



**Cumbria Office of
The Police & Crime Commissioner
Diversity, Equality and Inclusion Strategy
2020-2025**

CELEBRATING DIFFERENCE - VALUING EVERYONE
CELEBRATING DIFFERENCE - ВАСИТІНГ ЕЛЕВАОНЕ

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Introduction

One of my key priorities in the Police and Crime Plan is to make Cumbria an even safer place to live. One of the ways we can build and retain the public's confidence and trust is by having a diverse, inclusive and empowered workforce that is reflective of the county's population.

I want to protect the rights of all who live, work or visit Cumbria, ensuring they are treated with fairness, dignity and respect. The needs of our communities are wide ranging and the nature of crime and the way policing is carried out can affect people's quality of life. The Office of the Police and Crime Commissioner recognises the importance of equality and will work to actively engage with all the communities we serve to understand their needs and the complex challenges they may face.

Working with partners and third-party sectors enables us to identify disparity of service provision, share valuable information and celebrate difference to ensure equality across the public sector.

It is essential that we value staff to enable them to feel supported, respected and allow them to develop and nurture their skills and talent. This in turn enables the organisation to grow, be innovative and meet the diverse and complex needs of our communities.

This strategy sets out our commitment to fairness and equality, acknowledging that it is our duty to engage with local people, listen to what they have to say and most importantly deliver the services that are needed. Inclusion will be embedded into business as usual in everything that we do.

Peter McCall - Police and Crime Commissioner for Cumbria



Peter McCall

Forward

Understanding and recognising the importance of equality is fundamental to the work we carry out in the Office of the Police and Crime Commissioner. Valuing difference is one of our core values and drives how we treat the public as well as one another. Our commitment to promoting equality, valuing diversity and respecting rights is central to providing an excellent service.

We take a proactive and inclusive view of equality, diversity and inclusion, promoting equal access to all our services. This would not be possible if we do not recognise the same values for our staff. We want to be a leading equal opportunities employer, offering a wide range of career and development opportunities with a diverse workforce reflecting our communities.

Engaging with our staff and the public is essential to understanding individual and community needs and the many differences that there are. By embracing difference through our strength-based conversations our managers can support staff to reach their potential. This will enable them in turn to meet the diverse needs of the people we serve and commission services for.

Chief Executive

Office of the Police & Crime Commissioner

What is important to us?

*Making Cumbria even safer,
celebrating difference and
valuing everyone*

*Empowering our people to:
Innovate – Achieve – Enrich*



Our Strategy

It is nationally recognised that we should individually and collectively truly embed diversity, equality and inclusion into our workforce and into the services we commission and provide to the communities of Cumbria. Our strategy will mirror national elements to ensure that we are working with others across many different services to accelerate progress in these important areas.

- Our Partners
- Our Organisation
- Our Communities



Our Communities

Cumbria is geographically the second biggest county in the United Kingdom but has a relatively low resident population. It is one of the safest places to live with a lot of rural communities and some urban conurbations. Due to its areas of outstanding beauty such as the Lake District, it attracts a large transient population throughout the year, there are also a number of settled and emerging communities of difference.

As a representative of the public, the Police and Crime Commissioner and his office must identify and engage with all who live, work and travel to Cumbria. We will seek to ensure that quality policing and ancillary services are provided to all communities and work with partners to engage, listen and understand the needs of all communities and individuals.

In modern society diversity and inclusion is imperative to understand and respect individual and community needs. It is by understanding these needs that the Police and Crime Commissioner will hold the Chief Constable to account for the provision of policing services; and the Office of the Police and Crime Commissioner will commission services to achieve the priorities set out in the Police and Crime Plan.



To achieve this, we will:

- Understand the makeup of our communities to ensure that we understand community data across the protected characteristics
- Ensure that all members of our communities are provided with an opportunity to engage with the Commissioner and OPCC through a variety of means
- Provide and promote alternative communication formats for accessing information and services provide by the OPCC
- Ensure that we have an efficient framework for commissioning activity, recognising the different needs across the county
- Provide services that are accessible and meet the needs of different communities and individuals, particularly those communities that tend not to engage.
- Continue to increase staff awareness of the different types of vulnerable communities
- Understand the needs of vulnerable people, children and young people to ensure confidence in policing services
- Maintain effective relationships with the communities of Cumbria, our partners to provide relevant services and funding



Our Organisation and People

The role of the OPCC is to deliver the Police and Crime Commissioner's Police and Crime Plan for Cumbria. This is carried out through a combination of strategic oversight of Cumbria Constabulary, the commissioning of services and the provision of funding to local communities.

The OPCC realises the importance of creating a workplace that embraces the diverse communities it serves to attract, retain and develop the best people from a broad range of backgrounds. The OPCC Executive Team are committed to developing a culture that reflects the Police and Crime Commissioner's vision to deliver the best possible service to our communities.

Strong leadership and commitment are essential, although legislation alone cannot change attitudes or behaviour. The OPCC has invested in a strength's based and holistic approach to replace traditional `appraisals. Managers actively encourage staff to talk about their whole self, their home lives and community lives to better understand the individual; they will also engage a coaching approach to unlock potential.

In addition, the Police and Crime Commissioner holds the Chief Constable to account for the provision of policing services within Cumbria. This includes the officers and staff they recruit to adequately reflect diversity and inclusion, enabling them to deliver an effective service and achieve their priorities as set out in the Police and Crime Plan.



To achieve this, we will:

- Maximise transparency to ensure our activities can be scrutinised
- Work effectively with statutory and third-party sector partners to understand the diverse needs of communities promoting an inclusive “We Not They” culture.
- Ensure that the public and our workforce have confidence to raise issues and use our complaint procedures supporting the Nolan principles ensuring that our staff embrace and deliver change both internally and externally
- Continue to develop a talented workforce that is respectful of all cultures and difference by creating an environment that enables all staff to develop and continually progress
- Better understand our workforce by undertaking formal and informal engagement with them and providing support networks to ensure an inclusive culture which promotes and embeds diversity and equality.
- Promote practices that enable the organisation and staff to embrace wellness both in and outside work, developing good work life balance.



Our Partners

Addressing disproportionality and community needs across the nine strands of diversity requires a joined-up approach, working in partnership with local authorities, members of the public, third party and voluntary sector organisations and other bodies across the criminal justice system.

It is recognised that not one size fits all and we will seek to be innovative in our work with partners to ensure successful outcomes.



To achieve this, we will:

- Work with partners to implement systems that enable the collection, collation and analysis of data and information that identifies disparity in service delivery across the nine strands of diversity
- Work with partners to develop strategies that enable more effective service provision across our communities
- Assess the quality of long-term problem-solving solutions for vulnerable victims and witnesses through the review of services, policies and strategies to ensure there are no disproportionate effects on diverse communities
- Embed an inclusive “We Not They” culture with partners and communities to empower them to contribute and have confidence in the services provided
- Engage with the different elements within our communities to understand their needs and issues affecting them

The Equality Act and Public Sector Duty



The Equality Act (2010)

The Equality Act which came into force in April 2011, replaced existing anti-discrimination laws with a single act. It aims to help public authorities avoid discriminatory practices and integrate equality into their core business.

The Public Sector Equality Duty

Section 149 of the Equality Act 2010, and amendments to it with the Police Reform and Social Responsibility Act 2011 making the Public Sector Equality Duty apply to Police and Crime Commissioner's requiring them to abide by the General Equality Duty. This duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The specific duty requires public authorities to publish annually information on the effects of their services and employment on people should share a protected characteristic.

How does this work?

As Public Bodies, we have a moral responsibility to address equality and diversity issues. The equality duty covers a range of protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).

The equality duty is a major driver to demonstrate how we integrate consideration of equality and good relations into daily business. It requires equality consideration to be reflected into policy provision, delivery of services and the way we deal with the people we employ.

Equality, diversity and inclusion is about recognising difference and embracing it. It is about treating people as individuals with different needs and making sure that they reach their potential. This applies to all communities and should be part of everything we do.



Equality Analysis

There is no longer a legal requirement for organisations to use Equality Analysis (EA), but provide evidence that they have considered equality legislation in the delivery of their business. To provide consistency within the organisation the provision of EA allows the methodical assessment the effect that proposed policies, strategy function, procedures and service delivery is likely to have on the communities we serve.

The essential purpose of an EA is to identify whether a policy or strategy may cause unfair treatment of, or adversely affect individuals or groups because of the range of `protected characteristics.

Public bodies need to have a mechanism to understand how their policies and practices affect or could affect equality outcomes. This will need to be identified early enough to influence policy development. The Equality and Human Rights Commission have issued guidance on how different types of public bodies might go about this, to help them meet the general duty.

An EA should be carried out when developing any relevant new policy, initiative, procedure or service change.

Completed EA's are public documents and should be made available if requested.



Who is responsible for delivering the Strategy?

Responsibilities

All staff have a personal responsibility to ensure compliance not only with the Equality Act, code of ethics and other related legislation, but also the DEI Strategy and related action plans. The OPCC's Chief Executive Team will provide visible leadership to ensure buy in from our staff, partners, volunteers and communities. It will show a real commitment to diversity, equality and inclusion as this is fundamentally linked to our culture and everyday business. Its success will be monitored through the OPCC's Governance and Accountability Framework.

Police & Crime Commissioner and OPCC Executive Team

- Act as role models for the rest of the OPCC.
- Provide long term direction.
- Ensure that equality, diversity and inclusion remain a high priority.
- Report on their individual team's progress with the strategy.
- Ensure that legislation and policy is applied correctly.

Staff and Volunteers

- Comply with the Nolan principles.
- Ensure that equality, diversity and inclusion is seen as business as usual.
- Use all opportunities to engage with the communities of Cumbria to increase confidence, trust and promote the OPCC as an employer and partner of choice.
- Enable the Commissioner to deliver the Police & Crime plan

Partners and the Public

- Provide valuable information and insight into the different needs across Cumbria.
- Influence the commissioning of services and provision of financial grants within communities.
- Identify issues with service provision which prevent individuals or communities accessing services
- Raise concerns and issues with the Commissioner and OPCC.

Organisations and Associations

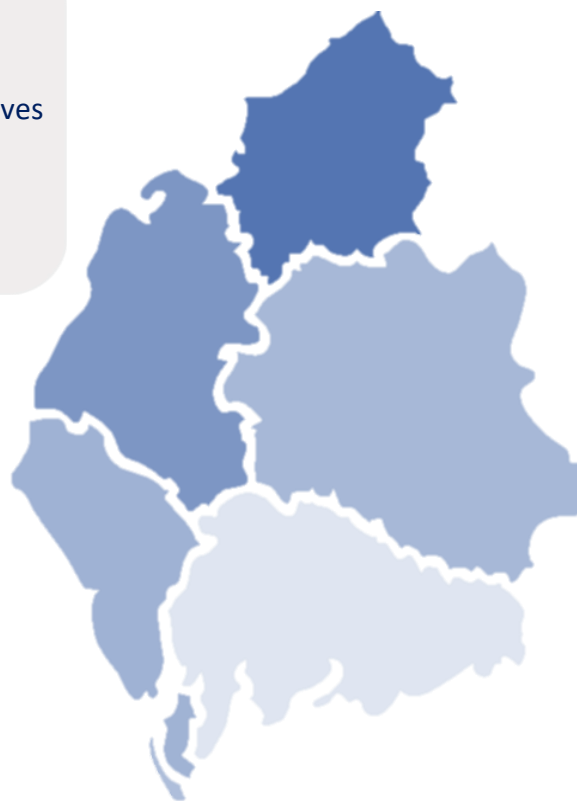
Our network of professional bodies and associations is critical in providing a forum for networking and peer support. The OPCC also has the ability to utilise Cumbria Constabulary's staff support groups and diversity unit for its own staff and business.

Professional Bodies

- Association of Police and Crime Commissioners
- Association of Police and Crime Commissioner Chief Executives
- Chartered Institutes of Public Finance and Accountancy
- Independent Custody Visiting Association
- College of Policing

Cumbria Constabulary's Support Groups

- Christian Police Association (CPA)
- Cumbria Police Pride Network
- Disability Support Group (DSG)
- Menopause Support Group (MSG)
- Autism Support Group



Organisations and Voluntary Bodies

There are a wide range of voluntary and faith groups within Cumbria who provide support and assistance to many communities and individuals. We will work with many of these to support not only our own staff but when commissioning services or awarding contracts within communities to ensure opportunities are realised.