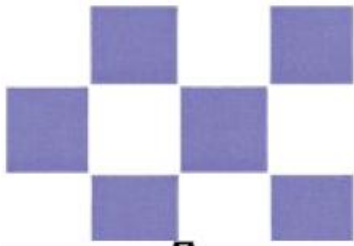
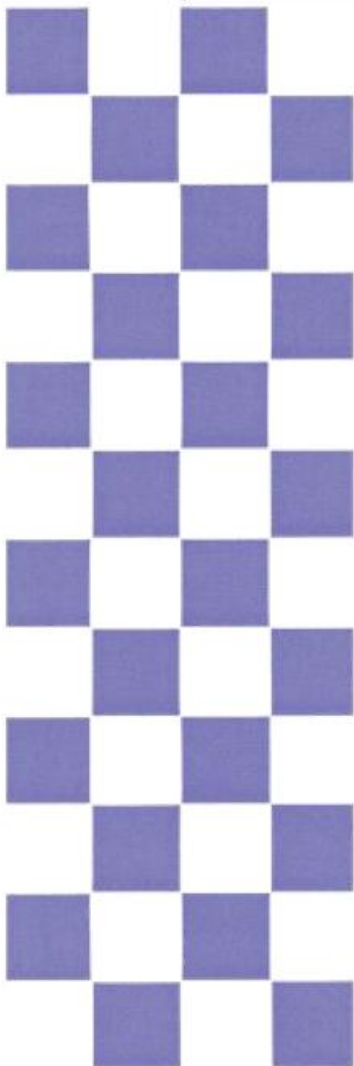


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Diversity Monitoring April - June 2013

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

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- 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 **April – June 2013**

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**Scrutiny of Stop Search figures
April – June 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	1,872	232	230	661	749
White stops	1,727	205	200	641	681
% White stops	92.3%	88.4%	87.0%	97.0%	90.9%
White Arrests	65	22	10	1	32
% White arrests	3.8%	10.7%	5.0%	0.2%	4.7%
BME stops	97	17	13	13	54
% BME stops	5.2%	7.3%	5.7%	2.0%	7.2%
BME Arrests	5	1	0	0	4
% BME arrests	5.2%	5.9%	0.0%	0.0%	7.4%
Of self-def 'Chinese' No off-def 'white'	0	0	0	0	0
Of self-def 'Other' No off-def 'white'	0	0	0	0	0
BME stops	97	17	13	13	54
% BME stops	5.2%	7.3%	5.7%	2.0%	7.2%
BME Arrests	5	1	0	0	4
% BME arrests	5.2%	5.9%	0.0%	0.0%	7.4%

The total number of stop and searches has decreased by over 600 this quarter. The number of white stops has decreased for the force and across all divisions, whereas the number of BME stops has increased or stayed the same except for in B Division, however the decrease is only 1 in number.

The percentage for BME arrests is 0% in B and C Divisions when 13 stops were conducted.

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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	1,872	232	230	661	749
White stops	1,727	205	200	641	681
% White stops	92.3%	88.4%	87.0%	97.0%	90.9%
White Arrests	65	22	10	1	32
% White arrests	3.8%	10.7%	5.0%	0.2%	4.7%
BME stops	97	17	13	13	54
% BME stops	5.2%	7.3%	5.7%	2.0%	7.2%
BME Arrests	5	1	0	0	4
% BME arrests	5.2%	5.9%	0.0%	0.0%	7.4%
Of self-def 'Chinese' No off- def 'white'	0	0	0	0	0
Of self-def 'Other' No off-def 'white'	0	0	0	0	0
BME stops	97	17	13	13	54
% BME stops	5.2%	7.3%	5.7%	2.0%	7.2%
BME Arrests	5	1	0	0	4
% BME arrests	5.2%	5.9%	0.0%	0.0%	7.4%

In comparison to the data for April – June 2012 the total number of stop and searches force wide and in D Division have decreased, D Division decreasing by 573. There have been increases in A, B and C Division stop and searches, C Division increasing by 346. There have been increases in the number of BME stop and searches across the force, with the exception of D Division the number of BME arrests have decreased or stayed the same, however the increase in D Division is only 2 in number.

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**Arrests and Disposals
April - June 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	28	10	10	1	7
White	3	1	2	0	0
Not Stated	0	0	0	0	0
BME	25	9	8	1	7
% BME	89.3%	90.0%	80.0%	100.0%	100.0%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	28	10	10	1	7
White	3	1	2	0	0
Not Stated	0	0	0	0	0
BME	25	9	8	1	7
% BME	89.3%	90.0%	80.0%	100.0%	100.0%

Population figures used for comparison are as follows;

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

This Quarter	Force	A Division	B Division	C Division	D Division
Total arrests	5,957	1,111	950	794	3,102
White	5,606	1,055	885	768	2,898
% White	94.1%	95.0%	93.2%	96.7%	93.4%
BME	309	55	59	18	177
% BME	5.2%	5.0%	6.2%	2.3%	5.7%
Modified fig (total - immigration)	5,929	1,101	940	793	3,095
Modified % BME arrests	4.8%	4.2%	5.4%	2.1%	5.5%

Force wide and across all divisions the total number of arrests for both white and BME have increased by over 700 this quarter.

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The percentage arrest rates for whites have fallen force wide whereas the percentage BME arrest rates have all increased.

Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	5,957	1,111	950	794	3,102
White	5,606	1,055	885	768	2,898
% White	94.1%	95.0%	93.2%	96.7%	93.4%
BME	309	55	59	18	177
% BME	5.2%	5.0%	6.2%	2.3%	5.7%
Modified fig (total - immigration)	5,949	1,108	949	793	3,099
Modified % BME arrests	5.1%	4.7%	6.1%	2.1%	5.6%

In comparison to the data for April – June 2012 the total number of arrests have decreased by over 3000. The number of white arrests have fallen, most noticeably in D Division (2821) and A Division (224).

With the exception of A Division the number of BME arrests has fallen by small numbers except for in D Division which has seen a reduction of 146.

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	570	8.3%	2	0.7%	570	8.3%	2	0.7%
To court (not on remand)	1,869	27.3%	66	21.6%	1,869	27.3%	66	21.6%
To court (on remand)	1,530	22.3%	61	20.0%	1,530	22.3%	61	20.0%
On bail to Police Station	520	7.6%	34	11.1%	520	7.6%	34	11.1%
TIC	3	0.0%	28	9.2%	3	0.0%	28	9.2%
FPN	175	2.6%	8	2.6%	175	2.6%	8	2.6%
MHA Diversion	12	0.2%	1	0.3%	12	0.2%	1	0.3%
NFA	2,123	31.0%	105	34.4%	2,123	31.0%	105	34.4%
To Prison	55	0.8%	0	0.0%	55	0.8%	0	0.0%
Humberside Total	6,857	100.0%	305	100.0%	6,857	100.0%	305	100.0%
Processed on behalf of another force	53	0.8%	5	1.6%	53	0.8%	5	1.6%

Percentage figures are calculated as follows;

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

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

There has been an increase of nearly 1700 disposals this quarter, having explored this it would appear that this is due to some prisoners being dealt with by more than one disposal method.

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All BME disposal methods have increased except for warnings which have decreased by 20 (9.2%).

Of note is the number of TICs, 28 for BME and 3 for white, both of which were zero previously.

The percentages are largely similar to those of the last quarter.

In relation to the Year to Date figures, in comparison to the data for April – June 2012, the number of disposals has increased by over 450, all of which can be attributed to white prisoners.

There are fluctuations in the disposal methods for BME prisoners, the largest increase being 9.2% for TICs and decreases of 6.3% and 6.2% for Warnings and NFA respectively. The percentages for white prisoners are largely similar to previous data.

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	DX	DY	
April	4	0	0	0	0	0	4
May	3	0	0	0	0	0	3
June	5	0	0	0	1	0	6
Grand Total	12	0	0	0	0	0	12

Detainees taken to a place of safety

April – 7

May – 15

June – 21

Total 43

The total number of detainees entering Custody is similar to previous data; the majority of detainees were again dealt with in A Division.

The number of detainees taken to a place of safety has increased this quarter by 10.

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**Scrutiny of Force tickets
April - June 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	2	0	7	29	1	2	41
Endorsable Notice	Black	0	1	0	4	16	0	0	21
Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	0	0	0	1	1
Endorsable Notice	Middle Eastern	1	0	0	2	7	1	1	12
Endorsable Notice	Unknown	0	2	7	9	32	0	2	52
Endorsable Notice	White - North European	18	33	185	146	1564	19	68	2033
Endorsable Notice	White - South European	0	0	0	0	3	0	0	3
HORT Notice									
HORT Notice	Asian	0	1	0	1	3	0	0	5
HORT Notice	Black	0	0	0	0	0	0	0	0
HORT Notice	Chinese, Japanese or South East Asian	0	0	0	1	1	0	0	2
HORT Notice	Middle Eastern	0	0	0	1	1	0	0	2
HORT Notice	Unknown	1	1	7	2	15	0	0	26
HORT Notice	White - North European	1	7	18	8	105	0	0	139
HORT Notice	White - South European	0	0	0	0	1	0	0	1

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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	2	4	3	24	0	0	33
Non Endorsable Notice	Black	0	0	0	1	10	0	0	11
Non Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	0	2	0	0	2
Non Endorsable Notice	Middle Eastern	0	0	0	1	3	0	0	4
Non Endorsable Notice	Unknown	0	2	8	13	19	0	0	42
Non Endorsable Notice	White - North European	9	50	73	123	874	4	12	1145
Non Endorsable Notice	White - South European	0	0	0	1	3	0	0	4
Penalty Notice for Disorder (PND)									
PND	Asian	0	0	0	0	0	0	3	3
PND	Black	0	0	0	0	0	0	5	5
PND	Chinese, Japanese or South East Asian	0	0	0	0	0	0	0	0
PND	Middle Eastern	0	0	0	0	0	0	0	0
PND	Unknown	0	0	0	0	0	0	21	21
PND	White - North European	0	0	0	0	0	0	372	372
PND	White - South European	0	0	0	0	0	0	5	5
VDRS Notice									
VDRS Notice	Asian	0	1	0	3	20	0	1	25
VDRS Notice	Black	0	0	0	1	5	0	0	6
VDRS Notice	Chinese, Japanese or South East Asian	0	0	0	0	2	0	0	2
VDRS Notice	Middle Eastern	0	0	0	2	3	0	0	5
VDRS Notice	Unknown	0	4	6	5	6	0	0	21
VDRS Notice	White - North European	4	8	15	27	533	0	0	587
VDRS Notice	White - South European	0	0	0	0	4	0	0	4

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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	0	0
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	13	13
Warning Notice	White - North European	0	0	0	0	0	0	100	100
Warning Notice	White - South European	0	0	0	0	0	0	0	0

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

The number of Endorsable Notices issued by Operations Branch with unknown ethnicities appears high at 32, however this equates to 1.9% of the Endorsable Notices issued by the Branch which is less than the Divisions, except for A Division and Roads Crime which have 0 unknown ethnicities.

In relation to HORT Notices the number of unknown ethnicities is relatively high compared to the number of tickets issued.

For VDRs the number of unknown ethnicities in B and C Division constitute a relatively high percentage of the total number of Notices issued within those Divisions.

In relation to PNDs and Cannabis Warning Notices the issuing Unit or Division is not identified as this information is not available on the Central Ticket Office database. For future meetings if required it may be possible to break this information down into the town where the Notice was issued.

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**Humberside Police
Racially and Religiously Aggravated Crime
April - June 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.

		Jul-Sept 2012	Oct – Dec 2012	Jan-Mar 2013	Apr-Jun 2013	Rolling year Jul 12 – Jun 13	Police Authority Targets
Force	Recorded	82	70	62	95	317	
	Detected	49	35	42	49	178	
	Detection Rate	59.8%	50.0%	67.7%	51.6%	56.2%	50.1%
A Div	Recorded	20	21	16	17	75	
	Detected	8	10	12	9	39	
	Detection Rate	40.0%	47.6%	75.0%	52.9%	52.0%	50.1%
B Div	Recorded	8	10	5	11	38	
	Detected	3	7	5	7	26	
	Detection Rate	37.5%	70.0%	100.0%	63.6%	68.4%	50.1%
C Div	Recorded	11	11	8	8	35	
	Detected	7	4	8	3	19	
	Detection Rate	63.6%	36.4%	100.0%	37.5%	54.3%	51.0%
D Div	Recorded	43	28	33	59	169	
	Detected	31	14	17	30	94	
	Detection Rate	72.1%	50.0%	51.5%	50.8%	55.6%	63.1%

The number of racially and religiously aggravated crimes recorded this quarter has increased across all divisions, except for C Division which has stayed the same. The number of crimes detected has increased except for in A and C Divisions, however detection rates have fallen across the force, of particular note is C Division at 37.5%.

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**Humberside Police
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously
Aggravated Crime
April - June 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 /56/1 Arson endangering life	2
Arson Offences /56/2 Arson not endangering life	1
Assault on a Constable/104/23 Assault on a constable	1
Common Assault/105/1 Common assault and battery	9
Fraud , Forgery and Deceptions/53/25 Making Off Without Payment.	2
Harassment/195/94 Harassment	4
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	9
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	18
Other Notifiable Offences/99/99 TEW Offences Communications Act 2003	1
Other Offences against the State & Public Order/66/23 Acts intended or likely to stir up racial or religious hatred - Use of words or behaviour or display or written material	1
Other Theft/49/10 Theft if not classified elsewhere	3
Robbery/34/1 Robbery	1
Theft from a Shop/46/Theft From a Shop	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
Wounding or Other Act Endangering Life/5/1 Wounding with intent to do grievous bodily harm	2
Woundings - Injury - Firearms - Weapons - Harrasment/8/6 Assault occasioning actual bodily harm	10
Total	74

The total number of crimes recorded this quarter has increased by 26. Again common assault, harassment, criminal damage and woundings account for the largest proportion of crimes.

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COMPLAINT DATA

	<u>01-Apr-12</u> <u>30-Jun-12</u>	<u>01-Apr-13</u> <u>30-Jun-13</u>	<u>Variance</u>
Complaint Cases Recorded	102	130	28
Complaint Allegations Recorded	205	220	15
Subjects Complained About			
Male	129	157	
Female	40	40	
Unidentified	14	3	
Total	<u>183</u>	<u>200</u>	17
Asian	1	1	
Black	0	1	
Other	1	0	
White	167	194	
Unidentified	14	4	
Total	<u>183</u>	<u>200</u>	17
Subjects of Formal Action			
Male	0	3	
Female	0	0	
Unknown/Not Stated	0	0	
Total	<u>0</u>	<u>0</u>	0
BME	0	0	
White	0	3	
Unknown/Not Stated	0	0	
Total	<u>0</u>	<u>3</u>	3

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Complainants

Male	63	80	
Female	42	50	
Transgender	0		
Unknown/Not Stated	0	0	
Total	<u>105</u>	<u>130</u>	25

Asian	4	2	
Black	2	2	
Other	2	0	
White	79	98	
Unknown/Not Stated	22	29	
Total	<u>105</u>	<u>131</u>	26

Complaints Motivated by One of the Six Strands of Diversity

Disability	0	0	
Gender	1	0	
Homophobic	0	0	
Race	1	0	
Religion/Faith	0	0	
Other	0	0	
	<u>2</u>	<u>0</u>	-2

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MISCONDUCT DATA

	<u>01-Apr-12</u> <u>30-Jun-12</u>	<u>01-Apr-13</u> <u>30-Jun-13</u>	<u>Variance</u>
Misconduct Cases Recorded	32	22	-10
Misconduct Allegations Recorded	62	43	-19
Misconduct Allegation Subjects			
Male	21	16	
Female	10	10	
Unknown/Not Stated	1	0	
Total	<u>32</u>	<u>26</u>	-6
Asian	0	0	
Black	1	0	
Other	1	0	
White	29	24	
Unknown/Not Stated	1	2	
Total	<u>32</u>	<u>26</u>	-6
Misconduct Meetings held this period			
Male	2	3	
Female	1	0	
Total	<u>3</u>	<u>3</u>	0
BME	0	0	
White	3	3	
Total	<u>3</u>	<u>3</u>	0
Misconduct Hearings held this period			
Male	0	1	
Female	0	0	
Total	<u>0</u>	<u>1</u>	1
BME	0	0	
White	0	1	
Total	<u>0</u>	<u>1</u>	1

**DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
April - June 2013**

Report to: Fairness & Equality Scrutiny Panel

Report from: Equality Unit Manager

Date: August 2013

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 2013 to 30th June 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.

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STAFF IN POST

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

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					
Q3	4264	44.4%	2.1%	3.7%	9.3%	Q3					
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					
Q3	1829	29.7%	2.0%	2.5%	1.8%	Q3					
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					
Q3	1967	58.3%	1.8%	4.8%	16.6%	Q3					
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					
Q3	363	38.3%	1.9%	2.5%	1.1%	Q3					
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					
Q3	105	58.1%	10.5%	6.7%	30.5%	Q3					
Q4	105	61.9%	7.6%	3.8%	27.6%	Q4					

Trends:

The workforce continues to decrease in number, the greatest reduction being in police officers with lesser drops in police staff and volunteers. The number of specials is now rising again.

The decrease in numbers has been accompanied by a marked rise in the proportion of females, across all sections except specials. In the case of police officers, this reflects the disproportionately high number of leavers being male, owing to retirements of those who have achieved pensionable service and who joined at a time when female recruitment was significantly less than it is today.

Other groups with increasing presence are people with disabilities among police officers and staff, and the 56+ age group among police staff.

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Table 2 – Police Officers by Rank

Q1 2012-13	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%)

Q1 2013-14	Total No. of Officers 1802				
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	6	5 (83.3%)	1 (16.7%)	0 (0%)	0 (0%)
Det Supt	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
Supt	16	12 (75%)	4 (25%)	0 (0%)	1 (6.3%)
Det Ch Insp	10	10 (100%)	0 (0%)	1 (10.0%)	0 (0%)
Ch Insp	18	17 (94.4%)	1 (5.6%)	1 (5.6%)	0 (0%)
Det Insp	26	22 (84.6%)	4 (15.4%)	2 (7.7%)	1 (3.8%)
Insp	87	71 (81.6%)	16 (18.4%)	2 (2.3%)	1 (1.1%)
Det Sgt	58	45 (77.6%)	13 (22.4%)	1 (1.7%)	2 (3.4%)
Sgt	224	190 (84.8%)	34 (15.2%)	9 (4.0%)	5 (2.2%)
Det Con	253	151 (59.7%)	102 (40.3%)	5 (2.0%)	6 (2.4%)
Con	1099	733 (66.7%)	366 (33.3%)	17 (1.5%)	34 (3.1%)

Trends:

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

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Female representation in the supervisory ranks is generally quite healthy, with both chief inspector ranks being notable exceptions.

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 Q4 2012-13, the figure was 9.0%. **Target met.** End of Q1 2013-14, the figure is 8.7%.

Target – By 31st March 2013, 17% of sergeants are female.
End of Q4 2012-13, the figure was 17.3%. **Target exceeded.** End of Q1 2013-14, the figure is 16.7%.

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 Q1 2013-14, the figure is 3.7%.

Target – By 31st March 2013, 15% of inspectors are female.
End of Q4 2012-13, the figure was 17.0%. **Target exceeded.** End of Q1 2013-14, the figure is 17.7%.

This shows an improving picture upon last year for female representation at inspector level, which is balanced by a decline in representation of female officers at sergeant level. It could be explained by a relatively small number of female sergeants having achieved promotion (inc. acting/temp duties) to the next rank.

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%)

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Q1 2013-14	Total No. of Police Staff: 1978				
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	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
MP3	4	3 (75%)	1 (25%)	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	19	9 (47.4%)	10 (52.6%)	0 (0%)	1 (5.3%)
MP7	26	13 (50%)	13 (50%)	1 (3.8%)	3 (11.5%)
RCN	4	1 (25%)	3 (75%)	0 (0%)	0 (0%)
SO2	35	24 (68.6%)	11 (31.4%)	1 (2.9%)	3 (8.6%)
SO1	71	33 (46.5%)	38 (53.5%)	1 (1.4%)	3 (4.2%)
SC6	100	60 (60%)	40 (40%)	2 (2%)	4 (4%)
SC5	132	64 (48.5%)	68 (51.5%)	3 (2.3%)	6 (4.5%)
SC4	753	322 (42.8%)	431 (57.2%)	9 (1.2%)	27 (3.6%)
SC3	445	164 (36.9%)	281 (63.1%)	6 (1.3%)	26 (5.8%)
SC2	233	41 (17.6%)	192 (82.4%)	4 (1.7%)	15 (6.4%)
SC1	133	50 (37.6%)	83 (62.4%)	1 (0.8%)	10 (7.5%)

Trends:

There is little change to report in this table, except for a marked decrease in the volume of staff at pay grade SC4, which is balanced by a corresponding increase of people at SC6. This would appear to be explained by the award of a re-grade.

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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												
Q3												
Q4												
Total												

Trends:

One police officer, a white British female, has 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: 5.2%.

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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	B ME		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																
Q3																
Q4																
Totals																

Of the 23 police officers that left in the first quarter, one took a career break, one retired medically unfit, two resigned voluntarily. The remaining nineteen retired after completing pensionable service.

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%.

Broken down by workforce section the percentages are: Police 4.6%, Staff 4.5%, Specials 2.5% and Volunteers 8.3%.

In the first quarter of 2013-14, the figure is two people, which is 2.7%

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

Broken down by workforce section the percentages are: Police 2.8%, Staff 2.5%, Specials 2.5% and Volunteers 18.3%. The latter group is made up largely of migrants from EU communities who signed on with Humberside Police as volunteers then quickly moved on to paid employment elsewhere.

In the first quarter of 2013-14, the figure is seven people, which is 9.5%.

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GRIEVANCES

Table 5 – Grievances Submitted

Grievance Category:	Quarter Of 2013-14				Total to date
	Q1	Q2	Q3	Q4	
Grievances Submitted	21				
Grievances Rejected	0				
Grievances Withdrawn	3				
Grievances Allocated to Resolution Officers	2				
- of which # Resolved	2				
Grievances tackled w/o Resolution Officers	16				
- of which # Resolved	12				

Table 6 – Grievances by issue

Complaint Type:	Quarter Of 2013-14				Total to date
	Q1	Q2	Q3	Q4	
Organisational Issues					
Unfair Policy	1				
Inappropriately Worded					
Management of Disability	3				
Workplace Relationships					
Personal Bullying	6				
Victimisation	7				
Unfairness in Selection	1				
Incorrect Policy Implementation					
Unfair Treatment by HR	3				
Protected Characteristics involved					
Disability	4				
Gender	1				
Ethnicity					
Total Issues Nominated by Aggrieved	26				
Total New Complaints Received	21				

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 selection procedures or implementation of policy.

Of the twenty-one grievances submitted, twelve have been raised by males and nine by females. This is roughly in line with workforce proportions. Nine grievances have been raised by police officers and twelve by members of police staff. This is slightly unusual as in recent years there has been a tendency for grievances to be submitted more often by officers.

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Of the protected characteristics, the most commonly nominated is disability. Gender is the only other characteristic specifically raised by aggrieved parties, with one instance 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 only pattern emerging is that a number of grievances have arisen in two different Divisional Intelligence Bureaus (C and South Bank). The complaints appear not to be connected, but bear similarities in that each case alleges bullying and relationship issues.

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
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HR Strategy and Change