



# Public Accountability Meeting

Inclusion and Diversity



# Strengths

- National Leadership
- Designated Chief Officer
- Diversity Champions at Multiple Levels
- Staff Networks
- Stop and Search Reference Group
- Staff Surveys
- Recording of Characteristic Data
- Engagement with Community Groups
- Gender Pay Gap
- Covid Response



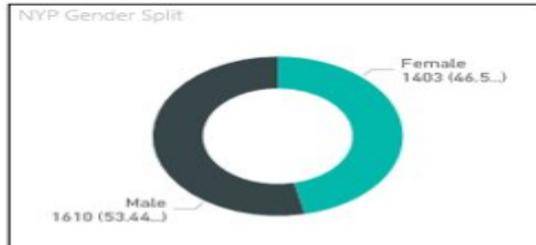


# WORKFORCE DIVERSITY DATA

Data in the graphs below refer to all Police Officers, Specials, PCSO & Police Staff.

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### Gender Data



Rank	Male	Female
Constable	61.20%	38.80%
Sergeant	72.84%	27.16%
Inspector	74.71%	25.29%
Chief Inspector	57.14%	42.86%
Superintendent	62.50%	37.50%
Specials	65.45%	34.55%
PCSO	48.33%	51.67%
Police Staff	40.04%	59.96%

### SDE Data

NYP Ethnicity Split

SDE	% of Total
White	95.65%
BAME	3.55%
Not Stated	0.80%
<b>Total</b>	<b>100.00%</b>

Rank	White	BAME	Not Stated
Constable	95.20%	4.01%	0.78%
Sergeant	96.55%	3.02%	0.43%
Inspector	96.51%	3.49%	0.00%
Chief Inspector	100.00%	0.00%	0.00%
Superintendent	93.75%	6.25%	0.00%
Specials	89.09%	6.36%	4.55%
PCSO	97.50%	2.50%	0.00%
Police Staff	96.28%	3.01%	0.71%

Data below provides a breakdown on Police Officer SDE (Constable – Superintendent)

NYP Ethnicity Split

SDE	% of Total
White	95.37%
BAME	3.91%
Not Stated	0.72%
<b>Total</b>	<b>100.00%</b>

Table below shows the North Yorkshire 2011 Census Population Data

Census Population Data				
District	Female	Male	White population	Other Ethnicities
North Yorks	50.80%	49.20%	96.60%	3.40%



# Our Equality Objectives

- **Community Focus**
- **Supporting Vulnerable Victims**
- **Knowledge Sharing**
- **Using Management Data As the Evidence Base**



# Positive Action



**Positive  
Action**

*Making it fair for everyone*

- Positive Action was re-launched in Spring of this year
- New logo, new team, new tone
- Key consistent messages; Respect, Belonging & Progression

# Positive Action Champions



- Launched recruitment of Positive Action Champions in July 2020
- Interested parties were asked to submit an Expression of Interest – not because we would reject anyone, but to give the PA team an understanding of why they wanted to be a PA champion and reflect the level of commitment needed

<b>69 Positive Action Champions</b>	
Police Officers	43
Police Staff	22 (this includes PCSOs)
Volunteers	3
Men	32 (46.4%)
Women	37 (53.6%)
LGBTQ+	7 (10.1%) (although 27.5% did not disclose their sexuality)
BAME	9 (13%)

\*\*Very few have declared a disability, although anecdotally we know there are some who represent a range of disabilities



# Positive Action Champions



- The PA team have agreed the priorities for the PA champions remain education
- Bi-monthly Cultural workshops and bi-monthly emails focussed on educations and sharing information
- Approaching more senior staff encouraging them to be PA champions
- Recruiting open again in January



# We have had some success in our Talent Team



We won Best Resourcing Initiative (supported by Cappfinity) at the CIPD People Management Awards 2020



We also won Leaders of the Future (In partnership with Cappfinity) at the Recruiter Awards 2020



# Ongoing recruitment



Recruitment timetable Autumn / Winter 20-21;

- Specials (now closed)
- PCSOs 7 December 2020
- Student Officers 1 January 2021
  
- Corporate Communications and the Talent Team continue to work together to develop recruitment comms and activity in relation to targeting under-represented groups



# Umbrella recruitment campaign



- **Be you, be NYP-** the consistent message in all of our recruitment comms will be; *People like you help to keep communities safe every day*

*Be you, be NYP*



*People just like you are helping to keep our communities safe every day - join us now*

*Recruitment opportunities coming soon*

*#beyoubenyp*

A decorative checkered pattern in shades of blue and white at the bottom right of the poster.

*Be you, be on the front line*



*People like you help to keep communities safe every day*

A grid of nine small photographs showing various North Yorkshire Police officers in different roles and settings, including a mounted police officer, a woman in a suit, and several uniformed officers.

*#beyoubenyp*

# Our Current Support Networks



- **Disability Network**
- **Gender Network**
- **LGBT+ Network**
- **Neurodiversity Network**
- **Race Network**
- **Faith & Belief Network**
- **Chaplaincy Service**
- **Christian Police Association (CPA)**
- **North Yorkshire Police Association of Culture & Ethnicity (NYP ACE)**
- **NYP Family Network**



# Challenges

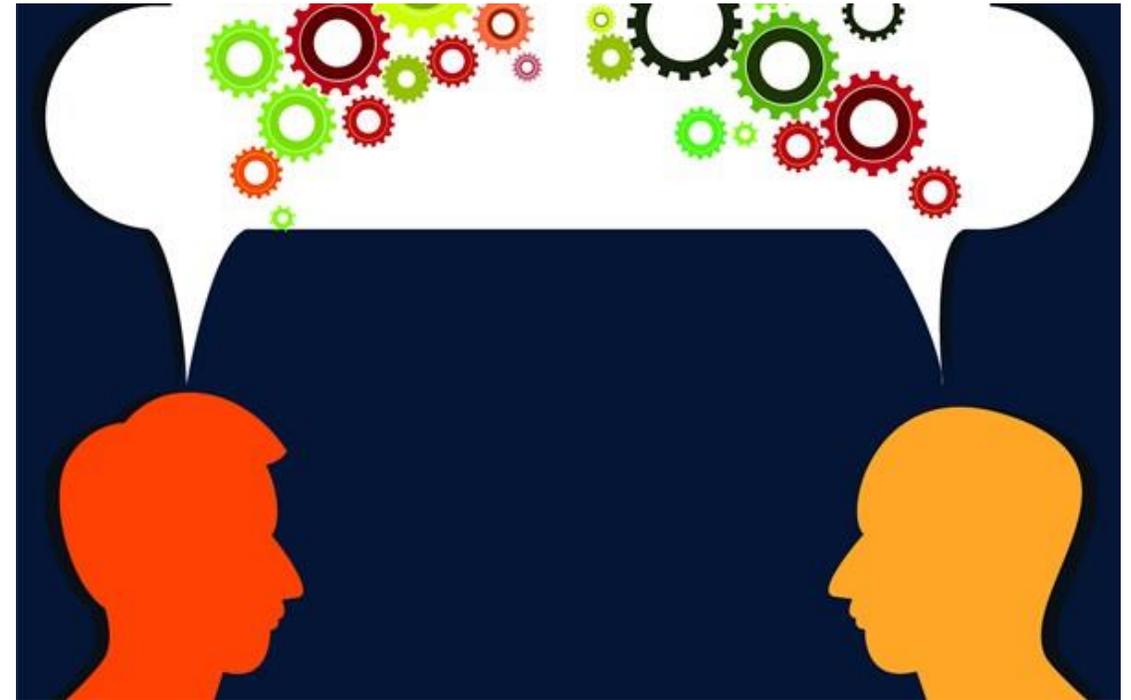
- Cultural norms
- Understanding the complexity of inclusion and diversity
- Gaining trust in order to record some characteristics
- Retention and progression of some diverse groups
- Diversity in rank, grade and specialism



# Opportunities



- Leadership Programme
- Ethics Board
- Independent Advisory Groups
- Scrutiny Panels
- Coaching & Mentoring
- Continual Learning Programme
- Positive Action Champions
- Covid Recovery



# Aims



- Develop Our Leaders
- Utilise available Information and Insight effectively
- Encourage participation of workforce in finding solutions
- Scrutinise, review policies and practices

