

Report to: Equality, Diversity & Human Rights Board Report from: HR Equality Lead

Date: January 2018

EMPLOYMENT MONITORING UPDATE

PURPOSE OF THE REPORT

1. This is a summary of information for employment monitoring purposes. The period covered is 1st October 2017 to 31st December 2017.

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 sets nine protected characteristics. These are Race, Gender, Sexual Orientation, Disability, Religion/Belief, Pregnancy/Maternity, Age, Civil Partnership/Marital Status and Gender Reassignment. Respondent data is greater in some characteristics than others. Information shown about disability, faith and sexual orientation reflects the totals of those who have disclosed their characteristics to the organisation. Actual proportions are likely to be higher.

DEFINITIONS

BME – Black and Minority Ethnic, i.e. the sum of those people who self-identify with an ethnic category other than ‘White British’ (ethnic monitoring code ‘W1’). Also excluded are those who choose not to self-define.

STAFF IN POST

5. In this report, the proportions of people in the workforce who have disclosed a lesbian, gay or bisexual orientation are included as ‘LGB’.

NOT PROTECTIVELY MARKED

Table 1 – Force Family Headcount

2016-17						2017-2018						
Force Family Headcount		Female %	BME %	Disabled %	56+ %	Force Family Headcount		Female %	BME %	LGB %	Disabled %	56+ %
Q1	3601	45.9%	2.0%	3.2%	10.7%	Q1	3538	46.4%	2.4%	-	3.2%	11.5%
Q2	3495	45.6%	2.1%	3.1%	10.9%	Q2	3664	46.6%	2.5%	1.4%	3.2%	12.6%
Q3	3488	45.6%	2.0%	3.3%	11.3%	Q3	3667	46.9%	2.6%	1.5%	3.2%	12.6%
Q4	3547	45.8%	2.3%	3.2%	11.4%	Q4						
Police Officers		Female %	BME %	Disabled %	56+ %	Police Officers		Female %	BME %	LGB %	Disabled %	56+ %
Q1	1563	32.2%	1.8%	2.3%	1.5%	Q1	1658	32.8%	2.4%	-	2.3%	1.3%
Q2	1567	31.8%	1.9%	2.4%	1.3%	Q2	1720	33.0%	2.4%	1.2%	2.3%	1.6%
Q3	1584	32.1%	2.0%	2.4%	1.4%	Q3	1761	33.6%	2.3%	1.3%	2.3%	1.5%
Q4	1662	32.5%	2.2%	2.3%	1.2%	Q4						
Police Staff		Female %	BME %	Disabled %	56+ %	Police Staff		Female %	BME %	LGB %	Disabled %	56+ %
Q1	1457	61.4%	1.4%	4.3%	21.1%	Q1	1522	62.6%	1.8%	-	4.4%	21.6%
Q2	1440	62.2%	1.5%	4.3%	21.9%	Q2	1596	63.0%	2.3%	1.4%	4.4%	23.6%
Q3	1473	61.8%	1.4%	4.5%	22.0%	Q3	1596	63.3%	2.4%	1.4%	4.5%	23.6%
Q4	1503	61.9%	1.7%	4.5%	22.2%	Q4						
Special Constables		Female %	BME %	Disabled %	56+ %	Special Constables		Female %	BME %	LGB %	Disabled %	56+ %
Q1	377	34.5%	2.1%	1.3%	0.5%	Q1	222	34.2%	2.7%	-	0.9%	2.7%
Q2	346	35.5%	2.3%	0.9%	0.6%	Q2	213	30.5%	2.8%	4.7%	0.9%	2.3%
Q3	298	34.9%	2.0%	0.7%	1.3%	Q3	182	28.6%	3.3%	4.4%	0.5%	2.7%
Q4	253	35.2%	2.8%	0.8%	1.6%	Q4						
Volunteers		Female %	BME %	Disabled %	56+ %	Volunteers		Female %	BME %	LGB %	Disabled %	56+ %
Q1	204	61.3%	7.4%	4.9%	25.5%	Q1	136	52.2%	8.1%	-	5.1%	36.8%
Q2	142	54.2%	8.5%	4.9%	31.0%	Q2	135	51.1%	7.4%	0.0%	4.4%	37.8%
Q3	133	51.1%	9.0%	5.3%	33.8%	Q3	128	51.6%	7.8%	0.0%	3.9%	43.0%
Q4	129	51.9%	7.8%	5.4%	35.7%	Q4						

Trends:

The trend of slowly reducing numbers in the workforce has begun to reverse. Substantial increases in police officers are off-set by reductions among the volunteer sections. For police officers, the representation of females has again increased to a new all-time high of 33.6%. The proportion of BME officers, at 2.3% reflects no change in numbers. The volume of officers disclosing a disability continues to hover around 2.3% and there is a slight increase in the proportion of officers disclosing LGB sexual orientation. A corresponding reduction in LGB specials suggests the avenue of recruitment.

Among police staff, numbers have also increased markedly. This has brought continuing increases in the proportions of BME people and females.

Among specials, there is an ongoing and accelerating decline in numbers, accompanied by reductions in females and older officers but a rise in the BME proportion. This may provide an opportunity for positive action in officer recruitment.

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For the proportions of people in the workforce who have disclosed a lesbian, gay or bisexual orientation, the data reflects just 29.4% of the workforce (a reduction on last quarter) who have answered the question, but it does show significant numbers feel sufficiently safe to disclose.

Table 2 – Religion & Belief by Workforce Section

Religion or Belief	Police Officers	Police Staff	Special Constables	Volunteers	Total
Buddhism	0	1	0	1	2
Christianity	329	319	49	41	738
Hinduism	1	1	0	0	2
Islam	3	4	2	1	10
Judaism	1	0	1	1	3
Sikhism	2	0	0	0	2
No Religion	272	285	87	29	673
Other	7	3	1	0	11
Prefer not to say	49	68	9	8	134
No Response	1097	915	33	47	2092
					3667

On Religion and belief, 39.3% of the workforce (increase of +1.3% on last quarter) have now responded to this question, significantly above the sexual orientation response rate.

Table 3 – Police Officers by Rank

Q3 2017-18	Total No. of Officers: 1761				
Rank (inc. Temporary)	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
CC	1	1(100%)	0 (0%)	0 (0%)	0 (0%)
DCC	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
ACC	3	3 (100%)	0 (0%)	0 (0%)	0 (0%)
Det Ch Supt	1	0 (0%)	1 (100%)	0 (0%)	0 (0%)
Ch Supt	5	4 (80%)	1 (20%)	0 (0%)	1 (20%)
Det Supt	7	5 (71.4%)	2 (28.6%)	1 (14.3%)	0 (0%)
Supt	14	13 (92.9%)	1 (7.1%)	0 (0%)	0 (0%)
Det Ch Insp	14	13 (92.9%)	1 (7.1%)	0 (0%)	0 (0%)
Ch Insp	15	11 (73.3%)	4 (26.7%)	0 (0%)	0 (0%)
Det Insp	27	17 (63%)	10 (37%)	0 (0%)	1 (3.7%)
Insp	66	54 (81.8%)	12 (18.2%)	2 (3%)	2 (3%)
Det Sgt	83	67 (80.7%)	16 (19.3%)	3 (3.6%)	1 (1.2%)
Sgt	166	129 (77.7%)	37 (22.3%)	8 (4.8%)	2 (1.2%)
Det Con	239	114 (47.7%)	125 (52.3%)	4 (1.7%)	8 (3.3%)
Con	1117	737 (66%)	380 (34%)	22 (2.0%)	24 (2.1%)
Total No.	1761	1170 (66.4%)	591 (33.6%)	40 (2.3%)	40 (2.3%)

Trends – Police Officers

Among BME officers, just one individual holds a rank above inspector, yet there is a greater than establishment presence of BME officers at sergeant and inspector ranks. The count of BME

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officers has increased by twelve individuals (from 28 to 40) in the last eighteen months, though the last quarter has seen no increase.

Female representation in the managing and supervisory ranks has improved, with good presence among junior and some middle managers. There are some troughs at the most senior ranks, as well as superintendent and detective chief inspector. Female officers are represented disproportionately and increasingly well 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.

Progress towards historical targets:

Target (2012-13): 9% of female officers are sergeants.

End of:	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
% achieved:	9.0%	7.9%	9.1%	8.6%	8.7%	9.0%

Target (2012-13): 17% of sergeants are female.

End of:	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
% achieved:	17.3%	15.0%	17.7%	19.3%	19.8%	21.3%

Target (2012-13): 3% of female officers are inspectors.

End of:	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
% achieved:	3.5%	3.2%	3.0%	3.1%	4.3%	3.7%

Target (2012-13): 15% of inspectors are female.

End of:	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
% achieved:	17.0%	15.3%	15.8%	18.8%	25.0%	23.7%

Representation of female officers as sergeants and inspectors remains strong, matching or exceeding all legacy targets but has fallen slightly across the board since last quarter.

Temporary Rank:

Quarter/Year	Total Temp Posts	Female %	BME %	Disabled %
Q1 2015-16	66	8 (12.1%)	2 (3.0%)	2 (3.0%)
Q2 2015-16	78	10 (12.8%)	3 (3.8%)	0 (0%)
Q3 2015-16	-	-	-	-
Q4 2015-16	47	13 (27.7%)	3 (6.4%)	0 (0%)
Q1 2016-17	49	14 (28.6%)	5 (10.2%)	0 (0%)
Q2 2016-17	54	13 (24.1%)	5 (9.3%)	2 (3.7%)
Q3 2016-17	50	11 (22%)	3 (6.0%)	0 (0%)
Q4 2016-17	58	10 (17.2%)	3 (5.2%)	2 (3.4%)
Q1 2017-18	62	14 (22.6%)	2 (3.2%)	2 (3.2%)
Q2 2017-18	81	14 (17.3%)	2 (2.5%)	4 (4.9%)
Q3 2017-18	66	9 (13.6%)	2 (3%)	5 (7.6%)

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With a fall this quarter in the volume of temporary positions, the numbers of female officers in them have experienced a disproportionately large drop. This is in contrast to the numbers of BME and disabled officers, which have remained static or increased.

The presence of BME and disabled officers among temporary rank holders presently outweighs representation among all HP police officers (3% and 7.6% compared to 2.3% and 2.3% respectively). However, female officers are now heavily under-represented (13.6% among temporary ranks compared to an establishment of 33.6%). To achieve parity, there would need to be 22 female officers in temporary positions.

Table 3 – HP Police Staff by Pay Grade (not including OPCC)

Quarter 1 2016-17

Role/ Grade	Total Count	Male (%)	Female (%)	BME (%)	Disabled (%)
Assistant Chief Officer	2	2	0	0	0
MP Grades	62	35	27	1	3
Senior Officers	88	43	45	1	4
Scale 4/6	734	287	447	10	30
Scale 1/3	601	206	395	10	28
Total	1487	573 (38.7%)	914 (61.3%)	22 (1.5%)	65 (4.4%)

Quarter 3 2017-18

Role/ Grade	Total Count	Male (%)	Female (%)	BME (%)	Disabled (%)
Assistant Chief Officer	0	0	0	0	0
MP Grades	69	33	36	1	4
Senior Officers	98	48	50	2	5
Scale 4/6	1001	381	620	21	35
Scale 1/3	380	100	280	8	26
Apprentice/ Civilian	41	19	22	7	2
Total	1589	581 (36.6%)	1008 (63.3%)	39 (2.4%)	72 (4.5%)

Trends – Police Staff

The two tables above describe an increase of 102 police staff that has taken place in eighteen months. The data shows a reduced proportion of males and a rise in females. There is a considerable rise in the presence of BME employees and the proportion of people disclosing a disability is also increasing but less quickly.

STAFF RECRUITMENT

Table 4 – Recruitment

Year Total	New Starters															
	Police Officers				Police Staff				Special Constables				Volunteers			
	Male/ Female	BME	Dis		Male/ Female	BME	Dis		Male/ Female	BME	Dis		Male/ Female	BME	Dis	
2013/14	6	13	0	-	51	44	3	-	59	60	4	-	25	44	3	-
2014/15	19	9	0	-	32	14	0	-	81	37	4	-	28	38	0	-
2015/16	64	27	3	0	45	55	4	2	45	34	5	1	24	32	7	2
2016/17	130	60	7	3	115	114	9	8	12	5	1	0	11	12	1	1

Quarter of 2017/18	New Starters							
	Police Officers				Police Staff			
	Male	Female	BME	Disabled	Male	Female	BME	Disabled
Q1	18	9	0	0	21	42	8	3
Q2	34	19	1	1	33	48	3	4
Q3	45	29	0	1	11	21	2	2
Q4								
Total	97	57	1	2	65	111	13	9

Quarter of 2017/18	New Starters							
	Special Constables				Volunteers			
	Male	Female	BME	Disabled	Male	Female	BME	Disabled
Q1	0	0	0	0	0	2	0	0
Q2	12	3	1	0	2	2	0	0
Q3	0	0	0	0	4	5	3	0
Q4								
Total	12	3	1	0	6	9	3	0

Historical Targets (2012-13): BME recruitment 6% of total.

End of:	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
% achieved: Police	0%	0%	0%	3.3%	5.4%	0.6%
% achieved: All HP	3.4%	3.5%	1.6%	5.8%	3.9%	5.0%

Trends:

There were encouraging proportions of female (27 of 91 (29.7%)) and BME (3 of 91 (3.3%)) people in the pool of police officer recruits that joined in 2015-16. These were surpassed in 2016-17 with 60 of 130 (46.2%) female and 7 of 130 (5.4%) BME. 2017-18 has seen good proportions of female officers (37.0%) among those recruited, but BME new police recruits amount to 0.6% thus far. Most BME recruitment to date this year has been among police staff.

LEAVERS

Table 5 – Leavers

Year Total	Leavers															
	Police Officers			Police Staff			Special Constables			Volunteers						
	Male/ Female	BME	Dis	Male/ Female	BME	Dis	Male/ Female	BME	Dis	Male/ Female	BME	Dis				
2013/14	74	29	2	4	78	71	7	3	29	27	3	0	15	21	2	1
2014/15	88	22	2	8	120	130	1	25	49	38	3	4	20	28	1	0
2015/16	100	25	3	1	157	169	9	10	52	48	4	0	6	8	1	1
2016/17	96	32	4	5	130	105	6	7	86	50	3	3	27	67	6	3

Quarter of 2017/18	Leavers							
	Police Officers				Police Staff			
	Male	Female	BME	Disabled	Male	Female	BME	Disabled
Q1	22	8	1	1	31	17	2	2
Q2	18	7	0	1	21	19	1	3
Q3	29	4	1	2	11	21	2	2
Q4								
Total	69	19	2	4	63	57	5	7

Quarter of 2017/18	Leavers							
	Special Constables				Volunteers			
	Male	Female	BME	Disabled	Male	Female	BME	Disabled
Q1	13	14	1	0	0	1	0	0
Q2	7	12	1	0	1	4	1	1
Q3	16	13	0	1	10	7	3	0
Q4								
Total	36	39	2	1	11	12	4	1

Historical Targets:

Not more than 3% of all leavers to be self-classified as disabled.

End of:	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
% achieved:	4.7%	2.3%	7.5%	2.1%	3.0%	4.2%

Not more than 3% of all leavers to be from among BME groups.

End of:	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
% achieved:	4.7%	4.1%	1.4%	3.0%	3.2%	4.2%

Trends:

Among the 306 leavers in the first three quarters of 2017-18, the proportions of BME and disabled people are above the targets, most numerous losses being from among police staff.

Simon Mellors
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