



# EQUALITY, DIVERSITY & INCLUSION (EDI) POAP 2020 - 2025



**Vision statement:** Durham Constabulary will provide a legitimate policing service ensuring our attitudes and behaviours generate trust and confidence in the public and our colleagues.

## OUTCOMES - Why are we here? To provide an excellent service to the public and victims...

### Continue to Live Our Values and Promote Inclusivity, Equality and Diversity

- Ensure EDI is a golden thread within our culture
- Continue to recognise and support difference, ensuring we can be 'our true self' in the workplace

### Inspire Trust and Confidence within the Communities We Serve

- Enhance our understanding of our communities to enable us to work with them, as well as for them
- Ensure our workforce is reflective of our communities to enhance trust and confidence in our service provision

## CORE DELIVERABLES - What we need to be best at...

### Positive Action

- Develop and implement a 'tangible' positive action plan which supports **all** equality characteristics
- Ensure appropriate support mechanisms are in place to encourage progression and development of **all** of our people
- Embed and build upon the '**inclusion**' element of the Leadership Programme and Talent Scheme to ensure that this lives and breathes within our culture

### Legitimacy

- Support managers to deal with workplace issues/disputes in a timely manner to achieve local resolution where appropriate
  - Continue to identify and utilise organisational knowledge to inform future action e.g. effective use of exit monitoring
- Ensure external scrutiny processes are fully aligned to the Force's approach on EDI for all protected characteristics

### Understanding Communities

- Continue to use demographic insights to inform recruitment campaigns to ensure a representative workforce
  - Enhance understanding of service user characteristics to improve bespoke service delivery and identify key EDI related vulnerabilities through effective use of THRIVE
- Ensure all frontline policing services are delivered in a way that supports the diverse make up of our communities from initial point of contact all the way through to resolution
  - Continue to explore and understand the demographic composition of County Durham and Darlington to enable us to enhance workforce diversity and police our communities with knowledge

## ENABLING FACTORS - What we need to help us...

### Supporting Our Workforce

- Build upon the strong foundations of current support groups to ensure help and advice is available to all staff
  - Ensure support groups have the resources required to support the workforce
- Ensure coaching and mentoring provision is actively used to support all equality characteristics
- Ensure EDI is a golden thread throughout **Futures Modern Methods of Working** to provide appropriate flexible working practices and to support staff to work remotely
  - Develop and implement a media plan to support delivery of the EDI strategy

### Managing Our Data and Information

- Improve current workforce data streams to provide an enhanced people profile
  - Encourage and support our people in self-declaration of protected characteristics, to provide a true reflection of the workforce, enabling improved policies to support minority groups
- Enhance our evidence base for EDI, internally and externally, to develop robust performance monitoring mechanisms

### Enhance Our Recruitment Process

- Ensure appropriate support is in place from point of contact to induction, taking account of all equality strands
  - Ensure assessment and recruitment processes are fair and support applicants with protected characteristics

### Supporting Our Communities

- Enhance joint working across commands to ensure internal EDI work strands are developed and implemented in a way that supports neighbourhood policing and community cohesion approaches
- Continue to work with partner agencies to ensure joined up service delivery which supports diversity for individuals and communities, particularly for areas of hidden harm where victims may struggle to speak out
  - Enhance the use of 'inclusive' language when dealing with those who are vulnerable so that they know they are listened to and understood.
- Utilise demographic survey data and findings from consultation exercises to improve service provision to our communities

## RESOURCES - The resources we need...

### Our People

- Harness existing resources to build upon capacity and capability to target activity (support groups, IAGs etc)
- Work collaboratively with other Forces and external agencies to enhance learning to extend and utilise other available resources
  - Provide appropriate support, learning and advice to supervisors and managers to equip them with the skills to fully embed EDI, so that it lives and breathes within the workplace, and our interactions with the public
- Ensure positive action plan takes account of and has directed activity to address pay gaps across all areas of protected characteristics in the Force

### Our Stuff

- Effectively utilise existing ICT systems/resources to support EDI information and knowledge
- Ensure a wide range of technology is used to support the media plan to reach as wide and diverse audience as possible (internally and externally)
  - Ensure use of technology and resources are used to enable reasonable adjustments, particularly in relation to new ways of working
  - Provide suitable and appropriate equipment to support staff to carry out their duties effectively in line with protected characteristics (e.g. uniform, vehicles, office equipment)