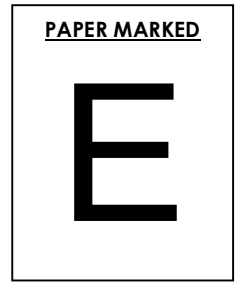


**POLICE AND CRIME  
COMMISSIONER FOR  
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND  
COMPLAINTS COMMITTEE**



Report of	<b>OFFICE OF CHIEF CONSTABLE</b>
Subject	<b>DIVERSITY &amp; INCLUSION STRATEGY</b>
Date	<b>FRIDAY 18 SEPTEMBER 2020 – 2.00PM</b>
Author	<b>LYNNE WOODWARD</b>

**Purpose of Report**

1. The purpose of the report is to inform members of the content of the new Diversity and Inclusion strategy for Leicestershire Police.

**Recommendations**

2. The Committee is recommended to discuss the contents of the report.

**Background**

3. The Diversity & Inclusion Strategy was formally approved by the Strategic Equality & Fairness Board in January 2020. This followed several months of consultation both internally within the organisation and externally with members of the community.
4. The strategy has highlighted a number of areas which will contribute to what success will look like if the strategy is effective. One of those areas relates to progression, with the indicator being the progression of officers and volunteers from underrepresented groups in ranks and into specialist posts, reflective in force statistics.

**List of Appendices**

Appendix A – Diversity & Inclusion Strategy

**Person to Contact**

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2020 - 2024

# Diversity & Inclusion Strategy



 [leics.police.uk](https://leics.police.uk)

 Leicestershire Police

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## Leicestershire Police

Protecting our communities



## Leicestershire Police

Protecting our communities



# Foreword

As Chief Constable of Leicestershire Police, I am proud to say that we have made some significant progress in advancing equality and diversity throughout the organisation. Leicester, Leicestershire and Rutland represent a rich diversity of different communities and it is important that our organisation reflects that diversity. After many years of austerity, Leicestershire Police are in a position where we are able to recruit a number of new police officers. This will mean by 2022 52% of our police officers will be new and have between 0 – 4 years service. This offers us a fantastic opportunity to change the diverse make-up of the organisation and make Leicestershire Police a much more representative organisation. This will be at the forefront of our strategy moving forward over the next three years.

I also want to see diversity and inclusion embedded into the heart of the organisation. We are committed to all of our staff and want to ensure that they can all reach their potential within the organisation. We also have a strong commitment to positive action and have used it to encourage those from under-represented groups to apply and be successful within Leicestershire Police.

We also regularly benchmark our diversity and inclusion position with outside bodies such as Stonewall, Race and Gender campaigns with Business in the Community and



the DWP Disability Confident Scheme. This enables us to learn from other organisations and share with organisations outside the public sector. Our aim is to show progress and tackle areas which need development. Also by working together in close partnership, I am confident that Leicestershire Police will continue to offer the highest level of service to all of our communities. It is only through a partnership approach that we can make a difference to improving the quality of life for everyone.

I look forward to the next three years and making a positive difference in the area of diversity and inclusion within Leicestershire Police. I welcome the support of our local communities and look forward to ensuring this area of work is embedded into our structures, practices and decision making.

**Simon Cole**  
Chief Constable

# Background

We have invested in the force's equalities and diversity agenda for nearly 30 years. Our approach has focused on participation and representation which makes a difference. Investment in staff networks and independent advisory groups has led to numerous important policy changes at Leicestershire Police (and national policy-making) as well as adjusting our tactics and approach as communities grow and change. Our staff networks have increased from three to nine in 25 years. We have five independent advisory groups, drawn from the communities we serve. They provide us with valuable advice, challenge and scrutiny and we are continually looking for people to join us and help shape Leicestershire Police.

We test attitudes to diversity and inclusion in every recruitment process we run. We carry out equalities analysis and impact assessments on operational tactics and complete Community Impact Assessments. Each Chief Officer has a shared responsibility to deliver on this agenda and they lead our strategy and policy-setting meetings. Our senior leaders encourage our officers and networks to participate in national conversations about this agenda. Leicestershire Police recognises that we will never truly complete this work because the communities we serve change constantly. We have a strong record but, as this strategy sets out, we are fully committed to continuing to improve.



# Developing the strategy

In developing this strategy we have taken the same approach as the National Police Chief Constables Council Diversity and Inclusion Strategy. This will enable us to benchmark across forces and also align our work with the national priorities, whilst also ensuring there is a local focus.

## Our commitments

Within Leicestershire Police we have a commitment to ensure that diversity and inclusion is important to all of our work. We are therefore making commitments to our communities, organisation and partners about what is important to us and where we will focus attention for the next 3 years.

## Our communities

### We will:

- improve understanding of our communities.
- foster good community relations between different communities and groups.
- increase the satisfaction and confidence in policing from all communities.
- work towards reducing disproportionality in outcome rates in the use of coercive powers.

## Our organisation

### We will:

- ensure transparency and scrutiny in our work.
- continue to recruit a workforce which is reflective of the diverse communities we serve within Leicester, Leicestershire and Rutland, fully utilising positive action measures.
- develop our workforce.
- understand our workforce in order to create an inclusive culture and environment.
- advance diversity, equality, inclusion and human rights by treating people fairly and with respect.
- seek to eliminate discrimination, harassment and bullying.

## Our partners

### We will:

- understand the partnership landscape.
- tackle disparity.
- ensure joint service delivery where possible.

These commitments can only be achieved by making full use of the talents and resources of all of our officers, staff and volunteers. By recognising and valuing individual differences we will develop understanding and increase confidence amongst all groups both within the organisation and in the community. We will ensure that we work in a way that embraces and values diversity and inclusion. It is the responsibility of all of our staff to ensure that they adopt this approach and be part of our journey going forward.



# Equality Scheme

Leicestershire Police regularly review their Equality Scheme which outlines their commitments, work, engagement and monitoring in all areas of diversity and inclusion. Following consultation over the summer, including discussing what is important at all of Leicestershire Police's Independent Advisory Group meetings, the current equality objectives for 2019 – 2022 have been confirmed as:

- Increase the confidence of members of the community in Leicester, Leicestershire and Rutland to report hate crimes and incidents.

- Reduce the current black/white disproportionality rate of those subjected to stop and search activity within the policing area.
- Continue to work towards a representative workforce, which is reflective of the local community.
- Ensure that our staff engage and communicate with members of the community in an accessible and inclusive way.

All of the above objectives will be reviewed and progress tracked.

# What will success look like?

The success of the strategy is dependent on progress being achieved. The following details some of the areas which will help measure what success will look like:

- Reduced disproportionality in the outcome rates of encounters with the police, including the use of all coercive powers, e.g stop search.
- Accurate reporting of hate crime with offenders brought to justice.
- Increased satisfaction by all communities in the police.
- Increased confidence by all communities in the police.
- Increased diversity of staff, officers and volunteers at all levels and areas.
- Improved retention rates of all staff, officers and volunteers across all force departments.

- Improved progression of staff, officers and volunteers from underrepresented groups in ranks and into specialist posts, reflective in force statistics.
- Reduction in the gender and race pay gap.
- Increased understanding and support for positive action within Leicestershire Police and the community.
- An organisation where diversity and inclusion is seen as key to the values of the organisation. Where leaders and managers understand their role in advancing diversity and inclusion, embrace difference and can demonstrate this in their behaviours.

# Positive Action Strategy

Leicestershire Police also have a separate Positive Action Strategy which outlines four areas of work. This has helped to focus the importance of positive action to the overall Diversity & Inclusion Strategy. We are committed to all of our staff but also recognise that there are areas of the organisation where there is not a representative workforce. Therefore we have used the positive action provisions to encourage, support and develop members of staff from under-represented groups. Our work

under positive action is concentrated in four areas:

- **Recruitment**
- **Retention**
- **Progression**
- **Community Engagement**

Each of the four areas above have a programme of work and progress is monitored regularly.

