



Protect, Respect, Represent, and Involve



Diversity, Equality and Inclusion Strategy 2024 - 2026



**WEST YORKSHIRE
POLICE**

Introduction

Vision and Values

West Yorkshire is a vibrant and diverse county, where the joint vision of 'Safe. Just. Inclusive' is achieved by ensuring that everyone has fair, equitable access to services and policing legitimacy is maintained through building trust with all our communities.

The recent census results from 2021 have produced a snapshot of the population of West Yorkshire, with the opportunity to review the services and workplace environment that we provide, and work collaboratively to continuously improve our internal and external provisions. This data can highlight disparity or inequalities among groups, enabling strategic priorities to be agreed. We will continue to treat people as individuals and value the diversity of thought, experience, skills and background that each person has, which is as unique as their fingerprint. As a values-based organisation, we underpin all our decisions, behaviours, and actions with the shared values of fairness, dignity and respect. This is the foundation of our inclusive organisation which aims to provide excellent service to all its users.

Purpose

We exist to reduce crime, protect vulnerable people, and reassure the public. To do this, we know that effective working relationships need to be established and maintained with all groups, communities and partnerships to deliver the best outcomes. Where there are inequalities identified within our service areas, we will take appropriate action collaboratively to reduce and remove this disproportionality. Where our workforce is not representative of the communities we serve, we will seek to understand the reasons why and take proportionate action to address under-representation. When communities or groups do not feel involved, valued or protected fully we will work together with all stakeholders and find effective solutions to maintaining policing legitimacy. West Yorkshire Police collaborates with regional and national policing teams to deliver an effective and efficient service to the public and takes a lead with respect to the Regional Organised Crime Unit, Regional Scientific Support, National Police Air Service, Counter Terrorism Policing and Police National Legal Database amongst other teams. This strategy includes outcomes that are common to all forces from the National Police Chiefs Council (NPCC) Diversity Equality and Inclusion (DEI) Strategy and will support priorities across all our teams, including those who work alongside colleagues from neighbouring forces on a daily basis.

Our Approach

Our DEI Strategy sets out our ambition for creating an effective, efficient and representative workforce for West Yorkshire which builds trust and confidence across all communities and groups. As an organisation that is committed to continuously evolving, this updated strategy incorporates the impact of major events on our communities, our partners, and our organisation. This strategy serves as a two-year approach establishing how we can deliver tangible and sustained change to create a fair, inclusive, equitable service and workplace for all.

Progress to systematically embed DEI is essential to providing business solutions across all departments within West Yorkshire Police, helping to respond to the increasingly wide-range and complex issues facing modern policing. Opportunities to harness technology and provide equality of access for both the public and the workforce will be utilised wherever possible. This strategy incorporates the updated census 2021 data to provide an accurate understanding as to the identity and characteristics of people in West Yorkshire. We recognise that national challenges to legitimacy of policing have impacted our communities and we have made substantial progress in delivering plans to address this, including the Violence Against Women and Girls (VAWG) strategy and The Police Race Action Plan. Trust and legitimacy are gained from recognising the issues that matter most to all our communities and workforce groups, creating a collaborative approach to finding solutions and being transparent in our approach. This strategy has been created in consultation with internal and external stakeholders to ensure that we are informed by those who are impacted most by our decisions and actions, to identify the most effective and efficient methods of working. Part of our approach will be to ensure that all those who work to keep West Yorkshire safe, including regional units and partnership organisations, feel involved in the work underpinning this strategy.

As a public body, under the Public Sector Equality Duty we have a legal requirement to create equality objectives and publish our progress towards them annually. These equality objectives set out our long-term priorities in relation to DEI and provide specific, measurable objectives to demonstrate compliance with the Public Sector Equality Duty. The West Yorkshire Police equality objectives align with the **Police and Crime Plan 2021-2024**, [↗](#) and **National Police Chief Council's Diversity, Equality & Inclusion Strategy**. [↗](#)

The equality objectives that are set out in this strategy go beyond legal compliance. Our equality objectives will drive the direction of our strategy and their progress will be embedded throughout the delivery plans associated with this strategy. Diversity information will be used to evidence priorities, identify disparities and monitor progress throughout each equality objective and delivery plan. Inclusive practices and processes will be used to ensure that, where diversity information shows inequality, we use the most inclusive approach to addressing bias or discrimination, fostering good relations between groups and creating equality of access for all.

How this strategy aligns to the 2018-25 NPCC DEI Strategy

NPCC on Leadership: Chief Officers will provide visible leadership to ensure our staff, our partners and our communities witness our personal commitment to diversity, equality and inclusion.

West Yorkshire on Leadership: DEI are embedded in our Force vision, values and is essential if we are to reduce crime, protect vulnerable people and reassure the public. All our leaders show visible commitment to DEI through the decisions we make, the actions we take and the behaviours we demonstrate.

The NPCC DEI Strategy has three key elements that enable success. They provide a framework to accelerate progress on DEI, to deliver positive equality outcomes and to ensure legal compliance. This will help us to deliver a fair and responsive service that engages effectively with our staff, our communities and our partners, while building on our organisational values and culture.

Our Communities	Our Partners	Our Organisation
Understanding our communities	Understanding the partnership landscape	Understanding our workforce
Engagement and good relations	Joint service delivery	Transparency and scrutiny
Increasing confidence	Tackling disparity	Developing our workforce

In West Yorkshire Police these are translated into our three key enablers, which are the long-term capabilities required to deliver successful outcomes in the DEI strategy.

Collaborate	We will collaborate with our workforce, our communities and our partners to enable formal and informal engagement with our stakeholders. We will seek to share insights and a better understanding of how to develop effective and efficient services with the key decision makers promptly, providing the opportunity for informed decision making.
Coordinate	We put in place systems that enable the collection, collation and analysis of data and information across the nine protected characteristics. This work will identify disparities and take the relevant action to explain or reform. We use technology where possible to develop prompt, accurate and relevant information.
Communicate	We will develop effective communication strategies to maximise the transparency of our activities and provide opportunity for effective scrutiny. We will increase confidence in our organisation and our community by creating consistent and accessible communication methods across all our work, capturing insights from stakeholders while providing guidance, awareness and increasing understanding.

How this strategy aligns to our policing strategy

Force Strategy

Vision -
Why are we here?

Safe. Just. Inclusive

Values -
How will we deliver?

Fairness, Integrity and Respect

Purpose -
What do we want to achieve?



Reducing Crime



Protecting Vulnerable People



Reassuring the Public

Equality Objectives:
How we will meet our purpose and statutory duties:

PROTECTED:
to increase feelings of safety and reduction of crime.

RESPECTED:
to increase trust and confidence in the police.

INVOLVED:
to provide meaningful engagement that creates action.

REPRESENTED:
to create positive public perception of police as an employer.

Enablers -
What long-term capabilities are required to deliver our objectives:

Collaborate

Coordinate

Communicate

DEI Strategy

Equality objectives

Our equality objectives apply to the service we deliver and how we interact with our colleagues. They are specific and measurable to demonstrate how we are eliminating discrimination, advancing equality and fostering good relations. Our equality objectives provide clarity on what is required to create an effective police service that is anti-discriminatory and trusted by all. A demonstrably anti-discriminatory service that earns trust, does not exacerbate existing social disadvantage, and is proactive in tackling discrimination and inequalities where they exist. By meeting our equality objectives, we can effectively achieve our purpose of reducing crime, protect vulnerable people and reassure the public.

Equality Objective: PROTECTED

A police service that protects people from crime and seeks justice for victims.

Develop information and analysis which identifies what crime types have a disproportional impact on groups who share a protected characteristic and the service level that these victims receive.

Improve our understanding, police interaction and support for groups within communities where confidence in policing has been identified as lower compared to the general population.

Respond to hate crime and tackle discrimination, through monitoring and responding to the rates of hate crime incidents, criminal allegations, victim satisfaction levels and outcome rates.

Support and deliver the Mayor's Police and Crime plan, protecting people through a systems and partnership approach with diversity, equality and inclusion as a cross-cutting theme throughout the plan.

Equality Objective: RESPECTED

A police service that is perceived by everyone to be fair, respectful and equitable in all that it says and does.

Publish data on the use of police powers where inequalities between groups who share a protected characteristic are identified and take appropriate action to ensure trust and legitimacy is maintained.

Use mechanisms, such as scrutiny panels and audits, to understand and act where inequalities in the use of police powers are identified. Action includes, but is not limited to, improving training, communication, supervision processes or other relevant factors.

Equip our people to consider DEI related factors in their decision-making at all levels of service delivery. This includes training our people around the legitimate use, decision-making and communication skills required to supervise and manage the use of police powers effectively.

Equality Objective: INVOLVED

A police service where people from all backgrounds can, and do, input into its governance.

Develop and maintain independent advisory groups and scrutiny panels, representing our diverse communities, to provide effective consultation and feedback on our work at a force and district level. Where the impact on communities is greatest, including the legacy of historic injustices, develop and maintain independent advisory and scrutiny groups with a specific focus.

Collaboratively develop and maintain support for staff associations within West Yorkshire Police, providing a platform to progress inclusivity priorities and capture insights or feedback to support the wider policing strategy. Provide support that is relative to the development stage of each network, including ensuring an intersectional approach to representation across all networks.

Build and develop opportunities for whole system involvement relating to DEI challenges, through a collaborative partnership approach, providing consultation and scrutiny from stakeholders working towards joint objectives.

Advance equality and promote good relations between West Yorkshire Police and the communities, through the delivery of the equality framework. This includes progressing priority areas under the Involve section of the framework and identifying appropriate leads or teams to deliver improved outcomes.

Equality Objective: REPRESENTED

A police service that is representative of the public it serves, and welcomes and encourages difference in its officers, staff and volunteers.

Advance equality and promote good relations within the workforce, through the delivery of the equality framework. This includes progressing priority areas under the Represent section of the framework and identifying appropriate leads or teams to deliver improved outcomes.

Communicate reports and updates on the effectiveness of impact assessments with respect to creating inclusive policies, processes and practices for the workforce or any prospective applicants. Deliver effective and efficient interventions where positive action is required, in order to reduce disadvantage and meet the needs, or increase participation, of relevant under-represented groups through proportionate means.

Develop and maintain Bronze plans at a local departmental and district level, where force priorities are progressed alongside identified local needs relating to diversity, equality and inclusion. These plans are informed by data and information relating to the specific needs of each department or district, and used to share best practice, identify common barriers or challenges across the force and provide central support to the priority areas.

Objective: PROTECTED

A police service that protects people from crime and seeks justice for victims.

Where are we now?

- West Yorkshire Police use the College Policing definition for vulnerability which includes the relationship between vulnerability and protected characteristics. Within this work, the force undertakes an annual strategic assessment of key areas including Safeguarding Vulnerable People and specifically covers Missing Persons, Child Sexual Exploitation and Abuse, Modern Slavery/Human Trafficking, Mental Health, Domestic Abuse, Sexual Offences, Hate Crime, Honour Based Abuse, Forced Marriage and Female Genital Mutilation (FGM).
- An inequalities report has been produced to highlight the ethnic disparities of victims across different crime types, missing people and victim satisfaction rates. This information is shared with relevant strategic boards to inform strategic plans and take action to explain or reform our work.
- A hate crime supervisor and hate crime coordinator are established across each district, their work includes the monitoring, analysis and scrutiny of hate crimes and incidents, informing preventative and responsive actions to protect communities effectively.
- A two-day cultural awareness training programme for all members of the workforce was launched in June 2023, focused on understanding and supporting Black communities including a trauma-informed approach to communication, engagement and service provision.

What next?

- As part of our equality performance information, a report will be produced quarterly to share all work under the 'Protected' equality objective and delivered to DEI Gold, to review priorities and progress with an aim of publishing the report annually as part of the Equality Performance Report.
- We have developed a West Yorkshire Police equality framework, using the existing The Association of Police and Crime Commissioners (APCC) equality framework, which supports the consistent and accurate recording of data about the people we interact with. Aligned to this, we will develop our use of coordinating information internally, to provide decision makers with an informed position, using relevant and accurate data relating to protected characteristics. This includes signposting to relevant information and reports when completing People Impact Assessments or presenting to strategic performance boards.
- As part of the Police and Crime Plan 2021-24, the force has committed to ensuring that the police response to victims increases overall victim satisfaction with Police, and in partnership reduce the satisfaction gap identified in hate crime, ethnic minority communities and those with disabilities.
- As part of the Police Race Action Plan, work will be progressed under 'Workstream 2- Use of Powers' to create a police service that is fair, respectful, and equitable in its actions towards Black and Black heritage people and communities.
- As part of the Violence Against Women and Girls Strategy, work will be progressed under 'Priority 2 – Relentless Pursuit of Perpetrators' to better use police powers and conduct investigations of the highest standard.

Objective: RESPECTED

A police service that is perceived by everyone to be fair, respectful and equitable in all that it says and does.

Where are we now?

- An inequalities report has been produced to highlight the ethnic disparities relating to use of force and offender outcomes. This information is shared with relevant strategic boards to inform strategic plans and take action to explain or reform our work.
- Annually, the Equality Performance Report provides details on data relating to policing powers, including stop and search, use of force, arrests, hate incidents and crimes to identify inequalities relating to groups who share a protected characteristic where they are recorded.
- The Violence Against Women and Girls lead for West Yorkshire Police regularly reviews and assess the use of preventative powers to confirm they are risk-based and well-governed.
- To support the Safeguarding Central Governance Unit, audits are undertaken as part of the force's strategic audit plan. This provides regular reports and feedback or guidance to teams, including the use of police powers.
- The Police Race Action Plan has a dedicated structure to provide strengthened governance and progress relating to reducing racial disparities through the use of policing powers.

What next?

- As part of our revised equality performance information, a report will be produced annually to share all work under the 'Respected' equality objective in an accessible format to aid transparency and scrutiny.
- The national and local work relating to collecting protected characteristic data on people we interact with, will support the development of monitoring and reporting mechanisms for characteristics beyond ethnicity in relation to use of force and offender outcomes.
- A revised Code of Ethics will be launched by the College of Policing and this will initiate a review of DEI across all training plans. This will include the legitimate use, decision-making and communication skills required to supervise and manage the use of police powers.
- As part of the Police Race Action Plan, work will continue to be progressed under 'Workstream 2- Use of Powers' to create a police service that is fair, respectful, and equitable in its actions towards Black and Black heritage people and communities.
- As part of the Violence Against Women and Girls Strategy, work will be progressed under 'Priority 2 – Relentless Pursuit of Perpetrators' to better use police powers and conduct investigations of the highest standard.

Objective: INVOLVED

A police service where people from all backgrounds can, and do, input into its governance.

Where are we now?

- As part of the Community Engagement Strategy, baseline measurements and gap analysis of community engagement is carried out, to develop engagement activities that have a measurable impact on local policing decisions.
- There are currently thirteen staff support networks or groups established at West Yorkshire Police, who operate independently to provide support, advocacy and guidance on diversity and inclusion related topics for different groups who share a protected characteristic.
- Each department and district have an identified Bronze lead for diversity, equality and inclusion with plans to establish a local plan of DEI priority actions specific to their teams. Existing plans are currently shared through the Bronze Sharing Group quarterly, with a focus on sharing best practice, progressing inclusivity across all areas of the workforce and problem solving.
- Further to the force and local district Independent Advisory Groups that exist, separate Independent Advisory Groups for Violence Against Women and Girls strategy (VAWG IAG) and the Police Race Action Plan Independent Scrutiny and Advisory Group (ISaAG) have been established. These groups provide opportunities to monitor, consult and review the effective use of police powers and its associated impact on communities.
- Scrutiny panels relating to stop and search, use of force and hate crime are established, with a review undertaken to ensure there is proportionate representation from all communities in each District on the panels.

What next?

- As part of our equality performance information, a report will be produced quarterly to share all work under the 'Involved' equality objective and delivered to DEI Gold, to review priorities and progress with an aim of publishing the report annually as part of the Equality Performance Report.
- Through the introduction of an 'umbrella' approach to our staff networks, being managed as 'Our Inclusive Networks', an opportunity to advocate with an intersectional lens and foster good relations between groups who share a protected characteristic will be established. The force will review and update the service level agreement and align it to this strategy, with resourcing to manage the development and engagement of all networks to the wider workforce. Support provide to staff networks will relate to the level of development stage they have reached, identifying those in the development stage who require support to build a membership base and those in the advanced stage who are providing insights from an informed, engaged and active membership base.
- The Bronze plans will be supported to develop in maturity, identifying relevant performance metrics that will support the delivery of effective activities to progress DEI at a tactical level across different teams.
- The Community Engagement team and DEI team will build regular opportunities to collaborate on workstream activities and share progress due to the intrinsically linked outcomes in both strategies.

Objective: REPRESENTED

A police service that is representative of the public it serves, and welcomes and encourages difference in its officers, staff and volunteers.

Where are we now?

- The People Impact Assessment (previously known as Equality and Human Rights Assessment) process is established, with a recent audit reporting that the process is working satisfactorily to encourage assessments to be completed for all policies and working practices.
- A workplace behaviours meeting, chaired by the ACC for People provides data and information from Professional Standards Department, Employee Relations and the Head of DEI to monitor, review and take relevant action where patterns or trends identify greater impact, prevalence or learning than on a case-by-case basis.
- Two mandatory E-Learning modules have been published for all members of the workforce. These packages include core information of statutory duties, local objectives, the code of ethics and sexual harassment.
- A positive action tactical plan has been developed to manage and monitor the impact of activities supporting the attraction, recruitment, retention and progression of identified groups. This plan is governed through a separate Gold group and updates are provided to wider internal stakeholders through a quarterly DEI report.
- A force award has been created for work under the Violence Against Women and Girls strategy, recognising innovative and outstanding work to help progress in relation to this priority work.
- A retention strategy has been created, to develop and maintain a working environment where people wish to stay working, talent is retained, and people feel valued. The work underpinning this strategy will serve to ensure that improved representation from the Police Uplift Programme and recent successful outcomes from positive action work can be harnessed to maintain a representative workforce.
- As part of the Police Race Action Plan, work has progressed under 'Workstream 1- Internal culture and inclusivity' to create a police service that is representative of Black communities and supports its Black and Black heritage officers and staff. This includes the creation of a Black and Black Heritage Advisory Group in the workforce to work collaboratively on developing an implementing effective actions within the workplace.

What next?

- The Disability Working Group will create and support the delivery of an action plan to increase awareness, improve understanding and provide information on updated policies, processes and provisions to support employees in the workplace with respect to disability and neurodiversity. This plan will underpin the force's submission to become a Disability Confident Leader by December 2023.
- Following the recent audit of the People Impact Assessment process, recommendations will be implemented including an improved governance and quality assurance process for policy review and amendments, and the tracking of advice or changes made when supporting the completion of assessments. This will be reported through the DEI Governance meetings at the relevant level.

- Data and information on workplace behaviours will be developed for improved collection and collation, to provide effective analysis relating to workplace experiences of groups who share a protected characteristic. This will be shared across relevant workstreams to inform inclusivity plans.
- An enquiry tracker to capture early intervention opportunities, assess their potential impact and/or prevalence across wider groups and progress wider organisational learning actions will be established centrally within the DEI team to provide informal monitoring and early intervention opportunities for DEI related issues.

Enablers

In order to achieve our equality objectives and DEI strategy we have identified three key enablers. These will be embedded throughout all the equality objectives and DEI workstreams, supporting the long-term development of effective working relationships with key stakeholders and decision-makers. **Each driver will have a strategic plan to demonstrate how they will be applied, the benefits they will bring to the organisation, and how each will be measured for impact.**

Collaboration

How we will use this enabler

Collaboration with partnerships and networks, both internally and externally, will provide information and feedback across all DEI workstreams, with an area on each action plan to consider the following:

- Identify methods to build and maintain a diverse group of partnerships and networks relative to their terms of reference.
- Identifying stakeholders who are currently actively engaged in receiving content relating to DEI workstreams and have occasionally provided feedback, to offer opportunities where they can become involved in the decision-making, design, delivery or scrutiny of DEI workstreams.
- Working with stakeholders who are currently involved in DEI workstreams and creating opportunities where they can take a leadership role in DEI workstreams.
- Investing in leaders from internal and external partnerships and networks to work with the organisation in shaping the strategic direction of DEI workstreams.
- Identify relevant partnerships and networks to provide scrutiny of DEI workstreams in order to build and maintain trust and legitimacy.

What benefit this will bring

By considering the strategic partnerships and networks development plan this will:

- Provide a consistent message to stakeholders about the opportunities and benefits of supporting DEI workstreams at different levels of participation (awareness, engagement, involvement, leadership, scrutiny).
- Improve the opportunity to amplify the voice of marginalised or under-represented groups across DEI workstreams, delivering effective consultation and feedback opportunities.
- Provide professional development opportunities for individuals involved in DEI workstreams in areas that would support their personal career aspirations.
- Improve the transparency of decision-making and progress of DEI workstreams by offering greater scrutiny of decisions.
- Support the organisation to pay due regard to groups who share a protected characteristic in decision-making and to develop plans that are informed by those who are impacted most.
- Ensure that the contribution of stakeholders is focused on areas that provide the most effective and efficient outcomes, valuing their contribution and protecting their limited resourcing capabilities.

Co-ordination

How we will use this enabler

The coordination of data and information will be utilised across all DEI workstreams, with an area on each action plan to consider the following:

- Identify what data is currently available to evaluate the anticipated impact of the action plan and how will this be captured.
- Take action to improve the data in terms of accuracy, relevance or promptness if required.
- Ensure that data management always retains the privacy of individuals and groups, including indirectly identifiable data.

Technology will be utilised across all DEI workstreams, with an area on each action plan to consider the following:

- Use accessibility tools to ensure equality of access for users internally and externally (including checking for inclusive language)
- Where relevant, support the development of the DEI hub on the intranet by creating content relating to your action plan.
- Utilise the Microsoft Teams, channels and chat functions in line with DEI Communications guidance.

What benefit this will bring

By considering the coordination of data and information, using technology where possible, this will:

- Provide an evidence-led approach to our action plans and priorities.
- Include a focus on improving the data in action plans so that future work and decisions can be better informed.
- Provide key performance measures to monitor and evaluate the impact of action plans.
- Ensure that our published communications and engagement tools provide equality of access using appropriate technology.
- Provide a sustainable approach to delivering information and resources across the workforce and community, reducing environmental impact.

Communication

How we will use this enabler

Communications and engagement tools and resources will be utilised across all DEI workstreams, with an area on each action plan to consider the following:

- Identify touchpoints with stakeholders and review the effectiveness of communication channels.
- Raise awareness of DEI matters with stakeholders through a range of channels such as Microsoft Teams, email, social media, press releases, newsletters, meetings, and forums.
- Encourage engagement and collaborative working with stakeholders who can share mutually beneficial comms insight.
- Consult with relevant stakeholders throughout the progress of projects and workstreams, providing regular updates and building in flexibility to review and adapt plans.
- Be transparent with stakeholders about how we effectively scrutinise, monitor, and evaluate our work.
- Ensure insight acquired is considered for the benefit of West Yorkshire Police and/or its community, shared with relevant stakeholders, and acted upon where relevant.
- Ensure DEI data and information is shared with stakeholders in an accessible format.
- Create effective and open channels of communication where stakeholders feel safe and supported to report instances of bias or discrimination in the workplace.
- Create a knowledge hub and self-service tool on the intranet for people seeking information and advice on DEI topics.
- Develop a suite of educational resources, such as iLearn packages, to increase employee's awareness and understanding of DEI topics.

- Provide guidance to ensure all departments with West Yorkshire Police are creating accessible collateral and materials.
- Raise the profile of DEI activity / topics through aligning workstreams with relevant awareness days or events.

What benefit this will bring

By considering the DEI communications plan this will:

- Provide a clear picture of the current and most effective communication channels to inform and engage with stakeholders.
- Utilise the expertise and lived experiences of internal and external stakeholders to the benefit of West Yorkshire Police and the community it serves.
- Reduce silo working across workstreams and enable cross-dependent plans to coordinate activities easily.
- Provide a transparent approach to the achievements and challenges noted across all workstreams; to support celebration, scrutiny and accountability of workstream progress.
- Ensure that the governance and accountability meetings are providing a central, comprehensive update for all workstreams relating to DEI at the relevant level, providing a feedback loop and two-way formal engagement pipeline.
- Support the triaging of information to the relevant stakeholders, so that cross-dependent updates from different stakeholders are shared in a timely and effective manner to support ongoing work.
- Provide a more effective use of data to identify and understand information related to DEI matters.
- Allow us to engage with a wider audience using accessible content and collateral.
- Improve the workforce's awareness and understanding of DEI matters, enabling them to deliver an improved level of service to the public.
- Equip the workforce with information, and a knowledge hub that meets their needs, enabling them to do their job efficiently.
- Improve the accessibility and availability of templates for best practice when delivering any training, resources, tools or reports throughout DEI workstreams to ensure the effective and efficient delivery of information.
- Ensure that awareness events or key dates are embedded in wider workstreams and showcase legitimate and consistent activity of valuing difference.

National Plans and Strategies

There are several national policing plans and strategies that have been embedded into the force equality objectives and DEI strategy for West Yorkshire Police. The areas of focus are based on national policing priorities where significant change is required to build and maintain trust and legitimacy of policing in England and Wales. West Yorkshire Police recognise the need to drive progress in these areas of concern for our communities locally, and how this can also improve service nationally as the fourth largest force in England. As such, we aim to be leaders in sharing best practice, progressing actions and delivering real and sustained change in these areas.

For more information about the work that is embedded within this strategy, please click on the links below:

NPCC DEI Strategy [!\[\]\(4729e517bc6a7cd81c8025b9646574fb_img.jpg\)](#)

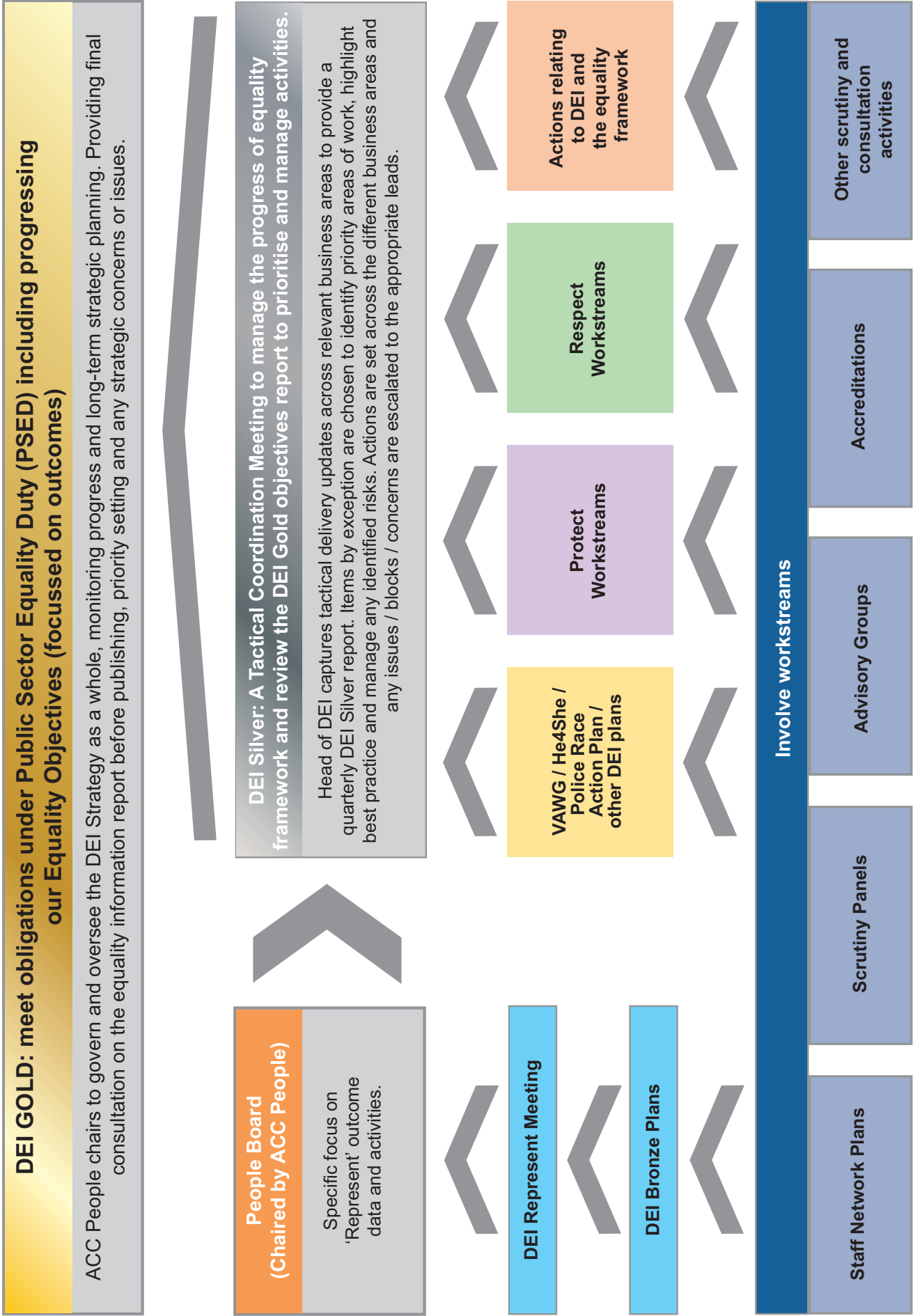
Police Race Action Plan [!\[\]\(cbe80b694ebd74fcfe136a095b608235_img.jpg\)](#)

Violence Against Women and Girls (VAWG) Strategy [!\[\]\(a03a7eb2f4046e1d3c76772003e549ea_img.jpg\)](#)

He4She portfolio [!\[\]\(cbe2492b119e39e02a1dab2af4a4b296_img.jpg\)](#) **and White Ribbon Accreditation** [!\[\]\(2f36c159ea3670f7a62f64a4f1cf5c05_img.jpg\)](#)

Disability Confident Leader accreditation [!\[\]\(e474458956c9a37fbf9586ddb60a7fa1_img.jpg\)](#)

Structure and Governance of Diversity, Equality and Inclusion



This strategy is for every employee, Special and Volunteer connected to West Yorkshire Police including our lead force departments and functions



**COUNTER
TERRORISM
POLICING**
.....
NORTH EAST



VIPER
BEATING CRIME



**WEST YORKSHIRE
POLICE**