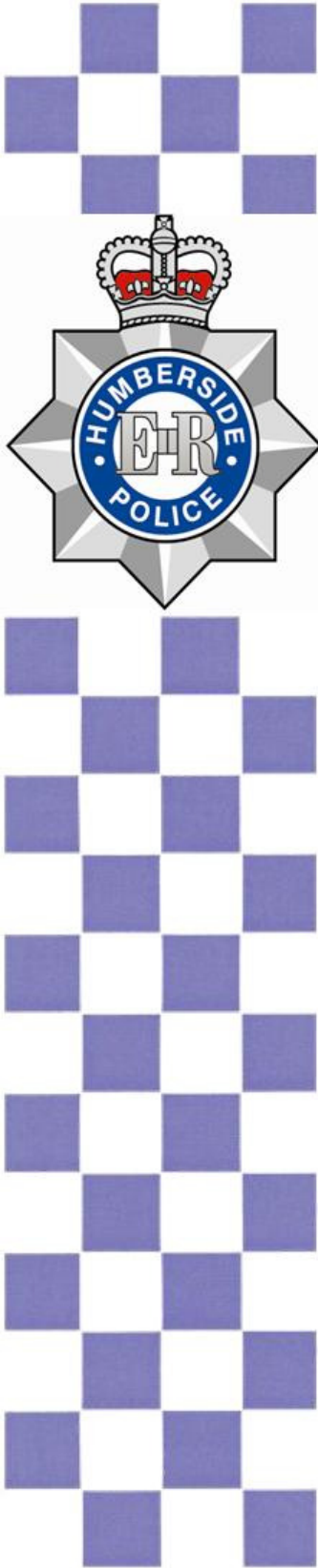


**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012



**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

January – March 2012



**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

CONTENTS	PAGE NO
Introduction	3 - 4
Scrutiny of stop/searches & stop/talks	5 - 6
Arrest and Disposal Analysis	7 - 8
Force Tickets Analysis	9 - 13
Racially and Religiously Aggravated Crime	14
Crimes with Hate Crime Flag	15
Complaints	16 - 18
Employment Monitoring	19 - 31

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

**Diversity Monitoring
January – March 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 January - March 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 **January – March 2012**

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

**Scrutiny of Stop Search figures
January – March 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
Raw stats					
Total	2,867	147	300	926	1,494
White stops	2,667	143	258	896	1,370
% White stops	93.0%	97.3%	86.0%	96.8%	91.7%
White Arrests	72	18	6	10	38
% White arrests	2.7%	12.6%	2.3%	1.1%	2.8%
BME stops	142	1	30	16	95
% BME stops	5.0%	0.7%	10.0%	1.7%	6.4%
BME Arrests	3	0	3	0	0
% BME arrests	2.1%	0.0%	10.0%	0.0%	0.0%
Of self-def 'Chinese' No off-def 'white'	1	0	0	1	1
Of self-def 'Other' No off-def 'white'	0	0	0	0	0
BME stops	141	1	30	15	94
% BME stops	4.9%	0.7%	10.0%	1.6%	6.3%
BME Arrests	3	0	3	0	0
% BME arrests	2.1%	0.0%	10.0%	0.0%	0.0%

Force wide the total number of stop searches and the number of white stop searches and arrests have decreased whilst BME stop searches have increased by 1.6%, however BME arrests have decreased by 7.5%.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

Of note divisionally are B and D Divisions. In B Division the number of BME stop searches has doubled on the last quarter and the number of BME arrests have halved. In D Division the number of BME stop searches has increased by over 20, however there have been no arrests.

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	10,364	707	846	2,824	5,987
White stops	9,924	697	791	2,771	5,665
% White stops	95.8%	98.6%	93.5%	98.1%	94.6%
White Arrests	481	89	38	60	294
% White arrests	4.8%	12.8%	4.8%	2.2%	5.2%
BME stops	440	10	55	53	322
% BME stops	4.2%	1.4%	6.5%	1.9%	5.4%
BME Arrests	44	2	15	5	22
% BME arrests	10.0%	20.0%	27.3%	9.4%	6.8%
Anomalies					
Of self-def 'Chinese' No off-def 'white'	5	0	0	1	4
Of self-def 'Other' No off-def 'white'	0	0	0	0	0
Revised stats					
BME stops	435	10	55	52	318
% BME stops	4.2%	1.4%	6.5%	1.8%	5.3%
BME Arrests	44	2	15	5	22
% BME arrests	10.1%	20.0%	27.3%	9.6%	6.9%

In comparison to the Year to Date figures for January – March 2011, with the exception of A Division where the number of stop searches has decreased (-314), there has been a significant increases in the number of stop searches conducted (B Division +262, C Division +1222 and D Division +1120), the majority of which relate to white stop searches.

Across all Divisions the number of white arrests has decreased as have BME arrests in A, C and D Divisions.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

**Arrests and Disposals
January – March 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

	Force	A Division	B Division	C Division	D Division
All	18	3	3	5	7
White	1	0	0	0	1
Not Stated	0	0	0	0	0
BME	17	3	3	5	6
% BME	94.4%	100.0%	100.0%	100.0%	85.7%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	89	36	13	6	34
White	14	12	1	0	1
Not Stated	3	0	2	2	1
BME	72	24	12	4	32
% BME	80.9%	66.7%	92.3%	66.7%	94.1%

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	8,517	1,271	782	802	5,662
White	8,007	1,215	726	767	5,299

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

% White	94.0%	95.6%	92.8%	95.6%	93.6%
BME	424	40	51	27	306
% BME	5.0%	3.1%	6.5%	3.4%	5.4%
Modified fig (total - immigration)	8,499	1,268	779	797	5,655
Modified % BME arrests	4.8%	2.9%	6.2%	2.8%	5.3%

Force wide the total number of arrests has increased this quarter with the largest increase being in D Division, +2376 white arrests and +113 BME arrests.

Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	28,444	5,395	3,820	3,755	15,474
White	26,715	5,157	3,575	3,613	14,370
% White	93.9%	95.6%	93.6%	96.2%	92.9%
BME	1404	173	211	109	911
% BME	4.9%	3.2%	5.5%	2.9%	5.9%
Modified fig (total - immigration)	28,355	5,359	3,807	3,749	15,440
Modified % BME arrests	4.7%	2.8%	5.2%	2.8%	5.7%

In comparison to the Year to Date figures for January – March 2011, the total number of arrests and white arrests have fallen with the exception of D Division, however with the exception of A Division there have been increases in BME arrests.

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	433	7.4%	18	6.6%	2,132	8.2%	96	8.2%
To court (not on remand)	1,783	30.6%	74	27.3%	7,523	29.0%	278	23.8%
To court (on remand)	1,240	21.3%	52	19.2%	5,612	21.7%	233	19.9%
On bail to Police Station	461	7.9%	28	10.3%	2,256	8.7%	124	10.6%
TIC	0	0.0%	0	0.0%	5	0.0%	0	0.0%
FPN	93	1.6%	7	2.6%	514	2.0%	25	2.1%
MHA Diversion	12	0.2%	0	0.0%	38	0.1%	2	0.2%
NFA	1,797	30.9%	92	33.9%	7,825	30.2%	411	35.2%
To Prison								
Humberside Total	5,819	100.0%	271	100.0%	25,905	100.0%	1,169	100.0%

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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

Generally with the exception of MHA Diversion and NFA there has been a decrease in all disposal methods, however the percentages involved are largely similar to those of the last quarter.

In comparison to the Year to Date figures for January – March 2011 there has been a decrease in the number of prisoners dealt with. In relation to the disposal methods for prisoners there have been decreases in all disposal methods with the exception of 'to court (on remand) for whites and 'On bail to Police Station' for whites and BME.

**Scrutiny of Force tickets
January – March 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

Force This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,424	87	1,511	34
<i>% Endorsable Notices</i>	<i>94.2%</i>	<i>5.8%</i>	-	
HORT1's	167	10	177	51
<i>% of HORT1's</i>	<i>94.4%</i>	<i>5.6%</i>	-	
Non Endorsable Notices	1,657	75	1,732	141
<i>% Non Endorsable Notices</i>	<i>95.7%</i>	<i>4.3%</i>	-	
Vehicle Defect Form's	1,459	94	1,553	71
<i>% Vehicle Defect Form's</i>	<i>93.9%</i>	<i>6.1%</i>	-	
PND's	484	10	494	40
<i>% of PND's</i>	<i>98.0%</i>	<i>2.0%</i>	-	
Number on courses	937	28	965	15
<i>% of those on courses</i>	<i>97.1%</i>	<i>2.9%</i>	-	

Force wide there have been small fluctuations in the number of tickets issued, also the numbers of unrecorded ethnicity are largely the same as the last quarter.

Force Year to Date				
	White	BME	Total tickets ethnicity	U/K

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

			recorded	
Endorsable notices	6,006	297	6,303	180
<i>% Endorsable Notices</i>	<i>95.3%</i>	<i>4.7%</i>	-	
HORT1's	725	23	748	196
<i>% of HORT1's</i>	<i>96.9%</i>	<i>3.1%</i>	-	
Non Endorsable Notices	8,351	289	8,640	2,298
<i>%NonEndorsable Notices</i>	<i>96.7%</i>	<i>3.3%</i>	-	
Vehicle Defect Form's	4,501	282	4,783	183
<i>% Vehicle Defect Form's</i>	<i>94.1%</i>	<i>5.9%</i>	-	
PND's	2,455	60	2,515	148
<i>% of PND's</i>	<i>97.6%</i>	<i>2.4%</i>	-	
Number on courses	3,885	136	4,021	57
<i>%of those on courses</i>	<i>96.6%</i>	<i>3.4%</i>	-	

In comparison to the Year to Date figures for January – March 2011, force wider there has been a decrease in the number of tickets issued, with the exception of VDRs and the number on courses. On a positive note there has been a decrease in the number of undefined ethnicity except in relation to those attending courses.

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	166	7	173	1
<i>% Endorsable Notices</i>	<i>96.0%</i>	<i>4.0%</i>	-	
HORT1's	17	0	17	3
<i>% of HORT1's</i>	<i>100.0%</i>	<i>0.0%</i>	-	
Non Endorsable Notices	243	6	249	5
<i>%NonEndorsable Notices</i>	<i>97.6%</i>	<i>2.4%</i>	-	
Vehicle Defect Form's	141	4	145	12
<i>% Vehicle Defect Form's</i>	<i>97.2%</i>	<i>2.8%</i>	-	
PND's	37	0	37	7
<i>% of PND's</i>	<i>100.0%</i>	<i>0.0%</i>	-	
Number on courses	130	2	132	4
<i>%of those on courses</i>	<i>98.5%</i>	<i>1.5%</i>	-	

In A Division the number of all types of tickets issued to the BME community has decreased whilst for whites the number of Endorsable and Non Endorsable has increased.

There has been a slight increase in the number of undefined ethnicity in relation to VDRs, PNDs and those on courses; however the numbers involved are very small.

A Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	703	33	736	3
<i>% Endorsable Notices</i>	<i>95.5%</i>	<i>4.5%</i>	-	
HORT1's	117	3	120	23
<i>% of HORT1's</i>	<i>97.5%</i>	<i>2.5%</i>	-	
Non Endorsable Notices	942	24	966	45

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

%NonEndorsable Notices	97.5%	2.5%	-	
Vehicle Defect Form's	697	25	722	22
% Vehicle Defect Form's	96.5%	3.5%	-	
PND's	180	7	187	15
% of PND's	96.3%	3.7%	-	
Number on courses	570	24	594	11
%of those on courses	96.0%	4.0%	-	

In comparison to the Year to Date figures for January – March 2011 there has been a significant decrease in the number of Endorsable Notices issued and a significant increase in the number attending courses. There are small fluctuations in the numbers of tickets issued to the BME community.

On a positive note, there has been a decrease in the number of undefined ethnicity, again with the exception of those attending courses.

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	173	15	188	5
% Endorsable Notices	92.0%	8.0%	-	
HORT1's	37	2	39	9
% of HORT1's	94.9%	5.1%	-	
Non Endorsable Notices	273	11	284	21
%NonEndorsable Notices	96.1%	3.9%	-	
Vehicle Defect Form's	414	42	456	8
% Vehicle Defect Form's	90.8%	9.2%	-	
PND's	42	1	43	3
% of PND's	97.7%	2.3%	-	
Number on courses	197	4	201	4
%of those on courses	98.0%	2.0%	-	

In B Division there have been fluctuations in the number of tickets issued, of note are the percentage increases for members of the BME community issued with Endorsable Notices and VDRs, however the numbers involved are small.

B Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	984	59	1,043	17
% Endorsable Notices	94.3%	5.7%	-	
HORT1's	119	5	124	35
% of HORT1's	96.0%	4.0%	-	
Non Endorsable Notices	1,236	58	1,294	129
%NonEndorsable Notices	95.5%	4.5%	-	
Vehicle Defect Form's	1,416	125	1,541	24
% Vehicle Defect Form's	91.9%	8.1%	-	
PND's	184	3	187	22
% of PND's	98.4%	1.6%	-	

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

Number on courses	849	33	882	13
% of those on courses	96.3%	3.7%	-	

In comparison to the Year to Date figures for January – March 2011, there have been slight increases in the number on courses, Non-Endorsable and VDRs Notices issued to the BME community, however similar increases are evident in relation to tickets issued to whites.

On a positive note, there has been a decrease in the number of undefined ethnicities, again with the exception of those attending courses, however the increase is very small.

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	557	23	580	15
% Endorsable Notices	96.0%	4.0%	-	
HORT1's	61	4	65	22
% of HORT1's	93.8%	6.2%	-	
Non Endorsable Notices	453	11	464	54
% NonEndorsable Notices	97.6%	2.4%	-	
Vehicle Defect Form's	430	12	442	22
% Vehicle Defect Form's	97.3%	2.7%	-	
PND's	115	2	117	8
% of PND's	98.3%	1.7%	-	
Number on courses	357	7	364	5
% of those on courses	98.1%	1.9%	-	

In C Division there has generally been a decrease in the number of tickets issued with the exception of VDRs which has increased by over 100, the majority of which have been issued to whites. The number of tickets issued to members of the BME community has increased or stayed the same, the numbers involved are very small.

C Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	2,137	79	2,216	63
% Endorsable Notices	96.4%	3.6%	-	
HORT1's	289	6	295	76
% of HORT1's	98.0%	2.0%	-	
Non Endorsable Notices	3,267	47	3,314	1,764
% NonEndorsable Notices	98.6%	1.4%	-	
Vehicle Defect Form's	1,125	33	1,158	54
% Vehicle Defect Form's	97.2%	2.8%	-	
PND's	652	7	659	37
% of PND's	98.9%	1.1%	-	
Number on courses	1,526	30	1,556	17
% of those on courses	98.1%	1.9%	-	

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

In comparison to the Year to Date figures provided for January – March 2011, there has been a significant increase in the number of VDRs issued and the number on course, however the majority of these have been issued to whites.

On a positive note, there has been a decrease in the number of undefined ethnicities, again with the exception of those attending courses, however the increase is very small.

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	528	42	570	13
<i>% Endorsable Notices</i>	92.6%	7.4%	-	
HORT1's	52	4	56	17
<i>% of HORT1's</i>	92.9%	7.1%	-	
Non Endorsable Notices	688	47	735	61
<i>% Non Endorsable Notices</i>	93.6%	6.4%	-	
Vehicle Defect Form's	474	36	510	29
<i>% Vehicle Defect Form's</i>	92.9%	7.1%	-	
PND's	290	7	297	22
<i>% of PND's</i>	97.6%	2.4%	-	
Number on courses	253	15	268	2
<i>% of those on courses</i>	94.4%	5.6%	-	

Again this quarter in D Division there has been a significant increase (116) in the number of VDRs issued, 80 of which were issued to whites; however the BME community has the larger percentage increase.

There has been a significant decrease in the number of undefined ethnicity for Endorsable Notices, whilst there have been fluctuations in the undefined ethnicity for other tickets, the figures provided are broadly similar to those of the last quarter.

D Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	2,182	126	2,308	97
<i>% Endorsable Notices</i>	94.5%	5.5%	-	
HORT1's	200	9	209	62
<i>% of HORT1's</i>	95.7%	4.3%	-	
Non Endorsable Notices	2,906	160	3,066	360
<i>% Non Endorsable Notices</i>	94.8%	5.2%	-	
Vehicle Defect Form's	1,263	99	1,362	83

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

% Vehicle Defect Form's	92.7%	7.3%	-	
PND's	1,439	43	1,482	74
% of PND's	97.1%	2.9%	-	
Number on courses	940	49	989	16
% of those on courses	95.0%	5.0%	-	

In comparison to the Year to Date figures provided for January – March 2011, there has been a significant increase in the number of VDRs issued and the number on courses. There have been increases to all tickets issued to the BME community. There are fluctuations in the numbers of undefined ethnicity, the most notable increase being for VDRs for which undefined ethnicity has doubled.

**Humberstone Police
Racially and Religiously Aggravated Crime
January – March 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.

		Apr-Jun 2011	Jul-Sept 2011	Oct-Dec 2011	Jan-Mar 2012	Rolling year Apr 11 – Mar 12	Police Authority Targets
Force	Recorded	87	77	76	70	310	
	Detected	64	34	57	35	190	
	Detection Rate	73.6%	44.2%	75.0%	50.0%	61.3%	50.1%
A Div	Recorded	28	24	17	18	87	
	Detected	15	12	13	10	50	
	Detection Rate	53.6%	50.0%	76.5%	55.6%	57.5%	50.1%
B Div	Recorded	10	7	8	8	33	
	Detected	7	3	8	5	23	
	Detection Rate	70.0%	42.9%	100.0%	62.5%	69.7%	50.1%
C Div	Recorded	10	11	16	12	49	
	Detected	8	3	11	4	26	
	Detection Rate	80.0%	27.3%	68.8%	33.3%	53.1%	51.0%
D Div	Recorded	39	35	35	32	141	
	Detected	34	16	25	16	91	
	Detection Rate	87.2%	45.7%	71.4%	50.0%	64.5%	63.1%

Force wide and across all Divisions the number of crimes recorded, detected and detection rates have all fallen this quarter. The force, C Division and D Division have not reached the Police Authority Targets this quarter, however on a rolling year basis the force and all Divisions continue to exceed the Police Authority Targets

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

**Humberside Police
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously
Aggravated Crime
January – March 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.

Crime description	Number
Arson Offences /56/1 Arson endangering life	1
Arson Offences /56/2 Arson not endangering life	1
Common Assault/105/1 Common assault and battery	8
Fraud , Forgery and Deceptions/53/25 Making Off Without Payment.	1
Harassment/195/94 Harassment	1
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	5
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	11
Other Miscellaneous Sexual Offences/88/9 Exposure	1
Other Offences against the State & Public Order/66/1 Affray	1
Other Offences against the State & Public Order/66/91 Racially or religiously aggravated fear or provocation of violence - words or writing.	10
Robbery/34/1 Robbery	1
Theft from a Shop/46/Theft From a Shop	1
Wounding or Other Act Endangering Life/5/1 Wounding with intent to do grievous bodily harm	2
Woundings - Injury - Firearms - Weapons - Harrasment/8/6 Assault occasioning actual bodily harm	10

There are fluctuations in the numbers and types of crimes committed this quarter; however there has been an increase of 9 in the total number of crimes recorded.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

DIVERSITY PMG

COMPLAINT DATA

	<u>01-Jan-11</u> <u>31-Mar-11</u>	<u>01-Jan-12</u> <u>31-Mar-12</u>	<u>Variance</u>
Complaint Cases Recorded	92	132	40
Complaint Allegations Recorded	209	264	55
Subjects Complained About			
Male	154	167	
Female	35	50	
Unidentified			
Total	<u>189</u>	<u>217</u>	28
Asian	1		
Black		1	
Other	1	1	
White	187	215	
Unidentified			
Total	<u>189</u>	<u>217</u>	28
Substantiated Allegations			
Male	13	7	
Female	5	2	

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

Unknown/Not Stated			
Total	<u>18</u>	<u>9</u>	-9
BME			
White	18	9	
Unknown/Not Stated			
Total	<u>18</u>	<u>9</u>	-9

Complainants

Male	59	83	
Female	38	49	
Transgender			
Unknown/Not Stated			
Total	<u>97</u>	<u>132</u>	35
Asian	3	3	
Black	3		
Other	3	1	
White	79	104	
Unknown/Not Stated	<u>9</u>	<u>24</u>	
Total	<u>97</u>	<u>132</u>	35

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

Disability			
Gender			
Homophobic			
Race	3	2	
Religion/Faith		1	
Other	<u>2</u>		
	<u>5</u>	<u>3</u>	-2

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

MISCONDUCT DATA

	<u>01-Jan-11</u> <u>31-Mar-11</u>	<u>01-Jan-12</u> <u>31-Mar-12</u>	<u>Variance</u>
Misconduct Cases Recorded	51	23	-28
Misconduct Allegations Recorded	90	29	-61
Misconduct Allegation Subjects			
Male	39	13	
Female	21	12	
Unknown/Not Stated			
Total	<u>60</u>	<u>25</u>	-35
Asian	2		
Black			
Other			
White	58	25	
Unknown/Not Stated			
Total	<u>60</u>	<u>25</u>	-35
Misconduct Meetings			
Male	7	3	
Female	4	1	

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

Unknown/Not Stated			
Total	<u>11</u>	<u>4</u>	<u>-7</u>
BME			
White	<u>11</u>	<u>4</u>	
Total	<u>11</u>	<u>4</u>	<u>-7</u>
Misconduct Hearings			
Male	1	1	
Female	1		
Unknown/Not Stated			
Total	<u>2</u>	<u>1</u>	<u>-1</u>
BME			
White	<u>2</u>	<u>1</u>	
Total	<u>2</u>	<u>1</u>	<u>-1</u>

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

**Report to: Fairness & Equality Scrutiny Panel
21 June 2012**

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

EMPLOYMENT MONITORING UPDATE

PURPOSE OF THE REPORT

1. This report outlines areas of performance in relation to employment monitoring and details the current BME staffing position for the period 1 January 2011 to 31 March 2012.

BACKGROUND

2. As a public authority, we have general and specific public sector duties to meet as part of the Equality Act 2010. The aim of the Public Sector Equality Duty is to show due regard to the three duty aims; to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.
3. As part of our aim to demonstrate our compliance with the general equality duty, a detailed breakdown of the ethnicity, disability, gender and age distribution of the workforce at different grades, whether full or part time is attached at appendix 1.
4. A gap analysis in our employment information and the proportionate steps to fill these gaps is ongoing.

STAFF IN POST

5. A comparison of staff in post over the last financial year (2010/2011) and this year to date (2011-12) are shown below at Table 1.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

Table 1.

2010-2011						2011-2012					
Force Family Headcount	Female %	BME %	Disabled %	56+ %		Force Family Headcount	Female %	BME %	Disabled %	56+ %	
Q1	4,688	43.9%	1.73%	3.01%	8.43%	Q1	4,438	43.78%	1.84%	2.95%	9.73%
Q2	4,672	43.56%	1.78%	3.04%	8.18%	Q2	4,361	43.42%	1.85%	2.98%	8.09%
Q3	4,620	43.72%	1.81%	2.98%	8.26%	Q3	4,351	43.83%	1.93%	3.13%	8.25%
Q4	4,536	43.81%	1.81%	2.91%	8.20%	Q4	4,339	43.93%	1.43%	3.34%	8.85%
Police Officers	Female	BME	Disabled	56+		Police Officers	Female	BME	Disabled	56+	
Q1	2,062	27.69%	1.94%	2.18%	1.26%	Q1	1,966	28.18%	1.62%	2.08%	2.49%
Q2	2,044	27.64%	1.66%	2.25%	1.32%	Q2	1,934	28.33%	1.65%	2.11%	1.6%
Q3	2,007	27.90%	1.64%	2.19%	1.44%	Q3	1,907	28.53%	1.68%	2.10%	1.78%
Q4	1,982	28.10%	1.61%	2.12%	1.51%	Q4	1,888	28.76%	0.90%	2.12%	1.91%
Police Staff	Female	BME	Disabled	56+		Police Staff	Female	BME	Disabled	56+	
Q1	2,172	58.56%	1.47%	4.51%	15.65%	Q1	2,021	58.58%	1.63%	4.2%	17.47%
Q2	2,164	57.95%	1.52%	4.30%	15.11%	Q2	1,986	58.1%	1.61%	4.12%	14.9%
Q3	2,133	58.08%	1.54%	4.26%	15.23%	Q3	1,988	58.3%	1.61%	4.38%	14.84%
Q4	2,089	58.21%	1.53%	4.16%	14.98%	Q4	1,989	58.72%	1.36%	4.52%	15.74%
Special Constables	Female	BME	Disabled	56+		Special Constables	Female	BME	Disabled	56+	
Q1	336	41.96%	1.78%	0.89%	2.08%	Q1	344	41.57%	1.74%	1.45%	2.03%
Q2	335	40.30%	1.79%	0.90%	1.79%	Q2	334	41.01%	1.49%	1.49%	1.19%
Q3	341	39.29%	2.05%	0.87%	1.75%	Q3	345	40.29%	1.45%	1.45%	1.16%
Q4	336	40.18%	1.79%	0.89%	1.79%	Q4	349	39.26%	1.43%	2.01%	1.43%
Volunteers	Female	BME	Disabled	56+		Volunteers	Female	BME	Disabled	56+	
Q1	118	62.71%	7.63%	0%	18.64%	Q1	107	57.94%	10.28%	0%	21.49%
Q2	129	62.79%	7.75%	0%	17.05%	Q2	107	60.74%	11.21%	1.86%	20.56%
Q3	139	62.58%	7.91%	0%	15.82%	Q3	111	58.56%	13.51%	3.6%	23.42%
Q4	129	61.24%	9.30%	0%	17.83%	Q4	113	51.33%	11.5%	7.08%	26.55%

STAFF RECRUITMENT

- The local target for BME and White Other recruitment for 2011/12 was set at 6%. The target for 2012/13 remains the same but will include police officers as well as police staff, volunteers and special constables. Table 2 shows the breakdown for the financial year 2011/12.

Table 2

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

Quarter	Total Number of External Recruits				Total Number of BME Recruits				Current BME % of Recruits To Date
	Police staff	Volunteers	Special Constables	Sub Total	Police Staff	Volunteers	Special Constables	Sub Total	
Q1	6	10	36	52	0	1	0	1	1.92%
Q2	19	11	30	60	1	2	1	4	6.66%
Q3	23	22	17	62	0	4	0	4	6.45%
Q4	29	18	29	76	0	1	0	1	1.31%
Grand Total	77	61	112	250	1	8	1	10	4.0%

7. Of the 76 individuals that have joined Humberside Police this last quarter, 1.31% are from the BME communities. The overall total of BME recruits for this financial year equates to 4.0%, which is 2% below target for the year.

TRANSFEEE APPLICATIONS

8. Transferee expressions of interest are being taken for the future, but we are not advertising or sending out applications at this time as we have a healthy succession planning pool already. The focus is on new recruits with transferees in small numbers, providing a future contingency or 'top up' option as preferred by Divisional Commanders.

APPLICANTS FOR PROMOTION AND PROGRESSION

9. The target of 24% of police officers to be female is currently exceeded (28.76%).

10. A combined target of 11.5% of all female police officers who are Sergeants and Inspectors remains unchanged. At present, 8.47% of female officers are Sergeants (46 out of 543 females) and 2.39% of female officers are Inspectors (13 out of 543), equating to a combined rate of 10.86%. The overall total for the year equates to 0.64% below target. These targets are based on headcount, not full time equivalent.

11. To compare the ranks by gender, 11.93% of all Inspectors (13 out of 109) and 15.86% of all Sergeants (46 out of 290) are female.

12. Progression targets for 2012/13 have been agreed with the Police Authority and are laid out below at Table 3. CD5 and CD6 are now presented both as a % of sergeants/inspectors that are female and % of female officers that are sergeants/inspectors, based on full time equivalents.

Table 3

HR Scorecard Reference	Indicator	Target
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**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012		
CD5	(a) % of female officers that are sergeants (FTE)	9% by end March 2013 (review during 2012-16 Policing Plan)
	(b) % of sergeants that are female (FTE)	17% by end of March 2013 (review during 2012-16 Policing Plan)
CD6	(a) % of female officers that are inspectors (FTE)	3% by end of March 2013 (review during 2012-16 Policing Plan)
	(b) % of inspectors that are female (FTE)	15% by end of March 2013 (review during 2012-16 Policing Plan)

13. Between 1 January 2012 and 31 March 2012, the OSPRE Part 1 Sergeant's examination was completed. A breakdown is detailed below:

- 92 applicants were received, 73 took the exam (19 withdrew), of which 11 were successful (15%).
- 25 exam candidates are female (34.25%), 2 were successful (18% of the successful, 8% of the female applicants).
- 4 exam candidates are disabled (5.48%), none were successful.
- 5 exam candidates are from the LGBT community (6.85%), none were successful.
- No exam candidates were from the BME community.

14. All BME and 'White Other' police officers, police staff, volunteers and special constables are being offered a career interview during 2011/12. By the end of the financial year, 78 of the 82 current officers and staff have been given this opportunity. Of this, 47 have responded positively; 19 police officers, 21 police staff, 3 special constables and 4 volunteers. This has resulted in 14 police officers, 18 police staff, 3 special constables and 4 volunteers (39 in total) requesting career interviews with a further 5 members of staff from other protected characteristics (disability and LGBT) also requesting interviews. Additional initiatives as a result of the interviews have included 'mock' interviews, requests for coaching, specific training, referrals to occupational health and work place adjustments.

15. Annual career support interviews are to be offered to all 82 BME and 'White Other' staff in addition to those staff identified as disabled commencing from April 2012. There are currently 146 self-declared disabled staff within Force (40 police officers, 91 police staff, 8 volunteers and 7 specials).

GRIEVANCE AND DISCIPLINARY PROCEDURES

Grievances – Police Officers and Police Staff

16. A comparison of grievances received and investigated in line with the revised Respect and Dignity at Work procedure, launched in July 2011, is shown below at Table 4.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

Table 4

Summary	Q1	Q2	Q3	Q4	Annual Totals
RADAW brought fwd from previous quarter	11	12	21	22	
New complaints received	25	22	24	19	90
Total RADAWS dealt with during quarter	36	34	45	41	
Breakdown of RADAW	Apr - Jun Q1	Jul - Sep Q2	Oct - Dec Q3	Jan - Mar Q4	Annual Totals
Advice and Guidance	11	6	10	13	40
Stage 1 Resolved	5	6	3	7	21
Stage 2 Resolved	0	0	1	1	2
Rejected	1	2	5	5	13
Rejected at Appeal	0	0	3	1	4
Withdrawn	5	0	2	5	12
Completed - Unresolved	1	0	1	0	2
Modified completed	1	0	0	0	1
On Hold - Carried Forward	0	1	2	3	6
Ongoing - carried forward to next Quarter	12	21	22	12	101

Disciplinary – Police Staff

17. Between the period 1 January 2012 – 31 March 2012 24 misconduct cases have been reported, of which 8 progressed to disciplinary hearings; 1 resigned, 3 are yet to be heard. Of the 4 heard, 3 resulted in an oral warnings and 1 a written warning.
18. Discreditable Conduct, Confidentiality & Instructions feature highly in conduct offences, with 42% of cases relating to Discreditable Conduct, 21% Confidentiality and 17% Instructions.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

19. Disciplinary issues involving Police Community Support Officers continue to be excessively high, as they have done for the previous three quarters. PCSOs make up 15% of the workforce, yet for the period 1 January 2012 to 31 March 2012, 29% of disciplinary issues involved PCSOs, primarily for Confidentiality, Discreditable Conduct and Instructions. Detention Officers make up 4% of the workforce, yet for the same period 21% of disciplinary issues involved Detention Officers primarily for Discreditable Conduct and Authority, Respect % Courtesy.

Disciplinary – Police Officer

20. Between 1 January 2012 and 31 March 2012 there has been one Misconduct Hearing involving one officer. The outcome of this Hearing was a dismissal with notice. The officer faced one allegation at the Misconduct Hearing which related to a breach of the Standards of Professional Behaviour in respect of Discreditable Conduct.
21. During the period 1 January 2012 and 31 March 2012; four officers have faced six separate allegations and four Misconduct Meetings have taken place. Three officers received a Written Warning and one officer received Management Advice.

The 6 allegations related to breaches of the Standards of Professional Behaviour as follows:

- * 4 allegations in respect of Duties and Responsibilities
- * 2 allegations in respect of Authority, Respect & Courtesy.

22. No particular trends have been identified.

THOSE WHO CEASE EMPLOYMENT (LEAVERS)

23. The local target for BME retention for 2011/12 remains at 3% of total number of 'those who cease employment with Humberside Police. The overall total for the year, 2.72%, equates to 0.28% above the target.
24. Discussions with the Police Authority for the 2012/13 indicators have been finalised and table 5 below shows the agreed new targets.

Table 5

HR Scorecard Reference	Indicator	Target
New	% of leavers (police officers, police staff, special constables and volunteers) self classified as disabled	No more than 3% of all leavers
CD4	% of leavers (police officers, police staff, special constables and volunteers) classed as BME/White Other	No more than 3% of all leavers.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

25. For the period 1 January 2012 to 31 March 2012, 59 people have left Humberside Police for various reasons; 28 police staff, 15 special constables and 16 volunteers, of which 2 are from the BME community, this equates to 3.39% of all leavers for the last quarter of 2011/12.
26. In addition to this, 22 police officers have left during this period, (all retirements except 6), no one from a BME community.
27. A comparison of BME staff that ceased employment in the last financial year (2010/2011) and this year (2011/12) to date are shown below at Table 6.

Table 6

Quarter	Those who cease employment					BME communities who cease employment					Current % of staff from BME communities who cease employment	
	Police Officers	Police staff	Volunteers	Special Constables	Sub Total	Police Officers	Police Staff	Volunteers	Special Constables	Sub Total	2011-2012	2010-2011
Q1	23	92	27	15	134	0	1	1	0	2	1.49%	0%
Q2	29	54	8	25	87	0	2	1	1	4	4.60%	0.8%
Q3	27	27	17	7	51	0	0	1	0	1	1.96%	1.01%
Q4	22	28	16	15	59	0	1	1	0	2	3.39%	4.67%
Grand Total	101*	201**	68	62	331	0	4	4	1	9	2.72%	1.94%

*The HR Scorecard target excludes police officers.

**Includes 75 enhanced voluntary redundancies.

OPTIONS/RISKS

28. The CSR 2015 review continues to have a significant impact on the number of vacancies advertised, however, based on current workforce plans and predicted vacancies, some external police staff recruitment has commence during quarter 4 of 2011/12.

EQUALITY AND DIVERSITY IMPLICATIONS

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

- 29.** This report is part of the Force's commitment to improving equality and diversity and by monitoring employment data aimed to demonstrate that there is no measurable disadvantage between different groups in applications for recruitment and promotion with relevant benchmark data.
- 30.** The implications of the CSR 2015, internal redeployment and recruitment continue to be monitored to determine the impact on the diversity profile of the force.

CONCLUSIONS

- 31.** The Force's recruitment policies and selection procedures support a competency based approach and do not intentionally discriminate against anyone on the basis of ethnicity, gender, age, marriage or civil partnership, religion/belief, pregnancy or maternity, sexual orientation, gender reassignment or disability.
- 32.** Efforts will continue to increase recruitment, progression and retention from all protected characteristics to the wider police family throughout the next financial year, wherever possible.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

APPENDIX 1

POLICE OFFICERS – as at 31 March 2012

Job Title	Sex	Disabled	Full Part Time	Ethnic Origin	18 to 25	26 to 35	36 to 45	46 to 55	56 Plus	Grand Total			
CHIEF OFFICERS	M	N	Full Time	White - British				3	1	4			
CHIEF SUPERINTENDENT	M	N	Full Time	White - British				4	1	5			
SUPERINTENDENT	M	N	Full Time	White - British			3	6		9			
	F	N	Full Time	White - British			4	2		6			
CHIEF INSPECTOR	M	Y	Full Time	White - British			1			1			
		N	Full Time	Black Or Black British - African				1		1			
				White - Any Other White Background White - British			1	6	12	1	19		
	F	N	Full Time	White - British			1			1			
INSPECTOR	M	Y	Full Time	White - British			1			1			
		N	Full Time	White - Any Other White Background White - British White - Irish				1	4	38	45	4	91
				Part Time	White - British				3			3	
	F	Y	Full Time	White - British			1				1		
		N	Full Time	Mixed - White And Asian White - British				1	7	2		10	
			Part Time	White - British				1				1	
SERGEANT	M	Y	Full Time	White - British			2	2		4			
		N	Full Time	Black Or Black British - African				1			1		
				Mixed - Any Other Mixed Background			1				1		
				Mixed - White And Asian			1	1			2		
				Mixed - White And Black African			1				1		
				White - Any Other White Background White - British White - Irish			1	27	89	106	9	232	
	Part Time	White - British				1			1				
	F	N	Full Time	White - Any Other White Background White - British				1	10	21	3	34	
Part Time			White - British			1	7	3		11			
CONSTABLE	M	Y	Full Time	White - Any Other White Background White - British			4	10	10	1	24		
		N	Full Time	Asian Or Asian British - Indian Asian Or Asian British -				1	1		2		

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

			Pakistani						
			Black Or Black British - Any						
			Other Black Background				1		1
			Mixed - White And Black						
			Caribbean					1	1
			White - Any Other White						
			Background			2	1		3
			White - British	13	242	394	264	14	927
			White - Irish			2	2	1	5
		Part Time	White - British			2	1		3
F	Y	Full Time	White - British			1	3		4
		Part Time	White - British			1	2		3
	N	Full Time	Asian Or Asian British - Any					1	1
			Other Asian Background						
			Black Or Black British -						
			African			1			1
			Black Or Black British - Any						
			Other Black Background			1	1		2
			Mixed - White And Asian			1			1
			White - Any Other White						
			Background				1		1
			White - British	15	138	129	53	2	337
		Part Time	White - Any Other White						
			Background			1	2	1	4
			White - British	1	49	68	13		131
GRAND TOTAL				30	484	805	550	33	1902

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

POLICE STAFF as at 31 March 2012

Job Title	Sex	Disabled	Full Part Time	Ethnic Origin	18 to 25	26 to 35	36 to 45	46 to 55	56 Plus	Grand Total	
MP GRADES	M	Y	Full Time	White - British				2	1	3	
		N	Full Time	Asian Or Asian British - Pakistani		1	1			2	
				Mixed - White And Asian		1				1	
				White - Any Other White Background		1				1	
	White - British		3	11	24	9	47				
	F	Y	Full Time	White - British			2			1	3
		N	Full Time	Mixed - White And Asian		1					1
White - British					7	9	12	2	30		
Part Time	White - British		1	3				4			
SENIOR OFFICERS	M	Y	Full Time	White - British			1	1	2	4	
		N	Full Time	White - British	2	6	11	28	12	59	
				Part Time	White - British				4	4	
	F	Y	Full Time	White - British		1		1		2	
		N	Full Time	White - Any Other White Background		1				1	
				White - British	1	13	11	13	4	42	
				Part Time	White - British		1	6	1		8
SCALE 4/6	M	Y	Full Time	Chinese Or Other Ethnic Group - Any Other Ethnic Group			1			1	
				Chinese Or Other Ethnic Group - Chinese		1				1	
				Mixed - White And Black African			1			1	
				White - British			2	6	6	14	
				Part Time	White - British				1	1	
		N	Full Time	Chinese Or Other Ethnic Group - Chinese		1				1	
	Mixed - Any Other Mixed Background				1	1		2			
	White - British	20		72	50	136	85	363			
	White - Irish					1		1			
	Part Time	White - British				2	7	17	26		
	F	Y	Full Time	White - British			4	9	1	14	
Part Time			White - British			2			2		
N		Full Time	Asian Or Asian British - Indian				1			1	
			Black Or Black British - Caribbean					1		1	
			Mixed - Any Other Mixed Background	1					1		
			White - Any Other White Background			1	1		2		
White - British	34	113	88	97	21	353					

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

NOT PROTECTIVELY MARKED January - March 2012

			Part Time	Asian Or Asian British - Indian		1					1	
				White - British	2	23	37	18	7		87	
SCALE 1/3	M	Y	Full Time	White - British		2	3	5	5		15	
			Part Time	White - British				1	1		2	
		N	Full Time	Chinese Or Other Ethnic Group - Chinese		1						1
				White - British	17	15	12	29	44			117
		Part Time	White - British	1	3		5	14		23		
			White - Irish					1		1		
	F	Y	Full Time	White - British		3	4	5	4		16	
			Part Time	White - British		1	1	3			5	
		N	Full Time	Chinese Or Other Ethnic Group - Chinese		1						1
				Mixed - Any Other Mixed Background	1							1
			White - British	26	51	69	84	27			257	
Part Time			Black Or Black British - Any Other Black Background		1				1		2	
	Chinese Or Other Ethnic Group - Chinese			1					1			
	White - Any Other White Background				1				1			
		White - British	7	34	69	52	20			182		
RCN	M	N	Full Time	White - British					1		1	
	F	N	Full Time	White - British			1	2			3	
			Part Time	White - British			1				1	
PCSO	M	Y	Full Time	White - British	1		1	1			3	
			Part Time	White - British					1		1	
		N	Full Time	Black Or Black British - Caribbean					1			1
				Chinese Or Other Ethnic Group - Chinese		1						1
			Mixed - Any Other Mixed Background	1							1	
			Mixed - White And Asian		1	1					2	
		White - British	8	52	39	22	6			127		
		Part Time	White - British		1		1				2	
	F	Y	Full Time	White - British			1					1
				Black Or Black British - Any Other Black Background						1		1
N		Full Time	Mixed - Any Other Mixed Background			1					1	
			White - British	18	58	42	20	6			144	
	Part Time	White - British	2	7	3					12		
GRAND TOTALS					142	480	494	593	305		2014	

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED January - March 2012
SPECIAL CONSTABLES as at 31 March 2012**

Job Title	Sex	Disabled	Full Part Time	Ethnic Origin	18 to 25	26 to 35	36 to 45	46 to 55	56 Plus	Grand Total	
SPECIAL SUPERINTENDENT	M	N	Part Time	White - British				1	1	2	
SPECIAL INSPECTOR	M	N	Part Time	White - British		2	2	5	2	11	
	F	N	Part Time	White - British		1	2	1		4	
SPECIAL SERGEANT	M	N	Part Time	White - British	2	5	8	2		17	
	F	N	Part Time	White - British	1		2			3	
SPECIAL CONSTABLE	M	Y	Part Time	White - British	1	1		1		3	
		N	Full Time	White - British	2					2	
			Part Time	Asian Or Asian British - Pakistani	1						1
				Mixed - Any Other Mixed Background	1	1					2
	F	Y	Part Time	White - British	81	45	27	12	1	166	
				White - Irish	1	1				1	
		N	Part Time	White - British	1	1				2	
				Mixed - Any Other Mixed Background		1				1	
			Mixed - White And Asian	1				1			
			White - British	69	29	25	8	1	132		
GRAND TOTAL - SPECIALS					160	87	67	30	5	349	
FORCE GRAND TOTAL					332	1051	1366	1173	343	4265	