



South Yorkshire  
**POLICE**

# Equality, Diversity & Inclusion Annual Report 2025-2026

HR and Learning

## FOREWORD

I am pleased to present South Yorkshire Police's Equality, Diversity and Inclusion (EDI) Annual Report for 2025–26. This report outlines the progress we have made over the last 12 months to strengthen inclusion within our organisation, improve how we serve our communities, and ensure fairness, transparency and accountability in all that we do. It sets out our intentions for the next 12 months, linked to our Equality, Diversity and Inclusion Strategy 2026–2031.

EDI remains central to our legitimacy as a policing organisation. Public confidence and workforce trust are built when our decisions, behaviours and services are demonstrably fair, and when our workforce reflects, understands and values the diverse communities we serve.

During 2025–26 we have continued to embed national priorities including the Violence Against Women and Girls (VAWG) strategy, the Police Race Action Plan (PRAP), and the National Policing Culture and Inclusion Strategy. We have also strengthened our governance, improved our use of insight and listening mechanisms, and focused on turning engagement into meaningful action.

We recognise that sustained cultural change takes time. However, we remain committed to learning, responding to challenge, and ensuring EDI remains a core part of leadership, decision-making and service delivery across South Yorkshire Police.

**Chief Constable  
Lauren Poultney**

## SOUTH YORKSHIRE POLICE OBLIGATIONS

The Public Sector Equality Duty (PSED) compliance is monitored and enforced by the Equality and Human Rights Commission and consists of a general duty and specific duties.

The general duty is set out in Section 149 of the Equality Act 2010. It applies to public authorities and other organisations when they are carrying out public functions across Great Britain.

The general duty covers the following protected characteristics:

- Age; disability; gender reassignment; pregnancy and maternity; race; religion or belief sex; sexual orientation

It also covers marriage and civil partnership with regard to discrimination in the workplace.

In summary, South Yorkshire Police must, in carrying out its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

Key reasons for monitoring and reporting include:

- **Legal compliance:** South Yorkshire Police are required by law to publish relevant, proportionate information annually to demonstrate our compliance with the general PSED aims.
- **Public accountability:** Publishing workforce diversity and service-user data ensures South Yorkshire Police is transparent about how our policies, recruitment, and public services impact the diverse communities we serve.
- **Goal setting:** Producing this report requires South Yorkshire Police to measure progress against specific equality objectives, which we are legally obligated to set and review at least every four years.

***Note that the Gender Pay Gap is reported separately and can be found here: [South Yorkshire Police - Gender pay gap service](#)***

## BACKGROUND

This report covers activity undertaken between **1 April 2025 and 31 March 2026**. It summarises progress against South Yorkshire Police's annual Equality, Diversity and Inclusion priorities and demonstrates how EDI considerations are embedded across workforce activity, governance, service delivery and community engagement.

Our work aligns to:

- The **Equality Act 2010** and Public Sector Equality Duty
- The **National Policing Culture and Inclusion Strategy**
- The **Police Race Action Plan (PRAP)**
- The **Violence Against Women and Girls (VAWG)** strategy
- Local cohesion, legitimacy and neighbourhood policing priorities

EDI activity is considered through three interconnected lenses:

### Our communities

- Understanding community need and lived experience
- Meaningful engagement and scrutiny
- Improving trust and confidence

### Our organisation

- Workforce representation and inclusion
- Fair, transparent and accessible processes
- Workforce development and wellbeing

### Our partners

- Collaborative delivery
- Tackling disproportionality collectively
- Shared accountability and learning

## WORKFORCE

Overall workforce data in 2025-2026 indicates female, ethnic minority, other than white and LGBT+ representation remains consistent across the organisation, with disability representation decreasing across the year, though remains higher than in 2020-2021.

**Officer progression:** Representation of females is sustained into senior officer ranks (Inspector to Chief Officer), indicating progression through promotion pathways rather than concentration at entry level. Ethnic minority and other than white representation drops across senior officer ranks, with no ethnic minority representation above Chief Inspector.

**Police staff:** Representation of females, ethnic minority, other than white, LGBT+ and those self-declared with a disability remain consistent across police staff grades, other than Dr & Execs in relation to LGBT+ and disability.

The data also highlights that progress is uneven, with limited change or small reductions in representation in some senior and specialist roles. This reflects wider national challenges around progression and retention, rather than recruitment alone.

In some grades, workforce numbers are small, meaning minor changes in individuals can result in noticeable percentage movement. For this reason, quantitative data is considered alongside staff feedback, lived experience insight and national benchmarks.

The force remains focused on improving fairness in progression, strengthening inclusive leadership, and delivering sustained improvement but we recognise it takes time as officers and staff need to rise through the ranks.

## Workforce data 2025-206

| Section         | Q1 2025/2026 |                   |                    |                     |                   |
|-----------------|--------------|-------------------|--------------------|---------------------|-------------------|
|                 | % female     | % ethnic minority | % other than White | % identify as LGBT+ | % with disability |
| Police Officers | 38.7%        | 4.9%              | 3.2%               | 5.4%                | 5.5%              |
| Police Staff    | 65.5%        | 5.5%              | 3.5%               | 4.6%                | 7.4%              |
| Specials        | 17.3%        | 8.0%              | 8.0%               | 2.7%                | 14.7%             |
| Volunteers      | 46.7%        | 6.7%              | 5.0%               | 5.0%                | 3.3%              |
| <b>Total</b>    | <b>50.2%</b> | <b>5.2%</b>       | <b>3.4%</b>        | <b>5.0%</b>         | <b>6.4%</b>       |

| Section         | Q2 2025/2026 |                   |                    |                     |                   |
|-----------------|--------------|-------------------|--------------------|---------------------|-------------------|
|                 | % female     | % ethnic minority | % other than White | % identify as LGBT+ | % with disability |
| Police Officers | 39.4%        | 4.9%              | 3.2%               | 5.4%                | 5.5%              |
| Police Staff    | 65.5%        | 5.6%              | 3.6%               | 4.5%                | 7.1%              |
| Specials        | 20.8%        | 8.3%              | 8.3%               | 2.8%                | 15.3%             |
| Volunteers      | 46.3%        | 5.6%              | 5.6%               | 5.6%                | 3.7%              |
| <b>Total</b>    | <b>50.7%</b> | <b>5.3%</b>       | <b>3.5%</b>        | <b>5.0%</b>         | <b>6.3%</b>       |

| Section         | Q3 2025/2026 |                   |                    |                     |                   |
|-----------------|--------------|-------------------|--------------------|---------------------|-------------------|
|                 | % female     | % ethnic minority | % other than White | % identify as LGBT+ | % with disability |
| Police Officers | 39.8%        | 5.0%              | 3.2%               | 5.4%                | 5.3%              |
| Police Staff    | 65.2%        | 5.5%              | 3.6%               | 4.5%                | 7.0%              |
| Specials        | 21.4%        | 8.6%              | 8.6%               | 2.9%                | 15.7%             |
| Volunteers      | 46.3%        | 5.6%              | 5.6%               | 5.6%                | 3.7%              |
| <b>Total</b>    | <b>50.8%</b> | <b>5.3%</b>       | <b>3.5%</b>        | <b>4.9%</b>         | <b>6.2%</b>       |

| Section         | Q4 2025/2026 |                   |                    |                     |                   |
|-----------------|--------------|-------------------|--------------------|---------------------|-------------------|
|                 | % female     | % ethnic minority | % other than White | % identify as LGBT+ | % with disability |
| Police Officers | 39.9%        | 5.0%              | 3.2%               | 5.3%                | 5.1%              |
| Police Staff    | 65.6%        | 5.6%              | 3.7%               | 4.5%                | 6.8%              |
| Specials        | 21.1%        | 8.5%              | 8.5%               | 2.8%                | 15.5%             |
| Volunteers      | 50.7%        | 5.8%              | 5.8%               | 4.3%                | 2.9%              |
| <b>Total</b>    | <b>51.0%</b> | <b>5.3%</b>       | <b>3.5%</b>        | <b>4.9%</b>         | <b>5.9%</b>       |

## Police Officers by rank 2025-2026

| Rank (inc. Temporary) | Q4 2025/26   |                   |                    |                     |                   |
|-----------------------|--------------|-------------------|--------------------|---------------------|-------------------|
|                       | % female     | % ethnic minority | % other than white | % identify as LGBT+ | % with disability |
| Chief Officers        | 80.0%        | 0.0%              | 0.0%               | 40.0%               | 0.0%              |
| Ch Supt               | 25.0%        | 0.0%              | 0.0%               | 0.0%                | 12.5%             |
| Supt                  | 40.0%        | 0.0%              | 0.0%               | 5.0%                | 0.0%              |
| Ch Insp               | 36.2%        | 4.3%              | 4.3%               | 8.5%                | 0.0%              |
| Insp                  | 33.6%        | 2.9%              | 2.1%               | 4.3%                | 2.1%              |
| Sgt                   | 33.3%        | 4.9%              | 3.4%               | 4.4%                | 4.4%              |
| Con                   | 41.5%        | 5.3%              | 3.3%               | 4.3%                | 5.8%              |
| <b>Total</b>          | <b>39.9%</b> | <b>5.0%</b>       | <b>3.2%</b>        | <b>5.3%</b>         | <b>5.3%</b>       |

## Police Staff by grade 2025-2026

| Pay Grade    | Q4 2025/26   |                   |                    |                     |                   |
|--------------|--------------|-------------------|--------------------|---------------------|-------------------|
|              | % female     | % ethnic minority | % other than white | % identify as LGBT+ | % with disability |
| Dr & Execs   | 65.4%        | 3.8%              | 3.8%               | 0.0%                | 0.0%              |
| Band G-H     | 69.4%        | 4.8%              | 3.2%               | 6.5%                | 9.7%              |
| Band E-F     | 51.8%        | 6.7%              | 3.9%               | 3.6%                | 7.1%              |
| Band C-D     | 62.7%        | 5.1%              | 3.1%               | 5.1%                | 6.7%              |
| Band A-B     | 79.2%        | 6.7%              | 4.8%               | 3.5%                | 7.8%              |
| Other        | 69.2%        | 0.0%              | 0.0%               | 0.0%                | 0.0%              |
| <b>TOTAL</b> | <b>65.6%</b> | <b>5.6%</b>       | <b>3.6%</b>        | <b>4.5%</b>         | <b>7.0%</b>       |

## Police Officer Trends 2021-2026

| Quarter              | % female          | % ethnic minority | % other than white | % identify as LGBT+ | % with disability |
|----------------------|-------------------|-------------------|--------------------|---------------------|-------------------|
| Q1 20/21             | 34.3              | 5.0               | 3.8                | 2.3                 | 1.9               |
| Q2 20/21             | 35.0              | 5.0               | 3.8                | 2.6                 | 2.2               |
| Q3 20/21             | 35.4              | 4.9               | 3.8                | 2.6                 | 2.3               |
| Q4 20/21             | 35.4              | 4.9               | 3.8                | 2.6                 | 2.3               |
| Q1 21/22             | 36.0              | 4.9               | 3.8                | 3.1                 | 2.3               |
| Q2 21/22             | 36.1              | 5.1               | 3.8                | 3.2                 | 2.5               |
| Q3 21/22             | 36.1              | 4.9               | 3.6                | 3.3                 | 2.9               |
| Q4 21/22             | 36.2              | 5.0               | 3.7                | 3.5                 | 3.3               |
| Q1 22/23             | 36.5              | 5.0               | 3.6                | 3.7                 | 3.5               |
| Q2 22/23             | 36.4              | 5.1               | 3.5                | 4.2                 | 3.5               |
| Q3 22/23             | 36.6              | 5.0               | 3.4                | 4.4                 | 3.5               |
| Q4 22/23             | 37.3              | 5.2               | 3.5                | 4.4                 | 3.5               |
| Q1 23/24             | 37.5              | 5.1               | 3.4                | 4.5                 | 3.5               |
| Q2 23/24             | 38.0              | 5.0               | 3.3                | 4.7                 | 3.4               |
| Q3 23/24             | 37.9              | 4.9               | 3.2                | 4.6                 | 3.4               |
| Q4 23/24             | 37.9              | 4.8               | 3.2                | 5.0                 | 3.6               |
| Q1 24/25             | 38.1              | 4.8               | 3.2                | 5.1                 | 3.6               |
| Q2 24/25             | 38.3              | 4.8               | 3.2                | 5.4                 | 3.9               |
| Q3 24/25             | 38.0              | 4.9               | 3.2                | 5.5                 | 3.9               |
| Q4 24/25             | 38.0              | 4.9               | 3.2                | 5.3                 | 5.5               |
| Q1 25/26             | 38.7              | 4.9               | 3.2                | 5.4                 | 5.5               |
| Q2 25/26             | 39.4              | 4.9               | 3.2                | 5.4                 | 5.5               |
| Q3 25/26             | 39.8              | 5.0               | 3.2                | 5.4                 | 5.3               |
| Q4 25/26             | 39.9              | 5.0               | 3.2                | 5.3                 | 5.1               |
| <b>Overall Trend</b> | <b>Increasing</b> | <b>Static</b>     | <b>Static</b>      | <b>Static</b>       | <b>Decreasing</b> |

## Police Staff Trends 2021-2026

| Quarter              | % female      | % ethnic minority | % other than white | % identify as LGBT+ | % with disability |
|----------------------|---------------|-------------------|--------------------|---------------------|-------------------|
| Q1 20/21             | 64.9          | 4.5               | 3.4                | 1.8                 | 3.1               |
| Q2 20/21             | 65.0          | 4.6               | 3.4                | 1.9                 | 3.2               |
| Q3 20/21             | 64.9          | 4.5               | 3.4                | 1.9                 | 3.1               |
| Q4 20/21             | 64.9          | 4.5               | 3.4                | 1.9                 | 3.1               |
| Q1 21/22             | 64.9          | 4.6               | 3.5                | 1.9                 | 3.3               |
| Q2 21/22             | 64.5          | 4.6               | 3.5                | 2.0                 | 3.4               |
| Q3 21/22             | 65.1          | 4.7               | 3.5                | 2.0                 | 3.8               |
| Q4 21/22             | 65.4          | 4.8               | 3.6                | 2.2                 | 4.1               |
| Q1 22/23             | 65.6          | 4.8               | 3.5                | 2.3                 | 4.0               |
| Q2 22/23             | 66.1          | 4.9               | 3.6                | 2.9                 | 4.6               |
| Q3 22/23             | 65.8          | 5.1               | 3.6                | 3.0                 | 4.5               |
| Q4 22/23             | 65.6          | 5.2               | 3.7                | 3.2                 | 4.4               |
| Q1 23/24             | 66.0          | 5.1               | 3.5                | 3.2                 | 4.5               |
| Q2 23/24             | 66.0          | 5.2               | 3.4                | 3.5                 | 4.7               |
| Q3 23/24             | 66.1          | 5.1               | 3.4                | 3.4                 | 4.8               |
| Q4 23/24             | 66.0          | 5.3               | 3.4                | 3.9                 | 5.1               |
| Q1 24/25             | 65.8          | 5.2               | 3.4                | 4.2                 | 5.3               |
| Q2 24/25             | 65.7          | 5.1               | 3.2                | 4.3                 | 5.5               |
| Q3 24/25             | 65.7          | 5.1               | 3.2                | 4.4                 | 5.5               |
| Q4 24/25             | 65.5          | 5.3               | 3.5                | 4.3                 | 7.3               |
| Q1 25/26             | 65.5          | 5.5               | 3.5                | 4.6                 | 7.4               |
| Q2 25/26             | 65.5          | 5.6               | 3.6                | 4.5                 | 7.1               |
| Q3 25/26             | 65.2          | 5.5               | 3.6                | 4.5                 | 7.0               |
| Q4 25/26             | 65.6          | 5.6               | 3.7                | 4.5                 | 6.8               |
| <b>Overall Trend</b> | <b>Static</b> | <b>Increasing</b> | <b>Static</b>      | <b>Increasing</b>   | <b>Decreasing</b> |

## Leavers 2025-2026

**Officers:** Leavers' resignations data in 2025-2026 indicates leavers rates of females, LGBT+ and officers with a disability is lower or the same than the workforce percentages at the end of 2025-2026, and higher for ethnic minority and other than white officers. Q3 was higher due to 30+ leavers.

**Police staff:** Leavers' resignation rates of females and LGBT+ police staff is lower than the workforce percentages at the end of 2025-2026, and higher for ethnic minority, other than white and staff with a disability.

Overall, we have seen a reduction in officer ethnic minority leavers since 2022, but we know there is more to do with overall retention and the understanding of reasons for leaving and this is part of our goal setting moving forwards.

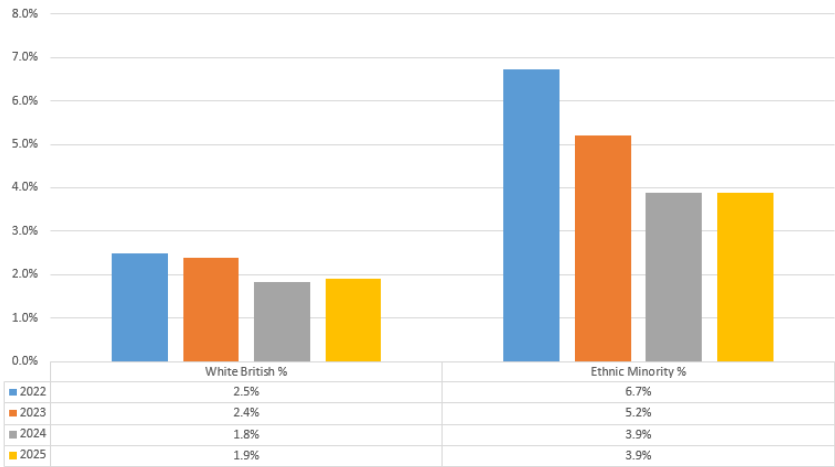
### Police Officers

| Police Officers     | Total Leavers | female    |            | ethnic minority |           | other than white |           | identify as LGBT+ |           | with disability |           |
|---------------------|---------------|-----------|------------|-----------------|-----------|------------------|-----------|-------------------|-----------|-----------------|-----------|
|                     |               | No.       | %          | No.             | %         | No.              | %         | No.               | %         | No.             | %         |
| <b>Q1 2025/2026</b> | <b>23</b>     | 13        | 57%        | 3               | 13%       | 2                | 9%        | 2                 | 9%        | 0               | 0%        |
| <b>Q2 2025/2026</b> | <b>30</b>     | 8         | 27%        | 3               | 10%       | 3                | 10%       | 1                 | 3%        | 1               | 3%        |
| <b>Q3 2025/2026</b> | <b>67</b>     | 19        | 28%        | 3               | 4%        | 2                | 3%        | 2                 | 3%        | 2               | 3%        |
| <b>Q4 2025/2026</b> | <b>32</b>     | 11        | 34%        | 5               | 16%       | 2                | 6%        | 1                 | 3%        | 2               | 6%        |
| <b>TOTAL</b>        | <b>152</b>    | <b>51</b> | <b>34%</b> | <b>14</b>       | <b>9%</b> | <b>9</b>         | <b>6%</b> | <b>6</b>          | <b>4%</b> | <b>5</b>        | <b>3%</b> |

### Police Staff

| Police Staff        | Total Leavers | female     |            | ethnic minority |           | other than white |           | identify as LGBT+ |           | with disability |           |
|---------------------|---------------|------------|------------|-----------------|-----------|------------------|-----------|-------------------|-----------|-----------------|-----------|
|                     |               | No.        | %          | No.             | %         | No.              | %         | No.               | %         | No.             | %         |
| <b>Q1 2025/2026</b> | <b>43</b>     | 32         | 74%        | 2               | 5%        | 2                | 5%        | 1                 | 2%        | 6               | 14%       |
| <b>Q2 2025/2026</b> | <b>41</b>     | 28         | 68%        | 3               | 7%        | 1                | 2%        | 3                 | 7%        | 5               | 12%       |
| <b>Q3 2025/2026</b> | <b>36</b>     | 20         | 56%        | 3               | 8%        | 2                | 6%        | 0                 | 0%        | 3               | 8%        |
| <b>Q4 2025/2026</b> | <b>57</b>     | 32         | 56%        | 2               | 4%        | 2                | 4%        | 3                 | 5%        | 2               | 4%        |
| <b>TOTAL</b>        | <b>177</b>    | <b>112</b> | <b>63%</b> | <b>10</b>       | <b>6%</b> | <b>7</b>         | <b>4%</b> | <b>7</b>          | <b>4%</b> | <b>16</b>       | <b>9%</b> |

SYP Officer Resignation Rates by Year — White British vs Ethnic Minority



## KEY SUCCESSES DURING 2025–2026

### Objective 1 – Achieve a more representative workforce

During 2025–26, South Yorkshire Police has:

- Strengthened **positive action activity** across officer and staff recruitment, with a clear focus on understanding and addressing points of attrition for underrepresented candidates
- Developed and expanded **external candidate pools** to better track candidate progression and identify where additional support is required
- Delivered **targeted interview preparation workshops**, coaching and one-to-one support for candidates from underrepresented groups
- Introduced and expanded **non-degree entry routes**, including DCEP and PCEP, with the aim of increasing accessibility and widening participation
- Embedded **community Single Points Of Contacts** across diverse communities to support engagement, attraction and candidate signposting
- Continued to develop **peer support, mentoring and cross-force coaching opportunities**, including collaborative work with regional partners

### Objective 2 – Ensure policies, practices and processes are aligned to our ED&I strategy and support an inclusive culture

In 2025–26, South Yorkshire Police has:

- Strengthened the role of the **Equality Hub and staff networks**, aligning network activity more closely to force EDI priorities
- Improved oversight of **network activity, time commitment and funding processes**, supporting more sustainable participation
- Embedded **Inclusion Matters and Code of Ethics training** across the workforce, with delivery tracked and monitored
- Continued work to understand workforce experience through **listening mechanisms**, advisory groups and engagement forums
- Maintained a focus on **organisational culture, wellbeing and psychological safety**, recognising their importance for retention and engagement

### Objective 3 – Improve understanding of disproportionality and identify areas of community concern

In 2025–26, South Yorkshire Police has:

- Continued detailed analysis of **disproportionality across use of police powers**, including stop and search, vehicle stops and use of force
- Improved **data quality and recording**, supporting more reliable scrutiny and insight
- Maintained independent **scrutiny arrangements**, including Independent Advisory Groups and thematic panels, with feedback informing operational and organisational learning
- Progressed delivery of the **local Police Race Action Plan**, with ongoing engagement with Black and Black heritage communities
- Strengthened links between community engagement, scrutiny and governance through cohesion and legitimacy structures

### Objective 4 – Ensure fair treatment in the application of internal processes

During 2025–26, South Yorkshire Police has:

- Maintained **independent scrutiny** through engagement panels and advisory mechanisms
- Continued work to improve **transparency and recording** within conduct, grievance, vetting and performance processes
- Reviewed aspects of **promotion and progression processes**, identifying opportunities to improve clarity, accessibility and fairness
- Ensured pay, allowances and reward decisions continue to be **governed through appropriate panels** to promote fairness and parity

### Objective 5 – Embed EDI considerations across all areas of business

During 2025–26, South Yorkshire Police has:

- Embedded EDI into **corporate induction and onboarding**, ensuring consistent messages around values, behaviours and expectations
- Delivered a new **Performance Review process**, with leadership goals aligned to SYP values of Fairness, Integrity and Trust (FIT) and the College of Policing Code of Ethics

- Continued work to **align EDI activity** across HR, Learning, neighbourhood policing and service design
- Advanced work towards **White Ribbon accreditation**, supporting our commitment to addressing violence against women and girls
- Improved **internal communication and visibility** of EDI activity across the organisation

## FORWARD LOOK: EDI GOALS FOR 2026–27

While progress has been made, we recognise there is more to do. In 2026-2027, our EDI activity is considered through the National Policing Culture and Inclusion lenses of:

- **Evolving the organisation:** “We need to identify, address and eliminate disparities, discrimination, harassment and victimisation in our policies, procedures, processes and practices that affect our internal culture.”
- **Working with the public:** “We must improve the public’s confidence in the police to be fair and respectful, understand and deal with community concerns and address hate crime. We will take action to support the workforce to understand and acknowledge community trauma and work towards reconciling divisions between the police and communities.”

### Evolving the Organisation

#### Goal 1 – Join Well: Attract, recruit and onboard a diverse workforce, fairly and inclusively

We will ensure people join South Yorkshire Police through fair, inclusive and transparent processes, and experience a positive, values-led introduction to the organisation.

Our focus will be on:

- Targeted and inclusive community engagement, attraction and recruitment utilising evidence-based positive action
- Fair and accessible selection processes
- Onboarding that builds belonging, clarity and confidence

#### Goal 2 – Train Well: Develop people fairly, effectively and with purpose

We will ensure learning, development and progression opportunities are fair, meaningful and support people to perform, grow and progress with confidence.

Our focus will be on:

- Development that supports building EDI leadership capability
- Transparent, inclusive talent progression pathways

### Goal 3 – Work Well: Create inclusive, safe working environments where everyone can thrive

We will create working environments that are inclusive by design, promote psychologically safe teams, and support people to manage workload and emotionally-demanding roles.

Our focus will be on:

- Building psychologically safe teams with a strong sense of belonging
- Developing our leaders to better understand pressures, support staff and make decisions
- Working with leaders to ensure our performance review, recruitment and flexible working processes are transparent and fair
- Providing clear professional development pathways and support

### Goal 4 – Live Well: Enable our people to live well, recognising different needs, life stages and circumstances

We will support the physical, mental and emotional wellbeing of our workforce, recognising diverse needs, life stages and personal circumstances.

Our focus will be on:

- Wellbeing support that is accessible and trusted
- Addressing disproportionate outcomes and impacts
- Reducing stigma around seeking help

### Goal 5 – Leave Well: Ensure exits are fair, dignified and that the force learns from departures

We will ensure people experience fairness, dignity and support during periods of change, transition or exit, learning from their experiences to improve the organisation.

Our focus will be on:

- Exit data analysis for improvement and retention action
- Dignified transition and exit for all
- Alumni and community legacy

## Working with the Public

### Goal 1 – Understanding Communities: We understand our communities through data, insight and lived experience

We will ensure a better understanding of our communities aimed at building trust and confidence with them. This work will support community cohesion by strengthening relationships between victims, communities and policing, addressing disproportionality and helping to build safer, more resilient spaces.

Our focus will be on:

- Using relevant, good quality data and information to understand disparity
- Listening to victims, survivors and people with lived experience to shape how we can better engage with and protect victims and target perpetrators

### Goal 2 – Actively Working with Communities: We work with communities to shape our services and build trust

We will create genuine two-way dialogue giving communities a voice in shaping how they are policed, working with underrepresented or marginalised groups to establish trusted partnerships with community leaders, faith groups, advocacy organisations and individuals.

Our focus will be on:

- Positive engagement with our communities, partners and the voluntary sector
- Contributing to safer public and online spaces through perpetrator-focused activity, partnership tasking and prevention work, so all groups are safe, feel safe and feel able to report
- The promotion of career opportunities in South Yorkshire Police

### Goal 3 – Community Service: Commitment to deliver fair and accessible policing to every individual and community we serve

We will ensure the quality of service a person receives is not shaped by their race, disability, relation, gender, sexual orientation or any other protected characteristic. We will remove barriers to reporting crime, ensuring all our communities feel equally protected and valued.

Our focus will be on:

- Transparency of the use of police powers

- Public complaints and satisfaction data
- Increasing the visibility of staff from underrepresented groups

## CONCLUSION

Equality, Diversity and Inclusion remain essential to South Yorkshire Police's legitimacy, effectiveness and future sustainability. Through continued leadership, honest reflection and partnership with our workforce and communities, we will continue to progress towards a more inclusive organisation and a service that all communities can trust and have confidence in.