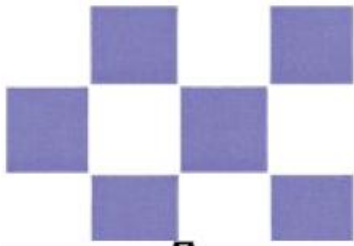
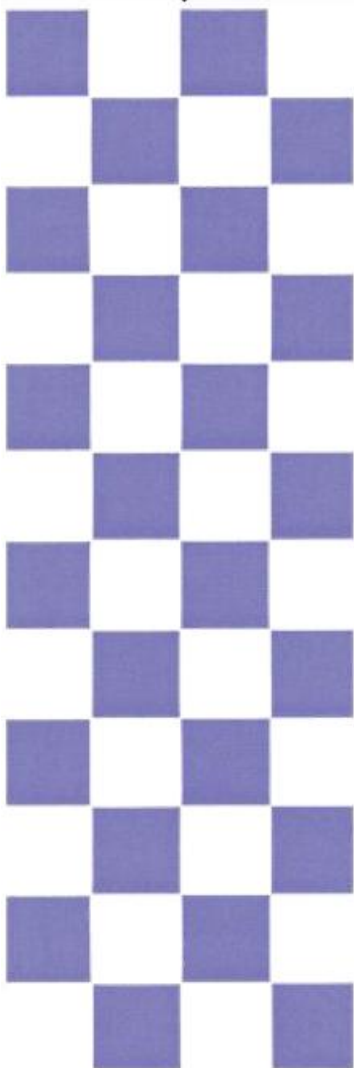


**DIVERSITY QUARTERLY
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Diversity Monitoring April - June 2014

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

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- Community Safety Unit
- Human Resources
- Force Training
- Inspector PSB
- Performance manager

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 2014**

**Scrutiny of Stop Search figures
April - June 2014**

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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

NOTE: The late processing for Form 705s may affect the accuracy of the data provided.

This Quarter	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
Raw stats					
Total	1,132	101	234	380	417
White stops	803	86	154	253	310
% White stops	70.9%	85.1%	65.8%	66.6%	74.3%
White Arrests	8	1	3	2	2
% White arrests	1.0%	1.2%	1.9%	0.8%	0.6%
BME stops	40	4	6	5	25
% BME stops	3.5%	4.0%	2.6%	1.3%	6.0%
BME Arrests	0	0	0	0	0
% BME arrests	0.0%	0.0%	0.0%	0.0%	0.0%
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
BME stops	40	4	6	5	25
% BME stops	3.5%	4.0%	2.6%	1.3%	6.0%
BME Arrests	0	0	0	0	0
% BME arrests	0.0%	0.0%	0.0%	0.0%	0.0%

The number of white stop searches have decreased over all divisions by almost half in comparison with the previous quarter. The number of arrests of white individuals has dramatically decreased across all divisions with B Division having a slightly higher percentage of arrests in comparison to stops, than the other divisions. The number of BME stop searches have decreased across all divisions however, the most noticeable decrease is B Division which has reduced by just over half. There have been no BME arrests as a result of these stops.

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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	1,132	101	234	380	417
White stops	803	86	154	253	310
% White stops	70.9%	85.1%	65.8%	66.6%	74.3%
White Arrests	8	1	3	2	2
% White arrests	1.0%	1.2%	1.9%	0.8%	0.6%
BME stops	40	4	6	5	25
% BME stops	3.5%	4.0%	2.6%	1.3%	6.0%
BME Arrests	0	0	0	0	0
% BME arrests	0.0%	0.0%	0.0%	0.0%	0.0%
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
BME stops					
	40	4	6	5	25
% BME stops					
	3.5%	4.0%	2.6%	1.3%	6.0%
BME Arrests					
	0	0	0	0	0
% BME arrests					
	0.0%	0.0%	0.0%	0.0%	0.0%

In comparison to the Year to Date for April - June 2013 the total number of stop searches force wide has decreased substantially. A Division have the most noticeable decrease with under half the stop searches for the same period in 2013 (232 down to 101). C and D Divisions have decreased by just over a third with B Division decreasing by just 4 stop searches. Likewise, white stops have also fallen substantially across all Divisions other than B Division whose decrease has been noticeably smaller than the other Divisions. White arrests have fallen dramatically in all Divisions other than C Division where they have increased from 1 to 2 in number.

There has been a decrease of just over 50% in relation to BME stop searches across the force with all Divisions decreasing by at least 50% and the most noticeable being A Division who have decreased from 17 to just 4 in number. There were no BME arrests in this period compared with 5 arrests force wide in the same period last year.

**Arrests and Disposals
April - June 2014**

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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	13	3	3	2	5
White	5	0	0	2	3
Not Stated	0	0	0	0	0
BME	8	3	3	0	2
% BME	61.5%	100.0%	100.0%	0.0%	40.0%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	7	2	2	3	0
White	0	0	0	0	0
Not Stated	0	0	0	0	0
BME	7	2	2	3	0
% BME	100.0%	100.0%	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

	Force	A Division	B Division	C Division	D Division
This Quarter					
Total arrests	5,062	1,154	920	507	2,481
White	4,804	1,128	877	496	2,303
% White	94.9%	97.7%	95.3%	97.8%	92.8%
BME	225	26	40	8	151
% BME	4.4%	2.3%	4.3%	1.6%	6.1%
Modified fig (total - immigration)	5,049	1,151	917	505	2,476
Modified % BME arrests	4.3%	2.0%	4.0%	1.6%	6.0%

The total number of arrests force wide has fallen this quarter. There has been a fairly relative increase in white arrests across all Divisions and a decrease in BME arrests across all Divisions with the exception of D Division where BME arrests have increased by 10 in number. C Division shows the largest decrease in BME arrests (25 down to 8 this quarter).

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Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	5,062	1,154	920	507	2,481
White	4,804	1,128	877	496	2,303
% White	94.9%	97.7%	95.3%	97.8%	92.8%
BME	225	26	40	8	151
% BME	4.4%	2.3%	4.3%	1.6%	6.1%
Modified fig (total - immigration)	5,055	1,152	918	504	2,481
Modified % BME arrests	4.3%	2.1%	4.1%	1.0%	6.1%

In Comparison to the data for April – June 2013 the total number of arrests have decreased by just under 1000. The number of white arrests have fallen across all Divisions, most noticeably in C Division which have decreased by nearly 300 and D Division which have decreased by almost 600.

The number of BME arrests has reduced across all Divisions with A and C Divisions showing a reduction of over 50%.

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	287	5.5%	0	0.0%	287	5.6%	0	0.0%
To court (not on remand)	1,474	28.2%	81	34.3%	1,474	28.5%	81	34.3%
To court (on remand)	1,297	24.8%	59	25.0%	1,244	24.1%	59	25.0%
On bail to Police Station	583	11.2%	23	9.7%	583	11.3%	23	9.7%
TIC	0	0.0%	14	5.9%	0	0.0%	14	5.9%
FPN	119	2.3%	1	0.4%	119	2.3%	1	0.4%
MHA Diversion	10	0.2%	0	0.0%	10	0.2%	0	0.0%
NFA	1,396	26.7%	58	24.6%	1,396	27.0%	58	24.6%
To Prison	55	1.1%	0	0.0%	55	1.1%	0	0.0%
Humberside Total	5,221	100.0%	236	100.0%	5,168	100.0%	236	100.0%
Processed on behalf of another force	26	0.5%	7	3.0%	26	0.5%	7	3.0%

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

The number of disposal methods used this quarter has decreased by over 200, the majority of the decrease being for white prisoners 'to prison' and BME prisoners 'on bail to Police Station'.

There appears some disproportionality on various disposal methods between white and BME prisoners such as: warnings, on bail to Police Station, TIC's and NFA's.

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In comparison to the Year to Date figures for April – June 2013 the number of disposals have decreased by around 1700 which appear to be relatively equal between white and BME prisoners.

There are fluctuations in the disposal methods for BME prisoners, the largest decreases being FPN (2.6% down to 0.4%) and NFA's (34.4% down to 24.6%). The increases were in respect of 'to court (not on remand)' 12.7% and 'to court (on remand) 1.3%.

The percentages for white prisoners show a small increase in 'warnings', 'on bail' and 'NFA' (all less than 4%) and a slight decrease (1.8%) in 'to court (on remand)'

Persons detained under Section 136 of the Mental Health Act

The below information has been supplied by the Criminal Justice Unit outlining persons detained under Section 136 of the Mental Health Act

Detainees entering Custody

Custody Record Month (2014)	Custody Record Station Code					Grand Total
	AY	BW	CI	CL	DW	
April	0	0	0	0	1	1
May	0	2	1	2	2	7
June	2	2	0	2	0	6
Grand Total	2	4	1	4	3	14

Detainees taken to a place of safety

April - 13

May - 11

June - 12

Total - 36

The total number of detainees entering custody has increased by 4 on the previous quarter.

The number of detainees taken to a place of safety has increased this quarter by 8.

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**Scrutiny of Force tickets
April - June 2014**

Introduction

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

Examination focuses on 'officer defined' recording statistics. Number of tickets showing 'not known' are also detailed.

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Endorsable Notice									
Endorsable Notice	Asian	0	3	0	6	45	0	2	56
Endorsable Notice	Black	0	2	0	4	21	0	1	28
Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	0	5	0	0	5
Endorsable Notice	Middle Eastern	0	0	0	0	9	0	0	9
Endorsable Notice	Unknown	1	1	5	6	17	0	0	30
Endorsable Notice	White - North European	25	60	124	103	2027	0	29	2368
Endorsable Notice	White - South European	0	0	0	0	6	0	1	7
HORT Notice									
HORT Notice	Asian	0	1	1	0	5	0	0	7
HORT Notice	Black	0	1	0	1	1	0	0	3
HORT Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
HORT Notice	Middle Eastern	0	0	0	1	0	0	0	1
HORT Notice	Unknown	0	0	1	0	2	0	0	3
HORT Notice	White - North European	2	14	15	15	97	0	0	143
HORT Notice	White - South European	0	0	0	1	1	0	0	2

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NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Non Endorsable Notice									
Non Endorsable Notice	Asian	0	4	2	5	21	0	0	32
Non Endorsable Notice	Black	0	1	0	0	11	0	0	12
Non Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	0	1	0	0	1
Non Endorsable Notice	Middle Eastern	0	0	0	1	3	0	0	4
Non Endorsable Notice	Unknown	0	5	4	4	15	0	1	29
Non Endorsable Notice	White - North European	6	55	43	63	798	0	7	972
Non Endorsable Notice	White - South European	0	0	0	0	8	0	0	8
Penalty Notice for Disorder (PND)									
PND	Asian	0	0	0	0	0	0	2	2
PND	Black	0	0	0	0	0	0	2	2
PND	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
PND	Middle Eastern	0	0	0	0	0	0	1	1
PND	Unknown	0	0	0	0	0	0	16	16
PND	White - North European	0	0	0	0	0	0	273	273
PND	White - South European	0	0	0	0	0	0	2	2
VDRS Notice									
VDRS Notice	Asian	0	2	1	8	12	0	0	23
VDRS Notice	Black	0	1	0	2	3	0	0	6
VDRS Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
VDRS Notice	Middle Eastern	0	1	0	0	4	0	0	5
VDRS Notice	Unknown	1	1	3	4	9	0	0	18
VDRS Notice	White - North European	2	15	36	36	313	0	0	402
VDRS Notice	White - South European	0	0	0	0	3	0	0	3

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NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Cannabis Warning Notice									
Warning Notice	Asian	0	0	0	0	0	0	2	2
Warning Notice	Black	0	0	0	0	0	0	1	1
Warning Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
Warning Notice	Middle Eastern	0	0	0	0	0	0	0	0
Warning Notice	Unknown	0	0	0	0	0	0	14	14
Warning Notice	White - North European	0	0	0	0	0	0	99	99
Warning Notice	White - South European	0	0	0	0	0	0	0	0

There are fluctuations in the number of tickets issued, the largest being for Endorsable Notices issued to White – North European (+ 507 from last quarter). The number of Endorsable Notices issued to Asian and Black individuals have slightly increased from last.

There has been a 50% decrease in relation to Endorsable Notices (falling from 61 to 30) and a decrease in the number of Undefined Unit falling from 5 to 0.

The HORT Notice numbers and Non Endorsable numbers have largely stayed the same with the exception of the number of Unknown ethnicities for Non Endorsable Notices which has increased by 11 (18 to 29) with 1 undefined unit.

The number of PND's issued to people from black communities has decreased by two thirds however the numbers are small.

The overall number of VDRS Notices have reduced with the largest decreases being for white – North European individuals. There have been small decreases within other ethnicities. The only increase is for Unknown ethnicities increasing by 3 (15 to 18) this quarter.

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Year to Date

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Endorsable Notice									
Endorsable Notice	Asian	0	3	0	6	45	0	2	56
Endorsable Notice	Black	0	2	0	4	21	0	1	28
Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	0	5	0	0	5
Endorsable Notice	Middle Eastern	0	0	0	0	9	0	0	9
Endorsable Notice	Unknown	1	1	5	6	17	0	0	30
Endorsable Notice	White - North European	25	60	124	103	2027	0	29	2368
Endorsable Notice	White - South European	0	0	0	0	6	0	1	7
HORT Notice									
HORT Notice	Asian	0	1	1	0	5	0	0	7
HORT Notice	Black	0	1	0	1	1	0	0	3
HORT Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
HORT Notice	Middle Eastern	0	0	0	1	0	0	0	1
HORT Notice	Unknown	0	0	1	0	2	0	0	3
HORT Notice	White - North European	2	14	15	15	97	0	0	143
HORT Notice	White - South European	0	0	0	1	1	0	0	2

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NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Non Endorsable Notice									
Non Endorsable Notice	Asian	0	4	2	5	21	0	0	32
Non Endorsable Notice	Black	0	1	0	0	11	0	0	12
Non Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	0	1	0	0	1
Non Endorsable Notice	Middle Eastern	0	0	0	1	3	0	0	4
Non Endorsable Notice	Unknown	0	5	4	4	15	0	1	29
Non Endorsable Notice	White - North European	6	55	43	63	798	0	7	972
Non Endorsable Notice	White - South European	0	0	0	0	8	0	0	8
Penalty Notice for Disorder (PND)									
PND	Asian	0	0	0	0	0	0	2	2
PND	Black	0	0	0	0	0	0	2	2
PND	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
PND	Middle Eastern	0	0	0	0	0	0	1	1
PND	Unknown	0	0	0	0	0	0	16	16
PND	White - North European	0	0	0	0	0	0	273	273
PND	White - South European	0	0	0	0	0	0	2	2
VDRS Notice									
VDRS Notice	Asian	0	2	1	8	12	0	0	23
VDRS Notice	Black	0	1	0	2	3	0	0	6
VDRS Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
VDRS Notice	Middle Eastern	0	1	0	0	4	0	0	5
VDRS Notice	Unknown	1	1	3	4	9	0	0	18
VDRS Notice	White - North European	2	15	36	36	313	0	0	402
VDRS Notice	White - South European	0	0	0	0	3	0	0	3

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NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Cannabis Warning Notice									
Warning Notice	Asian	0	0	0	0	0	0	2	2
Warning Notice	Black	0	0	0	0	0	0	1	1
Warning Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
Warning Notice	Middle Eastern	0	0	0	0	0	0	0	0
Warning Notice	Unknown	0	0	0	0	0	0	14	14
Warning Notice	White - North European	0	0	0	0	0	0	99	99
Warning Notice	White - South European	0	0	0	0	0	0	0	0

As no ticket information was available for this period in 2013 no comparisons can be drawn.

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**Humberside Police
Racially and Religiously Aggravated Crime
April - June 2014**

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 2013	Oct – Dec 2013	Jan-Mar 2014	Apr-Jun 2014	Rolling year Jul 13 – Jun 14	Police Authority Targets
Force	Recorded	92	58	76	101	327	
	Detected	54	30	32	34	150	
	Detection Rate	58.7%	51.7%	42.1%	33.7%	45.9%	50.1%
A Div	Recorded	16	14	19	25	74	
	Detected	11	11	9	13	44	
	Detection Rate	68.8%	78.6%	47.4%	52.0%	59.5%	50.1%
B Div	Recorded	19	9	13	18	59	
	Detected	5	4	2	5	16	
	Detection Rate	26.3%	44.4%	15.4%	27.8%	27.1%	50.1%
C Div	Recorded	3	5	8	17	33	
	Detected	4	3	1	8	16	
	Detection Rate	133.3%	60.0%	12.5%	47.1%	48.5%	51.0%
D Div	Recorded	54	30	36	41	161	
	Detected	34	12	20	8	74	
	Detection Rate	63.0%	40.0%	55.6%	19.5%	46.0%	63.1%

There has been an increase in the number of Racially and Religiously Aggravated Crimes recorded (+25) and detected (+2) this quarter with all Divisions showing an increase in recorded crime. All Divisions with the exception of D Division showed an increase in Detected crimes (C Divisions was substantial from 1 to 8). D Division showed a fall in detected crime from 20 to 8.

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**Racially and Religiously Aggravated Crime Outcomes
April - June 2014**

Disposal	Total
01 Charged/Summoned	31
03a Caution – adults	1
08a Community Resolution	2
10 Formal action against the offender is not in the public interest (Police)	1
11 Prosecution prevented – Named suspect identified but is below the age of criminal responsibility	1
14 Evidential Difficulties – No Named suspect: victim declines/unable to support investigation to identify offender	10
15a Named Suspect identified: victim supports police action but Police evidential difficulties prevent further action	22
16 Named Suspect Identified: evidential difficulties prevent further action; victim withdraws/does not support action	18
18 Investigation Complete No suspect identified. Crime investigated as far as reasonably possible	12
Total	98

The number of alternative outcomes has increased by 33 this quarter. Evidential Difficulties (14), Named Suspect Identified: victim supports police action (15a) and Named Suspect Identified: evidential difficulties prevent further action (16) reflect the majority of the increase in total number of alternative outcomes.

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

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.

Crime description	Number
Burglary in a Building other than a Dwelling/30/1 Burglary other than in a dwelling	1
Common Assault/105/1 Common assault and battery	15
Fraud , Forgery and Deceptions/53/25 Making Off Without Payment.	2
Harassment/195/94 Harassment	2
Miscellaneous Harassment and Public Order Offences/125/11 Fear or provocation of violence	2
Miscellaneous Harassment and Public Order Offences/125/12 Harassment, alarm or distress	2
Miscellaneous Harassment and Public Order Offences/125/9 Causing Intentional harassment alarm or distress	6
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	12
Other Notifiable Offences/98/6 Ill treatment or neglect of a person lacking capacity by anyone responsible for that persons care	1
Other Offences against the State & Public Order/66/1 Affray	1
Other Offences against the State & Public Order/66/24 Acts intended or likely to stir up racial or religious hatred - Publishing or distributing written material	1
Other Theft/49/10 Theft if not classified elsewhere	1
Theft from a Shop/46/Theft from shops and stalls	3
Theft or Unauthorised Taking of a Pedal Cycle/44/Theft of Pedal Cycle	1
Threats and Conspiracy to Murder/3/1 Threats to kill	1
Wounding or Other Act Endangering Life/5/1 Wounding with intent to do grievous bodily harm	1
Woundings - Injury - Firearms - Weapons - Harrassment/8/1 Malicious wounding: wounding or inflicting grievous bodily harm.	1
Woundings - Injury - Firearms - Weapons - Harrassment/8/31 Breach of a restraining order	1
Woundings - Injury - Firearms - Weapons - Harrassment/8/55 Racially or religiously aggravated intentional harassment, alarm or distress.	29
Woundings - Injury - Firearms - Weapons - Harrassment/8/57 Racially or religiously aggravated common assault or beating	17
Woundings - Injury - Firearms - Weapons - Harrassment/8/59 Racially or religiously aggravated wounding or grievous bodily harm	1
Woundings - Injury - Firearms - Weapons - Harrassment/8/6 Assault occasioning actual bodily harm	8
Woundings - Injury - Firearms - Weapons - Harrassment/8/60 Racially or religiously aggravated assault or assault occasioning actual bodily harm	12
Total	121

The total number of crimes this quarter has increased by 72. Common Assault, Criminal Damage and Woundings – Injury – Firearms – Weapons - Harassment account for the largest proportion of these crimes. Woundings-Injury-Firearms-Weapons-Harrassment 8/55 Racially or religiously aggravated intentional harassment, alarm or distress accounts for almost one quarter of the total crimes.

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Report to: Fairness & Equality Scrutiny Panel

Report from: Equality Unit Manager

Date: August 2014

EMPLOYMENT MONITORING UPDATE

PURPOSE OF THE REPORT

1. This report provides a summary of information for employment monitoring purposes. The period covered is 1st April to 30th June 2014.

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.

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Table 1 – Force Family Headcount

2013-14						2014-2015					
Force Family Headcount	Female %	BME %	Disabled %	56+ %	Force Family Headcount	Female %	BME %	Disabled %	56+ %		
Q1	4205	45.4%	1.9%	3.9%	9.9%	Q1	4178	45.6%	1.9%	3.6%	11.1%
Q2	4177	45.4%	1.9%	3.9%	10.3%	Q2					
Q3	4199	45.6%	1.9%	3.9%	10.6%	Q3					
Q4	4205	45.8%	1.9%	3.9%	11.0%	Q4					
Police Officers	Female %	BME %	Disabled %	56+ %	Police Officers	Female %	BME %	Disabled %	56+ %		
Q1	1785	30.3%	2.0%	2.7%	1.7%	Q1	1699	30.7%	2.1%	2.8%	2.0%
Q2	1754	30.2%	2.0%	2.9%	2.0%	Q2					
Q3	1723	30.1%	2.0%	3.0%	2.0%	Q3					
Q4	1733	30.5%	2.1%	2.9%	2.1%	Q4					
Police Staff	Female %	BME %	Disabled %	56+ %	Police Staff	Female %	BME %	Disabled %	56+ %		
Q1	1955	59.3%	1.5%	5.3%	18.0%	Q1	1898	59.2%	1.4%	4.9%	20.2%
Q2	1947	59.2%	1.5%	5.2%	18.3%	Q2					
Q3	1960	59.2%	1.5%	5.2%	18.8%	Q3					
Q4	1932	59.2%	1.4%	5.2%	19.8%	Q4					
Special Constables	Female %	BME %	Disabled %	56+ %	Special Constables	Female %	BME %	Disabled %	56+ %		
Q1	362	40.1%	2.2%	2.2%	0.8%	Q1	423	39.0%	2.1%	1.7%	0.7%
Q2	367	42.0%	2.2%	2.2%	0.8%	Q2					
Q3	393	41.0%	2.3%	2.0%	0.8%	Q3					
Q4	401	41.1%	2.0%	2.0%	0.7%	Q4					
Volunteers	Female %	BME %	Disabled %	56+ %	Volunteers	Female %	BME %	Disabled %	56+ %		
Q1	103	59.2%	6.8%	2.9%	30.1%	Q1	158	60.8%	5.7%	3.2%	27.2%
Q2	109	56.9%	5.5%	1.8%	33.0%	Q2					
Q3	123	59.3%	5.7%	1.6%	31.7%	Q3					
Q4	139	64.0%	6.5%	2.2%	30.2%	Q4					

Trends:

In Q1, the workforce has decreased in number, with significant reductions of police officers and staff being only partially offset by increases in specials and volunteers. The section with the greatest rise is specials, and this has brought reductions in the proportions of females and disabled people. Note, however, that the percentage proportions can be misleading. A 0.25% change in the proportion of disabled specials translates into a single individual.

Among volunteers, increasing numbers brings a marked reduction in proportions of people aged 56 or more. An additional two people with disabilities produces the marked percentage leap in that section.

The reduction in police staff has brought a small reduction in the proportion of people with disabilities yet that of people aged 56 or more continues to rise.

Elsewhere, the proportions of monitored characteristics show few changes. The proportion of female police officers reaches a new high (30.7%) this quarter.

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Table 2 – Police Officers by Rank

Q1 2013-14	Total No. of Officers 1802				
Rank (inc. Temporary)	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
CC	1	0 (0%)	1 (100%)	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	0	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Ch Supt	6	5 (83.3%)	1 (16.7%)	0 (0%)	0 (0%)
Det Supt	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
Supt	16	12 (75%)	4 (25%)	0 (0%)	1 (6.3%)
Det Ch Insp	10	10 (100%)	0 (0%)	1 (10.0%)	0 (0%)
Ch Insp	18	17 (94.4%)	1 (5.6%)	1 (5.6%)	0 (0%)
Det Insp	26	22 (84.6%)	4 (15.4%)	2 (7.7%)	1 (3.8%)
Insp	87	71 (81.6%)	16 (18.4%)	2 (2.3%)	1 (1.1%)
Det Sgt	58	45 (77.6%)	13 (22.4%)	1 (1.7%)	2 (3.4%)
Sgt	224	190 (84.8%)	34 (15.2%)	9 (4.0%)	5 (2.2%)
Det Con	253	151 (59.7%)	102 (40.3%)	5 (2.0%)	6 (2.4%)
Con	1099	733 (66.7%)	366 (33.3%)	17 (1.5%)	34 (3.1%)

Q1 2014-15	Total No. of Officers 1721				
Rank (inc. Temporary)	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
CC	1	0 (0%)	1 (100%)	0 (0%)	0 (0%)
DCC	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
ACC	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
Det Ch Supt	0	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Ch Supt	7	5 (71.4%)	2 (28.6%)	0 (0%)	0 (0%)
Det Supt	2	1 (50%)	1 (50%)	0 (0%)	0 (0%)
Supt	15	14 (93.3%)	1 (6.7%)	1 (6.7%)	1 (6.7%)
Det Ch Insp	11`	8 (72.7%)	3 (27.3%)	1 (9.1%)	1 (9.1%)
Ch Insp	20	17 (85.0%)	3 (15.0%)	1 (5.0%)	0 (0%)
Det Insp	31	24 (77.4%)	7 (22.6%)	2 (6.5%)	0 (0%)
Insp	79	68 (86.1%)	11 (13.9%)	3 (3.8%)	1 (1.3%)
Det Sgt	60	47 (78.3%)	13 (21.7%)	0 (0%)	4 (6.7%)
Sgt	217	185 (85.3%)	32 (14.7%)	8 (3.7%)	5 (2.3%)
Det Con	244	139 (57.0%)	105 (43.0%)	6 (2.5%)	2 (0.8%)
Con	1031	685 (66.4%)	346 (33.6%)	14 (1.4%)	33 (3.2%)

Totals in each rank are the sum of people holding substantive, acting and temporary positions.

Trends – Police Officers

Female representation continues to increase across the range of ranks, and in the supervisory ranks is generally quite healthy, with the uniform superintendent rank being the greatest exception. Note also that female officers are proportionately most highly represented in the Detective Constable rank, rather than its uniform equivalent. This suggests healthy opportunities for women to progress laterally, at least so far as

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CID is concerned. Numbers of BME and disabled officers have fallen slightly, but in both cases the range of ranks in which there is representation has increased.

There is a disproportionately high representation of BME officers in managerial ranks. Of 36 individuals, no less than 16 (44.4%) have achieved rank. To compare, managerial ranks make up 25.9% of all HP police positions.

Progress towards targets:

Target – By 31st March 2013, 9% of female officers are sergeants.

End of Q4 2012-13, the figure was 9.0%. **Target met.** End of Q4 2013-14, the figure is 7.9%. End of Q1 2014-15, the figure is 8.6%.

Target – By 31st March 2013, 17% of sergeants are female.

End of Q4 2012-13, the figure was 17.3%. **Target exceeded.** End of Q4 2013-14, the figure is 15.0%. End of Q1 2014-15, the figure is 16.2%

Target – By 31st March 2013, 3% of female officers are inspectors.

End of Q4 2012-13, the figure was 3.5%. **Target exceeded.** End of Q4 2013-14, the figure is 3.2%. End of Q1 2014-15, the figure is 3.5%.

Target – By 31st March 2013, 15% of inspectors are female.

End of Q4 2012-13, the figure was 17.0%. **Target exceeded.** End of Q4 2013-14, the figure is 15.3%. End of Q1 2014-15, the figure is 16.4%.

In 2013-14, there were diminished proportions of female sergeants and inspectors compared to the previous year. The first quarter of 2014-15 has seen a reversal of this trend across both ranks, so that female representation is now approaching the highs achieved in 2012-13.

Gender of Officers in Temporary Rank:

A marked trend in female representation is the disparity between proportions of males and females in temporary ranks. Of particular note are the uniform sergeant, inspector and superintendent ranks in which female representation is especially low.

Research has been carried out into this data by HR Shared Services with the findings that:

- There is disproportionately high representation of males in temporary ranks.
- The disproportion occurs when compared to officer totals in the rank, but also when compared to the pool of officers eligible through promotion examination.

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Table 2a – Gender of Officers in Temporary Rank

Temporary rank:	Total in rank	Female	Female proportion (%)
Chief Superintendent	4	2	50%
Detective Superintendent	1	0	0%
Superintendent	7	0	0%
Detective Chief Inspector	9	3	33.3%
Chief Inspector	12	2	16.7%
Detective Inspector	11	4	36.4%
Inspector	13	1	7.7%
Detective Sergeant	12	3	25%
Sergeant	25	2	8.0%

Trends – Police Staff

Table 3 (below) compares police staff numbers for this quarter with the corresponding quarter of the previous year.

There is little change to report in this table. Across the range of grades, numbers of role-holders are gradually reducing, but the corresponding reductions in numbers of people with disabilities and BME backgrounds are generally proportionate.

Table 3 – Police Staff by Pay Grade

Q1 2013-14	Total No. of Police Staff: 1978				
Pay Grade	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
ACO	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
MP1	3	3 (100%)	0 (0%)	0 (0%)	0 (0%)
MP2	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
MP3	4	3 (75%)	1 (25%)	0 (0%)	0 (0%)
MP4	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
MP5	12	9 (75%)	3 (25%)	1 (8.3%)	1 (8.3%)
MP6	19	9 (47.4%)	10 (52.6%)	0 (0%)	1 (5.3%)
MP7	26	13 (50%)	13 (50%)	1 (3.8%)	3 (11.5%)
RCN	4	1 (25%)	3 (75%)	0 (0%)	0 (0%)
SO2	35	24 (68.6%)	11 (31.4%)	1 (2.9%)	3 (8.6%)
SO1	71	33 (46.5%)	38 (53.5%)	1 (1.4%)	3 (4.2%)
SC6	100	60 (60%)	40 (40%)	2 (2%)	4 (4%)
SC5	132	64 (48.5%)	68 (51.5%)	3 (2.3%)	6 (4.5%)
SC4	753	322 (42.8%)	431 (57.2%)	9 (1.2%)	27 (3.6%)
SC3	445	164 (36.9%)	281 (63.1%)	6 (1.3%)	26 (5.8%)
SC2	233	41 (17.6%)	192 (82.4%)	4 (1.7%)	15 (6.4%)
SC1	133	50 (37.6%)	83 (62.4%)	1 (0.8%)	10 (7.5%)

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Q1 2014-15	Total No. of Police Staff: 1901				
Pay Grade	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
ACO	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
MP1	3	3 (100%)	0 (0%)	0 (0%)	0 (0%)
MP2	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
MP3	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
MP4	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
MP5	11	7 (63.6%)	4 (36.4%)	1 (9.1%)	1 (9.1%)
MP6	20	12 (60.0%)	8 (40.0%)	0 (0%)	1 (5.0%)
MP7	19	11 (57.9%)	8 (42.1%)	0 (0%)	2 (10.5%)
RCN	4	1 (25.0%)	3 (75.0%)	0 (0%)	0 (0%)
SO2	32	22 (68.8%)	10 (31.2%)	1 (3.1%)	2 (6.3%)
SO1	71	32 (45.1%)	39 (54.9%)	1 (1.4%)	5 (7.0%)
SC6	101	64 (63.4%)	37 (36.6%)	2 (2.0%)	4 (4.0%)
SC5	136	66 (48.5%)	70 (51.5%)	2 (1.5%)	6 (4.4%)
SC4	729	312 (42.8%)	417 (57.2%)	8 (1.1%)	23 (3.2%)
SC3	416	146 (45.1%)	270 (64.9%)	6 (1.4%)	26 (6.3%)
SC2	232	43 (18.5%)	189 (81.5%)	5 (2.2%)	14 (6.0%)
SC1	117	46 (39.3%)	71 (60.7%)	1 (0.9%)	10 (8.5%)

STAFF RECRUITMENT

Table 4 – Recruitment

Quarter of 2013/14	New Starters											
	Police Officers			Police Staff			Special Constables			Volunteers		
	Male/ Female	BME		Male/ Female	BME		Male/ Female	BME		Male/ Female	BME	
Q1	0	1	0	10	14	1	9	17	2	3	4	0
Q2	0	0	0	14	13	2	8	9	0	9	8	0
Q3	0	0	0	19	13	0	22	17	1	9	15	1
Q4	6	12	0	8	4	0	20	17	1	4	17	2
Total	6	13	0	51	44	3	59	60	4	25	44	3

Quarter of 2014/15	New Starters											
	Police Officers			Police Staff			Special Constables			Volunteers		
	Male/ Female	BME		Male/ Female	BME		Male/ Female	BME		Male/ Female	BME	
Q1	0	0	0	20	7	0	26	6	1	11	11	0
Q2												
Q3												
Q4												
Total												

Trends:

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Whilst recruitment of police officers throughout the last 15 months includes a high proportion of female officers, no BME officers have yet started. The only section of the workforce to have recruited a BME person in 2014-15 is the special constabulary.

Volumes of new starters in the

6. Target – BME recruitment 6% of total. Achieved by end of Q4 2012-13: 3.4%. Achieved by end of 2013-14: 3.5%. Achieved in Q1 2014-15: 1.2%.

LEAVERS

Table 4 – Leavers

Qtr of 2013-14	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	20	3	1	1	18	16	1	4	6	6	0	1	2	8	0	1
Q2	16	10	1	1	13	21	0	2	8	3	0	0	4	7	1	1
Q3	20	10	0	0	17	8	0	0	3	7	0	0	6	4	0	0
Q4	18	6	2	0	30	26	2	1	12	11	0	2	3	2	0	0
Totals	74	29	4	2	78	71	3	7	29	27	0	3	15	21	1	2

Qtr of 2014-15	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	23	5	2	0	22	36	7	0	2	4	1	0	0	4	0	0
Q2																
Q3																
Q4																
Totals																

Trends:

The recent trend of high numbers of female police officer leavers has now abated. However, this quarter has seen an unusually high number of people with disabilities leaving the force. The two police leavers with disabilities both departed on medical pensions. The police staff leavers were a combination of resignations (3), a retirement, a dismissal, a transfer and a voluntary redundancy. The special with a disability was also a voluntary resignation.

7. **Target** – Not more than 3% of all leavers to be from those who have self-classified as disabled. End of Q4 2012-13, the figure is 4.7%. End of Q4 2013-14, the figure is 2.3%. End of Q1 2014-15, the figure is 10.4%.

Target – Not more than 3% of all leavers to be from among BME groups. End of Q4 2012-13, the figure is 4.7%. End of Q4 2013-14, the figure is 4.1%. End of Q1 2014-15, the figure is 0%.

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GRIEVANCES

Table 5 – Grievances Submitted

Grievance Category:	Quarter Of 2014-15				Total to date
	Q1	Q2	Q3	Q4	
Grievances Submitted	20				
Grievances Rejected	2				
Grievances Withdrawn	2				
Grievances Allocated to Resolution Officers	0				
- of which # Resolved					
Grievances tackled w/o Resolution Officers	16				
- of which # Resolved	7				

Table 6 – Grievances by issue

Complaint Type:	Quarter Of 2013-14				Total to date
	Q1	Q2	Q3	Q4	
	20				
Organisational Issues					
Unfair Policy	2				
Management of Disability					
Restructure of office					
Workplace Relationships					
Personal Bullying	6				
Victimisation	3				
Unfairness in Selection	2				
Incorrect Policy Implementation	1				
Unfair PDR entry	1				
Workplace Dispute	2				
Inappropriate language/behaviour in workplace	3				
Protected Characteristics involved					
Disability					
Gender					
Ethnicity					
Sexual Orientation					
Total Issues Nominated by Aggrieved					
Total New Complaints Received	20				

Nb. In any grievance the aggrieved may nominate multiple issues.

Grievance trends continue to be concentrated around personal bullying, harsh management styles and perceived unfairness in transfers, selection procedures or implementation of policy. The management of change is a common factor in the background of many of the grievances arising.

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Breakdown by gender of aggrieved:	Breakdown by section of workforce :
2013-14	2013-14
Q1: 12 male, 9 female	Q1: 9 officers, 12 staff
Q2: 14 male, 11 female	Q2: 11 officers, 14 staff
Q3: 9 male, 15 female	Q3: 10 officers, 14 staff.
Q4: 10 male, 15 female	Q4: 12 officers, 13 staff
2014-15	2014-15
Q1: 6 male, 14 female	Q1: 8 officers, 12 staff

No pattern is apparent in the gender of aggrieved parties – in some quarters males submit more grievances, in others the majority are from females. However, in the breakdown between officers and staff, it is staff who tend consistently to submit the greater number of complaints.

Of the protected characteristics, the most commonly nominated in 2013-14 was disability. Gender, ethnicity and sexual orientation were also raised by aggrieved parties, but in only a single instance each. In the first quarter of 2014-15, no protected characteristics have been nominated.

Grievances around disability centre upon a small number of repeated circumstances. In one scenario, the aggrieved finds difficulty in convincing managers that a condition is genuine or amounts to a disability. In another, the aggrieved with a disability seeks one or more adjustments, the reasonableness of which is disputed. The third occurs when a disability brings an individual into conflict with a procedure or requirement, such as a shift pattern. Common failings that aggravate these cases include irregular reviews of agreed adjustments and incomplete records of the disability and the adjustments agreed.

Where a grievance relates to policy, it is usually the unfair interpretation or implementation of the policy by one individual manager, rather than any intrinsic unfairness in the policy itself, that attracts the complaint.

A developing trend visible in these figures is that fewer grievances raised are being referred to Resolution Officers for formal exploration. So far in 2014-15, no grievances have been allocated to Resolution Officers. Several factors contribute. The first is a move away from using Resolution Officers as a default approach. Instead, a greater emphasis is now placed on an initial assessment or triage of the circumstances of the grievance when raised. This allows us to ensure the opportunities for quick, informal results are exhausted before committing to resource intensive, more formal and protracted approaches is considered. Others are that the Equality Unit is increasingly able to refer grievances back to local management and enjoys strengthening relationships with unions, staff support associations and the police federation. The latter has enabled use of union/federation resources as mediators and negotiators of resolutions.

The second half of 2013-14 saw a substantial increase in the number of grievances submitted then withdrawn by the aggrieved party. In the majority of these cases, the decision to withdraw follows an offer of options (*"In these circumstances you could consider X or Y."*), or the offer of interventions (*"Would you be willing to participate in (e.g. mediation)?"*). Situations in which the aggrieved is told they have not made a case of being treated unfairly are classed as rejections. This trend has continued into 2014-15.

Simon Mellors
Equality Unit
HR Strategy and Change
August 2014