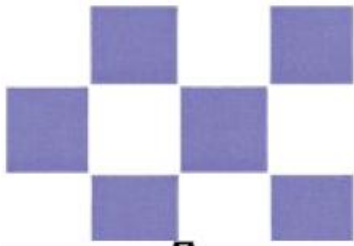
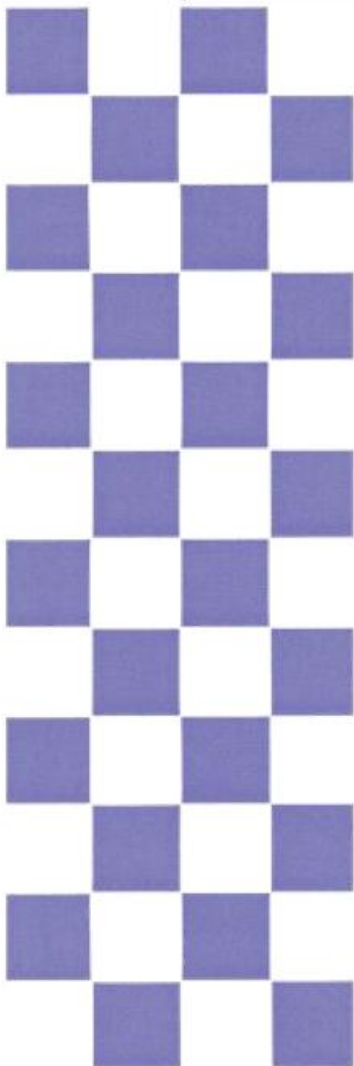


DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012



DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE

July - September 2012



**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

CONTENTS	PAGE NO
Introduction	3 - 4
Scrutiny of stop/searches & stop/talks	5 - 6
Arrest and Disposal Analysis	7 - 8
Force Tickets Analysis	10 - 14
Racially and Religiously Aggravated Crime	15
Crimes with Hate Crime Flag	16
Complaints	17 - 19
Employment Monitoring	20 - 25

Diversity Monitoring July - September 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;
 - The Deputy Chief Constable
 - Divisional SMT Diversity Leads

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

- 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 **July - September 2012**

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

**Scrutiny of Stop Search figures
July - September 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	3,240	189	337	910	1,804
White stops	3,061	178	295	890	1,698
% White stops	94.5%	94.2%	87.5%	97.8%	94.1%
White Arrests	72	5	17	8	42
% White arrests	2.4%	2.8%	5.8%	0.9%	2.5%
BME stops	136	7	32	14	83
% BME stops	4.2%	3.7%	9.5%	1.5%	4.6%
BME Arrests	4	0	0	0	4
% BME arrests	2.9%	0.0%	0.0%	0.0%	4.8%
Of self-def 'Chinese' No off-def 'white'	0	0	0	0	0
Of self-def 'Other' No off-def 'white'	0	0	0	0	0
BME stops	136	7	32	14	83
% BME stops	4.2%	3.7%	9.5%	1.5%	4.6%
BME Arrests	4	0	0	0	4
% BME arrests	2.9%	0.0%	0.0%	0.0%	4.8%

The total number of stop/search force wide has increased this quarter, the majority being white stops. The total number of BME stop/searches has increased in all Divisions except for A Division.

In B Division the percentage of BME stops has increased by 7.8% (29).

With the exception of D Division the percentage for BME arrests is 0%.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

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	5,271	405	515	1,225	3,126
White stops	4,995	382	465	1,194	2,954
% White stops	94.8%	94.3%	90.3%	97.5%	94.5%
White Arrests	180	59	34	16	71
% White arrests	3.6%	15.4%	7.3%	1.3%	2.4%
BME stops	209	17	35	22	135
% BME stops	4.0%	4.2%	6.8%	1.8%	4.3%
BME Arrests	9	2	1	0	6
% BME arrests	4.3%	11.8%	2.9%	0.0%	4.4%
Of self-def 'Chinese' No off- def 'white'	0	0	0	0	0
Of self-def 'Other' No off-def 'white'	0	0	0	0	0
BME stops	209	17	35	22	135
% BME stops	4.0%	4.2%	6.8%	1.8%	4.3%
BME Arrests	9	2	1	0	6
% BME arrests	4.3%	11.8%	2.9%	0.0%	4.4%

In comparison to the year to date data for July-September 2011, with the exception of A Division the total number of stop/searches has increased, most noticeably in B Division (391 increase) and C Division (597 increase).

BME stops have increased in all Divisions except for D Division.

Percentage BME arrests have decreased across all Divisions.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

**Arrests and Disposals
July - September 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	33	9	7	0	17
White	9	4	4	0	1
Not Stated	0	0	0	0	0
BME	24	5	3	0	16
% BME	72.7%	55.6%	42.9%	-	94.1%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	40	10	16	4	10
White	4	0	4	0	0
Not Stated	0	0	0	0	0
BME	36	10	12	4	10
% BME	90.0%	100.0%	75.0%	100.0%	100.0%

Population figures used for comparison are as follows;

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

This Quarter	Force	A Division	B Division	C Division	D Division
Total arrests	6,309	1,313	1,023	955	3,018
White	5,956	1,258	972	929	2,797
% White	94.4%	95.8%	95.0%	97.3%	92.7%
BME	277	46	38	16	177
% BME	4.4%	3.5%	3.7%	1.7%	5.9%
Modified fig (total - immigration)	6,276	1,304	1,016	955	3,001
Modified % BME arrests	4.0%	3.1%	3.4%	1.7%	5.4%

Force wide the number of arrests has fallen by nearly 3000 this quarter. With the exception of D Division the percentage BME arrest rate has decreased on the last quarter.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	15,588	2,655	1,982	1,823	9,128
White	14,682	2,537	1,864	1,765	8,516
% White	94.2%	95.6%	94.0%	96.8%	93.3%
BME	737	92	100	43	502
% BME	4.7%	3.5%	5.0%	2.4%	5.5%
Modified fig (total - immigration)	15,548	2,645	1,966	1,819	9,118
Modified % BME arrests	4.5%	3.1%	4.5%	2.1%	5.4%

In comparison to the year to date data for July – September 2011 there has been a decrease in the number of arrests except for in D Division. The percentage rate for BME arrests has decreased slightly force wide.

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	507	8.0%	15	5.5%	998	7.9%	37	6.3%
To court (not on remand)	1,926	30.4%	73	26.7%	3,673	28.9%	140	23.8%
To court (on remand)	1,429	22.5%	48	17.6%	2,758	21.7%	93	15.8%
On bail to Police Station	560	8.8%	42	15.4%	1,117	8.8%	88	15.0%
TIC	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FPN	104	1.6%	4	1.5%	183	1.4%	11	1.9%
MHA Diversion	16	0.3%	0	0.0%	23	0.2%	0	0.0%
NFA	1,802	28.4%	91	33.3%	3,960	31.2%	219	37.2%
Humberside Total	6,344	100.0%	273	100.0%	12,712	100.0%	588	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 been a slight decrease in the number of prisoners dealt with this quarter. For white prisoners all disposal methods have increased with the exception of NFA, all BME disposals have decreased except for to court (not on remand) and to court on remand, however the numbers are very small.

Of particular note; on bail to Police Station, although the number of BME prisoners has decreased BME prisoners are 6.6% more likely to be bailed to a Police Station.

The number of prisoners dealt with by way of NFA has decreased, however BME prisoners are 4.9% more likely to be dealt with by this disposal method.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

**Scrutiny of Force tickets
July - September 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	1,386	69	1,455	44
<i>% Endorsable Notices</i>	<i>95.3%</i>	<i>4.7%</i>	-	
HORT1's	165	6	171	49
<i>% of HORT1's</i>	<i>96.5%</i>	<i>3.5%</i>	-	
Non Endorsable Notices	1,366	53	1,419	142
<i>%NonEndorsable Notices</i>	<i>96.3%</i>	<i>3.7%</i>	-	
Vehicle Defect Form's	991	49	1,040	53
<i>% Vehicle Defect Form's</i>	<i>95.3%</i>	<i>4.7%</i>	-	
PND's	517	9	526	40
<i>% of PND's</i>	<i>98.3%</i>	<i>1.7%</i>	-	
Number on courses	1,132	46	1,178	8
<i>%of those on courses</i>	<i>96.1%</i>	<i>3.9%</i>	-	

With the exception of the number on courses, all tickets issued to BME are the same or less than the previous quarter. There has been a small rise in the number of unknown ethnicities for Endorsable Notices and VDRs, all other unknown ethnicities have decreased.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

Force Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	2,964	153	3,117	78
<i>% Endorsable Notices</i>	95.1%	4.9%	-	
HORT1's	301	12	313	99
<i>% of HORT1's</i>	96.2%	3.8%	-	
Non Endorsable Notices	2,910	127	3,037	374
<i>%NonEndorsable Notices</i>	95.8%	4.2%	-	
Vehicle Defect Form's	1,894	115	2,009	96
<i>% Vehicle Defect Form's</i>	94.3%	5.7%	-	
PND's	1,090	25	1,115	77
<i>% of PND's</i>	97.8%	2.2%	-	
Number on courses	2,285	81	2,366	26
<i>%of those on courses</i>	96.6%	3.4%	-	

The number of Non Endorsable Notices issued has decreased by nearly 2000 from previous comparable data. There are fluctuations in the number of tickets issued to the BME community but the numbers involved are small. The numbers of unknown ethnicities are similar to previous data except for VDRs which has increased by over 40.

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	220	7	227	11
<i>% Endorsable Notices</i>	96.9%	3.1%	-	
HORT1's	38	0	38	6
<i>% of HORT1's</i>	100.0%	0.0%	-	
Non Endorsable Notices	236	6	242	7
<i>%NonEndorsable Notices</i>	97.5%	2.5%	-	
Vehicle Defect Form's	233	8	241	9
<i>% Vehicle Defect Form's</i>	96.7%	3.3%	-	
PND's	40	0	40	4
<i>% of PND's</i>	100.0%	0.0%	-	
Number on courses	173	6	179	0
<i>%of those on courses</i>	96.6%	3.4%	-	

The total number of tickets issued has increased this quarter except for PNDs. The number of tickets issued to the BME community has fallen except for VDRs and the number on courses, the numbers involved are small.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

A Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	370	14	384	14
% Endorsable Notices	96.4%	3.6%	-	
HORT1's	59	2	61	12
% of HORT1's	96.7%	3.3%	-	
Non Endorsable Notices	362	16	378	15
%NonEndorsable Notices	95.8%	4.2%	-	
Vehicle Defect Form's	340	14	354	12
% Vehicle Defect Form's	96.0%	4.0%	-	
PND's	89	2	91	10
% of PND's	97.8%	2.2%	-	
Number on courses	344	7	351	2
%of those on courses	98.0%	2.0%	-	

The total number of tickets issued has fallen except for VDRs and the Number on Courses; this is mirrored for tickets issued to the BME community. The number of unknown ethnicities has increased except for VDRs and those on 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	263	17	280	6
% Endorsable Notices	93.9%	6.1%	-	
HORT1's	30	2	32	7
% of HORT1's	93.8%	6.3%	-	
Non Endorsable Notices	304	12	316	63
%NonEndorsable Notices	96.2%	3.8%	-	
Vehicle Defect Form's	273	15	288	8
% Vehicle Defect Form's	94.8%	5.2%	-	
PND's	40	0	40	2
% of PND's	100.0%	0.0%	-	
Number on courses	245	13	258	4
%of those on courses	95.0%	5.0%	-	

The total number of tickets issued has fallen except for Endorsable Notices and HORT1s where the increases are small. There are fluctuations in the number of tickets issued to the BME community but the numbers involved are small except for Non Endorsable Notices and VDRs where the number of tickets is half that of the previous quarter.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

B Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	521	30	551	8
<i>% Endorsable Notices</i>	<i>94.6%</i>	<i>5.4%</i>	-	
HORT1's	60	3	63	15
<i>% of HORT1's</i>	<i>95.2%</i>	<i>4.8%</i>	-	
Non Endorsable Notices	768	36	804	221
<i>%NonEndorsable Notices</i>	<i>95.5%</i>	<i>4.5%</i>	-	
Vehicle Defect Form's	559	47	606	13
<i>% Vehicle Defect Form's</i>	<i>92.2%</i>	<i>7.8%</i>	-	
PND's	90	1	91	5
<i>% of PND's</i>	<i>98.9%</i>	<i>1.1%</i>	-	
Number on courses	502	21	523	8
<i>%of those on courses</i>	<i>96.0%</i>	<i>4.0%</i>	-	

The number of tickets issued to the BME community has fallen with the exception of HORT1s and Non Endorsable Notices; however the numbers involved are low. There are fluctuations in the number of unknown ethnicities.

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	486	17	503	12
<i>% Endorsable Notices</i>	<i>96.6%</i>	<i>3.4%</i>	-	
HORT1's	62	2	64	22
<i>% of HORT1's</i>	<i>96.9%</i>	<i>3.1%</i>	-	
Non Endorsable Notices	431	9	440	38
<i>%NonEndorsable Notices</i>	<i>98.0%</i>	<i>2.0%</i>	-	
Vehicle Defect Form's	216	11	227	15
<i>% Vehicle Defect Form's</i>	<i>95.2%</i>	<i>4.8%</i>	-	
PND's	145	1	146	14
<i>% of PND's</i>	<i>99.3%</i>	<i>0.7%</i>	-	
Number on courses	385	4	389	4
<i>%of those on courses</i>	<i>99.0%</i>	<i>1.0%</i>	-	

The number of tickets issued this quarter has fallen except for HORT1s. There are fluctuations in the number of tickets issued to the BME community and the number of unknown ethnicities; however the numbers involved are small.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

C Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,128	45	1,173	26
% Endorsable Notices	96.2%	3.8%	-	
HORT1's	110	3	113	44
% of HORT1's	97.3%	2.7%	-	
Non Endorsable Notices	909	21	930	76
%NonEndorsable Notices	97.7%	2.3%	-	
Vehicle Defect Form's	443	18	461	27
% Vehicle Defect Form's	96.1%	3.9%	-	
PND's	300	3	303	21
% of PND's	99.0%	1.0%	-	
Number on courses	821	12	833	10
%of those on courses	98.6%	1.4%	-	

In comparison to previous data there are fluctuations in the total numbers of tickets recorded; of note is the decrease of 1297 for Non Endorsable Notices. There are fluctuations in the number of tickets issued to the BME community and unknown ethnicities however the number involved are small except for the reduction in unknown ethnicities for Non Endorsable Notices which is in line with the reduction of tickets issued.

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	417	28	445	15
% Endorsable Notices	93.7%	6.3%	-	
HORT1's	35	2	37	14
% of HORT1's	94.6%	5.4%	-	
Non Endorsable Notices	395	26	421	34
%NonEndorsable Notices	93.8%	6.2%	-	
Vehicle Defect Form's	269	15	284	21
% Vehicle Defect Form's	94.7%	5.3%	-	
PND's	292	8	300	20
% of PND's	97.3%	2.7%	-	
Number on courses	329	23	352	0
%of those on courses	93.5%	6.5%	-	

The number of tickets issued this quarter has fallen with the exception of the number on courses; this trend is mirrored by the number of tickets issued to the BME community. There are fluctuations in the number of unknown ethnicities but the numbers involved are low.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

D Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	945	64	1,009	30
<i>% Endorsable Notices</i>	93.7%	6.3%	-	
HORT1's	72	4	76	28
<i>% of HORT1's</i>	94.7%	5.3%	-	
Non Endorsable Notices	871	54	925	62
<i>%NonEndorsable Notices</i>	94.2%	5.8%	-	
Vehicle Defect Form's	552	36	588	44
<i>% Vehicle Defect Form's</i>	93.9%	6.1%	-	
PND's	611	19	630	41
<i>% of PND's</i>	97.0%	3.0%	-	
Number on courses	618	41	659	6
<i>%of those on courses</i>	93.8%	6.2%	-	

Compared to previous data the number of tickets issued has fallen except for Endorsable Notices and the number on courses.

In relation to tickets issued to the BME community, numbers have fallen except for Endorsable Notices and HORT1s, however the increases are small.

There are fluctuations in the number of unknown ethnicities however the numbers involved are generally small.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

**Humberside Police
Racially and Religiously Aggravated Crime
July - September 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.

		Oct-Dec 2011	Jan-Mar 2012	Apr-Jun 2012	Jul-Sept 2012	Rolling year Oct 11 – Sept 12	Police Authority Targets
Force	Recorded	76	70	90	82	318	
	Detected	57	35	52	49	193	
	Detection Rate	75.0%	50.0%	57.8%	59.8%	60.7%	50.1%
A Div	Recorded	17	18	21	20	76	
	Detected	13	10	8	8	39	
	Detection Rate	76.5%	55.6%	38.1%	40.0%	51.3%	50.1%
B Div	Recorded	8	8	12	8	36	
	Detected	8	5	7	3	23	
	Detection Rate	100.0%	62.5%	58.3%	37.5%	63.9%	50.1%
C Div	Recorded	16	12	8	11	47	
	Detected	11	4	4	7	26	
	Detection Rate	68.8%	33.3%	50.0%	63.6%	55.3%	51.0%
D Div	Recorded	35	32	49	43	159	
	Detected	25	16	33	31	105	
	Detection Rate	71.4%	50.0%	67.3%	72.1%	66.0%	63.1%

Force wide with the exception of C Division the number of Racially and Religiously Aggravated crimes recorded and detected has decreased, however with the exception of B division all detection rates have increased.

The South Bank Divisions have not attained targets this quarter.

In relation to the rolling year data, in D Division the number of crimes recorded and detected have increased, as have the number detected in C Division, all other figures have decreased or stayed the same.

On a rolling year basis all targets have been exceeded.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

**Humberside Police
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously
Aggravated Crime
July - September 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
Aggravated Burglary in a Dwelling/29/Aggravated Burglary in a Dwelling	1
Arson Offences /56/1 Arson endangering life	1
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	6
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	8
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	11
Other Miscellaneous Sexual Offences/88/9 Exposure	1
Other Theft/49/10 Theft if not classified elsewhere	1
Other Theft/49/12 Theft of conveyance other than motor vehicle or pedal cycle	1
Robbery/34/1 Robbery	1
Theft from the Person/39/Theft from the Person	2
Threats and Conspiracy to Murder/3/1 Threats to kill	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/1 Malicious wounding: wounding or inflicting grievous bodily harm.	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/29 Breach of conditions of injunction against harassment	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/32 Breach of anti-social behaviour order	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/6 Assault occasioning actual bodily harm	13
Total	62

The total number of crimes recorded this quarter has increased by 6, there are fluctuations in the number and type of crimes recorded however as with the last quarter the largest proportion of crimes relate to woundings and criminal damage.

DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012

DIVERSITY PMG

COMPLAINT DATA

	<u>01-Jul-11</u> <u>30-Sep-11</u>	<u>01-Jul-12</u> <u>30-Sep-12</u>	<u>Variance</u>
Complaint Cases Recorded	124	120	-4
Complaint Allegations Recorded	247	290	43
Subjects Complained About			
Male	181	184	
Female	53	55	
Unidentified	14	9	
Total	<u>248</u>	<u>248</u>	<u>0</u>
Asian	2	1	
Black	0	1	
Other	0	2	
White	232	235	
Unidentified	14	9	
Total	<u>248</u>	<u>248</u>	<u>0</u>
Subjects of Substantiated Allegations			
Male	4	1	
Female	1	1	
Unknown/Not Stated	0	0	
Total	<u>5</u>	<u>2</u>	-3
BME	0	1	
White	5	1	
Unknown/Not Stated	0	0	
Total	<u>5</u>	<u>2</u>	-3
Complainants			
Male	73	90	
Female	47	36	
Transgender	0	0	
Unknown/Not Stated	0	0	
Total	<u>120</u>	<u>126</u>	6

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

Asian	5	2	
Black	4	2	
Other	2	2	
White	102	80	
Unknown/Not Stated	7	40	
Total	<u>120</u>	<u>126</u>	6

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

Disability	0	0	
Gender	0	0	
Homophobic	0	0	
Race	3	5	
Religion/Faith	0	0	
Other	0	0	
	<u>3</u>	<u>5</u>	2

DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012

MISCONDUCT DATA

	<u>01-Jul-11</u> <u>30-Sep-11</u>	<u>01-Jul-12</u> <u>30-Sep-12</u>	<u>Variance</u>
Misconduct Cases Recorded	27	24	-3
Misconduct Allegations Recorded	48	37	-11
Misconduct Allegation Subjects			
Male	18	14	
Female	10	10	
Unknown/Not Stated	0	0	
Total	<u>28</u>	<u>24</u>	-4
Asian	1	0	
Black	0	0	
Other	0	0	
White	27	24	
Unknown/Not Stated	0	0	
Total	<u>28</u>	<u>24</u>	-4
Misconduct Meetings held this period			
Male	4	7	
Female	1	2	
Total	<u>5</u>	<u>9</u>	4
BME	1	0	
White	4	9	
Total	<u>5</u>	<u>9</u>	4
Misconduct Hearings held this period			
Male	3	2	
Female	1	0	
Total	<u>4</u>	<u>2</u>	-2
BME	0	1	
White	4	1	
Total	<u>4</u>	<u>2</u>	-2

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

Report to: Fairness & Equality Scrutiny Panel

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 1st April to 30th September 2012.

LEGAL REQUIREMENTS

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

DATA CONSIDERATIONS

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

STAFF IN POST

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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

Table 1 – Force Family Headcount

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

Trends:

The workforce continues to decrease in number, though the pace has slowed considerably, with a reduction this quarter in police officers countered by slight increases in police staff and specials. The number of volunteers has dropped by just one.

The slight increase in the special constabulary numbers has been accompanied by a noticeable rise in the proportions of BME and disabled people, but a significant reduction in female specials. Elsewhere, workforce proportions have remained quite stable.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

Table 2 – Police Officers by Rank

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

Q2 2012	Total No. of Officers 1878				
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	6 (100%)	0 (0%)	0 (0%)	0 (0%)
Det Supt	2	1 (50%)	1 (50%)	0 (0%)	0 (0%)
Supt	15	11 (73.3%)	4 (26.7%)	0 (0%)	1 (6.7%)
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	26 (89.7%)	3 (10.3%)	2 (6.9%)	1 (3.4%)
Insp	87	74 (85.1%)	13 (14.9%)	1 (1.1%)	1 (1.1%)
Det Sgt	72	59 (81.9%)	13 (18.1%)	0 (0%)	2 (2.8%)
Sgt	220	186 (84.5%)	34 (15.5%)	10 (4.5%)	2 (0.9%)
Det Con	257	157 (61.1%)	100 (38.9%)	5 (1.9%)	5 (1.9%)
Con	1161	786 (67.7%)	375 (32.3%)	17 (1.5%)	36 (3.1%)

Trends:

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

Female representation in the supervisory ranks is generally quite healthy. However, the Inspector category includes 13 of temporary rank, all of whom are male. The rest of the inspecting ranks all have markedly lower proportions of females than are present among supervisors. The number of female inspectors has increased by two officers in the second quarter.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

Progress towards targets:

Target – By 31st 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% (a reduction of one officer).

Target – By 31st 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% (a reduction of one officer).

Target – By 31st 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%.

Target – By 31st 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%.

STAFF RECRUITMENT

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

Table 3 – Recruitment

Quarter of 2012/13	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												
Q4												
Total	3	9	0	33	21	1	33	30	1	13	17	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.

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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

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

LEAVERS

Table 4 – 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	BME				
Q1	15	5	0	0	23	31	2	2	7	17	0	0	-	-	-	-
Q2	16	5	1	3	25	22	1	1	11	13	0	0	-	-	-	-
Q3																
Q4																
Totals	31	10	1	3	58	53	3	3	18	30	0	0	-	-	-	-

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	BME				
Totals	81	19	7	0	112	138	10	7	44	33	0	1	-	-	-	-

- data for volunteers is not presently available

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%.

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%.

GRIEVANCES

Table 5 – Grievances Submitted

Grievance Category:	Quarter				Total to date
	Q1	Q2	Q3	Q4	
Grievances Submitted	13	20			33
Grievances Rejected	0	4			4
Grievances Withdrawn	1	2			3
Grievances Allocated to Resolution Officers	2	3			5
- of which # Resolved	1	0			1
Grievances tackled w/o Resolution Officers	10	11			21
- of which # Resolved	8	5			13

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
July - September 2012**

Table 6 – Grievances by issue

Complaint Type:	Quarter				Total to date
	Q1	Q2	Q3	Q4	
Organisational Issues					
Unfair Policy	2	2			4
Inappropriately Worded	1				1
Management of Disability	1	2			3
Workplace Relationships					
Personal Bullying	2	9			11
Victimisation	2	5			7
Unfairness in Selection	2	2			4
Incorrect Policy Implementation	1				1
Unfair Treatment by HR	2				2
Protected Characteristics involved					
Disability	2	4			6
Gender					
Ethnicity	1				1
Total Issues Nominated by Aggrieved	16	24			40
Total New Complaints Received	13	20			33

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