

## **Equality, Diversity and Inclusion Policy (Version 1.2 – July 2024)**

### **1. Vision**

Our Equality, Diversity and Inclusion policy applies to the team working on the 'PROBABLE' Futures – Probabilistic AI Systems in Law Enforcement Futures' project (herby referred to as 'The Project'), as well as the stakeholders and partners we will engage with during the project

### **2. Policy**

The Project will comply with the Equality Act 2010. The Project team is positively committed to promoting equality for all project staff, partners, advisory board members, stakeholders and research participants. The Project team will not discriminate on the basis of sex, pregnancy, maternity, paternity and adoption, gender, gender identity, disability, race, ethnic or national origin, age, sexual orientation, socio economic background, religion and belief, political beliefs, family circumstances including marriage and civil partnership and trade union or professional association membership.

Our strategy is guided by internal and external insights, best practices and continual feedback. In fulfilling our equality, diversity and inclusion commitments the Project team will:

1. Create an environment that enables everyone to fulfil their potential without unnecessary barriers. It will do this by ensuring that no requirements are imposed that could disadvantage individuals on any of the above grounds unless justifiable by means of achieving a legitimate aim.
2. Proactive in promoting equality by embracing, valuing and recognising difference; for example, through the implementation of stakeholder engagement plans, creating equality of opportunity for participation in the project, and promoting good relations between people of different groups.
3. Foster a collaborative working environment where everyone feels confident and enabled to participate, and we will support colleagues to

develop and lead. We will take measures to enable input, such as ensuring we are taking account of school holidays across the UK and common patterns of part-time working, and facilitating online participation in research interviews and project events where required

4. Express its opposition to all forms of discrimination and adopt a zero-tolerance approach to discrimination, victimisation, harassment and bullying.
5. Take action to ensure resources are accessible.
6. Respect the background, experiences and skills and value people for the diverse contribution that they bring. Our project management function will monitor the diversity of contributions obtained during the research process to ensure a broad cross-cultural approach.

### **3. Key Principles**

We will uphold the values of respect, collaboration, and support, and promote behaviours based on these values.

#### **3.1. *Respect***

We will respect everyone's background, experiences and skills and ensure they are valued for the diverse contribution that they bring. This will be irrespective of their seniority, role, background and characteristics (including age, gender, sexual orientation, race, socio-economic background and disability).

Within the team, we will avoid the use of all titles, terms and descriptions, such as ECR, that imply judgments based on age or other personal characteristics. We will respect the wishes of team members to be addressed in a way which aligns with their identity and enables them to feel respected and contribute freely to discussions.

Respect for stakeholders and participants we engage with throughout the project will be supported and informed through the participatory approach embedded in the project. We will be mindful of issues, such as power dynamics,

which might impact engagement with the project, particularly with those from marginalised groups. Where possible, we will enable different approaches to engagement and information gathering which encourages respect for the diverse voices of stakeholders and participants we engage with during the research.

### **3.2. Collaboration**

We will foster a collaborative working environment where everyone in the team feels confident and enabled to input and participate, and we will support colleagues to develop and lead events, publication and other project related activities.

We will take measures to ensure maximum input and participation. This will include familiarising ourselves with patterns of working adopted by colleagues such as working part-time and/or managing caring responsibilities.

Related to this, we will make sure we are aware and take account of different school-term dates for those colleagues who care for school-aged children and, where possible, avoid scheduling meetings during school holidays. Online participation will be enabled wherever possible, to ensure that any unnecessary travel is avoided.

### **3.3. Support**

Colleagues will have access to their existing line management and project management processes, as well as access to institutional training as set out in the institutional support statements of Northumbria University, University of Northampton, University of Aberdeen, University of Cambridge, University of Leicester and University of Glasgow.

In addition to this, we will incorporate a mentoring scheme into the project, providing the PDRA and ECR team members with a mentor from within the project leadership team, who will be available on a regular basis for discussions, support, and to act as a sounding board.

#### 4. Version Control

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<b>Author</b>	CPY/ET/MO	<b>Approving Personnel</b>	
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