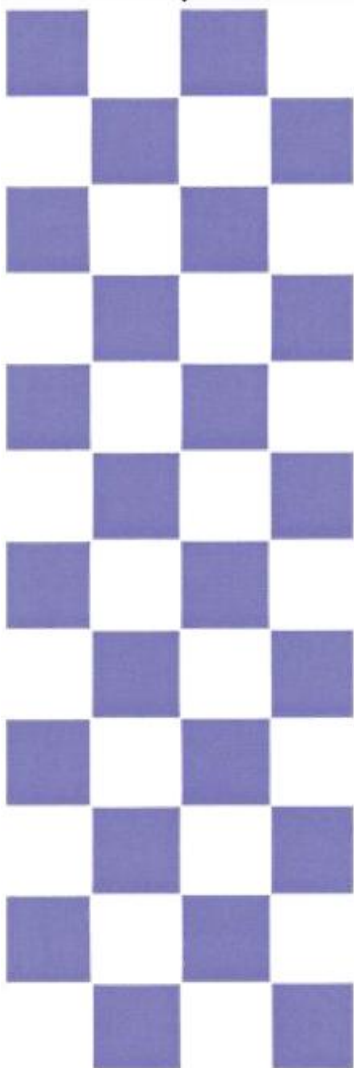
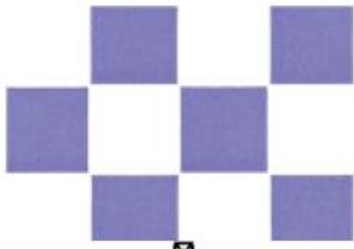


**DIVERSITY QUARTERLY
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Diversity Monitoring April – June 2011

Introduction

1. The importance of ethnicity monitoring has increased in recent years, and is now firmly established in policing. As new legislation is enacted, a monitoring function is often incorporated within it.

Why do we need ethnicity monitoring?

2. Specific requirements are placed on police forces to conduct ethnicity monitoring, and to publish the results annually. These requirements come from a number of sources, including the Race Equality Scheme (R.E.S) and Commission for Racial Equality (C.R.E.) guidance. Recommendation 62 of the McPherson Report into the death of Steven Lawrence states that stop and search records should be monitored and analysed by Police Services and Police Authorities, reviewed by HMIC during inspections, and that information and analysis should be published and made available to the public. In addition the force is obliged to supply 'section 95' data to The Home Office on a quarterly basis.
3. HMIC inspections at BCU level in recent years have focused on both operational and employment monitoring issues.
4. Significant benefits, both internal and external, can be delivered through ethnicity monitoring. The primary reason that monitoring is encouraged is to ensure fair and equitable service delivery. Many communities feel they are discriminated against by public authorities, in particular the Police. There is a long standing perception that the police use stop and search powers disproportionately against members of black and minority ethnic communities (BME). Monitoring is one way for Humberside Police to demonstrate fairness and equality of delivery, thus increasing the levels of trust and confidence.

Role of the Diversity Monitoring Group

5. The force Diversity Monitoring Group was introduced in February 2007 to examine performance in relation to operational and employment issues. It sits quarterly and is chaired by the Deputy Chief Constable. Participation in the process by external representatives, covering the seven strands of diversity, is essential to give the process credibility. This is achieved through inclusion of Independent Advisory Group members, and a community representative on the Scrutiny Panel. Panel members include;
 - The Deputy Chief Constable
 - Divisional SMT Diversity Leads
 - Youth and Community Cohesion Unit Inspector
 - Head of Human Resources Development Branch

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- Force Training Manager
- Inspector PSB
- Police Authority diversity representative
- Police Authority performance manager
- IAG representative
- Community representative

6. The terms of reference for the group are as follows;

- To review, on a quarterly basis, all diversity data relating to operational and employment issues;
- With a view to identifying anomalies;
- And taking appropriate action to address the anomalies,
- Or alternatively giving an explanation for their existence.

7. Data for each quarter is examined, and compared to 2001 census return data. Comparisons look both at Humberside as a whole, and the Divisions individually. ***It should be noted that communities within Humberside have changed dramatically since the census figures were published in 2001, however national best practice dictates that the census data is used by the majority of forces. Analysis also assumes that those people encountered by Humberside Police actually live within The Humberside Police area. This should be borne in mind during the scrutiny process.***

8. Due to the built in time delay in inputting data, when meeting, the Panel examines data from one quarter in arrears.

9. This report examines the quarter **April – June 2011**

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**Scrutiny of Stop Search figures
April - June 2011**

Introduction

Stop search data, is examined for evidence of disproportionate police encounters with BME individuals. % conversion from stop to arrest is also examined.

Population figures used for comparison are as follows;

Force wide 98.22% white, **1.78%** BME
A Div 98.58% white, **1.42%** BME
B Div 97.54% white, **2.46%** BME
C Div 98.78% white, **1.22%** BME
D Div 97.68% white, **2.32%** BME

This Quarter	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
Raw stats					
Total	2,126	197	90	239	1,600
White stops	2,021	195	79	231	1,516
% White stops	95.1%	99.0%	87.8%	96.7%	94.8%
White Arrests	161	28	13	6	114
% White arrests	8.0%	14.4%	16.5%	2.6%	7.5%
BME stops	81	1	7	4	69
% BME stops	3.8%	0.5%	7.8%	1.7%	4.3%
BME Arrests	10	0	2	0	8
% BME arrests	12.3%	0.0%	28.6%	0.0%	11.6%
Of self-def 'Chinese' No off-def 'white'	0	0	0	0	0
Of self-def 'Other' No off-def 'white'	1	0	0	0	1
BME stops	80	1	7	4	68
% BME stops	3.8%	0.5%	7.8%	1.7%	4.3%
BME Arrests	10	0	2	0	8
% BME arrests	12.5%	0.0%	28.6%	0.0%	11.8%

The number of Stop Searches force wide and across all divisions has fallen on the last quarter.

With the exception of B Division the percentage of BME stops has decreased on the last quarter, however the B Division figures are very small.

With the exception of A Division the percentage BME stops exceed the percentage BME population; however the numbers involved are relatively small.

Force wide and in B and D Division there appears to some disparity between the percentage white and BME arrests. The higher percentage being BME arrests, however the numbers involved are small.

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Year to Date	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
Raw stats					
Total	2,126	197	90	239	1,600
White stops	2,021	195	79	231	1,516
% White stops	95.1%	99.0%	87.8%	96.7%	94.8%
White Arrests	161	28	13	6	114
% White arrests	8.0%	14.4%	16.5%	2.6%	7.5%
BME stops	81	1	7	4	69
% BME stops	3.8%	0.5%	7.8%	1.7%	4.3%
BME Arrests	10	0	2	0	8
% BME arrests	12.3%	0.0%	28.6%	0.0%	11.6%
Anomalies					
Of self-def 'Chinese' No off- def 'white'	0	0	0	0	0
Of self-def 'Other' No off-def 'white'	1	0	0	0	1
Revised stats					
BME stops	80	1	7	4	68
% BME stops	3.8%	0.5%	7.8%	1.7%	4.3%
BME Arrests	10	0	2	0	8
% BME arrests	12.5%	0.0%	28.6%	0.0%	11.8%

As this is a new year, the year to date figures are exactly the same as the quarter figures thus no further comment is to be made on these figures.

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**Arrests and Disposals
April – June 2011**

Introduction

Arrests and disposals are examined below.

Note that by their nature, immigration arrests are generally more likely to be both pre-planned operations, and to involve BME detainees. Immigration arrest figures are therefore deducted from the total 'self-defined' BME figures in the table below to provide an 'amended' figure, and allow for more meaningful interpretation of the statistics, i.e., analysis of crime/offence based arrests. For reference, immigration figures are detailed separately in the following table;

This Quarter

	Force	A Division	B Division	C Division	D Division
All	15	2	2	0	11
White	2	1	0	0	1
Not Stated	1	0	0	0	1
BME	12	1	2	0	9
% BME	80.0%	50.0%	100.0%	-	81.8%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	15	2	2	0	11
White	2	1	0	0	1
Not Stated	1	0	0	0	1
BME	12	1	2	0	9
% BME	80.0%	50.0%	100.0%	-	81.8%

Population figures used for comparison are as follows;

Force wide 98.22% white, **1.78%** BME
A Div 98.58% white, **1.42%** BME
B Div 97.54% white, **2.46%** BME
C Div 98.78% white, **1.22%** BME
D Div 97.68% white, **2.32%** BME

This Quarter	Force	A Division	B Division	C Division	D Division
Total arrests	6,856	1,450	997	997	3,412
White	6,467	1,405	940	967	3,155
% White	94.3%	96.9%	94.3%	97.0%	92.5%
BME	316	34	51	20	211
% BME	4.6%	2.3%	5.1%	2.0%	6.2%
Modified fig (total - immigration)	6,841	1,448	995	997	3,401
Modified % BME arrests	4.4%	2.3%	4.9%	2.0%	5.9%

The percentage of BME arrests are all above the BME percentage population rate. Force wide and in A and D Divisions the number of BME arrests is down on the last quarter. B Division has seen an increase in the number of arrests whilst C Division has remained the same.

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In comparison in relation to white arrests, with the exception of B Division, there has been an increase on the last quarter.

Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	6,856	1,450	997	997	3,412
White	6,467	1,405	940	967	3,155
% White	94.3%	96.9%	94.3%	97.0%	92.5%
BME	316	34	51	20	211
% BME	4.6%	2.3%	5.1%	2.0%	6.2%
Modified fig (total - immigration)	6,841	1,448	995	997	3,401
Modified % BME arrests	4.4%	2.3%	4.9%	2.0%	5.9%

As this is a new year, the year to date figures are exactly the same as the quarter figures thus no further comment is to be made on these figures.

Disposal methods for prisoners

Disposal methods have been grouped for simplicity.

Disposal Methods for Prisoners	Force This Quarter				Force Year to Date			
	White	% White	BME	% BME	White	% White	BME	% BME
Warning / Reprimand / Caution	614	8.6%	20	6.4%	614	8.6%	20	6.4%
To court (not on remand)	2,071	29.0%	73	23.5%	2,071	29.0%	73	23.5%
To court (on remand)	1,507	21.1%	62	19.9%	1,507	21.1%	62	19.9%
On bail to Police Station	569	8.0%	27	8.7%	569	8.0%	27	8.7%
TIC	1	0.0%	0	0.0%	1	0.0%	0	0.0%
FPN	169	2.4%	3	1.0%	169	2.4%	3	1.0%
MHA Diversion	8	0.1%	1	0.3%	8	0.1%	1	0.3%
NFA	2,145	30.0%	122	39.2%	2,145	30.0%	122	39.2%
To Prison	66	0.9%	3	1.0%	66	0.9%	3	1.0%
Humberside Total	7,150	100.0%	311	100.0%	7,150	100.0%	311	100.0%

This quarter the number of white prisoners dealt with has increased by over 400, the number of BME prisoners is similar to the last quarter.

The percentage disposals are broadly similar for white and BME, with the exception of to court (not on remand) with a 5.5% difference and NFA with a 9.2% difference.

The 39.2% representing NFA for BME prisoners indicates a 4.4% increase this quarter.

Percentage figures are calculated as follows;

% BME is the Number of BME with the specified outcome divided by the number of BME in custody

% White is the Number of White with the specified outcome divided by the number of White in custody

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**Scrutiny of Force tickets
April – June 2011**

Introduction

The issuing of tickets is examined below. 'Tickets' include; traffic related tickets, along with penalty notices for disorder.

The percentage calculations have been modified so as to show 'white' and 'BME' percentages when shown as a percentage of the total number of tickets for which ethnicity is recorded (i.e., excluding unknowns), rather than as a percentage of *all* tickets issued. Numbers of tickets showing 'not known' are also detailed.

Examination focuses on 'officer defined' recording statistics.

Force wide

Comparison population stats; 98.22% white, 1.78% BME

Force This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,441	77	1,518	34
<i>% Endorsable Notices</i>	<i>94.9%</i>	<i>5.1%</i>	-	
HORT1's	197	4	201	43
<i>% of HORT1's</i>	<i>98.0%</i>	<i>2.0%</i>	-	
Non Endorsable Notices	2,513	78	2,591	1,038
<i>%NonEndorsable Notices</i>	<i>97.0%</i>	<i>3.0%</i>	-	
Vehicle Defect Form's	788	51	839	27
<i>% Vehicle Defect Form's</i>	<i>93.9%</i>	<i>6.1%</i>	-	
PND's	702	13	715	41
<i>% of PND's</i>	<i>98.2%</i>	<i>1.8%</i>	-	
Number on courses	829	38	867	15
<i>%of those on courses</i>	<i>95.6%</i>	<i>4.4%</i>	-	

Force Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,441	77	1,518	34
<i>% Endorsable Notices</i>	<i>94.9%</i>	<i>5.1%</i>	-	
HORT1's	197	4	201	43
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Non Endorsable Notices	2,513	78	2,591	1,038
<i>%NonEndorsable Notices</i>	<i>97.0%</i>	<i>3.0%</i>	-	
Vehicle Defect Form's	788	51	839	27
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PND's	702	13	715	41
<i>% of PND's</i>	<i>98.2%</i>	<i>1.8%</i>	-	
Number on courses	829	38	867	15
<i>%of those on courses</i>	<i>95.6%</i>	<i>4.4%</i>	-	

All tickets issued are above the BME percentage population. Generally the total number of tickets issued has decreased this quarter with the exception of PNDs and the Number on courses.

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The BME percentages have increased for Endorsable, VDRs and courses; however the numbers involved are small.

Force wide the number of unknown ethnicities have decreased.

A Div

Comparison population stats; 98.58% white, 1.42% BME

A Division This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	178	11	189	1
<i>% Endorsable Notices</i>	94.2%	5.8%	-	
HORT1's	31	0	31	5
<i>% of HORT1's</i>	100.0%	0.0%	-	
Non Endorsable Notices	236	6	242	22
<i>%NonEndorsable Notices</i>	97.5%	2.5%	-	
Vehicle Defect Form's	130	6	136	4
<i>% Vehicle Defect Form's</i>	95.6%	4.4%	-	
PND's	49	2	51	2
<i>% of PND's</i>	96.1%	3.9%	-	
Number on courses	144	11	155	4
<i>%of those on courses</i>	92.9%	7.1%	-	

A Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	178	11	189	1
<i>% Endorsable Notices</i>	94.2%	5.8%	-	
HORT1's	31	0	31	5
<i>% of HORT1's</i>	100.0%	0.0%	-	
Non Endorsable Notices	236	6	242	22
<i>%NonEndorsable Notices</i>	97.5%	2.5%	-	
Vehicle Defect Form's	130	6	136	4
<i>% Vehicle Defect Form's</i>	95.6%	4.4%	-	
PND's	49	2	51	2
<i>% of PND's</i>	96.1%	3.9%	-	
Number on courses	144	11	155	4
<i>%of those on courses</i>	92.9%	7.1%	-	

In A Division the percentage BME tickets issued with the exception of HORT1s are above the BME percentage population, however the actual numbers involved are small.

There is fluctuation in the numbers of unknown ethnicities however the numbers involved are small.

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B Div

Comparison population stats; 97.54% white, 2.46% BME

B Division This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	275	15	290	1
<i>% Endorsable Notices</i>	94.8%	5.2%	-	
HORT1's	32	2	34	9
<i>% of HORT1's</i>	94.1%	5.9%	-	
Non Endorsable Notices	322	17	339	41
<i>%NonEndorsable Notices</i>	95.0%	5.0%	-	
Vehicle Defect Form's	274	22	296	6
<i>% Vehicle Defect Form's</i>	92.6%	7.4%	-	
PND's	46	2	48	7
<i>% of PND's</i>	95.8%	4.2%	-	
Number on courses	225	10	235	4
<i>%of those on courses</i>	95.7%	4.3%	-	

B Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	275	15	290	1
<i>% Endorsable Notices</i>	94.8%	5.2%	-	
HORT1's	32	2	34	9
<i>% of HORT1's</i>	94.1%	5.9%	-	
Non Endorsable Notices	322	17	339	41
<i>%NonEndorsable Notices</i>	95.0%	5.0%	-	
Vehicle Defect Form's	274	22	296	6
<i>% Vehicle Defect Form's</i>	92.6%	7.4%	-	
PND's	46	2	48	7
<i>% of PND's</i>	95.8%	4.2%	-	
Number on courses	225	10	235	4
<i>%of those on courses</i>	95.7%	4.3%	-	

In B Division the percentage BME tickets issued are all above the percentage BME population however the numbers involved are small. There is fluctuation in the number of unknown ethnicities however the numbers are small.

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C Div

Comparison population stats; 98.78% white, 1.22% BME

C Division This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	483	23	506	15
<i>% Endorsable Notices</i>	95.5%	4.5%	-	
HORT1's	79	2	81	14
<i>% of HORT1's</i>	97.5%	2.5%	-	
Non Endorsable Notices	1,177	16	1,193	844
<i>%NonEndorsable Notices</i>	98.7%	1.3%	-	
Vehicle Defect Form's	210	7	217	1
<i>% Vehicle Defect Form's</i>	96.8%	3.2%	-	
PND's	194	2	196	12
<i>% of PND's</i>	99.0%	1.0%	-	
Number on courses	308	7	315	4
<i>%of those on courses</i>	97.8%	2.2%	-	

C Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	483	23	506	15
<i>% Endorsable Notices</i>	95.5%	4.5%	-	
HORT1's	79	2	81	14
<i>% of HORT1's</i>	97.5%	2.5%	-	
Non Endorsable Notices	1,177	16	1,193	844
<i>%NonEndorsable Notices</i>	98.7%	1.3%	-	
Vehicle Defect Form's	210	7	217	1
<i>% Vehicle Defect Form's</i>	96.8%	3.2%	-	
PND's	194	2	196	12
<i>% of PND's</i>	99.0%	1.0%	-	
Number on courses	308	7	315	4
<i>%of those on courses</i>	97.8%	2.2%	-	

The percentage of BME tickets issued are above the percentage BME population, with the exception of PNDs, again the numbers are small and are largely similar to those of the last quarter.

Generally there has been an improvement in the number of unknown ethnicities recorded.

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D Div

Comparison population stats; 97.68% white, 2.32% BME

D Division This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	505	28	533	17
% Endorsable Notices	94.7%	5.3%	-	
HORT1's	55	0	55	15
% of HORT1's	100.0%	0.0%	-	
Non Endorsable Notices	778	39	817	131
%NonEndorsable Notices	95.2%	4.8%	-	
Vehicle Defect Form's	174	16	190	16
% Vehicle Defect Form's	91.6%	8.4%	-	
PND's	413	7	420	20
% of PND's	98.3%	1.7%	-	
Number on courses	152	10	162	3
%of those on courses	93.8%	6.2%	-	

D Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	505	28	533	17
% Endorsable Notices	94.7%	5.3%	-	
HORT1's	55	0	55	15
% of HORT1's	100.0%	0.0%	-	
Non Endorsable Notices	778	39	817	131
%NonEndorsable Notices	95.2%	4.8%	-	
Vehicle Defect Form's	174	16	190	16
% Vehicle Defect Form's	91.6%	8.4%	-	
PND's	413	7	420	20
% of PND's	98.3%	1.7%	-	
Number on courses	152	10	162	3
%of those on courses	93.8%	6.2%	-	

The majority of tickets issued are more than twice the BME percentage population; however the numbers involved are relatively small.

There have been improvements in the unknown ethnicity recording.

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**Humberside Police
Racially and Religiously Aggravated Crime
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Figures for racially and religiously aggravated crimes are examined, including sanction detection rates. Comparisons with the three preceding quarter's figures are included, along with the rolling year totals.

		Jul-Sept 2010	Oct -Dec 2010	Jan-Mar 2011	Apr-Jun 2011	Rolling year Jul 10 – Jun 11	Police Authority Targets
Force	Recorded	86	83	71	87	327	
	Detected	40	40	42	64	186	
	Detection Rate	46.5%	48.2%	59.2%	73.6%	56.9%	50.1%
A Div	Recorded	25	21	19	28	93	
	Detected	10	7	10	15	42	
	Detection Rate	40.0%	33.3%	52.6%	53.6%	45.2%	50.1%
B Div	Recorded	13	12	11	10	46	
	Detected	4	6	5	7	22	
	Detection Rate	30.8%	50.0%	45.5%	70.0%	47.8%	50.1%
C Div	Recorded	13	14	8	10	45	
	Detected	4	7	9	8	28	
	Detection Rate	30.8%	50.0%	112.5%	80.0%	62.2%	51.0%
D Div	Recorded	35	36	33	39	143	
	Detected	22	20	18	34	94	
	Detection Rate	62.9%	55.6%	54.5%	87.2%	65.7%	63.1%

This quarter there has been an increase force wide and across all division in the number of racially and religiously aggravated crimes recorded.

With the exception of C Division there has been an increase in detections rates, however this is due to the recording anomaly in relation to C Division in the last quarter, C Division have seen a similar increase this quarter if compared to the all of the previous quarters.

All of the Divisions are exceeding the Police Authority targets this quarter, however A and B Divisions are falling short of the Police Authority Targets in relation to the rolling year figures.

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DIVERSITY PMG

COMPLAINT DATA

	<u>01-Apr-10</u> <u>30-Jun-10</u>	<u>01-Apr-11</u> <u>30-Jun-11</u>	<u>Variance</u>
Complaint Cases Recorded	157	92	-65
Complaint Allegations Recorded	311	171	-140
Subjects Complained About			
Male	217	134	-83
Female	67	45	-22
Unidentified	17	8	-9
Total	<u>301</u>	<u>187</u>	<u>-114</u>
Asian	3	0	-3
Black	0	2	2
Other	0	1	1
White	281	174	-107
Unidentified	17	10	-7
Total	<u>301</u>	<u>187</u>	<u>-114</u>
Subjects of Substantiated Allegations			
Male	12	3	-9
Female	3	1	-2
Unknown/Not Stated	2	0	-2
Total	<u>17</u>	<u>4</u>	<u>-13</u>
BME	0	0	0
White	15	4	-11
Unknown/Not Stated	2	0	-2
Total	<u>17</u>	<u>4</u>	<u>-11</u>

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Complainants

Male	107	68	-39
Female	60	37	-23
Transgender	0	0	0
Unknown/Not Stated	0	1	1
Total	167	106	-61

Asian	4	2	-2
Black	4	4	0
Other	1	1	0
White	143	72	-71
Unknown/Not Stated	15	27	12
Total	167	106	-61

**Complaints Motivated by One of the
Six Strands of Diversity**

2	3	1
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MISCONDUCT DATA

	<u>01-Apr-10</u> <u>30-Jun-10</u>	<u>01-Apr-11</u> <u>30-Jun-11</u>	<u>Variance</u>
Misconduct Cases Recorded	31	27	-4
Misconduct Allegations Recorded	42	52	10
Misconduct Allegation Subjects			
Male	21	9	-12
Female	6	1	-5
Unknown/Not Stated	0	0	0
Total	<u>27</u>	<u>10</u>	<u>-17</u>
Asian	0	0	
Black	0	0	
Other	1	0	-1
White	26	10	-16
Unknown/Not Stated	0	0	0
Total	<u>27</u>	<u>10</u>	<u>-17</u>
Misconduct Meetings			
Male	1	5	4
Female	1	1	0
Unknown/Not Stated	0	0	0
Total	<u>2</u>	<u>6</u>	<u>4</u>
BME	0	0	0
White	2	6	4
Total	<u>2</u>	<u>6</u>	<u>4</u>
Misconduct Hearings			
Male	1	0	-1
Female	0	0	0
Unknown/Not Stated	0	0	0
Total	<u>1</u>	<u>0</u>	<u>-1</u>
BME	0	0	0
White	1	0	-1
Total	<u>1</u>	<u>0</u>	<u>-1</u>

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Report to: Fairness & Equality Scrutiny Panel

**Report from: HR Manager
(Equalities)**

EMPLOYMENT MONITORING UPDATE

PURPOSE OF THE REPORT

1. This report outlines areas of performance in relation to employment monitoring and details the current BME staffing position for the period 1 April 2011 to 30 June 2011.

BACKGROUND

2. As a public authority, we have general and specific duties to meet of the Equality Act 2010. Specific duties are expected to become law in September 2011 and we await further guidance from the Government's Equality Office. However, the aim of the Equality General Duty remains to show due regard to the three duty aims; to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

STAFF IN POST

3. A comparison of staff in post over the last financial year (2010/2011) and this first quarter of 2011-12 are shown below.

2010-2011					2011-2012						
Force Family Headcount	Female %	BME %	Disabled %	56+ %	Force Family Headcount	Female %	BME %	Disabled %	56+ %		
Q1	4,688	43.9%	1.73%	3.01%	8.43%	Q1	4,438	43.78%	1.84%	2.95%	9.73%
Q2	4,672	43.56%	1.78%	3.04%	8.18%						
Q3	4,620	43.72%	1.81%	2.98%	8.26%						
Q4	4,536	43.81%	1.81%	2.91%	8.20%						
Police Officers	Female	BME	Disabled	56+	Police Officers	Female	BME	Disabled	56+		
Q1	2,062	27.69%	1.94%	2.18%	1.26%	Q1	1,966	28.18%	1.62%	2.08%	2.49%
Q2	2,044	27.64%	1.66%	2.25%	1.32%						
Q3	2,007	27.90%	1.64%	2.19%	1.44%						
Q4	1,982	28.10%	1.61%	2.12%	1.51%						
Police Staff	Female	BME	Disabled	56+	Police Staff	Female	BME	Disabled	56+		
Q1	2,172	58.56%	1.47%	4.51%	15.65%	Q1	2021	58.58%	1.63%	4.2%	17.47%
Q2	2,164	57.95%	1.52%	4.30%	15.11%						
Q3	2,133	58.08%	1.54%	4.26%	15.23%						
Q4	2,089	58.21%	1.53%	4.16%	14.98%						
Special Constables	Female	BME	Disabled	56+	Special Constables	Female	BME	Disabled	56+		
Q1	336	41.96%	1.78%	0.89%	2.08%	Q1	344	41.57%	1.74%	1.45%	2.03%
Q2	335	40.30%	1.79%	0.90%	1.79%						
Q3	341	39.29%	2.05%	0.87%	1.75%						
Q4	336	40.18%	1.79%	0.89%	1.79%						
Volunteers	Female	BME	Disabled	56+	Volunteers	Female	BME	Disabled	56+		
Q1	118	62.71%	7.63%	0%	18.64%	Q1	107	57.94%	10.28%	0%	21.49%
Q2	129	62.79%	7.75%	0%	17.05%						
Q3	139	62.58%	7.91%	0%	15.82%						
Q4	129	61.24%	9.30%	0%	17.83%						

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STAFF RECRUITMENT

4. Recruitment activity continues to be low, specifically due to the external recruitment freeze for police staff roles. The local target for BME recruitment for 2011/2012 has yet to be agreed by the Police Authority, however, the table below breaks down the newly recruited from 1 April 2011 to 30 June 2011.

Quarter	Total Number of External Recruits				Total Number of BME Recruits				Current BME % of Recruits To Date
	Police staff	Volunteers	Special Constables	Sub Total	Police Staff	Volunteers	Special Constables	Sub Total	
Q1	6	10	36	52	0	1	0	1	1.92%
Grand Total	6	10	36	52	0	1	0	1	1.92%

5. Of the 52 individuals that have joined Humberside Police this first quarter, 1.92% is from the BME communities.

TRANSFEREE APPLICATIONS

6. Due to the current financial climate, applications continue not to be accepted from serving police officers from other Forces who wish to express an interest to transfer to Humberside Police.

APPLICANTS FOR PROMOTION AND PROGRESSION

7. The target of 24% of police officers to be female is currently exceeded (28.10%).
8. A target for all female police officers who are sergeants and inspectors has yet to be agreed with the Police Authority for 2011/12. At present, 7.72% of female officers are Sergeants (43 out of 557 females) and 2.51% of female officers are Inspectors (14 out of 557), equating to a combined rate of 10.23%.
9. To compare the ranks by gender, 12.96% of all Inspectors (14 out of 108) and 15.64% of all Sergeants (43 out of 275) are female.
10. Between 1 April 2011 and 30 June 2011, the OSPRE Part 2 Inspector's examination has been completed; 7 applicants applied, of which 6 were successful (85.71%) – all were White British non-disabled men.
11. All BME and 'White Other' police officers, police staff, volunteers and special constables will be offered a further career interview during 2011/12. To date, all 32 VME and 'White Other' police officers, 5 VME police staff and 11 VME/'White Other' Volunteers have been given this opportunity. Of the 48, 19 police officers, 5 police staff and 4 volunteers have responded positively to this support. This has resulted in 13 police officers, 4 police staff and 4 volunteers requesting career interviews.

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GRIEVANCE AND DISCIPLINARY PROCEDURES

Grievance – Police Staff

12. Between 1 April 2011 – 30 June 2011, the Senior HR Officer (Diversity) has been actively involved in dealing with 17 informal complaints (Stage 1), of which; 5 were resolved, 2 were unresolved and 10 are ongoing. No new formal (Stage 2) grievances were received, but 2 were resolved, 4 withdrew and 1 is ongoing.

Grievance – Police Officer

13. Between 1 April 2011 – 30 June, the Senior HR Officer (Diversity) has been actively involved in dealing with 6 informal complaints (Stage 1), of which; 1 resolved and 5 ongoing. A further 6 formal (Stage 2) grievances were received, of which; 1 rejected and 5 are ongoing.
14. None of the informal grievances (Stage 1) for either Police Staff or Police Officers has progressed to the formal stage (Stage 2) of the RADAW procedure.
15. With the introduction of the revised RADAW procedure, dealing with the increased number of complaints from Police Staff at an informal level has avoided situations from escalating out of control. To compare with the previous quarter (1 January 2011 to 31 March 2011 under the old procedure), the level of informal complaints received has increased by 140% (24 compared with 10). On a positive note, individuals who have raised their concerns at the informal stage have feedback how pleased they have been with the way their concerns have been dealt with.

Disciplinary – Police Staff

16. Between the period 1 April 2011 – 30 June 2011; 19 misconduct cases have been reported, of which 6 progressed to disciplinary hearings; 1 is yet to be heard. Of the 4 heard, 2 resulted in Written Warnings and 2 in Final Written Warnings, the remaining 1 resigned before the hearing took place.
17. Honesty and Integrity and Authority, Respect and Courtesy concerns feature highly in conduct offences, with 33% of cases relating to Honesty and Integrity and 33% of cases relating to Authority, Respect and Courtesy.
18. Disciplinary issues involving Police Community Support Officers continue to be excessively high, as they have done for the previous three quarters. PCSOs make up 15% of the workforce, yet for the period 1 April 2011 to 30 June 2011, 32% of disciplinary issues involved PCSOs, primarily for Honesty and Integrity and Authority, Respect and Courtesy concerns.

Disciplinary – Police Officer

19. There have been no Misconduct Hearings held between 1 April 2011 and 30 June 2011.

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- 20.** During the period 1 April 2011 to 30 June 2011, 6 officers have faced 11 separate allegations and 6 Misconduct Meetings have taken place as a result. Four officers received a Final Written Warning, 1 officer received a Written Warning and 1 officer received Management Advice.
- 21.** Five of the allegations related to Duties and Responsibilities, 3 allegations related to Confidentiality, 1 allegation related to the Use of Force and 2 allegations related to Orders and Instructions. There are no obvious trends arising from these allegations.

THOSE WHO CEASE EMPLOYMENT (LEAVERS)

- 22.** The local target for BME retention for 2011/12 has yet to be agreed with the Police Authority based on the number of 'those who cease employment' with Humberside Police. However, for the period 1 April 2011 to 30 June 2011, 128 people have left Humberside Police for various reasons; 70 police staff, 23 police officers, 11 special constables and 24 volunteers, of which 1 (volunteer) resigned who is from a White Other community, this equates to 0.78% of all leavers.
- 23.** A comparison of BME staff who ceased employment in the last financial year (2010/2011) and this first quarter of 2011-12 are shown below.

Quarter	Those who cease employment					BME communities who cease employment					Current % of staff from BME communities who cease employment	
	Police Officers	Police staff	Volunteers	Special Constables	Sub Total	Police Officers	Police Staff	Volunteers	Special Constables	Sub Total	2011-2012	2010-2011
Q1	23	70	24	11	128	0	0	1	0	1	0.78%	0%
Q2												0.8%
Q3												1.01%
Q4												4.67%
Grand Total	23	70	24	11	128	0	0	1	0	1		1.94%

- 24.** Of the 70 police staff that left the organisation during the period 1 April 2011 to 30 June 2011, 65.71% (46) left the organisation in accordance with the enhanced voluntary redundancy scheme; no one was from a BME community.
- 25.** The Police Authority met on 24 May 2011 and has granted a further 27 police staff the enhanced voluntary redundancy package, one member of staff is from a BME community. Of the 27, 18 members of staff are currently working their notice periods; the remaining 9 members of staff withdrew their request to cease their employment.
- 26.** A further 4 members of police staff await a decision from the Police Authority to be granted the enhanced voluntary redundancy package during this period, no one is from a BME community.

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OPTIONS/RISKS

27. The CSR 2015 review continues to have a significant impact on the number of vacancies advertised.

EQUALITY AND DIVERSITY IMPLICATIONS

28. The implications of the CSR 2015, internal redeployment and recruitment continues to be monitored to determine the impact on the diversity profile of the force.

CONCLUSIONS

29. The Force's recruitment and selection procedures are competency based and do not intentionally discriminate against anyone on the basis of ethnicity, gender, age, religion/belief, sexual orientation, gender reassignment or disability.
30. Efforts will continue to increase recruitment, progression and retention from all strands of diversity to the wider police family throughout the next financial year, wherever possible.