



**Police & Crime Commissioner for Cleveland**  
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Councillor Norma Stephenson OBE  
Chair of the Cleveland Police and Crime Panel  
Municipal Buildings  
Church Road  
Stockton-on-Tees  
TS18 1LD

17 July, 2018

Dear Norma

Thank you for your letter of 11 July 2018.

I was grateful for the Panel's consideration of my Annual Report, which I now propose to publish.

As you would expect, I took note of the feedback in relation to the choice of photographic imagery included in the report. Having not had notice of the point raised, I was not well positioned to respond to it there and then, but would ask that Members note that on closer reflection the following points come to bear

- Ethnicity is a self-defined characteristic and it is not, of course, necessarily clear from photographic imagery alone, the manner in which diversity is depicted.
- There are in any event photographs depicting a greater range of diversity in terms of BAME, than was suggested in the meeting.
- The selection and range of photographic imagery for my statutory and non-statutory publications, is always carefully chosen. Nonetheless, the point made by the Panel is an important one and will of course be kept under continuous review.

Another Member asked separately about the apportionment of funding in respect of Cleveland Police functions and has since written to me. I will deal separately with that line of correspondence and coordinate it with the requested Panel agenda item on the same topic.



*The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.*

In accordance with ss12 and 24 Police Reform & Social Responsibility Act 2011 I now propose to publish our exchange of correspondence and the Annual Report.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Barry Copping'. The signature is written in a cursive style with a large initial 'B'.

Barry Copping  
Police and Crime Commissioner for Cleveland