



Creating a safer
Cambridgeshire

Equality Objectives and Key Achievements

In order to ensure equality and diversity is considered in everything we do, we have five core objectives across the tri force area. Local (Cams only) highlights against each are provided below.

We will achieve a positive shift in our workplace culture where people, no matter their background and circumstances, feel confident to disclose their protected characteristics.

There are newly formed tactical and strategic groups, that have oversight of the Force culture piece: 'The Big Conversation'. Actions within an Ethics, Diversity, Equality and Inclusion Action Plan being delivered as part of this are aligned to the organisational priorities of:

- People
- Partnerships
- Resources
- Transformation

Chief Inspector Tactical Leads have been identified for each strand, and report back to the tactical and strategic groups.

The Constabulary has signed up to and is implementing measures contained within the National Police Chief's Council (NPCC) Sexual Harassment Plan. This is being co-ordinated at a tri force level with Human Resources (HR), Professional Standards and Beds and Herts leads, to ensure a consistent and joined-up approach.

Additional support is being provided to managers to put reasonable adjustments in place for Officers and staff, and a new post of Reasonable Adjustments Co-ordinator created as part of the new HR operating model, to provide this support.

A Bedfordshire, Cambridgeshire and Hertfordshire (BCH) Equality, Diversion and Inclusion Strategy 2020-2023 has been agreed, focussing on the five key themes of:

1. Attraction and Recruitment
2. Leadership and Culture
3. Progression
4. Retention and Learning from Leavers
5. Wellbeing and Fulfilment

Delivery Plans and appropriate governance have been set up for each of the themes, with the Constabulary representation ensuring effective local delivery.

We will attract, engage, develop and retain a workforce that is representative of the communities it serves.

The Constabulary is actively using positive action to engage with minority and under-represented groups and encouraging applications from a wide range of applicants. A dedicated Positive Action Officer is responsible for progressing activity in line with the Positive Action Strategy and Delivery Plan.

The Constabulary is working in line with the National Police Chiefs' Council of the Workforce Representation, Attraction, Recruitment and Progression Toolkit, and has dedicated resources to driving this area of business aligned to three core elements:

1. Attraction
2. Application
3. Attrition

The Constabulary has reaffirmed its commitment and support for staff support networks, through a new Service Level Agreement signed with the groups.

The proportion of Black and Minority Ethnic (BME) Police Officers in the Constabulary is 4.6%, and there is more work to do to be proportionate to the local population of the communities we serve (9.7%).

The percentage of BME Officers joining the Constabulary over the last 12 months is 6.86%, which is a slight improvement on the current Cambs BME Police Officer %.

The proportion of males and females, shows that female Police staff account for 63.76% of the staff workforce, and 32% of Officers.

Looking at retention data, the average length of service for a male Officer is 10 years, for female Officers it is 9.7 years, and for BME Officers it is 6.2 years.

The proportion of BME Specials is 5.58%. Female Specials account for 36.04% of Specials, which is significantly higher than the national average (28.7%).

NB It should be noted that this data only relates to visible BME, and the Constabulary is working on a wider piece to understand the demographic of non-visible BME within our communities, and this is reflected by our non-visible BME workforce.

We will understand our communities by developing effective engagement strategies that enable interaction with diverse groups, fostering strong relations that build trust and confidence.

Engagement continues to be directed in line with the Constabulary and Office of the Police and Crime Commissioner (OPCC) Engagement Strategies, and monitored through the Neighbourhood Policing Steering Group's performance management framework.

External Ethics Panels are held on a quarterly basis, and seek the views of communities on a variety of ethical dilemmas facing the Constabulary. Recent dilemmas discussed by the panels have included leadership, conduct issues, and racial tensions.

Local Policing teams in Neighbourhoods across the County have extensive Key Individual Networks, that are consulted and engaged with on a regular basis, and offer specific feedback, advice and guidance in the event of critical and major incidents.

A review of the Constabulary's Independent Advisory Group mechanisms is underway, to explore means of improving engagement and consultation, and complementing and enhancing OPCC proposals around such arrangements.

We will work with our partners to implement strategies to explain, where necessary reduce, and where possible eliminate disparity and enhance public service.

Disproportionality around stop search, use of force, out of court disposals and custody are reviewed on a regular basis, and feed into the Ethics, Diversity, Equality & Inclusion governance mechanisms, with appropriate review and challenge.

Independent scrutiny of police activity, and any disparity in service, has now been expanded with the creation of an Independent Use of Force Scrutiny Group, to expand on the work of the Independent Stop Search Scrutiny Group, which has been in place for a number of years.

We will understand the impact of our policies and practices on people with different protected characteristics by conducting equality analysis and take steps to remove or minimise disadvantages.

All Constabulary policy and procedures are formally equality assessed to minimise any negative impact on particular groups.

An Equality Impact Assessment (EIA) of actions and decisions made is now a key element of the standard meeting agenda used across the Constabulary for all governance meetings.

New promotion processes have been introduced across BCH, and are currently under HR review to assess diversity impact

Data on disproportionality and equality is now provided to the Ethics, Diversity, Equality and Inclusivity tactical and strategic groups for consideration and action.

Work is ongoing through the Strategic Analysis Team, with partner agencies (incl. OPCC and the Cambridgeshire Criminal Justice Board), and with other Forces and national bodies (incl. NPCC and the College of Policing) to better understand the available disproportionality data and the operational context in which this is set.