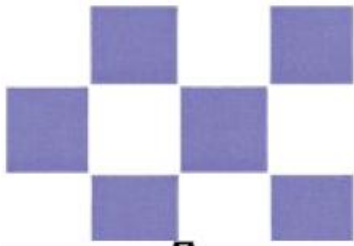
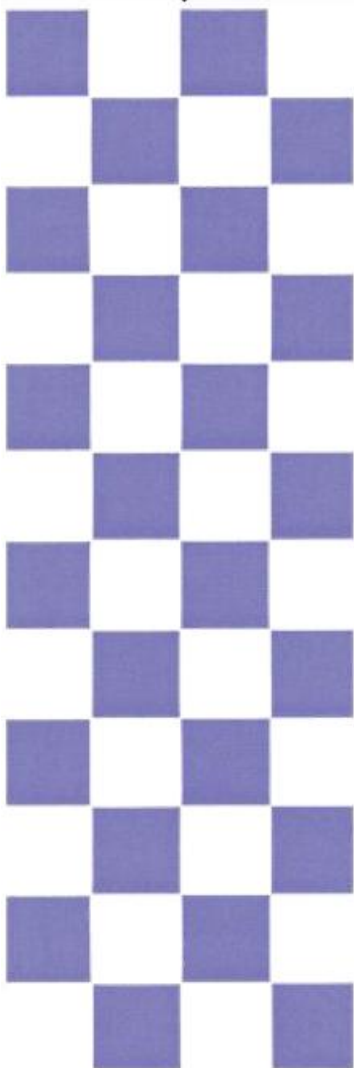


DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013



DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE

January – March 2013



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

CONTENTS	PAGE NO
Introduction	3 - 4
Scrutiny of stop/searches & stop/talks	5 - 6
Arrest and Disposal Analysis	7 - 9
Force Tickets Analysis	10
Racially and Religiously Aggravated Crime	11
Crimes with Hate Crime Flag	12
Complaints	13 - 15
Employment Monitoring	16 - 23

## **Diversity Monitoring January – March 2013**

### **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

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

- 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 2013**

DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013

**Scrutiny of Stop Search figures  
January – March 2013**

**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
<b>Raw stats</b>					
<b>Total</b>	<b>2,477</b>	<b>306</b>	<b>308</b>	<b>705</b>	<b>1,158</b>
<b>White stops</b>	2,342	294	285	687	1,076
<b>% White stops</b>	<b>94.5%</b>	<b>96.1%</b>	<b>92.5%</b>	<b>97.4%</b>	<b>92.9%</b>
<b>White Arrests</b>	110	26	33	17	34
<b>% White arrests</b>	<b>4.7%</b>	<b>8.8%</b>	<b>11.6%</b>	<b>2.5%</b>	<b>3.2%</b>
<b>BME stops</b>	76	4	14	4	54
<b>% BME stops</b>	<b>3.1%</b>	<b>1.3%</b>	<b>4.5%</b>	<b>0.6%</b>	<b>4.7%</b>
<b>BME Arrests</b>	7	1	0	1	5
<b>% BME arrests</b>	<b>9.2%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>9.3%</b>
<b>Of self-def 'Chinese' No off-def 'white'</b>	0	0	0	0	0
<b>Of self-def 'Other' No off-def 'white'</b>	0	0	0	0	0
<b>BME stops</b>	76	4	14	4	54
<b>% BME stops</b>	<b>3.1%</b>	<b>1.3%</b>	<b>4.5%</b>	<b>0.6%</b>	<b>4.7%</b>
<b>BME Arrests</b>	7	1	0	1	5
<b>% BME arrests</b>	<b>9.2%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>9.3%</b>

The total number of force stop and searches has decreased this quarter. There are fluctuations in the number of BME stop and searches and there are sizeable differences between the percentage arrest rates for white and BME. The 25% for BME arrests in A and C Division represents only 1 in number. Of particular note is B Division with a percentage BME arrest rate of 0% when 14 people have been stopped.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

Year to Date	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
<b>Raw stats</b>					
<b>Total</b>	<b>10,507</b>	<b>859</b>	<b>980</b>	<b>2,692</b>	<b>5,976</b>
<b>White stops</b>	9,960	814	896	2,618	5,632
<b>% White stops</b>	<b>94.8%</b>	<b>94.8%</b>	<b>91.4%</b>	<b>97.3%</b>	<b>94.2%</b>
<b>White Arrests</b>	356	100	77	40	139
<b>% White arrests</b>	<b>3.6%</b>	<b>12.3%</b>	<b>8.6%</b>	<b>1.5%</b>	<b>2.5%</b>
<b>BME stops</b>	357	27	55	37	238
<b>% BME stops</b>	<b>3.4%</b>	<b>3.1%</b>	<b>5.6%</b>	<b>1.4%</b>	<b>4.0%</b>
<b>BME Arrests</b>	18	3	2	2	11
<b>% BME arrests</b>	<b>5.0%</b>	<b>11.1%</b>	<b>3.6%</b>	<b>5.4%</b>	<b>4.6%</b>
<b>Of self-def 'Chinese' No off- def 'white'</b>	0	0	0	0	0
<b>Of self-def 'Other' No off-def 'white'</b>	0	0	0	0	0
<b>BME stops</b>	357	27	55	37	238
<b>% BME stops</b>	<b>3.4%</b>	<b>3.1%</b>	<b>5.6%</b>	<b>1.4%</b>	<b>4.0%</b>
<b>BME Arrests</b>	18	3	2	2	11
<b>% BME arrests</b>	<b>5.0%</b>	<b>11.1%</b>	<b>3.6%</b>	<b>5.4%</b>	<b>4.6%</b>

In comparison to the Year to date figures for January – March 2012, force wide the number of stop and searches have increased, there have been increases in A and B Divisions and decreases in C and D Divisions which are mirrored for both white and BME stop and searches and white arrests.

Generally the number of BME arrests has decreased except for A Division, however the increase was only 1 in number.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

**Arrests and Disposals  
January – March 2013**

**Introduction**

Arrests and disposals are examined below.

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

**This Quarter**

	<b>Force</b>	<b>A Division</b>	<b>B Division</b>	<b>C Division</b>	<b>D Division</b>
<b>All</b>	8	3	1	1	3
<b>White</b>	0	0	0	0	0
<b>Not Stated</b>	0	0	0	0	0
<b>BME</b>	8	3	1	1	3
<b>% BME</b>	100.0%	100.0%	100.0%	100.0%	100.0%

**Year to Date**

	<b>Force</b>	<b>A Division</b>	<b>B Division</b>	<b>C Division</b>	<b>D Division</b>
<b>All</b>	99	26	28	7	38
<b>White</b>	17	5	9	1	2
<b>Not Stated</b>	1	1	0	0	0
<b>BME</b>	81	20	19	6	36
<b>% BME</b>	81.8%	76.9%	67.9%	85.7%	94.7%

Population figures used for comparison are as follows;

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

<b>This Quarter</b>	<b>Force</b>	<b>A Division</b>	<b>B Division</b>	<b>C Division</b>	<b>D Division</b>
<b>Total arrests</b>	5,220	1,015	866	610	2,729
<b>White</b>	4,963	991	825	596	2,551
<b>% White</b>	<b>95.1%</b>	<b>97.6%</b>	<b>95.3%</b>	<b>97.7%</b>	<b>93.5%</b>
<b>BME</b>	216	22	34	13	147
<b>% BME</b>	<b>4.1%</b>	<b>2.2%</b>	<b>3.9%</b>	<b>2.1%</b>	<b>5.4%</b>
<b>Modified fig (total - immigration)</b>	5,212	1,012	865	609	2,726
<b>Modified % BME arrests</b>	4.0%	1.9%	3.8%	2.0%	5.3%

Force wide and across all divisions the number of arrests for both white and BME have fallen by over 300 this quarter.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

The percentage BME arrest rates have fallen force wide whereas the percentage white arrest rates have increased.

Year to Date	Force	A Division	B Division	C Division	D Division
<b>Total arrests</b>	26,352	4,781	3,753	3,094	14,724
<b>White</b>	24,874	4,596	3,533	2,999	13,746
<b>% White</b>	<b>94.4%</b>	<b>96.1%</b>	<b>94.1%</b>	<b>96.9%</b>	<b>93.4%</b>
<b>BME</b>	1229	156	185	76	812
<b>% BME</b>	<b>4.7%</b>	<b>3.3%</b>	<b>4.9%</b>	<b>2.5%</b>	<b>5.5%</b>
<b>Modified fig (total - immigration)</b>	26,253	4,755	3,725	3,087	14,686
<b>Modified % BME arrests</b>	4.4%	2.9%	4.5%	2.3%	5.3%

In comparison to the Year to Date figures for January – March 2012, the total number of arrests for both white and BME have decreased. The percentages are largely similar to previous data.

### Disposal methods for prisoners

Disposal methods have been grouped for simplicity.

Disposal Methods for Prisoners	Force This Quarter				Force Year to Date			
	White	% White	BME	% BME	White	% White	BME	% BME
<b>Warning / Reprimand / Caution</b>	337	6.4%	22	9.9%	1,760	7.4%	77	7.1%
<b>To court (not on remand)</b>	1,633	31.1%	49	22.1%	7,050	29.8%	258	24.0%
<b>To court (on remand)</b>	1,364	26.0%	39	17.6%	5,348	22.6%	180	16.7%
<b>On bail to Police Station</b>	435	8.3%	26	11.7%	2,168	9.2%	156	14.5%
<b>TIC</b>	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>FPN</b>	58	1.1%	3	1.4%	337	1.4%	20	1.9%
<b>MHA Diversion</b>	13	0.2%	0	0.0%	46	0.2%	0	0.0%
<b>NFA</b>	1,404	26.8%	83	37.4%	6,948	29.4%	386	35.8%
<b>Humberside Total</b>	5,244	100.0%	222	100.0%	23,657	100.0%	1,077	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

There has again been a decrease in the number of prisoners dealt with this quarter. All BME disposals have decreased or stayed the same except for warning/reprimand/caution, however the increase is only 4 in number.

There has been a decrease in the number of prisoners dealt with by way of NFA, however the percentage of BME prisoners dealt with in this manner has increased by 5.9%.

In comparison to the Year to Date figures for January – March 2012, there has been a decrease in the number of prisoners both white and BME dealt with. All disposal methods



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

have decreased or stayed the same with the exception of MHA Diversion for whites and on bail to Police Station for BME.

**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**

<b>Custody Record Month (2013)</b>	<b>Custody Record Station Code</b>						<b>Grand Total</b>
	<b>AY</b>	<b>BW</b>	<b>CI</b>	<b>CL</b>	<b>DX</b>	<b>DY</b>	
January	2	0	0	0	0	0	2
February	4	1	0	0	0	0	5
March	3	0	0	0	1	0	4
<b>Grand Total</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>11</b>

**Detainees taken to a place of safety**

January – 13  
February – 10  
March – 10

Total 33

The total number of detainees entering Custody has decreased by 1, the majority of detainees were again dealt with in A Division.

The number of detainees taken to a place of safety has increased by 15 this quarter.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

**Scrutiny of Force tickets  
January – March 2013**

**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.

The Central Ticket Office could not provide any data in relation to force tickets for this quarter due a change in the way tickets are recorded.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

**Humberside Police  
Racially and Religiously Aggravated Crime  
January – March 2013**

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 2012	Jul-Sept 2012	Oct – Dec 2012	Jan-Mar 2013	Rolling year Apr 12 – Mar 13	Police Authority Targets
Force	Recorded	90	82	70	62	304	
	Detected	52	49	35	42	178	
	Detection Rate	57.8%	59.8%	50.0%	67.7%	58.6%	50.1%
A Div	Recorded	21	20	21	16	78	
	Detected	8	8	10	12	38	
	Detection Rate	38.1%	40.0%	47.6%	75.0%	48.7%	50.1%
B Div	Recorded	12	8	10	5	35	
	Detected	7	3	7	5	22	
	Detection Rate	58.3%	37.5%	70.0%	100.0%	62.9%	50.1%
C Div	Recorded	8	11	11	8	38	
	Detected	4	7	4	8	23	
	Detection Rate	50.0%	63.6%	36.4%	100.0%	60.5%	51.0%
D Div	Recorded	49	43	28	33	153	
	Detected	33	31	14	17	95	
	Detection Rate	67.3%	72.1%	50.0%	51.5%	62.1%	63.1%

With the exception of D Division the number of racially and religiously aggravated crimes recorded has decreased this quarter.

With the exception of B Division the number of racially and religiously aggravated crimes detected has increased this quarter.

The percentage detection rates force wide and across all Divisions have increased this quarter.

Of particular note are B and C Divisions with a 100% detection rate, although the numbers involved are smaller than A and D Divisions.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

**Humberside Police  
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously  
Aggravated Crime  
January – March 2013**

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

<b>Crime description</b>	<b>Number</b>
Common Assault/105/1 Common assault and battery	8
Fraud, Forgery and Deceptions/53/25 Making Off Without Payment.	1
Miscellaneous Harassment and Public Order Offences/125/11 Fear or provocation of violence	1
Miscellaneous Harassment and Public Order Offences/125/12 Harassment, alarm or distress	3
Miscellaneous Harassment and Public Order Offences/125/9 Causing Intentional harassment alarm or distress	2
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	13
Other Miscellaneous Sexual Offences/88/9 Exposure	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	3
Rape/19/10 Rape Of A Male Aged 16 Or Over.	1
Theft from a Shop/46/Theft From a Shop	2
Theft or Unauthorised Taking of a Pedal Cycle/44/Theft of Pedal Cycle	2
Threat or Possession with Intent to Commit Criminal Damage/59/11 Threats to destroy or damage property	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 - Harrasment/8/6 Assault occasioning actual bodily harm	7
<b>Total</b>	<b>48</b>

The total number of crimes recorded this quarter has decreased by 13. Common assault, criminal damage and woundings still account for the largest proportion of crimes.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

**COMPLAINT DATA**

	<u>1-Jan- 2012</u> <u>31-Mar-12</u>	<u>01-Jan-13</u> <u>31-Mar-13</u>	<u>Variance</u>
<b>Complaint Cases Recorded</b>	132	105	
<b>Complaint Allegations Recorded</b>	264	156	
<b>Subjects Complained About</b>			
Male	171	119	
Female	51	41	
Unidentified	16	11	
<b>Total</b>	<u>238</u>	<u>171</u>	<b>-67</b>
Asian	0	0	
Black	1	0	
Other	1	1	
White	220	158	
Unidentified	16	12	
<b>Total</b>	<u>238</u>	<u>171</u>	<b>-67</b>
<b>Subjects of Substantiated Allegations</b>			
Male	3		
Female	1	0	
Unknown/Not Stated	0	0	
<b>Total</b>	<u>4</u>	<u>0</u>	<b>-4</b>
BME	0	0	
White	4	0	
Unknown/Not Stated	0	0	
<b>Total</b>	<u>4</u>	<u>0</u>	<b>-4</b>

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

**Complainants**

Male	83	73	
Female	49	32	
Transgender	0	0	
Unknown/Not Stated	0	0	
<b>Total</b>	<u>132</u>	<u>105</u>	<b>-27</b>

Asian	3	2	
Black	0	1	
Other	1	0	
White	111	75	
Unknown/Not Stated	17	27	
<b>Total</b>	<u>129</u>	<u>105</u>	<b>-24</b>

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

Disability	0	0	
Gender	0	0	
Homophobic	0	0	
Race	2	0	
Religion/Faith	0	0	
Other	0	0	
<b>Total</b>	<u>2</u>	<u>0</u>	<b>-2</b>

DIVERSITY QUARTERLY  
 PERFORMANCE MANAGEMENT GUIDE  
 January – March 2013

**MISCONDUCT DATA**

	<u>01-Jan-12</u> <u>31-Mar-12</u>	<u>01-Jan-13</u> <u>31-Mar-13</u>	<u>Variance</u>
<b>Misconduct Cases Recorded</b>	26	33	7
<b>Misconduct Allegations Recorded</b>	29	73	44
<b>Misconduct Allegation Subjects</b>			
Male	15	19	
Female	13	17	
Unknown/Not Stated		0	
<b>Total</b>	<u>28</u>	<u>36</u>	8
Asian	0	0	
Black	0	0	
Other	0	0	
White	28	36	
Unknown/Not Stated	0	0	
<b>Total</b>	<u>28</u>	<u>36</u>	8
<b>Misconduct Meetings held this period</b>	<b>4</b>	<b>5</b>	
Male	3	4	
Female	1	1	
<b>Total</b>	<u>4</u>	<u>5</u>	1
BME	0	0	
White	4	5	
<b>Total</b>	<u>4</u>	<u>5</u>	1
<b>Misconduct Hearings held this period</b>	<b>1</b>	<b>0</b>	
Male	1	0	
Female	0	0	
<b>Total</b>	<u>1</u>	<u>0</u>	-1
BME	0	0	
White	1	0	
<b>Total</b>	<u>1</u>	<u>0</u>	-1

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

Report to: Fairness & Equality Scrutiny Panel  
Date: May 2013

Report from: Equality Unit Manager

**EMPLOYMENT MONITORING UPDATE**

**PURPOSE OF THE REPORT**

1. This report provides a summary of information for employment monitoring purposes. The period covered is 1<sup>st</sup> April 2012 to 31<sup>st</sup> March 2013.

**LEGAL REQUIREMENTS**

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

**DATA CONSIDERATIONS**

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

**STAFF IN POST**

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



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

Table 1 – Force Family Headcount

2011-12						2012-2013					
Force Family Headcount		Female %	BME %	Disabled %	56+ %	Force Family Headcount		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	4438	43.78%	1.84%	2.95%	9.73%	<b>Q1</b>	4315	44.0%	2.2%	3.6%	9.2%
<b>Q2</b>	4361	43.42%	1.85%	2.98%	8.09%	<b>Q2</b>	4312	43.9%	2.2%	3.7%	9.2%
<b>Q3</b>	4351	43.83%	1.93%	3.13%	8.25%	<b>Q3</b>	4264	44.4%	2.1%	3.7%	9.3%
<b>Q4</b>	4339	43.93%	1.43%	3.34%	8.85%	<b>Q4</b>	4221	45.0%	2.0%	3.7%	9.7%
Police Officers		Female %	BME %	Disabled %	56+ %	Police Officers		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	1966	28.18%	1.62%	2.08%	2.49%	<b>Q1</b>	1879	29.1%	2.1%	2.3%	2.0%
<b>Q2</b>	1934	28.33%	1.65%	2.11%	1.6%	<b>Q2</b>	1866	29.2%	1.9%	2.5%	1.9%
<b>Q3</b>	1907	28.53%	1.68%	2.1%	1.78%	<b>Q3</b>	1829	29.7%	2.0%	2.5%	1.8%
<b>Q4</b>	1888	28.76%	0.9%	2.12%	1.91%	<b>Q4</b>	1807	29.9%	2.0%	2.7%	1.9%
Police Staff		Female %	BME %	Disabled %	56+ %	Police Staff		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	2021	58.58%	1.63%	4.2%	17.47%	<b>Q1</b>	1974	58.0%	1.7%	4.8%	16.3%
<b>Q2</b>	1986	58.1%	1.61%	4.12%	14.9%	<b>Q2</b>	1978	58.0%	1.8%	4.8%	16.4%
<b>Q3</b>	1988	58.3%	1.61%	4.38%	14.84%	<b>Q3</b>	1967	58.3%	1.8%	4.8%	16.6%
<b>Q4</b>	1989	58.72%	1.36%	4.52%	15.74%	<b>Q4</b>	1958	58.9%	1.7%	4.9%	17.5%
Special Constables		Female %	BME %	Disabled %	56+ %	Special Constables		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	344	41.57%	1.74%	1.45%	2.03%	<b>Q1</b>	346	40.5%	1.7%	2.0%	1.4%
<b>Q2</b>	334	41.01%	1.49%	1.49%	1.19%	<b>Q2</b>	353	38.8%	2.0%	2.3%	1.1%
<b>Q3</b>	345	40.29%	1.45%	1.45%	1.16%	<b>Q3</b>	363	38.3%	1.9%	2.5%	1.1%
<b>Q4</b>	349	39.26%	1.43%	2.01%	1.43%	<b>Q4</b>	351	39.6%	2.0%	2.3%	1.4%
Volunteers		Female %	BME %	Disabled %	56+ %	Volunteers		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	107	57.94%	10.28%	0%	21.49%	<b>Q1</b>	116	56.9%	14.7%	7.8%	27.6%
<b>Q2</b>	107	60.74%	11.21%	1.86%	20.56%	<b>Q2</b>	115	56.5%	14.8%	7.8%	26.1%
<b>Q3</b>	111	58.56%	13.51%	3.6%	23.42%	<b>Q3</b>	105	58.1%	10.5%	6.7%	30.5%
<b>Q4</b>	113	51.33%	11.5%	7.08%	26.55%	<b>Q4</b>	105	61.9%	7.6%	3.8%	27.6%

Trends:

The workforce continues to decrease in number, and the pace has increased in the last quarter again, the greatest reduction being in police officers with lesser drops in police staff and specials. The number of volunteers is static.

Across the two years displayed above, the majority of the workforce reductions are being achieved through drops in police officer numbers. In 2011-12, the police proportion of the net reduction was 78 of 99 (or 78.8%). In 2012-13, the figure was 72 of 94 (or 76.6%).

The decrease in numbers has been accompanied by a noticeable rise in the proportion of females, across all sections except specials. In the case of police officers, this reflects the disproportionately high number of leavers being male, owing to retirements of those who have achieved pensionable service and who joined at a time when female recruitment was significantly less than it is today.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

Table 2 – Police Officers by Rank

Q1 2012-13		Total No. of Officers 1893			
Rank (inc. Temporary)	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
CC	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
DC	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
ACC	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
Det Ch Supt	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
Ch Supt	6	6 (100%)	0 (0%)	0 (0%)	0 (0%)
Det Supt	3	1 (33.3%)	2 (66.7%)	0 (0%)	0 (0%)
Supt	14	10 (71.4%)	4 (28.6%)	0 (0%)	0 (0%)
Det Ch Insp	12	12 (100%)	0 (0%)	1 (8.3%)	0 (0%)
Ch Insp	15	14 (93.3%)	1 (6.7%)	1 (6.7%)	1 (6.7%)
Det Insp	30	28 (93.3%)	2 (6.7%)	2 (6.7%)	1 (3.3%)
Insp	83	71 (85.5%)	12 (14.5%)	1 (1.2%)	1 (1.2%)
Det Sgt	74	59 (79.7%)	15 (20.3%)	0 (0%)	2 (2.7%)
Sgt	222	189 (85.1%)	33 (14.9%)	10 (4.5%)	3 (1.4%)
Det Con	262	159 (60.7%)	103 (39.3%)	7 (2.7%)	4 (1.5%)
Con	1166	793 (68.0%)	373 (32.0%)	18 (1.5%)	33 (2.8%)

Q4 2012-13		Total No. of Officers 1823			
Rank (inc. Temporary)	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
CC	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
DC	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
ACC	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
Det Ch Supt	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 (75.0%)	4 (25.0%)	0 (0%)	1 (6.3%)
Det Ch Insp	12	12 (100%)	0 (0%)	1 (8.3%)	0 (0%)
Ch Insp	14	13 (92.9%)	1 (7.1%)	1 (7.1%)	0 (0%)
Det Insp	29	25 (86.2%)	4 (13.8%)	2 (6.9%)	1 (3.4%)
Insp	83	68 (81.9%)	15 (18.1%)	1 (1.2%)	1 (1.2%)
Det Sgt	63	50 (79.4%)	13 (20.6%)	0 (0%)	2 (3.2%)
Sgt	220	184 (83.6%)	36 (16.4%)	10 (4.5%)	4 (1.8%)
Det Con	256	154 (60.2%)	102 (39.8%)	5 (2.0%)	6 (2.3%)
Con	1114	746 (67.0%)	368 (33.0%)	17 (1.5%)	34 (3.1%)

Trends:

There is a disproportionately high representation of BME officers in chief inspector, detective inspector and sergeant roles, but in the more managerial ranks, this amounts to a single individual and so is not statistically significant.

Female representation in the supervisory ranks is generally quite healthy, with both chief inspector ranks and detective inspector being notable exceptions.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

As the number of police officers reduces, predominantly through retirement of those with pensionable service, the proportions of female officers are increasing. This is visible in particular at constable and detective constable rank, and reflects that, of officers joining in the 1980's, far fewer than in today's intakes were female.

Progress towards targets:

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

End of Q1 2012, the figure is 8.8%. End of Q2 2012, the figure is 8.6%. End of Q3 2012, the figure is 9.0%.

End of Q4, the figure is 9.0%. **Target met.**

Target – By 31<sup>st</sup> March 2013, 17% of sergeants are female.

End of Q1 2012, the figure is 16.2%. End of Q2 2012, the figure is 16.1%. End of Q3 2012, the figure is 16.8%.

End of Q4, the figure is 17.3%. **Target exceeded.**

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

End of Q1 2012, the figure is 2.6%. End of Q2 2012 the figure is 2.9%. End of Q3 2012, the figure is 2.6%.

End of Q4, the figure is 3.5%. **Target exceeded.**

Target – By 31<sup>st</sup> March 2013, 15% of inspectors are female.

End of Q1 2012, the figure is 12.4%. End of Q2 2012, the figure is 14.8%. End of Q3 2012, the figure is 12.3%.

End of Q4, the figure is 17.0%. **Target exceeded.**

**Table 3 – Police Staff by pay grade**

Q4 2012-13	Total No. of Police Staff				
Pay Grade	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
ACO	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
Apprentice	1	1 (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	5	4 (80%)	1 (20%)	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	20	9 (45%)	11 (55%)	0 (0%)	1 (5.0%)
MP7	26	14 (53.8%)	12 (46.2%)	2 (7.7%)	3 (11.5%)
RCN	4	1 (25%)	3 (75%)	0 (0%)	0 (0%)
SO2	34	23 (67.6%)	11 (32.4%)	1 (2.9%)	3 (8.8%)
SO1	71	32 (45.1%)	39 (54.9%)	1 (1.4%)	3 (4.2%)
SC6	74	48 (64.9%)	26 (35.1%)	1 (1.4%)	2 (2.7%)
SC5	131	62 (47.3%)	69 (52.7%)	3 (2.3%)	5 (3.8%)
SC4	780	341 (43.7%)	439 (56.3%)	11 (1.4%)	29 (3.7%)
SC3	444	163 (36.7%)	281 (63.3%)	7 (1.6%)	25 (5.6%)
SC2	230	40 (17.4%)	190 (82.6%)	4 (1.7%)	15 (6.5%)
SC1	137	54 (39.4%)	83 (60.6%)	2 (1.5%)	10 (7.3%)

Multi-banded roles are included with their lowest single components, e.g. SC1/2 roles are included with SC1.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

This is the first occasion on which workforce figures have been offered with a breakdown by pay grade. As a result, no comparator table is yet available.

There are no force targets for police staff pay grades.

Many of the trends that can be observed in the police officer breakdown remain true of police staff. For example, there is a concentration of BME and disabled staff in the lower pay grades, and many of the higher pay grades have a disproportionately high concentration of males. Pay grade MP6 is remarkable in that it is a managerial grade (as opposed to RCN, which is a nursing specialist) and features a 55% proportion of females.

**STAFF RECRUITMENT**

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

**Table 4 – Recruitment**

Quarter of 2012/13	New Starters											
	Police Officers			Police Staff			Special Constables			Volunteers		
	Male/ Female	BME		Male/ Female	BME		Male/ Female	BME		Male/ Female	BME	
Q1	2	6	0	15	7	0	11	16	0	8	12	5
Q2	1	3	0	18	14	1	22	14	1	5	5	0
Q3	0	3	0	16	6	1	10	5	1	4	8	0
Q4	1	0	0	21	23	0	12	11	1	4	10	0
Total	4	12	0	70	50	2	55	46	3	21	35	5

Quarter of 2011/12	New Starters									
	Police Officers			Police Staff			Special Constables		Volunteers	
	Male/ Female	BME		Recruits	BME		Recruits	BME	Recruits	BME
Q1	0	0	0	6	0		36	0	10	1
Q2	0	0	0	19	1		30	1	11	2
Q3	0	0	0	23	0		17	0	22	4
Q4	0	0	0	29	0		29	0	18	1
Total	0	0	0	77	1		112	1	61	8

Trends:

The gender spread in recruitment of police officers and police staff is against the prevailing patterns of representation among staff in post, in that 75% of new police recruits are female and 58.3% of police staff recruits are male.

There may be a data deficiency among the Origin records of new volunteers. All 14 of those starting in Q4 have information missing from one or more fields of their records.

7. Target – BME recruitment 6% of total. Achieved by end of Q2 2012: 4.4%. Achieved by end of Q3 2012: 4.3%. Achieved by end of Q4: 3.4%.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

**LEAVERS**

**Table 5 – Leavers**

Qtr of 2012/ 13	Leavers															
	Police Officers				Police Staff				Special Constables			Volunteers				
	Male/ Female	Dis	BM E		Male/ Female	Dis	BM E		Male/ Female	Dis	BME	Male/ Female	Dis	BM E		
Q1	15	5	0	0	22	30	2	0	7	17	0	0	6	8	0	2
Q2	16	5	1	3	19	17	1	1	11	13	0	0	5	5	0	0
Q3	35	3	3	0	46	10	2	1	2	4	0	1	11	14	2	8
Q4	25	4	1	0	34	22	4	3	18	7	2	0	6	5	3	1
Totals	91	17	5	3	121	79	9	5	38	41	2	1	28	32	5	11

2011/ 12	Leavers															
	Police Officers				Police Staff				Special Constables			Volunteers				
	Male/ Female	Dis	B ME		Male/ Female	Dis	BM E		Male/ Female	Dis	BME	Male/ Female	Dis	BM E		
Totals	81	19	7	0	87	92	10	2	44	33	0	1	24	46	0	5

In the year 2012-13, 11 of the 20 BME leavers and 5 of the 21 disabled were volunteers. Corporate Development Branch explain that of the BME leavers from among volunteers, there is a trend of people joining us and then rapidly leaving thereafter as they find paid employment elsewhere.

Of the 108 police officers that left in the year, 7 commenced career breaks, 2 were dismissed, 2 resigned after career breaks, 4 retired medically unfit, 3 transferred to other organizations, 10 resigned voluntarily and the remainder (80) retired on pensions.

8. Target – Not more than 3% of all leavers to be from those who have self-classified as disabled. End of Q1 2012, the figure is 2.0%. End of Q2 2012, the figure is 2.0%. End of Q3 2012, the figure is 3.4%. End of Q4 2012/13 the figure is 4.7%.

Broken down by workforce section the percentages are: Police 4.6%, Staff 4.5%, Specials 2.5% and Volunteers 8.3%.

Target – Not more than 3% of all leavers to be from among BME groups. End of Q1 2012, the figure is 2.0%. End of Q2, the figure is 3.0%. End of Q3 2012, the figure is 4.9%. End of Q4 2012/13 the figure is 4.7%.

Broken down by workforce section the percentages are: Police 2.8%, Staff 2.5%, Specials 2.5% and Volunteers 18.3%. The latter group is made up largely of migrants from EU communities who signed on with Humberside Police as volunteers then quickly moved on to paid employment elsewhere.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

**GRIEVANCES**

**Table 6 – Grievances Submitted**

Grievance Category:	Quarter				Total to date
	Q1	Q2	Q3	Q4	
<b>Grievances Submitted</b>	31	22	17	23	93
<b>Grievances Rejected</b>		4	1		12
<b>Grievances Withdrawn</b>		2	7		21
<b>Grievances Allocated to Resolution Officers</b>		3	2		11
<b>- of which # Resolved</b>					3
<b>Grievances tackled w/o Resolution Officers</b>		11	7		49
<b>- of which # Resolved</b>					42

**Table 7 – Grievances by issue**

Complaint Type:	Quarter				Total to date
	Q1	Q2	Q3	Q4	
<b>Organisational Issues</b>					
Unfair Policy	1	2	1	3	7
Inappropriately Worded Document	1				1
Management of Disability	3	2		2	7
<b>Workplace Relationships</b>					
Personal Bullying	9	9	11	11	40
Victimisation	5	5		4	14
Unfairness in Selection	4	2	4	2	12
Incorrect Policy Implementation	6	1	1		8
Unfair Treatment by HR	2	1		1	4
<b>Protected Characteristics involved</b>					
Disability	3	2		2	7
Gender					0
Ethnicity			1		1
<b>Total Issues Nominated by Aggrieved</b>	<b>34</b>	<b>24</b>	<b>18</b>	<b>25</b>	<b>101</b>
<b>Total New Complaints Received</b>	<b>31</b>	<b>22</b>	<b>17</b>	<b>23</b>	<b>93</b>

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

In the year reported upon, grievance trends have continued to be concentrated around personal bullying, harsh management styles and perceived unfairness in selection procedures or implementation of policy. In particular, claims of bullying are the most prevalent of all grievances, accounting for 43% of the total received. The second most common factor claimed is that of victimisation (15%).

Of the protected characteristics, the most commonly nominated is disability. Ethnicity is the only other characteristic specifically raised by aggrieved parties, with one instance in the year. 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

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2013**

aggrieved with an acknowledged 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 or selection process. Common failings that aggravate these cases include irregular reviews of agreed adjustments and incomplete records of the disability and the adjustments agreed.

In terms of setting, the division or branch in which grievances are most frequently located is Operations Branch, followed by C and then D Division. The complaints emanating from the Operations Branch are about a range of issues, but many relate to how change and close monitoring, driven by austerity measures or a new emphasis on performance, is being received as bullying or harsh management.

In the cases of the Customer Service Crime Centre and Command Centres, which attract a substantial number of the Operations Branch grievances, complaints are often about access to leave, late notice duty deviations and the disability scenarios described above.

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

The term 'victimisation' can be problematic as it has both a lay meaning (to be made into a victim) and an employment law definition (to be treated differently after having made a complaint). Owing to the scope for misunderstanding, Equality Unit staff routinely check grievance submissions and record for data purposes only those claims of victimisation in which the circumstances described meet the employment law definition.

From table 5 (above), it is noteworthy that of the 49 grievances tackled using informal interventions, such as first contact advisors, local managers or equality unit staff, no less than 42 (86%) were resolved during the financial year. This compares favourably with the statistic that, of the 11 grievances allocated to resolution officers, just 3 (27%) were resolved in the same period. From these figures, it can be concluded that a.) informal methods stand the best chance of early resolution, and b.) the grievance management process has been effective in arranging informal measures to tackle 82% (49 of 60) of the grievances accepted.

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