in the development of policing for the communities of County Durham and Darlington.

This report provides an overview of who we are and what we have done over the past 12 months (between the period 1<sup>st</sup> January 2019 – 31<sup>st</sup> December 2019), in support of our ongoing commitment to equality, diversity and inclusion. It also intends to provide an update on how we are meeting the Public Sector Equality Duty (PSED) set out by the Equality Act (2010) and also to inform in relation to our future plans and aspirations.

The Equality Act 2010 encompasses the following nine protected characteristics:-

1. Age
2. Disability
3. Gender Reassignment
4. Marriage & Civil Partnership
5. Pregnancy & Maternity
6. Race
7. Religion & Belief
8. Sex
9. Sexual orientation

Following the implementation of the Equality Act 2010, the PSED was introduced to assist public sector authorities in meeting their statutory obligations under the Act. In particular, the statutory responsibility for organisations (such as Durham Constabulary) to have **due regard** for the need to:-

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Advance equality of opportunity
- Foster good relations

## Equality Impact Assessments (EIA)

To ensure that the Constabulary is able to evidence 'due regard' in respect of the need to eliminate unlawful discrimination, harassment and victimisation, we ensure appropriate analysis / review is undertaken to assess the impact of our policy and procedures. This is achieved by the completion of equality impact assessments (EIA). This process involves considering the potential consequences of a particular policy or procedural change on key groups (as defined by the protected characteristic areas) and ensuring wherever possible, that any negative impacts are fully explained, mitigated / reduced or subject to appropriate justification. EIA's are subject to regular review and updated whenever a policy is subject to update.

## **Composition of the Workforce**

Durham Constabulary maintains statistics on the composition of its workforce in respect of protected characteristics. The information collated is in line with the legislative framework for measuring equality of opportunity and gives the Chief Constable and the Police, Crime and Victims' Commissioner (PCVC) the information they need to make sure the workforce is as representative as possible of the communities served within County Durham and Darlington.

The information is held on a computerised Human Resources (HR) system and in most cases is broken down into Police Officers, Police Staff, Police Community Support Officers (PCSO), Special Constables and Volunteer's (where applicable). However, as we respect individual choices around the disclosure of personal information, the requirement to disclose is not mandatory, therefore in some areas the response rate is quite low.

- The information included within this report is as accurate as our systems allow.

The Force is committed to being transparent in the information it publishes around its composition and it is intent on acting on all feedback received to improve the service being delivered by the staff within it.

Should you wish to make contact in relation to any aspect of this report or the organisations wider commitment to EDI, please refer to the '*How to Get in Touch*' section at the end of this document.

## **Overall View of the Workforce**

The following statistics are presented in terms of **actual** numbers of staff (i.e. the number of staff currently occupying posts, with the inclusion of Special Constables who provide additional support as part of the wider policing family). Therefore all references in the below tables are inclusive of the Special Constabulary.

**Table 1: SUMMARY OF THE CHANGES IN ACTUAL WORKFORCE NUMBERS - BETWEEN 01.01.2016 - 01.01.2020**

<b>Totals</b>			
<b>Category</b>	<b>01/01/2016</b>	<b>01/01/2020</b>	<b>Difference</b>
Police Officers	1144	1149	5
Police Staff	910	1013	103
PCSO	147	140	-7
Special Constables	99	60	-39
<b>Totals</b>	<b>2300</b>	<b>2362</b>	<b>62</b>

During 2019/20 Police officer recruitment has continued to go from strength to strength, with the force continuing to recruit to support our workforce planning and in line with natural attrition.

During 2020/21 we intend to recruit 4 cohorts of 24 student officers, with the latter two intakes undertaking the newly established Police Constable Degree apprenticeship (PCDA) programme, which is the nationally adopted recruitment model going forward, and incorporates a joint training plan between our Learning and Development team based at Meadowfield and Northumbria University. The PCDA programme will extend the probationary period of student officers from 2 years to 3 years before they become substantive police constables. In conjunction to this, the force has also opened its doors to the recruitment of officers wishing to either re-join the service or to transfer from another force. So far we have been extremely fortunate to identify a number of officers wishing to transfer forces, with varied specialist skills and from varying ranks.

The introduction of the Degree Holders Entry Programme in early 2021, will go further to expand the professionalising of the police educational qualification framework (PEQF). Thereafter, we will also consider the recruitment of officers who already possess a degree qualification and who could utilise their prior learning to good effect. This will in essence, convert credits gained from prior qualifications to carry over into the policing degree process, which could potentially reduce the three year probationary period down to two years.

The national decision to “Uplift” recruitment of officers by 20,000 over a three year period has resulted in mass recruitment campaigns being held simultaneously across the country. This creates significant pressures to all forces, however Durham remains resolute to ensure that all recruitment methods will include fair and transparent process. We will utilise every medium possible to encourage the recruitment of a balanced workforce, one which realistically reflects the community that we serve.

Police Staff recruitment has continued in earnest, with the recruitment of a variety of roles across the force, including Police Community Support Officers (PCSO's), Call Handlers, Detention Officers, a range of Clerical and Admin roles in addition to staff recruited into a range of more specialist functions e.g. Intelligence, Training, Cyber / Digital crime and ICT.

Durham Constabulary remains committed to increasing its levels of efficiency, reducing demand and looking critically at ways of working more effectively, to deliver excellent levels of service.

Please see the Sections entitled ‘*Recruitment Summary 2019*’ and ‘*Leaver Summary 2019*’ for more information around joiners and leavers, within the separate categories.

## **WORKFORCE INFORMATION – SPECIFIC PROTECTED CHARACTERISTIC AREAS**

The following sections relate to the nine Protected Characteristic (PC) areas as described at the start of this document.

## **AGE**

The Equality Act 2010 protects people of all ages, young and old. Age refers to a person belonging to a particular age group (e.g. 32 year olds) or range of age groups (e.g. 56-65 year olds).

**TABLE 2: SUMMARY OF THE AVERAGE AGE OF STAFF BY CATEGORY BETWEEN 01.01.2016 - 01.01.2020**

<b>Average Age</b>					
<b>Category</b>	<b>01/01/2016</b>	<b>01/01/2017</b>	<b>01/01/2018</b>	<b>01/01/2019</b>	<b>01/01/2020</b>
Police Officers	42.5	42.1	41.6	41.4	41
Police Staff	42.8	42.4	42.7	43.1	42.7
PCSO	36.6	36.7	35.9	35.5	36.3
Special Constables	30.6	31.6	33.8	35.5	35.2

### **Police Officers**

The minimum age for entry as a Police Officer is **18** years.

As of 01.01.20 there were 60 officers under the age of 26 (4 of those are 21 or under) which is an increase from 2016 figures (where there were 15 under the age of 26, one of which was under the age of 21). The majority of Police Officers are still aged between 26 and 50 (83.12%) as of 01.01.2020.

With regard to length of service, the average length of service has decreased from 17.4 years in 2016 to 15 years as of 01.01.2020.

The introduction of the Police Constable Degree Apprenticeship (PCDA) recruitment programme in 2020 will be monitored in respect of its potential impact on the age profile of the force. Any significant trends or items of note will be highlighted in future workforce equality monitoring reports.

### **Police Staff**

Applicants for Police Staff positions must be minimum age of **16** years.

The average age of our Police Staff has remained relatively static, with an average age of 42.8 years in 2016 and 42.7 years as of 01.01.2020.

This is despite the proportion of younger staff in the workforce increasing. In 2016 there were 38 Police Staff aged 26 and under. As of 01.01.2020 there are 77 Police Staff aged 26 and under, with 66 of these being aged 21 and under.

There are currently 63 members of Police Staff aged over 61.

Average length of service has remained relatively consistent for Police Staff, 11.2 years in 2016 and 11.6 years as of 01.01.2020.

The Force introduced an Apprenticeship Scheme in September 2012 which has proved to be very successful in terms of the initial apprentices securing permanent or temporary posts (via open competition) within the Force. The Constabulary continues to further develop its Apprentice programme, maximising opportunities for the recruitment of apprentice posts / identification of apprentice career pathways. In addition to the continuous professional development (CPD) of existing staff and officers via 'Upskilling' routes, with individuals completing various study and training opportunities via the apprenticeship scheme. During 2019 this has included offering degree and master's programmes of study (to staff and officers) via the apprenticeship route.

### **Police Community Support Officer (PCSO)**

Applicants for this role must be a minimum age of **18** years.

The average age of our PCSO has remained relatively static at 36.6 years old in 2016 to 35.3 years old as of 01.01.2020.

The average length of service for PCSO has also remained consistent, 7.2 years in 2016 to 7.3 years as of 01.01.2020.

### **Special Constables**

The minimum age for appointment as a Special Constable is **18** years.

The number of Special Constables volunteering with the force (as of 01.01.2020) is 60. The average age for Special Constables has increased from 30.6 years old in 2016 to 35.2 years old as of 01.01.2020.

The average length of service for a Special Constable has increased from 3.6 years in 2016 to 5.4 years as of 01.01.2020.

**DISABILITY** The Equality Act 2010 states that a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Statistics countrywide (prior to the introduction of the Equality Act 2010) showed only a small number of Police Officers declaring themselves as having a disability. The figures shown below indicate that since the Equality Act has been implemented (and broadened the definitions) numbers in Durham have **increased** (please refer to Table 3 below).

The Force takes its legal responsibility to consider and implement reasonable adjustments to staff and potential applicants in achieving their full potential very seriously, and will continue to do so.

**Table 3: STAFF WHO HAVE IDENTIFIED THEMSELVES AS HAVING A DISABILITY UNDER THE EQUALITY ACT 2010**

Disability						
Category	01/01/2010 (Prior to EA)		01/01/2016		01/01/2020	
	HC	%	HC	%	HC	%
Police Officers	25	0.86%	46	4.02%	56	4.87%
Police Staff	41	1.41%	55	6.04%	80	7.90%
PCSO	2	0.07%	5	3.40%	4	2.86%
Special Constables	0	0.00%	0	0.00%	0	0.00%
<b>Total Disability Declarations</b>	<b>68</b>	<b>2.34%</b>	<b>106</b>	<b>4.61%</b>	<b>140</b>	<b>5.93%</b>
<b>Force Total HC</b>	<b>2901</b>		<b>2300</b>		<b>2362</b>	

#### Key

HC – Headcount

In 2016, the 'Two Ticks' disability scheme was replaced by 'Disability Confident'.

The Disability Confident scheme and accreditation builds on the best practices of the 'Two Ticks' model, whilst providing online, practical advice and guidance that helps employers to attract, recruit and retain disabled talent in a modern day setting.

Durham Constabulary has Level 2 Disability Confident Employer status / accreditation, which evidences that we have successfully demonstrated that we are taking positive action to attract, recruit and retain disabled candidates. Our current accreditation runs until June 2020 at which time we will look to renew this membership.

Although the number of staff who declare themselves as being covered by the Equality Act (2010) has increased, it is still acknowledged by the organisation that more work can be done to increase self-declaration / sharing rates. The force works proactively with its internal Disability Support Group (DSG) to build, improve and develop employee confidence and trust in regard to this area of the Equality Act. The organisation recognises that it is better able to support all of its staff if it is fully aware of how diverse it is.

#### **GENDER REASSIGNMENT (or Transgender)**

As defined by the Equality Act 2010 this is the process of transitioning from one gender to another.



The Force's computerised Human Resources recording system allows workers to self –declare/ disclose information with regard to this specific protected characteristic. This information is also captured for confidential employment monitoring purposes via recruitment and selection (Equality Monitoring form).

### **MARRIAGE AND CIVIL PARTNERSHIP**

Marriage is defined as a '*union between a man and a woman*'. As of April 2014 same sex couples have been able to marry.

**Table 4: AN OVERVIEW OF THE CURRENT MARITAL STATUS OF THE WORKFORCE AS AT 01.01.2020:-**

<b>Marital Status</b>	<b>01/01/2020</b>	<b>Percentage</b>
<b>Civil Partnership / Married</b>	1244	52.67%
<b>Single (including Divorced / Separated / Widowed)</b>	830	35.14%
<b>Co-Habiting (Living Together &amp; Domestic Partner)</b>	122	5.16%
<b>Not Stated</b>	166	7.03%

### **PREGNANCY/MATERNITY**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, which includes treating a woman unfavourably because she is breastfeeding.

At 01.01.2020 the Force had 13 members of staff who were pregnant. As of 01.01.2020, there were 26 staff on maternity leave (i.e. 2.33% of the total workforce).

No statistics are currently held in respect of Special Constables who are pregnant or on maternity leave from their full time occupation.

### **ETHNICITY**

The Equality Act 2010 defines Ethnicity as a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

The figures in Table 5 (below) show that the number of BAME (Black Asian and Minority Ethnic) staff within the Force is below those highlighted in the 2011 Census (the North East is used as the comparator). It is acknowledged that action is needed to improve this under-representation or the reluctance to disclose this information.

**Table 5: FIGURES TO SHOW THE BREAKDOWN OF OUR BAME STAFF IN COMPARISON TO 2011 CENSUS FIGURES.**

<b>Ethnicity</b>	<b>North East % from the 2011 Census</b>	<b>Durham Constabulary % 01/01/2020</b>
<b>White British</b>	93.6	95.89%
<b>Black / Minority / Ethnic</b>	2.2	1.44%
<b>Not Stated</b>	NOT RECORDED	2.67%

We take positive action in all recruitment and selection processes to encourage applications from ethnic minorities and other protected characteristics.

We give prior notice of recruitment campaigns to diverse networks and utilise our links with our IAGs (Independent Advisory Groups). In addition every force policy is subject to Equality Impact Assessment (EIA) and also referred to IAG members and our various internal support groups / networks to ensure a full and comprehensive consultation process.

Awareness sessions have been arranged prior to adverts being circulated. The awareness sessions provide an effective means of explaining how the Recruitment and Selection process works within Durham Constabulary, enable applicants to highlight any assistance they may require, ask specific questions or raise any issues.

We also place particular emphasis on locations across the county with higher BAME ratios. We actively utilise our Neighbourhood Policing teams and Cohesion unit staff as a means of engaging with our wider communities and to assist us in directing additional support and information in relation to the force and also our specific recruitment campaigns.

Work is ongoing to gain a better understanding of the demographics of our communities via the development of community profiles.

We continually review our positive action initiatives in line with national guidance and the work of the College of Policing (COP) and National Police Chiefs Council (NPCC). Accordingly we are working towards the NPCC 2018 - 2025 Diversity, Equality and Inclusion (DEI) Strategy and mapping our force progress in relation to the associated Work Force Representation plan.

## **RELIGION/ BELIEF**

Religion/Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief is something which affects life choices or the way a person lives for it to be included in the definition.

The Force has a Senior Chaplain and further chaplains who provide support and spiritual guidance to staff throughout the Force area, and where possible facilities are provided to allow for prayer or quiet/reflection periods in police buildings.

Table 6 below shows the current make up of staff in relation to their religion/belief.

**Table 6: INFORMATION COLLATED FOR THE WORKFORCE IN RESPECT OF RELIGION/BELIEF AS AT 01.01.2020**

Religion	Police officer	Police Staff	PCSO	Special Constables	Total	Total as % of Workforce
Agnostic	3	13	3	1	20	0.85%
Atheist	10	20	5	1	36	1.52%
Christian (Other)	196	99	16	17	328	13.89%
Church of England	351	349	28	7	735	31.12%
Church of Scotland	8	2	0	0	10	0.42%
Methodist	22	39	2	0	63	2.67%
Muslim/ Islamic	4	0	1	0	5	0.21%
None	216	125	26	15	382	16.17%
Not Disclosed	135	48	4	3	190	8.04%
Not Held	66	211	48	13	338	14.31%
Roman Catholic	124	90	5	3	222	9.40%
Other	14	17	2	0	33	1.40%
<b>Total</b>	<b>1149</b>	<b>1013</b>	<b>140</b>	<b>60</b>	<b>2362</b>	

**SEX (Gender Breakdown Information)**

**Table 7: SUMMARY OF GENDER BREAKDOWN FOR STAFF CATEGORIES FROM 01.01.2016 – 01.01.2020**

Gender	01-Jan-2016	01-Jan-2017	01-Jan-2018	01-Jan-2019	01-Jan-2020
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<b>Police Officers</b>	<b>M</b>	811	70.89%	816	70.83%	815	70.20%	789	69.15%	786	68.41%
	<b>F</b>	333	29.11%	336	29.17%	346	29.80%	352	30.85%	363	31.59%
<b>Police Staff</b>	<b>M</b>	320	35.16%	331	34.52%	331	33.47%	330	33.40%	338	33.37%
	<b>F</b>	590	64.84%	628	65.48%	658	66.53%	658	66.60%	675	66.63%
<b>PCSO</b>	<b>M</b>	78	53.06%	73	49.32%	71	45.22%	71	45.22%	62	44.29%
	<b>F</b>	69	46.94%	75	50.68%	86	54.78%	86	54.78%	78	55.71%
<b>Special Constables</b>	<b>M</b>	70	70.71%	69	78.41%	42	71.19%	42	71.19%	45	75.00%
	<b>F</b>	29	29.29%	19	21.59%	17	28.81%	17	28.81%	15	25.00%
<b>OVERALL</b>		<b>2300</b>		<b>2347</b>		<b>2366</b>		<b>2345</b>		<b>2362</b>	

\*For information in relation to Durham Constabulary Gender Pay Gap report please refer to our website <https://www.durham.police.uk/About-Us/Transparency-and-Integrity-Programme/Pages/Gender-Pay-Gap.aspx>

## **SEXUAL ORIENTATION**

This refers to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sex.

As of 01.01.2020, 50% of people had chosen to not declare or share any information in relation to their sexual orientation. This is a smaller figure than at 01.01.2019, when the total for the same group was 56%.

A further 1.9% have selected 'prefer not to say' and 2.2% have identified as lesbian, gay or bisexual.

The organisation continues to encourage staff to self-declare / share their sexual orientation information on the computerised HR system and on a quarterly basis sends a circulator to staff in this regard. In addition, there is also an annual HR system 'Personal Details' check where staff can select to record this information on their own record.

The Force has a proactive Lesbian, Gay, Bi-sexual and Transgender (LGBT) + Support Network. Ongoing collaborative work continues with regional forces in respect of best practice and policy sharing in addition to our participation within the National Police Service LGBT Network. The Force is a member of the Stonewall Diversity Champions Programme. We also have membership with the multi strand Equality, Diversity and Inclusion organisation 'Inclusive Companies'. Work continues to assess how we can engage more effectively with our staff and the LGBT community we serve.

## **RECRUITMENT SUMMARY 2019**

Please see below for a breakdown of specific types and numbers of appointments made in 2019, covering the areas of Police Staff, PCSO, Police Officer and Special Constable recruitment:-

**Table 8: SUMMARY OF STAFF CATEGORIES WHO JOINED THE ORGANISATION BETWEEN 01.01.2019 - 31.12.2019**

	NUMBER
<b>POLICE</b>	89
<b>STAFF</b>	131
<b>PCSO</b>	18
<b>SPECIAL CONSTABLES</b>	22
<b>TOTAL</b>	<b>260</b>

### **PROMOTION SUMMARY 2019**

Between 01.01.2019 – 31.12.2019 the following Police Officer promotions have occurred:-

	<b><u>Male</u></b>	<b><u>Female</u></b>
To ACPO rank (i.e. Chief Constable, Deputy Chief and Assistant Chief).	1	1
To SMT (i.e. Chief Inspector, Superintendent and Chief Superintendent)	2	3
To Supervisor/Manager (Substantive) (i.e. Sergeant, Inspector)	16	7
To Supervisor / Manager (Temporary subject to completion of work based assessment / portfolio) ((i.e. Temp Sergeant, Temp Inspector)	15	4
<b>TOTAL</b>	<b>34</b>	<b>15</b>

### **FAIRNESS AT WORK COMPLAINTS (GRIEVANCES) SUMMARY 2019**

In 2019, a total of 6 Fairness at Work complaints (grievances) were received and dealt with from staff members. Of these:-

- 5 were satisfactorily resolved at the Formal Stage/ or at appeal stage

- 1 remains ongoing

The Force has an Achieving Fairness at Work Policy, which is subject to regular review, in an attempt to try and utilise a more informal approach in the first instance wherever possible.

### **LEAVERS SUMMARY 2019**

Between 01.01.2019 and 31.12.19 a total of 233 individuals have left the force.

The Force issues an Exit Monitoring Questionnaire to all staff who leave on a voluntary basis, or have been medically retired asking questions about their experiences as members of the organisation and their reasons for leaving to gain insight into positive and negative aspects of working with us. We also offer Exit Interviews with Line Managers in addition to Exit Interview with our Chief Constable or alternative member of the Executive Team.

The content of completed Exit Monitoring forms is compiled in an anonymised annual report. Any specific issues highlighted will be progressed / escalated as appropriate to ensure organisational learning and so that process improvements can be taken forward wherever necessary.

### **SICKNESS ABSENCE SUMMARY 2018 / 2019**

**Table 10:**

The below table shows the total hours lost, as a percentage of the total hours available for each calendar year 2018 and 2019. This is split between officers and staff.

	<b>2018</b> Percentage of Hours Available Lost to Sickness	<b>2019</b> Percentage of Hours Available Lost to Sickness
Police Officers	4.34%	5.15%
Police Staff	4.47%	5.23%

In line with the above information, sickness absence levels have increased for both Police Officers and Police Staff over the last year. As per previous years and as a continuing trend, part of the increase in sickness reported can be attributed to an ongoing rise in the number of staff reporting mental health related issues as well as Musculo/Skeletal conditions. The Force has and continues to take steps to address this, including offering physiotherapy services to all members of staff regardless of whether or not they have sustained an injury on duty. This is in attempt to reduce prolonged sickness while awaiting NHS physiotherapy services due to musculoskeletal conditions. In addition, the force reviews working patterns where necessary and has implemented of a number of positive wellbeing initiatives. This

includes promoting Mental Health awareness e.g. 'Time to Talk Day', to work to reduce stigma associated with Psychological Ill health. The force has continued to collaborate with a range of organisations to deliver resilience and mindfulness training during the course of 2019.

In addition line manager / supervisor development workshops have been facilitated by HR and have incorporated information around Attendance Support and Wellbeing. The Force has received the Better Health at Work 'Continuing Excellence' accreditation during 2019. The organisation also continues to ensure that absence is appropriately managed.

## **Durham Constabulary Equality, Diversity & Inclusion (EDI)**

### **Durham Difference Vision & Values**

During the course of 2019 the Chief Constable included the additional value of **Inclusivity** into the Durham Difference.



The Durham Difference values are the foundation of the organisation and align with our strategic vision which is mapped out via the Plan on a Page document (POAP) <https://www.durham.police.uk/About-Us/Our-commitment-to-you/Pages/Our-priorities.aspx>

The organisation strives to espouse the wider Durham Difference values and inclusivity remains a central theme in our organisational attitudes and behaviours and in our wider EDI work.

In addition, we are also working to enhance the legitimacy of our work and processes, to ensure that we are a supportive, responsive and agile organisation.



- We aim to continue to promote an inclusive culture which supports and recognises difference and provides opportunity for personal and professional development.

### Meeting Structures & Governance

The organisations commitment and response to EDI issues are progressed via the Equality, Diversity and Inclusion Joint Association Forum meeting and also the Strategic EDI Staff Association Board.

The EDI Joint Staff Association forum meeting is a practitioner led meeting which convenes on a quarterly basis. This meeting is attended by internal support group representatives, however all staff from within the wider organisation are welcome to discuss particular EDI issues or get involved in broader work of the force support networks / groups. This is a newly formed meeting structure which launched in late 2019 and will be formally embedded during 2020.

The force EDI Strategic Staff Association board is chaired by the Head of People Standards and Development Command, who has accountability for the wider EDI portfolio. This meeting is attended by Support Association leads and other organisational leads as appropriate. As a consequence, the Strategic Staff Association board is able to escalate equality, diversity and inclusion matters to members of the executive team or the Assistant Chief Officer (ACO) who has the executive EDI portfolio. Items can also be disseminated as appropriate to relevant heads of command or identified organisational leads. This is a newly refreshed meeting format which will be formally embedded during 2020 and replaces the previous Equality and Diversity Tasking Group.

The Senior EDI Adviser also attends bi-monthly People Board and reports on priority thematic areas in relation to EDI, in addition to highlighting trends and updates in respect of organisational fairness and legitimacy e.g. grievance and exit monitoring.

### National Police Chief Council (NPCC) Diversity, Equality and Inclusion Strategy & Workforce Plan

The organisations response to the NPCC 2018 - 2025 Diversity, Equality and Inclusion Strategy and our associated progress in relation to the Work Force Representation plan is also reported upon at the Strategic Staff Association board.

The six key areas of the NPCC Workforce Representation Plan are:-

- Leadership & Culture
- Attraction & Recruitment
- Retention
- Progression
- Wellbeing & Fulfillment
- Exit from the Service with Dignity

During late 2019 Durham Constabulary participated in a voluntary peer review to assess its progress against the main areas of the plan. As a consequence of feedback received an action plan has been drawn up to help focus resource allocation and prioritisation of key areas e.g. positive action initiatives in respect of BAME recruitment (please refer to section below).

The national NPCC Policing Vision 2025 recognises that more must be done to achieve a representative workforce 'policing will be a profession with a more representative workforce that will align the right skills, powers and experiences to meet challenging requirements.'

Durham Constabulary therefore sets out -

- We aim to promote, develop and support equality, diversity and inclusivity to ensure a representative workforce.

### Positive Action

We consistently look at ways we can attract/retain members of staff from under-represented groups. Good examples of this through the year have been undertaking road-shows and awareness events in respect of recruitment. We guarantee an offer of an interview for applicants who are disabled and who satisfy the essential criteria for the post they have applied for. Initiatives such as incorporating awareness of recruitment events via Community Cohesion teams, identification of 'buddies' / mentors to support applicants, proactivity around the provision of feedback to BAME candidates and the seeking and sharing of best practice from other regional forces continue to be explored and developed.

We aim to further develop and embed our positive action work and initiatives during 2020, with our initial primary focus being on BAME positive action.

### Durham Constabulary Support Networks, Groups & Associations

### Disability Support Group (DSG)

Following relaunch in 2018 the DSG has worked both to support staff and officers working with a disability and to encourage the force to enable such staff to fulfil their potential. The group has a strong corporate focus and looks forward to a fully inclusive Durham Constabulary.

Moving towards this goal the group has provided a voice for disparate concerns within the workforce and achieved some success over the last year. The group puts out regular briefings on the force intranet to raise awareness of the group and specific campaigns and issues such as Personal Emergency Evacuation Plans, which were not widely known or understood.

The group has made the case for better support for dyslexic staff and officers and the force has agreed to develop a protocol to provide tailored assistance to affected individuals. There have been successes in creating disabled staff car parking spaces at all major police stations and supporting specific requests for workplace reasonable adjustments. The group has made the case, around inclusivity, for subtitles for internal webcasts and this has been acknowledged by a commitment to use system developments to subtitle all subsequent webcasts.

The group held an awareness event for colleagues in October 2019 which received strong feedback from delegates and discussed issues such as sight loss, mental health, cancer, Dyslexia and disability awareness.

The group has links to the developing National Disabled Police Association, with the group lead attending the inaugural meeting for the association and it tries to keep abreast of developments around disability. Internally the group has strong links with Health and Safety, UNISON and the FEDERATION, Wellbeing/Welfare, HR and Occupational Health. It also aims to work more effectively with other support networks to facilitate the celebration of diversity and the achievement of inclusivity.

As the disability spectrum is so broad and the numbers of colleagues affected is probably underestimated the group continues to encounter new issues and increase its membership and recognition across the force.

### Durham Ethnic Minority Support Association (DEMSA)

As a Support Association DEMSA hold bi- annual meetings which are supported by The Executive Committee, PSD, Federation and Equality and Diversity. The group also attend National meetings to share best practice with other forces and also maximise learning. The primary intention to bring back positive work to Durham Constabulary and help to develop the organisation so it can be more visibly inclusive, fully representing the communities served. In 2019 DEMSA also attended the Middlesbrough Mela Event for a positive action recruitment drive. Primarily the group look to support colleagues across all aspects of work, from career development, recruitment, retention and grievances etc. DEMSA are actively trying to improve membership numbers and get people active in promoting the support group. The group are very fortunate that all previous members have done a great deal of work in building and forging links in force, including with other departments and commands. This work has continued throughout 2019.

## Durham Constabulary LGBT+ Support Group

The force LGBT+ support group continues to have a proactive presence within the organisation. During 2019, new members have joined the network and participated in Pride celebrations as well as events hosted by neighbouring forces e.g. Northumbria Police. The force has made positive progress in relation to promoting LGBT inclusivity in the workplace, participating in the annual Stonewall Workplace Equality Index as well as joining the Inclusive Companies network. During 2020, the network will look to roll out our LGBT Adviser training and support in force, following best practice obtained from the Met Police. The force has a LGBT+ Ally scheme and welcomes input and participation from all members of the organisation to help further the aims of the group.

## STAR – Gender Equality through Inclusion

The STAR group continues to develop and promote gender equality work in force. During 2019, the STAR group ran a successful development day and also further embedded the work of the HeForShe campaign, via a series of ‘barber shop’ focus group sessions. The force attended the National HeForShe conference event in London, bringing learning and best practice back to force. Important themes of work relating to gender equality and identifying and challenging any areas of gender disproportionality remain a key priority, e.g. women in policing and leadership roles (specifically Sergeant rank within Durham Constabulary). The STAR group are planning another development day for autumn 2020. The focus of the event is aimed at inspiring younger members of staff within the organisation and is as a consequence of findings from the recent staff survey. These particular survey results identified that a significant proportion of younger female staff within the organisation do not view themselves as leaders. The force is therefore keen to address this issue in a proactive manner and work to gain a greater understanding from individuals in the organisation.

## Durham Mini Menopause Awareness Group (MINI MAG)

Durham Constabulary continues to develop and promote its internal Mini Menopause Action Group (MAG). The group continues to have a good level of interest from serving officers and staff. Its aims are to engage both female and male staff, raise awareness of the menopause, provide support, discuss adjustments and empower staff to communicate on the subject area and take the group forward.

During 2019, the support group identified a lead and deputy to help provide improved structure and focus. During the course of 2019, the force attended several National Menopause Awareness Group (MAG) meetings including the National Menopause Conference held by West Yorkshire Police in April and the first MAG meeting chaired by Chief Constable Lisa Winward of North Yorkshire Police (the new national lead for this area work).

Of particular note during 2019, was the Police Federation Menopause at Work Survey and the results of this are available via <https://www.polfed.org/our-work/survey-hub/> including a Durham Constabulary specific report.

Local Durham Constabulary MAG meetings are scheduled for 2020 and it is also hoped that supervisor awareness training can be delivered during the coming year, based on information and best practice obtained from Cumbria Police.

### Durham Constabulary Autism Association (DCAA)

Officers within Durham Police are becoming increasingly aware of the issue of Autism Spectrum Disorders (ASD) within the communities they Police, the people they encounter as offenders and victims – but also increasingly at home, through diagnosis of themselves or those they care for.

A combination of these factors led to passionate officers creating the Durham Constabulary Autism Association (DCAA) in 2018, which is supported and endorsed by the National Police Autism Association (NPAA). Work between the two groups, and the links that continue to develop nationally, are helping to drive best practice for the benefit of all parties involved. We also seek that the DCAA brings internal organisational benefits to staff members and their families – signposting them to relevant partner agencies, charities, opportunities and little nuggets of knowledge that can improve the lives of those living with the condition on a day to day basis.

The DCAA continues to not only engage and educate, but challenge, break down barriers, and work with other minority and disability associations so all can be actively included in the future growth and development of the organisation and society.

### Wellbeing

Wellbeing remains high on the force priorities. Supportive leadership and inclusion help us to create a working environment where processes and activities seek to benefit the wellbeing of our workforce and much of the work undertaken has been underpinned by equipping colleagues with the knowledge and skills to help them make better informed choices most beneficial for their personal circumstances.

The wellbeing team actively engage with support groups and value the mutually beneficial collaborative working arrangements that exist. We recognise that individuals may identify with multiple protected characteristics or may choose not to identify with any, but all will bring unique knowledge, insight and personal experience. The wellbeing activities undertaken have sought to ensure inclusion and engagement with all colleagues through a range of different events. This work saw us achieve the Continuing Excellence level of the Better Health Awards which recognised delivery of a holistic programme of events aimed to promote physical, emotional, social and financial health.

For further information in relation to Durham Constabulary's commitment to Wellbeing, please contact [Wellbeing@durham.pnn.police.uk](mailto:Wellbeing@durham.pnn.police.uk)

### Independent Advisory Group (IAG)

The Independent Advisory Group has undertaken a number of programs that will allow the members to act as a 'critical friend' to Durham Constabulary and scrutinise the policies and procedures that are in place. At every meeting the IAG members scrutinise a number of recent hate crimes, this includes reviewing:

- Investigations
- Victim care
- Incident logs
- Officer reports

All of the information received from the group is fed back into the organisation to the OIC and supervisor.

The IAG also scrutinise other aspects of policing including recently the training that is delivered to Police Officers around hate crime. Training packages been delivered to the members and any feedback that was received was used to modify the presentation.

### **Other EDI Updates & Useful Information**

#### **Improving Staff Awareness of Equality and Diversity & Wellbeing issues**

Key dates and events are promoted to staff during the course of the year, highlighting specific equality, diversity and wellbeing celebrations (days /periods of note) and where additional information and resources can be found. Access to resources and information is easily accessible via the Intranet Home Page or via circulators and articles on the website. The use of Twitter feeds and social media continues to be maximised and promoted by the various Equality, Diversity and Wellbeing leads in force. The organisation strives to maintain its outstanding rating received by Her Majesty Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). We work to proactively build on best practice and act upon any feedback received.

#### **Dyslexia – Support & Provision**

The area of Specific Learning Difficulties, which refer to a difference or difficulty in respect to a particular aspect of learning remain a focus area for the organisation. During the course of 2019 we have worked closely with Dyslexia North East (DNE) to support staff in respect of referrals for Dyslexia assessment /screening via the use of fully trained experts in the field i.e. Educational Psychologists. The force recognises that providing timely and proactive support is of vital importance to support staff who have a dyslexia diagnosis. We utilise the combined services of Access to Work, the knowledge and expertise of our in-house Health and Safety Advisers, HR Managers, Line Managers and Senior EDI Adviser to ensure that workplace adjustments are implemented as and when necessary. During 2020, we intend to formalise our process for Dyslexia support and provision and develop guidance for line managers. We will also be receiving bespoke training and awareness input from Dyslexia North East.

#### **Understanding our Workforce – Improving Sharing & Declaration rates**

The sharing of equality information remains an area of priority. Whilst it is recognised that rates of declaration have improved, there still remains a large proportion of staff who are reluctant to share this information. Regular circulators and internal media campaigns are utilised to try and improve declaration rates and our force support groups / networks work collaboratively to assist with this priority area. It is recognised that often staff lack confidence to share equality information. The ongoing development of force HR systems during 2020 will hopefully assist with this area, providing additional ease of accessibility. Staff can be reassured that all information shared is treated in the strictest of confidence.

### Memberships

The force has membership with Inclusive Companies which is a recognised cross industry leader in promoting best practice and innovation to drive forward inclusion for all. The benefits of this membership will be maximised during 2020, including utilising networking events, advertising via Inclusive Jobs and participating in the Inclusive Companies Top 50 UK Employers survey.

### Hate Crime & Education

The Hate Hurts campaign was devised by the multi-agency Hate Crime Action Group, in early 2019, and launched on 4 March. It has been coordinated by the Office of the Police, Crime and Victims' Commissioner, led by Ron Hogg in the first few months. The key messages of the campaign are:

- Hate hurts
- County Durham and Darlington: united against hate crime
- Recognise it. Report it.

The media launch attracted very significant coverage locally, on TV, local radio and in the press. The campaign also has a website from which people can download campaign materials. Flyers, window-stickers and other campaign materials have been distributed to a wide range of organisations in the area, and hand-outs are available from the reception areas of many partner organisations. They have also been made available at events attended by the PCVC's office. The Constabulary have adopted Hate Hurts as their brand to address hate crime.

We also strive to have a hate crime awareness events in all schools within County Durham and Darlington. These events give an insight to hate crime with personal stories from local key members of the community who have suffered from hate crime. The main objective of the event is to promote positive images of protected characteristics. This is also in line with our hate crime events within schools. The schemes that are currently in place for hate crime education are as follows:

- The Junior Education Program (JeD)  
This program focuses on Junior School children around the year 5-6 age range. Within the session we highlight aspects of bullying and the reasons why people may be bullied because their protected characteristic.
- Comprehensive School Carousels

The program is delivered to children with year 8 of comprehensive school and the sessions include awareness around hate crime, radicalisation, PREVENT and support for victims.

- Sixth form / College programs  
This program is similar to the input within the school carousels but provides a more in-depth awareness around PREVENT and the impact hate crime can have on both victims and offenders.

Hate Crime features as part of the Force Threat and Risk governance process, with a particular focus on repeat victims/ perpetrators and specific locations.

### Community Profiles

Community Profiles are a mechanism for Durham Constabulary to recognise the makeup and demographics of the community within County Durham & Darlington. The profiles are a breakdown of key information including individual contacts, key locations, area initiatives and relevant crime/incident information. The profiles are maintained by the Neighbourhood Policing Teams and are used to provide the Constabulary with a representation of our communities. During 2020, we aim to work more cohesively with Neighbourhood Policing teams and utilise the information gained from Community Profiles to increase engagement and confidence and further support our targeted positive action initiatives.

During 2019, the Cohesion function was moved into Neighbourhoods & Safeguarding Command and this has resulted in an increased resource capacity via Neighbourhood PCSO's. In addition a greater degree of consistent governance for the Senior Leadership Team (SLT) within the Command has been achieved via the Chief Inspector lead. Quality assurance round these streams of work is reported monthly by area Chief Inspectors.

### Volunteer Programmes of Work

#### Volunteer Cadet Scheme

The Volunteer Police Cadets (VPC) started in February 2014. There are currently 87 cadets, 21 junior (11-13 years), 34 intermediate (14-16 years) and 32 senior (16-18 years). The cadets are in units, which are entitled Tita, Peel and Endeavour, respectively.

#### Durham VPC Objectives

Every young person deserves the opportunity to thrive regardless of his or her background. We encourage young people from all backgrounds to join the VPC, including those who may be vulnerable to the influences of crime and social exclusion, currently 25 % of our intake fall into this category

**Aim** – To encourage the spirit of adventure and good citizenship whilst inspiring young people to develop knowledge and understanding of the policing role to ultimately participate positively in their local communities.



**Objectives** - by the end of the programme young people will be better able to;

- Demonstrate via cadet activities an increase in self -confidence/self esteem
- Show how to utilise the principles of self-discipline
- Explain the how to maintain health and well- being for themselves and others
- Describe the style and type of policing within Durham Police
- Outline the roles of the different units/areas that make up Durham Police.
- Describe the main points within identified local policing and other external national initiatives
- Identify key areas of legislation and how offences may affect victims and communities
- Identify policing procedures and how these may impact on individuals and communities
- Demonstrate the key principles of dealing with a given community policing scenario
- To support local policing priorities through volunteering within communities
- Demonstrate knowledge and understanding of the basic employability skills required to progress into further education/employment
- Show individual skills as a leader by being a role model and supporting and developing others
- Display a commitment to the values of Equality and Diversity and to understand and demonstrate the Code of Ethics and the Durham Difference.

The three units are led by cadet leaders from Durham Agency Against Crime (DAAC), Police Staff including: Apprentice Youth Workers, Former Cadets, Project Co-ordinators, Police Officers and PCSOS as well as Force Volunteers.

For further information around the VPC Scheme please contact [enquiries@daac.org.uk](mailto:enquiries@daac.org.uk) via e-mail or feel free to contact the DAAC on 0191 3008460.

### Police Support Volunteers (PSV)

The Force aims to deliver an excellent customer focused service to the people of County Durham and Darlington and value the commitment of the Police Support Volunteers who help us achieve that aim.

At 01.01.2020 the force had **70** volunteers registered.

Police Support Volunteers are drawn from all parts of the community - they are not members of staff; they do not wear uniforms and are not warranted. They perform their respective roles alongside police staff and officers and are vetted to a level proportionate with the roles they are asked to fulfil.

Some of the tasks and work which our volunteers are involved with include:-

- Cyber Volunteers supporting our Digital Intelligence Unit.
- Volunteers supporting various operations including Op Hawkeye (Theft from Vehicle crime).

- Volunteers supporting our Neighbourhood Officers with admin and data entry duties.
- Support to custody by dip sampling CCTV and associated Custody logs.
- Support for community events – BikeWise, Miners gala and rural events.
- Support to junior education programme in schools, guidance regarding Wildlife crime and Animal awareness.
- Support the Training department with new recruit training.
- Volunteers assist by driving Minibuses and police vehicle when required.
- Supporting the Safer Homes project; working collaboratively with Durham and Darlington Fire and Rescue Service, Durham County Council.
- Supporting the Community SpeedWatch initiative, by conducting roadside checks on vehicles to ensure that the speed limit is being adhered to. Volunteers also provide admin support for this initiative.
- Support to search online for stolen property to support any associated police investigations.

Durham Constabulary also engages with and supports a number of Watch schemes throughout the force area such as RuralWatch. This scheme is led by the Watch co-ordinators and not by the police although inextricably linked.

To get find out more in relation to Volunteer roles and what opportunities may be available in your local community area, please contact your Neighbourhood Police Team Sergeant or Inspector via your local police office.

### Police Community Support Volunteers (PCSV)

We are always looking at ways of encouraging members of our communities to get involved in the issues which directly affect them. Accordingly, we appointed a number of Police Community Support Volunteers (PCSV's). These roles were to support frontline policing in neighbourhoods across County Durham and Darlington, and have been mentored by fulltime officers. PCSV's take part in foot patrol, help solve basic crime enquiries, assist in local incidents and get to the heart of neighbourhood issues.

A key part of the PCSV role is to build positive relationships with the local community and support local initiatives, like Community SpeedWatch and PACT priorities (Police and Communities Together).

The Police Community Support Volunteering role (PCSV) has proved to be a very successful initiative- since the scheme was introduced over two years ago, most of those initially appointed are still in post supporting their local policing team, providing vital viable patrols in their local communities. Additional recruitment will run in 2020 with a new cohort anticipated to join in spring 2020.

### How to get in touch

The Force is always open to opinion and comment around how we can improve the service we provide to the Public.

Therefore should you have any ideas or suggestions around how we can do this with specific regard to Equality, Diversity & Inclusion please do not hesitate to make contact via the following means:-

Email: [Human.Resources@durham.pnn.police.uk](mailto:Human.Resources@durham.pnn.police.uk)

Post: HR Services (Equality, Diversity & Inclusion)  
Durham Police Headquarters  
Aykley Heads  
Durham, DH1 5TT

Telephone: 0191 375 2123

