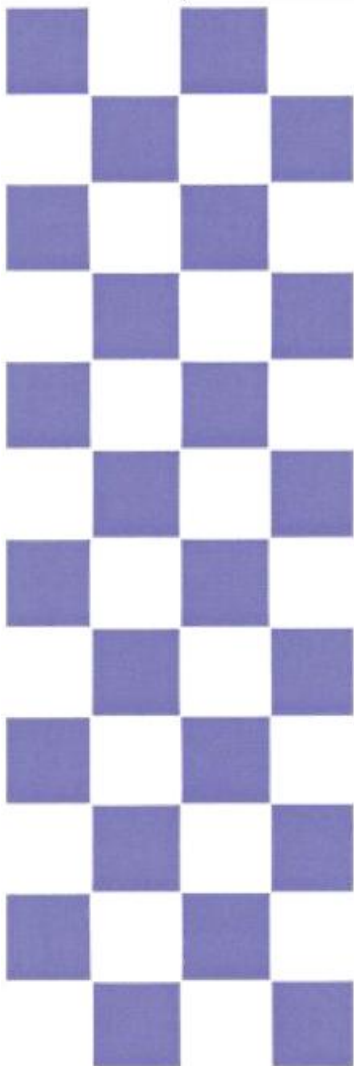
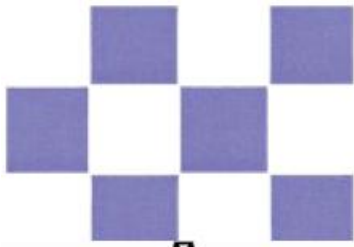


**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**



**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

October - December 2012



**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

CONTENTS	PAGE NO
Introduction	3 - 4
Scrutiny of stop/searches & stop/talks	5 - 6
Arrest and Disposal Analysis	7 - 9
Force Tickets Analysis	10 - 15
Racially and Religiously Aggravated Crime	16
Crimes with Hate Crime Flag	17
Complaints	18 - 20
Employment Monitoring	21 - 27

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

**Diversity Monitoring
October - December 2012**

Introduction

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

Why do we need ethnicity monitoring?

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

Role of the Diversity Monitoring Group

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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

- The Deputy Chief Constable
- Divisional SMT Diversity Leads
- Community Safety Unit Inspector
- Head of Human Resources Development Branch
- Force Training Manager
- Inspector PSB
- Police Authority diversity representative
- Police Authority performance manager
- IAG representative
- Community representative

6. The terms of reference for the group are as follows;

- To review, on a quarterly basis, all diversity data relating to operational and employment issues;
- With a view to identifying anomalies;
- And taking appropriate action to address the anomalies,
- Or alternatively giving an explanation for their existence.

7. Data for each quarter is examined, and compared to 2001 census return data. Comparisons look both at Humberside as a whole, and the Divisions individually. ***It should be noted that communities within Humberside have changed dramatically since the census figures were published in 2001, however national best practice dictates that the census data is used by the majority of forces. Analysis also assumes that those people encountered by Humberside Police actually live within The Humberside Police area. This should be borne in mind during the scrutiny process.***

8. Due to the built in time delay in inputting data, when meeting, the Panel examines data from one quarter in arrears.

9. This report examines the quarter **October – December 2012**

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

**Scrutiny of Stop Search figures
October - December 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

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
Raw stats					
Total	2,759	148	157	762	1,692
White stops	2,623	138	146	737	1,602
% White stops	95.1%	93.2%	93.0%	96.7%	94.7%
White Arrests	66	15	10	7	34
% White arrests	2.5%	10.9%	6.8%	0.9%	2.1%
BME stops	72	6	6	11	49
% BME stops	2.6%	4.1%	3.8%	1.4%	2.9%
BME Arrests	2	0	1	1	0
% BME arrests	2.8%	0.0%	16.7%	9.1%	0.0%
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	72	6	6	11	49
% BME stops	2.6%	4.1%	3.8%	1.4%	2.9%
BME Arrests	2	0	1	1	0
% BME arrests	2.8%	0.0%	16.7%	9.1%	0.0%

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

The total number of stop and searches force wide and across all Divisions has decreased this quarter. The total number of BME stop and searches has decreased in all Divisions. The percentage for BME arrests is 0% for A and D Divisions. D Division is of particular note where 49 stops were conducted, none of which resulted in arrest.

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	8,030	553	672	1,987	4,818
White stops	7,618	520	611	1,931	4,556
% White stops	94.9%	94.0%	90.9%	97.2%	94.6%
White Arrests	246	74	44	23	105
% White arrests	3.2%	14.2%	7.2%	1.2%	2.3%
BME stops	281	23	41	33	184
% BME stops	3.5%	4.2%	6.1%	1.7%	3.8%
BME Arrests	11	2	2	1	6
% BME arrests	3.9%	8.7%	4.9%	3.0%	3.3%
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	281	23	41	33	184
% BME stops	3.5%	4.2%	6.1%	1.7%	3.8%
BME Arrests	11	2	2	1	6
% BME arrests	3.9%	8.7%	4.9%	3.0%	3.3%

In comparison to the same period for 2011, there has been an increase in stop and searches force wide and across all Divisions except for A Division. There are differences in the percentage conversion rate (from stop to arrest) highlighted showing the difference between rates for white when compared to BME. Force wide the percentage arrests for BME have fallen in comparison to previous data.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

**Arrests and Disposals
October – December 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	26	7	5	3	11
White	4	1	1	1	1
Not Stated	1	1	0	0	0
BME	21	5	4	2	10
% BME	80.8%	71.4%	80.0%	66.7%	90.9%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	73	19	23	4	27
White	13	4	8	0	1
Not Stated	0	0	0	0	0
BME	60	15	15	4	26
% BME	82.2%	78.9%	65.2%	100.0%	96.3%

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	5,544	1,111	905	661	2,867

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

White	5,229	1,068	844	638	2,679
% White	94.3%	96.1%	93.3%	96.5%	93.4%
BME	276	42	51	20	163
% BME	5.0%	3.8%	5.6%	3.0%	5.7%
Modified fig (total - immigration)	5,518	1,104	900	658	2,856
Modified % BME arrests	4.6%	3.4%	5.2%	2.7%	5.4%

Force wide the number of arrests has fallen by over 700 this quarter. The percentage BME arrest rate has increased or stayed the same across all Divisions; however the percentage increases and the numbers involved are small.

Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	21,132	3,766	2,887	2,484	11,995
White	19,911	3,605	2,708	2,403	11,195
% White	94.2%	95.7%	93.8%	96.7%	93.3%
BME	1013	134	151	63	665
% BME	4.8%	3.6%	5.2%	2.5%	5.5%
Modified fig (total - immigration)	21,059	3,747	2,864	2,480	11,968
Modified % BME arrests	4.5%	3.2%	4.7%	2.4%	5.3%

With the exception of D Division the total number of arrests has decreased on previous data, the percentage of white arrests has increased across all Divisions whereas the modified percentage BME arrests have decreased across all Divisions with the exception of A Division.

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	425	7.5%	18	6.7%	1,423	7.7%	55	6.4%
To court (not on remand)	1,744	30.6%	69	25.8%	5,417	29.4%	209	24.4%
To court (on remand)	1,226	21.5%	48	18.0%	3,984	21.6%	141	16.5%
On bail to Police Station	616	10.8%	42	15.7%	1,733	9.4%	130	15.2%
TIC	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FPN	96	1.7%	6	2.2%	279	1.5%	17	2.0%
MHA Diversion	10	0.2%	0	0.0%	33	0.2%	0	0.0%
NFA	1,584	27.8%	84	31.5%	5,544	30.1%	303	35.4%
Humberside Total	5,701	100.0%	267	100.0%	18,413	100.0%	855	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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

% 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. For white prisoners all disposal methods have decreased except for on bail to Police Station which has increased by over 50. BME disposals have fluctuated however the numbers involved are small.

In relation to the Year to Date figures, the number of prisoners dealt with has decreased by over 1700 on previous data.

The figures are largely comparable to previous data except for on bail to Police Station which has seen a 4.5% increase for BME prisoners.

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

Custody Record Month (2012)	Custody Record Station Code						Grand Total
	AY	BW	CI	CL	DX	DY	
October	1	0	0	0	0	1	2
November	6	0	0	0	0	0	6
December	3	0	0	1	0	0	4
Grand Total	10	0	0	1	0	1	12

Average of Total Detention Duration (hours)							
Custody Record Month (2012)	AY	BW	CL	DX	DY	Grand Total	
October	24	0	0	0	25.5	49.5	
November	9.2	0	0	0	0	9.2	
December	15	0	2.3	0	0	15	
Grand Total	48.2	0	2.3	0	25.5	73.7	

Detainees taken to a place of safety

Place of Safety Oct-Dec 2012

October – 7
November – 6
December – 5

Total 18

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

**Scrutiny of Force tickets
October – December 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	945	42	987	26
% Endorsable Notices	95.7%	4.3%	-	
HORT1's	124	5	129	51
% of HORT1's	96.1%	3.9%	-	
Non Endorsable Notices	983	41	1,024	115
%NonEndorsable Notices	96.0%	4.0%	-	
Vehicle Defect Form's	954	67	1,021	43
% Vehicle Defect Form's	93.4%	6.6%	-	
PND's	464	9	473	54
% of PND's	98.1%	1.9%	-	
Number on courses	972	30	1,002	17
%of those on courses	97.0%	3.0%	-	

With the exception of VDRs all tickets issued to the BME community are the same or less than the previous quarter.

There have been rises in the number of unknown ethnicities for HORT1s, PNDs and the number on courses.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

Force Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	3,909	195	4,104	104
% Endorsable Notices	95.2%	4.8%	-	
HORT1's	425	17	442	150
% of HORT1's	96.2%	3.8%	-	
Non Endorsable Notices	3,893	168	4,061	489
%NonEndorsable Notices	95.9%	4.1%	-	
Vehicle Defect Form's	2,848	182	3,030	139
% Vehicle Defect Form's	94.0%	6.0%	-	
PND's	1,554	34	1,588	131
% of PND's	97.9%	2.1%	-	
Number on courses	3,257	111	3,368	43
%of those on courses	96.7%	3.3%	-	

Force wide there has been a decrease in the number of tickets issued, the percentages are largely similar to previous data, there has been an increase in the number on courses. There are fluctuations in the number of unknown ethnicities; the largest decrease of over 1600 is in relation to Non Endorsable Notices.

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	148	4	152	5
% Endorsable Notices	97.4%	2.6%	-	
HORT1's	20	0	20	3
% of HORT1's	100.0%	0.0%	-	
Non Endorsable Notices	148	3	151	6
%NonEndorsable Notices	98.0%	2.0%	-	
Vehicle Defect Form's	135	5	140	4
% Vehicle Defect Form's	96.4%	3.6%	-	
PND's	29	2	31	5
% of PND's	93.5%	6.5%	-	
Number on courses	131	1	132	3
%of those on courses	99.2%	0.8%	-	

The number of all types of tickets issued has decreased. The number of tickets issued to the BME community has fallen except for PNDs; however the increase is small in number. There are fluctuations in the number of unknown ethnicities however the numbers involved are small.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

A Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	518	18	536	19
<i>% Endorsable Notices</i>	96.6%	3.4%	-	
HORT1's	79	2	81	15
<i>% of HORT1's</i>	97.5%	2.5%	-	
Non Endorsable Notices	510	19	529	21
<i>%NonEndorsable Notices</i>	96.4%	3.6%	-	
Vehicle Defect Form's	475	19	494	16
<i>% Vehicle Defect Form's</i>	96.2%	3.8%	-	
PND's	118	4	122	15
<i>% of PND's</i>	96.7%	3.3%	-	
Number on courses	475	8	483	5
<i>%of those on courses</i>	98.3%	1.7%	-	

In A Division the number of tickets issued has decreased except for the number on courses, the percentages are largely similar to previous data.

There are fluctuations in the number of unknown ethnicities; however the numbers involved are not great.

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	149	8	157	4
<i>% Endorsable Notices</i>	94.9%	5.1%	-	
HORT1's	20	1	21	7
<i>% of HORT1's</i>	95.2%	4.8%	-	
Non Endorsable Notices	214	10	224	37
<i>%NonEndorsable Notices</i>	95.5%	4.5%	-	
Vehicle Defect Form's	267	25	292	6
<i>% Vehicle Defect Form's</i>	91.4%	8.6%	-	
PND's	44	0	44	7
<i>% of PND's</i>	100.0%	0.0%	-	
Number on courses	176	5	181	4
<i>%of those on courses</i>	97.2%	2.8%	-	

The total number of tickets issued this quarter has decreased except for VDRs and PNDs, however the increases are small.

The number of tickets issued to the BME community has decreased except for VDRs, the increase being 10.

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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

B Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	670	38	708	12
% Endorsable Notices	94.6%	5.4%	-	
HORT1's	80	4	84	22
% of HORT1's	95.2%	4.8%	-	
Non Endorsable Notices	982	46	1,028	258
%NonEndorsable Notices	95.5%	4.5%	-	
Vehicle Defect Form's	826	72	898	19
% Vehicle Defect Form's	92.0%	8.0%	-	
PND's	134	1	135	12
% of PND's	99.3%	0.7%	-	
Number on courses	678	26	704	12
%of those on courses	96.3%	3.7%	-	

There are fluctuations in the number of tickets issued, the largest decreases being for Non Endorsable (-147) and VDRs (-187).

The percentages are largely similar to previous data.

There fluctuations in the number of unknown ethnicities but 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	392	15	407	4
% Endorsable Notices	96.3%	3.7%	-	
HORT1's	59	1	60	30
% of HORT1's	98.3%	1.7%	-	
Non Endorsable Notices	242	8	250	19
%NonEndorsable Notices	96.8%	3.2%	-	
Vehicle Defect Form's	305	9	314	12
% Vehicle Defect Form's	97.1%	2.9%	-	
PND's	103	3	106	9
% of PND's	97.2%	2.8%	-	
Number on courses	325	11	336	3
%of those on courses	96.7%	3.3%	-	

The total number of tickets issued has decreased except for VDRs, however the increase relates to tickets issued to whites.

Tickets issued to the BME community have decreased except for PNDs and the number on courses; however the numbers involved are small.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

The number of unknown ethnicities has decreased except for HORT1s, however the increase is small.

C Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,520	60	1,580	30
<i>% Endorsable Notices</i>	96.2%	3.8%	-	
HORT1's	169	4	173	74
<i>% of HORT1's</i>	97.7%	2.3%	-	
Non Endorsable Notices	1,151	29	1,180	95
<i>%NonEndorsable Notices</i>	97.5%	2.5%	-	
Vehicle Defect Form's	748	27	775	39
<i>% Vehicle Defect Form's</i>	96.5%	3.5%	-	
PND's	403	6	409	30
<i>% of PND's</i>	98.5%	1.5%	-	
Number on courses	1,146	23	1,169	13
<i>%of those on courses</i>	98.0%	2.0%	-	

The numbers of tickets have decreased except for VDRs. The percentage of tickets issued to the BME community has increased for all tickets; however the numbers involved are small.

The number of unknown ethnicities has markedly decreased for Non Endorsable Notices (-1615).

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	256	15	271	13
<i>% Endorsable Notices</i>	94.5%	5.5%	-	
HORT1's	25	3	28	11
<i>% of HORT1's</i>	89.3%	10.7%	-	
Non Endorsable Notices	379	20	399	53
<i>%NonEndorsable Notices</i>	95.0%	5.0%	-	
Vehicle Defect Form's	247	28	275	21
<i>% Vehicle Defect Form's</i>	89.8%	10.2%	-	
PND's	288	4	292	33
<i>% of PND's</i>	98.6%	1.4%	-	
Number on courses	340	13	353	7
<i>%of those on courses</i>	96.3%	3.7%	-	

The total number of tickets recorded has decreased except for the number on courses but the increase is small.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

The number of tickets issued to the BME community has fallen except for HORT1s and VDRs, but the increases are small.

There are increases in the number of unknown ethnicities for Non Endorsable Notices, PNDs and the number on courses; however the increases are relatively small.

D Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,201	79	1,280	43
<i>% Endorsable Notices</i>	<i>93.8%</i>	<i>6.2%</i>	-	
HORT1's	97	7	104	39
<i>% of HORT1's</i>	<i>93.3%</i>	<i>6.7%</i>	-	
Non Endorsable Notices	1,250	74	1,324	115
<i>%NonEndorsable Notices</i>	<i>94.4%</i>	<i>5.6%</i>	-	
Vehicle Defect Form's	799	64	863	65
<i>% Vehicle Defect Form's</i>	<i>92.6%</i>	<i>7.4%</i>	-	
PND's	899	23	922	74
<i>% of PND's</i>	<i>97.5%</i>	<i>2.5%</i>	-	
Number on courses	958	54	1,012	13
<i>%of those on courses</i>	<i>94.7%</i>	<i>5.3%</i>	-	

There are large differences in the number of tickets issued for Endorsable Notices (-458), Non Endorsable Notices (-1007), PNDs (-263) and the number on courses (+291).

With the exception of PNDs the percentage rate of tickets issued to the BME community has increased, however the numbers involved are relatively small.

There are fluctuations in the number of unknown ethnicities, however with the exception of Non Endorsable Notices (-184) the numbers involved are small.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

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

		Jan-Mar 2012	Apr-Jun 2012	Jul-Sept 2012	Oct – Dec 2012	Rolling year Jan 12 – Dec 12	Police Authority Targets
Force	Recorded	70	90	82	70	312	
	Detected	35	52	49	35	171	
	Detection Rate	50.0%	57.8%	59.8%	50.0%	54.8%	50.1%
A Div	Recorded	18	21	20	21	80	
	Detected	10	8	8	10	36	
	Detection Rate	55.6%	38.1%	40.0%	47.6%	45.0%	50.1%
B Div	Recorded	8	12	8	10	38	
	Detected	5	7	3	7	22	
	Detection Rate	62.5%	58.3%	37.5%	70.0%	57.9%	50.1%
C Div	Recorded	12	8	11	11	42	
	Detected	4	4	7	4	19	
	Detection Rate	33.3%	50.0%	63.6%	36.4%	45.2%	51.0%
D Div	Recorded	32	49	43	28	152	
	Detected	16	33	31	14	94	
	Detection Rate	50.0%	67.3%	72.1%	50.0%	61.8%	63.1%

As a Force the number of Racially and Religiously Aggravated Crimes has decreased, as have detection rates.

The number of crimes recorded, detected and the detection rates have increased in A and B Division, however in C Division the number of crimes recorded has stayed the same, the number of crimes detected and detection rate has decreased. In D Division the number of crimes recorded, detected and the detection rate has decreased.

For the quarter only B Division has met and exceeded the target.

For the rolling year there are fluctuations in the numbers involved, however these are small. On a rolling year basis only B Division is meeting the targets previously set.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

**Humberside Police
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously
Aggravated Crime
October – December 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
Common Assault/105/1 Common assault and battery	11
Fraud , Forgery and Deceptions/53/25 Making Off Without Payment.	2
Fraud , Forgery and Deceptions/53/40 Fraud by false representation	1
Harassment/195/94 Harassment	2
Indecent Assault Female/20/5 Sexual Assault On a Female	1
Miscellaneous Harassment and Public Order Offences/125/11 Fear or provocation of violence	4
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	8
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	8
Robbery/34/1 Robbery	1
Robbery/34/2 Assault With Intent To Rob	1
Theft from a Shop/46/Theft From a Shop	2
Theft from a Vehicle/45/10 Theft from a motor vehicle	2
Theft or Unauthorised Taking of a Motor Vehicle/48/1 Theft of a Motor Vehicle	1
Threat or Possession with Intent to Commit Criminal Damage/59/11 Threats to destroy or damage property	1
Violent Disorder/65/Violent Disorder	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	12
Total	61

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

The total number of crimes recorded this quarter has decreased by one, there are fluctuations in the number and type of crimes recorded however the largest proportion of crimes relate to Common Assault, Harassment, Criminal Damage and Woundings.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

DIVERSITY PMG

COMPLAINT DATA

	<u>01-Oct-11</u> <u>31-Dec-11</u>	<u>01-Oct-12</u> <u>31-Oct-12</u>	<u>Variance</u>
Complaint Cases Recorded	101	111	10
Complaint Allegations Recorded	226	237	11
Subjects Complained About			
Male	145	155	
Female	46	35	
Unidentified	15	13	
Total	<u>206</u>	<u>203</u>	-3
Asian	2	0	
Black	1	1	
Other	0	0	
White	188	187	
Unidentified	15	15	
Total	<u>206</u>	<u>203</u>	-3
Subjects of Substantiated Allegations			
Male	1	1	
Female	0	1	
Unknown/Not Stated	0	0	
Total	<u>1</u>	<u>2</u>	1
BME	0	0	
White	1	2	
Unknown/Not Stated	0	0	
Total	<u>1</u>	<u>2</u>	1
Complainants			
Male	69	74	
Female	29	40	
Transgender	1	0	
Unknown/Not Stated	1	0	
Total	<u>100</u>	<u>114</u>	14

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

Asian	3	4	
Black	0	0	
Other	0	2	
White	87	78	
Unknown/Not Stated	10	30	
Total	<u>100</u>	<u>114</u>	14

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

Disability	0	0	
Gender	0	0	
Homophobic	0	0	
Race	1	0	
Religion/Faith	0	0	
Other	0	0	
	<u>1</u>	<u>0</u>	-1

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

MISCONDUCT DATA

	<u>01-Oct-11</u> <u>31-Dec-11</u>	<u>01-Oct-12</u> <u>31-Oct-12</u>	<u>Variance</u>
Misconduct Cases Recorded	25	27	2
Misconduct Allegations Recorded	51	45	-6
Misconduct Allegation Subjects			
Male	13	18	
Female	13	6	
Unknown/Not Stated	0	1	
Total	<u>26</u>	<u>25</u>	-1
Asian	1	0	
Black	0	0	
Other	0	0	
White	25	24	
Unknown/Not Stated	0	1	
Total	<u>26</u>	<u>25</u>	-1
Misconduct Meetings held this period			
Male	5	1	
Female	2	3	
Total	<u>7</u>	<u>4</u>	-3
BME	1	0	
White	6	4	
Total	<u>7</u>	<u>4</u>	-3
Misconduct Hearings held this period			
Male	0	2	
Female	0	0	
Total	<u>0</u>	<u>2</u>	2
BME	0	0	
White	0	2	
Total	<u>0</u>	<u>2</u>	2

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

Report to: Fairness & Equality Scrutiny Panel
Date: 29th January 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 1st April to 31st December 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**

**NOT PROTECTIVELY MARKED
October - December 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	4264	44.4%	2.1%	3.7%	9.3%
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	1829	29.7%	2.0%	2.5%	1.8%
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	1967	58.3%	1.8%	4.8%	16.6%
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	363	38.3%	1.9%	2.5%	1.1%
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	105	58.1%	10.5%	6.7%	30.5%
Q4	113	51.33%	11.5%	7.08%	26.55%	Q4					

Trends:

The workforce continues to decrease in number, and the pace has increased in the last quarter, with a sharp reduction in police officers and lesser drops in police staff and volunteers. The number of specials is the only area of growth.

The decrease in police numbers has been accompanied by a noticeable rise in the proportion of females. This is consistent with leavers being mainly owing to retirement.

A significant reduction in the number of volunteers sees lower proportions of disabled and BME people, and a rise in proportions of female and older people.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 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%)

Q3 2012	Total No. of Officers 1847				
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	14	10 (71.4%)	4 (38.6%)	0 (0%)	1 (7.1%)
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	28	25 (92.6%)	3 (10.7%)	1 (3.6%)	1 (3.6%)
Insp	86	75 (87.2%)	11 (12.8%)	1 (1.2%)	1 (1.2%)
Det Sgt	71	58 (81.7%)	13 (18.3%)	0 (0%)	2 (2.8%)
Sgt	220	184 (83.6%)	36 (16.4%)	10 (4.5%)	2 (0.9%)
Det Con	254	154 (60.6%)	100 (39.4%)	5 (2.0%)	5 (2.0%)
Con	1136	762 (67.1%)	374 (32.9%)	17 (1.5%)	35 (3.1%)

Trends:

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

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

Female representation in the supervisory ranks is generally quite healthy. The inspecting ranks all have markedly lower proportions of females than are present among supervisors.

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 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%. End of Q3 2012, the figure is 9.0%.

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%. End of Q3 2012, the figure is 16.8%.

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%. End of Q3 2012, the figure is 2.6%.

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%. End of Q3 2012, the figure is 12.3%

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 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	0	3	0	16	6	1	10	5	1	4	8	0
Q4												
Total	3	11	0	49	27	2	43	35	2	17	25	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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

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:

One serving police officer, a white British female, has transferred to HP in the quarter reported upon.

The gender spread in recruitment of police officers and police staff is against the prevailing patterns of representation among staff in post, in that 80% of new police recruits are female and 64.5% of police staff recruits are male.

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

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	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																
Totals	66	13	4	3	87	57	5	2	20	34	0	1	22	27	2	10

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

This is the first report in which data for volunteers has been available. In the year so far, 10 of the 16 BME leavers and 2 of the 11 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 38 police officers that left in the third quarter, one took a career break, one resigned after a career break, one was dismissed, two resigned voluntarily, one transferred to another force and two retired medically unfit. The remaining thirty retired.

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%

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

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%.

GRIEVANCES

Table 5 – Grievances Submitted

Grievance Category:	Quarter				Total to date
	Q1	Q2	Q3	Q4	
Grievances Submitted	13	20	17		50
Grievances Rejected	0	4	1		5
Grievances Withdrawn	1	2	7		10
Grievances Allocated to Resolution Officers	2	3	2		7
- of which # Resolved	1	0	0		1
Grievances tackled w/o Resolution Officers	10	11	7		28
- of which # Resolved	8	5	4		17

Table 6 – Grievances by issue

Complaint Type:	Quarter				Total to date
	Q1	Q2	Q3	Q4	
Organisational Issues					
Unfair Policy	2	2	1		5
Inappropriately Worded	1				1
Management of Disability	1	2			3
Workplace Relationships					
Personal Bullying	2	9	8		19
Victimisation	2	5	1		8
Unfairness in Selection	2	2	5		9
Incorrect Policy Implementation	1		1		2
Unfair Treatment by HR	2		1		3
Protected Characteristics involved					
Disability	2	4			6
Gender					
Ethnicity	1		1		2
Total Issues Nominated by Aggrieved	16	24	18		58
Total New Complaints Received	13	20	17		50

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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE**

**NOT PROTECTIVELY MARKED
October - December 2012**

In the three quarters of the year to date, 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 have seen a marked increase in volume.

Of the protected characteristics, the most commonly nominated is disability. Ethnicity is the only other characteristic specifically raised by aggrieved parties, with two instances in the year to date. 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 aggrieved with a 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. 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.

Simon Mellors
Equality Unit
HR Strategy and Change