



HUMBERSIDE POLICE

**RACE EQUALITY
SCHEME**

2005 ~ 2008

Embracing Difference, Supporting Communities

Annual Review 2006



FOREWORD BY THE CHIEF CONSTABLE

I have now been Humberside Police Chief Constable for one year and I am delighted to have the opportunity to introduce you to the Force's Race Equality Scheme Annual Review for 2006.

I believe that policing is, first and foremost, about people. The people that we employ to provide policing services across Humberside, and the people who make up the diverse communities that we serve. I also believe that the way in which people are treated within the organisation and the way in which they in turn treat people within the community will have a direct impact upon the service we deliver and upon our reputation and public confidence in the force. This in turn lies at the heart of the Quality of Service policing style to which we are committed.

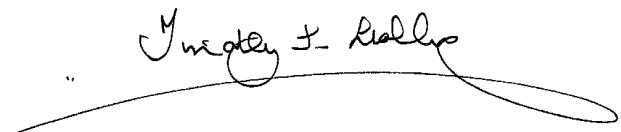
The introduction of the Race Relations (Amendments) Act 2000 gave Humberside Police a positive focus and steer to improve the work that was already being pursued to meet the diverse needs of local communities. For some time now, we have welcomed the valuable assistance provided by our Independent Advisory Groups and other community representatives who have worked with us. During the last twelve months we have made significant steps in the field of diversity, yet we realise that we still have some way to go in what is an ever changing environment.

It is because of this that we have decided to review our scheme annually and publish these results, ensuring we are progressing all we need to and continuing to develop and build upon the good work that has already been done.

This document also includes the results of the monitoring duties that are placed upon us, and identifies the progress we have made in the last twelve months. The action plan attached at the rear of the document makes reference to our current position.

Tim S. Hollis
Chief Constable

May 2006

A handwritten signature in black ink, reading "Timothy S. Hollis". The signature is written in a cursive style and is positioned above a long, horizontal, slightly wavy line that spans the width of the signature.

INTRODUCTION

There are now a number of key roles within Humberside Police which embrace race equality as part of their work. These include the Community and Race Relations Officer, the Equalities and Diversity Advisor, Community Cohesion Officers, the Force Employment Policy Monitoring Officer and the Positive Action Officer. The Force has further demonstrated its commitment to diversity with the establishment of a central Diversity Unit, which has recruited a police inspector, police sergeant and a hate crime co-ordinator. This unit is central to the Force and plays a key role both internally and externally, and has helped the Force make significant steps in the field. The Race Equality Scheme Manager works within the Diversity Unit and has responsibility to publish this annual review of the Race Equality Scheme 2005-2008.

The annual review will explain in detail some of the progress that has been made during the last twelve months, highlighting specific work that has been successful, as well as showing what work still needs to be progressed. The action plan has been updated to show what actions remain outstanding for the last 2 years of the current scheme, along with target dates for completion. This annual review will also be used to publish our employment monitoring duties for the Force and provide examples of work that has resulted from this monitoring, and the impact this has had on the Force.

IMPACT ASSESMENTS AND CONSULTATION

The Force has developed a programme of Equality Impact Assessments on all its policies and functions in terms of relevance and impact to the General Duty. Many of our policies are translated into documents known as Practice Directions, and for simplicity, the term policy will be used here to include all of the Forces functions and Practice Directions.

The Force has now trained over 50 staff in conducting Equality Impact Assessments and all new policies will be impact assessed, not only against race but against all six strands of diversity, being Race, Religion, Gender, Disability, Age and Sexual Orientation. There will be further staff being trained in this process in the coming year to further assist the Force in ensuring all functions are impact assessed. The actual process of conducting the impact assessments is overseen by the Diversity Unit, with the main responsibility for the policy being retained by the policy owners.

All staff trained in impact assessments have been provided with a toolkit for conducting the assessments which was embedded in the training that was delivered to enable them to fulfil their obligation. When any adverse impact is detected in a policy the arrangements for altering the policy will lie with the policy owner. There will be many policies that require further consultation or monitoring to ensure the adverse impact does not continue, again this will be the responsibility of the owner; however it will be overseen by the Diversity Unit.

The database which was created of all the policies assessed for relevance and scheduled for impact assessment is being managed by the Diversity Unit, and any public consultation is also managed by the unit. This database has also been expanded to include all the Force policies, all of which will be impact assessed against all six strands of diversity. This will assist Humberside Police in ensuring that all services we deliver, both internally and externally are as fair and equitable as possible.

There have been a number of policies assessed during the last twelve months that have shown potential for adverse impact, and as a result of these impact assessments a monitoring program has been established. One example of this is with the issue of fixed penalty tickets, document producers and vehicle defect forms to motorists. The old policy identified that there was a potential for adverse impact in whom the Police Officer stopped and to whom tickets are issued. However there was no monitoring to establish if this was the case. The forms issued are now monitored on a monthly basis by the Diversity Unit, and the monitoring not only covers race, but also covers age, disability and gender to ensure that no group is being adversely impacted. When any adverse impact is detected then the monitoring can indicate the cause for that impact which is then challenged and corrected when necessary.

The number of languages that are spoken in the Humberside police area has increased dramatically in recent years, and the latest figures indicate a minimum of 54 different languages. This can obviously have an adverse impact on those communities as language barriers could prevent access to police officers, which is not acceptable. To prevent this adverse impact the Communication Centres have been given ready access to the National Interpreting Service (NIS). This should enable everyone to contact the police regardless of what languages are spoken. However this difficulty can also be experienced when officers try to stop members of the public in the street. In order to combat this we have worked in partnership with NIS and all officers now have access to the NIS from their airwave sets (radios). This means no matter what the location is, what language is spoken or what the problem is the officer will be able to deal effectively. This innovative communication method has recently won a national award for "Improving Public Services" and is being considered by a number of other forces.

Hate Incidents/Crimes

Hate incidents can scar its victims beyond the legacy of any physical injury; it is also a crime which the victims can not influence as it is often beyond their individual circumstances. This type of crime affects massive groups and has a detrimental influence on whole communities as well as society at large. Because of this, Humberside Police is fully committed to tackling hate crime and making all communities feel safer.

Humberside Police have signed up to a nationwide Hate Crime Reporting Scheme called 'True Vision', which will improve the service provided by the police to minority communities. There are now 36 forces that have joined the scheme which provides victims with a self reporting form and information pack together with an online facility that allows hate crime to be reported directly to the police.

True Vision allows victims, witnesses or any other concerned person to report an incident to the police. By reporting incidents the police and partner agencies such as the Local Authority will be able to build up patterns of behaviour, highlight areas of concern and provide everyone with a 'True Vision' of hate crime within the community. This will allow Humberside Police and its partners to tackle hate crime effectively, and provide the relevant support and guidance.

Many people will ask what is a hate incident; the definition is defined as: "any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate". That is, any incident you or anyone

else, believes to be motivated by racism, religion/belief, homophobia, transphobia or disability. The definition of a hate crime is slightly different, with the emphasis being on specific criminal offences, the definition is: “any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate”. Again this can be motivated by racism, religion/belief, homophobia, transphobia or disability.

All types of hate crimes/incidents can be reported, including criminal damage, assault, verbal abuse and harassment. There are many occasions when people feel that the incident is too minor to be reported, however Humberside Police and its partner agencies still want to know about the matter, no matter how small or trivial you feel it is. This will assist us to build a complete picture of hate and enable it to be correctly and properly resourced and tackled.

The self reporting allows individuals who have been victims of a hate crime or hate incident to anonymously and conveniently report it, as well as any other third party that witnesses the incident. The self reporting packs will be available throughout the force area at a number of third party reporting centres, details of which will be on the Humberside Police website as and when they become operative.

To ensure the True Vision Scheme is embraced throughout the Force area we have recruited a Hate Crime Co-ordinator who will be based within the Diversity Unit, this co-ordinator is Sophie Hostick. The co-ordinator will ensure that forms received under the scheme are processed and dealt with correctly as well as quality assuring the service delivered to the victim throughout the entire process.

The packs are already available in D Division (Hull) and will soon be rolled out throughout the remaining areas of the Force. However the online facility is already available at www.report-it.org.uk, and we encourage all victims no matter how small you feel the incident is to report the matter to us.

TRAINING

General Diversity Training

The initial programme to train every member of Humberside Police staff in diversity awareness concluded during 2002/03. This provided a classroom based training course to all staff and incorporated the circumstances and aftermath of the killing of Stephen Lawrence.

Diversity issues are now embedded throughout all police training courses delivered by Humberside Police and courses are audited for diversity issues within the Staff Development and Training Unit. Community and Race Relations training is included in the training for student officers, and is also included in the induction course for police staff members, based around the BBC’s ‘Secret Policeman’ documentary into racism in the Police Service. The training that is now delivered to student officers that join Humberside Police is community based and involves many members of the community, providing first hand exposure to diverse issues at an early stage. Never the less, there is an additional requirement to ensure specific race and diversity training for all engaged in police/police related duties.

All staff will soon be receiving training in relation to their general duties under the Race Relations Amendment Act through an electronic package. The Diversity Unit have also arranged for a number of other training programmes to be commenced around the Force which assists officers in dealing with our diverse communities. These courses have included language courses, teaching basic Russian and Arabic, and the next phase will teach other languages as well as advanced Russian and Arabic. There have also been diversity training delivered to staff at NVQ qualification level and cultural awareness training, in total around 200 staff have been given this training.

The Force is also working on a multi agency training package using a theatre group to train staff on diversity and challenging inappropriate behaviour within the organisation. There are many other partners involved in this including Humberside Fire and Rescue, Her Majesties Court Services, Humberside Probation, Local Authorities and Hull University. There have already been around 400 staff in the organisation that have completed the training, and it is hoped that at least 200 more will do so in the autumn of this year.

The business case for the Police Race and Diversity Learning and Development Programme (PRDLDP) has been approved and 2 new posts have also been approved to progress the programme. These posts will be filled by police staff and will look at the learning requirements and the assessment of the programme.

PROCUREMENT

Humberside Police have a legal duty to ensure that public money is not spent on practices that lead to unlawful racial discrimination, but is used to support and encourage equal opportunities and good community relations.

Where Humberside Police employ private or voluntary agencies (who are not bound by this legislation), to carry out functions on our behalf, we are responsible for ensuring compliance with the General Duty.

Humberside Police currently require all prospective contractors, during the tendering process to provide information on their equal opportunities and race relations policies and specifically the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000.

In addition to this, Humberside Police has for some time been working with the Regional Forces (and particularly the Yorkshire forces) to develop a standardised suite of contract conditions. These are now in final draft form and are to be applied as a standard mandatory clause. This suite fully covers discrimination and the promotion of equal opportunities, and ensures contractors will not unlawfully discriminate directly or indirectly by way of victimisation or harassment within the meaning of any law, enactment, order, regulation or other similar instrument relating to discrimination in employment

Contract Management is an area of work that the Region is seeking to expand. We are currently looking at work to assess, weight and score contractor's tender responses on diversity issues as well as health and safety and the like. This is likely to include visits to "new" contractors to establish a performance benchmark for these issues that will then be progressively managed throughout the contract term to ensure delivery of their stated policy.

Aside from advertising opportunities nationally, the force now advertises contracts on the North Lincolnshire Council "Tenders Bulletin Board". This specifically targets businesses of all backgrounds in and around the Yorkshire and Humber area to promote awareness of commercial opportunities being offered by the force.

What for 2006/07 ?

During the next year the Force will concentrate on the following areas:

- Continuing the impact assessments;
- Continue working through the action plan;
- Work on improving diversity training;
- Roll out True Vision around the Force area;
- Work on improving our ethnic monitoring;
- Work on developing the Disability Equality Scheme;
- Work to implement NCPE guidance on stop and search.

Race Equality Scheme Action Plan 2005 - 2008

Number	Action	Responsible	Target Date	Status	Current position
1. Structure and Responsibilities					
1.1	Appoint a chief officer as 'Race and Diversity Champion'.	Chief Constable Hollis	-	✓	CC Hollis is the Force lead on diversity and is fully committed and supportive over all the diversity functions
1.2	Establish a Diversity Panel, chaired by the Race and Diversity Champion, to address race and diversity, equality, trust and confidence issues. Include representatives of staff associations for minority groups and the interests and needs of local communities and all six identified diversity strands.	Chief Constable Hollis	-	✓	The Diversity Group is now established and is chaired by CC Hollis. This group manages the diversity issues for the Force as well as engaging with Strategy Team on a regular basis
1.3	The chair of the Diversity Panel to be responsible: <ul style="list-style-type: none"> • for the delivery of the general duty to promote race equality and the implementation of its accompanying specific duties and action plan supporting these duties; and • Ensuring Humberside Police meets its targets in relation to race and diversity learning and development. 	Diversity Group	Ongoing	●	The Diversity Group is now chaired by CC Hollis and will monitor the Force in relation to these areas and challenge any failure to meet the targets
1.4	Establish a Diversity Unit.	CC Hollis	-	✓	Diversity Unit is now well established and consists of Community and Race Relations Advisor and assistant, Police Inspector and Sergeant and a Hate Crime Co-ordinator
1.5	Identify and formalise the processes of the Diversity Unit in relation to how it will oversee and record the relevance and impact assessment monitoring, and ensure delivery of the Race Equality Scheme.	RES Manager	Ongoing	✓	There has been 50 staff trained to conduct Impact Assessments and a toolkit supplied to them, with a program for the reviews to be conducted. This process is all managed by the RES Manager
1.6	Following the gap analysis of publications on diversity issues, undertaken in April 2005, the Diversity Unit to undertake reality checks of position statements and implement the resultant action plan.	Diversity Unit	Ongoing	✓	All actions that are included in recent national plans are being progressed and are held within separate action plans, as well as the action plan, Race Equality for the Police Service

2. Assessing functions and policies (and proposed policies) for relevance to the performance of the general statutory duty					
2.1	<p>Review functions and practice directions in priority order:</p> <ul style="list-style-type: none"> • High relevance functions and practice directions by May 2006 • Medium relevance functions and practice directions by May 2007 • Low relevance functions and practice directions by May 2008¹ 	Diversity Unit	Ongoing	●	All Practice Directions required to be assessed in year one have been concluded and progress has already been made on those required under year two.
2.2	Undertake a relevance assessment of all Humberside Police functions and practice directions.	Diversity Unit	Ongoing	✓	All Practice Directions have been relevance checked for race and are identified in the attached programme, however every single policy will be assessed against all six strands of diversity.
3. Assessing and consulting on the likely impact of proposed policies on the promotion of race equality					
	<p>Develop a toolkit for all practice direction authors/ owners that:</p> <ul style="list-style-type: none"> • Details the purpose and procedure for relevance and impact assessment for both proposed and existing policies; • Provides a template for reports by policy owners; • Reflects national best practice. * 	RES Manager	-	✓	A toolkit has been developed for Impact Assessments to be conducted on all six strands of diversity, along with guidance on conducting Impact Assessments
	Create a business case for a Force Policy Monitoring Officer position within the Diversity Unit, which will oversee monitoring and impact assessments of all policies prioritised within the lifetime of the 2005-2008 Race Equality Scheme and report same to the Diversity Panel.	Diversity Unit	-	✓	This action is no longer required as the task has been undertaken by the Inspectors post within the Diversity Unit. The whole role of monitoring is currently being examined by the Force to improve the process for future years.
4. Monitoring existing policies for adverse impact on the promotion of race equality					
	Confirm with practice direction owners the arrangements in place and systems used to monitor for disproportionality and adverse impact for each of the practice directions assessed as relevant.	RES Manager	Ongoing	●	There have been several practice directions that are now monitored as a result of the Impact Assessments; however each one may require a slightly different form of monitoring, so this action will only be complete when all practice directions have been assessed.

¹ High relevance is defined as those functions and practice directions given a score of 8 or above by the relevance assessment process; medium relevance is those scored as 5, 6 and 7; and low relevance is those scored as 4 and below.

	Where no system exists to monitor a relevant function/ policy against the general duty, adequate arrangements to address these gaps to be set out, with realistic deadlines for remedying these gaps.	RES Manager	Ongoing	●	As has already been indicated when gaps are identified in the monitoring duties action is being taken to progress the issues
	Policy owners to produce a written report to the Force Policy Monitoring Officer, who in turn should report to the Diversity Unit Manager, on all: <ul style="list-style-type: none"> • Monitoring of existing practice directions assessed relevant to general duty • Assessment of new policies or amendments to existing policies • Consultation on new policies or amendments to existing policies 	Policy Owner Force Policy Monitoring Officer Diversity Unit	Ongoing	●	Written reports are produced on all monitoring and are managed by the Force Policy Monitoring Officer and the Inspector Diversity Unit. These are then presented to the Force Diversity Group who are responsible to oversee the performance in this area.
	Develop a database detailing the owner of each practice direction, the revision date and status (draft/ implemented), results of relevance assessment and monitoring activity required and performed, including filed reports.	RES Manager	Ongoing	✓	A database has been developed which contains all the practice directions, owner, date assessments are due and completed and what action has been taken.
	Ensure collection of data required under Section 95 of the Race and Criminal Justice Act and analysing this data for any disproportionality.	Performance Development Unit	Ongoing	✓	All data required under section 95 is collected and provided to the home office by the Performance Development Unit
	Should any adverse impact be detected by monitoring, this to be reported to the Diversity Unit and further research conducted to identify causes and allow effective remedial action to be taken.	Diversity Unit	Ongoing	●	When adverse impact is identified or there is any sign of disproportionality the Diversity Unit are challenging the owners to establish the cause and take remedial action.
	That potential use of the Diversity Excellence Model, as a framework for implementing and measuring diversity across the Force, is considered and reported upon, and should it be introduced, that its implementation be kept under review to guard against it becoming a 'tick box' exercise.	Diversity Unit	Ongoing	●	The potential use of the Diversity Excellence Model is being examined, however no decision have yet been made regarding this usage.
	Ensure that all ethnicity monitoring by the Force uses the 16+1 Census categories.	Diversity Unit	-	✓	This action has been completed and all monitoring is in line with the 16 + 1 categories

5. Publishing the results of assessments, consultation and monitoring					
	A communication strategy to be developed (and subsequently implemented) regarding the requirement for a review of the Race Equality Scheme and results of assessments, consultation and monitoring to be published on an annual basis. ²	Diversity Unit	Ongoing	✓	The Force will produce an annual review of the RES and this will include the Employment Monitoring Duties. There is an overall communication strategy in relation to the RES which this section is only one part.
	In developing and implementing a communication strategy, the Diversity Unit to liaise with relevant parties to explore the options for distribution of the summary report, with special attention paid to how the report can be distributed to ethnic minorities and hard to reach groups.	Diversity Unit	Ongoing	✓	This is all part of the communication strategy
	The Diversity Unit to liaise with the chairs of the Independent Advisory Groups to provide updates on assessment, consultation and monitoring of policies.	Diversity Unit	Ongoing	✓	This is already part of the process of consultation
	The Diversity Unit to be responsible for submitting regular internal update articles on assessment, consultation and monitoring via 'G&I' and 'Innerscene'.	Diversity Unit	Ongoing	✓	This is now an ongoing process and the G & I entries and Innerscene articles occur regularly as well as regular updates on diversity website
	The Diversity Unit to make links with, and compile a database of, organisations/ individuals for use when a document requires translation into one of the most common languages in the area and/ or Braille/ large print.	Diversity Unit	Ongoing	✓	This information is held in the Diversity Unit and is readily available
6. Ensuring public access to information and services					
	Publish a prioritised list of functions and practice directions in the Race Equality Scheme.	Diversity Unit	-	✓	A list has already been published and is attached on the RES
	Include Independent Advisory Group consultation in practice direction and function reviews.	Diversity Unit	-	✓	The IAG's already form part of the consultation process for practice directions
7. Training staff in relation to the general statutory duty and the appropriate order					
	The Diversity Panel to monitor the implementation of the Police Race and Diversity Learning and Development Programme Strategy via the production of an implementation plan, monitoring procedures and an annual review process.	Diversity Group	Ongoing	●	The Diversity Group is monitoring progress in this area. The plan has been prepared and approved and will be implemented in the coming years.

	Develop a race and diversity training strategy, either as a standalone document or as a part of another, that is reviewed and revised accordingly as guidance emanates from the Association of Chief Police Officers (ACPO).	Staff Development and Training Manager	Ongoing	✓	We have a Learning and Development Strategy which falls out of the Diversity training, and this is regularly reviewed.
	Ensure that the race and diversity training strategy takes account of the need to cover the National Learning Requirement for race and diversity within all training plans.	Staff Development and Training Manager	Ongoing	✓	The Diversity Training Strategy includes the national learning requirement for the area of race and diversity
	Establish an open and effective communication system to disseminate information to all officers and staff on race and diversity learning and development and new organisational policies and practices.	Staff Development and Training Manager	May 2008	●	This has been included in the action plan and will be commenced during 2006
	Set out arrangements on how staff will be trained specifically on the requirements of the Race Relations (Amendment) Act 2000, through the race and diversity training strategy.	Staff Development and Training Manager	May 2008	●	This is identified in the training plan and covers all that is required on the race relations amendment act
	Set out arrangements for periodic evaluation of staff training needs in relation to the Race Relations (Amendment) Act 2000.	Staff Development and Training Manager/ Force Training Evaluator	May 2008	✗	This will be progressed once the training programme has commenced
	Identify the learning requirements of those with specialist responsibilities concerning the race equality duty, such as reviewing the scheme, impact assessment or ethnic monitoring of employment patterns and address these needs in the Force race and diversity training strategy.	Staff Development and Training Manager	May 2008	●	All learning and development needs will be identified through the PDR system on an annual basis. In addition any specialist skills relating to race and diversity will be identified as part of the learning requirement for the PRDLDP
	The Force race and diversity training strategy to set out how the requirements of the Race Relations (Amendment) Act 2000 are integrated into other training programmes.	Staff Development and Training Manager	May 2008	✓	This has been identified in the action plan for the PRDLDP

8. The Employment Duty					
	Monitor, by reference to the racial groups to which they belong, the numbers: Of staff in post; Of applicants for employment, training and promotion from each group; Receiving training; Benefiting or suffering detriment as a result of performance assessment procedures; Involved in grievance procedures; Subject of disciplinary procedures; Ceasing employment with that Humberside Police.	Diversity Unit / Employment Monitoring Officer	Ongoing	✓	Our Employment monitoring is conducted by the Force Employment Monitoring Officer, and any specialist monitoring such as disciplinary is examined by the Diversity Unit
	Include within the development of the revised PDR process the ability to monitor: <ul style="list-style-type: none"> • Staff who benefit and/ or suffer detriment as a result of the PDR; and • Requests for training identifying that which is role critical and that considered personal career development. 	Staff Development and Training Manager	June 2007	●	This is included in the new PDR process that has commenced in April 2006 and the monitoring will commence in Aug 2006 when the first round of appraisals are all completed
	Develop systems, in conjunction with Branches and Divisions to enable central monitoring of: <ul style="list-style-type: none"> • Requests for training; • The purpose of training (role critical or personal career development); and • Receipt of training. 	Staff Development and Training Manager	June 2007	●	This is part of the new PDR process and once the first round of PDRs have been completed this monitoring will commence
	Explore the possibility of utilising the new Training Administration System for recording of monitoring data.	Staff Development and Training Manager	June 2007	●	This has been explored and at present the facility is not sufficient. The new PDR will replace this as the facility under the software is more dynamic and will meet the requirements
	The Recruitment Retention and Progression Report and all employment monitoring data to be submitted to the Diversity Panel every six months, and on a regular basis to the Forum, the Independent Advisory Groups and the Police Authority.	Force Employment Policy Monitoring Officer	Ongoing	✓	This report is completed on a six monthly basis and submitted to the Diversity Unit and Diversity Group. The report is being examined with consideration to it being produced quarterly

	All monitoring under the employment duty to be published in accordance with the communications strategy.	Diversity Unit	June 2006	●	All monitoring will be published in the annual review of the Race Equality Scheme, published on 31 st May each year
	Should any adverse impact be detected by employment monitoring, this to be reported to the Diversity Panel and further research conducted to identify causes and allow effective remedial action to be taken.	Diversity Unit/ Force Employment Policy Monitoring Officer	Ongoing	✓	If any adverse impact is detected then further research is carried out and appropriate action is taken

Key

- ✗ - Action still required in this area
- - This action has been started but still requires further action to be fully completed
- ✓ - This action has been completed, or is san ongoing process with in the Force

Polices and Functions Impact Assessed in Year One.

- Restrictions on the private life of police officer members of the force and Business Interests Relating to Police Officers
- Use and Training of officers with vulnerable witness skills (VWS)
- Vulnerable Witnesses and Victim Care
- Achieving Best Evidence – Youth Justice and Criminal Evidence Act 1999
- Application for specialist warrants
- Child rescue
- Cannabis Enforcement
- Children Involved in Sexual Activity for Payment/Reward or through Coercion/Exploitation – Child Prostitution
- Coroners and Sudden Deaths
- Missing Persons
- Financial investigation of drug traffickers
- Accessing Communications data
- Submission and authorisation of chemical development
- Investigation and management of major crimes
- Investigation of deaths in prison establishments
- Investigation of rapes and other serious sexual offences
- Investigations Arising From The Political Parties, Elections and Referendums Act 2000
- Major crime scene management
- Information to Detained Persons
- Information to Detained Persons Offences Taken into Consideration – (TICS)
- Submission of notifiable offences to SOCAS
- Witness statement taking
- Management of terrorist related intelligence
- Policing arrangements in connection with a royal visit or VIP visit
- Policing of public events
- Control of Force Forms and intranet versions
- Sponsorship
- Procurement – tenders
- Use of promat video identification system
- Extradition Procedures
- Fixed penalty notices
- HORT1/VDR procedures
- Witness and victim care procedures
- Witness warning procedures
- Process for policies and practice directions
- Staff Suggestion Scheme
- Corporate Identity
- Restrictions on the private life of police officer members of the force and Business Interests Relating to Police Officers
- Domestic violence involving police officers
- Contracts of employment
- Disciplinary procedure (support staff)

- Domestic leaver procedure
- Equal opportunity in employment
- Grievance procedure
- Telephone Allowance
- Tenure
- Business Interest Support staff
- Pecuniary interest and corporate governance
- Acceptance of gifts and hospitality
- Place of residence-approval for police officers
- Harassment and Bullying
- High Potential Development Scheme
- Management of acting ranks – police officers only
- Secondments – police officers
- Secondments – support staff
- Selection (police)
- Recruitment and appointment – support staff
- Retraining and redeployment – support staff
- Termination of employment – support staff
- Provision and use of work equipment
- Acquisition of hardware and software
- Equipment rooms - environmental conditions
- Accessing electronic info outside work environment
- Information security
- Information strategy
- Network installation and equipment distribution
- Network security and remote access
- Reporting of security incidents
- SLA's communications unit
- SLA's computers
- Software management
- Telephony
- UIRAS scheme
- Use of e-mail
- Use of internet access
- Use of portable computing devices
- User support
- Dress Code
- Unsatisfactory Performance Procedures

There are some policies identified in the original scheme which have been outdated and have been replaced with new policies.

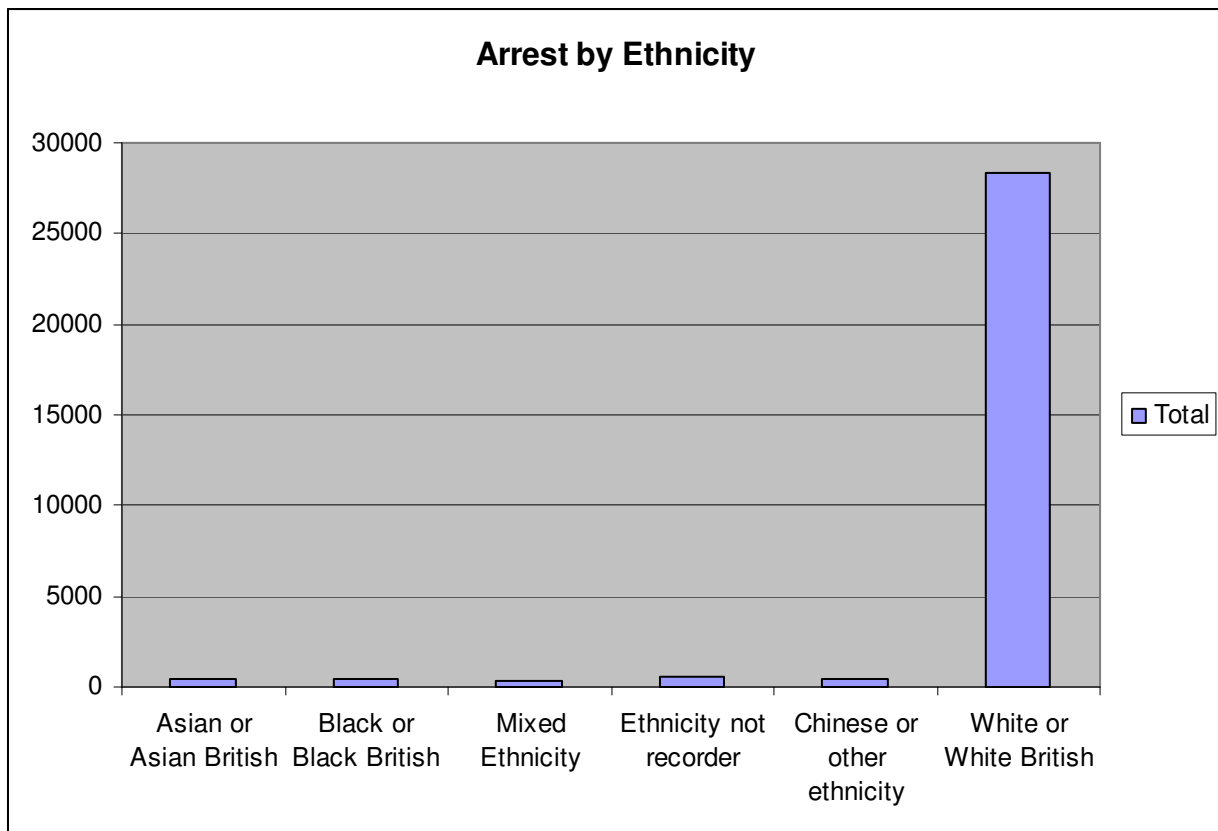
RACE AND DIVERSITY MONITORING 2005/06

Arrest and Caution

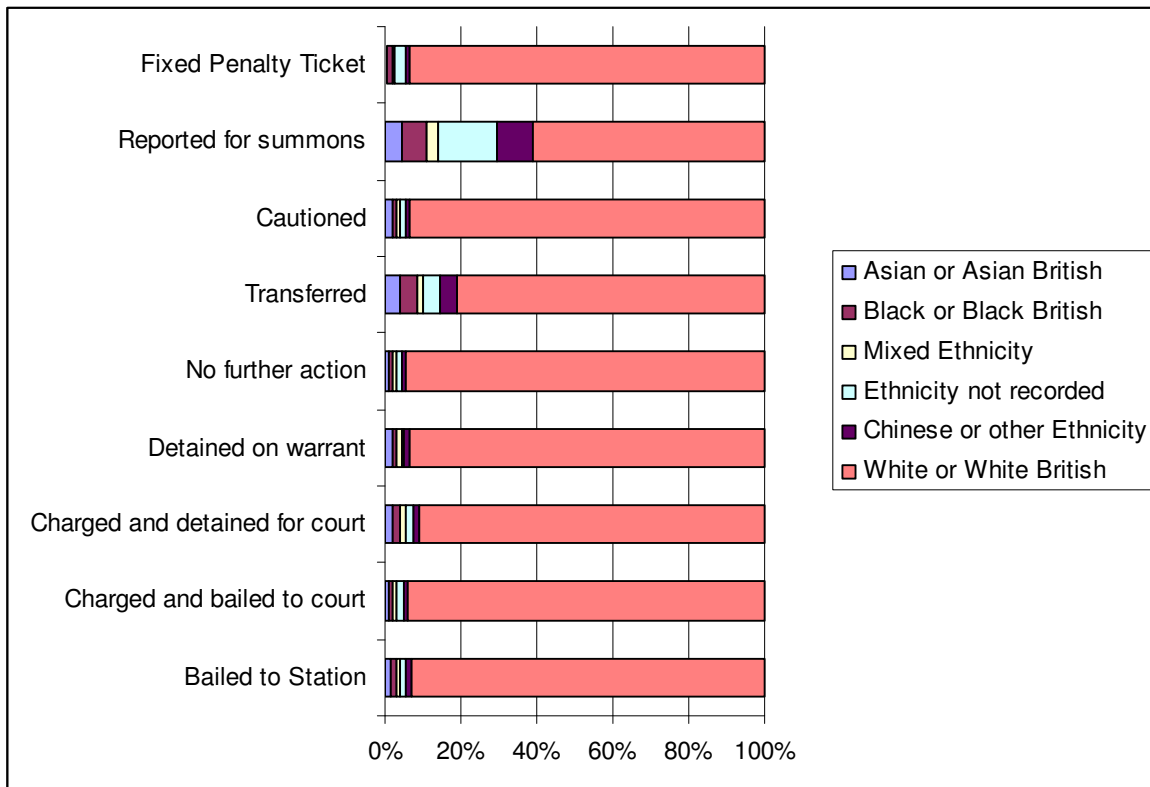
A computerised custody system was introduced within Humberside Police from March 2005 and has since been rolled out across the Force area. As a result this years figures may not be as representative as the future years.

In total there have been 30,643 detainees recorded during 2005/06. The chart and tables below show the ethnic breakdown of the detainees. The majority (92.4%) of detainees were White or White British, Asian or Asian British represented 1.5%, Black or Black British represented 1.5%.

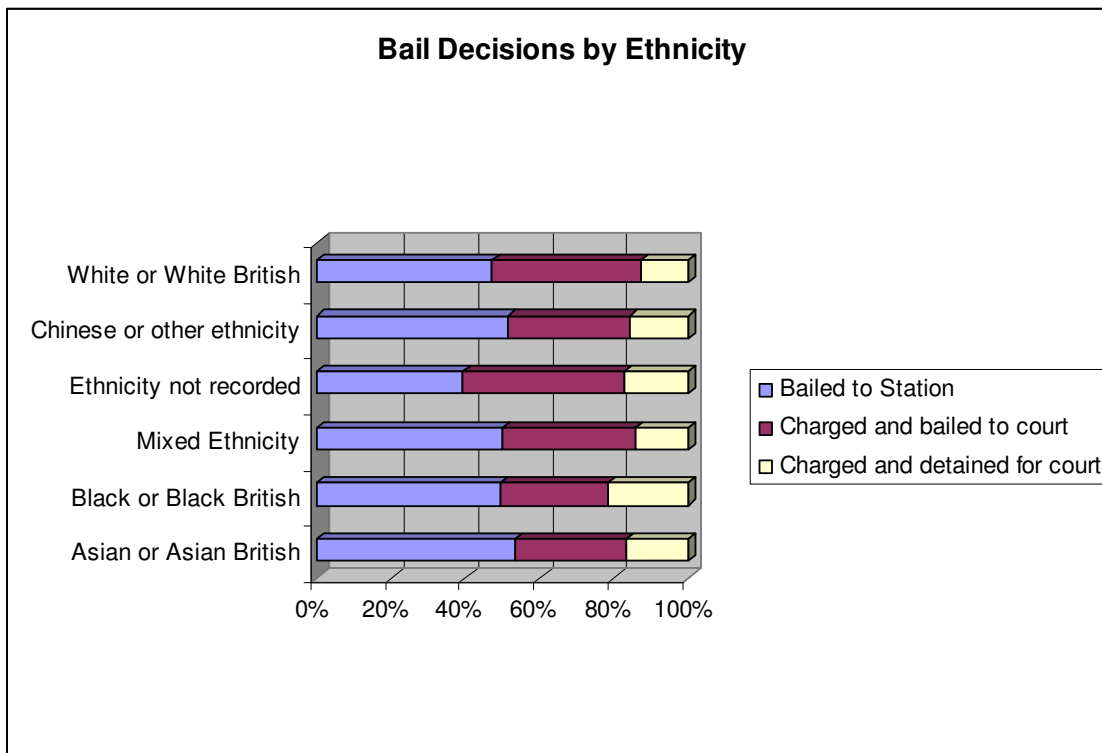
Ethnicity	Total	%
White or White British	28325	92.45%
Asian or Asian British	453	1.47%
Black or Black British	461	1.5%
Chinese or Other Ethnicity	462	1.5%
Mixed Ethnicity	341	1.12%
Ethnicity Not Recorded	601	1.96%
TOTAL	30643	100%



The chart below shows the outcome of the arrest of the detainee and the course of action taken by Humberside Police. The figures are in many cases very small and make comparisons difficult.



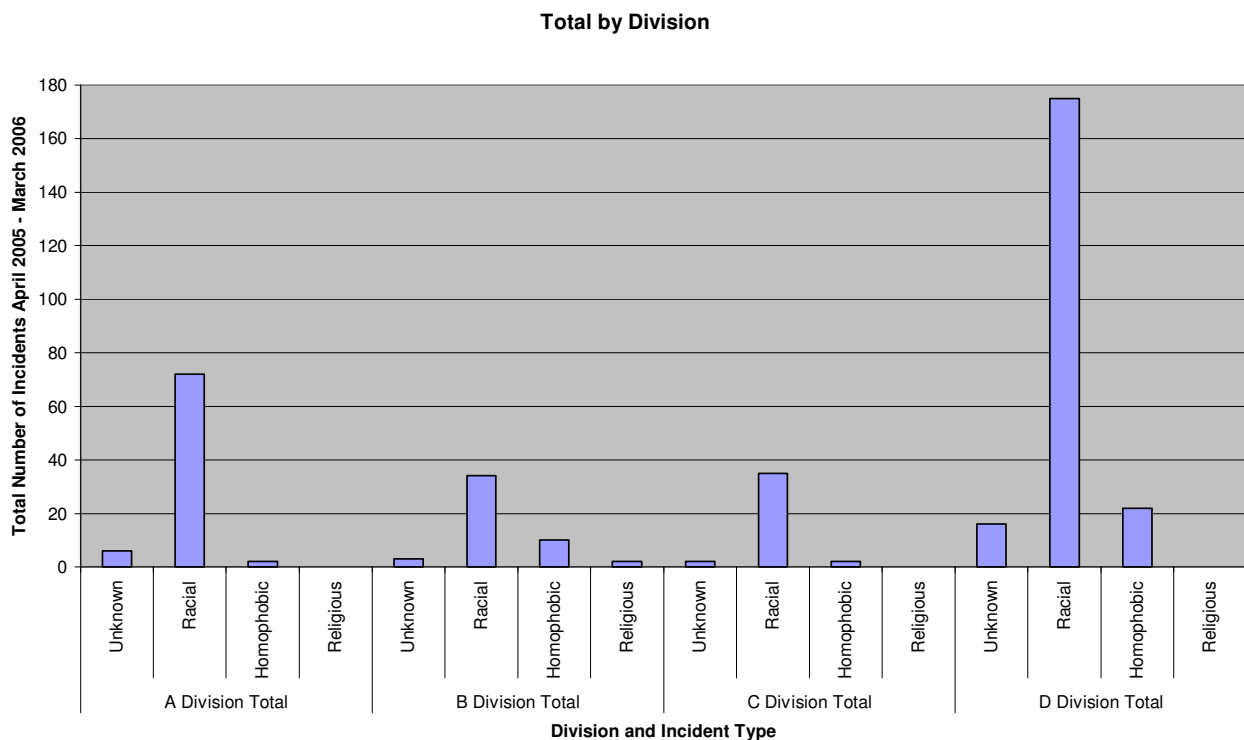
This final chart show the use of police bail of detainees from the station. There are three main options that are shown, these being bailed to return to the station at a later date, charged with an offence and bailed to court or charged with an offence and detained for court.



Hate Crime

Humberside Police are seeking to create a climate that encourages those individuals within the community who are suffering hate crimes to report it, either to the police or to one of the many agencies across the Force area who we work in partnership with. We are committed to ensuring all incidents are properly recorded, thoroughly investigated, and the appropriate action taken. Humberside Police realises that hate crime can scar its victims beyond the legacy of any physical injury, and it is a crime which the victims can not influence as it is often beyond their individual circumstances. It can also affect massive groups and have a detrimental influence on minority communities, which is why Humberside Police are fully committed to tackling the issue.

Humberside Police realises that hate crimes are under reported, however we are hopeful the launch of True Vision will reverse this trend and provide us with a more accurate picture. The graph and table below show what crimes have been reported in the last year



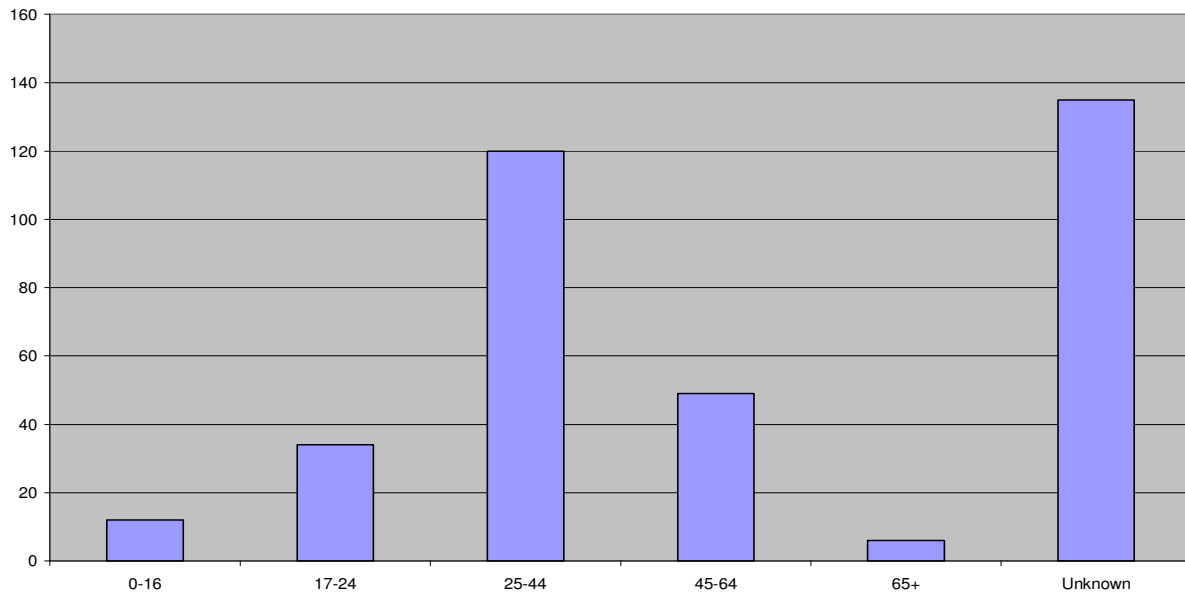
Hate Incidents reported by Division and Force and per type of incident

	Incident	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
A Division Total	Unknown	0	0	1	3	2	0	1	0	0	0	0	0	7
	Racial	8	3	4	9	5	8	9	5	9	11	7	3	81
	Homophobic	0	0	0	0	1	0	1	0	0	0	0	1	3
	Religious	0	0	0	0	0	0	0	0	0	0	0	0	0
B Division Total	Unknown	0	0	0	1	1	0	1	0	0	1	0	0	4
	Racial	2	5	4	9	1	6	4	3	0	3	0	1	38
	Homophobic	2	1	2	1	0	1	1	0	0	1	2	0	11
	Religious	0	0	0	2	0	0	0	0	0	0	0	0	2
C Division Total	Unknown	0	1	0	0	0	0	0	0	0	0	1	0	2
	Racial	3	3	3	5	1	3	9	3	4	3	5	2	44
	Homophobic	0	0	0	0	1	0	0	1	0	0	0	0	2
	Religious	0	0	0	0	0	0	0	0	0	0	0	0	0
D Division Total	Unknown	3	1	0	2	2	0	4	3	0	0	3	2	20
	Racial	19	12	19	25	16	14	11	19	18	14	8	10	185
	Homophobic	1	7	0	1	3	1	3	2	0	2	4	1	25
	Religious	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	Unknown	3	2	1	6	5	0	6	3	0	1	4	2	33
	Racial	32	23	30	48	23	31	33	30	31	31	20	16	348
	Homophobic	3	8	2	2	5	2	5	3	0	3	6	2	41
	Religious	0	0	0	2	0	0	0	0	0	0	0	0	2
	TOTAL	38	33	33	58	33	33	44	36	31	35	30	20	424

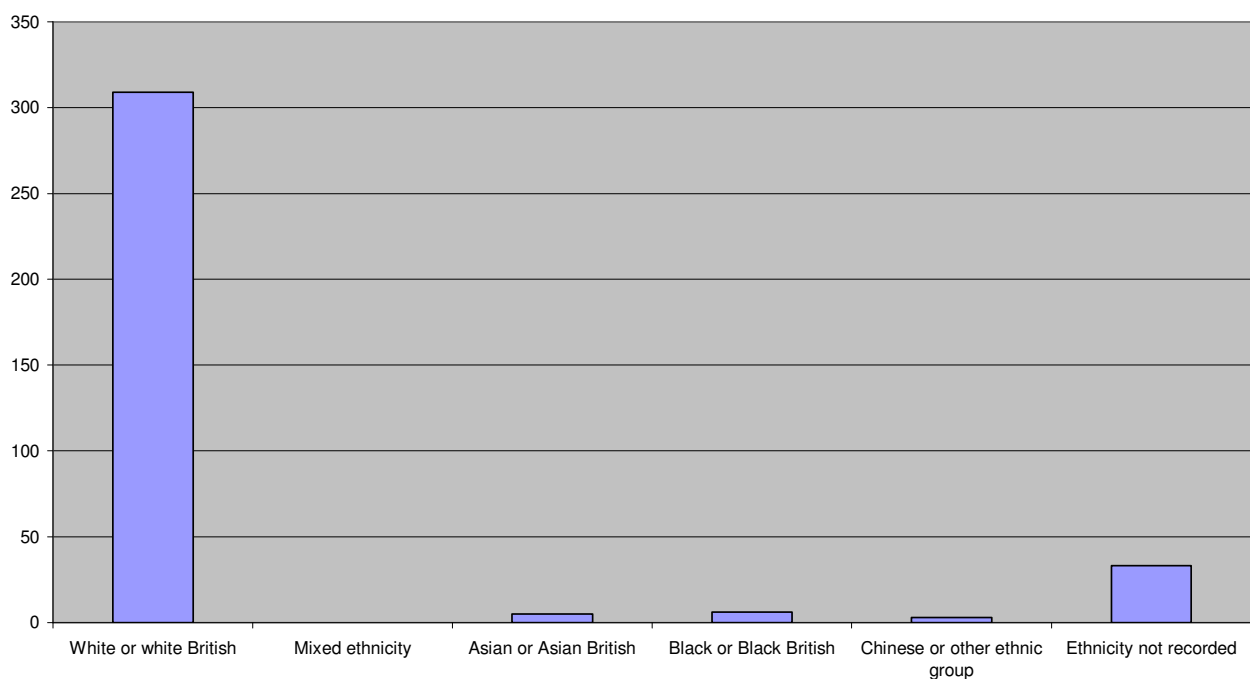
Complaints

The next section covers the number of complaints received by Humberside Police during the 2005/06 year. The Force received a total of 621 complaints, of which 356 came from members of the public, 35 were internal to the organisation and 230 from other sources, this includes enquiries on behalf of other forces.

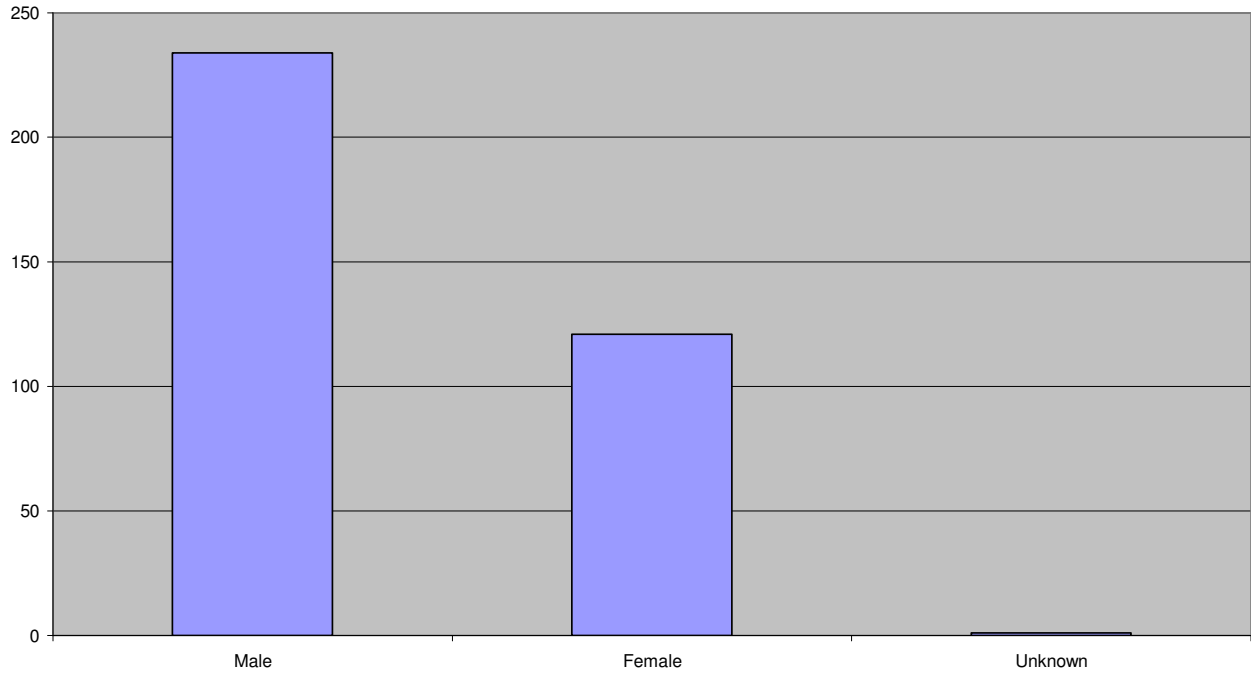
Total Complaints by Age of Complainant



Total Complaints by Ethnicity of Complainant

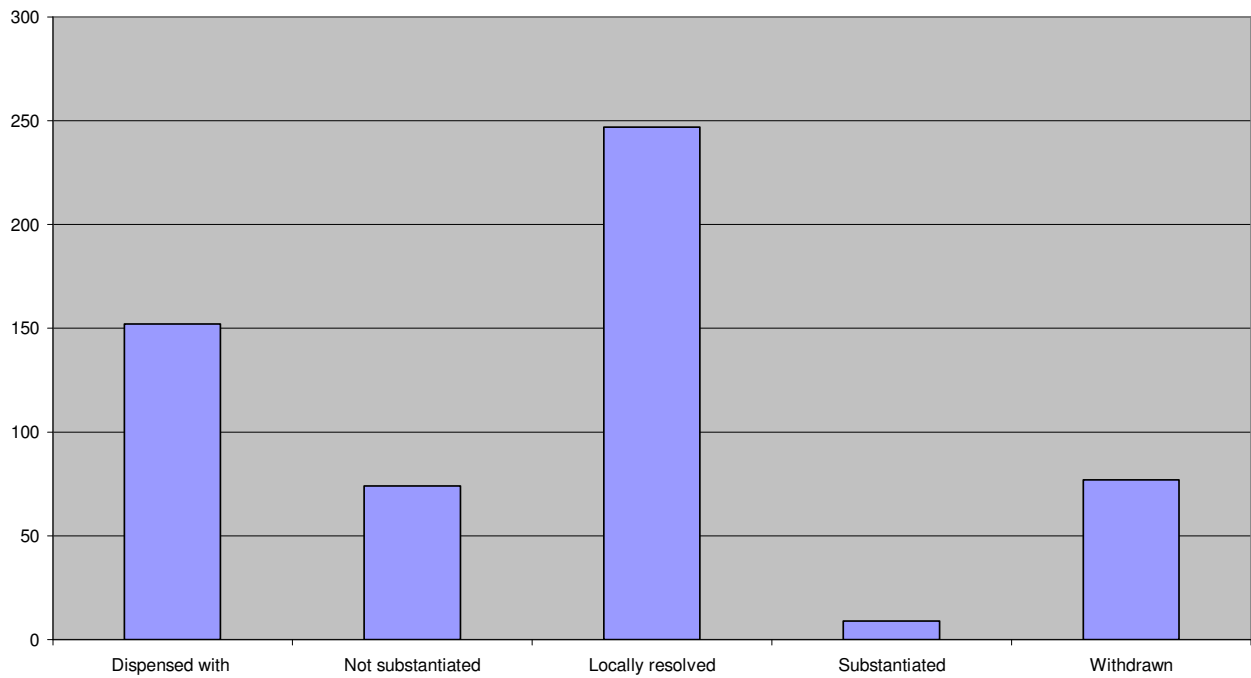


Total Complaints by Gender of Complainant



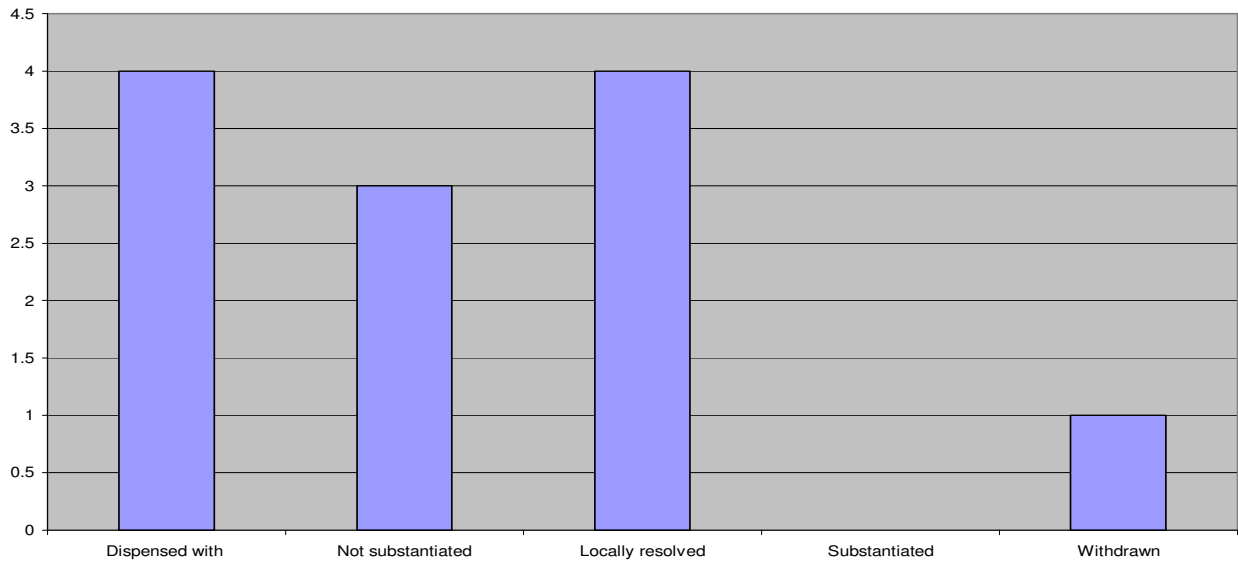
During the year 2005/06 a total of 559 complaints were finalised. The majority of complaints were locally resolved (44.2%), followed by dispensed with (27.2%). Only 9 cases could be substantiated which equates to 1.6%.

Total Complaints Finalised



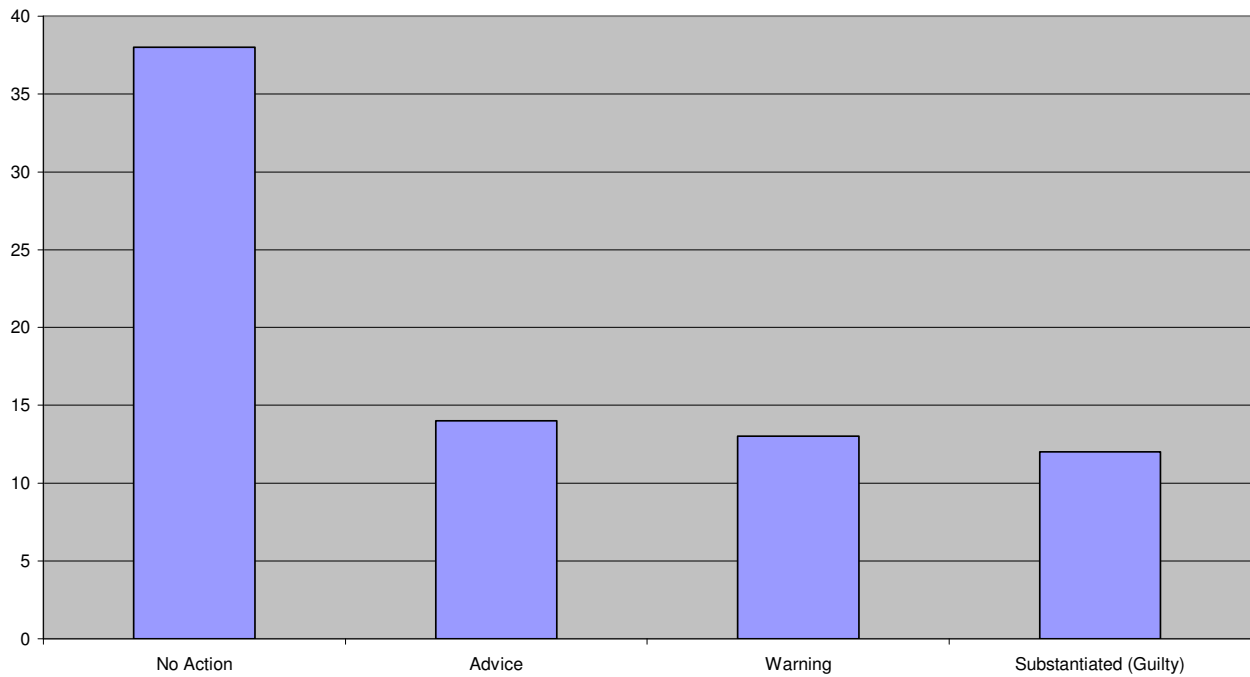
In relation to cases of racial discrimination the Force finalised 12 cases during 2005/06. A total of 4 being dispensed with, 3 not substantiated, 4 locally resolved and 1 withdrawn, there were none of these cases substantiated.

Racial Discrimination Complaints Finalised



In total during 2005/06 76 misconduct matters were finalised which involved 77 staff. The majority of cases received no action (50%), with 12 cases (15.8%) being substantiated.

Outcome of all Misconduct Matters Finalised (Cases)



Grievance

During 2005/06 there have been 34 grievances submitted, in comparison to 37 the previous year, continuing the trend of a decreasing number of grievances seen in previous years. Twenty of these were from Police Officers (14 male, 6 female), 14 police Staff (7 male, 7 female). In proportion to their headcount the highest number are submitted from male police staff.

Although numbers fluctuate over the years up until 2002, by far the greater number of grievances submitted relate to selection issues and management decisions. Since 2002 selection issues have steadily declined and grievances relating to management decisions have shown a rising trend. Grievances covered by management decisions include issues relating to leave, changes of duties/shifts, postings and supervision. This year 13 grievances (38%) relate to management decisions.

This year 6 out of the total of 34 grievances submitted (18%) related to harassment/bullying, 4 female members of staff (3 ongoing, 1 resolved at initial stage) and 2 male (1 resolved at the initial stage and 1 resolved at appeal).

Support Staff Discipline

During the 2005/6 year a total of 5 police staff were subject to the disciplinary procedure. Three of these cases involved males, and 2 involved females, all of those involved being white. The outcome of these cases were that 2 (40%) were dismissed, 1 male and 1 female, two (40%) had a final written warning, 1 male and 1 female, and one (20%) had an oral warning, male.

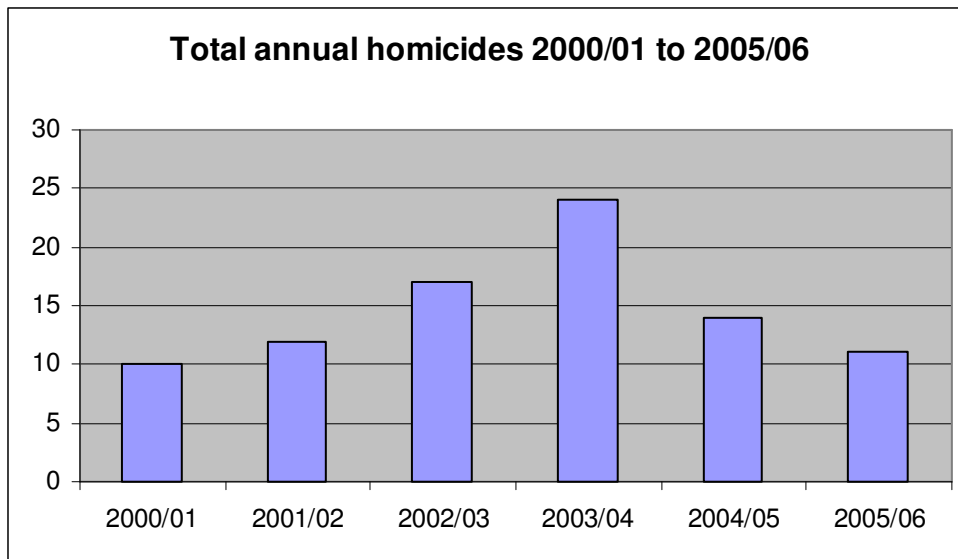
Homicide

A homicide, as defined by the Home Office is a murder, manslaughter or infanticide.

It should be noted that the number of homicide cases over the period is relatively small, therefore statistically significant conclusions cannot be drawn.

The number of homicides recorded within Humberside Police area between 2000 and 2006 can be seen in the table below. As can be seen the highest year by far was 2003/2004 with 24 homicides, however there is no apparent reason for the dramatic increase in that year, or the lower number in previous years.

Year	Number of Homicides
2000/01	10
2001/02	12
2002/03	17
2003/04	24
2004/05	14
2005/06	11
TOTAL	88



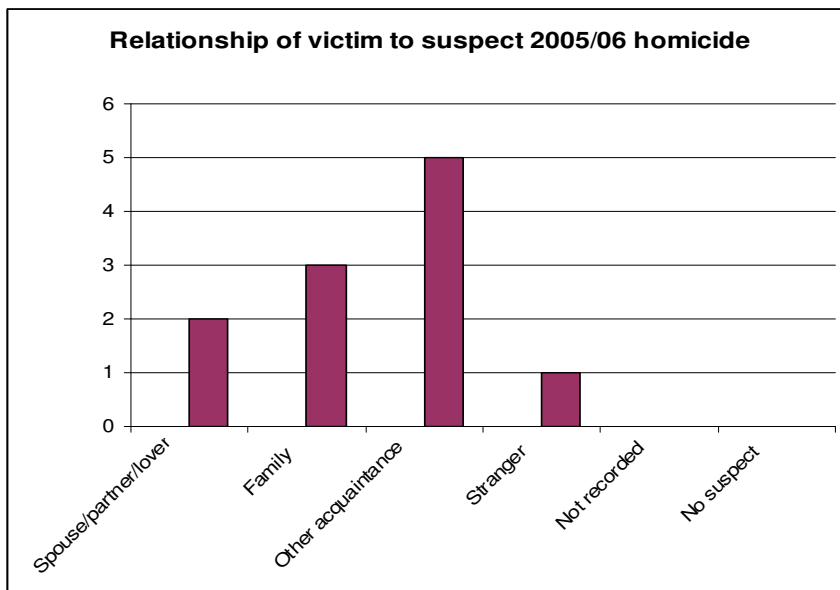
The ethnic breakdown of homicide victims from 2000/01 to 2005/06 is shown in the table below. The table shows that the minority (3.4%) of homicide victims are from a minority ethnic background, with the majority (96.5%) being from the white community.

Year	White	Black	Asian	Other	Not Known	Total
2000/01	10	0	0	0	0	10
2001/02	12	0	0	0	0	12
2002/03	16	1	0	0	0	17
2003/04	23	0	0	1	0	24
2004/05	13	0	0	1	0	14
2005/06	11	0	0	0	0	11
Total	85	1	0	2	0	88

The ethnic breakdown of the principal suspect for the homicide can also be seen, again in the below table. The majority (95.4%) of suspects are white, with only 4.5% of suspects, or four being from minority ethnic background.

Year	White	Black	Asian	Other	Not Known	Total
2000/01	10	0	0	0	0	10
2001/02	12	0	0	0	0	12
2002/03	17	0	0	0	0	17
2003/04	22	0	0	2	0	24
2004/05	13	0	0	1	0	14
2005/06	10	0	0	1	0	11
Total	84	0	0	4	0	88

During the last year Humberside Police investigated a total of eleven homicide cases, and the majority of victims had some form of relationship with the suspect, with only one case being classed as a stranger homicide.



Stop and Search

The next section covers the figures around stop and search for the Humberside Police area, and compares our performance during the 2005/06 year to the previous 2004/05 year. The figures will examine the ethnic breakdown of the individuals searched as well as examining the reason for the search and any subsequent arrest.

DIVISION	White persons		Minority Ethnic persons	
	Searches	Population	Searches	Population
A	1214	155747	70	2251
B	1112	149098	49	3733
C	1366	310294	30	3822
D	1516	237939	111	5630
Total	5208	853078	260	15436

Pace Searches	2004/05	2005/2006	variation	%change
White	5849	5326	-523	-8.94
Mixed Ethnicity	71	32	-39	-54.93
Asian/Asian British	122	63	-59	-48.36
Black/ Black British	65	59	-6	-9.23
Chinese or Other	17	75	58	341.18
Ethnicity not recorded	33	14	-19	-57.58
Vehicle only	64	25	-39	-60.94
Total	6221	5594	-627	-10.08

**** Increase of people giving self defined ethnicity of Chinese or other when police defined as white.

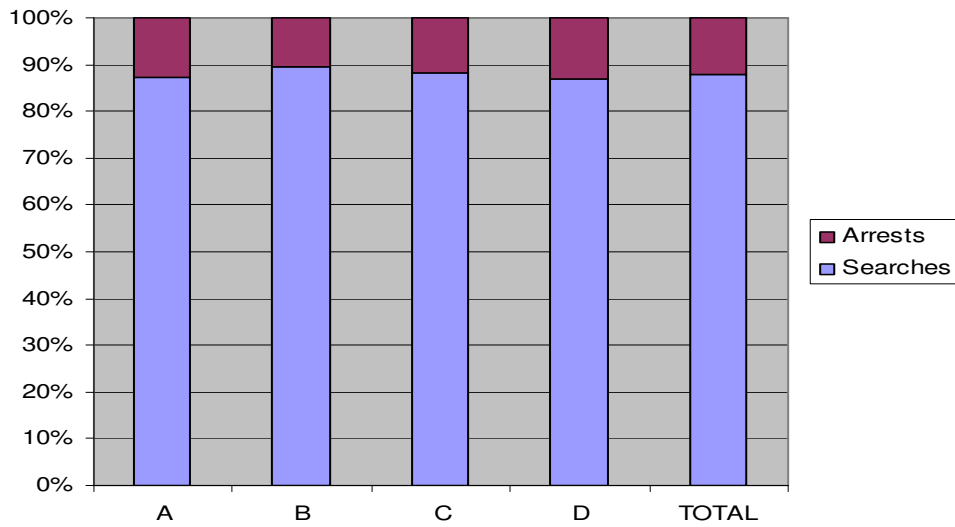
The next tables show the actual reason for the stop and search when the officer makes the stop, and then go on to examine the reason for any subsequent arrest. The reasons for arrest are broken down into the main categories.

Pace Searches	Stolen Property	Drugs	Firearms	Offensive Weapon	Going Equip.	Criminal Damage	Other	Total
White	1100	1741	86	729	925	113	632	5326
Percentage	20.7	32.7	1.6	13.7	17.4	2.1	11.9	100
Mixed Ethnicity	4	16	1	4	2	0	5	32
Percentage	12.5	50	3.1	13	6.3	0	15.6	100
Asian/Asian British	7	30	0	18	5	0	3	63
Percentage	11.1	47.6	0	28.6	7.9	0	4.8	100
Black/Black British	2	37	4	7	5	1	3	59
Percentage	3.4	62.7	6.8	11.9	8.5	1.7	5.1	100
Chinese or Other	7	14	0	19	8	2	25	75
Percentage	9.3	18.7	0	25.3	10.7	2.7	33.3	100
Ethnicity not recorded	4	4	0	3	0	0	3	14
Percentage	28.6	28.6	0	21.4	0	0	21.4	100
Vehicle only	10	6	2	2	3	0	2	25
Percentage	40	24	8	8	12	0	8	100
Total	1134	1848	93	782	948	116	673	5594
Percentage	20.3	33.0	1.7	14.0	16.9	2.1	12.0	100

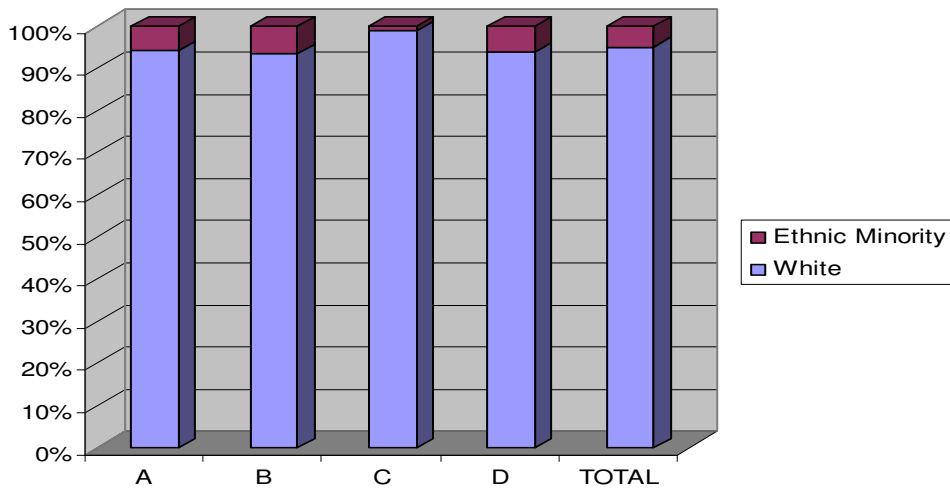
Primary arrest reason by self defined ethnicity 2005/06

Pace Searches	Stolen Property	Drugs	Firearms	Offensive Weapon	Going Equip.	Criminal Damage	Other	Total
White	188	245	21	96	31	16	127	724
Percentage	26.0	33.8	2.9	13.3	4.3	2.2	17.5	100
Mixed Ethnicity	0	3	1	1	0	0	3	8
Percentage	0	37.5	12.5	12.5	0	0	37.5	100
Asian/Asian British	1	4	0	0	0	0	4	9
Percentage	11.1	44.4	0	0	0	0	44.4	100
Black/ Black British	2	4	1	1	2	1	2	13
Percentage	15.4	30.8	7.7	7.7	15.4	7.7	15.4	100
Chinese or Other	0	1	0	2	0	1	2	6
Percentage	0	16.7	0	33.3	0	16.7	33.3	100
Ethnicity not recorded	0	1	0	0	0	0	0	1
Percentage	0	100	0	0	0	0	0	100
Vehicle only	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0
Total	191	258	23	100	33	18	138	761
Percentage	25.1	33.9	3.0	13.1	4.3	2.4	18.1	100

Arrest rate by division 2005/06



Arrest rate for minority ethnic groups 2205/06



Arrest rate by self defined ethnicity 2005/06

Self Defined	Searches	Arrests	Arrest Rate
White	5326	724	13.6%
Mixed Ethnicity	32	8	25%
Asian/Asian British	63	9	14.3%
Black/Black British	59	13	22%
Chinese or Other	75	6	8%
Ethnicity not recorded	14	1	7.1%
Vehicle only	25	0	0%
Total	5594	761	13.6

There is an additional power under section 60 of the Criminal Justice Act 1994 which allows authority to be granted to conduct searches when serious violence is anticipated. This power is predominately used for the policing of football and sporting events, although it was used in the previous year for the policing of serious disorder between new communities. The dramatic increase in section 60 during this year is mainly attributed to Hull City being promoted into a higher league and having more high profile matches. There were only two arrests for Section 60 during 2005/06, these were for offensive weapon and going equipped.

Section 60 Searches by self defined ethnicity

Sec 60 searches	2004/05	2005/06
White	29	86
Mixed Ethnicity	8	
Asian/ Asian British	27	
Black/ Black British	1	
Chinese or Other	29	1
Ethnicity not recorded	0	
Vehicle only	0	
Total	94	87

There have been no arrests or searches conducted under the Prevention of Terrorism Act during 2005/06.

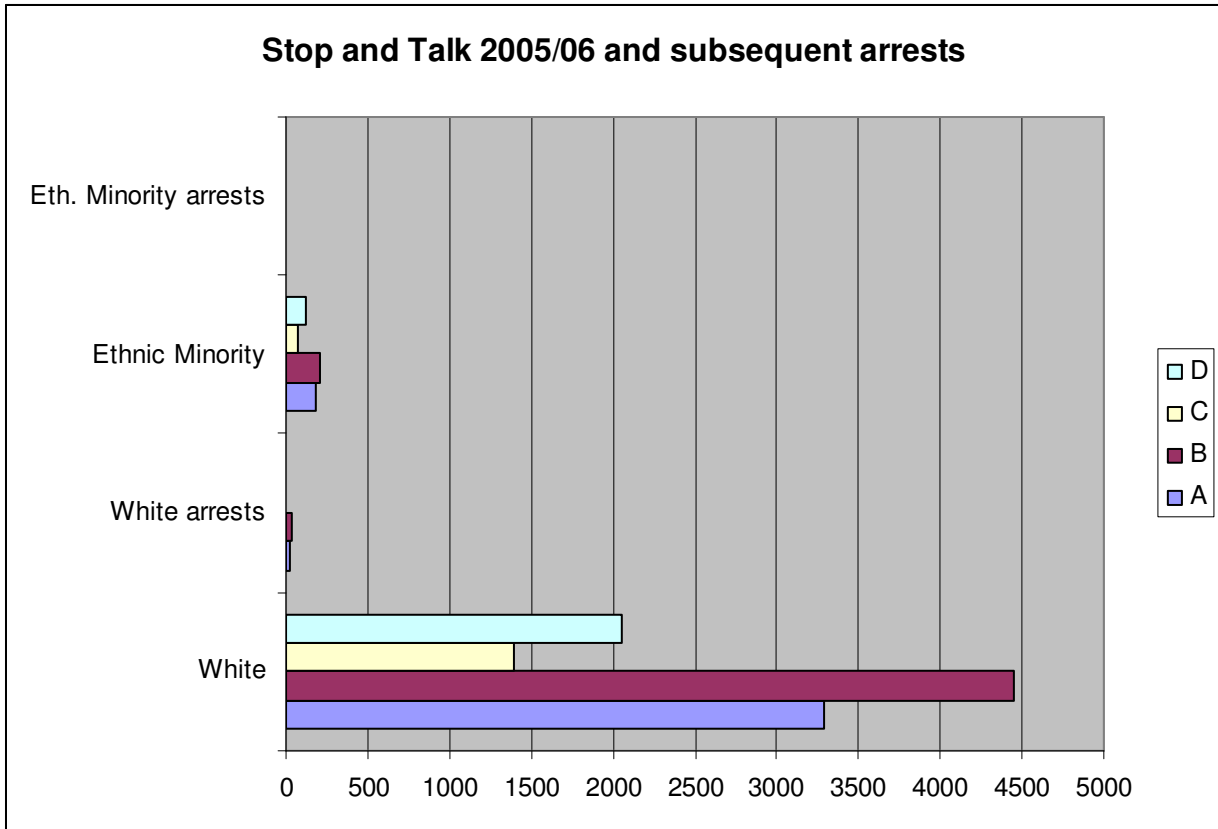
Stop and Talk

Since April 2005 a new method of stop has been in force and that is a power to stop and talk. This power is not a power to search, but a power to stop an individual and ask them to account for their whereabouts. The form will not be completed every time an officer stops and talks to an individual, it will only be required when the officers asks specific questions regarding their whereabouts or actions.

The table below shows the number of stop and talks within Humberside this year.

Stop/Talk figures 2005/06 by self defined ethnicity by Division

Division	White	White arrests	Ethnic Minority	Eth. Minority arrests	Total Stops	Total arrests
A	3283	30	186	2	3469	32
B	4447	37	212	2	4659	39
C	1394	8	79	0	1473	8
D	2052	17	120	2	2172	19
Total	11176	92	597	6	11773	98



Employment Monitoring

Staff in post

The total numbers of minority ethnic police officers is 23. Over the last year there has been one minority ethnic officer recruited and one inspector transferred to a neighbouring force. Minority ethnic police officers account for 1.01 % of the total workforce. The target for 2007 is 28 officers.

Minority ethnic officers by rank are as follows

- 18 Constables (1 probationer) (78%)
- 2 Sergeants (9%)
- 1 Inspector (4%)
- 2 Chief Inspectors (9%)

The total number of minority ethnic police staff as at 31st March 2006 is 11(0.78%) which is a decrease on last year (12, 0.94%). Our target for March 2007 is 17 minority ethnic staff.

The total number of minority ethnic Special Constables is 2 (0.61%) as at 31st March 2006, this is a decrease of 2 since last year. Our target for 31st March 2007 is 6 officers.

As at 31st March 2006 there were 1743 (76.75%) male police officers and 528(23.25%) female police officers. Of the 23 minority ethnic officers 5(21.47%) were female and 18(78.26%) were male.

Of the 1407 police staff 877 (62.33%) were female and 530(37.67%) were male. There were 11 minority ethnic police staff 6(55%) of whom were female and 5(45%) were male.

Applications for employment (police officers)

During 2005/06 Humberside Police received a total of 964 application forms. Of these applications 97.3% were from white people. Minority ethnic applications accounted for 2.7%.

50 (21.46%) of the 233 female applicants were rejected at the competency questionnaire.
70 (16.95%) of the 413 male applicants were rejected at the competency questionnaire.
8 (34.78%) of the 23 minority ethnic applicants were rejected at the competency questionnaire.

The percentage of minority ethnic applicants failing at competency based sift was relatively higher than other applicants. Subsequently a 'preparation for assessment' positive action day was put into place which included advice on completing the competency based questions, with practical exercises on choosing appropriate examples and relevant information for inclusion.

The number of applicants rejected at assessment centre increased this year. This may be due to the increased pass level introduced nationally on 1st June 2005 and applied locally when assessing in November 2005. The impact of this change on the recruitment of minority ethnic staff is being monitored.

In total 646 applications were rejected in the last year. Of those rejected a greater percentage of females are rejected for both medical (0.24% males: 0.43% females) and attendance criteria (9.2% males: 9.44% females). This has been a trend during the last 3 years. The "attendance criteria" is currently under review and will take account of this monitoring data. The pattern of more female applicants than male being rejected at medical will be further investigated by the Employment Policy Monitoring Officer and Occupational Health.

Applications for employment (police staff)

During 2005/06 a total of 3327 people applied for police staff roles, 1.65% were people from a minority ethnic background. A total of 753 people were interviewed. 2.79% of these were minority ethnic applicants. Finally of the 204 applicants appointed, 1.47% were minority ethnic candidates.

The trend identified since September 2002 of the number of police staff applications rising continues from 876 in the 6 month period to September 2002 to 1542 in the 6 month period to March 2006. The percentage split between male and female applicants has also gradually widened. The applications averaged 35% and 65% respectively. Women were proportionately more successful than men up to September 2004 but in the last three monitoring periods this trend has reversed.

Although the national target for minority ethnic police staff was achieved in March 2005, this was not the case at March 2006. Positive action increased the number of applicants

from 21 to 35 in 2005/2006 and 3 minority ethnic applicants were appointed. However due to 2 retirements and 1 resignation overall numbers did not increase.

Learning and Development

Personnel Branch:

27 people identified specific training courses and 24 received the courses. 3 staff (ethnicity white, female) did not receive their training as the external provider was not available. The training will be provided in 2006/2007.

A Division:

328 police officers and 18 support staff received training. 8 individuals (ethnicity white, 4 male, 4 female) did not receive training as the course was not required to perform their role.

Further data is awaited.

Applications for promotion (police officers)

Although minority ethnic and female officers remain under represented in the ranks of sergeant and above, the last two years has seen an upward trend which is continuing. Over the last year there have been:

8 female constables promoted to Sergeant.

23 male constables promoted to Sergeant.

One minority ethnic constable promoted to temporary Sergeant whilst awaiting a permanent vacancy.

12 male sergeants promoted to Inspector.

2 female sergeants promoted to Inspector.

1 minority ethnic sergeant promoted to Inspector.

2 male Inspectors promoted to Chief Inspector

1 Minority ethnic Inspector promoted to Chief Inspector and 1 to temporary Chief Inspector.

2 Male Chief Inspectors promoted to Superintendent.

The current position is:

10.42% of female officers at Sergeant and above;

20.83% of minority ethnic officers at Sergeant and above;

25.47% of male officers at Sergeant and above.

In the list waiting promotion to sergeant there are 2 female and 9 males. In the Inspectors list there are 3 males.

In the last 6 months of the year there has been a significant increase in the number of applications for specialist posts. This follows a change to the selection practice direction which reduced the eligibility criteria from 4 years to the successful completion of the initial two years probationary period. This has widened the pool of potential candidates and

positively impacted on minority ethnic and female police officers as there is a higher proportion of them with fewer years service.

Although headcounts are lower proportionately more female officers (eligible to apply) have applied than male officers.

Staff that benefit or suffer detriment as a result of performance assessment procedures

A computerised performance appraisal has only recently been introduced by Humberside Police. Information will be included in a future report.

Staff that cease employment (Police Officers)

During 2005/06 a total of 166 police officers left Humberside Police. This was made up of 63 (37.95%) voluntarily resigning or transferring, 89 (53.61%) retired or passed away, and 4 (2.41%) being dismissed from the force. Further to this 8 (4.82%) went on career break and 2 (1.20%) resigned following their career break. One minority ethnic Inspector transferred out in the last year, and this was the only minority ethnic leaver. The Home Office National Exit Questionnaire launched in February 2006 should provide more meaningful data in the future regarding individuals that leave the organisation, which in turn will help us address any trends.

Staff that cease employment (Support Staff)

During 2005/06 a total of 160 police staff left Humberside Police. This was made up of 95 (59.38%) voluntarily resigning or transferring, 25 (15.63%) retired or passed away, 4 (2.50%) were dismissed. Further to this 24 (15%) staff had their contract terminated/ended, 2 (1.2%) joined Humberside as police constables, 8 (5%) went on career break and 2 (1.25%) resigned after career break. Within these figures two minority ethnic support staff retired and 1 voluntarily resigned.

Staff that cease service (Special Constables)

During 2005/06 a total 73 Special constables left Humberside. In the last 6 months there were 31 leavers of which one joined Humberside Police as a regular the other 30 voluntarily resigned.

Flexible Working

This year there have been 78 applications, 40 support staff and 38 police officers.

Since the introduction of flexible working in 2003 there have been a total of 279 applications received, 144 police staff and 135 police officers with just 5 applicants rejected.

Employment Monitoring Duty Guidance

The Police National Diversity Team has recently produced some draft guidance which is currently undergoing a process of consultation. The scope of employment monitoring will

be examined in relation to the final version of this document to ensure that elements are in place. There are some areas for development/improvement in monitoring for Humberside Police, these are:

Management of family friendly policies;

Pay and Benefits;

Training;

Performance Development Review;

Sexual Orientation;

Transgender; and

Age.

National and Local Targets:2005/2006				31/03/2006
Measure	Target	Performance to date calculated on staff numbers as at 31 March 2006	Number of Officers	Comments
<u>Percentage of Officers from a minority Background</u>	1.20%			
<u>Police Officers</u>	27 officers by Mar 2006 (PA - LPI 18)	1.01%	23	23 achieved 31/3/05. Over the year 1 recruited, transfer of 1
<u>Support Staff</u>	16 staff by Mar 2006	0.71%	11	target of 12 achieved in March 05 Over the year 2 retirements, 1 voluntary resignation, 2 recruited
<u>Special Constables</u>	6 officers by Mar 2006	0.61%	2	target of 4 achieved in March 05 2 voluntary resignations
<u>PCSO's</u>	0.24 Officers by Mar 2006	5.00%	1	No change over the year
<u>Percentage of minority ethnic police recruits compared to the percentage of minority ethnic people in the economically active population</u>	4% of all recruits to be from minority ethnic groups I.e 8 officers (SPI 3E)	0.88%	1	0 recruits over year ending Mar 05, One minority ethnic police recruit April 05 to Mar 06
<u>The percentage of minority ethnic officers leaving the Service through resignation or dismissal each year should equal the percentage of white officers leaving each year under similar circumstances in the following bands.</u>	6 Months < 2 yrs = 2.67% 2yrs<5yrs= 1.34% 5yrs < 10 yrs = 0.72%	0.00%	0	no resignations
<u>Percentage of officers from minority ethnic groups resigning to all other officer resignations</u>	1:1 ratio (SPI 3F)	0 : 0		no resignations

National and Local Targets:2004/2005				
Measure	Target	Performance to date calculated on staff numbers as at 31 March 2006	Number of Officers	Comments
Officers to be represented in each specialist area in proportion to their level of representation within the Force:	44%		Officers in Specialisms	
1. minority ethnic	10	26%	6	
2. women	228	39%	207	
3. men	770	45%	791	

From 2001 the percentage of minority ethnic officers with 5 years to under 10 years service at Sergeant and above to be equal to the percentage of white officers with 5 years to under 10 years at Sergeant, and above	18.31% i.e. 0.55 of an officer	50.00%	2	No change over the year, 1 x minority ethnic sergeant with 8 yrs 3 mths service and 1 temporary
From 2003 the percentage of minority ethnic officers with 5 yrs to under 15 yrs service at Inspector and above is equal to the percentage of white officers with 5 years to under 15 years service at Inspector and above	3.84% ie 0.27 of an officer by March 2006	0.00%	0	1 Inspectors with over 15 years service. 1 officer within the band promoted to inspector in October 05 but subsequently transferred
From 2005 the percentage of ethnic minority officers with 10 to under 15 years service at Chief Inspector and above is equal to the percentage of white officers with 10 years to under 15 years service at chief inspector and above	0.47% ie 0.05 of an officer	0.00%	0	No change over the year, there is 1 Chief Inspector and 1 temporary both in excess of 15 yrs service
<u>Percentage of female police officers as a percentage of police strength</u>	22%(H/C) ie 503 officers by March 2006	23.25%	528	Target increased 1% since 31.3.05
-	22% FTE (SPI 3G)	22.07%	493.45	Not recorded at 31.3.05 22% fte achieved this year
<u>The percentage of successful female police officer applicants as a percentage of the total number of successful applicants.</u>	35% of successful applicants (PA LPI 19)	28.3%	32	31% achieved at end of March 05, 28.3% currently achieved
<u>The percentage of new appointments to the police strength who are female</u>	4% eg 91 officers	1.41%	32	1.58% achieved in Mar 05, 1.41% currently achieved
From 2006 the percentage of female officers with 5 yrs to under 15 yrs service at sergeant and above is equal to the percentage of male officers with 5 yrs to under 15 yrs service at sergeant and above.	21.92% ie 43 female officers.	15.96%	34	12.50 % achieved in Mar 05(24 Officers) Increase of 10 officers over the year.