

Cumbria Constabulary

Equality Report

2024 - 2025



CUMBRIA
CONSTABULARY



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Background

This report outlines the actions taken between February 2024 and February 2025 to advance our Equality and Inclusion objectives, in line with the Equality Act 2010, national policing frameworks and aligning with the Constabulary's Four C's Priorities.

Cumbria Constabulary serves a diverse population. In February 2025, Cumbria Constabulary employed 1,462 officers including Police Community Support Officers (PCSOs). The Constabulary serving a residential population of approximately 500,000, welcomes around 18 million annual visitors, and one of the highest numbers of commuting day workers in the UK.

Underpinning all of the constabulary's activity is the need to eliminate discrimination, promote equality of opportunity, and foster good relations for all employees and members of the public.

In response to evolving community needs and national directives, we have driven the local implementation of national activity, including the Violence Against Women and Girls (VAWG) action plan, National Police Race Action Plan (PRAP), the National Uplift Programme. Locally we have also driven a Hate Crime Improvement Plan and a safer Neighbourhood Strategy and plan. These efforts ensure that our workforce is representative of the communities we serve and that our policing approach remains fair, inclusive, and responsive to all individuals.

Through targeted initiatives, strategic policies, and collaborative partnerships, we continue to identify and understand disparities, remove barriers, and provide equal opportunities and services.

Additionally, we are proud to be a Disability Confident Level 3 employer and a recipient of the Better Health at Work Gold Award, reflecting our commitment to supporting colleagues and equal opportunities.

Supporting the effective delivery of our Equality and Inclusion commitments are a number of policies, strategies and plans including:

- **Positive Action Strategy**
- **Cumbria Constabulary's Police Race Action Plan**
- **Violence Against Women and Girls Action Plan**
- **Retention Strategy**
- **Safer Neighbourhoods Strategy**
- **Menopause Policy**
- **Dignity and Respect Policy**
- **Attendance Support Policy**
- **Limited Duties for Police Officers**
- **Fair Passport agreement**





Our strategic objectives align with the Chief Constable's 4C's priorities, to focus our equality and inclusion work in the coming years. They represent our long-term commitment and are as follows:



Increase the trust and confidence of minoritised and vulnerable people

We will foster genuine community engagement, consultation, scrutiny and reporting, through collaborative working, to create effective solutions that have a positive and lasting impact for with minorities and vulnerable people.



Attract and retain a representative workforce

We will proactively develop and retain a workforce that is representative of the communities we serve.



Fostering an inclusive culture

Creating an environment where all colleagues feel valued and supported to be themselves, and to develop within our organisation.



Protect vulnerable individuals

We will scrutinise emerging Hate Crime and Incidents to understand trends, and identify any discrimination, to ensure appropriate resourcing and support are in place. We will raise awareness of Hate Crime and Incidents to support reporting and reduce offending.



A workforce that is representative of its community enhances meaningful engagement, resilience, innovation, performance and sustainability. Fostering such a workforce is vital to delivering an outstanding service to keep Cumbria Safe.

Chief Constable Rob Carden



The Public Sector Equality Duty

The Equality Act 2010 sets out the Equality Duty for all public bodies, to comply with a legal responsibility to tackle discrimination and promote equality on the grounds of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation.

All police services are legally required to comply with the Equality Act 2010, and in particular Section 149, the Public Sector Equality Duty; and, Section 153, the Specific Duties.

The Public Sector Equality Duty requires that the police have due regard to the need to:

- Eliminate discrimination.
- Advance equality of opportunity
- Foster good relations between people, those with protected characteristics and those without.

At Cumbria Constabulary we consider these requirements within every area of our work.

We are striving for fairness and equality of opportunity across every area of our service.

This involves:

- Removing or minimising disadvantages experienced by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or activities where participation is disproportionately low.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

This Regulation requires public services such as policing, to publish information to demonstrate compliance with the duty, annually.

The information reported regards activity undertaken to understand, scrutinise and improve equality of services, policies and practices, impacting employees and people, who have protected characteristics.

We are also legally obligated to set and publish specific equality objectives, at least every four years.

We publish these within this report (see previous page), on our website and on our internal systems.

[For more information on our equality and inclusion activity, please visit our website.](#)



Equality Impact Assessment

The Constabulary is committed to advancing equality within our workforce and within the community we serve. As part of our legislative requirements to comply with the Equality Act 2010, we undertake Equality Impact Assessments on relevant Policies, Procedures, Strategies and activity.

Equality Impact Assessments provide us with the opportunity to scrutinise our policies and procedures, to ensure that our work does not create bias and disproportionately impact adversely on any individual due to their protected characteristics: race, religion, disability, gender, age and sexual orientation.

Members of our Valuing Individuals Group; made up of representatives from Staff Association, Staff Networks, Unions, occupational health, enabling services and other departments, review and advise Equality Impact Assessments, enabling the Constabulary to consider lived experience to identify and address mitigate areas of potential discrimination.

Our Strategic Advisory Group, made up of volunteer representative members of the public, have been consulted on our Equality Impact Assessments. This process allowing us to receive firsthand feedback from members of the community, on how our activity may impact different members of the public.

All members of staff have access to Equality Impact Assessment guidance, training or support, appropriate to their involvement in the completion of EIA's.





Overview of Cumbria Constabulary

Our Headquarters is based at Penrith, in Cumbria.
 Our Police and Crime Commissioner also oversees Cumbria Fire & Rescue Service.

The Chief Constable is supported by a chief officer leadership team of a Deputy Chief Constable and two Assistant Chief Constables.

In February 2025, Cumbria Constabulary comprised of police officers, police staff and PCSO's, supported by members of the special constabulary and police volunteer staff (PSV).



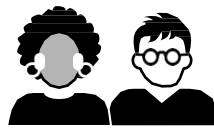
1379

POLICE OFFICERS



41

PCSO'S



738

POLICE STAFF

SUPPORTED BY 44 SPECIAL CONSTABLES
And 54 POLICE STAFF VOLUNTEERS (PSV)

WORKFORCE PERSONAL REPRESENTATION SHOWN AS NUMBERS AND PERCENTAGES [February 2025]:

STAFF ROLE	HEADCOUNT	STAFF ROLE	FEMALE	MALE	PREFER NOT TO SAY	DATA NOT COMPLETED
Police officer	1379	Police officer	34.1%	45.5%	1%	19.4%
Police staff	738	Police staff	47.8%	22.9%	0.8%	0.8%
PCSO	41	PCSO	41.5%	24.4%	0%	34.1%
Special constable	54	Special constable	25.0%	52.3%	0%	22.7%
PSV	54	PSV	51.9%	46.3%	0%	1.8%
OVERAL REPRESENTATION	2257	OVERAL REPRESENTATION	39.0%	37.8%	0.9%	22.3%

STAFF ROLE	BME	DISABILITY	LGBT
Police officer	3.9%	6.1%	5.8%
Police staff	4.0%	3.9%	1.8%
PCSO	2.4%	7.3%	4.8%
Special constable	9.0%	4.5%	11.3%
PSV	5.5%	5.5%	0%
OVERAL REPRESENTATION	3.4%	4.6%	3.8%

WORKFORCE REPRESENTATION YEAR ON YEAR

[February 2024/2025]

BLACK, MINORITISED ETHNIC WORKFORCE REPRESENTATION AS PERCENTAGES:

STAFF ROLE	2024 % BME	2025 % BME
Police officer	3.5%	3.9%
Police staff	3.3%	4.0%
PCSO	2.0%	2.4%
Special Constable	11.1%	9.0%
PSV	1.9%	5.5%
OVERAL REPRESENTATION	3.5%	3.4%

DISABILITY WORKFORCE REPRESENTATION AS PERCENTAGES:

STAFF ROLE	2024 % DISABILITY	2025 % DISABILITY
Police officer	5.7%	6.1%
Police staff	3.7%	3.9%
PCSO	6.2%	7.3%
Special constable	2.2%	4.5%
PSV	3.9%	5.5%
OVERAL REPRESENTATION	5%	4.6%

LGBTQ+ WORKFORCE REPRESENTATION AS PERCENTAGES:

STAFF ROLE	2024 % LGBTQ+	2025 % LGBTQ+
Police officer	5.3%	5.8%
Police staff	1.7%	1.8%
PCSO	8.3%	4.8%
Special constable	11.1%	11.3%
PSV	1.9%	0.0%
OVERAL REPRESENTATION	4.2%	3.8%

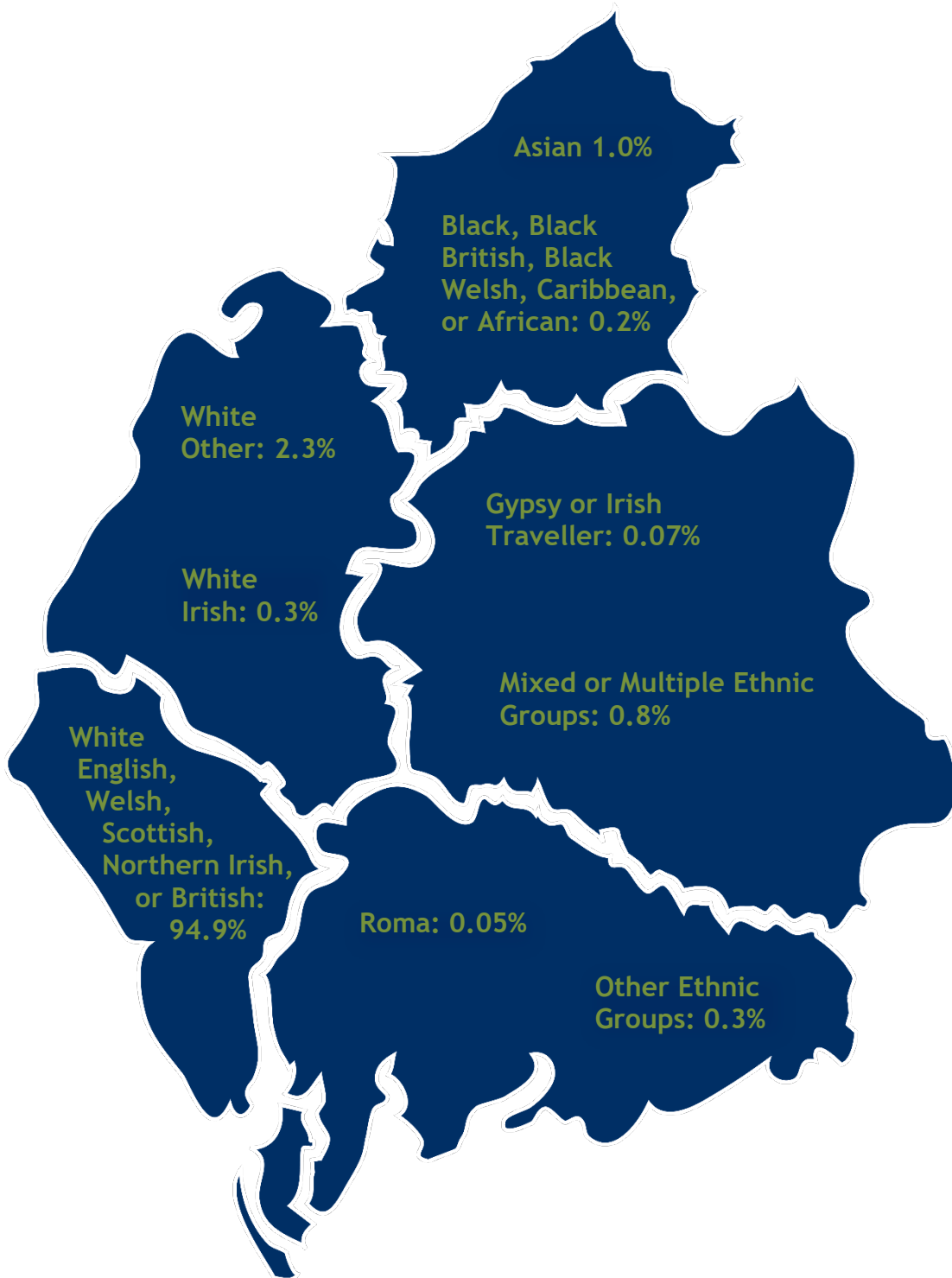


Overview of Cumbria Demographics

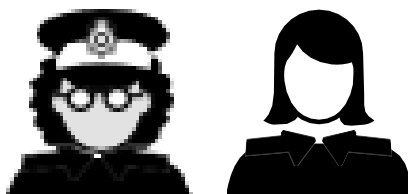
Based on Office of National Statistics data

Total Population: 499,848

[Cumbria Map for illustrative purposes only not indicative of locations]



Recruitment



In 2020, a national government target to increase 20,000 police officers across the UK, accelerated opportunities to improve representation in policing.

CUMBRIA POLICE OFFICER'S:

Pre-Uplift | November 2019 | OFFICER COUNT | **1199**

Post Uplift | February 2025 | OFFICER COUNT | **1379**

Positive Action has been a dedicated portfolio since 2020, to support our ambitions to increase representation within our workforce.

To support new employees, we have positive action embedded across all relevant departments to underpin attraction, recruitment, retention and progression.

The Positive Action Implementation Plan was revised in 2024 and is regularly reviewed by the Positive Action Unit.

For oversight, advisory and transparency, Positive Action updates are reported to the Constabulary's, Confidence and Equality Board, Valuing Individuals Group and Strategic Independent Advisory Group.

Updates and reports are also presented to additional strategic boards, such as Workforce Board, where required.

[You can read more about Positive Action here.](#)

To support the constabulary in fulfilling our Public Sector Equality Duty, we proactively support minoritised candidates and employees through Positive Action initiatives. We assess and consider reasonable adjustments to support application processes or working environment by addressing potential barriers associated with protected characteristic. Adjustments may range from providing support through the application process to providing specialised office equipment for disabled individuals. We are committed to removing barriers and ensuring equal opportunities through the provisions of reasonable adjustments. [Read more about our Fair Passport and Reasonable Adjustments here](#)

Since we implemented a Positive Action Strategy in 2019, incidents of voluntary attrition for ethnic minority officers have only occurred due to changes to personal circumstances [Positive Action Unit 2025].

The door remains open to all our talented colleagues leaving, due to personal circumstance and we seek to keep in touch where appropriate to identify suitable opportunities which could result in return to service.

to support under-represented individuals, who are considering joining the police or wishing to develop and progress their policing career.

Our Black and Minority Ethnic representation in the police workforce has increased in the last ten years, and statistically we are representative of Cumbria's ethnic residential population.

However, we are not complacent and are working to achieve a workforce that is also representative of our transient population. This will see us working to increase our ethnic minority representation to a target of 8% in the next 5 years.

We will continue to build on the success of Uplift, working with community groups, partner agencies and key influencers, and utilising multimedia communications, to ensure we reach all members of the public with our attraction and transferee messaging.

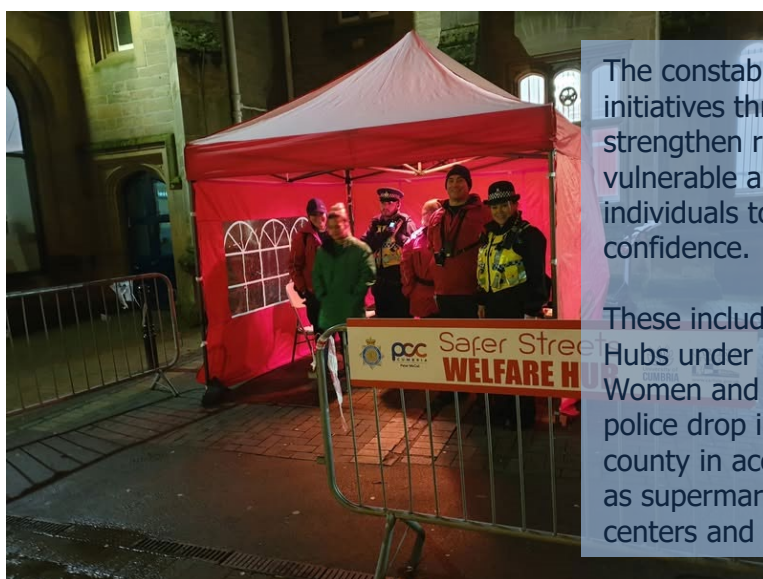
FOCUSED EQUALITY OBJECTIVES 2025

Equality is incorporated across all delivery plans, strategies, policies and procedures, including, our Diversity strategy, Positive Action Delivery Plan, Violence Against Women and Girls, Hate Crime and Police Race Action Plan.

These delivery plans remain live, working documents, to allow us to continuously evolve activity, as work develops and as a result of ongoing stakeholder engagement.

Objective 1: Increase Trust and Confidence

We will increase trust and confidence in our service delivery for minoritised and vulnerable people, by increasing meaningful community engagement, consultation, scrutiny, and reporting of policing activity and disproportionality, to create effective solutions that have a positive and lasting impact.



The constabulary run multiple initiatives throughout the year to strengthen relationships with vulnerable and minoritised individuals to improve trust and confidence.

These include Safer Streets Welfare Hubs under our Violence Against Women and Girls plan and pop-up police drop in desks across the county in accessible locations such as supermarkets and community centers and libraries.

HIGHLIGHTS

In 2022 Cumbria Constabulary Implemented a localised Police Race Action Plan focused on identifying areas of disproportionality, and scrutinising activity for discriminative policies and procedure.

PRAP overview 2024 – 2025

- Our Professional Standards Department have implemented an Independent and internal scrutiny structure within PSD led investigations for transparency.
- Our disproportionality data is presented at our Workforce Board and additional boards such as Use of Force for strategic oversight.
- A pilot initiative in Barrow trialing Police Drop in Desks, being held within community groups, supporting individuals who are from ethnic minorities was well received and will be replicated where appropriate.
- Use of Force and powers data is regularly reported to internal and external advisory, scrutiny and strategic groups and panels.
- Anti racist and antibias training was delivered to frontline officers with further training packages in production.
- The constabulary worked with the College of Policing to train our internal trainers on Upstander training. The workforce has also completed Upstander training with high levels of completion compliance.



Annual Community Cricket Tournament
These events improve relationships with community members and increased trust and confidence in reporting and the service provided through informal and supportive engagement

 Barrow Police
13 September 2024 · 🌐

Barrow NPT are holding a Police Desk at Hawcoat Community Centre car park in the "FULL STOP BUS" today 11:00-13:00... [See more](#)



Example of a mobile / pop up police Desk held at an accessible community location

- Our Equality impact Assessments are overseen by members of the community through the Strategic Advisory Group. They provide scrutiny and advisory feedback functions.
- Collaboration with partner agencies such as the council to provide considered, holistic and consistent support for vulnerable individuals remains ongoing.
- The Neighbourhood Policing Team has introduced more Community Beat Officers and roles dedicated to community engagement through the Safer Neighbourhoods Strategy.
- Our PCSO's and Community Beat Officers hold regular mobile Police Desks and drop in's at community events to engage with different members of the public, provide a policing presence and build trust and confidence.

Improving public trust and confidence

- Extensive work continues to be undertaken to retain good call handling times and attendance to priority calls.
- The Constabulary is consistently achieving some of the highest levels of call handling performance nationally, further improving our services to our communities.
- The Constabulary is consistently achieving high outcome rates nationally for offences relating to Violence Against Women and Girls (VAWG).
- We have trained over 100 Violence Against Women and Girls Champions in the Constabulary to support with raising awareness, providing scrutiny, supporting with resource at events, sharing ideas and amplifying communications.
- The Chief Constable signed up to the national Neighbourhood Policing Pledge in 2024. Activity is in place to meet the commitments.

Objective 2: Attract and retain a representative workforce

We will proactively develop and retain a talented workforce that is representative of the communities we serve.

We have embedded proactive end-to-end support structures throughout recruitment, retention and progression for underrepresented individuals. Support is available to any officers and staff who it could be beneficial to due to a personal circumstance including disability, ill health, religious commitments or caring responsibilities.

Support is available to officers and staff through a request or identified need and can be accessed through multiple routes within the constabulary.

Support Resource	Student Officers	Officers	Staff
SoS anonymous support line	✓		
Buddies	✓	✓	✓
Trainers	✓		
Regulation 13	✓		
Police Federation	✓	✓	
HR	✓	✓	✓
Senior Leadership Team	✓	✓	✓
Occupational Health Services	✓	✓	✓
Viva Engage	✓	✓	✓
Staff Associations	✓	✓	✓
Valuing Individuals Group	✓	✓	✓
Professional Standards Department	✓	✓	✓
Policy Library	✓	✓	✓
First and second Line Managers		✓	✓
Mentors		✓	✓
Professional Development Review		✓	✓
Inclusion Allies	✓	✓	✓
Unison			✓

Support services available to officers and staff

New Cohorts 2024 – 2025



HIGHLIGHTS

Attraction and Recruitment

Community focused approach with proactive engagement with the public



Vacancies are advertised on our website where they can be translated into multiple languages or read using a screen reader.

Adverts are also frequently posted on social media and through newsletters and recruitment fairs.

Attendance at open and specialised recruitment events continued to take place throughout 2024, to support members of the Public interested in finding out more about joining the police service.

Officers and PCSO's also frequently attend schools and higher educational establishments to share information on careers in policing.

Neighbourhood Policing Officers are encouraged to promote recruitment during community engagement where appropriate.

Career progression

Courses and Training opportunities are accessible to all officers and staff. Positive Action is utilised to support officers and staff from underrepresented backgrounds to equally access opportunities.



Future Superintendent Programme | College of Policing

Provide a clear route for officers to follow, to progress their career towards becoming a superintendent.

Aspire | College of Policing

For Chief Inspectors or above rank and Staff Equivalents. Support officers and staff to become better leader and to have confidence in their skills and abilities to lead effectively.

Senior leadership Programme | College of Policing

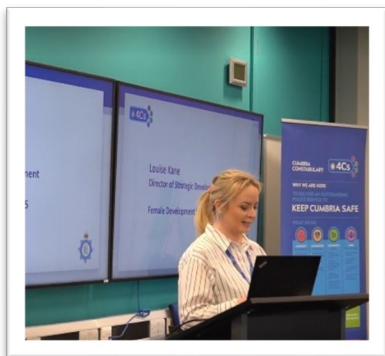
The police leadership programme is a development programme for chief inspectors, superintendents, chief superintendents and police staff working at this level. It aims to build self-awareness of your natural leadership strengths and areas for development, and to identify strategies to balance your leadership skillset and fulfil your potential.

Sergeants/Inspector Development Programmes | Internal

Provides leadership skills for officers aiming for promotion.

Staff Leaders development programme | Internal

first and second line managers and people aspiring to be leaders.



Anti-racism and antibias training

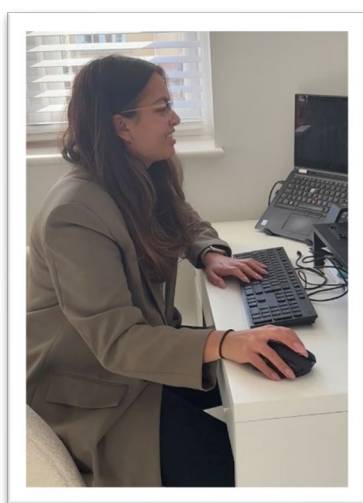
| Internal

the Constabulary provided front line new officers anti-racism and antibias training. During 2024, we will develop and roll training out to all officers and staff.

Upstander Training

| College of Policing

Created by the College of Policing, this training supports officers and staff to strengthen confidence in challenging incidents or views of ethnic bias or racism. The training also includes tools to embed anti-racist culture into the workplace.



Code of Ethics Training

| College of Policing

In 2024 the College of Policing Introduced an updated Code of Ethics mandatory completion of this training took place across the constabulary for all officers and staff. The codes of ethics provide officers and staff with the frame work to do the right thing, in the right way, for the right reason.

Continuous Professional Development

| College of Policing & Internal

We hold a number CPD days internal. In March 2025, the constabulary held a female focused development day led by the Chief Constable and senior leads which will be continued due to its success.

Additionally, CPD content and courses are available through both the constabulary's Learning and Development Department and through the College of Policing.

Retention

Utilising positive action and inclusive leadership we strive to foster supportive and inclusive culture where people feel empowered to be their authentic self and thrive in their careers.

His Majesty's Inspectorate of Constabularies,

Fire and Rescue Service (HMICFRS)

In 2023 - 2024 the Constabulary underwent a HMICFRS PEEP Inspection HMICFRS graded the constabulary at **OUTSTANDING** at building, supporting and protecting its workforce. Inspectors found that it prioritises officer and staff well-being and provides a supportive environment that helps new recruits to develop and stay with the force.



Chief Officer Roadshows

These events offer Officers and staff of all ranks direct access to our Chief Officer Team, ensuring clear communication and engagement across the constabulary.

Held annually and spanning the entire county, this event provides key organisational updates on the constabulary's operational direction and priorities for the coming year.

The forum provides the opportunity for colleagues to ask questions directly to the Chief Officers, with responses provided immediately or in a timely manner fostering transparency and dialogue.

In 2024, a question raised about the fairness of promotion boards on neurodivergent officers led to the provision of promotion board questions being made available 30 minutes prior to the board sitting.

Chief officer Vlog

The Chief Officer Vlog provides a monthly opportunity for the Chief Constable to provide core updates and information to the entire workforce, during the Vlog the Chief covers all area of the four C's, including personally acknowledging individual's and team's good work in all of these area.

Need to Know

This rolling internal Intranet update and monthly email bulletin, provides all officers and staff on business-critical learning and updates, supporting them to undertake their duties confidently and effectively.

Deeks This

This is a monthly newsletter providing important, positive internal updates and recognition of good work and activities

Viva Engage

We have a secure internal platform to enhance communication, and collaboration, regardless of rank or department, across the constabulary.



Chief's Vlog Feb 2025

O365 Stream

Deeks This - November 2024

JAWP Awards
 Each year the British Association of Women in Policing hold an annual award and CO2 went to celebrate the brilliant contributions of women in policing across the 43 forces.
 This year, ten of our colleagues from the Constabulary were nominated for BAWP Awards. Although they were unsuccessful at national level, we still find it important to recognise their nomination and the exceptional service they provide the public and the constabulary.
 To honour their achievements, a ceremony was held on Monday (25 November) at our HQ building where Chief Constable Rob Carden presented our nominees with certificates. This recognition highlights their dedication, hard work and commitment to the constabulary and the communities they serve.
 Nominations for this year's awards are now open. Please consider nominating women who you work with that make a difference to the community, drive positive change in their role or who are demonstrating strong visible leadership.
 You can read more on this here: [celebrating the outstanding work of women at Cumbria Constabulary](#)

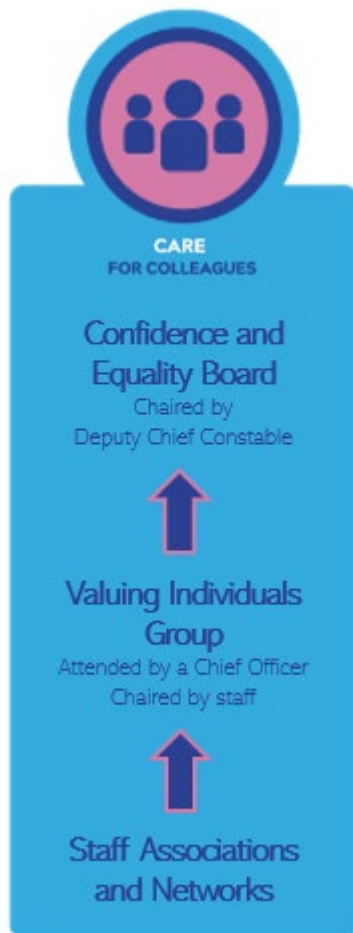
Chief Constable Awards
 On Tuesday 26th November we once again held our Chief Constable award ceremony to mark the outstanding work and dedication of our officers and staff.
 24 officers and staff were awarded with a range of awards from 20 years service, response officer of the year and Chief officer commendations. These awards are testament to their hard work, dedication and the significant impact they have made to the force and public alike. Please watch the short video to see our winners celebrating with family and friends.

Objective 4: Foster and Inclusive Culture

Creating an environment where all colleagues feel valued and supported to be themselves, and to develop within our organisation.

Retention

Utilising positive action and inclusive leadership we strive to foster supportive and inclusive culture where people feel empowered to be their authentic self and thrive in their careers.



Governance Structure

Stay & Leave Interviews

Both are conducted through HR, HR trained delegates and Positive Action

Stay Interviews are conducted if an officer of staff member is considering leaving. The colleague's reason for leaving will be discussed and considered. Supportive reasonable adjustments can be looked at and considered for implementation, to foster an environment where the individual can stay.

Leave Interviews are conducted if an officer of colleague leaves the organisation to capture any organizational learning. Leavers are reported and updates on organizational learning are reported where applicable to Workforce Board

Fair Passports

We trailblazed a now mature fair passport initiative, recording agreed reasonable adjustments officers and staff to support individual needs arising from r they have a disability or protected characteristic which negatively impacts on how they work in an unadjusted environment.

The passport records an individual's reasonable adjustments, tailored to their personal requirements and job specification, to facilitate a supportive and productive working environment/station. This is a living document which changes according to circumstances.

Staff Associations and Networks

The constabulary have a large representation of Staff Associations and Networks to support officers and staff to bring their authentic self to work and to build networking and representation. Each Association or Network has a Chief Officer supporting them, with dedicated time to discuss progress and concerns directly with decision makers, The Chair or Coordinator from each group is also invited to the Valuing Individuals Groups meeting held quarterly, to raise and opportunities, activity or concerns arising from their members. The **governance structure** of staff groups provides clear escalation of concerns from staff to Chief officers and Senior leaders.

Objective 4: Protect vulnerable individuals

We will scrutinise emerging Hate Crime and Incidents to understand trends, and identify any discrimination, to ensure appropriate resourcing and support are in place. We will raise awareness of Hate Crime and Incidents to support reporting and reduce offending.

Hate Crime

As part of the Hate Crime Improvement Plan implemented in 2024, the constabulary is working across all relevant internal departments and with partner agencies to create a comprehensive holistic service.

The focus is on increase Hate Crime and incident awareness and reporting and developing community trust and confidence. The plan has a focus on all areas of Hate and on reaching individuals and communities with limited or no contact or engagement with policing previously.

As part of ongoing enhancement work, Neighborhood Policing Teams have enhanced community engagement through Crime Prevention Harm Reduction Officers and are working with The Community

Hate crimes and incidents continue to be closely monitored. During 2023/24, the number of crimes with a hate marker was 656. The Constabulary and partners take all reports of Hate Crime with sensitivity and respect. All crimes are duly investigated to hold offenders to account.

Within Hate Crime recording, multiple crimes can be recorded within a single incident and/or multiple crimes can be recorded during multiple incidents against the same victim.

Cumbria Constabulary work in collaboration with the Community Safety Partnership, with our partner agencies and with communities to educate people of Hate crimes and Hate incidents and their severity, to continue to encourage reporting.

Hate crimes recorded year ending March 2024 [Reported by the Home Office.](#)

Race	Religion	Sexual orientation	Disability	Transgender	Total
366	21	163	102	28	656

Cumbria often experiences fewer incidents of hate crime compared to other forces both nationally and in the North West. Cumbria Constabulary had the 3rd lowest level of reported Hate Crime in Marc 2023/2024 when compared to the 43 other police constabularies.

These national figures for crimes with a hate indicator show an annual decrease of 27.7%

However, our positive outcome rate for hate crime has improved due to activity feeding in to the hate Crime Improvement Plan including additional training and management oversight, leading to a detection increase in Hate Crime of 36%. This equates to a 25.4% rate of positive outcomes for hate crime. This is above the average outcomes rate for crimes, but we want to further increase this going forward with the Hate Crime Improvement Plan.

Racial incidents remain the highest reported hate crime within Cumbria.

Neighbourhood policing teams continue to have a vital role in dealing with hate crime, supporting victims and engaging with communities and hate crime is an agenda item on the Safer Neighbourhood Board and Confidence and Equality Board.

Regular inputs with schools continue, as well as work by the football unit to disrupt hate crime at football matches/events.

Throughout 2025 we are working to introducing a new Third Party Reporting Center function through our Hate Crime Improvement Plan and in collaboration with partner agencies, community groups and services.

Our front-line officers and public protection unit continue to work closely with individuals and community groups to increase confidence and reporting. This includes PCSO's and CBO's holding police drop-in sessions out in the community locations such a libraries and shops every month.

Targeted media campaigns, signposting how to report Hate Crimes and support services available, run regularly on the Constabulary's social media accounts, with stakeholders encouraged to amplify messaging to their networks.

National Hate Crime Awareness Week included a number of communications aimed to increase awareness of the impact of hate crime on victims. We have also been closely monitoring hate crime committed against staff and officers, to identify opportunities to further support staff.

Plans for amplifying messaging for 2025 are already underway with partner agencies.



PARTNERSHIP WORKING

Effective partnership working is a crucial element in driving our inclusion commitments. Collaborating with partner agencies, community groups, third sector organisations, business and stakeholders, we further improve our connection two and understanding of munities and can provide a more holistic and comprehensive approach to support the public.

- Our Neighbourhood Policing Team's Strategy and Plans are inclusive and seek the views of minoritised communities and members of the public. This includes regular engagements and opinion surveying of the local communities to identify concerns and issues and trying different ways to achieve meaningful engagement.
- We collaborate with our Area Independent Advisory Groups, Strategic Independent Advisory Group, faith-based groups and Chaplains and the OPCC;s Community Scrutiny Group.
- We work in partnership with Cumbria Refugee Action Group.
- We work collaboratively with Community Safety Partnership and businesses leaders across Cumbria.
- We work closely with the College of Policing and NPCC to ensure we are embedding best practice and are aligned to national plans.
- We work collaboratively across all department within the Constabulary, to ensure all our plans are aligned and fair.
- We work collaboratively with partner agencies including unitary authorities, NHS, Local
- We work collaborative in Locus Focus Hubs with licensing, housing, social workers, environmental health, blue light services, social prescribers voluntary and third sector organisation.

Please visit our website: www.cumbria.police.uk/diversity to find general information and to contact details for the diversity unit.

You can also follow us on social media to get up to date information on our activity and signposting information.