

LINCOLNSHIRE POLICE

**Equality, Diversity
and Inclusion (EDI)**

Annual Report 2022-23

We are **COURAGEOUS, OPEN, FAIR** and **INCLUSIVE**



Additional Languages and Formats

For summaries in an alternative language contact the [EDI Team](#), contact details below:



Polish

Dla podsumowania w innym języku kontakt [Melanie Cowell](#) na **01522 558050** lub e-mail EDI@lincs.police.uk



Lithuanian

Norėdami kita kalba santrauka, kreipkitės [Melanie Cowell](#) apie **01522 558050** arba email EDI@lincs.police.uk



Latvian

Par kopsavilkumu citā valodā, lūdzu, sazinieties [Melanie Cowell](#) par **01522 558050** vai email EDI@lincs.police.uk



Russian

Для резюме на другом языке, пожалуйста, свяжитесь с [Melanie Cowell](#) **01522 558050** или email EDI@lincs.police.uk



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Slovak

Pre zhrnutie v alternatívnej jazyk kontakt [Melanie Cowell](#) na **01522 558050** alebo e-mail EDI@lincs.police.uk

Contact Us:

We welcome your feedback in relation to this report and in particular your views on any equality objectives that have been set by the Force.

If you require any further information, or have specific questions, or require this report in an alternative format, please contact:

Equality, Diversity and Inclusion Team

Lincolnshire Police Headquarters
PO Box 999
Lincoln
LN5 7PH

Email: EDI@lincs.police.uk

Telephone: **01522 947484**



Audio



Large print



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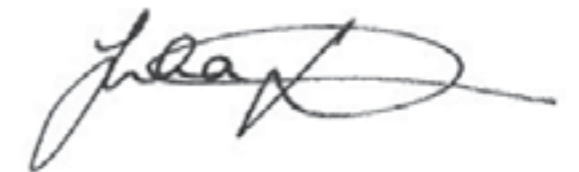
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Foreword

I am really pleased to share this report which highlights the progress that has been made over the past twelve months. The Force's Equality, Diversity and Inclusion team is now embedded in all that we do and the team has continued to support the force in delivering our ambition to be as inclusive as we can be.

You will see that there has been a huge amount of activity both internally and externally and this work remains ongoing. This year we are very proud to have been recognised as one of the Top 50 most Inclusive Companies which is a great accolade. Additionally, our people have received individual prestigious recognition for their contribution to EDI. Never has it been more important to do all that we can to maintain and build upon the confidence of the public in policing. Never has it been more important to ensure that our people have the best opportunity to be themselves so that they can deliver the best possible service to the public. This is what Equality, Diversity and Inclusion is all about. We will continue to work to break down any barriers that make our services difficult to access and to continue our engagement with communities

to further build on trust and confidence, in particular with those who may be seldom heard. We will continue to support our people to deliver policing in the best possible way that they can. Our achievements this year have only been possible with whole force commitment, partnership collaboration and community involvement. I would like to thank everyone who has supported this work over the past year and look forward to ongoing engagement in the year to come.



Julia Debenham
Deputy Chief Constable



Meeting our Legal Duty

The Equality Act 2010 is the UK's discrimination law, which protects individuals from unfair treatment and promotes a fairer and more equal society. It protects people from discrimination, harassment and victimisation in work, education and when accessing services.

The Equality Act 2010 protects anyone who falls into a protected characteristic:

- Age
- Disability
- Gender Re-assignment
- Marriage and Civil Partnership
- Race
- Religion
- Pregnancy and Maternity
- Sex
- Sexual Orientation

Lincolnshire Police complies with this legislation by demonstrating due regard to the three aims of the general duty of the Equality Act 2010, which are:

- **Eliminate unlawful discrimination, harassment, or victimisation**
- **Advance equality of opportunity between people who share protected characteristics and people who do not share them**
- **Foster good relations between people who share protected characteristics and people who do not share them**

We are committed to working with our communities and members of the public, and partners, to build a culture through which we treat everyone with fairness and respect. We continue to ensure our internal policies are fair and transparent and we undertake equality impact assessments as part of our policy, project review, and development processes.



Equality Diversity and Inclusion Team

In May 2022 the Equality, Diversity and Inclusion team was formed and we have been in place for nearly a year.

As the Equality, Diversity, and Inclusion (EDI) team, we are delighted to provide an update on our work. During this time, we have focused on improving equality, diversity, and inclusion within the force and fostering relationships with numerous stakeholders who have supported us. We are grateful for the warm welcome we have received while getting to know the force, visiting stations, and engaging with various individuals.

Our primary goal has been to ensure that everyone in the force understands the personal significance of EDI and their responsibilities in promoting it. While recognising the importance of protected characteristics, we aim to emphasise that EDI encompasses a broader scope.



Equality, Diversity and Inclusion Portfolio



Compliance with National Frameworks

- Advise how best to meet EDI objectives
- Represent the force on Regional and National Diversity Groups
- Policing Education Qualification Framework - PEQF
- Violence Against Women and Girls - VAWG
- Race Action Plan
- Endorsements
- Awards
- Peer Review



Compliance with Governance and Legislation

- Public Sector Equality Duty
- EDI Annual Report
- Equality Impact Assessments
- Legislation
- Case Law
- Horizon Scanning



Introduce Positive Action

- Recruitment
- Support to Staff Networks
- Support to Protected Characteristic Leads
- Progression
- Dyslexia Screening



Targeted Engagement

- Seldom Heard Communities
- Support to Neighbourhood Policing Team - NPT and Comms
- EDI corporate calendar
- Partnership Boards
- Accessibility of service
- Independent Advisory Group - IAG



Build Skills and Knowledge

- Cultural Awareness
- Upskilling
- Development of resources
- Advise Learning and Development on EDI embedded training/scenarios
- Develop lived experience
- Resources
- Workshops



Internal Policy and Process

- Induction
- Retention
- Personal Support Passports
- Workplace Adjustments
- EDI Policy Reviews
- Hate Crime
- Communications
- Disproportionality
- Scrutiny

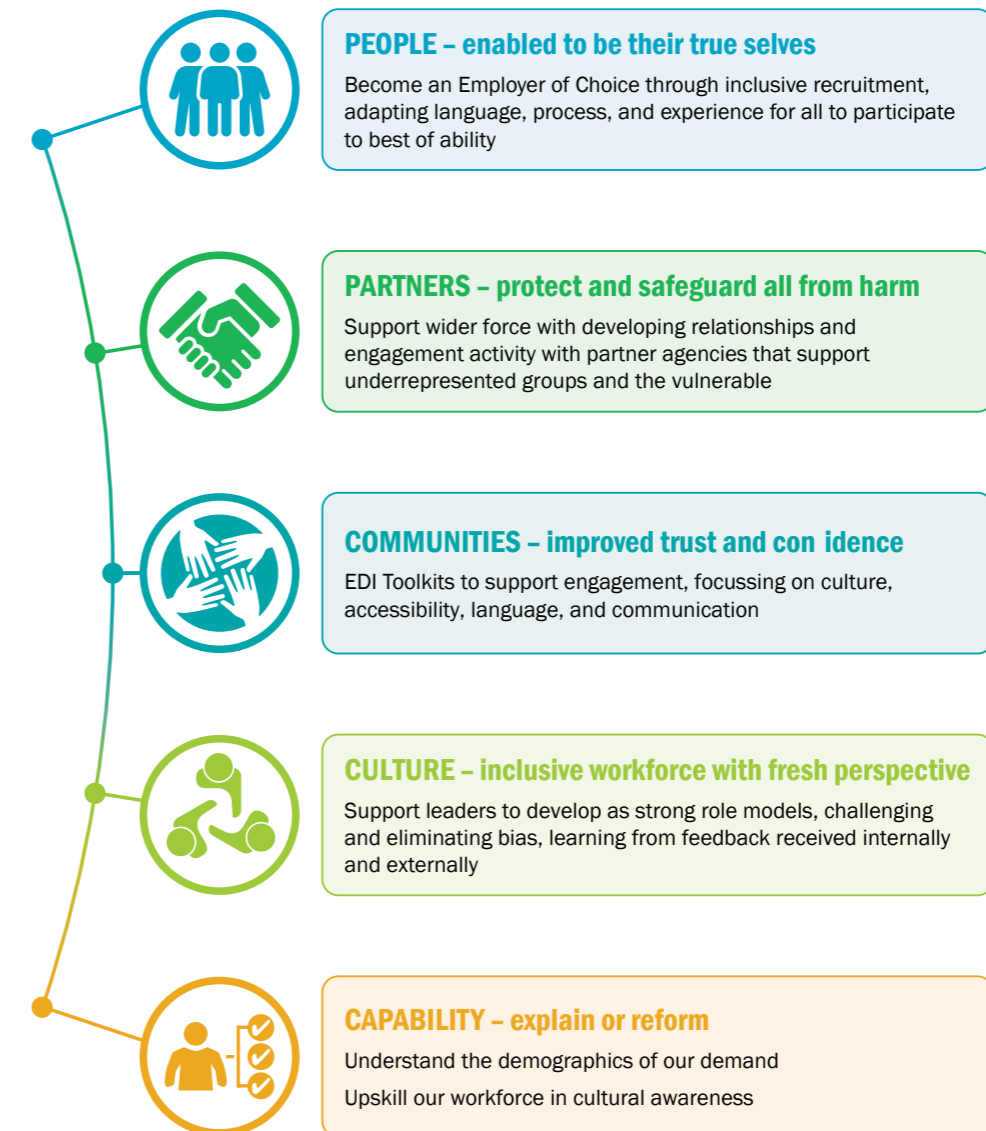
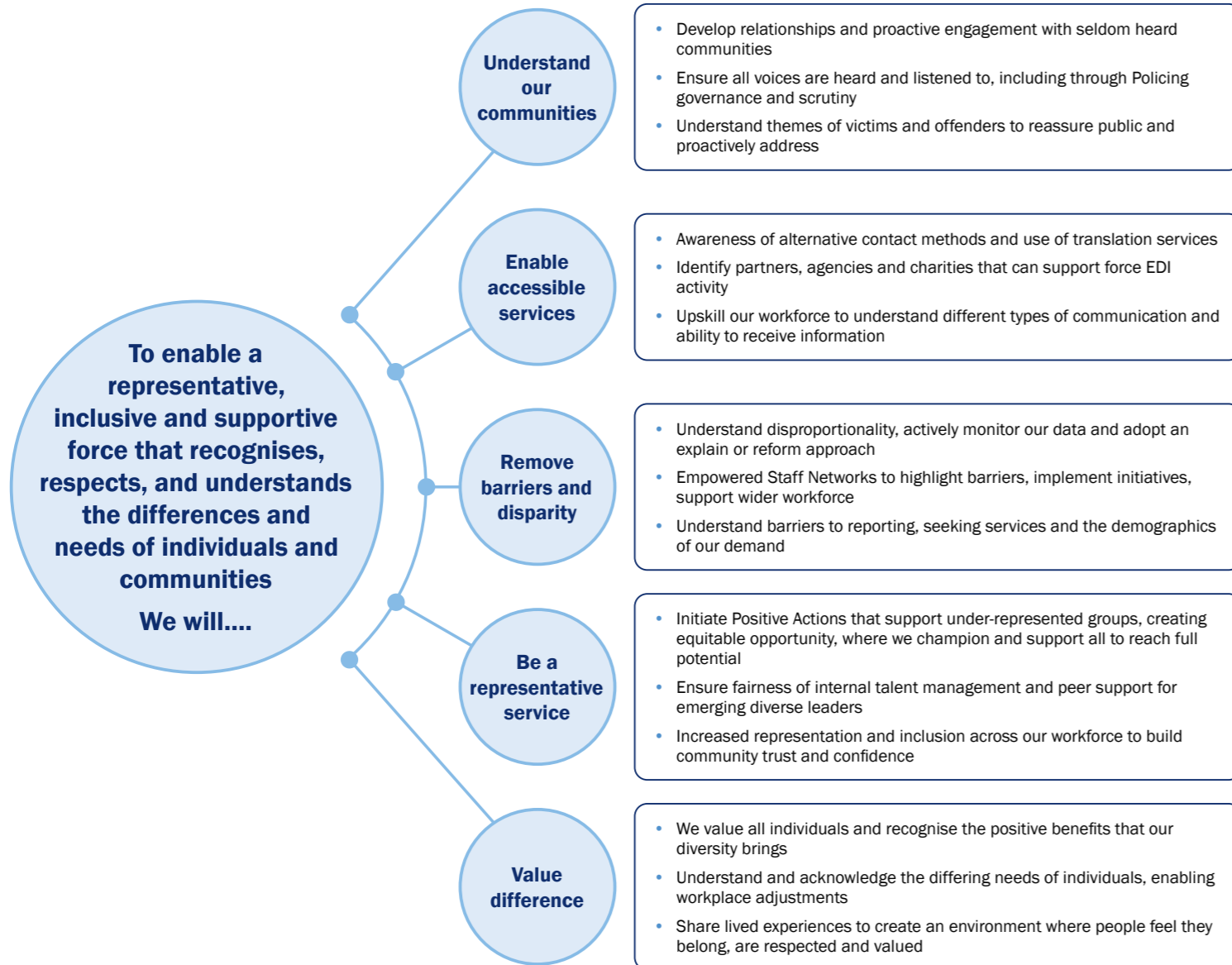


Lead on Strategy

- Introduce initiatives
- Resources
- Budget
- EDI Planning
- Advice and Guidance
- Support to EDI board and force boards

Mission:

Our mission is to enhance equality, diversity, and inclusion for our officers, staff, volunteers, and the communities we serve. We strive to address disparities, disproportionality, and barriers where identified, making our force accessible to all communities. By embracing different perspectives, celebrating our differences, and fostering inclusivity, we aspire to be an organisation that empowers individuals to be their authentic selves.



To achieve this mission, we have developed an EDI Strategy that aligns with the feedback received from our stakeholders. This strategy encompasses both internal and external outcomes and is supported by a comprehensive Delivery Plan. We encourage anyone within the force who is passionate about EDI or wishes to be involved in our work to reach out to us at EDI@lincs.police.uk. Additionally, we value lived experiences that help inform our decision-making and focus.

Highlights of our achievements include:

- Developed position statements and a delivery plan for the Discovery Report into workplace adjustments published by the College of Policing, and Disability Confident Level 2, with ongoing progress toward achieving Disability Confident Level 3.
- Collaborated with the Communications Team and Force Control Room (FCR) to bring Pegasus Pegasus card scheme | Lincolnshire Police (lincs.police.uk) Applications online, resulting in a significant increase of submissions.



- Hosted Carers UK webinars in partnership with our Carers Network, raising awareness of support services and financial assistance.
- Organised a Deafblind UK Awareness session and provided a pocket guide for frontline officers with communication guidance and specific advice on interactions with members of the public with dual sensory loss.
- Introduced in-house Dyslexia Screening, supporting over 45 individuals so far.
- Created an EDI Calendar and conducted successful awareness campaigns for various events, including Baby Loss Awareness Week, Inclusion Week, Neurodiversity, Black History Month, Deaf Awareness Week, Ramadan, Race Equality Week, and Armed Forces Day.
- Supported the development of multiple equality impact assessments, ensuring that our policies and practices promote fairness and inclusivity.
- Participated in key conferences and learning networks, including the National Black Police Association Conference and Disability in Policing Conference to share and learn good practices.
- Supported an Action Learning Set Pilot for the College of Policing, leading the way as the only force implementing this initiative for

Neurodiversity, facilitated by Detective Inspector Nicky Duke.

- Engaged in various local and national working groups, such as the DEI Consortium, DEI Learning Network, Putting Victims First, National Accessibility, Menopause Action, Veterans Wellbeing, Blue Light Collaboration, Dementia Friendly Community, Cultural Advocates, Employee Voice, Ethics, and Hate Crime.
- Published training materials, webinars, and blogs on numerous topics, including Non-Binary Peoples Day, Supporting Fertility and Family Planning, Disability and Carers Association, Guardianship and Power of Attorney, Men in Menopause, How to Embed LGBT+ Inclusion, Autism in Tech, and Sign Language Week.
- Supported recruitment and NHP (Neighbourhood Policing) teams at external events, including PRIDE, Asylum Seeker Engagement, Faith Festival, and organised a dedicated Positive Action careers event for Lincoln's Black African community.



- Joined "Neurodiversity in Business" as a Corporate Member, promoting inclusivity in the corporate sector.
- Worked with Learning and Development department to update the Valuing Difference and Inclusion input of police student officer training and created a neurodiversity input.
- Arranged an Anti-Semitism training session for Lincoln Neighbourhood Policing Team.
- Trialled the "Let's Talk VAWG" initiative in Force, providing a continual programme of listening circles with women from across policing, seeking to involve women in designing solutions.



The Accessibility Working Group

The Accessibility Working Group was set up in September 2022 to provide policy recommendations, expertise and experiential knowledge to Lincolnshire Police on accessibility issues, with the aim of making Lincolnshire Police infrastructure and facilities more accessible for all by:

- Identifying barriers for disabled people and other groups to accessing services and in employment with Lincolnshire Police
- Making recommendations and working to remove identified barriers within Lincolnshire Police;
- Creating a list of immediate accessibility concerns and actions identified by the working group.
- Working with project leads and heads of service to consult on Equality Impact Assessments prevent the creation of barriers in the future.
- Office of the police and crime commissioner representatives
- HR
- Digital and data directorate
- Members to be co-opted as and when required by theme.
- So far this year the group have:
 - Developed accessible communications guidance.
 - Made recommendations for accessible recruitment, which have been shared with the HR department.
 - Accessibility for BSL users' workshop and recommendations. This was delivered by Jessica Hanson a BSL user from the Lincs Sensory Service.
 - Our next meeting is based around improving access for buildings and events.

The working group comprises:

- Representatives from Communications
- Diversity networks representatives
- EDI Team
- Lived experience experts either from community or internal in the service

Sign Live

This year we further developed accessibility of service for our Deaf community and partnered with the British Sign Language (BSL) Online Interpreting Service, SignLive, to offer the deaf community the option to contact us using their mobile phone or electronic device.

SignLive is a deaf-owned organisation based in the UK providing online video interpreting services through its Video Relay Service (VRS) and Video Remote Interpreting (VRI). This allows deaf people anywhere in the world to communicate with anyone, at any time, using an app which connects them to a qualified British Sign Language interpreter.

Lincolnshire Police has been added to its community directory and our logo is be used to help users identify us. SignLive users can now contact Lincolnshire police via the app in order to use our 101, non-emergency service.

If you are a BSL user, you can use SignLive to connect to an online professional BSL interpreter, tell them you are calling Lincolnshire Police and you can do this from your own device. You only need to register with SignLive once and you will be able to connect with a Lincolnshire Police call handler quickly via SignLive's Community Directory, clearly highlighted with our logo.

This is a free service which is available 24/7, 365 days a year.



Jessica Hinson, Service Manager at Lincolnshire Sensory Service, said:

"I am delighted that the Video Relay Service is ready to be launched.

"This is a wonderful opportunity for D/deaf and BSL users in giving them independence and empowerment.

"I have been working in partnership with Lincolnshire Police for over two years on this project, and to see it through to the end and finally go live, is a great outcome for the community in terms of accessibility and equality."

Looking Ahead

As we progress in our journey, we acknowledge that EDI is an ever evolving field with new developments and actions arising continuously.

In the next six months, our work includes:

- Improved awareness of our 999 interpretation services to assist accessibility for those in the county who do not speak English.
- Improving representation on force scrutiny panels, enhancing feedback analysis and accessibility for panel members.
- Implementing positive action initiatives throughout the force, from recruitment to retirement, to promote diversity and inclusion.
- Strengthening connections with underrepresented and seldom heard community members and groups, ensuring their voices are heard and their needs are addressed.
- Working towards achieving Disability Confident Level 3 accreditation and embedding best practices throughout the force.
- Introducing a "Let's Talk About" concept, creating a safe space to ask difficult questions and engage in conversations about various topics, including race and disability.
- Conducting a comprehensive training review to ensure that EDI is embedded throughout all training modules.
- Continuing to listen and learn from lived experiences, sharing positive stories of diversity and the value it brings, and ensuring that our training remains relevant to the needs of policing.



- Partnering with the Learning Disability Partnership board and Active Lincolnshire's EDI group to foster collaboration and support.

We express our sincere gratitude to the organisations, members of the public and internal work force who have worked with us for their unwavering support, dedication, and collaboration over the past year. It is an honour to work with such exceptional individuals and be part of a team committed to making positive changes for all. Thank you to everyone who has been involved in our journey so far. Together, we will continue to strive for equality, diversity, and inclusion in all aspects of our work and our communities.

Police Race Action Plan

Lincolnshire Police are committed to supporting the National Police Race Action Plan. Policing recognises that the racial disparities affecting Black people are most acute and the trust deficit presents a significant challenge to police legitimacy and effectiveness. This plan, therefore, focuses on improving policing for Black people.

The plan's vision is for a Police service that is anti-racist and trusted by Black People and will enable the experienced of our Black communities, officers and staff to have a direct influence on our policies and practices going forward.

Work is underway on Lincolnshire Police response to the plan including:

- Conducted a Gap Analysis and collaborated with stakeholders to support the Police Race Action Plan, working alongside Detective Sergeant Jeseo Karanga and Chief Superintendent Jon McAdam.
- Introduced a community-led Cultural Awareness workshop in partnership with Pastor Icheke, providing guidance for our student officers and PCSOs in policing Black communities.
- Strengthened relationships with underrepresented and seldom heard community members and groups, working closely with Lincoln Mosque, Grantham International Seniors, Redeemed Christian Church of God Lincoln, Indian Cultural Organisation of Lincolnshire, and others.

The plan supports four main workstreams.

WORKSTREAM 1:

Represented (Internal culture and inclusivity)

- A police service that protects Black people from crime, and seeks justice for Black victims.

WORKSTREAM 2:

Not over-policed (Use of Powers)

- A police service that is fair, respectful, and equitable in its actions towards Black people

WORKSTREAM 3:

Involved (Community engagement and relations)

- A police service that routinely involves Black people in its governance

WORKSTREAM 4:

Not under-protected against victimisation

- A police service that is representative of Black people, and supports its Black officers, staff and volunteers

The full plan can be reviewed here - [Police Race Action Plan: Improving policing for Black people \(college.police.uk\)](https://college.police.uk)

If you have an interest in supporting us on this work, as an individual or as an organisation please email us on EDI@lincs.police.uk

Armed Forces

The Force is a proud signatory of the [Armed Forces Covenant](#) and a Silver Award holder in the [Defence Employer Recognition Scheme](#). The latest census data shows that 10.2% of UK veterans live in North Kesteven, along with multiple large military bases in the county we are likely to encounter service personnel, veterans and/or their families.

The force has committed to:

- Promoting the fact that we are an Armed Forces-friendly organisation
- Seeking to support the employment of veterans
- Striving to support the employment of Service spouses and partners
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners, before, during and after a partner's deployment
- Supporting our officers and staff who are volunteer leaders in military cadet organisations, granting additional paid leave, in line with force policy to attend annual training camps and courses
- Supporting Armed Forces Day, the Poppy Appeal Day and county Remembrance activities

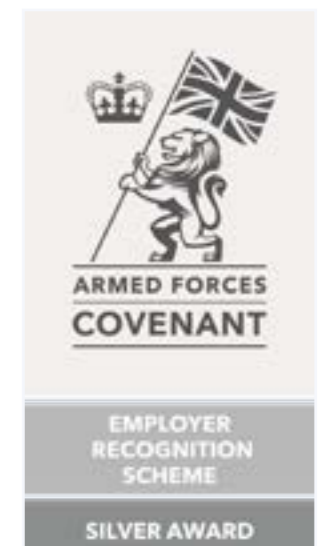
Our covenant is supported by ex-Army Veteran Alan Osborne, Safer Together Coordinator, from the Office of the Police and Crime Commissioner, ex-RAF Veteran and Military Spouse Zara McArdle, Head of Equality, Diversity and Inclusion, Lincolnshire Police and ex Reservist Inspector Rob

Gray, Force Incident Manager, Lincolnshire Police. They represent the force at the Lincolnshire Armed Forces Covenant Partnership Board, alongside multiple charities, organisations and local and county councils.

The force also works with [Project Nova](#), delivered in partnership between The Forces Employment Charity and Walking with the Wounded. Project Nova is there to offer support to veterans who have been arrested and enter police custody, or are at risk of being arrested through vulnerability, caused by homelessness and associated challenges. Veterans can self-refer or be referred by police and other statutory organisations.

Service personnel and their families are routinely separated from their families, and this can result in additional complexities, particularly when we consider victims and their access to family support. According to census data, veterans usually reside close to current or ex-military bases.

The EDI Team have created a dedicated Armed Forces intranet page to provide signposting and guidance for our internal workforce and external Armed Forces Communities.



Awards

This year we were very pleased to receive several awards for individuals and for Lincolnshire Police as a whole recognising all the work which we are doing to integrate EDI into everything we do and to make a difference to people's lives.

Inclusive Companies Top 50

Compiled by Inclusive Companies, the list acknowledges and ranks businesses which are most consistent throughout the whole tenure of their organisations and encompass all types of diversity. Now in its seventh year, it has become the definitive cross-industry index harnessing both best practice and innovation with the goal of driving inclusion for all.

In recognition of their continued dedication to workplace diversity, Lincolnshire Police has been ranked 36 in the Inclusive Top 50 UK Employers List 2022/23. Lincolnshire Police's position reflects the high standard to which we operate. As well as addressing areas of improvement, Lincolnshire Police have developed and delivered high impact initiatives to actively implement solutions. This long-awaited league table of the most inclusive employers finally shines a light on best practice across all strands of diversity including age, disability, gender, LGBT+, race, faith & religion.

Displaying a catalogue of organisations across charity, education, housing, private, and public

sectors the ground-breaking list, compiled by a respected panel of judges, profiles those who have ingrained inclusion across all protected characteristics, throughout each level of employment across their business. This revolutionary initiative is the only benchmarking tool in the UK that highlights the phenomenal efforts of organisations that embed true inclusivity internally and we are proud to be featured.

Our submission was extremely comprehensive with over 50 attachments provided for review and included examples from across the force

Our submission reflects the work our force has done to contribute to the development and promotion of EDI from different departments and at all levels across the service. Whilst we acknowledge we still have a long way to go, it is important to recognise how far we have come and to celebrate the tremendous work that has and is being done to support Equality, Diversity, and Inclusion within Lincolnshire police. We need to be everyone's Police and we can only do that successfully, together.



National Disability Police Association Award.

We were delighted that two of our staff have been recognised for their work with a National Disability Police Association Award.

Equality, Diversity, and Inclusion (EDI) Officer Melanie Cowell received the Lifetime Achievement Award, and Detective Inspector Nicky Duke received the award for Officer with Diverse Abilities.

Winners were announced at the Disability in Policing National Conference. The awards aim to recognise the exceptional commitment of people in the service who have gone above and beyond to make a real difference to those living with a disability.



Melanie Cowell - Lifetime Achievement Award

Having worked for the force in an Equality, Diversity, and Inclusion capacity and as a force volunteer for over 13 years, Mel has instigated significant improvements over the years as well as supporting regional and national activities. Mel established close ties with Carers UK and enabled training workshops for regional forces and our internal Carers Network. She developed the Pegasus scheme which helps those who have difficulty using a phone to access our 999 service. An extremely passionate supporter of British Sign Language (BSL) and the Lincs Sensory Service, she has delivered crime prevention sessions using interpreters and created easy read information to make our services more accessible, as well as ensuring the 999BSL relay service has been widely communicated. Now working diligently on introducing a BSL service for non-emergency calls.

Supporting our workforce, she initiated and chairs the Menopause Network, extending support to Lincs Fire and Rescue, co-ordinating a group of

menopause buddies. Ensuring awareness as widely as possible she runs an internal EDI Learning network, providing regular guidance, research, and news articles to members as well as regular blogs force wide including 'Interview with Menopause Doctor' and 'Why don't we recognise Disability Hate Crime for what it is?'



Detective Inspector Nicky Duke - Officer with Diverse Abilities

Nominated for the incredible commitment she is making in raising awareness and improving the experience of neurodivergent individuals in service, Nicky has worked tirelessly in establishing and chairing the Neurodiversity Network which she does predominantly in her own spare time. Nicky was instrumental in introducing the Sunflower Scheme (for hidden disabilities), Personal Support Passports and supporting the introduction of Dyslexia Assessments. She has been working with other departments to improve support, policies, and practices, influencing the Senior Leadership Team in Lincolnshire Police via the EDI board. Volunteering as a Peer Supporter in force, she hopes to support those going through the Autism Diagnosis Process.

Nicky has recently trained as a facilitator and is about to launch a College of Policing Pilot in force's through a Neurodiversity Action Learning Set. Nicky has been an exceptional ally to the Forces EDI Team. Making time to answer queries, ensuring disability is firmly and highly on our agenda and always a willing volunteer. Nicky's name was submitted on numerous occasions by both colleagues and senior leadership for this award.

Staff Networks

Who are staff networks for?

Members include individuals who have lived experience or identify with the group for personal reasons (themselves or family members), peers who want to gain a better understanding and/or are allies who support the network's aims and objectives.

What do staff networks do?

The collective goal of all the staff networks and associations are to ensure the force promotes a working environment which includes and values all individuals, recognising and celebrating the positive benefits that our diversity bring.

This is achieved by:

- Providing support and advice to anyone within the force as and when they need it on anything related to the network subject area.
- Representing staff and officers to challenge the status quo and influence force policy, procedure, and practice to improve the working environment and conditions
- Champion change and improvement – empowered to introduce initiatives.
- Encouraging awareness and facilitate knowledge and understanding of the network topics.
- Connecting with dedicated champions/ambassadors to ask questions, act as a listening ear when needed and to find out more information on where to go for further support both internally and externally.
- Liaising and collaborating with partner agencies and community networks to complement and strengthen the support the networks can provide.
- Welcoming new recruits who identify with any of the networks and provide a safe space for them to seek any additional support they may require.

Lincolnshire Police attract, recruit, retain and support development of our officers and staff throughout their careers by making the workplace inclusive and representative of the community we serve.

Networks aim to support each other and work collaboratively on joint objectives to pool resources and share knowledge and experience.

Networks will share success stories and lived experiences both internally and from external sources.

The EDI Team have created and implemented an overarching staff network terms of reference for all eight staff networks to enable them to work more collaboratively and agreed parameters for staff network members.

Women's Inclusive Network



Women's Inclusive Network

We identified two deputy chairs who are engaged and enthusiastic about the network and forging ahead with our vision.

Continued work with the region re ensuring the need for women's network within forces is recognised and supported.

Increased our British Association of Women in Policing award nominations three fold and had two shortlisted for awards, enabling them to represent Lincs police at the national conference.

Working with the Chief Officer Team the network has been able to provide opportunities for officers/staff to attend different WiP conferences – previously only high-ranking officers attended. We have worked hard to make this more inclusive, open to lower ranks to network and see inputs from other like-minded, strong female leaders and positive male role models.

SMILE



SMILE stands for Supporting Minorities in Lincolnshire through Engagement. It is a support

network developed for officers and staff, who identify as being part of a minority group based on their ethnicity. The network launched officially in October of 2019. It is proud to be affiliated to the National Black Police Association (NBPA), although membership is wider. The network has been heavily focused on the Police Race Action Plan this year and supporting the Force with Lived Experience and Community Engagement. SMILE is chaired by Detective Sergeant Jeseé Karanga, originally from Kenya and a dedicated committee of Officers who identify as Minority Ethnic. SMILE have supported the Force through numerous workstreams this year including

- Support with community engagement, in particular SMILE have helped strengthen the Force links with Lincoln Mosque and Redeemed Christian Church of God
- Ramadan awareness, including a video interview with the local Imam, support to allies fasting and community Iftar
- Helped introduce Community-led Cultural Awareness through Pastor Icheke
- Supported community engagement with Grantham International Seniors Group
- Collections for Ukraine
- Peer Support to Officers who are victim of Racial Hate Crime on duty



Menopause Network



This year the Lincolnshire Police Menopause Network has been working closely with the National Menopause Action Group and reviewing our practices in line with best practice across the policing service.

We have held a Menopause Café and have delivered three newsletters so far this year. We are working with the other networks in service to find way of communicating the work of the networks and to make sure those who would like support are able to contact us.

Moving forward we are developing guidance for supervisors and partners, friends, colleagues on understanding and supporting people who are experiencing the menopause.

Family Support Network



The Family Support Network (FSN) connects people from across the organisation who are going through similar experiences in their journey to have a family, whether that is:

- fertility treatment
- adoption
- fostering
- maternity
- paternity
- baby loss

It looks at how we, as an organisation, can better support you if you are going through these experiences.

The network will be a way in which we gather views across the organisation and seek to change policy and practice in these areas and also equip line managers with the information to support your staff.

Carers Network



The Carers Support Network (CSN) connects volunteers and employees from across the organisation who have a range of caring responsibilities.

We know that providing care to a loved one is something that will likely impact everyone at some stage in their life, and that the type of care and support you provide may change over time.

Whether people are supporting a partner, child, parent, or member of extended family the carer's Support Network is there to help them at every stage of their journey.

As part of Carers Week - 6th -12th June the Lincolnshire Police Carers Network raised awareness of carers and promoted the support which is in place for them.

Amongst other things the group worked in partnership with Carers First, a local and national carers charity to deliver workshops and drop in sessions for anyone in the organisation on topics such as financial support for carers.

Carers First is a charity which provides help and support for unpaid carers so they can live their lives to the fullest

Overview of last 12 months

The key objectives for 2022/23 were to:

- Establish a Carers Group within the organisation that offers knowledge, support, and signposting on caring related matters
- Raise awareness of the group and unpaid carers to enhance our culture and assist our managers in supporting their teams
- Run an annual survey
- Engage with officers, staff, volunteers, and stakeholders to promote the work of the Carers Support Network

- Promote the use of Personal Support Passports (PSP's)

The last 12 months has seen the Carers Support Network (CSN) grow from inception into a recognisable platform designed to support those within the organisation who are affected by caring responsibilities.

The CSN now connects volunteers and employees from across the organisation and offers supporting pathways to those individuals in need.

This period has seen some integral pieces of work completed resulting in the CSN becoming established within Lincolnshire Police's culture with some of its most notable achievements including:

- Governance – Understanding of where the CSN sits within the organisation
- Terms of Reference – Ensuring the CSN's purpose is understood
- Integration – Within key departments and organisations such as:
 - Wellbeing, Health & Care, ED&I, Federation, Unison, Carers First & Carers UK
- Meetings – Members of the CSN meet regularly to discuss related issues
- Personal Support Passports (PSP's) Assisted in its integration and application to carers
- Intranet page – A dedicated space offering support and signposting
- Intranet Publications – A relatively small number of posts have been made, highlighting various caring related matters
- 1st Carers Survey – Undertaken and completed by 46 individuals and highlighted the need for a CSN as well as areas for development
- 2nd Carers Survey – Undertaken and completed by 103 individuals (+57 from previous) and highlighted areas for development
- The Chief Constable's Carers Charter – A commitment by the CC demonstrating the CSN's place within the organisation
- Support – The CSN has assisted several individuals over the last 12 months with varying issues related to caring responsibilities



Looking forward - The next 12 months

It is anticipated that the next 12 months will be pivotal in three key areas:

- Providing structure to how we operate as a CSN
- Looking wider at the bigger 'Integration of Carers Networks' picture
- Areas for development as highlighted within the results from the latest Carers survey

Clearly, there's still much to do and look forward to over the forthcoming 12 months, including:

- Structure – To CSN meetings, designating roles, and ensuring aims and objectives are set and achieved
- Policy – Creating an internal Carers policy
- New Legislation – The Carers Bill will likely be passed and publicised
- Wider Carers Network – scanning across other agencies and looking at integration
- Single point of contact – Local force Carers SPOC's to ensure a more local/meaningful approach to support is available to those requiring assistance
- New carers lead - Succession planning is underway for change in Senior Strategic Lead
- 2nd carers Survey Results – Implementation of areas for development
- Uptake in carers – how will the CSN manage a larger cohort of Carers
- Awareness – Raising the CSN profile and support on offer

Neurodiversity Network



NEURODIVERSITY

Last year the Neurodiversity network wrote a business case to introduce Dyslexia assessments in service. This initiative developed and launched in January 2023. A team of 14 internal volunteers were trained and have so far supported over 45 people to go through Dyslexia assessments.

Members of the group have taken an active role in the National Digital Access Working Group which is looking at making the police services digital systems accessible for disabled and Neurodivergent users.

The EDI Team have worked with the Neurodiversity Network to revitalise the intranet neurodiversity pages to provide information on neurodiverse conditions and signposting to useful information and resources.

Future work for the group also includes a review of workplace assessment process and support structures in place for disabled staff and officers and a business case for assessments for other neurodiverse conditions in addition to Dyslexia.

Christian Police Association



We have a small presence in force with 14 active members. We continue to meet virtually to support one another and to pray collectively for policing issues that affect us all. Several members have been severely affected by sickness issues and yet it is a testament to the strength of the CPA that they have been supported and assisted through these challenges. We supported the national day of prayer in June. The CPA has recently donated to both the Lincolnshire Police Charitable fund and towards the wellbeing provision for the Force.

LGBT+ Network



LGBT+
SUPPORT NETWORK

The LGBT+ network has rapidly grown over the last 12 months, the structure we now have includes:

- 1x Senior sponsor – Chief Superintendent Kate Anderson
- 1x LGBT+ lead – Detective Chief Inspector Rach Cox
- 3x Co-ordinators
- 30+ network members

We are starting to hold social events, will be parading at Lincoln Pride again and are more involved in the planning of the event and holding a recruitment/ information stand throughout .

We have links with EMAS, Lincs Fire and Rescue, RAF Digby and will be looking to work PRIDE together this year.

We are delivering information to all new cohorts in their initial training to celebrate the reason for having a support network and we actively contact those internally who have been victims of homophobic, biphobic or transphobic hate crime whilst on duty.



Independent Advisory Group

What does the Independent Advisory Group (IAG) do?

The Independent Advisory Group (IAG) is a strategic group that seeks to improve two-way communications between Lincolnshire Police and the diverse communities of the county

As independent advisors and critical friends of the Police the Group offers advice on the impact of police activity across the county. IAG members help to resolve policing problems and advise on proposed operations while building public confidence, improving local policing performance and accountability.

While the IAG is frequently consulted before policing policies and procedures are implemented, its role is not one of scrutiny. What it aims to provide is a safeguard against those policies and procedures disadvantaging any section of the community through a lack of understanding, ignorance, or mistaken belief.

The IAG provides a forum for an open dialogue between its members and the Force's senior management team. Its aim is to contribute

positively to the effectiveness of policing across the county and to increase the trust, confidence, respect, and partnership which exists between the Force and the communities it serves.

For the IAG to be effective it is important that it includes a diverse membership which is both broadly representative of the population of Lincolnshire and which is capable of fulfilling the full range of activities it is established to undertake.

Expressions of interest are welcome at any time from people who believe they can contribute to the work of the IAG. We are especially interested in receiving applications from individuals who are able to represent the views of minority and underrepresented groups.

Contact us for an application form by writing to IAG@lincs.police.uk or at:

Lincolnshire Police IAG - Expression of Interest
c/o Staff Officer to the Chief Constable
Force Executive
Lincolnshire Police HQ
Deepdale Lane
Nettleham
Lincoln LN2 2LT

Equality and Diversity Data

Equality data is available on our internal workforce, and externally including victim information based on age, gender and ethnicity. We are committed to improving this data across all protected characteristics and to that end we will be continuing to work on improving equality monitoring data within our workforce and police systems by explaining to the public the importance of collecting such data to understand the makeup of our victims and any associated vulnerabilities or risks.

Understanding the makeup of our victims also helps us to identify any tailored support or approach that may be required.

We are pleased that our internal overall workforce is almost a 50% gender split, with our Chief Officer Team at 70% female and 30% male.

Our workforce diversity data is available online via www.police.uk or the following link [Workforce diversity | Police.uk \(www.police.uk\)](#)

A comprehensive set of data is available internally and externally, which includes victim information based on age, gender and ethnicity. We are committed to improving this data across all protected characteristics and to that end we will be continuing to work on improving equality monitoring data within our police systems by explaining to the public the importance of collecting such data to understand the makeup of our victims and any associated risks.

We are pleased that our internal overall workforce is almost a 50% gender split, with our Chief Officer Team at 70% female and 30% male.

Gender Pay Gap reporting (Annual Report)

Lincolnshire Police remain committed to ensuring fairness, inclusivity and the equal treatment of all employees regardless of protected characteristics.

The Chief Officer team remain determined to tackle the under-representation of women through all grades and ranks and provide every opportunity for women to progress.

A link to our Gender Pay Gap information can be found here : [Gender pay gap | Lincolnshire Police \(lincs.police.uk\)](https://lincs.police.uk)

[Workforce diversity | Police.uk \(www.police.uk\)](#)

Complaints

Professional Standards Department

Recorded complaints – 01/04/2022 to 31/03/2023

The following figures are based on the data received when a complaint is recorded in Professional Standards. We strive to ensure that diversity data is captured, a national project to develop a browser-friendly online National Complaints Form has been introduced. From 01 Feb 2020 the completion of these fields via our on-line reporting tool was mandatory with a 'prefer not to say' option and from April 2022 additional fields have been added. This has improved self-reporting by complainants and helped us to identify any disproportionality.

We ensure that this data is discussed regularly at our EDI Board and that any disproportionality identified is reviewed through our force Legitimacy Board. The Legitimacy Board provides oversight to ensure that we are transparent and consistent, treating people with fairness and respect in line with the Code of Ethics and Our Values. The board assesses our interactions with our communities, particularly where we are using coercive powers such as the use of stop and search and the use of force as well as monitoring and reviewing public complaints and our management of them to ensure we are maintaining transparency and responsiveness. In doing so we also make best use of our Independent Advisory Group volunteers to challenge and support as appropriate.

Ethnicity

Type	Number of Complainants Jan – Dec 2019	Number of Complainants Jan – Dec 2020	Number of Complainants Apr 21 – Mar 2022	Number of Complainants Apr 22 – Mar 2023*
White	363	625	675	731
Black	8	16	11	19
Asian	4	4	9	10
Other	3	4	18	12
Declined/unknown	289	361	417	387
TOTAL	667	1,010	1,130	1,159

*Since February 2020, the complaint regulations changed meaning all expressions of dissatisfaction must be recorded, which has resulted in an increase in complainants.

Complainant ethnicity is requested on our on-line form and internal complaints form, but the complainant can choose not to declare and it's not automatically collected if they complain via letter or a direct email.

Gender

Gender	Number of Complainants Jan – Dec 2019	Number of Complainants Jan – Dec 2020	Number of Complainants Apr 21 – Mar 2022	Number of Complainants Apr 22 – Mar 2023*
Male	390	604	583	652
Female	270	387	528	483
Transgender	1	5	2	1
Company	2	0	-	-
Declined/unknown	4	14	17	23
TOTAL	667	1,010	1,130	1,159

Age

Age	Number of Complainants Jan – Dec 2019	Number of Complainants Jan – Dec 2020	Number of Complainants Mar 21 – Apr 2022	Number of Complainants Apr 22 – Mar 2023*
0-19	17	31	25	43
20-29	78	105	134	119
30-39	117	178	217	232
40-49	122	180	184	213
50-59	113	180	211	211
60 +	83	137	163	190
No data	137	199	196	151
TOTAL	667	1,010	1,130	1,159

No data figures include where the complainant has not provided this information or prefers not to.

Disability

	Number of Complainants Jan – Dec 2019	Number of Complainants Jan – Dec 2020	Number of Complainants Mar 21 – Apr 2022	Number of Complainants Apr 22 – Mar 2023*
None	50	22	15	9
Mental Health	10	15	15	8
Physical	7	6	6	3
Prefer not to say	6	5	6	-
Other	3	5	1	4
Learning Difficulties	1	2	2	-
Sensory	1	0	2	1
Unknown/no data	589	958	1092	1136
TOTAL	667	1,013*	1,139*	1161*

*Complainants may report more than one disability.

The number of reported mental health disabilities does not reflect the number of complainants who appear to struggle with mental health issues. However, this is not a mandatory field; the information captured is self-reported and so reliant on the complainant's desire to divulge the information.

Faith

	Number of Complainants Jan – Dec 2019	Number of Complainants Jan – Dec 2020	Number of Complainants Mar 21 – Apr 2022	Number of Complainants Apr 22 – Mar 2023*
Baptist	0	0	0	0
Buddhist	0	1	5	5
Christian	44	170	229	263
Church of England	6	6	6	12
Hindu	1	0	0	1
Jehovah's Witness	0	0	0	0
Jewish	0	3	1	4
Islamic/Muslim	0	3	6	8
Methodist	0	0	0	0
Non-conformist	0	0	0	0
None	91	207	319	355
Other	6	18	16	17
Prefer not to say	15	60	99	86
Roman Catholic	2	10	9	0
Sikh	1	0	2	2
Spiritualist	0	0	0	0
Salvation Army			1	0
Unknown/no data	501	532	437	406
TOTAL	667	1,010	1,130	1,159

Sexual Orientation

	Number of Complainants Jan – Dec 2019	Number of Complainants Jan – Dec 2020	Number of Complainants Mar 21 – Apr 2022	Number of Complainants Apr 22 – Mar 2023*
Gay/Lesbian	5	9	24	20
Heterosexual	238	432	590	665
Bisexual	0	13	16	22
Other	1	6	4	4
Prefer not to say	14	57	102	108
Unknown/no data	409	493	394	340
TOTAL	667	1,010	1,130	1,159

Discriminatory Behaviour Allegations Recorded

We use the IOPCC Guidance on Discrimination when dealing with cases of this kind to ensure we fully understand the complainant's concerns and complaint in full. A set of questions are asked and from this each allegation is recorded separately to ensure the complaint handler specifically addresses each point and provides a full rationale for police action. Following handling, these are assessed by an appropriate authority to ensure that there has been no discrimination demonstrated by our officers or staff.

	Jan – Dec 2019	Jan – Dec 2020	Mar 21 – Apr 2022	Mar 23 – Apr 2022
Discriminatory Behaviour	12	16	18	16

These allegations relate to any discriminatory behaviour, a breakdown of the category of discrimination (as identified by the complainant) is given below:

	Number of Complainants Jan – Dec 2019	Number of Complainants Jan – Dec 2020	Number of Complainants Mar 21 – Apr 2022	Number of Complainants Apr 22 – Mar 2023
Disability	0	3	1	1
Gender	0	1	2	2
Religion or Belief	0	3	0	0
Race	10	8	10	10
Mental Health	2	0	0	0
Age	0	1	0	0
Other	0	0	1	1
Sex	0	0	4	4
TOTAL	12	16	18	18

