



Reference No: 2021-0007619

## THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

### DECISION RECORD FORM

**REQUEST:** For PCC approval.

**Title:** Equality Diversity and Inclusion Team arrangements

**Executive Summary:**

In 2015, the former Police and Crime Commissioner (PCC) published a strategic direction to Cleveland Police (decision record 100/2015) with a requirement that the former Chief Constable delivers a programme of organisational development which:

- Strengthened and embedded appropriate behaviours across the organisation; and
- Demonstrated the value of difference; and
- Prevented individuals feeling isolated or unsupported within the organisation; and
- By doing so, improved the delivery of policing services to the communities of Cleveland; and
- Resulted in all serving and aspiring police officers, police staff and volunteers feeling valued and embedded with good community and industrial relations.

This gave rise to the initial iteration of Cleveland Police's Everyone Matters – Equality, Diversity and Inclusion (EDI) programme.

Additionally, in June 2019 a further strategic direction was published setting out a joint commitment between the former PCC and Chief Constable Richard Lewis in relation to joint oversight and delivery of a refreshed Everyone Matters Programme (decision record 2019-156877)

A report to the Everyone Matters – Equality, Diversity and Inclusion Board on the 20<sup>th</sup> June 2019 followed for consideration in relation to:

- A structure for forward development and delivery of the Everyone Matters Equality, Diversity & Inclusion programme on a joint, collegiate basis between Cleveland Police and the Office of the Police and Crime Commissioner (OPCC).
- A separate but complementary strategy for the proactive promotion of the Code of Ethics, to run alongside the delivery of the core EDI focus of the Everyone Matters EDI Strategy.

This was subsequently agreed with the establishment of a joint delivery team. This encompassed the proposal for a number of new roles which included:

- Everyone Matters EDI Programme Manager (which subsequently became x2)
- Everyone Matters Support Officers, with remits for:

- o Project coordination
- o Staff Network Support & Development
- o Equality Law & Best Practice

It was determined that the OPCC would host these roles (i.e. be the employer) under the OPCC corporate budget, as part of a joint corporate programme team but with an explicit joint remit to deliver both with and for Cleveland Police.

The original premise of the creation of a team with a joint remit (supporting Cleveland Police and OPCC) still stands as regards to the desire to create a programme that strengthens and builds on the ongoing work required in relation to the EDI agenda. As the team is now well established, it is appropriate to now embed the programme within Cleveland Police 'business as usual'.

As the People and Development function within Cleveland Police is now managed and overseen by a CIPD professionally qualified Director, it is felt that the day to day activities of the EDI team, including the identification of priorities moving forward can now be managed effectively by Cleveland Police within this directorate.

Furthermore, the Police Reform and Social Responsibility Act 2011, requires PCCs to hold the Chief Constable in their area to account for the exercise of duties relating to equality and diversity. This has been a challenge within the current structure in terms of effectively fulfilling this duty, due to the team being a direct employee of the PCC. The new approach which involves the transfer of the team to the employment of Cleveland Police, will allow for greater end to end scrutiny, enabling the PCC to fulfil his statutory duties.

**Decision:**

Based on the above, this decision seeks approval by the PCC for responsibility for the direction and delivery of the EDI Strategy including the employment of the EDI team, to transfer to Cleveland Police as soon as practicable with the ongoing process of scrutiny and accountability remaining with the PCC.

**OPCC Lead Officer:** Rachelle Kipling

**Contractor Details (if applicable):**

**Implications:**

Has consideration been taken of the following:	Yes	No
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**(If yes please provide further details below)**

**Decision Required – Supporting Information**

Financial Implications: (Must include comments of the PCC's Chief Finance Officer where the decision has financial implications)

The overall financial implications of this proposal are zero. The funding that currently pays for these roles will instead be provided to the Chief Constable.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

The OPCC are taking the position that TUPE applies to those in existing posts. Thus, the TUPE process will be followed.

#### Equality and Diversity Implications

The PCC remains subject to the requirements of the Public Sector Equality Duty (PSED) contained within the Equality Act 2010

#### Human Rights Implications

The OPCC are taking the position that TUPE applies to those in existing posts. HR advice is in place to guide through and advise on the process to be followed.

#### Sustainability Implications

N/A

#### Risk Management Implications

Risk is minimised as a result of OPCC taking the position that TUPE applies to those in existing posts. HR support is in place to guide through the process ensuring all staff are effectively engaged and supported throughout the process.

#### OFFICER APPROVAL

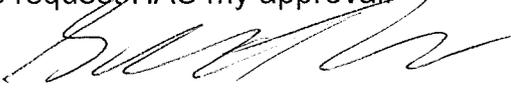
##### Monitoring Officer

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed  Date 26/11/21

##### Police and Crime Commissioner:

The above request HAS my approval

Signed  Date 26/11/21

