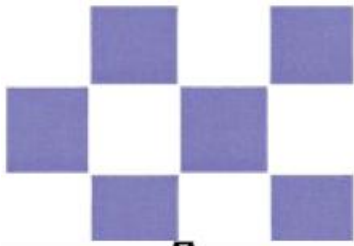
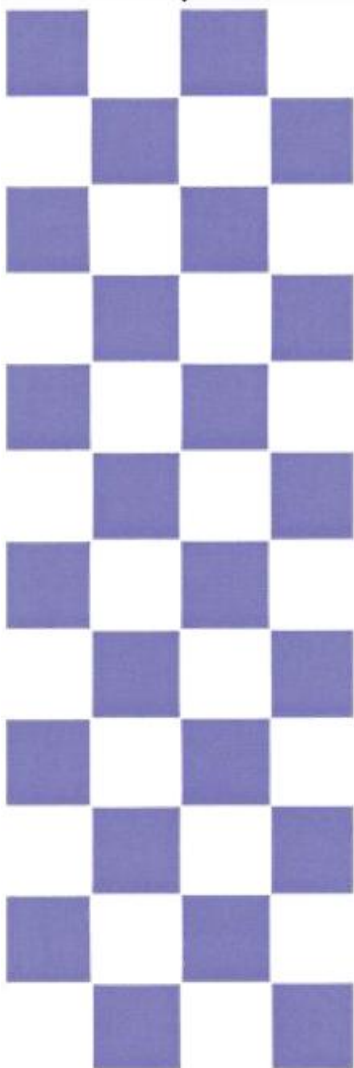


DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013



DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013



**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

CONTENTS	PAGE NO
Introduction	3 - 4
Scrutiny of stop/searches & stop/talks	5 - 6
Arrest and Disposal Analysis	7 - 9
Force Tickets Analysis	10 - 15
Racially and Religiously Aggravated Crime	16 - 17
Crimes with Hate Crime Flag	18
Employment Monitoring	19 - 27

**Diversity Monitoring
October - December 2013**

Introduction

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

Why do we need ethnicity monitoring?

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

Role of the Diversity Monitoring Group

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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

- Community Safety Unit Inspector
- Head of Human Resources Development Branch
- Force Training Manager
- Inspector PSB
- Police Authority diversity representative
- Police Authority performance manager
- IAG representative
- Community representative

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

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

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

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

9. This report examines the quarter **October – December 2013**

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

**Scrutiny of Stop Search figures
October – December 2013**

Introduction

Stop search data, is examined for evidence of disproportionate police encounters with BME individuals. % conversion from stop to arrest is also examined.

Population figures used for comparison are as follows;

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

NOTE: The late processing for Form 705s may affect the accuracy of the data provided.

This Quarter	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
Raw stats					
Total	1,495	212	204	541	538
White stops	1,417	209	191	524	493
% White stops	94.8%	98.6%	93.6%	96.9%	91.6%
White Arrests	73	23	20	5	25
% White arrests	5.2%	11.0%	10.5%	1.0%	5.1%
BME stops	62	2	10	14	36
% BME stops	4.1%	0.9%	4.9%	2.6%	6.7%
BME Arrests	0	0	0	0	0
% BME arrests	0.0%	0.0%	0.0%	0.0%	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	62	2	10	14	36
% BME stops	4.1%	0.9%	4.9%	2.6%	6.7%
BME Arrests	0	0	0	0	0
% BME arrests	0.0%	0.0%	0.0%	0.0%	0.0%

Force wide the number of stop and searches for white and BME has decreased on the last quarter; the number of white arrests has decreased slightly. Of note is the fact that there have been no arrests as a result of stop and search on members of the BME community. There is a marked difference in the percentage arrest rates for white stop and searches across the divisions, C Division's arrest rate being 1% (only 5 out of 524 people stopped were arrested).

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

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	4,890	643	650	1,654	1,943
White stops	4,569	599	580	1,604	1,786
% White stops	93.4%	93.2%	89.2%	97.0%	91.9%
White Arrests	210	61	40	13	96
% White arrests	4.6%	10.2%	6.9%	0.8%	5.4%
BME stops	222	26	39	36	121
% BME stops	4.5%	4.0%	6.0%	2.2%	6.2%
BME Arrests	7	1	0	0	6
% BME arrests	3.2%	3.8%	0.0%	0.0%	5.0%
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	222	26	39	36	121
% BME stops	4.5%	4.0%	6.0%	2.2%	6.2%
BME Arrests	7	1	0	0	6
% BME arrests	3.2%	3.8%	0.0%	0.0%	5.0%

In comparison to the same period in 2012, there has been a decrease of over 3000 stop and searches, the majority of these being for whites and the largest proportion being in D Division (-2770).

The number of white arrests has decreased force wide; however the numbers involved are not proportionate to the decrease in stop and searches being -36 force wide.

There are fluctuations in the number of BME stops and searches, the largest decrease again being in D Division. The number of BME arrests has decreased or stayed the same, across all divisions the numbers are low and in B and C Divisions no arrests were made.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

**Arrests and Disposals
October – December 2013**

Introduction

Arrests and disposals are examined below.

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

This Quarter

	Force	A Division	B Division	C Division	D Division
All	11	0	1	1	9
White	1	0	0	1	0
Not Stated	0	0	0	0	0
BME	10	0	1	0	9
% BME	90.9%	-	100.0%	0.0%	100.0%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	73	21	23	2	27
White	8	2	4	0	2
Not Stated	0	0	0	0	0
BME	65	19	19	2	25
% BME	89.0%	90.5%	82.6%	100.0%	92.6%

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	5,291	1,046	822	619	2,804
White	4,978	1,013	775	603	2,587
% White	94.1%	96.8%	94.3%	97.4%	92.3%
BME	274	31	41	12	190
% BME	5.2%	3.0%	5.0%	1.9%	6.8%
Modified fig (total - immigration)	5,280	1,046	821	618	2,795
Modified % BME arrests	5.0%	3.0%	4.9%	1.9%	6.5%

The force total number of arrests has fallen by over 550 this quarter. The number of white arrests has decreased across all divisions, as have BME arrests except for in D Division.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	17,107	3,336	2,629	2,224	8,918
White	16,144	3,208	2,467	2,145	8,324
% White	94.4%	96.2%	93.8%	96.4%	93.3%
BME	847	122	143	59	523
% BME	5.0%	3.7%	5.4%	2.7%	5.9%
Modified fig (total - immigration)	17,034	3,315	2,606	2,222	8,891
Modified % BME arrests	4.6%	3.1%	4.8%	2.6%	5.6%

Force wide the total number of arrests have fallen for both white and BME on previous data, the largest decrease being in D 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	339	6.0%	1	0.4%	1,281	7.0%	4	0.5%
To court (not on remand)	1,721	30.5%	95	33.9%	5,351	29.1%	225	26.7%
To court (on remand)	1,212	21.5%	47	16.8%	3,901	21.2%	152	18.0%
On bail to Police Station	530	9.4%	32	11.4%	1,762	9.6%	121	14.4%
TIC	2	0.0%	18	6.4%	5	0.0%	57	6.8%
FPN	157	2.8%	3	1.1%	499	2.7%	18	2.1%
MHA Diversion	10	0.2%	0	0.0%	37	0.2%	1	0.1%
NFA	1,610	28.5%	80	28.6%	5,373	29.2%	258	30.6%
To Prison	62	1.1%	4	1.4%	181	1.0%	7	0.8%
Humberside Total	5,643	100.0%	280	100.0%	18,390	100.0%	843	100.0%
Processed on behalf of another force	46	0.8%	6	2.1%	145	0.8%	15	1.8%

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

The number of disposal methods used this quarter has fallen for white prisoners by 447 but increased for BME prisoners by 27.

All methods of disposal have decreased for white prisoners, however there are fluctuations in the disposal methods used for BME prisoners, the largest increase being to court (not on remand) (31) and on bail to Police Station (23).

There is generally parity between the percentage rates for disposals except in relation to Warnings and TICs.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

In relation to the Year to Date data there are fluctuations in the number of disposal methods used for prisoners, the largest decrease for white and BME prisoners being in relation to Warnings and NFAs. There has also been a large increase in relation to TICs for BME prisoners.

There is generally parity between the percentage rates for disposals except in relation to Warnings and TICs.

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 (2013)	Custody Record Station Code					Grand Total
	AY	BW	CI	CL	DW	
October	0	0	0	0	0	0
November	0	0	0	0	0	0
December	0	0	1	0	0	1
Grand Total	0	0	1	0	0	0

Detainees taken to a place of safety

October – 13

November – 8

December - 16

Total 39

The total number of detainees entering Custody has decreased by 21 on the previous quarter. Investigations have been made to determine the reason for this dramatic drop in numbers, the figures have been verified, no change of policy has been noted, therefore no explanation can be given

The number of detainees taken to a place of safety has increased this quarter by 8.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

**Scrutiny of Force tickets
October – December 2013**

Introduction

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

Examination focuses on 'officer defined' recording statistics. Number of tickets showing 'not known' are also detailed.

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Endorsable Notice									
Endorsable Notice	Asian	0	0	1	3	24	0	3	31
Endorsable Notice	Black	0	0	0	6	17	0	2	25
Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	3	6	0	0	9
Endorsable Notice	Middle Eastern	0	0	0	1	1	0	0	2
Endorsable Notice	Unknown	0	2	6	23	35	0	3	69
Endorsable Notice	White - North European	20	58	80	147	1336	0	34	1675
Endorsable Notice	White - South European	0	0	1	1	2	0	0	4
HORT Notice									
HORT Notice	Asian	0	0	1	1	1	0	0	3
HORT Notice	Black	0	0	0	1	0	0	0	1
HORT Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
HORT Notice	Middle Eastern	0	0	0	0	1	0	0	1
HORT Notice	Unknown	2	0	2	1	4	0	0	9
HORT Notice	White - North European	1	5	13	11	68	0	0	98
HORT Notice	White - South European	0	0	0	0	1	0	0	1

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Non Endorsable Notice									
Non Endorsable Notice	Asian	0	1	2	4	8	0	0	15
Non Endorsable Notice	Black	0	0	0	2	6	0	0	8
Non Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	3	0	0	0	3
Non Endorsable Notice	Middle Eastern	0	0	0	0	1	0	1	2
Non Endorsable Notice	Unknown	0	3	3	3	16	0	0	25
Non Endorsable Notice	White - North European	2	34	28	104	584	0	7	759
Non Endorsable Notice	White - South European	0	0	0	0	2	0	0	2
Penalty Notice for Disorder (PND)									
PND	Asian	0	0	0	0	0	0	4	4
PND	Black	0	0	0	0	0	0	7	7
PND	Chinese, Japanese or South East Asian	0	0	0	0	0	0	1	1
PND	Middle Eastern	0	0	0	0	0	0	0	0
PND	Unknown	0	0	0	0	0	0	19	19
PND	White - North European	0	0	0	0	0	0	374	374
PND	White – South European	0	0	0	0	0	0	3	3
VDRS Notice									
VDRS Notice	Asian	0	3	0	1	13	0	0	17
VDRS Notice	Black	0	0	0	3	2	0	1	6
VDRS Notice	Chinese, Japanese or South East Asian	0	0	0	1	1	0	0	2
VDRS Notice	Middle Eastern	0	0	0	1	3	0	0	4
VDRS Notice	Unknown	2	6	4	5	33	0	2	52
VDRS Notice	White - North European	5	39	21	59	547	0	13	684
VDRS Notice	White - South European	0	0	0	0	3	0	0	3

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Cannabis Warning Notice									
Warning Notice	Asian	0	0	0	0	0	0	0	0
Warning Notice	Black	0	0	0	0	0	0	2	2
Warning Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
Warning Notice	Middle Eastern	0	0	0	0	0	0	0	0
Warning Notice	Unknown	0	0	0	0	0	0	23	23
Warning Notice	White - North European	0	0	0	0	0	0	84	84
Warning Notice	White - South European	0	0	0	0	0	0	0	0

There are generally fluctuations in the number of Endorsable Notices issued; however there is a decrease of over 250 tickets issued to White – North European. There have been improvements in the number of unknown ethnicities recorded and the number of tickets attributed to undefined units. In relation to HORT Notices, all categories have decreased or stayed the same; again there have been improvements to unknown ethnicity and undefined units.

There are fluctuations in the number of tickets issued, the most notable are the decreases in Non Endorsable (264) and PND Notices (132) and the increase in VDRs (171) issued to White – North European. There has been an increase in the number of unknown ethnicities in relation to VDRs, the majority of these being attributed to Operations Branch.

Generally there have been increases in the number of Cannabis Warnings; however all of these have been recorded as undefined unit. There has also been an increase in the number of unknown ethnicities recorded.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

Year to Date

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Endorsable Notice									
Endorsable Notice	Asian	0	4	5	15	77	2	6	109
Endorsable Notice	Black	0	2	1	11	43	0	2	59
Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	3	7	0	1	11
Endorsable Notice	Middle Eastern	1	0	0	5	13	1	1	21
Endorsable Notice	Unknown	0	5	21	41	90	1	6	164
Endorsable Notice	White - North European	43	110	370	438	4072	27	124	5184
Endorsable Notice	White - South European	0	0	2	1	5	0	1	9
HORT Notice									
HORT Notice	Asian	0	1	2	5	6	0	0	14
HORT Notice	Black	0	0	0	1	3	0	0	4
HORT Notice	Chinese, Japanese or South East Asian	0	0	0	1	1	0	0	2
HORT Notice	Middle Eastern	0	0	1	1	4	0	0	6
HORT Notice	Unknown	3	2	12	3	27	0	0	47
HORT Notice	White - North European	3	16	37	31	262	0	1	350
HORT Notice	White - South European	0	0	0	0	2	0	0	2

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Non Endorsable Notice									
Non Endorsable Notice	Asian	0	6	6	16	43	0	1	72
Non Endorsable Notice	Black	0	1	0	4	17	0	0	22
Non Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	4	2	0	0	6
Non Endorsable Notice	Middle Eastern	0	0	0	1	5	0	2	8
Non Endorsable Notice	Unknown	0	10	25	26	46	0	0	107
Non Endorsable Notice	White - North European	13	117	160	326	2040	4	23	2683
Non Endorsable Notice	White - South European	0	0	0	1	9	0	0	10
Penalty Notice for Disorder (PND)									
PND	Asian	0	0	0	0	0	0	12	12
PND	Black	0	0	0	0	0	0	19	19
PND	Chinese, Japanese or South East Asian	0	0	0	0	0	0	1	1
PND	Middle Eastern	0	0	0	0	0	0	0	0
PND	Unknown	0	0	0	0	0	0	58	58
PND	White - North European	0	0	0	0	0	0	1125	1125
PND	White - South European	0	0	0	0	0	0	11	11
VDRS Notice									
VDRS Notice	Asian	0	4	1	9	48	0	1	63
VDRS Notice	Black	0	0	0	5	7	0	1	13
VDRS Notice	Chinese, Japanese or South East Asian	0	0	0	1	3	0	0	4
VDRS Notice	Middle Eastern	0	0	0	4	10	0	0	14
VDRS Notice	Unknown	2	14	11	18	55	0	2	102
VDRS Notice	White - North European	18	55	52	136	1435	0	14	1710
VDRS Notice	White - South European	0	0	0	0	8	0	1	9

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
Cannabis Warning Notice									
Warning Notice	Asian	0	0	0	0	0	0	5	5
Warning Notice	Black	0	0	0	0	0	0	2	2
Warning Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
Warning Notice	Middle Eastern	0	0	0	0	0	0	1	1
Warning Notice	Unknown	0	0	0	0	0	0	36	36
Warning Notice	White - North European	0	0	0	0	0	0	184	184
Warning Notice	White - South European	0	0	0	0	0	0	0	0

As the above information for Year to Date is presented in a new format no comparisons can be drawn from previous data.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

**Humberside Police
Racially and Religiously Aggravated Crime
October – December 2013**

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

		Jan-Mar 2013	Apr-Jun 2013	Jul-Sept 2013	Oct – Dec 2013	Rolling year Jan 13 – Dec 13	Police Authority Targets
Force	Recorded	70	95	92	58	315	
	Detected	35	49	54	30	168	
	Detection Rate	50.0%	51.6%	58.7%	51.7%	53.3%	50.1%
A Div	Recorded	21	17	16	14	68	
	Detected	10	9	11	11	41	
	Detection Rate	47.6%	52.9%	68.8%	78.6%	60.3%	50.1%
B Div	Recorded	10	11	19	9	49	
	Detected	7	7	5	4	23	
	Detection Rate	70.0%	63.6%	26.3%	44.4%	46.9%	50.1%
C Div	Recorded	11	8	3	5	27	
	Detected	4	3	4	3	14	
	Detection Rate	36.4%	37.5%	133.3%	60.0%	51.9%	51.0%
D Div	Recorded	28	59	54	30	171	
	Detected	14	30	34	12	90	
	Detection Rate	50.0%	50.8%	63.0%	40.0%	52.6%	63.1%

The number of Racially and Religiously Aggravated Crimes is down this quarter with the exception of C Division which has increased by 2.

The number of crimes detected has fallen or stayed the same in all divisions.

There have been improvements to the detection rates on the South Bank, the detection rates on the North Bank have fallen, however the decrease in C Division can be explained due to an anomaly in the data for the last quarter.

For the rolling year, generally all of the figures have decreased, except for the number of crimes detected in A Division and the detection rates in A and C Division.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

**Racially and Religiously Aggravated Crime Outcomes
October – December 2013**

Disposal	Total
01 Charged/Summoned	25
02a Caution - youths	1
02b Caution - youths - conditional	1
03a Caution – adults	2
10 Formal action against the offender is not in the public interest (Police)	1
14 Evidential Difficulties – No Named suspect: victim declines/unable to support investigation to identify offender	3
16 Named Suspect Identified: evidential difficulties prevent further action; victim withdraws/does not support action	7
17 Prosecution time limit expired – Suspect identified but prosecution time limit has expired	1
18 Investigation Complete No suspect identified. Crime investigated as far as reasonably possible	7
5A-Police Decision-No Criminal Justice Sanction-Insufficient Evidence-Named Suspect	10
Total	58

Previous data was supplied for a 6 month period therefore it is difficult to draw any comparisons.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

**HumberSide Police
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously
Aggravated Crime
October – December 2013**

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

Crime description	Number
Arson Offences /56/2 Arson not endangering life	1
Common Assault/105/1 Common assault and battery	8
Fraud , Forgery and Deceptions/53/25 Making Off Without Payment.	1
Harassment/195/94 Harassment	2
Interference with a Motor Vehicle/126/Interference with a Motor Vehicle	1
Miscellaneous Harassment and Public Order Offences/125/11 Fear or provocation of violence	3
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	1
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	16
Other Theft/49/10 Theft if not classified elsewhere	1
Robbery/34/1 Robbery	4
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
Wounding or Other Act Endangering Life/5/1 Wounding with intent to do grievous bodily harm	2
Woundings - Injury - Firearms - Weapons - Harrasment/8/1 Malicious wounding: wounding or inflicting grievous bodily harm.	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/6 Assault occasioning actual bodily harm	8
Total	53

The total number of crimes recorded this quarter has decreased by 3. Again common assault, criminal damage and woundings account for the largest proportion of crimes.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

Report to: Fairness & Equality Scrutiny Panel
Date: February 2014

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 October 2013 to 31st December 2013.

LEGAL REQUIREMENTS

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

DATA CONSIDERATIONS

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

STAFF IN POST

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

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

Table 1 – Force Family Headcount

2012-13						2013-2014					
Force Family Headcount	Female %	BME %	Disabled %	56+ %		Force Family Headcount	Female %	BME %	Disabled %	56+ %	
Q1	4315	44.0%	2.2%	3.6%	9.2%	Q1	4205	45.4%	1.9%	3.9%	9.9%
Q2	4312	43.9%	2.2%	3.7%	9.2%	Q2	4177	45.4%	1.9%	3.9%	10.3%
Q3	4264	44.4%	2.1%	3.7%	9.3%	Q3	4199	45.6%	1.9%	3.9%	10.6%
Q4	4221	45.0%	2.0%	3.7%	9.7%	Q4					
Police Officers	Female %	BME %	Disabled %	56+ %		Police Officers	Female %	BME %	Disabled %	56+ %	
Q1	1879	29.1%	2.1%	2.3%	2.0%	Q1	1785	30.3%	2.0%	2.7%	1.7%
Q2	1866	29.2%	1.9%	2.5%	1.9%	Q2	1754	30.2%	2.0%	2.9%	2.0%
Q3	1829	29.7%	2.0%	2.5%	1.8%	Q3	1723	30.1%	2.0%	3.0%	2.0%
Q4	1807	29.9%	2.0%	2.7%	1.9%	Q4					
Police Staff	Female %	BME %	Disabled %	56+ %		Police Staff	Female %	BME %	Disabled %	56+ %	
Q1	1974	58.0%	1.7%	4.8%	16.3%	Q1	1955	59.3%	1.5%	5.3%	18.0%
Q2	1978	58.0%	1.8%	4.8%	16.4%	Q2	1947	59.2%	1.5%	5.2%	18.3%
Q3	1967	58.3%	1.8%	4.8%	16.6%	Q3	1960	59.2%	1.5%	5.2%	18.8%
Q4	1958	58.9%	1.7%	4.9%	17.5%	Q4					
Special Constables	Female %	BME %	Disabled %	56+ %		Special Constables	Female %	BME %	Disabled %	56+ %	
Q1	346	40.5%	1.7%	2.0%	1.4%	Q1	362	40.1%	2.2%	2.2%	0.8%
Q2	353	38.8%	2.0%	2.3%	1.1%	Q2	367	42.0%	2.2%	2.2%	0.8%
Q3	363	38.3%	1.9%	2.5%	1.1%	Q3	393	41.0%	2.3%	2.0%	0.8%
Q4	351	39.6%	2.0%	2.3%	1.4%	Q4					
Volunteers	Female %	BME %	Disabled %	56+ %		Volunteers	Female %	BME %	Disabled %	56+ %	
Q1	116	56.9%	14.7%	7.8%	27.6%	Q1	103	59.2%	6.8%	2.9%	30.1%
Q2	115	56.5%	14.8%	7.8%	26.1%	Q2	109	56.9%	5.5%	1.8%	33.0%
Q3	105	58.1%	10.5%	6.7%	30.5%	Q3	123	59.3%	5.7%	1.6%	31.7%
Q4	105	61.9%	7.6%	3.8%	27.6%	Q4					

Trends:

In Q3, the workforce has actually increased in number. Police Officers are the only section of the workforce to have reduced in size. In the 21 months covered in the table above, the entire workforce has reduced by 2.7%. By comparison, police numbers have dropped by 8.3%. Police staff numbers have dropped by 0.7%. Special Constables have increased by 13.6% and volunteers have increased by 6%. The disparity between the reductions in police and police staff numbers is remarkable.

This is the first quarter in which the reductions in numbers of paid officers and staff have been outweighed by increases in the numbers of specials and volunteers.

The proportions of monitored characteristics in different sections of the workforce show few changes. The main increases are in the 56+ age category among police staff, volunteers and the workforce as a whole.
Table 2 – Police Officers by Rank

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

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%)

Q3 2013-14					
Total No. of Officers 1744					
Rank (inc. Temporary)	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
CC	1	0 (0%)	1 (100%)	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	5	4 (80%)	1 (20%)	0 (0%)	0 (0%)
Det Supt	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
Supt	16	12 (75%)	4 (25%)	1 (6.3%)	1 (6.3%)
Det Ch Insp	13	12 (92.3%)	1 (7.7%)	0 (0%)	1 (7.7%)
Ch Insp	17	15 (88.2%)	2 (11.8%)	1 (5.9%)	0 (0%)
Det Insp	29	23 (79.3%)	6 (20.7%)	2 (6.9%)	0 (0%)
Insp	80	67 (83.8%)	13 (16.2%)	2 (2.5%)	1 (1.3%)
Det Sgt	60	47 (78.3%)	13 (21.7%)	0 (0%)	3 (5.0%)
Sgt	215	185 (86.0%)	30 (14.0%)	9 (4.2%)	7 (3.3%)
Det Con	246	143 (58.1%)	103 (41.9%)	6 (2.4%)	6 (2.4%)
Con	1053	705 (67.0%)	348 (33.0%)	15 (1.4%)	33 (3.1%)

Trends:

Female representation continues to increase across the range of ranks, and in the supervisory ranks is generally quite healthy, with both chief inspector ranks being the greatest exceptions. Note also that female officers are proportionately most highly represented in the Detective Constable rank, rather than its uniform equivalent. This suggests healthy opportunities for women to progress laterally, at least so far as CID is concerned.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

There is a disproportionately high representation of BME officers in managerial ranks. Of 36 individuals, no less than 15 (41.7%) have achieved rank. By comparison, managerial ranks make up 24.7% of HP police positions.

Progress towards targets:

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

End of Q4 2012-13, the figure was 9.0%. **Target met.** End of Q3 2013-14, the figure is 8.2%, a decrease of 0.7% on last quarter.

Target – By 31st March 2013, 17% of sergeants are female.

End of Q4 2012-13, the figure was 17.3%. **Target exceeded.** End of Q3 2013-14, the figure is 15.6%, a reduction of 0.8% on last quarter.

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

End of Q4 2012-13, the figure was 3.5%. **Target exceeded.** End of Q3 2013-14, the figure is 3.6%, a decrease of 0.6% on last quarter.

Target – By 31st March 2013, 15% of inspectors are female.

End of Q4 2012-13, the figure was 17.0%. **Target exceeded.** End of Q3 2013-14, the figure is 17.4%, a decrease of 1.7% on last quarter.

This marks a sudden reduction in female representation at inspector and sergeant level, which amounts to loss of 3 female inspectors and 4 four female sergeants.

It is partly explained by a reducing number of females in acting and temporary roles, as well as promotions to chief inspector and a relatively small number of females having achieved promotion (inc. acting/temp duties) at the last set of sergeant boards. Of 29 promotions, just 6 were female.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

Q4 2012-13					
Total No. of Police Staff: 1980					
Pay Grade	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
ACO	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
Apprentice	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
MP1	3	3 (100%)	0 (0%)	0 (0%)	0 (0%)
MP2	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
MP3	5	4 (80%)	1 (20%)	0 (0%)	0 (0%)
MP4	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
MP5	12	9 (75%)	3 (25%)	1 (8.3%)	1 (8.3%)
MP6	20	9 (45%)	11 (55%)	0 (0%)	1 (5.0%)
MP7	26	14 (53.8%)	12 (46.2%)	2 (7.7%)	3 (11.5%)
RCN	4	1 (25%)	3 (75%)	0 (0%)	0 (0%)
SO2	34	23 (67.6%)	11 (32.4%)	1 (2.9%)	3 (8.8%)
SO1	71	32 (45.1%)	39 (54.9%)	1 (1.4%)	3 (4.2%)
SC6	74	48 (64.9%)	26 (35.1%)	1 (1.4%)	2 (2.7%)
SC5	131	62 (47.3%)	69 (52.7%)	3 (2.3%)	5 (3.8%)
SC4	780	341 (43.7%)	439 (56.3%)	11 (1.4%)	29 (3.7%)
SC3	444	163 (36.7%)	281 (63.3%)	7 (1.6%)	25 (5.6%)
SC2	230	40 (17.4%)	190 (82.6%)	4 (1.7%)	15 (6.5%)
SC1	137	54 (39.4%)	83 (60.6%)	2 (1.5%)	10 (7.3%)

Q3 2013-14					
Total No. of Police Staff: 1961					
Pay Grade	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
ACO	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
MP1	3	3 (100%)	0 (0%)	0 (0%)	0 (0%)
MP2	2	2 (100%)	0 (0%)	0 (0%)	0 (0%)
MP3	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
MP4	2	1 (50%)	1 (50%)	0 (0%)	0 (0%)
MP5	11	8 (72.7%)	3 (27.3%)	1 (9.1%)	1 (9.1%)
MP6	19	10 (52.6%)	9 (47.4%)	0 (0%)	1 (5.3%)
MP7	22	10 (45.5%)	12 (54.5%)	0 (0%)	3 (13.6%)
RCN	4	1 (25%)	3 (75%)	0 (0%)	0 (0%)
SO2	35	25 (71.4%)	10 (28.6%)	1 (2.9%)	3 (8.6%)
SO1	73	31 (42.5%)	42 (57.5%)	1 (1.4%)	4 (5.5%)
SC6	99	63 (63.6%)	36 (36.4%)	2 (2%)	4 (4%)
SC5	139	68 (48.9%)	71 (51.1%)	3 (2.2%)	6 (4.3%)
SC4	760	322 (42.4%)	438 (57.6%)	8 (1.1%)	28 (3.7%)
SC3	444	161 (36.3%)	283 (63.7%)	7 (1.6%)	26 (5.9%)
SC2	241	46 (19.1%)	195 (80.9%)	5 (2.1%)	16 (6.6%)
SC1	122	51 (41.8%)	71 (58.2%)	1 (0.8%)	10 (8.2%)

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

Trends:

There is little change to report in this table. Across the range of grades, numbers of role-holders are gradually reducing, but the corresponding reductions in numbers of people with BME backgrounds are generally proportionate. There is a slight but continuing trend of increasing numbers disclosing disabilities.

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	1	0	0	21	23	0	12	11	1	4	10	0
Total	4	12	0	70	50	2	55	46	3	21	35	5

Quarter of 2013/14	New Starters											
	Police Officers			Police Staff			Special Constables			Volunteers		
	Male/ Female	BME		Male/ Female	BME		Male/ Female	BME		Male/ Female	BME	
Q1	0	1	0	10	14	1	9	17	2	3	4	0
Q2	0	0	0	14	13	2	8	9	0	9	8	0
Q3	0	0	0	19	13	0	22	17	1	9	15	1
Q4												
Total	0	1	0	43	40	3	39	43	3	21	27	1

Trends:

No police recruits have joined HP in the quarter reported upon.

7. Target – BME recruitment 6% of total. Achieved by end of Q4 2012: 3.4%. Achieved so far in 2013-14: 3.3%, which is a 0.9% reduction on last quarter.

A factor in this is that ethnicity information for volunteers is rarely recorded on the Origin database.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

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	25	4	1	0	34	22	4	3	18	7	2	0	6	5	3	1
Totals	91	17	5	3	121	79	9	5	38	41	2	1	28	32	5	11

Qtr of 2013/14	Leavers															
	Police Officers				Police Staff			Special Constables			Volunteers					
	Male/Female	Dis	BME	Male/Female	Dis	BM E	Male/Female	Dis	BME	Male/Female	Dis	BM E				
Q1	20	3	1	1	18	16	1	4	6	6	0	1	2	8	0	1
Q2	16	10	1	1	13	21	0	2	8	3	0	0	4	7	1	1
Q3	20	10	0	0	17	8	0	0	3	7	0	0	6	4	0	0
Q4																
Totals	56	23	2	2	48	45	1	6	17	16	0	1	12	19	1	2

The recent trend of unusually high numbers of female police officer leavers has continued into this quarter. Of the 10 officers, 1 took a medical pension, 4 reached pensionable service and 5 resigned voluntarily, 1 after a career break.

8. **Target** – Not more than 3% of all leavers to be from those who have self-classified as disabled. End of Q4 2012, the figure is 4.7%. End of Q3 2013, the figure is 1.6%

Target – Not more than 3% of all leavers to be from among BME groups. End of Q4 2012, the figure is 4.7%. End of Q3 2013, the figure is 11, which is 4.3%.

GRIEVANCES

Table 5 – Grievances Submitted

Grievance Category:	Quarter of 2013-14				Total to date
	Q1	Q2	Q3	Q4	
Grievances Submitted	21	25	24		70
Grievances Rejected	0	4	0		4
Grievances Withdrawn	3	1	8		12
Grievances Allocated to Resolution Officers	2	1	1		4
- of which # Resolved	2	0	0		2
Grievances tackled w/o Resolution Officers	16	19	15		50
- of which # Resolved	12	10	7		29

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

Table 6 – Grievances by issue

Complaint Type:	Quarter Of 2013-14				Total to date
	Q1	Q2	Q3	Q4	
Organisational Issues					
Unfair Policy	1	3			4
Inappropriately Worded					
Management of Disability	3	3	2		8
Workplace Relationships					
Personal Bullying	6	10	9		25
Victimisation	7	2	4		13
Unfairness in Selection	1	1	2		4
Incorrect Policy Implementation		3	2		5
Unfair Treatment by HR	3	3	4		10
Inappropriate language in workplace			1		1
Protected Characteristics involved					
Disability	4	3	2		9
Gender	1		1		2
Ethnicity					
Total Issues Nominated by Aggrieved	26	28	27		81
Total New Complaints Received	21	25	24		70

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

In the year to date, grievance trends have continued to be concentrated around personal bullying, harsh management styles and perceived unfairness in transfers, selection procedures or implementation of policy.

Breakdown by gender of aggrieved:	Breakdown by section of workforce :
Q1: 12 male, 9 female	Q1: 9 officers, 12 staff
Q2: 14 male, 11 female	Q2: 11 officers, 14 staff
Q3: 9 male, 15 female	Q3: 10 officers, 14 staff.

Of the protected characteristics, the most commonly nominated remains disability. Gender 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.

Reference to 'Unfairness by HR' is generally connected to transfers and redeployment. Common concerns are 'pooling' and 'slotting' decisions, compulsory moves and those transfers involving increased travelling commitments.

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
October - December 2013**

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.

A developing trend visible in these figures is that fewer grievances raised are being referred to Resolution Officers for formal exploration. Several factors may contribute. The first is a move away from using Resolution Officers as a default approach. Instead, a greater emphasis is now placed on an initial assessment or triage of the circumstances of the grievance when raised. This allows us to ensure the opportunities for quick, informal results are exhausted before committing to resource intensive, more formal and protracted approaches are considered. Others are that the Equality Unit is increasingly able to refer grievances back to local management and enjoys strengthening relationships with unions, staff support associations and the police federation. The latter has enabled repeated use of union/federation resources as mediators and negotiators of resolutions.

The third quarter of this year has seen a substantial increase in the number of grievances submitted then withdrawn by the aggrieved party. In the majority of these cases, the decision to withdraw follows an offer of options (*"In these circumstances you could consider X or Y."*), or the offer of interventions (*"Would you be willing to participate in (e.g. mediation)?"*). Situations in which the aggrieved is told they have not made a case of being treated unfairly are classed as rejections.

Simon Mellors
Equality Unit
HR Strategy and Change