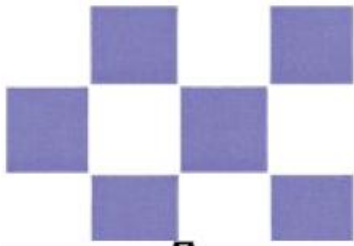
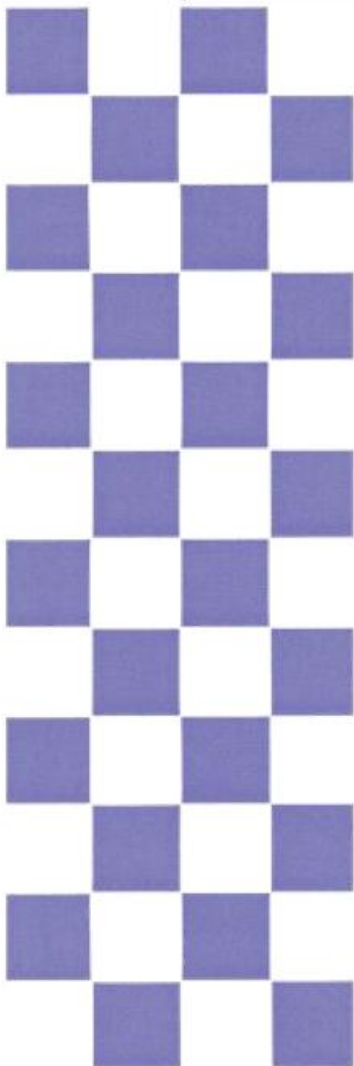


**DIVERSITY QUARTERLY
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Diversity Monitoring January – March 2011

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 **January – March 2011**

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**Scrutiny of Stop Search and Stop Talk figures
January – March 2011**

Introduction

Stop talk, and 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

	Force		A Division		B Division		C Division		D Division	
	Stop Talk	Stop Search	Stop Talk	Stop Search	Stop Talk	Stop Search	Stop Talk	Stop Search	Stop Talk	Stop Search
Raw stats										
Total	3,171	3,575	358	310	36	202	2,011	984	766	2,079
White stops	3,035	3,355	351	300	35	199	1,926	937	723	1,919
% White stops	95.7%	93.8%	98.0%	96.8%	97.2%	98.5%	95.8%	95.2%	94.4%	92.3%
White Arrests	0	258	0	21	0	12	0	67	0	158
% White arrests	0.0%	7.7%	0.0%	7.0%	0.0%	6.0%	0.0%	7.2%	0.0%	8.2%
BME stops	51	145	5	8	1	1	18	28	27	108
% BME stops	1.6%	4.1%	1.4%	2.6%	2.8%	0.5%	0.9%	2.8%	3.5%	5.2%
BME Arrests	0	28	0	0	0	0	0	8	0	20
% BME arrests	0.0%	19.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	18.5%
Anomalies										
Of self-def 'Chinese' No off-def 'white'	1	0	0	0	0	0	0	1	0	1
Of self-def 'Other' No off-def 'white'	0	0	0	0	0	0	0	0	0	0
Revised stats										
BME stops	50	145	5	8	1	1	18	27	27	107
% BME stops	1.6%	4.1%	1.4%	2.6%	2.8%	0.5%	0.9%	2.7%	3.5%	5.1%
BME Arrests	0	28	0	0	0	0	0	8	0	20
% BME arrests	0.0%	19.3%	0.0%	0.0%	0.0%	0.0%	0.0%	29.6%	0.0%	18.7%

Force wide there has been an increase in figures and percentages of stop/talk and search. In D Division there has generally been an increase however the numbers of stop/searches are up by 1300. C Division stop talks still make up a large percentage of all stop/talks force wide.

Force wide there appears to be disproportionality between the percentage of BME and white arrests and this is of particular note in C and D Divisions where the number of BME stop searches has significantly increased on the last quarter.

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**Scrutiny of Stop Search and Stop Talk figures
Year to date**

	Force		A Division		B Division		C Division		D Division	
	Stop Talk	Stop Search	Stop Talk	Stop Search	Stop Talk	Stop Search	Stop Talk	Stop Search	Stop Talk	Stop Search
Raw stats										
Total	11,767	8,074	788	1,021	266	584	7,550	1,602	3,163	4,867
White stops	11,331	7,648	765	985	258	555	7,307	1,541	3,001	4,567
% White stops	96.3%	94.7%	97.1%	96.5%	97.0%	95.0%	96.8%	96.2%	94.9%	93.8%
White Arrests	0	770	0	96	0	40	0	143	0	491
% White arrests	0.0%	10.1%	0.0%	9.7%	0.0%	7.2%	0.0%	9.3%	0.0%	10.8%
BME stops	214	394	20	28	7	21	71	53	116	292
% BME stops	1.8%	4.9%	2.5%	2.7%	2.6%	3.6%	0.9%	3.3%	3.7%	6.0%
BME Arrests	0	70	0	8	0	1	0	9	0	52
% BME arrests	0.0%	17.8%	0.0%	28.6%	0.0%	4.8%	0.0%	17.0%	0.0%	17.8%
Anomalies										
Of self-def 'Chinese' No off-def 'white'	5	22	0	0	0	2	2	2	3	18
Of self-def 'Other' No off-def 'white'	28	31	10	5	4	2	10	0	4	24
Revised stats										
BME stops	181	341	10	23	3	17	59	51	109	250
% BME stops	1.5%	4.2%	1.3%	2.3%	1.1%	2.9%	0.8%	3.2%	3.4%	5.1%
BME Arrests	0	70	0	8	0	1	0	9	0	52
% BME arrests	0.0%	20.5%	0.0%	34.8%	0.0%	5.9%	0.0%	17.6%	0.0%	20.8%

Force wide when comparing percentages there is a large disproportionality between percentage white arrests and percentage BME arrests, all BME figures with the exception of B Division are significantly higher than white arrests.

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**Arrests and Disposals
January – March 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	19	3	3	2	11
White	0	0	0	0	0
Not Stated	1	0	0	0	1
BME	18	3	3	2	10
% BME	94.7%	100.0%	100.0%	100.0%	90.9%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	90	25	18	3	44
White	1	1	0	0	0
Not Stated	3	1	0	0	2
BME	86	23	18	3	42
% BME	95.6%	92.0%	100.0%	100.0%	95.5%

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	6,697	1,450	1,019	946	3,282
White	6,292	1,388	978	919	3,007
% White	94.0%	95.7%	96.0%	97.1%	91.6%
BME	333	56	35	20	222
% BME	5.0%	3.9%	3.4%	2.1%	6.8%
Modified fig (total - immigration)	6,678	1,447	1,016	944	3,271
Modified % BME arrests	4.7%	3.7%	3.1%	1.9%	6.5%

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Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	27,012	5,680	4,140	4,197	12,995
White	25,387	5,459	3,900	4,065	11,963
% White	94.0%	96.1%	94.2%	96.9%	92.1%
BME	1323	200	191	97	835
% BME	4.9%	3.5%	4.6%	2.3%	6.4%
Modified fig (total - immigration)	26,922	5,655	4,122	4,194	12,951
Modified % BME arrests	4.6%	3.1%	4.2%	2.2%	6.1%

In all cases BME figures exceed BME population percentages; however these figures are largely similar to those of the last quarter.

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	561	8.3%	30	9.7%	2,429	8.9%	99	8.0%
To court (not on remand)	2037	30.3%	83	26.8%	8,005	29.2%	292	23.7%
To court (on remand)	1459	21.7%	53	17.1%	5,534	20.2%	252	20.4%
On bail to Police Station	451	6.7%	28	9.0%	2,051	7.5%	117	9.5%
TIC	4	0.1%	0	0.0%	8	0.0%	0	0.0%
FPN	158	2.4%	5	1.6%	702	2.6%	30	2.4%
MHA Diversion	14	0.2%	3	1.0%	59	0.2%	3	0.2%
NFA	2035	30.3%	108	34.8%	8,619	31.4%	441	35.7%
Humberside Total	6719	100.0%	310	100.0%	27,407	100.0%	1,234	100.0%

This quarter the percentage figures are largely similar to those of the last quarter, however the actual number of white prisoners to court (not on remand) and on bail to Police Station have risen by over 100, these rises are mirrored with BME prisoners however the numbers involved are somewhat lower.

Again this quarter and year to date there is a larger percentage of BME prisoners NFA'd than white prisoners.

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
January – March 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	1,626	78	1,704	43
% Endorsable Notices	95.4%	4.6%	-	
HORT1's	224	8	232	56
% of HORT1's	96.6%	3.4%	-	
Non Endorsable Notices	3,055	84	3,139	1,348
%NonEndorsable Notices	97.3%	2.7%	-	
Vehicle Defect Form's	1,101	54	1,155	54
% Vehicle Defect Form's	95.3%	4.7%	-	
PND's	636	31	667	54
% of PND's	95.4%	4.6%	-	
Number on courses	723	28	751	35
%of those on courses	96.3%	3.7%	-	

Force Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	8,078	327	8,405	216
% Endorsable Notices	96.1%	3.9%	-	
HORT1's	819	25	844	276
% of HORT1's	97.0%	3.0%	-	
Non Endorsable Notices	9,277	213	9,490	3,818
%NonEndorsable Notices	97.8%	2.2%	-	
Vehicle Defect Form's	3,296	180	3,476	202
% Vehicle Defect Form's	94.8%	5.2%	-	
PND's	2,637	63	2,700	234
% of PND's	97.7%	2.3%	-	
Number on courses	723	28	751	35
%of those on courses	96.3%	3.7%	-	

The number and percentage of people attending Diversionary Scheme courses has been included this quarter in order to provide a more comprehensive overview of the force.

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Force wide the number of tickets issued generally has risen on the last quarter with the exception of VDRs. The number of tickets issued to the BME community has increased on the last quarter. The number of unknown ethnicity with the exception of HORT1s has decreased on the last quarter.

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	271	9	280	5
<i>% Endorsable Notices</i>	96.8%	3.2%	-	
HORT1's	24	0	24	4
<i>% of HORT1's</i>	100.0%	0.0%	-	
Non Endorsable Notices	193	11	204	12
<i>%NonEndorsable Notices</i>	94.6%	5.4%	-	
Vehicle Defect Form's	148	5	153	6
<i>% Vehicle Defect Form's</i>	96.7%	3.3%	-	
PND's	46	9	55	4
<i>% of PND's</i>	83.6%	16.4%	-	
Number on courses	140	4	144	3
<i>%of those on courses</i>	97.2%	2.8%	-	

A Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,454	35	1,489	12
<i>% Endorsable Notices</i>	97.6%	2.4%	-	
HORT1's	96	1	97	26
<i>% of HORT1's</i>	99.0%	1.0%	-	
Non Endorsable Notices	845	24	869	174
<i>%NonEndorsable Notices</i>	97.2%	2.8%	-	
Vehicle Defect Form's	626	26	652	30
<i>% Vehicle Defect Form's</i>	96.0%	4.0%	-	
PND's	191	10	201	26
<i>% of PND's</i>	95.0%	5.0%	-	
Number on courses	140	4	144	3
<i>%of those on courses</i>	97.2%	2.8%	-	

The percentage of all tickets issued to the BME community are all above the BME percentage population, however the numbers involved are low.

The number of tickets issued this quarter together with the BME percentage figures have risen with the exception of VDRs.

The number of unknown ethnicity has decreased with the exception of endorsable notices but 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	237	13	250	2
% Endorsable Notices	94.8%	5.2%	-	
HORT1's	47	3	50	13
% of HORT1's	94.0%	6.0%	-	
Non Endorsable Notices	324	10	334	65
%NonEndorsable Notices	97.0%	3.0%	-	
Vehicle Defect Form's	449	31	480	13
% Vehicle Defect Form's	93.5%	6.5%	-	
PND's	40	2	42	3
% of PND's	95.2%	4.8%	-	
Number on courses	214	12	226	10
%of those on courses	94.7%	5.3%	-	

B Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,011	61	1,072	19
% Endorsable Notices	94.3%	5.7%	-	
HORT1's	159	5	164	51
% of HORT1's	97.0%	3.0%	-	
Non Endorsable Notices	808	22	830	158
%NonEndorsable Notices	97.3%	2.7%	-	
Vehicle Defect Form's	1,123	82	1,205	51
% Vehicle Defect Form's	93.2%	6.8%	-	
PND's	172	5	177	27
% of PND's	97.2%	2.8%	-	
Number on courses	214	12	226	10
%of those on courses	94.7%	5.3%	-	

There have been significant increases in the number of tickets issued generally together with a rise in the percentage of tickets issued to the BME community with the exception of endorsable notices.

The number of unknown ethnicities has decreased with the exception of HORT1s which have increased by 9.

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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	642	28	670	16
% Endorsable Notices	95.8%	4.2%	-	
HORT1's	94	2	96	24
% of HORT1's	97.9%	2.1%	-	
Non Endorsable Notices	1,561	12	1,573	1,070
%NonEndorsable Notices	99.2%	0.8%	-	
Vehicle Defect Form's	302	4	306	18
% Vehicle Defect Form's	98.7%	1.3%	-	
PND's	171	2	173	12
% of PND's	98.8%	1.2%	-	
Number on courses	218	5	223	13
%of those on courses	97.8%	2.2%	-	

C Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	3,317	117	3,434	94
% Endorsable Notices	96.6%	3.4%	-	
HORT1's	360	11	371	139
% of HORT1's	97.0%	3.0%	-	
Non Endorsable Notices	4,206	38	4,244	2,777
%NonEndorsable Notices	99.1%	0.9%	-	
Vehicle Defect Form's	880	15	895	79
% Vehicle Defect Form's	98.3%	1.7%	-	
PND's	752	6	758	55
% of PND's	99.2%	0.8%	-	
Number on courses	218	5	223	13
%of those on courses	97.8%	2.2%	-	

There have been fluctuations in the numbers of tickets and percentages issued generally; however the numbers of tickets issued to BME are largely similar to the last quarter. There have been improvements made in the numbers of unknown ethnicities with the exception of PNDs which have increased by 2.

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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	476	28	504	20
% Endorsable Notices	<i>94.4%</i>	<i>5.6%</i>	-	
HORT1's	59	3	62	15
% of HORT1's	<i>95.2%</i>	<i>4.8%</i>	-	
Non Endorsable Notices	977	51	1,028	201
%NonEndorsable Notices	<i>95.0%</i>	<i>5.0%</i>	-	
Vehicle Defect Form's	202	14	216	17
% Vehicle Defect Form's	<i>93.5%</i>	<i>6.5%</i>	-	
PND's	379	18	397	35
% of PND's	<i>95.5%</i>	<i>4.5%</i>	-	
Number on courses	151	7	158	9
%of those on courses	<i>95.6%</i>	<i>4.4%</i>	-	

D Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	2,285	113	2,398	91
% Endorsable Notices	<i>95.3%</i>	<i>4.7%</i>	-	
HORT1's	200	8	208	58
% of HORT1's	<i>96.2%</i>	<i>3.8%</i>	-	
Non Endorsable Notices	3,413	129	3,542	706
%NonEndorsable Notices	<i>96.4%</i>	<i>3.6%</i>	-	
Vehicle Defect Form's	671	57	728	41
% Vehicle Defect Form's	<i>92.2%</i>	<i>7.8%</i>	-	
PND's	1,496	42	1,538	123
% of PND's	<i>97.3%</i>	<i>2.7%</i>	-	
Number on courses	151	7	158	9
%of those on courses	<i>95.6%</i>	<i>4.4%</i>	-	

There have been significant increases in the total numbers of tickets with ethnicity recorded with the exception of endorsable notices with a decrease of 85.

All of the tickets issued are over twice the BME percentage population; however the numbers involved are relatively small.

There have been improvements in the unknown ethnicity recording however there have been increases for HORT1s and VDRs.

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**Humberside Police
Racially and Religiously Aggravated Crime
January – March 2011**

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.

		Apr-June 2010	Jul-Sept 2010	Oct -Dec 2010	Jan-Mar 2011	Rolling year Apr 10 – Mar 11
Force	Recorded	121	86	83	71	361
	Detected	57	40	40	42	179
	Detection Rate	47.1%	46.5%	48.2%	59.2%	49.6%
A Div	Recorded	35	25	21	19	100
	Detected	11	10	7	10	38
	Detection Rate	31.4%	40.0%	33.3%	52.6%	38.0%
B Div	Recorded	25	13	12	11	61
	Detected	6	4	6	5	21
	Detection Rate	24.0%	30.8%	50.0%	45.5%	34.4%
C Div	Recorded	16	13	14	8	51
	Detected	5	4	7	9	25
	Detection Rate	31.3%	30.8%	50.0%	112.5%	49.0%
D Div	Recorded	45	35	36	33	149
	Detected	35	22	20	18	95
	Detection Rate	77.8%	62.9%	55.6%	54.5%	63.8%

Force wide and in each Division the numbers of recorded incidents has decreased slightly on the last quarter.

There has been an increase in detection rates force wide and in A and C Divisions. B and D Division have seen a small decrease, however for the rolling year D Division's detection rate remains higher than the force average.

In relation to the C Division detection rate - the original reports from CIS4 reports have been checked.

The eight with recorded dates between 1/1/2011 and 31/3/2011 are shown on CIS4 recorded totals sheet.

The nine with detected dates between 1/1/2011 and 31/3/2011 are shown on the CIS4 detected totals sheet. The detected total was boosted by five which were recorded in 2010 but not detected until this quarter. This therefore looks like one of the rare cases where the detection rate really is above 100%.

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DIVERSITY PMG

COMPLAINT DATA

	<u>01-Jan-10</u> <u>31-Mar-10</u>	<u>01-Jan-11</u> <u>31-Mar-11</u>	<u>Variance</u>
Complaint Cases Recorded	131	92	-39
Complaint Allegations Recorded	272	209	-63
Subjects Complained About			
Male	204	184	-20
Female	77	44	-33
Unidentified	24	10	-14
Total	<u>305</u>	<u>238</u>	<u>-67</u>
Asian	1	1	
Black			
Other		1	
White	280	226	-54
Unidentified	24	10	-14
Total	<u>305</u>	<u>238</u>	<u>-68</u>
Subjects of Substantiated Allegations			
Male	1	22	21
Female	1	6	5
Unknown/Not Stated	0	2	2
Total	<u>2</u>	<u>30</u>	<u>28</u>
BME			0
White	2	28	26
Unknown/Not Stated		2	
Total	<u>2</u>	<u>30</u>	<u>26</u>

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Complainants

Male	100	65	-35
Female	44	46	2
Transgender	0		0
Unknown/Not Stated	1		-1
Total	<u>145</u>	<u>111</u>	<u>-34</u>

Asian	4	4	0
Black	4	3	-1
Other	4	4	0
White	117	84	-33
Unknown/Not Stated	16	16	0
Total	<u>145</u>	<u>111</u>	<u>-34</u>

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

4	5	1
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MISCONDUCT DATA

	<u>01-Jan-10</u> <u>31-Mar-10</u>	<u>01-Jan-11</u> <u>31-Mar-11</u>	<u>Variance</u>
Misconduct Cases Recorded	13	52	39
Misconduct Allegations Recorded	35	94	59
Misconduct Allegation Subjects			
Male	12	42	30
Female	3	22	19
Unknown/Not Stated	0		0
Total	<u>15</u>	<u>64</u>	<u>49</u>
Asian			
Black		2	
Other			
White	15	62	47
Unknown/Not Stated			0
Total	<u>15</u>	<u>64</u>	<u>47</u>
Misconduct Meetings			
Male	3	7	4
Female	0	4	4
Unknown/Not Stated	0	0	0
Total	<u>3</u>	<u>11</u>	<u>8</u>
BME	0	0	0
White	3	11	8
Total	<u>0</u>	<u>11</u>	<u>8</u>
Misconduct Hearings			
Male	0	1	1
Female	0	1	1
Unknown/Not Stated	0	0	0
Total	<u>0</u>	<u>2</u>	<u>2</u>
BME	0	0	0
White	0	2	2
Total	<u>0</u>	<u>2</u>	<u>2</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 which details the current BME staffing position for the period 1 January 2011 to 31 March 2011.

BACKGROUND

2. As a public authority, we have general and specific duties to meet the Equality Duty in the newly implemented Equality Act 2010 with effect from 5 April 2011. The aim of the Equality Duty is to have 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) is shown below. An equality monitoring form is now in use during the internal recruitment process which will collect further data on religion and sexual orientation of current staff to reflect a more complete picture of our work force.

	Force Family Headcount	Female %	BME %	Disabled %	56+ %
Q1	4,688	43.9%	1.73%	3.01%	8.43%
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+
Q1	2,062	27.69%	1.94%	2.18%	1.26%
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+
Q1	2,172	58.56%	1.47%	4.51%	15.65%
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+
Q1	336	41.96%	1.78%	0.89%	2.08%
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+
Q1	118	62.71%	7.63%	0%	18.64%
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. The local target for BME recruitment for 2010/2011 is 6% of total staff recruited (police staff, volunteers and special constables). The table below breakdowns the newly recruited from 1 April 2010 to 31 March 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	38	8	18	64	1	0	0	1	1.56%
Q2	47	15	17	79	1	2	0	3	3.80%
Q3	23	19	18	60	0	1	1	2	3.33%
Q4	11	11	18	40	0	3	1	4	10.00%
Grand Total	119	53	71	243	2	6	2	10	4.12%

5. Of the 243 individuals that have joined Humberside Police this financial year, 4.12% are from the BME communities, this equates to 1.88% below target.

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 during the last 3 quarters. Previous expressions of interest to transfer received in the first quarter of the year continue to remain on file.

APPLICANTS FOR PROMOTION AND PROGRESSION

7. The target of 24% of police officers to be female is currently exceeded (28.10%).
8. A combined target of 11.5% of all female police officers who are Sergeants and Inspectors has been agreed with the Police Authority for 2010/11. At present, 7.9% of female officers are Sergeants (44 out of 557 females) and 2.15% of female officers are Inspectors (12 out of 557), equating to a combined rate of 10.05%, which is -1.45% below target.
9. To compare the ranks by gender, 11.21% of all Inspectors (12 out of 107) and 16.18% of all Sergeants (44 out of 272) are female.
10. Between 1 January 2011 and 31 March 2011, the OSPRE Part 1 Sergeant's examination has been completed. The pass rate was overall poor. A breakdown is detailed below;

Sergeant OSPRE part 1 examination

- 68 applicants, of which 18 were successful (26.47%)
- 33.82% of the applicants were female, 26.09% were successful (6 out of 23).

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- 5.88% of the applicants were from BME communities, 25% (1) were successful.
- 1.47% of the applicants are disabled, none (1) were successful.

Work is underway to consider cost effective ways to support all officers applying for OSPRE with the aim of increasing the success rate.

GRIEVANCE AND DISCIPLINARY PROCEDURES

11. Grievance – Police Staff

Between 1 January 2011 – 31 March 2011, 10 grievances were heard. Of the 10; 2 resolved at Stage 1, 1 withdrew at Stage 1, 1 completed awaiting final outcomes and 6 are ongoing.

12. Grievance – Police Officer

Between 1 January 2011 – 31 March 2011, 2 grievances were heard and both withdrew at Stage 1.

13. In addition to the above grievances received, the Senior HR Officer (Diversity) has also been involved in giving advice and guidance to solve issues informally on 11 occasions during this period. None of the informal grievances have progressed to the formal stage of the RADAW procedure.

14. A trend continues to appear in that the majority of grievances relate to interpersonal relationships between members of police staff and their line managers. The revised RADAW practice direction is now in use and reinforces the line managers'/senior managers' responsibility to informally resolve interpersonal disputes as part of the RADAW procedure.

15. Disciplinary – Police Staff

Between the period 1 January 2011 – 31 March 2011; 26 misconduct cases have been reported, of which 5 progressed to disciplinary hearings; 1 is yet to be heard. Of the 4 heard, all resulted in written warnings.

Discreditable conduct, honesty and integrity and confidentiality concerns feature highly in conduct offences, with 19% of cases relating to discreditable conduct, 23% of cases relating to honesty and integrity and 23% of cases relating to confidentiality.

16. Disciplinary issues involving Police Community Support Officers continue to be excessively high, as they have done for the previous two quarters. PCSOs make up 15% of the workforce, yet for the period 1 January 2011 to 31 March 2011, 31% of disciplinary issues involved PCSOs, primarily for honesty and integrity and discreditable conduct concerns.

17. Disciplinary – Police Officer

Between 1 January 2011 – 31 March 2011, there has been one Misconduct Tribunal under the 2004 Regulations which resulted in a Reprimand and one Misconduct Hearing under the 2008 Regulations which resulted in a Dismissal without Notice.

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18. During the period 1 January 2011 to 31 March 2011, eleven officers have also faced 12 separate allegations and 11 Misconduct Meetings have taken place as a result. Two officers received a Final Written Warning, eight officers received a Written Warning and one officer received Management Advice.
19. Five of the allegations related to a breach of confidentiality, six of the allegations related to a breach of duties and responsibilities and one allegation related to discreditable conduct.
20. There are no trends to report. Some of the confidentiality issues arose from historical offences and four of the duties and responsibility issues arose from one investigation.

THOSE WHO CEASE EMPLOYMENT (LEAVERS)

21. For the period 1 January 2011 to 31 March 2011, 150 people have left Humberside Police for various reasons; 64 police staff, 26 police officers, 35 special constables and 25 volunteers; 1 police officer, 3 volunteers and 2 special constables from BME communities was amongst those leaving (all resigned).
22. Of the 64 police staff that left the organisation during the period 1 January 2011 to 31 March 2011, 48.44% (31) left the organisation in accordance with the enhanced voluntary redundancy scheme; one member of staff is from a BME community.
23. The Police Authority met on 7 March 2011 and have granted a further 62 police staff the enhanced voluntary redundancy package, no members of staff are from a BME community. These staff are currently working their notice periods.
24. A further 58 members of police staff await a decision from the Police Authority to be granted the enhanced voluntary redundancy package during this period, one is from a BME community.
25. For 2010/11 an annual local target for BME retention has been agreed with the Police Authority at 3% of total number of 'those who cease employment' with Humberside Police, ie. police officers, police staff, volunteers and special constables, therefore we met the annual target, effectively 1.06% above target.

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	SubTotal	Police Officers	Police Staff	Volunteers	Special Constables	Sub Total	
Q1	28	32	11	19	90	0	0	0	0	0	0%
Q2	32	60	13	20	125	0	0	1	0	1	0.80%
Q3	26	58	4	11	99	1	0	0	0	1	1.01%
Q4	26	64	25	35	150	1	1	3	2	7	4.67%
Grand Total	112	214	53	85	464	2	1	4	2	9	1.94%

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OPTIONS/RISKS

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

EQUALITY AND DIVERSITY IMPLICATIONS

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

CONCLUSIONS

28. 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.
29. 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.