



**Vulnerability Knowledge  
& Practice Programme**



**College of  
Policing**

**NPCC**  
National Police Chiefs' Council

# **National Vulnerability and Public Protection Strategy**

**A common framework approach to vulnerability including public protection.**

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## **Diversity, Equity and Inclusion**

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February 2025

This aim of this document is to support forces in understanding the connection between Diversity, Equity, and Inclusion and the Vulnerability and Public Protection Strategy. DEI is not seen as a silo within the strategy but should be seen and felt across the framework and the approaches it develops.

By incorporating this across the strategy, we have ensured that DEI is a central part of addressing vulnerability and building an equitable approach to policing. Through focused actions such as improving data analysis to address disproportionality, fostering an inclusive internal culture, and enhancing community engagement, we aim to create equitable protection and trust.

The delivery of an effective vulnerability strategy will contribute to many areas including the National Culture and Inclusion Strategy 2025-30<sup>1</sup>.

Policing under the Public Sector Equality Duty requires public bodies to understand the need to:

- Eliminate Discrimination,
- Advance equality of opportunity,
- Foster good relations between different people when carrying out their activities.

Through the development of the framework forces will be able to demonstrate the contribution of Vulnerability activity and commitment it makes to Diversity, Equity and Inclusion.

<sup>1</sup> National Policing Culture and Inclusion Strategy 2025-2030. College of Policing and National Police Chiefs Council strategy September 2024

# How to use this document

This document has been produced as a positive indicator guide for forces and shows the connection between the Vulnerability and Public Protection Strategy and the National Culture and Inclusion Strategy. Both strategies will contribute to the delivery of an effective response to Vulnerability across policing.

There is no one size approach and forces will operate various models so the document can be adapted to fit the policing approach used. The principles are indicators are for the force to use as required and by also aligning this to the Culture and Inclusion strategy forces can show the contribution across both areas.

The outcomes are in line with the Culture and Inclusion Strategy and deliver a commitment to;

- Protected – a service that protects people from crime and seeks justice for victims;
- Respected – a service that is perceived by everyone to be fair, respectful and equitable;
- Involved – a service where people from all backgrounds can, and do, input into its governance;
- Represented – a service that is representative of the public it serves, equity of opportunity and fosters good relations.

This information can be used by governance processes to understand impact and make decisions on areas of improvement that are required.

Principle	Positive Indicators
<b>Working with the Public</b>	<p><b>Data and Information.</b></p> <ul style="list-style-type: none"> <li>• The force records accurate, relevant and meaningful data relating to it's communities, victims, suspects, nominals, subjects and witnesses. It asks the appropriate, inclusive questions at the right time and utilises a consistent, recognised approach to recording all relevant characteristics.</li> <li>• The force understands gaps in its data to inform decision making and how to mitigate against those.</li> <li>• Equality Impact Assessments are rich in evidence and their action logs incorporate the use of data to measure impact post implementation.</li> <li>• Data and evidence are used to evaluate the effectiveness of actions taken and the impact of these actions on the community and those who come into contact with the police. The outputs are used to continually improve performance.</li> <li>• The force gathers equalities data in line with NPCC guidance.</li> </ul>
	<p><b>Culture</b></p> <ul style="list-style-type: none"> <li>• There is parity in the completion of satisfaction surveys across protected characteristics.</li> <li>• Outcome rates for reported crime across public protection are understood in respect of protected characteristics.</li> <li>• The force is proactive in its involvement with partners to build a good understanding of its community.</li> <li>• The force has good proactive engagement with local third sector organisations and victims groups including those with victims who have protected characteristics.</li> </ul>
	<p><b>Collaboration</b></p> <ul style="list-style-type: none"> <li>• The force involves service users and providers in the implementation of policy, practice and procedure.</li> <li>• The force has staff networks in place for each of the relevant protected characteristics and involves them in the development of policy and procedure.</li> <li>• The force uses third sector organisations to help understands its no further action rates (NFA scrutiny panels)</li> </ul>

Principle	Positive Indicators
<b>Evolving the organisation</b>	<p><b>Data and Information.</b></p> <ul style="list-style-type: none"> <li>• Data and Information are used to inform the development of actions and policy. The force understands gaps in its data and how to mitigate against those.</li> <li>• Data is reported on and monitored on a regular basis. It highlights disparity, risks and emerging issues.</li> <li>• Data is used effectively to evaluate policy and its impact on behaviour.</li> </ul>
	<p><b>Culture</b></p> <ul style="list-style-type: none"> <li>• Staff show empathy and understand why victims don't report crime and the impact of different cultures and behaviours.</li> <li>• The disparity in the cases closed where victim does not support a prosecution is monitored in respect of protected characteristics and difference in these is reduced.</li> <li>• Staff understand the range of support organisations available.</li> <li>• Poor performance, behaviour and attitude including racism and misogyny are challenged.</li> </ul>
	<p><b>Capability</b></p> <ul style="list-style-type: none"> <li>• Development activity places value on difference and diversity with DEI needs identified.</li> <li>• Specialist powers to safeguard individuals are effectively used to protect those with vulnerability.</li> </ul>



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