

Our Equality Objectives 2021 - 2025

Our Communities	Understanding of our communities: We will continue to enhance this through engagement and equality data collection and analysis. This will help us to better understand the composition of our communities and help us see any patterns of inequality or disparity.
	Engagement and good relations: We will develop our engagement work with diverse communities and continue to work with our Independent Advisory Groups.
	Increasing confidence: We will be open and transparent as we build relationships with diverse groups, inviting scrutiny of information about important issues such as the use of force; stop and search; custody; hate crime and victim satisfaction.
Our Organisation	Transparency and scrutiny: We will make our organisation as transparent as possible and encourage scrutiny of our activities by Staff Networks, Independent Advisory Groups and other stakeholders. We will ensure that through this greater involvement how we have responded to feedback to improve our service. We will publish required equality data.
	Developing our workforce: We will develop all our officers and staff so that they have a strong awareness of how equality, diversity and inclusion supports us to achieve a positive, dynamic working culture and a truly effective police service.
	Understanding our workforce: We will improve our understanding of the makeup of our workforce by putting systems in place to better analyse equality addressing any under-representation or disproportionality through innovative recruitment, retention and progression strategies. We will engage and involve the workforce in embedding inclusive practices.
Our Partners	Understanding the Partnership Landscape: Through partnership working with e.g. other Criminal Justice System agencies, Local Authorities, NHS or voluntary sector partners, where relevant, we will analyse information that highlights disparity in the services we offer and work collectively to place the needs of victims and service users at the heart of our work.
	Tackling Disparity: With our partners we will explain, where necessary reduce or eliminate disparity and improve services. Joint Service Delivery: We will work with partners to develop strategies that provide effective public services in our communities, particularly for those who are vulnerable to crime and to involvement with the criminal justice system.