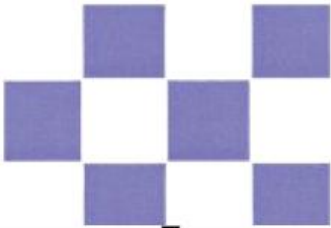


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**Diversity Monitoring
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Introduction

1. The importance of ethnicity monitoring has increased in recent years, and is now firmly established in policing. As new legislation is enacted, a monitoring function is often incorporated within it.

Why do we need ethnicity monitoring?

2. Specific requirements are placed on police forces to conduct ethnicity monitoring, and to publish the results annually. These requirements come from a number of sources, including the Race Equality Scheme (R.E.S) and Commission for Racial Equality (C.R.E.) guidance. Recommendation 62 of the McPherson Report into the death of Steven Lawrence states that stop and search records should be monitored and analysed by Police Services and Police Authorities, reviewed by HMIC during inspections, and that information and analysis should be published and made available to the public. In addition the force is obliged to supply 'section 95' data to The Home Office on a quarterly basis.
3. HMIC inspections at BCU level in recent years have focused on both operational and employment monitoring issues.
4. Significant benefits, both internal and external, can be delivered through ethnicity monitoring. The primary reason that monitoring is encouraged is to ensure fair and equitable service delivery. Many communities feel they are discriminated against by public authorities, in particular the Police. There is a long standing perception that the police use stop and search powers disproportionately against members of black and minority ethnic communities (BME). Monitoring is one way for Humberside Police to demonstrate fairness and equality of delivery, thus increasing the levels of trust and confidence.

Role of the Diversity Monitoring Group

5. The force Diversity Monitoring Group was introduced in February 2007 to examine performance in relation to operational and employment issues. It sits quarterly and is chaired by the Deputy Chief Constable. Participation in the process by external representatives, covering the seven strands of diversity, is essential to give the process credibility. This is achieved through inclusion of Independent Advisory Group members, and a community representative on the Scrutiny Panel. Panel members include;
 - The Deputy Chief Constable
 - Divisional SMT Diversity Leads
 - Youth and Community Cohesion Unit Inspector

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- 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 **October – December 2011**

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**Scrutiny of Stop Search figures
October – December 2011**

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	3,515	146	446	1,308	1,615
White stops	3,339	144	419	1,262	1,514
% White stops	95.0%	98.6%	93.9%	96.5%	93.7%
White Arrests	95	11	8	26	50
% White arrests	2.8%	7.6%	1.9%	2.1%	3.3%
BME stops	115	2	15	22	76
% BME stops	3.3%	1.4%	3.4%	1.7%	4.7%
BME Arrests	11	1	7	0	3
% BME arrests	9.6%	50.0%	46.7%	0.0%	3.9%
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	115	2	15	22	76
% BME stops	3.3%	1.4%	3.4%	1.7%	4.7%
BME Arrests	11	1	7	0	3
% BME arrests	9.6%	50.0%	46.7%	0.0%	3.9%

Force wide the total number of stop searches has increased by 1474.
 The percentage of white stops has increased, whilst the percentage of BME stops has decreased. The percentage of white arrests has fallen force wide and across all divisions,

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similarly with the exception of A Division the percentage BME arrests has also decreased this quarter. The 50% BME arrest rate in A Division relates to only 1 in number.

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	7,555	563	558	1,912	4,522
White stops	7,257	554	533	1,875	4,295
% White stops	96.1%	98.4%	95.5%	98.1%	95.0%
White Arrests	409	71	32	50	256
% White arrests	5.6%	12.8%	6.0%	2.7%	6.0%
BME stops	298	9	25	37	227
% BME stops	3.9%	1.6%	4.5%	1.9%	5.0%
BME Arrests	41	2	12	5	22
% BME arrests	13.8%	22.2%	48.0%	13.5%	9.7%
Anomalies					
Of self-def 'Chinese' No off-def 'white'	1	0	0	1	0
Of self-def 'Other' No off-def 'white'	2	0	0	0	2
Revised stats					
BME stops	295	9	25	36	225
% BME stops	3.9%	1.6%	4.5%	1.9%	5.0%
BME Arrests	41	2	12	5	22
% BME arrests	13.9%	22.2%	48.0%	13.9%	9.8%

In comparison to the same period for 2010, there has been an increase in Stop Searches of over 3,000, the major increase being in C and D Divisions.

The percentage conversion rate (from stop to arrest) highlighted show significant differences between rates for white when compared to BME.

With the exception of A Division the percentage arrest for whites has fallen on previous figures, BME percentage arrests have fallen in A and D Division.

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**Arrests and Disposals
October – December 2011**

Introduction

Arrests and disposals are examined below.

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

This Quarter

	Force	A Division	B Division	C Division	D Division
All	23	8	3	3	9
White	2	2	0	0	0
Not Stated	1	0	1	1	0
BME	20	6	3	2	9
% BME	87.0%	75.0%	100.0%	66.7%	100.0%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	66	28	10	3	25
White	12	10	1	0	1
Not Stated	2	0	1	1	1
BME	52	18	9	2	23
% BME	78.8%	64.3%	90.0%	66.7%	92.0%

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	6,269	1,198	1,015	895	3,161

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White	5,865	1,143	946	853	2,923
% White	93.6%	95.4%	93.2%	95.3%	92.5%
BME	328	45	59	31	193
% BME	5.2%	3.8%	5.8%	3.5%	6.1%
Modified fig (total - immigration)	6,246	1,190	1,012	892	3,152
Modified % BME arrests	4.9%	3.3%	5.5%	3.3%	5.8%

Force wide the total number of arrests has fallen this quarter. With the exception of D Division the percentage of BME arrests has increased, however with the exception of B Division the number of BME arrests is the same or lower than the last quarter.

Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	19,927	4,124	3,038	2,953	9,812
White	18,708	3,942	2,849	2,846	9,071
% White	93.9%	95.6%	93.8%	96.4%	92.4%
BME	980	133	160	82	605
% BME	4.9%	3.2%	5.3%	2.8%	6.2%
Modified fig (total - immigration)	19,861	4,096	3,028	2,950	9,787
Modified % BME arrests	4.7%	2.8%	5.0%	2.7%	5.9%

With the exception of D Division the total arrests have decreased, however the percentage BME arrests have increased with the exception of A and D Divisions, however the decrease is only 0.1%.

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	522	8.4%	28	9.7%	1,699	8.5%	78	8.7%
To court (not on remand)	1,793	28.7%	70	24.1%	5,740	28.6%	204	22.7%
To court (on remand)	1,335	21.4%	58	20.0%	4,372	21.8%	181	20.2%
On bail to Police Station	706	11.3%	35	12.1%	1,795	8.9%	96	10.7%
TIC	1	0.0%	0	0.0%	5	0.0%	0	0.0%
FPN	116	1.9%	7	2.4%	421	2.1%	18	2.0%
MHA Diversion	6	0.1%	0	0.0%	26	0.1%	2	0.2%
NFA	1,760	28.2%	92	31.7%	6,028	30.0%	319	35.5%
To Prison	42	0.7%	2	0.7%	163	0.8%	5	0.5%
Humberstone Total	6,239	100.0%	290	100.0%	20,086	100.0%	898	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

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% White is the Number of White with the specified outcome divided by the number of White in custody

This quarter there has been a decrease in the number of prisoners dealt with. In relation to white prisoners there has been a decrease in the number of prisoners dealt with by all disposal methods with the exception of 'On bail to Police Station' which has increased by 186.

There are fluctuations in the number of BME prisoners dealt with however the numbers are largely similar to those of the last quarter.

NFA figures and percentages are down on the last quarter.

In relation to Year to Date figures, the number of prisoners dealt with has fallen slightly. The figures are largely comparable to previous data.

**Scrutiny of Force tickets
October – December 2011**

Introduction

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

The percentage calculations have been modified so as to show 'white' and 'BME' percentages when shown as a percentage of the total number of tickets for which ethnicity is recorded (i.e., excluding unknowns), rather than as a percentage of *all* tickets issued. Numbers of tickets showing 'not known' are also detailed.

Examination focuses on 'officer defined' recording statistics.

Force wide

Comparison population stats; 98.22% white, 1.78% BME

Force This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,569	70	1,639	70
% Endorsable Notices	95.7%	4.3%	-	
HORT1's	191	6	197	48
% of HORT1's	97.0%	3.0%	-	
Non Endorsable Notices	1,769	67	1,836	344
%NonEndorsable Notices	96.4%	3.6%	-	
Vehicle Defect Form's	1,422	70	1,492	60
% Vehicle Defect Form's	95.3%	4.7%	-	
PND's	637	12	649	41
% of PND's	98.2%	1.8%	-	
Number on courses	1,082	34	1,116	14
%of those on courses	97.0%	3.0%	-	

Force Year to Date				
	White	BME	Total tickets	U/K

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			ethnicity recorded	
Endorsable notices	4,582	210	4,792	146
% Endorsable Notices	95.6%	4.4%	-	
HORT1's	558	13	571	145
% of HORT1's	97.7%	2.3%	-	
Non Endorsable Notices	6,694	214	6,908	2,157
%NonEndorsable Notices	96.9%	3.1%	-	
Vehicle Defect Form's	3,042	188	3,230	112
% Vehicle Defect Form's	94.2%	5.8%	-	
PND's	1,971	50	2,021	108
% of PND's	97.5%	2.5%	-	
Number on courses	2,948	108	3,056	42
%of those on courses	96.5%	3.5%	-	

Force wide there has been an increase of over 500 in the number of Vehicle Defect Forms issued, the majority of these being issued to white people. There has again been an increase in the number of tickets with undefined ethnicity, the largest of these being in relation to Endorsable Notices and Vehicle Defect Forms.

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	157	8	165	0
% Endorsable Notices	95.2%	4.8%	-	
HORT1's	40	2	42	9
% of HORT1's	95.2%	4.8%	-	
Non Endorsable Notices	230	7	237	9
%NonEndorsable Notices	97.0%	3.0%	-	
Vehicle Defect Form's	274	7	281	6
% Vehicle Defect Form's	97.5%	2.5%	-	
PND's	41	1	42	3
% of PND's	97.6%	2.4%	-	
Number on courses	141	6	147	1
%of those on courses	95.9%	4.1%	-	

A Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	537	26	563	2
% Endorsable Notices	95.4%	4.6%	-	
HORT1's	100	3	103	20
% of HORT1's	97.1%	2.9%	-	
Non Endorsable Notices	699	18	717	40
%NonEndorsable Notices	97.5%	2.5%	-	
Vehicle Defect Form's	556	21	577	10
% Vehicle Defect Form's	96.4%	3.6%	-	
PND's	143	7	150	8
% of PND's	95.3%	4.7%	-	
Number on courses	440	22	462	7
%of those on courses	95.2%	4.8%	-	

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In A Division there is a fluctuation in the number of tickets issued to the BME community and tickets with undefined ethnicity, however the numbers involved are small.

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	229	12	241	8
<i>% Endorsable Notices</i>	95.0%	5.0%	-	
HORT1's	22	1	23	5
<i>% of HORT1's</i>	95.7%	4.3%	-	
Non Endorsable Notices	273	13	286	30
<i>%NonEndorsable Notices</i>	95.5%	4.5%	-	
Vehicle Defect Form's	424	30	454	8
<i>% Vehicle Defect Form's</i>	93.4%	6.6%	-	
PND's	64	0	64	9
<i>% of PND's</i>	100.0%	0.0%	-	
Number on courses	177	6	183	2
<i>%of those on courses</i>	96.7%	3.3%	-	

B Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	811	44	855	12
<i>% Endorsable Notices</i>	94.9%	5.1%	-	
HORT1's	82	3	85	26
<i>% of HORT1's</i>	96.5%	3.5%	-	
Non Endorsable Notices	963	47	1,010	108
<i>%NonEndorsable Notices</i>	95.3%	4.7%	-	
Vehicle Defect Form's	1,002	83	1,085	16
<i>% Vehicle Defect Form's</i>	92.4%	7.6%	-	
PND's	142	2	144	19
<i>% of PND's</i>	98.6%	1.4%	-	

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Number on courses	652	29	681	9
%of those on courses	95.7%	4.3%	-	

In B Division the major increase in figures is with the number of Vehicle Defect Forms and PND's issued to white people, the number of these tickets issued to the BME community has decreased.

There is fluctuation in the numbers of tickets with unknown ethnicity however the numbers involved are 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	579	21	600	19
% Endorsable Notices	96.5%	3.5%	-	
HORT1's	78	0	78	20
% of HORT1's	100.0%	0.0%	-	
Non Endorsable Notices	613	10	623	222
%NonEndorsable Notices	98.4%	1.6%	-	
Vehicle Defect Form's	330	9	339	22
% Vehicle Defect Form's	97.3%	2.7%	-	
PND's	169	2	171	14
% of PND's	98.8%	1.2%	-	
Number on courses	446	8	454	3
%of those on courses	98.2%	1.8%	-	

C Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,580	56	1,636	48
% Endorsable Notices	96.6%	3.4%	-	
HORT1's	228	2	230	54
% of HORT1's	99.1%	0.9%	-	
Non Endorsable Notices	2,814	36	2,850	1,710
%NonEndorsable Notices	98.7%	1.3%	-	
Vehicle Defect Form's	695	21	716	32
% Vehicle Defect Form's	97.1%	2.9%	-	

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PND's	537	5	542	29
<i>% of PND's</i>	99.1%	0.9%	-	
Number on courses	1,169	23	1,192	12
<i>%of those on courses</i>	98.1%	1.9%	-	

In C Division the number of Non Endorsable Notices issued has fallen by over 400, however the percentage issued to the BME community has increased.

The number of Vehicle Defect Forms issued has over doubled, the majority being issued to white people.

There is fluctuation in the number of tickets with unknown ethnicity however the increase in numbers is 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	604	29	633	43
<i>% Endorsable Notices</i>	95.4%	4.6%	-	
HORT1's	51	3	54	14
<i>% of HORT1's</i>	94.4%	5.6%	-	
Non Endorsable Notices	653	37	690	83
<i>%NonEndorsable Notices</i>	94.6%	5.4%	-	
Vehicle Defect Form's	394	24	418	24
<i>% Vehicle Defect Form's</i>	94.3%	5.7%	-	
PND's	363	9	372	15
<i>% of PND's</i>	97.6%	2.4%	-	
Number on courses	318	14	332	8
<i>%of those on courses</i>	95.8%	4.2%	-	

D Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,654	84	1,738	84
<i>% Endorsable Notices</i>	95.2%	4.8%	-	
HORT1's	148	5	153	45
<i>% of HORT1's</i>	96.7%	3.3%	-	
Non Endorsable Notices	2,218	113	2,331	299

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%NonEndorsable Notices	95.2%	4.8%	-	
Vehicle Defect Form's	789	63	852	54
% Vehicle Defect Form's	92.6%	7.4%	-	
PND's	1,149	36	1,185	52
% of PND's	97.0%	3.0%	-	
Number on courses	687	34	721	14
%of those on courses	95.3%	4.7%	-	

In D Division there has been a significant rise in the number of Vehicle Defect Forms issued and the number on courses, however the majority of the increased tickets issued is to white people.

There are increases in some of the undefined ethnicity; however these are relatively small in number.

**Humberside Police
Racially and Religiously Aggravated Crime
October – December 2011**

Figures for racially and religiously aggravated crimes are examined, including sanction detection rates. Comparisons with the three preceding quarter's figures are included, along with the rolling year totals.

		Jan-Mar 2011	Apr-Jun 2011	Jul-Sept 2011	Oct-Dec 2011	Rolling year Jan 11-Dec11	Police Authority Targets
Force	Recorded	71	87	77	76	311	
	Detected	42	64	34	57	197	
	Detection Rate	59.2%	73.6%	44.2%	75.0%	63.3%	50.1%
A Div	Recorded	19	28	24	17	88	
	Detected	10	15	12	13	50	
	Detection Rate	52.6%	53.6%	50.0%	76.5%	56.8%	50.1%
B Div	Recorded	11	10	7	8	36	
	Detected	5	7	3	8	23	
	Detection Rate	45.5%	70.0%	42.9%	100.0%	63.9%	50.1%
C Div	Recorded	8	10	11	16	45	
	Detected	9	8	3	11	31	
	Detection Rate	112.5%	80.0%	27.3%	68.8%	68.9%	51.0%

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D Div	Recorded	33	39	35	35	142	
	Detected	18	34	16	25	93	
	Detection Rate	54.5%	87.2%	45.7%	71.4%	65.5%	63.1%

Force wide and across all Divisions this quarter there has been an increase in detection rates and Police Authority targets have been far exceeded. Of particular note is B Division with 100% detection rate.

In relation to the rolling year, all Police Authority targets are being exceeded. The figures are largely similar to the last rolling year. On a positive note is an increase in the detection rate numbers and percentages from the previous rolling year.

Humberside Police

**Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously Aggravated Crime
October – December 2011**

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

Crime description	Number
Burglary in a Building other than a Dwelling/30/1 Burglary other than in a dwelling	1
Common Assault/105/1 Common assault and battery	4
Fraud, Forgery and Deceptions/53/25 Making Off Without Payment.	1
Harassment/195/94 Harassment	1
Miscellaneous Harassment and Public Order Offences/125/11 Fear or provocation of violence	2
Miscellaneous Harassment and Public Order Offences/125/12 Harassment, alarm or distress	2
Miscellaneous Harassment and Public Order Offences/125/9 Causing Intentional harassment alarm or distress	2
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	15
Other Offences against the State & Public Order/66/1 Affray	2
Other Theft/49/10 Theft if not classified elsewhere	2

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Theft from a Shop/46/Theft From a Shop	2
Theft from a Vehicle/45/10 Theft from a motor vehicle	1
Theft in a Dwelling other than from an Automatic Machine /40/Theft in a Dwelling other than from an Automatic Machine	1
Threat or Possession with Intent to Commit Criminal Damage/59/11 Threats to destroy or damage property	1
Wounding or Other Act Endangering Life/5/1 Wounding with intent to do grievous bodily harm	2
Woundings - Injury - Firearms - Weapons - Harrasment/8/31 Breach of a restraining order	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/6 Assault occasioning actual bodily harm	7
Total	47

DIVERSITY PMG

COMPLAINT DATA

	<u>01-Oct-10 31-Dec-10</u>	<u>01-Oct-11 31-Dec-11</u>	<u>Variance</u>
Complaint Cases Recorded	128	101	-27
Complaint Allegations Recorded	240	226	-14
Subjects Complained About			
Male	192	138	
Female	58	45	
Unidentified			
Total	<u>250</u>	<u>183</u>	-67

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Asian			
Black	2	1	
Other		1	
White	247	181	
Unidentified	1		
Total	<u>250</u>	<u>183</u>	<u>-67</u>

Subjects of Substantiated Allegations

Male	20	5	
Female	4	2	
Unknown/Not Stated			
Total	<u>24</u>	<u>7</u>	<u>-17</u>

BME			
White	24	7	
Unknown/Not Stated			
Total	<u>24</u>	<u>7</u>	<u>-17</u>

Complainants

Male	89	69	
Female	41	31	
Transgender	0	1	
Unknown/Not Stated	0	1	
Total	<u>130</u>	<u>102</u>	<u>-28</u>

Asian	4	3	
Black	4		
Other	2		
White	108	88	
Unknown/Not Stated	12	11	
Total	<u>130</u>	<u>102</u>	<u>-28</u>

Complaints Motivated by One of the

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Six Strands of Diversity

Disability			
Gender			
Homophobic		1	
Race	4	3	
Religion/Faith		1	
Other			
	<u>4</u>	<u>5</u>	<u>1</u>

MISCONDUCT DATA

	<u>01-Oct-10</u> <u>31-Dec-10</u>	<u>01-Oct-11</u> <u>31-Dec-11</u>	<u>Variance</u>
Misconduct Cases Recorded	42	25	-17
Misconduct Allegations Recorded	69	65	-4
Misconduct Allegation Subjects			
Male	30	18	
Female	16	14	

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Unknown/Not Stated			
Total	<u>46</u>	<u>32</u>	-14
Asian	2	3	
Black			
Other			
White	44	29	
Unknown/Not Stated			
Total	<u>46</u>	<u>32</u>	-14
Misconduct Meetings			
Male	5	5	
Female		2	
Unknown/Not Stated			
Total	<u>5</u>	<u>7</u>	2
BME	1	1	
White	4	6	
Total	<u>5</u>	<u>7</u>	2
Misconduct Hearings			
Male		1	
Female		1	
Unknown/Not Stated			
Total	<u>0</u>	<u>2</u>	2
BME			
White		2	
Total	<u>0</u>	<u>2</u>	2

**Report to: Fairness & Equality Scrutiny Panel
19 March 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 October 2011 to 31 December 2011.

BACKGROUND

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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. Although there is no explicit legal requirement to collect and use equality information across the protected characteristics in line with the Equality Act, in order to have due regard to the aims of the general equality duty, we must understand the impact of our policies and practices on people with protected characteristics. Collecting, analysing and publishing equality information is an important way for the Force, as a public authority, to develop this understanding.
4. 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.
5. A gap analysis in our employment information and the proportionate steps to fill these gaps will be ongoing.

STAFF IN POST

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

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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%						
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%						
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%						
Special Constables	Female	BME	Disabled	56+		Special Constables	Female	BME	Disabled	6+	
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%						
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%						

STAFF RECRUITMENT

7. The local target for BME recruitment remains unchanged at 6% whilst discussions with the Police Authority for the 2012/13 indicators continue.

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%
Grand Total	48	43	83	174	1	7	1	9	5.17%

8. Of the 62 individuals that have joined Humberside Police this third quarter, 6.45% are from the BME communities. The overall total of BME recruits for this financial year equates to 5.17%, which is 0.83% below target for the year.

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9. Based on the total number of previous external recruits from previous quarters, it is predicted that an additional 5 new BME recruits are needed to join the Force before the year-end in order to achieve our target of 6%, whilst 9 are currently in the recruitment process awaiting assessment, interview or vetting and medicals.

TRANSFEREE APPLICATIONS

10. Due to the current financial climate, applications continue not to be accepted from serving police officers from other Forces who wish to express an interest to transfer to Humberside Police.

APPLICANTS FOR PROMOTION AND PROGRESSION

11. The target of 24% of police officers to be female is currently exceeded (28.53%).
12. A combined target of 11.5% of all female police officers who are Sergeants and Inspectors remains unchanged whilst discussions with the Police Authority for the 2012/13 indicators continue. At present, 8.27% of female officers are Sergeants (45 out of 544 females) and 2.39% of female officers are Inspectors (13 out of 544), equating to a combined rate of 10.66%.
13. To compare the ranks by gender, 12.04% of all Inspectors (13 out of 108) and 15.68% of all Sergeants (45 out of 287) are female.
14. Between 1 October 2011 and 31 December 2011, the OSPRE Part 2 Sergeant's examination was completed. A breakdown is detailed below:
- 21 applicants applied, of which 18 were successful (85.71%).
 - 7 applicants are female (33.33%), all were successful (38.89% of the successful, 100% of the female applicants).
 - No applicants are disabled or from BME communities.
15. Also between 1 October 2011 and 31 December 2011, the OSPRE Part 1 Inspector's examination was completed. A breakdown is detailed below:
- 28 applied, of which 14 were successful (50%)
 - 17 applicants, (60.71%) are female, with 5 successful (35.71% of the successful, 29.41% of the female applicants)
 - 2 applicants are from BME communities, neither was successful.
 - 2 applicants are disabled, with 1 successful (7.14% of the successful, 50% of the disabled applicants).
16. During this quarter, applications were received for the OSPRE Part1 Sergeant's exam. A breakdown is detailed below, results will be given in Q1 of 2012/13.
- 78 applicants
 - 32.05% are female,
 - 1.28% are from BME communities,

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- 5.13% are disabled.

17. All BME and 'White Other' police officers, police staff, volunteers and special constables are being offered a career interview during 2011/12. To date, 81 of the 84 officers and staff have been given this opportunity. Of this, 47 have responded positively; 19 police officers, 22 police staff, 2 special constables and 4 volunteers. This has resulted in 13 police officers, 18 police staff, 2 special constables and 4 volunteers (37 in total) requesting career interviews. Further interviews are planned for February onwards.
18. In addition, career support interviews have also been held with staff from the LGBT community (1) and those who consider themselves to be disabled (2). Following career support interviews, 1 BME and 1 disabled police staff member have applied for internal roles through Choices or internal advertisement, both were successful.

GRIEVANCE AND DISCIPLINARY PROCEDURES

Grievances – Police Officers and Police Staff

19. 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:

Summary	Q1	Q2	Q3	Annual Totals
RADAW brought fwd from previous quarter	11	12	21	
New complaints received	25	22	24	71
Total RADAWS dealt with during quarter	36	34	45	
Breakdown of RADAWS	Apr – Jun Q1	Jul – Sep Q2	Oct – Dec Q3	Annual Totals
Advice and guidance	11	6	10	27
Stage 1 resolved	5	6	3	14
Stage 2 resolved	0	0	1	1
Rejected	1	2	5	8
Rejected at Appeal	0	0	3	3
Withdrawn	5	0	2	7
Completed – unresolved	1	0	1	2
Modified completed	1	0	0	1
<i>On hold – carried forward</i>	0	1	2	2
<i>On going – carried forward to next Quarter</i>	12	21	22	

Disciplinary – Police Staff

20. Between the period 1 October 2011 – 31 December 2011; 19 misconduct cases have been reported, of which 3 progressed to disciplinary hearings; 1 is yet to be heard. Of the 2 heard, 1 resulted in an oral warning and 1 a written warning.
21. Discreditable Conduct, Instructions and Authority, Respect and Courtesy concerns feature highly in conduct offences, with 32% of cases relating to Discreditable Conduct, 32% Instructions and 26% Authority, Respect and Courtesy.

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22. 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 October 2011 to 31 December 2011, 37% of disciplinary issues involved PCSOs, primarily for Discreditable Conduct and Authority, Respect and Courtesy. Detention Officers make up 4% of the workforce, yet for the same period 11% of disciplinary issues involved Detention Officers.

Disciplinary – Police Officer

23. Between 01 October 2011 and 31 December 2011 there have been no Misconduct Hearings. There has been one Police Appeal Tribunal involving two officers. The Appeal was against the outcome of a Misconduct Hearing held in July 2011 in respect of honesty and integrity/duties and responsibilities. The Tribunal did not uphold the appeal and the original outcome remained.
24. During the period 01 October 2011 and 31 December 2011, 7 officers have faced 20 separate allegations and 7 Misconduct Meetings have taken place. Three officers received a Final Written Warning, 2 officers received a Written Warning and 2 officers received Management Advice.

The 20 allegations related to breaches of the standards of professional behaviour as follows:

- 9 allegations in respect of duties & responsibilities
- 7 allegations in respect of authority, respect and courtesy
- 1 allegation in respect of discreditable conduct
- 2 allegations in respect of use of force
- 1 allegation in respect of confidentiality

25. No particular trends have been identified.

THOSE WHO CEASE EMPLOYMENT (LEAVERS)

26. The local target for BME retention for 2011/12 remains unchanged at 3% of total number of 'those who cease employment with Humberside Police. Discussions with the Police Authority for the 2012/13 indicators continue and are yet to be agreed.
27. For the period 1 October 2011 to 31 December 2011, 51 people have left Humberside Police for various reasons; 27 police staff, 7 special constables and 17 volunteers, of which 1 is from a BME community, this equates to 1.96% of all leavers for the 3rd quarter of 2011/12.
28. In addition to this, 27 police officers have left during this period, (all retirements except 3), no one from a BME community.
29. 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.

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Quarter	Those who cease employment					BME communities who cease employment					Current % of staff from BME communities who cease employment	
	Police Officers	Police staff	Volunteers	Special Constables	SubTotal	Police Officers	Police Staff	Volunteers	Special Constables	Sub Total	2011-2012	2010 -2011
Q1	23	70	24	11	105	0	0	1	0	1	0.95%	0%
Q2	29	54	8	25	87	0	2	1	1	4	4.6%	0.8%
Q3	27	27	17	7	51	0	0	1	0	1	1.96%	1.01%
Q4												4.67%
Grand Total	79*	151**	49	43	243	0	2	3	1	6	2.47%	1.94%

*The HR Scorecard target excludes police officers.

**Includes 75 enhanced voluntary redundancies..

OPTIONS/RISKS

30. 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, it is anticipated that some external police staff recruitment will commence during quarter 4 of 2011/12.

EQUALITY AND DIVERSITY IMPLICATIONS

31. 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.
32. 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

33. The Force's recruitment and selection procedures are competency based 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.
34. 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.

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APPENDIX 1

POLICE OFFICERS

RANK	Sex	Disabled	Full Part Time	Ethnic Origin	Age Ranges					Grand Total
					18 to 25	26 to 35	36 to 45	46 to 55	56 Plus	
CHIEF OFFICERS	M	N	Full Time	White - British				3	1	4
CHIEF SUPERINTENDENT	M	N	Full Time	White - British				5	1	6
SUPERINTENDENT	F	N	Full Time	White - British			2	2		4
	M	N	Full Time	White - British			2	6		8
CHIEF INSPECTOR	F	N	Full Time	White - British			3			3
	M	N	Full Time	Black Or Black British - African				1		1
				White - Any Other White Background			1			1
				White - British			8	13	1	22
Y	Full Time	White - British			1				1	
INSPECTOR	F	N	Full Time	Mixed - White And Asian				1		1
				White - British		1	7	2		10
			Part Time	White - British				1		1
	Y	Full Time	White - British			1			1	
	M	N	Full Time	White - Any Other White Background				1		1
				White - British		4	40	44	3	91
White - Irish						1			1	
Part Time	White - British			1	2		3			
SERGEANT	F	N	Full Time	White - Any Other White Background				1		1
				White - British		11	21	3		35
			Part Time	White - British		1	6	3		10
	M	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				3		3
White - British	1	25	90	105	9	230				
White - Irish				1		1				
Part Time	White - British			1			1			
Y	Full Time	White - British			2	1		3		
CONSTABLE	F	N	Full Time	Asian Or Asian British - Any Other Asian Background				1		1
				Black Or Black British - African			1			1

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			Black Or Black British - Any Other Black Background			1		1		2
			Mixed - White And Asian White - Any Other White Background			1				1
			White - British	16	140	122	52	2		332
		Part Time	White - Any Other White Background			1	2	1		4
			White - British	1	47	67	14			129
	Y	Full Time	White - British			1	1	2		4
		Part Time	White - British			1	2			3
M	N	Full Time	Asian Or Asian British - Indian				1			1
			Asian Or Asian British - Pakistani				1	1		2
			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	251	400	257	15		936
			White - Irish			2	3			5
		Part Time	White - British			1	2	1		4
	Y	Full Time	White - Any Other White Background					1		1
			White - British			4	11	12		27
Grand Total				31	493	808	543	32		1907

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POLICE STAFF

JOB GRADE	Sex	Disabled	Full Part Time	Ethnic Origin	Age Ranges					Grand Total	
					18 to 25	26 to 35	36 to 45	46 to 55	56 Plus		
CHIEF OFFICERS	M	N	Full Time	White - British				2		2	
MP GRADES	F	N	Full Time	Mixed - White And Asian		1				1	
				White - British		7	9	12	2	30	
		Part Time	White - British		1	2				3	
		Y	Full Time	White - British			3		1	4	
	M	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	10		48		
	Y	Full Time	White - British				2	1	3		
SENIOR OFFICERS	F	N	Full Time	White - Any Other White Background		1				1	
				White - British	1	14	11	11	4	41	
			Part Time	White - British		2	5				7
		Y	Full Time	White - British		1		1		2	
	M	N	Full Time	White - British	2	8	11	28	14		63
			Part Time	White - British					2		2
		Y	Full Time	White - British			1	1	2		4
SCALE 4/6	F	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 - British	28	95	90	88	20		321
			Part Time	Asian Or Asian British - Indian		1					1
		White - British	1	18	29	18	7		73		
	Y	Full Time	White - British			4	7	1		12	
		Part Time	White - British			2				2	
	M	N	Full Time	Asian Or Asian British - Indian		1					1
				Chinese Or Other Ethnic Group - Chinese		1					1
Mixed - Any Other Mixed Background						1	1			2	
White - British				15	62	41	131	80		329	
		White - Irish				1			1		
Part Time		White - British			1	9	15		25		
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			1	6	6		13			
Part Time	White - British						1		1		
SCALE 1/3	F	N	Full Time	Chinese Or Other Ethnic Group - Chinese		1				1	

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				White - Any Other White Background					1		1
				White - British	36	60	72	94	23		285
			Part Time	Black Or Black British - Any Other Black Background		1			1		2
				Chinese Or Other Ethnic Group - Chinese			1				1
				Mixed - Any Other Mixed Background	1						1
				White - Any Other White Background			1				1
				White - British	5	37	70	48	19		179
		Y	Full Time	White - British		2	5	5	4		16
			Part Time	White - British		1	1	3			5
	M	N	Full Time	Chinese Or Other Ethnic Group - Chinese		1					1
				White - British	18	25	20	35	44		142
			Part Time	White - British	1	4	1	4	17		27
				White - Irish					1		1
		Y	Full Time	White - British		2	3	4	5		14
			Part Time	White - British				1	1		2
RCN	F	N	Full Time	White - British			1	2			3
			Part Time	White - British			1				1
	M	N	Full Time	White - British					1		1
PCSO	F	N	Full Time	Black Or Black British - Any Other Black Background					1		1
				Mixed - Any Other Mixed Background			1				1
				White - British	21	59	40	19	6		145
			Part Time	White - British	1	7	4				12
		Y	Full Time	White - British			1				1
	M	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	11	51	42	22	5		131
			Part Time	White - British	1						1
		Y	Full Time	White - British	1		1	1			3
			Part Time	White - British					1		1
Grand Total					145	473	492	583	295		1988

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SPECIAL CONSTABLES

Job Title2	Sex	Disabled	Full Part Time	Ethnic Origin	Age Ranges					Grand Total	
					18 to 25	26 to 35	36 to 45	46 to 55	56 Plus		
SPECIAL CHIEF OFFICER	M	N	Part Time	White - British			1			1	
SPECIAL SUPERINTENDENT	M	N	Part Time	White - British				1	1	2	
SPECIAL INSPECTOR	F	N	Part Time	White - British		1	2	1		4	
	M	N	Part Time	White - British		2	2	5	2	11	
SPECIAL SERGEANT	F	N	Part Time	White - British	1	1	2			4	
	M	N	Part Time	White - British	2	5	8	2		17	
SPECIAL CONSTABLE	F	N	Full Time	White - British		1				1	
			Part Time	Mixed - Any Other Mixed Background		1				1	
				Mixed - White And Asian	1					1	
	M	N	Y	Part Time	White - British	61	32	25	9		127
				Part Time	White - British	1	1				2
				Full Time	White - British	2	1				3
				Part Time	Asian Or Asian British - Pakistani	1					
Mixed - Any Other Mixed Background	1	1						2			
Y	N	Y	Part Time	White - British	76	45	29	13	1	164	
			Part Time	White - Irish		1				1	
Y	N	Y	Part Time	White - British	1	1		1		3	
			Part Time	White - British	1	1		1		3	
Grand Total					147	93	69	32	4	345	