

**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE
REQUEST FOR DECISION**

REF: 05/2022

DATE: 1 February 2022

SUBJECT		EDI DEVELOPMENT TEAM
REPORT BY	HEAD OF STRATEGIC DEVELOPMENT	
CONTACT OFFICER	Kelly Rodgers, Head of Strategic Development Kelly.rodgers@lincs.pnn.police.uk	
EXECUTIVE SUMMARY AND PURPOSE OF REPORT		
<p>The Chief Constable's strategy and culture statement refers to our people and 'inclusivity' - valuing all people, recognising and celebrating the positive benefits that our diversity and difference brings (both within our organisation and within our communities).</p> <p>This business case proposes a growth in Lincolnshire Police Equality, Diversity & Inclusion (EDI) resources in order to fulfil our statutory obligations as well as embed EDI throughout everything we do and strive for excellence.</p>		
RECOMMENDATION	<ol style="list-style-type: none">1. To approve the growth of 5 x new posts to create an EDI Development Team2. To approve the release of funds from the Special Grant Reserve for 2 years (£209,589 per annum)	

POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE

I hereby approve the recommendation above, having considered the content of this report.

Signature:



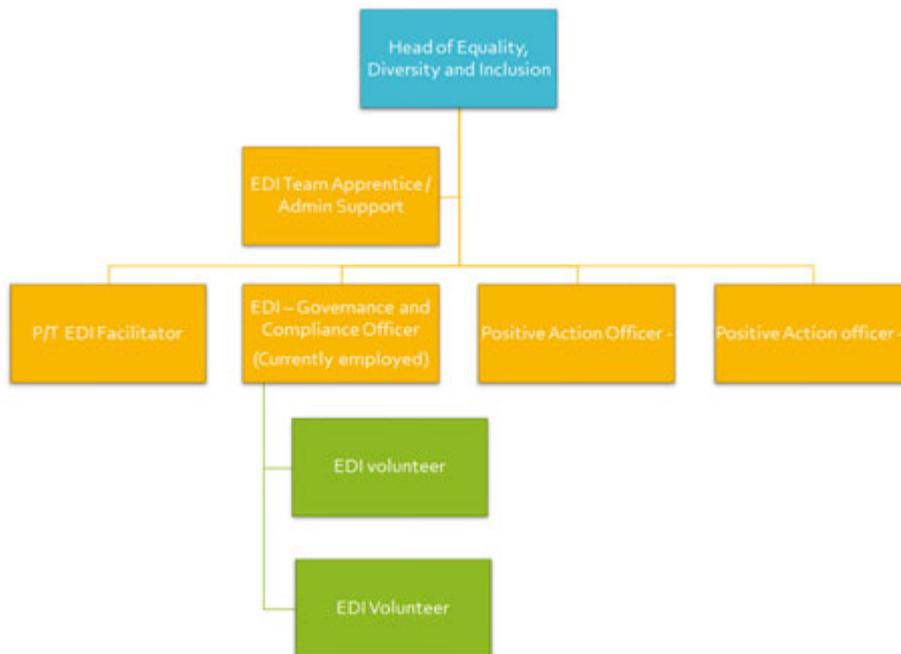
Date: 1 February 2022

A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

A1. INTRODUCTION AND BACKGROUND

1. As a public sector organisation we have regulatory duties under the Equality Act to ensure our workforce is fairly represented and areas of potential discrimination are negated in line with the protected characteristics.
2. We also need to ensure our decision making is ethical and the impact of EDI is considered at all opportunities. EDI is also essential externally to ensure we understand the make-up of our communities and ensure our engagement is tailored to their varying needs.

3. The Equality Act is supported by specific duties which require public bodies to publish relevant proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives. Knowledge and understanding of Equality Impact Assessments (EIA), which are the tool used to deliver on our public sector duties, is low within the organisation and we need to improve the consistency, quality and number of assessments undertaken to make sure we are evidencing how we have due regard to duties under the Act.
4. Lincolnshire Police is regularly asked to sign up to and contribute to National & Local EDI initiatives, each one with commitments which need establishing and usually reporting on.
5. The force is struggling to achieve its commitments to EDI and development is impeded by a lack of capacity and specialist skills / knowledge. There is little resilience for dealing with EDI matters and the current employed resource is the only subject matter expert.
6. The recent College of Policing peer review identified 24 areas of risk, of which was the minimal resourcing dedicated to EDI related matters affording little resilience, as well as lack of knowledge and training and support for DI across the organisation.
7. The understanding and knowledge of EDI matters across the organisation is very low. Apart from an input on initial training courses and ad-hoc inputs at CPD events there is little else in the way of training / support and keeping knowledge up to date.
8. The staff networks across the force and diversity leads have little or no support and are undertaking EDI activities on top of their existing workloads.
9. It is for these reasons that this business case for growth is proposed and the following roles are recruited



The attached powerpoint explains the roles and responsibilities in more detail



EDI_Development_Team ROLE PROFILES.pptx

A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES

This funding will help to deliver the strategic aims and priorities set out in the key principles of the Community Safety, Policing and Criminal Justice Plan for Lincolnshire 2017-2021. These are: Community Safety and prevention in partnership; Listening, responding and being accountable; Protecting and supporting victims and the vulnerable; Policing that works.

Policing that works

Effective enforcement, help and assistance when you need it are critical to policing that works. I will hold the Chief Constable to account for the services he provides and ensure he continues to innovate and transform the service and gives the frontline officers the "right tools for the job" to respond to the **diverse needs of our communities**. The welfare of Lincolnshire Police officers and staff is a key concern for me and a continued and meaningful focus must be maintained to ensure the **wellbeing, resilience and reputation of the Force**. I will continue to fight for a sustainable future for Lincolnshire Police to ensure we have the money

The Chief Constable's strategy and culture statement refers to our people and 'inclusivity' - valuing all people, recognising and celebrating the positive benefits that our diversity and difference brings (both within our organisation and within our communities).

B. FINANCIAL CONSIDERATIONS

Cost of the proposal is **£209,589** per annum

Costings relate to staffing costs as well as investment in associated ICT requirements and a small budget for training, expenses etc.

Funding for the first 2 years is to be sourced from the Special Grant reserve (subject to PCC approval) with subsequent years built into the baseline budget. Therefore, **total cost from Special Grant Reserve of circa £410,000** (second year will be reduced due to initial ICT costs in year 1)

Funding is to commence once recruitment of roles is completed, expected April 2022.

Whilst no quantifiable return on investment is identified, the following are seen as qualitative returns:

- Improved statutory responsibility thus better reputation as a considerate employer
- Improved EDI engagement with the workforce thus less complaints/grievances and better morale

- Improved EDI engagement with the communities of Lincolnshire thus better trust and confidence, especially from minority / hard to reach groups
- Improved inspection outcomes by regulatory bodies such as HMICFRS

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

[This should include the legal powers the PCC has for making the decision]

The Police and Crime Commissioner has a statutory obligation to engage with communities under the Police Reform and Social Responsibility Act 2011 (PRORA).

This proposal will impact directly on improved public satisfaction, reduced crime, ASB and victimisation by focusing on diversity and inclusion, seeking to engage hard to reach groups in the community.

The proposal will also assist in ensuring the working practices of Lincolnshire Police adhere to EDI requirements thus adhering to statutory responsibilities.

D. PERSONNEL AND EQUALITIES ISSUES

[This should include a copy of the Equality Impact Assessment, if required]

Recruitment of these posts will apply the principles of Equality, Diversity and Inclusion, ensuring that we employ methods that embrace diversity.

Usual employment contractual considerations will apply

E. REVIEW ARRANGEMENTS

The recruitment of the team and achievement of their objectives will be subject of an evaluation after years 1 and 2 in order to assess value for money.

Delivery of the subsequent EDI strategy will be reviewed through the Force EDI Board, with any exceptions raised to the Executive Board and subsequently PCSB.

F. RISK MANAGEMENT

There is a risk currently raised on the Force risk register in relation to failure to deliver the Chief Constables Strategy and Culture statement around 'our people and inclusivity' due to lack of dedicated EDI resources (impacted by the current financial position) which may lead to an inability to fulfil our statutory obligations, which may have reputational risks as well as an inability to embed EDI throughout everything we do and strive for excellence

This risk will be mitigated under this proposal.

Any further risks will be highlighted through the usual risk management processes.

G. PUBLIC ACCESS TO INFORMATION

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC's website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? No

If Yes, for what reason:

Until what date:

Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? No

If Yes, for what reason:

DECLARATIONS

	Initial to confirm
Originating Officer: The Head of Strategic Development recommends this proposal for the reasons outlined above	KR
The CC's Chief Finance Officer has been consulted on this proposal	SC
The Chief Constable has been consulted on this proposal	CH
The PCC's Chief Finance Officer has been consulted on this proposal	JF
The PCC's Monitoring Officer has been consulted on this proposal	MB

OFFICER APPROVAL

Chief Executive

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.

Signature:



Date: 21 January 2022