

West Yorkshire Police  
Equality Objectives :  
Progress Report

2020-21



## **Introduction**

This report provides an update on how we are meeting our specific duties under the Equality Act 2010 Public Sector Equality Duty, specifically in terms of our published Equality Objectives and the progress being made against these. It should be read alongside our Equality Information report, also published annually on the West Yorkshire Police website.

## **Our Public Sector Equality Duty**

The Equality Act 2010 places statutory duties on public bodies which protect people from discrimination on the grounds of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, and sexual orientation. These are referred to as 'protected characteristics'. The 'protection' relates to protection from discrimination.

The Public Sector Equality (General) Duty, Regulations 2011, requires West Yorkshire Police to have due regard to the need to eliminate discrimination, harassment and victimisation against people who share a protected characteristic, in addition to advancing equality of opportunity and fostering good relations between those who share a protected characteristic and those who don't.

Under the Specific Duty we are also required to publish our Equality objectives and make Equality information accessible on an annual basis.

## **Our Equality Objectives**

Our Equality Objectives are based on information from local, regional and national sources, and highlight areas of inequality in service provision, service take up or attainment for or by specific groups with protected characteristics as defined in the Equality Act. Equality Objectives help us prioritise areas of inequality requiring action and are used to shape our strategic Diversity Equality & Inclusion (DEI) Action Plan (2020-2025).

Our Equality Objectives reflect our DEI Strategy, the National Police Chief Council's Diversity, Equality & Inclusion Strategy and Toolkits, and align with Force Priorities and the WY Police and Crime Plan 2016-2021. Our performance against the Equality Objectives is assessed by key measures and performance indicators and our Equality Delivery Framework monitors progress against these and oversees delivery of the DEI Action Plan. Equality data will continue to be used to identify longer term trends and inform future Equality Objectives.

Our Equality Objectives are to:

1. Recruit, develop and retain a diverse and inclusive, flexible workforce which reflects the communities we serve to help the police service in West Yorkshire understand and protect our communities.
2. Scrutinise, monitor and improve our processes to ensure equality and fairness is transparent and embedded into everything we do.
3. Ensure robust analysis of all workforce and service delivery data to identify areas of concern or disparity to inform organisational priority and training and development needs.
4. Create safer and more confident communities in tackling the under reporting of hate crime and incidents.
5. Improve our understanding of communities so we can treat everyone as individuals according to their needs.
6. Strengthen our relationships with partners through collaborative working to improve service delivery and increase public confidence.

## **Why equality matters**

Equality is about creating a fairer society, where everyone can participate and have the opportunity to fulfil their potential. An equal society recognises people's different needs and abilities, backgrounds, circumstances and goals, and removes barriers which limit what people can achieve.

### ***Legitimacy***

Policing by consent can only be achieved by retaining legitimacy within the communities we serve. If we are to be effective in tackling crime, protecting the vulnerable and bringing offenders to justice, it needs to be through community and partner engagement, with understanding and transparency, and with an ethical and fair application of the law by a workforce that reflects the people it serves.

### ***The Moral Case***

There is also a moral case for diversity and inclusion in the workplace and in society. Ensuring everyone is treated with dignity and fairness, where needs are understood, and barriers removed to ensure everyone has an equal opportunity to access services and employment is simply the right thing to do. People matter, and no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

### ***The Business Case***

Having a workplace that embraces and reflects the diverse communities it serves helps to attract, retain and develop the best people from a broad range of backgrounds. Diverse and inclusive teams bring variety of thought, innovation, creativity and understanding of our communities – all essential ingredients to ensure we develop a forward thinking, adaptable workforce that is responsive to increasingly complex demands.

Diversity alone is not enough. To achieve improved performance, diversity must come hand in hand with inclusivity. Numerous studies show that inclusive organisations where diverse employees are respected, accepted, valued and encouraged to participate in the workplace fully, outperform their peers because when employees feel more connected at work, they tend to work harder and smarter.

### **Our Diversity, Equality & Inclusion (DEI) Strategy**

West Yorkshire Police is committed to understanding the different needs and demands of our diverse communities and promoting the principles of equality, diversity and human rights in all areas of policing. Our Diversity, Equality and Inclusion (DEI) Strategy under the themes of Our Organisation; Our Communities; Our Partners, seeks to:-

- *embed diversity, equality and inclusion in all aspects of police decision-making;*
- *create a workforce that is truly representative of the diverse communities we serve;*
- *better understand the barriers to developing a representative workforce at all levels;*
- *protect vulnerable people, create safe communities and value everyone in our workforce, whilst being compliant with the Equality Act 2010 and Public Sector Equality Duty 2011*

To further these aims, an overarching Equality Delivery Framework is in place to deliver our DEI Action Plan monitoring the provision of services and employment, and ensuring we meet our statutory public sector equality duties under the Equality Act 2010.

The following section of this report outlines West Yorkshire Police's progress in 2020/21 against our Equality Objectives.

## Equality Objective 1:

Recruit, develop and retain a diverse and inclusive, flexible workforce which reflects the communities we serve to help the police service in West Yorkshire understand and protect our communities.

### Performance measures and Key indicators:

- % officers, staff and PCSOs from an ethnic minority background
- % officers, staff and PCSOs by Gender
- % officers, staff and PCSOs by Age
- % officers, staff and PCSOs by Faith
- % officers, staff and PCSOs by LGBT
- % officers, staff and PCSOs by Disability
- Applicant Profile
- % Exit Interviews completed
- Gender Pay Gap

### What does our data tell us? (as at February 2021)

- **Workforce ethnicity** - 6.0% of the Force workforce is currently from an ethnic minority background, which represents an increase compared to December 2015. Ethnic minority Officers are particularly under-represented at the ranks of Superintendent and Inspector.
- **Workforce Gender** - 36.1% of Police Officers and 57.4% of Police Staff are female. The percentage of officers that are female has been slowly increasing however the percentage of female Officers at Sergeant to Superintendent ranks are lower. The proportion of Police staff that are female has improved slowly over time.
- **Workforce Age** - Analysis of employees ages identifies that the workforce is getting younger and this is particularly true of Police Officers.
- **Workforce Faith, LGBT and Disability representation** – staff voluntarily share personal/sensitive data about themselves and the number of employees whose religion and belief is currently not recorded or disclosed remains high.
- **Recruitment** - on average, based on the most recent application windows from September 2018, 15.8% of applicants were from an ethnic minority background.

- ***Our 2020/21 Gender Pay gap report*** indicated our pay gap was 11.95% (mean) which shows a small reduction on the previous year. For comparison, the national gender pay gap for the same period is 15.5% (mean).

### **Progress/Action Plan Update:**

- Data monitoring/scrutiny continues to be overseen by our DEI Governance Framework, and workforce and service data are published annually in our Equality Information report.
- A monthly Workforce Analysis and Resourcing Forecast is produced which details district level workforce diversity data to support with localised action plans.
- A campaign to improve workforce data around faith/religion, disability, sexual orientation and gender identity is being planned for 2021. The campaign will encourage staff to voluntarily share their protected characteristics with confidence.
- Internal hate crime data will be monitored by the DEI Gold Board going forward.
- A review of our Recruitment process has been implemented resulting in:
  - Positive action initiatives being developed, including mentoring and coaching
  - A more targeted advertising approach.
  - Additional recruitment & selection courses were delivered to assist in improving recruitment panel representation.
  - Improvements to recruitment process information on website and also application form.
- An Education, Development & Support Programme has been created in order to help develop and retain skilled employees. This includes the introduction of secondments into specialist departments in order to address under-representation.
- Our Exit interview process has been reviewed and an early notification process introduced whereby staff are approached *before* they leave to identify any areas for improvement, and any lessons learned shared.
- Our 2020/21 WYP Gender Pay Gap report was published in March 2021 and includes an action plan to continue to address the gap.

## Equality Objective 2:

Scrutinise, monitor and improve our processes to ensure equality and fairness is transparent and embedded into everything we do.

### Performance Measures and Key Indicators:

- Deliver the DEI Action Plan (incorporating Ethnic Minorities Gold actions)

### Progress/Action Plan Update:

- Our Force DEI Action Plan 2020-2025 is in place and is driven by our DEI Governance Framework.
- We have started to review our People policies, including:
  - Flexible Working;
  - Maternity & Paternity;
  - Disability;
  - Uniform;
  - Trans & Non binary People;
  - Dignity and Respect in the Workplace;
  - Performing Duties in a Higher Rank
- Equality & Human Rights Assessments are completed for all new/updated policies, working practices and projects.

### Equality Objective 3:

Ensure robust analysis of all workforce and service delivery data to identify areas of concern or disparity to inform organisational priority and training and development needs.

#### Performance Measures and Key Indicators:

##### Internal – Organisational development

- National Wellbeing and Inclusion Survey findings (National Police Chief Council/Durham University survey)
- Deliver the Force/District/Dept staff survey and wellbeing action plans
- % Perceived Organisational Support (staff survey)
- % Procedural Justice (Fairness) - (staff survey)
- % Supportive Leadership - (staff survey)

##### External – Service delivery to the public

- % Overall victim satisfaction
- % Victim Satisfaction by protected characteristic
- % Stop & Search Disproportionality

#### What does our data tell us? (as at February 2021)

##### Internal – Organisation development

*Workforce survey* - The last staff survey was undertaken in September 2020 and the results presented to our Senior Leaders Forum and DEI Board. Districts and Departments have received bespoke updates. Both Force and local action plans are being developed. The priorities for improvement activity have been agreed as being Supportive Leadership, Well-being (Emotional Energy) and Team Inclusivity.

*National Wellbeing and Inclusion Survey* – The survey was run in 2019 and 2020 and WY Police received bespoke reports setting out findings for both Wellbeing and Diversity Equality & Inclusion, which will allow improvement activities to be prioritised and targeted. The survey will be repeated in 2021 to monitor progress.

### **External – service delivery**

*Victim satisfaction* - There are statistical differences in satisfaction levels between White and Ethnic Minority victims, between male and female victims and between those with or without a disability. There has been an improving trend over the past 12 months for Ethnic Minority and White victims. In relation to age, victims aged 16-34 and 35-54 are increasingly more satisfied whilst for gender, both male and female victims are more satisfied with the service they received in the past 12 months.

*Stop and Search disproportionality* – Stop and search is one of 11 policing activities included in an action plan, overseen by an Inequalities Governance Board, to help understand and address any disproportionate activity.

### **Progress/Action Plan Update:**

- Data monitoring/scrutiny of workforce and service delivery data continues to be overseen by our DEI Governance Framework, informing operational and workforce planning.
- New Staff survey question sets around DEI have been introduced.
- An Employee Wellbeing Strategy and action plans are in place to support staff/line managers.
- An Action Plan has been established to review 11 areas of policing activity to identify any disproportionality - including use of force, stop and search, custody and complaints. The work will be overseen by an Inequalities Governance Board.
- Independent Advisory Groups are held at Force and District level to provide consultative 'critical friend' advice.
- An Ethics Committee is established which has an external Chair. The Committee's purpose is to promote the highest standards of conduct and achieve a deeper understanding of complexities of ethical dilemmas, and aims to improve service delivery to communities and partners, support police officers, staff and leaders and enhance a visible ethics culture.

## Equality Objective 4:

**Create safer and more confident communities in tackling the under reporting of hate crime and incidents.**

### Performance Measures and Key Indicators:

- Hate Crime Incidents by protected characteristic
- % Victim Satisfaction – Hate Crime
- Deliver Hate Crime Action Plan

### What does our data tell us (as at February 2021)?

- Hate incidents have increased by 2.1% over the past 12 months (at February 2021) with the increase being driven by race related hate incidents, however sexual orientation and disability related incidents have also increased. All other hate strands have reported a reduction in the past 12 months
- Around three quarters of all hate related incidents relate to harassment/public order. Violence with injury offences account for 3.7% of all hate incidents whilst violence without injury account for 11.3%.
- The latest hate incident victim satisfaction rate for the 12 months to February 2021 stands at 65.9% which is 4.6% higher than the previous year.

### Progress/Action Plan Update:

- Our WYP Hate Crime action plan is in place and delivered at both strategic and local levels.
- Access to hate crime data for staff has been improved via the introduction of a hate crime app. This indicates short and long-term trends at Force and local area, and is used to support local decision making and problem solving.
- A comprehensive Hate Crime iLearn resource has been designed for all WYP staff but with a focus on Call Handlers and Frontline Officers. This educational package outlines the importance of recognising hate crime, recording it correctly and providing the right response to protect the victim to prevent repeat offences. It enables staff to understand the unique impact offences of this nature have on individuals, their families and the wider community and provide a better Policing response.

- Local specialist Hate Crime Officers are in place across West Yorkshire. These specialist officers support victims and also provide guidance to colleagues. Some are co-located with partners to improve local response.
- Scrutiny Panels are held locally, where members of the public scrutinise sample incidents of hate crime, stop and search and use of force. Feedback informs our working practices.

## Equality Objective 5:

**Improve our understanding of communities so we can treat everyone as individuals according to their needs.**

### Performance Measures and Key Indicators:

- Deliver the DEI Action Plan (incorporating Ethnic Minorities Gold actions)
- Deliver the Neighbourhood Policing Strategic Plan
- % of respondents who believe local police are doing a good Job (Office of Police and Crime Commissioner (OPCC) 'Your Views' public survey) – by ethnicity, age, gender
- % respondents who feel safe in their local area (OPCC 'Your Views' Survey)
- % respondents who feel that police & partners will prevent crime and ASB (OPCC 'Your Views' Survey)

### What does our data tell us (as at February 2021)?

- Three 'Confidence' measures from the OPCC 'Your Views' survey are reported and tracked within the Police and Crime Plan and results indicate that compared to the previous year public confidence slightly increased in the areas of 'confidence in local policing', 'more people will feel safe in West Yorkshire' and 'More people are confident that police & partners will prevent crime and ASB'. The Survey is currently paused as a result of the Coronavirus pandemic.

### Progress/Action Plan Update:

- Local Officers work with partners, charities and other third sector organisations to understand and address community needs.

- DEI Working Groups have been set up in Districts to deliver Force DEI actions, and also identify and tackle any local DEI issues identified by staff or members of their local communities.
- An Inequalities Governance Board and Action Plan has been set up to examine any disproportionality in policing activities.
- Unconscious bias and cultural awareness training has been delivered to all staff

### **Equality Objective 6:**

**Strengthen our relationships with partners through collaborative working to improve service delivery and increase public confidence.**

#### **Performance Measures and Key Indicators:**

- Deliver the DEI Action Plan (incorporating Ethnic Minorities Gold actions)
- Deliver the Neighbourhood Policing Strategic Plan

#### **Progress/Action Plan Update:**

- The DEI Action Plan 2020-2025 continues to be driven by our DEI Governance Framework. DEI Working Groups are set up in Districts to deliver Force DEI actions, and also identify and tackle any local DEI issues identified by staff or members of their local communities.
- Local District SLT and officers are involved in multi-agency strategic partnership groups to work collaboratively on local partnership priorities.
- District staff work with partners to deliver local Neighbourhood Action Plans and partnership initiatives.