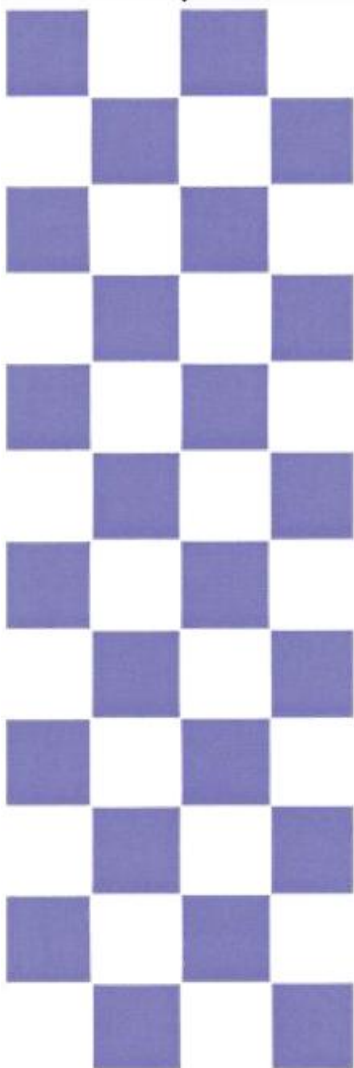
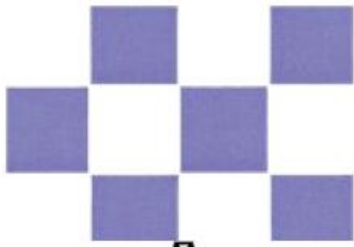


**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED**  
April - June 2012



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**April - June 2012**



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

CONTENTS	PAGE NO
Introduction	3 - 4
Scrutiny of stop/searches & stop/talks	5 - 6
Arrest and Disposal Analysis	7 - 9
Force Tickets Analysis	10 - 15
Racially and Religiously Aggravated Crime	16
Crimes with Hate Crime Flag	17
Complaints	18 - 20
Employment Monitoring	21 - 25

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**Diversity Monitoring  
April - June 2012**

**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;

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED**

**April - June 2012**

- The Deputy Chief Constable
- Divisional SMT Diversity Leads
- Community Safety Unit Inspector
- Head of Human Resources Development Branch
- 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 2012**

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**Scrutiny of Stop Search figures  
April - June 2012**

**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
<b>Raw stats</b>					
<b>Total</b>	<b>2,031</b>	<b>216</b>	<b>178</b>	<b>315</b>	<b>1,322</b>
<b>White stops</b>	1,934	204	170	304	1,256
<b>% White stops</b>	<b>95.2%</b>	<b>94.4%</b>	<b>95.5%</b>	<b>96.5%</b>	<b>95.0%</b>
<b>White Arrests</b>	108	54	17	8	29
<b>% White arrests</b>	<b>5.6%</b>	<b>26.5%</b>	<b>10.0%</b>	<b>2.6%</b>	<b>2.3%</b>
<b>BME stops</b>	73	10	3	8	52
<b>% BME stops</b>	<b>3.6%</b>	<b>4.6%</b>	<b>1.7%</b>	<b>2.5%</b>	<b>3.9%</b>
<b>BME Arrests</b>	5	2	1	0	2
<b>% BME arrests</b>	<b>6.8%</b>	<b>20.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>3.8%</b>
<b>Of self-def 'Chinese' No off-def 'white'</b>	0	0	0	0	0
<b>Of self-def 'Other' No off-def 'white'</b>	0	0	0	0	0
<b>BME stops</b>	73	<b>10</b>	<b>3</b>	<b>8</b>	52
<b>% BME stops</b>	<b>3.6%</b>	<b>4.6%</b>	<b>1.7%</b>	<b>2.5%</b>	<b>3.9%</b>
<b>BME Arrests</b>	5	2	<b>1</b>	<b>0</b>	2
<b>% BME arrests</b>	<b>6.8%</b>	<b>20.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>3.8%</b>

Force wide and across all divisions with the exception of A Division the total number of stop searches have decreased.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

In A Division BME stop searches have multiplied by 10 and arrests increased by 20%, however the figures are small.

In B Division BME stop searches have decreased tenfold from 30 to 3 and the number of arrests are a third of the total for the previous quarter but represent 33.3%, however the figures involved are small.

In C Division white stop searches have decreased by nearly 600 and BME stop searches have nearly halved, of the 8 BME stops there were no arrests.

In D Division the number of BME stop searches has decreased by over 40, the number of arrests has increased on the last quarter.

Year to Date	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
<b>Raw stats</b>					
<b>Total</b>	<b>2,031</b>	<b>216</b>	<b>178</b>	<b>315</b>	<b>1,322</b>
<b>White stops</b>	1,934	204	170	304	1,256
<b>% White stops</b>	<b>95.2%</b>	<b>94.4%</b>	<b>95.5%</b>	<b>96.5%</b>	<b>95.0%</b>
<b>White Arrests</b>	108	54	17	8	29
<b>% White arrests</b>	<b>5.6%</b>	<b>26.5%</b>	<b>10.0%</b>	<b>2.6%</b>	<b>2.3%</b>
<b>BME stops</b>	73	10	3	8	52
<b>% BME stops</b>	<b>3.6%</b>	<b>4.6%</b>	<b>1.7%</b>	<b>2.5%</b>	<b>3.9%</b>
<b>BME Arrests</b>	5	2	1	0	2
<b>% BME arrests</b>	<b>6.8%</b>	<b>20.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>3.8%</b>
<b>Anomalies</b>					
Of self-def 'Chinese' No off-def 'white'	0	0	0	0	0
Of self-def 'Other' No off-def 'white'	0	0	0	0	0
<b>Revised stats</b>					
<b>BME stops</b>	73	10	3	8	52
<b>% BME stops</b>	<b>3.6%</b>	<b>4.6%</b>	<b>1.7%</b>	<b>2.5%</b>	<b>3.9%</b>
<b>BME Arrests</b>	5	2	1	0	2
<b>% BME arrests</b>	<b>6.8%</b>	<b>20.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>3.8%</b>

In comparison to the data for April to June 2011, with the exception of D Division the total number of stop searches has increased.

The number of BME stop searches and arrests has increased in A and C Divisions and decreased in B and D Divisions.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**Arrests and Disposals  
April - June 2012**

**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**

	<b>Force</b>	<b>A Division</b>	<b>B Division</b>	<b>C Division</b>	<b>D Division</b>
<b>All</b>	20	5	8	2	5
<b>White</b>	2	0	2	0	0
<b>Not Stated</b>	0	0	0	0	0
<b>BME</b>	18	5	6	2	5
<b>% BME</b>	90.0%	100.0%	75.0%	100.0%	100.0%

**Year to Date**

	<b>Force</b>	<b>A Division</b>	<b>B Division</b>	<b>C Division</b>	<b>D Division</b>
<b>All</b>	20	5	8	2	5
<b>White</b>	2	0	2	0	0
<b>Not Stated</b>	0	0	0	0	0
<b>BME</b>	18	5	6	2	5
<b>% BME</b>	90.0%	100.0%	75.0%	100.0%	100.0%

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

<b>This Quarter</b>	<b>Force</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
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**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

		Division	Division	Division	Division
<b>Total arrests</b>	9,279	1,342	959	868	6,110
<b>White</b>	8,726	1,279	892	836	5,719
<b>% White</b>	<b>94.0%</b>	<b>95.3%</b>	<b>93.0%</b>	<b>96.3%</b>	<b>93.6%</b>
<b>BME</b>	460	46	62	27	325
<b>% BME</b>	<b>5.0%</b>	<b>3.4%</b>	<b>6.5%</b>	<b>3.1%</b>	<b>5.3%</b>
<b>Modified fig (total - immigration)</b>	9,259	1,337	951	866	6,105
<b>Modified % BME arrests</b>	4.8%	3.1%	5.9%	2.9%	5.2%

Force wide the total number of arrests has increased again this quarter, the number of BME arrests has increased slightly however the percentages are similar to those of the previous quarter.

Year to Date	Force	A Division	B Division	C Division	D Division
<b>Total arrests</b>	9,279	1,342	959	868	6,110
<b>White</b>	8,726	1,279	892	836	5,719
<b>% White</b>	<b>94.0%</b>	<b>95.3%</b>	<b>93.0%</b>	<b>96.3%</b>	<b>93.6%</b>
<b>BME</b>	460	46	62	27	325
<b>% BME</b>	<b>5.0%</b>	<b>3.4%</b>	<b>6.5%</b>	<b>3.1%</b>	<b>5.3%</b>
<b>Modified fig (total - immigration)</b>	9,261	1,339	956	863	6,103
<b>Modified % BME arrests</b>	4.8%	3.2%	6.2%	2.5%	5.2%

In comparison to the data for April-June 2011 with the exception of D Division there have been decreases in the number of arrests but percentage increases for BME arrests. Of note is D Division where arrests have increased by 2702 on the same period last year, the percentage of BME arrests has decreased slightly.

### 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
<b>Warning / Reprimand / Caution</b>	491	7.7%	22	7.0%	491	7.7%	22	7.0%
<b>To court (not on remand)</b>	1,747	27.4%	67	21.3%	1,747	27.4%	67	21.3%
<b>To court (on remand)</b>	1,329	20.9%	45	14.3%	1,329	20.9%	45	14.3%
<b>On bail to Police Station</b>	557	8.7%	46	14.6%	557	8.7%	46	14.6%
<b>TIC</b>	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>FPN</b>	79	1.2%	7	2.2%	79	1.2%	7	2.2%
<b>MHA Diversion</b>	7	0.1%	0	0.0%	7	0.1%	0	0.0%
<b>NFA</b>	2,158	33.9%	128	40.6%	2,158	33.9%	128	40.6%
<b>Humberside Total</b>	6,368	100.0%	315	100.0%	6,368	100.0%	315	100.0%

Percentage figures are calculated as follows;



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED**

**April - June 2012**

% 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

This quarter the total number of prisoners dealt with has increased by 593.

Of particular note: to court (not on remand), the figures and percentages have decreased, however there is a larger difference in the percentages with whites being 6.1% greater. To court (on remand), the number of white prisoners has increased whilst all other figures have decreased, again there is a large difference in percentages with whites being 6.6% greater. On bail to Police Station, all figures have decreased; however the percentage for BME is 5.9% greater than for whites.

The number of prisoners dealt with by way of NFA has increased by 397, the percentage for BME being 6.7% greater than for whites.

For the year to date data, in comparison to the data for April to June 2011 there has been a large decrease in the number of white prisoners dealt with.

The percentages are largely similar to previous data with the exception of the BME percentage for to court (not on remand) which is -5.6% on previous data and on bail to Police station which is -5.9% on previous data.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**Scrutiny of Force tickets  
April - June 2012**

**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

<b>Force This Quarter</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>1,578</b>	<b>84</b>	<b>1,662</b>	<b>34</b>
<b>% Endorsable Notices</b>	94.9%	5.1%	-	
<b>HORT1's</b>	<b>136</b>	<b>6</b>	<b>142</b>	<b>50</b>
<b>% of HORT1's</b>	95.8%	4.2%	-	
<b>Non Endorsable Notices</b>	<b>1,544</b>	<b>74</b>	<b>1,618</b>	<b>232</b>
<b>%NonEndorsable Notices</b>	95.4%	4.6%	-	
<b>Vehicle Defect Form's</b>	<b>903</b>	<b>66</b>	<b>969</b>	<b>43</b>
<b>% Vehicle Defect Form's</b>	93.2%	6.8%	-	
<b>PND's</b>	<b>573</b>	<b>16</b>	<b>589</b>	<b>37</b>
<b>% of PND's</b>	97.3%	2.7%	-	
<b>Number on courses</b>	<b>1,153</b>	<b>35</b>	<b>1,188</b>	<b>18</b>
<b>%of those on courses</b>	97.1%	2.9%	-	

Force wide there has been an increase in the number of Endorsable Notices issued, the larger increase being to whites. There has been a large decrease in the number of VDRs issued, again the larger decrease being to whites. The number of people attending courses has increased however the percentages remain the same as the last quarter. There are small fluctuations in the number of tickets issued and the number of unknown ethnicities save for the decrease in the number of unknown ethnicities for VDRs which is comparable to the decrease in the number of VDRs issued.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

<b>Force Year to Date</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>1,578</b>	<b>84</b>	<b>1,662</b>	<b>34</b>
<b>% Endorsable Notices</b>	94.9%	5.1%	-	
<b>HORT1's</b>	<b>136</b>	<b>6</b>	<b>142</b>	<b>50</b>
<b>% of HORT1's</b>	95.8%	4.2%	-	
<b>Non Endorsable Notices</b>	<b>1,544</b>	<b>74</b>	<b>1,618</b>	<b>232</b>
<b>%NonEndorsable Notices</b>	95.4%	4.6%	-	
<b>Vehicle Defect Form's</b>	<b>903</b>	<b>66</b>	<b>969</b>	<b>43</b>
<b>% Vehicle Defect Form's</b>	93.2%	6.8%	-	
<b>PND's</b>	<b>573</b>	<b>16</b>	<b>589</b>	<b>37</b>
<b>% of PND's</b>	97.3%	2.7%	-	
<b>Number on courses</b>	<b>1,153</b>	<b>35</b>	<b>1,188</b>	<b>18</b>
<b>%of those on courses</b>	97.1%	2.9%	-	

In comparison to data for April-June 2011, there has been a substantial decrease in the number of Non Endorsable Notices issued particularly to whites. There are small fluctuations in the number of tickets issued to the BME community; however these figures are largely similar to previous data. There is no noticeable change to the number of unknown ethnicities.

**A Div**

Comparison population stats; 98.58% white, 1.42% BME

<b>A Division This Quarter</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>150</b>	<b>7</b>	<b>157</b>	<b>3</b>
<b>% Endorsable Notices</b>	95.5%	4.5%	-	
<b>HORT1's</b>	<b>21</b>	<b>2</b>	<b>23</b>	<b>6</b>
<b>% of HORT1's</b>	91.3%	8.7%	-	
<b>Non Endorsable Notices</b>	<b>126</b>	<b>10</b>	<b>136</b>	<b>8</b>
<b>%NonEndorsable Notices</b>	92.6%	7.4%	-	
<b>Vehicle Defect Form's</b>	<b>107</b>	<b>6</b>	<b>113</b>	<b>3</b>
<b>% Vehicle Defect Form's</b>	94.7%	5.3%	-	
<b>PND's</b>	<b>49</b>	<b>2</b>	<b>51</b>	<b>6</b>
<b>% of PND's</b>	96.1%	3.9%	-	
<b>Number on courses</b>	<b>171</b>	<b>1</b>	<b>172</b>	<b>2</b>
<b>%of those on courses</b>	99.4%	0.6%	-	

There has been a notable decrease in the number of Non Endorsable Notices issued and a smaller decrease in the number of VDRs issued. The numbers attending courses has risen.

There have been fluctuations in the number of undefined ethnicities and the number of tickets issued to the BME community however the figures are small.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

<b>A Division Year to Date</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>150</b>	<b>7</b>	<b>157</b>	<b>3</b>
<i>% Endorsable Notices</i>	95.5%	4.5%	-	
<b>HORT1's</b>	<b>21</b>	<b>2</b>	<b>23</b>	<b>6</b>
<i>% of HORT1's</i>	91.3%	8.7%	-	
<b>Non Endorsable Notices</b>	<b>126</b>	<b>10</b>	<b>136</b>	<b>8</b>
<i>%NonEndorsable Notices</i>	92.6%	7.4%	-	
<b>Vehicle Defect Form's</b>	<b>107</b>	<b>6</b>	<b>113</b>	<b>3</b>
<i>% Vehicle Defect Form's</i>	94.7%	5.3%	-	
<b>PND's</b>	<b>49</b>	<b>2</b>	<b>51</b>	<b>6</b>
<i>% of PND's</i>	96.1%	3.9%	-	
<b>Number on courses</b>	<b>171</b>	<b>1</b>	<b>172</b>	<b>2</b>
<i>%of those on courses</i>	99.4%	0.6%	-	

In comparison to the data for April-June 2011, the number of tickets issued in the Division has decreased and the numbers on courses have increased. With the exception of Endorsable Notices the number of tickets issued to the BME community has increased, but the numbers involved are small.

**B Div**

Comparison population stats; 97.54% white, 2.46% BME

<b>B Division This Quarter</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>258</b>	<b>13</b>	<b>271</b>	<b>2</b>
<i>% Endorsable Notices</i>	95.2%	4.8%	-	
<b>HORT1's</b>	<b>30</b>	<b>1</b>	<b>31</b>	<b>8</b>
<i>% of HORT1's</i>	96.8%	3.2%	-	
<b>Non Endorsable Notices</b>	<b>464</b>	<b>24</b>	<b>488</b>	<b>158</b>
<i>%NonEndorsable Notices</i>	95.1%	4.9%	-	
<b>Vehicle Defect Form's</b>	<b>286</b>	<b>32</b>	<b>318</b>	<b>5</b>
<i>% Vehicle Defect Form's</i>	89.9%	10.1%	-	
<b>PND's</b>	<b>50</b>	<b>1</b>	<b>51</b>	<b>3</b>
<i>% of PND's</i>	98.0%	2.0%	-	
<b>Number on courses</b>	<b>257</b>	<b>8</b>	<b>265</b>	<b>4</b>
<i>%of those on courses</i>	97.0%	3.0%	-	

There has been a large increase in the number of Endorsable, Non Endorsable Notices issued and the number on courses, particularly in relation to whites. There has been a large decrease in the number of VDRs issued.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

There have been fluctuations in the number of undefined ethnicities and tickets issued to the BME community however the numbers are small except for in relation to Non Endorsable Notices unknown ethnicities.

<b>B Division Year to Date</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>258</b>	<b>13</b>	<b>271</b>	<b>2</b>
<i>% Endorsable Notices</i>	95.2%	4.8%	-	
<b>HORT1's</b>	<b>30</b>	<b>1</b>	<b>31</b>	<b>8</b>
<i>% of HORT1's</i>	96.8%	3.2%	-	
<b>Non Endorsable Notices</b>	<b>464</b>	<b>24</b>	<b>488</b>	<b>158</b>
<i>%NonEndorsable Notices</i>	95.1%	4.9%	-	
<b>Vehicle Defect Form's</b>	<b>286</b>	<b>32</b>	<b>318</b>	<b>5</b>
<i>% Vehicle Defect Form's</i>	89.9%	10.1%	-	
<b>PND's</b>	<b>50</b>	<b>1</b>	<b>51</b>	<b>3</b>
<i>% of PND's</i>	98.0%	2.0%	-	
<b>Number on courses</b>	<b>257</b>	<b>8</b>	<b>265</b>	<b>4</b>
<i>%of those on courses</i>	97.0%	3.0%	-	

The total number of tickets issued is largely comparable to previous data except for Non Endorsable Notices which have increased by over 100.

Tickets issued and percentages for the BME community are similar to previous data with the exception of VDRs which have risen but are small in number.

**C Div**

Comparison population stats; 98.78% white, 1.22% BME

<b>C Division This Quarter</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>642</b>	<b>28</b>	<b>670</b>	<b>14</b>
<i>% Endorsable Notices</i>	95.8%	4.2%	-	
<b>HORT1's</b>	<b>48</b>	<b>1</b>	<b>49</b>	<b>22</b>
<i>% of HORT1's</i>	98.0%	2.0%	-	
<b>Non Endorsable Notices</b>	<b>478</b>	<b>12</b>	<b>490</b>	<b>38</b>
<i>%NonEndorsable Notices</i>	97.6%	2.4%	-	
<b>Vehicle Defect Form's</b>	<b>227</b>	<b>7</b>	<b>234</b>	<b>12</b>
<i>% Vehicle Defect Form's</i>	97.0%	3.0%	-	
<b>PND's</b>	<b>155</b>	<b>2</b>	<b>157</b>	<b>7</b>
<i>% of PND's</i>	98.7%	1.3%	-	
<b>Number on courses</b>	<b>436</b>	<b>8</b>	<b>444</b>	<b>6</b>
<i>%of those on courses</i>	98.2%	1.8%	-	

There have been increases in the number of Endorsable, Non Endorsable Notices issued and the number on courses, particularly in relation to whites.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

There has been a large decrease in the number of VDRs issued. There have been fluctuations in the number of undefined ethnicities and tickets issued to the BME community but the numbers involved are small.

<b>C Division Year to Date</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>642</b>	<b>28</b>	<b>670</b>	<b>14</b>
<i>% Endorsable Notices</i>	95.8%	4.2%	-	
<b>HORT1's</b>	<b>48</b>	<b>1</b>	<b>49</b>	<b>22</b>
<i>% of HORT1's</i>	98.0%	2.0%	-	
<b>Non Endorsable Notices</b>	<b>478</b>	<b>12</b>	<b>490</b>	<b>38</b>
<i>%NonEndorsable Notices</i>	97.6%	2.4%	-	
<b>Vehicle Defect Form's</b>	<b>227</b>	<b>7</b>	<b>234</b>	<b>12</b>
<i>% Vehicle Defect Form's</i>	97.0%	3.0%	-	
<b>PND's</b>	<b>155</b>	<b>2</b>	<b>157</b>	<b>7</b>
<i>% of PND's</i>	98.7%	1.3%	-	
<b>Number on courses</b>	<b>436</b>	<b>8</b>	<b>444</b>	<b>6</b>
<i>%of those on courses</i>	98.2%	1.8%	-	

In comparison to previous data there has been a large increase in the number of Endorsable Notices, the majority being issued to whites. The number of tickets issued to the BME community is largely similar to previous data. The number of Non Endorsable Notices has decreased by 703 and the number of unknown ethnicities for Non Endorsable Notices has decreased from 844 to 38.

**D Div**

Comparison population stats; 97.68% white, 2.32% BME

<b>D Division This Quarter</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>528</b>	<b>36</b>	<b>564</b>	<b>15</b>
<i>% Endorsable Notices</i>	93.6%	6.4%	-	
<b>HORT1's</b>	<b>37</b>	<b>2</b>	<b>39</b>	<b>14</b>
<i>% of HORT1's</i>	94.9%	5.1%	-	
<b>Non Endorsable Notices</b>	<b>476</b>	<b>28</b>	<b>504</b>	<b>28</b>
<i>%NonEndorsable Notices</i>	94.4%	5.6%	-	
<b>Vehicle Defect Form's</b>	<b>283</b>	<b>21</b>	<b>304</b>	<b>23</b>
<i>% Vehicle Defect Form's</i>	93.1%	6.9%	-	
<b>PND's</b>	<b>319</b>	<b>11</b>	<b>330</b>	<b>21</b>
<i>% of PND's</i>	96.7%	3.3%	-	
<b>Number on courses</b>	<b>289</b>	<b>18</b>	<b>307</b>	<b>6</b>

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

<b>%of those on courses</b>	94.1%	5.9%	-	
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There have been substantial decreases in the number of Non Endorsable Notices and VDRs issued this quarter.

There have been fluctuations in the numbers of undefined ethnicities and the number of tickets issued to the BME community however the numbers involved are small.

<b>D Division Year to Date</b>				
	<b>White</b>	<b>BME</b>	<b>Total tickets ethnicity recorded</b>	<b>U/K</b>
<b>Endorsable notices</b>	<b>528</b>	<b>36</b>	<b>564</b>	<b>15</b>
<b>% Endorsable Notices</b>	93.6%	6.4%	-	
<b>HORT1's</b>	<b>37</b>	<b>2</b>	<b>39</b>	<b>14</b>
<b>% of HORT1's</b>	94.9%	5.1%	-	
<b>Non Endorsable Notices</b>	<b>476</b>	<b>28</b>	<b>504</b>	<b>28</b>
<b>%NonEndorsable Notices</b>	94.4%	5.6%	-	
<b>Vehicle Defect Form's</b>	<b>283</b>	<b>21</b>	<b>304</b>	<b>23</b>
<b>% Vehicle Defect Form's</b>	93.1%	6.9%	-	
<b>PND's</b>	<b>319</b>	<b>11</b>	<b>330</b>	<b>21</b>
<b>% of PND's</b>	96.7%	3.3%	-	
<b>Number on courses</b>	<b>289</b>	<b>18</b>	<b>307</b>	<b>6</b>
<b>%of those on courses</b>	94.1%	5.9%	-	

In comparison to the data for April-June 2011, the number of Non Endorsable Notices issued has decreased by over 300 and the VDRs issued have increased by over 100. The number of tickets issued to the BME community is largely similar to previous data.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**Humberside Police  
Racially and Religiously Aggravated Crime  
April - June 2012**

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 2011	Oct-Dec 2011	Jan-Mar 2012	Apr-Jun 2012	Rolling year Jul 11 - Jun 12	Police Authority Targets
Force	Recorded	77	76	70	90	<b>313</b>	
	Detected	34	57	35	52	<b>178</b>	
	Detection Rate	44.2%	75.0%	50.0%	57.8%	<b>56.9%</b>	<b>50.1%</b>
A Div	Recorded	24	17	18	<b>21</b>	<b>80</b>	
	Detected	12	13	10	<b>8</b>	<b>43</b>	
	Detection Rate	50.0%	76.5%	55.6%	<b>38.1%</b>	<b>53.8%</b>	<b>50.1%</b>
B Div	Recorded	7	8	8	12	<b>35</b>	
	Detected	3	8	5	7	<b>23</b>	
	Detection Rate	42.9%	100.0%	62.5%	<b>58.3%</b>	<b>65.7%</b>	<b>50.1%</b>
C Div	Recorded	11	16	12	<b>8</b>	<b>47</b>	
	Detected	3	11	4	4	<b>22</b>	
	Detection Rate	27.3%	68.8%	33.3%	50.0%	<b>46.8%</b>	<b>51.0%</b>
D Div	Recorded	35	35	32	49	<b>151</b>	
	Detected	16	25	16	33	<b>90</b>	
	Detection Rate	45.7%	71.4%	50.0%	67.3%	<b>59.6%</b>	<b>63.1%</b>

Force wide except for C Division the number of recorded Racially and Religiously Aggravated crimes have increased this quarter.

Force wide with the exception of A Division the number of detections has increased or stayed the same.



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

Force wide and in C and D Divisions the detections rates have increased this quarter. In A Division the detection rate has dropped by 17.5% and B Division by 4.2%. A and C Divisions have not attained the Police Authority target this quarter.

In relation to the rolling year data, Force wide and in B Division the number of recorded crimes has increased on previous data; all other figures have decreased or stayed the same.

On a rolling year basis only C Division has not attained the Police Authority Target.

**Humberside Police  
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously  
Aggravated Crime  
April - June 2012**

There are a number of crimes in CIS4 which have one of the Hate Crime flags of:- racial, homophobic, disabled or religious but are not classified as racially or religiously aggravated crimes.

<b>Crime description</b>	<b>Number</b>
Woundings - Injury - Firearms - Weapons - Harrasment/8/6 Assault occasioning actual bodily harm	16
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	12
Common Assault/105/1 Common assault and battery	9
Miscellaneous Harassment and Public Order Offences/125/11 Fear or provocation of violence	3
Miscellaneous Harassment and Public Order Offences/125/9 Causing Intentional harassment alarm or distress	3
Fraud , Forgery and Deceptions/53/40 Fraud by false representation	2
Miscellaneous Harassment and Public Order Offences/125/12 Harassment, alarm or distress	2
Other Theft/49/10 Theft if not classified elsewhere	2
Threat or Possession with Intent to Commit Criminal Damage/59/11 Threats to destroy or damage property	2
Woundings - Injury - Firearms - Weapons - Harrasment/8/30 Putting people in fear of violence	2
Harassment/195/94 Harassment	1

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

Perverting the Course of Justice/79/4 Intimidating Or Intending To Intimidate A Witness	1
Theft from a Shop/46/Theft From a Shop	1
Total	56

The total number of crimes recorded this quarter is equal to the last but there are fluctuations in the number and types of crimes recorded.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**DIVERSITY PMG**

**COMPLAINT DATA**

	<u>01-Apr-11</u> <u>30-Jun-11</u>	<u>01-Apr-12</u> <u>30-Jun-12</u>	<u>Variance</u>
<b>Complaint Cases Recorded</b>	93	102	9
<b>Complaint Allegations Recorded</b>	171	205	34
<b>Subjects Complained About</b>	176	171	
Male	124	127	
Female	41	38	
Unidentified	11	6	
<b>Total</b>	<u>176</u>	<u>171</u>	-5
Asian	0	1	
Black	2	0	
Other	1	1	
White	162	163	
Unidentified	11	6	
<b>Total</b>	<u>176</u>	<u>171</u>	-5
<b>Substantiated Allegations</b>	<b>6</b>	<b>4</b>	
Male	8	6	
Female	6	4	
Unknown/Not Stated	0	0	
<b>Total</b>	<u>14</u>	<u>10</u>	-4
BME	0	0	
White	14	10	
Unknown/Not Stated	0	0	
<b>Total</b>	<u>14</u>	<u>10</u>	-4

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**Complainants**

Male	61	64	
Female	34	40	
Transgender	0	0	
Unknown/Not Stated	1	0	
Total	<u>96</u>	<u>104</u>	<b>8</b>

Asian	3	3	
Black	3	2	
Other	1	2	
White	88	72	
Unknown/Not Stated	1	25	
Total	<u>96</u>	<u>104</u>	<b>8</b>

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

Disability			
Gender			
Homophobic			
Race	1	2	
Religion/Faith			
Other			
	<u>1</u>	<u>2</u>	<b>1</b>

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**MISCONDUCT DATA**

	<u>01-Apr-11</u> <u>30-Jun-11</u>	<u>01-Apr-12</u> <u>30-Jun-12</u>	<u>Variance</u>
<b>Misconduct Cases Recorded</b>	27	31	4
<b>Misconduct Allegations Recorded</b>	42	56	14
<b>Misconduct Allegation Subjects</b>			
Male	16	23	
Female	11	10	
Unknown/Not Stated	1	0	
<b>Total</b>	<u>28</u>	<u>33</u>	5
Asian	1	0	
Black	0	1	
Other	0	1	
White	26	31	
Unknown/Not Stated	1	0	
<b>Total</b>	<u>28</u>	<u>33</u>	5
<b>Misconduct Meetings</b>	6	4	
Male	5	2	
Female	1	2	
<b>Total</b>	<u>6</u>	<u>4</u>	-2
BME	0	0	
White	6	4	
<b>Total</b>	<u>6</u>	<u>4</u>	-2
<b>Misconduct Hearings</b>	1	0	
Male	1	0	
Female	0	0	
<b>Total</b>	<u>1</u>	<u>0</u>	-1

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

BME	0	0	
White	1	0	
Total	<u>1</u>	<u>0</u>	<u>-1</u>

Report to: Fairness & Equality Scrutiny Panel

Report from: Equality Unit Manager

Date: Wednesday 12<sup>th</sup> September 2012

**EMPLOYMENT MONITORING UPDATE**

**PURPOSE OF THE REPORT**

1. This report provides a summary of information for employment monitoring purposes. The period covered is 1<sup>st</sup> April to 30<sup>th</sup> June 2012.

**LEGAL REQUIREMENTS**

2. The Equality Act 2010 creates general and specific requirements for all public authorities, together known as the Public Sector Equality Duty. This means that in every function carried out, due regard must be given to:
  - eliminating unlawful discrimination
  - advancing equality of opportunity
  - fostering good relations between those who share a protected characteristic and those who do not

**DATA CONSIDERATIONS**

3. In seeking to meet the Public Sector Equality Duty, employment monitoring is a valuable tool. It enables the identification of patterns of representation, and can prompt specific research to help explain those patterns or inform decisions to address under-representation, for example through the use of positive action
4. The Equality Act 2010 creates nine protected characteristics. These are Race, Gender, Sexual Orientation, Disability, Religion/Belief, Pregnancy/Maternity, Civil Partnership/Marital Status, Age and Gender Reassignment. Across the workforce, available data is more complete in some characteristics than others. For example, information about people with disabilities is limited to those who have disclosed a condition to the organisation.

**STAFF IN POST**

5. For comparison purposes, data for the previous financial year is included in Table 1.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

Table 1 – Force Family Headcount

2011-12						2012-2013					
Force Family Headcount		Female %	BME %	Disabled %	56+ %	Force Family Headcount		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	4438	43.78%	1.84%	2.95%	9.73%	<b>Q1</b>	4315	44.0%	2.2%	3.6%	9.2%
<b>Q2</b>	4361	43.42%	1.85%	2.98%	8.09%	<b>Q2</b>					
<b>Q3</b>	4351	43.83%	1.93%	3.13%	8.25%	<b>Q3</b>					
<b>Q4</b>	4339	43.93%	1.43%	3.34%	8.85%	<b>Q4</b>					
Police Officers		Female %	BME %	Disabled %	56+ %	Police Officers		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	1966	28.18%	1.62%	2.08%	2.49%	<b>Q1</b>	1879	29.1%	2.1%	2.3%	2.0%
<b>Q2</b>	1934	28.33%	1.65%	2.11%	1.6%	<b>Q2</b>					
<b>Q3</b>	1907	28.53%	1.68%	2.1%	1.78%	<b>Q3</b>					
<b>Q4</b>	1888	28.76%	0.9%	2.12%	1.91%	<b>Q4</b>					
Police Staff		Female %	BME %	Disabled %	56+ %	Police Staff		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	2021	58.58%	1.63%	4.2%	17.47%	<b>Q1</b>	1974	58.0%	1.7%	4.8%	16.3%
<b>Q2</b>	1986	58.1%	1.61%	4.12%	14.9%	<b>Q2</b>					
<b>Q3</b>	1988	58.3%	1.61%	4.38%	14.84%	<b>Q3</b>					
<b>Q4</b>	1989	58.72%	1.36%	4.52%	15.74%	<b>Q4</b>					
Special Constables		Female %	BME %	Disabled %	56+ %	Special Constables		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	344	41.57%	1.74%	1.45%	2.03%	<b>Q1</b>	346	40.5%	1.7%	2.0%	1.4%
<b>Q2</b>	334	41.01%	1.49%	1.49%	1.19%	<b>Q2</b>					
<b>Q3</b>	345	40.29%	1.45%	1.45%	1.16%	<b>Q3</b>					
<b>Q4</b>	349	39.26%	1.43%	2.01%	1.43%	<b>Q4</b>					
Volunteers		Female %	BME %	Disabled %	56+ %	Volunteers		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	107	57.94%	10.28%	0%	21.49%	<b>Q1</b>	116	56.9%	14.7%	7.8%	27.6%
<b>Q2</b>	107	60.74%	11.21%	1.86%	20.56%	<b>Q2</b>					
<b>Q3</b>	111	58.56%	13.51%	3.6%	23.42%	<b>Q3</b>					
<b>Q4</b>	113	51.33%	11.5%	7.08%	26.55%	<b>Q4</b>					

Trends:

The workforce continues to decrease in numbers, with the reductions shared between police officers and police staff. In contrast, the number of special constables remains quite steady and volunteers continue a gradual increase.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

A slight increase in the representation of BME people across all sections of the workforce may be explained by how the statistics are calculated. Contrary to popular belief, the BME (Black **and** Minority Ethnic) category includes all people who self-define as other than White-British. This includes White-Irish and White-Other.

Table 2 – Police Officers by Rank

Q1 2012	Total No. of Officers 1893				
Rank (inc. Temporary)	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
CC	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
DC	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
ACC	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
Det Ch Supt	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
Ch Supt	6	6 (100%)	0 (0%)	0 (0%)	0 (0%)
Det Supt	3	1 (33.3%)	2 (66.7%)	0 (0%)	0 (0%)
Supt	14	10 (71.4%)	4 (28.6%)	0 (0%)	0 (0%)
Det Ch Insp	12	12 (100%)	0 (0%)	1 (8.3%)	0 (0%)
Ch Insp	15	14 (93.3%)	1 (6.7%)	1 (6.7%)	1 (6.7%)
Det Insp	30	28 (93.3%)	2 (6.7%)	2 (6.7%)	1 (3.3%)
Insp	83	71 (85.5%)	12 (14.5%)	1 (1.2%)	1 (1.2%)
Det Sgt	74	59 (79.7%)	15 (20.3%)	0 (0%)	2 (2.7%)
Sgt	222	189 (85.1%)	33 (14.9%)	10 (4.5%)	3 (1.4%)
Det Con	262	159 (60.7%)	103 (39.3%)	7 (2.7%)	4 (1.5%)
Con	1166	793 (68.0%)	373 (32.0%)	18 (1.5%)	33 (2.8%)

Trends:

Representation of female officers in detective ranks is markedly greater than in several uniform equivalents. There is a disproportionately high representation of BME officers in sergeant and detective constable roles.

Target – By 31<sup>st</sup> March 2013, 9% of female officers are sergeants. End of Q1 2012, the figure is 8.8%

Target – By 31<sup>st</sup> March 2013, 17% of sergeants are female. End of Q1 2012, the figure is 16.2%

Target – By 31<sup>st</sup> March 2013, 3% of female officers are inspectors. End of Q1 2012, the figure is 2.6%

Target – By 31<sup>st</sup> March 2013, 15% of inspectors are female. End of Q1 2012, the figure is 12.4%



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

**STAFF RECRUITMENT**

6. The resumption of police officer recruiting has led to there being new starters in all four dimensions of the force family in this quarter.

**Table 3 – Recruitment**

Quarter of 2012	New Starters											
	Police Officers			Police Staff			Special Constables			Volunteers		
	Male/ Female	Dis	BME	Male/ Female	Dis	BME	Male/ Female	Dis	BME	Male/ Female	Dis	BME
Q1	2	6	0	15	7	0	11	16	0	8	12	5
Q2												
Q3												
Q4												

Trends:

The gender spread in recruitment of police officers, police staff and special constables is against the prevailing patterns of representation among staff in post.

No serving police officers have transferred to HP in the quarter reported upon.

7. Target – BME recruitment 6% of total. Achieved: 6.5% (all of which are volunteers)

**LEAVERS**

**Table 4 – Leavers**

Quarter of 2012	Leavers													
	Police Officers			Police Staff			Special Constables			Volunteers				
	Male/ Female	Dis	BME	Male/ Female	Dis	BME	Male/ Female	Dis	BME	Male/ Female	Dis	BME		
Q1	15	5	0	0	23	31	2	2	7	17	0	0	0	0
Q2														
Q3														

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED  
April - June 2012**

Q4																			
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8. Target – Not more than 3% of all leavers to be from those who have self-classified as disabled. End of Q1 2012, the figure is 2.0%

Target – Not more than 3% of all leavers to be from among BME groups. End of Q1 2012, the figure is 2.0%

**GRIEVANCES**

9. In the first quarter of 2012-2013, a total of 21 matters were raised with the Equality Unit. Of these, 3 were rejected and 5 were resolved without the need for Resolution Officers to be assigned. The remaining 13 involved the issues described in Table 5.

**Table 5 – Grievances by issue**

Complaint Type:	Quarter				Annual Total
	Q1	Q2	Q3	Q4	
<b>Organisational Issues</b>					
Unfair Policy	2				
Inappropriately Worded	1				
Management of Disability	1				
<b>Workplace Relationships</b>					
Personal Bullying	2				
Victimisation	2				
Unfairness in Selection	2				
Incorrect Policy Implementation	1				
Unfair Treatment by HR	2				
<b>Protected Characteristics involved</b>					
Disability	2				
Gender					
Ethnicity	1				
<b>Total New Complaints Received</b>	<b>13</b>				

Nb. Any grievance may nominate multiple issues.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED**  
April - June 2012