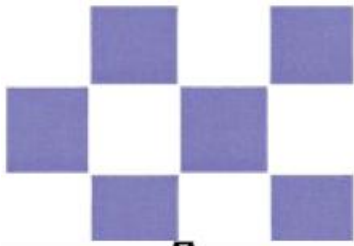
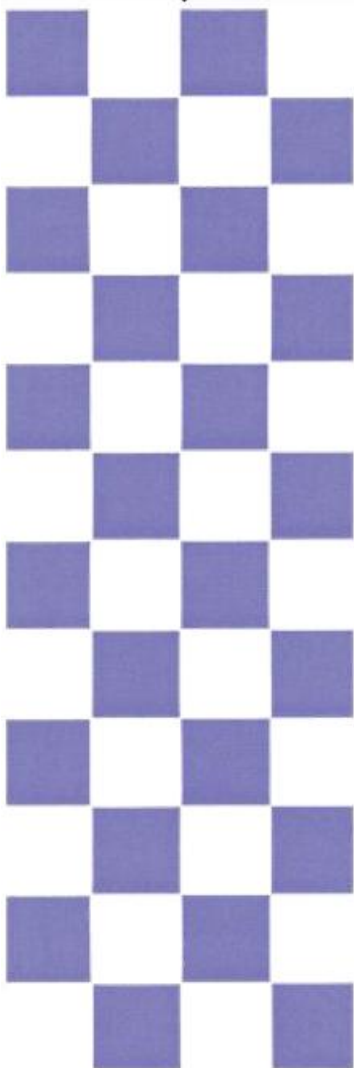


**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE**

**January – March 2014**



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

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 January – March 2014**

### **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  
January – March 2014**

- 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 **January – March 2014**

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**Scrutiny of Stop Search figures  
January – March 2014**

**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
<b>Raw stats</b>					
<b>Total</b>	<b>1,753</b>	<b>204</b>	<b>342</b>	<b>575</b>	<b>632</b>
<b>White stops</b>	1,666	190	319	554	603
<b>% White stops</b>	<b>95.0%</b>	<b>93.1%</b>	<b>93.3%</b>	<b>96.3%</b>	<b>95.4%</b>
<b>White Arrests</b>	135	37	24	<b>10</b>	64
<b>% White arrests</b>	<b>8.1%</b>	<b>19.5%</b>	<b>7.5%</b>	<b>1.8%</b>	<b>10.6%</b>
<b>BME stops</b>	51	6	13	9	23
<b>% BME stops</b>	<b>2.9%</b>	<b>2.9%</b>	<b>3.8%</b>	<b>1.6%</b>	<b>3.6%</b>
<b>BME Arrests</b>	1	0	0	0	1
<b>% BME arrests</b>	<b>2.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.3%</b>
<b>Of self-def 'Chinese' No off-def 'white'</b>	0	0	0	0	0
<b>Of self-def 'Other' No off-def 'white'</b>	0	0	0	0	0
<b>BME stops</b>	51	6	13	9	23
<b>% BME stops</b>	<b>2.9%</b>	<b>2.9%</b>	<b>3.8%</b>	<b>1.6%</b>	<b>3.6%</b>
<b>BME Arrests</b>	1	<b>0</b>	<b>0</b>	<b>0</b>	1
<b>% BME arrests</b>	<b>2.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.3%</b>

There has been an increase in the number of white stop and searches, with the exception of A Division. The number of white arrests has also increased across all division, however the number and percentage of white arrests in C Division is markedly lower than the other Divisions on a recurring basis.

The number of BME stop and searches has increased on the South Bank but decreased on the North Bank. Again with the exception of D Division which is only 1 in number, there have been no other BME arrests

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

Year to Date	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
<b>Raw stats</b>					
<b>Total</b>	<b>6,643</b>	<b>847</b>	<b>992</b>	<b>2,229</b>	<b>2,575</b>
<b>White stops</b>	6,235	789	899	2,158	2,389
<b>% White stops</b>	<b>93.9%</b>	<b>93.2%</b>	<b>90.6%</b>	<b>96.8%</b>	<b>92.8%</b>
<b>White Arrests</b>	345	98	64	23	160
<b>% White arrests</b>	<b>5.5%</b>	<b>12.4%</b>	<b>7.1%</b>	<b>1.1%</b>	<b>6.7%</b>
<b>BME stops</b>	273	32	52	45	144
<b>% BME stops</b>	<b>4.1%</b>	<b>3.8%</b>	<b>5.2%</b>	<b>2.0%</b>	<b>5.6%</b>
<b>BME Arrests</b>	8	1	0	0	7
<b>% BME arrests</b>	<b>2.9%</b>	<b>3.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.9%</b>
<b>Of self-def 'Chinese' No off- def 'white'</b>	0	0	0	0	0
<b>Of self-def 'Other' No off-def 'white'</b>	0	0	0	0	0
<b>BME stops</b>	273	32	52	45	144
<b>% BME stops</b>	<b>4.1%</b>	<b>3.8%</b>	<b>5.2%</b>	<b>2.0%</b>	<b>5.6%</b>
<b>BME Arrests</b>	8	1	0	0	7
<b>% BME arrests</b>	<b>2.9%</b>	<b>3.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.9%</b>

In comparison to the Year to Date figures for January – March 2013 the total number of stop and searches has generally fallen, as have white stops except in B Division. The number of white arrests has fallen except for in D Division. There are fluctuations in the number of BME stop and searches, the largest change being a decrease of 94 in D Division. There are also fluctuations in the number of BME arrests; however the numbers involved are small, as are the level of arrests.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**Arrests and Disposals  
January – March 2014**

**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
<b>All</b>	7	2	2	3	0
<b>White</b>	0	0	0	0	0
<b>Not Stated</b>	0	0	0	0	0
<b>BME</b>	7	2	2	3	0
<b>% BME</b>	100.0%	100.0%	100.0%	100.0%	-

**Year to Date**

	Force	A Division	B Division	C Division	D Division
<b>All</b>	84	21	24	3	36
<b>White</b>	9	2	4	1	2
<b>Not Stated</b>	0	0	0	0	0
<b>BME</b>	75	19	20	2	34
<b>% BME</b>	89.3%	90.5%	83.3%	66.7%	94.4%

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

	Force	A Division	B Division	C Division	D Division
<b>This Quarter</b>					
<b>Total arrests</b>	5,208	1,089	710	627	2,782
<b>White</b>	4,920	1,046	647	600	2,627
<b>% White</b>	<b>94.5%</b>	<b>96.1%</b>	<b>91.1%</b>	<b>95.7%</b>	<b>94.4%</b>
<b>BME</b>	268	43	59	25	141
<b>% BME</b>	<b>5.1%</b>	<b>3.9%</b>	<b>8.3%</b>	<b>4.0%</b>	<b>5.1%</b>
<b>Modified fig (total - immigration)</b>	5,201	1,087	708	624	2,782
<b>Modified % BME arrests</b>	5.0%	3.8%	8.1%	3.5%	5.1%

The total number of arrests force wide has fallen this quarter. There are fluctuations in white and BME arrests, the largest decreases being in B Division (-128 white arrests) and D Division (-49 BME arrests).

The percentage BME arrests has increased across all divisions, except D Division.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

Year to Date	Force	A Division	B Division	C Division	D Division
<b>Total arrests</b>	22,315	4,425	3,339	2,851	11,700
<b>White</b>	21,064	4,254	3,114	2,745	10,951
<b>% White</b>	<b>94.4%</b>	<b>96.1%</b>	<b>93.3%</b>	<b>96.3%</b>	<b>93.6%</b>
<b>BME</b>	1115	165	202	84	664
<b>% BME</b>	<b>5.0%</b>	<b>3.7%</b>	<b>6.0%</b>	<b>2.9%</b>	<b>5.7%</b>
<b>Modified fig (total - immigration)</b>	22,231	4,404	3,315	2,848	11,664
<b>Modified % BME arrests</b>	4.7%	3.3%	5.5%	2.9%	5.4%

In comparison to the Year to Date figures for January – March 2013 the total number of arrests for white and BME have decreased, the largest decreases being in D Division. The percentages are largely similar to previous data.

### 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
<b>Warning / Reprimand / Caution</b>	321	6.0%	0	0.0%	1,602	6.8%	4	0.4%
<b>To court (not on remand)</b>	1,596	29.6%	63	22.7%	6,947	29.3%	288	25.7%
<b>To court (on remand)</b>	1,283	23.8%	57	20.6%	5,126	21.6%	209	18.7%
<b>On bail to Police Station</b>	586	10.9%	49	17.7%	2,348	9.9%	170	15.2%
<b>TIC</b>	1	0.0%	15	5.4%	6	0.0%	72	6.4%
<b>FPN</b>	140	2.6%	2	0.7%	639	2.7%	20	1.8%
<b>MHA Diversion</b>	8	0.1%	1	0.4%	45	0.2%	2	0.2%
<b>NFA</b>	1,381	25.6%	88	31.8%	6,754	28.5%	346	30.9%
<b>To Prison</b>	75	1.4%	2	0.7%	256	1.1%	9	0.8%
<b>Humberside Total</b>	5,391	100.0%	277	100.0%	23,723	100.0%	1,120	100.0%
<b>Processed on behalf of another force</b>	38	0.7%	8	2.9%	183	0.8%	23	2.1%

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 decreased by over 200, the majority of the decrease being for white prisoners and relate to, to court (not on remand) and NFAs.

There appears to be some disproportionality in a number of disposal methods used between white and BME prisoners, namely warnings, on bail to Police Station, TICs and NFAs as indicated.



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

In comparison to the Year to Date figures for January – March 2013 the total number of disposal methods have increased slightly.

There are fluctuations in the number and percentages of disposal methods used, the most notable being the decreases for BME for Warnings and NFAs and the increase in TICs. There is some disproportionality in the percentages between white and BME prisoners in relation to Warnings, on bail to Police Station 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**

<b>Custody Record Month (2013)</b>	<b>Custody Record Station Code</b>					<b>Grand Total</b>
	<b>AY</b>	<b>BW</b>	<b>CI</b>	<b>CL</b>	<b>DW</b>	
October	3	1	2	0	0	6
November	1	0	0	1	1	3
December	0	0	0	0	1	1
<b>Grand Total</b>	4	1	2	1	2	10

#### **Detainees taken to a place of safety**

October – 4  
November – 15  
December - 9

Total 28

The total number of detainees entering Custody has increased on the previous quarter.

The number of detainees taken to a place of safety has decreased this quarter by 11.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**Scrutiny of Force tickets  
January – March 2014**

**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
<b>Endorsable Notice</b>									
Endorsable Notice	Asian	0	1	3	2	32	0	2	40
Endorsable Notice	Black	0	0	1	3	18	0	1	23
Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	1	5	0	0	6
Endorsable Notice	Middle Eastern	0	0	1	2	7	0	0	10
Endorsable Notice	Unknown	3	3	6	10	34	0	5	61
Endorsable Notice	White - North European	8	52	109	135	1482	0	75	1861
Endorsable Notice	White - South European	0	0	0	1	7	0	0	8
<b>HORT Notice</b>									
HORT Notice	Asian	0	0	1	1	5	0	0	7
HORT Notice	Black	0	0	0	0	1	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	1	0	0	0	0	1
HORT Notice	Unknown	1	0	0	0	3	0	0	4
HORT Notice	White - North European	0	9	23	10	86	0	0	128
HORT Notice	White - South European	0	0	0	0	0	0	0	0

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
<b>Non Endorsable Notice</b>									
Non Endorsable Notice	Asian	0	4	0	4	20	0	0	28
Non Endorsable Notice	Black	0	0	0	2	7	0	0	9
Non Endorsable Notice	Chinese, Japanese or South East Asian	0	1	0	0	3	0	0	4
Non Endorsable Notice	Middle Eastern	0	0	0	2	2	0	0	4
Non Endorsable Notice	Unknown	0	2	3	5	8	0	0	18
Non Endorsable Notice	White - North European	2	44	35	89	772	0	10	952
Non Endorsable Notice	White - South European	0	0	0	3	5	0	0	8
<b>Penalty Notice for Disorder (PND)</b>									
PND	Asian	0	0	0	0	0	0	3	3
PND	Black	0	0	0	0	0	0	6	6
PND	Chinese, Japanese or South East Asian	0	0	0	0	0	0	1	1
PND	Middle Eastern	0	0	0	0	0	0	3	3
PND	Unknown	0	0	0	0	0	0	19	19
PND	White - North European	0	0	0	0	0	0	288	288
PND	White – South European	0	0	0	0	0	0	1	1
<b>VDRS Notice</b>									
VDRS Notice	Asian	0	4	2	4	20	0	0	30
VDRS Notice	Black	0	0	0	1	6	0	0	7
VDRS Notice	Chinese, Japanese or South East Asian	0	1	0	2	1	0	0	4
VDRS Notice	Middle Eastern	0	0	0	1	5	0	0	6
VDRS Notice	Unknown	0	0	1	3	11	0	0	15
VDRS Notice	White - North European	1	44	26	56	579	0	1	707
VDRS Notice	White - South European	0	0	0	3	3	0	0	6

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
<b>Cannabis Warning Notice</b>									
Warning Notice	Asian	0	0	0	0	0	0	0	0
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	0	0
Warning Notice	Unknown	0	0	0	0	0	0	0	0
Warning Notice	White - North European	0	0	0	0	0	0	0	0
Warning Notice	White - South European	0	0	0	0	0	0	0	0

There are fluctuations in the number of tickets issued, the largest being for Endorsable Notices issued to White – North European (-186). Although small numbers, the number of Endorsable Notices issued to Middle Eastern and White – South European have nearly doubled on the last quarter.

There has again been a decrease in the number of unknown ethnicities; however there has been an increase in the number of undefined unit for Endorsable Notices, particularly in relation to White – North European.

There are fluctuations in the number of tickets issued, there has been an increase of nearly 50% in the number of Non Endorsable and VDR Notices issued to Asians, however the numbers are small.

The number of undefined unit and unknown ethnicity have generally decreased.

Investigations are being made as to the reason for the 0 balance force wide.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**Year to Date**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
<b>Endorsable Notice</b>									
Endorsable Notice	Asian	0	5	8	17	109	2	8	149
Endorsable Notice	Black	0	2	2	14	61	0	3	82
Endorsable Notice	Chinese, Japanese or South East Asian	0	0	0	4	12	0	1	17
Endorsable Notice	Middle Eastern	1	0	1	7	20	1	1	31
Endorsable Notice	Unknown	3	8	27	51	124	1	11	225
Endorsable Notice	White - North European	51	162	479	573	5554	27	199	7045
Endorsable Notice	White - South European	0	0	2	2	12	0	1	17
<b>HORT Notice</b>									
HORT Notice	Asian	0	1	3	6	11	0	0	21
HORT Notice	Black	0	0	0	1	4	0	0	5
HORT Notice	Chinese, Japanese or South East Asian	0	0	0	1	1	0	0	2
HORT Notice	Middle Eastern	0	0	2	1	4	0	0	7
HORT Notice	Unknown	4	2	12	3	30	0	0	51
HORT Notice	White - North European	3	25	60	41	348	0	1	478
HORT Notice	White - South European	0	0	0	0	2	0	0	2

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
<b>Non Endorsable Notice</b>									
Non Endorsable Notice	Asian	0	10	6	20	63	0	1	100
Non Endorsable Notice	Black	0	1	0	6	24	0	0	31
Non Endorsable Notice	Chinese, Japanese or South East Asian	0	1	0	4	5	0	0	10
Non Endorsable Notice	Middle Eastern	0	0	0	3	7	0	2	12
Non Endorsable Notice	Unknown	0	12	28	31	54	0	0	125
Non Endorsable Notice	White - North European	15	161	195	415	2812	4	33	3635
Non Endorsable Notice	White - South European	0	0	0	4	14	0	0	18
<b>Penalty Notice for Disorder (PND)</b>									
PND	Asian	0	0	0	0	0	0	15	15
PND	Black	0	0	0	0	0	0	25	25
PND	Chinese, Japanese or South East Asian	0	0	0	0	0	0	2	2
PND	Middle Eastern	0	0	0	0	0	0	3	3
PND	Unknown	0	0	0	0	0	0	77	77
PND	White - North European	0	0	0	0	0	0	1413	1413
PND	White – South European	0	0	0	0	0	0	12	12
<b>VDRS Notice</b>									
VDRS Notice	Asian	0	8	3	13	68	0	1	93
VDRS Notice	Black	0	0	0	6	13	0	1	20
VDRS Notice	Chinese, Japanese or South East Asian	0	1	0	3	4	0	0	8
VDRS Notice	Middle Eastern	0	0	0	5	15	0	0	20
VDRS Notice	Unknown	2	14	12	21	66	0	2	117
VDRS Notice	White - North European	19	99	78	192	2014	0	15	2417
VDRS Notice	White - South European	0	0	0	3	11	0	1	15

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

NOTICE TYPE	ETHNICITY	A Division	B Division	C Division	D Division	Operations Branch	Regional Roads Crime	Undefined Unit	Total
<b>Cannabis Warning Notice</b>									
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 no ticket information was available for this period in 2013 no comparisons can be drawn.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**Humberside Police  
Racially and Religiously Aggravated Crime  
January – March 2014**

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.

		Apr-Jun 2013	Jul-Sept 2013	Oct – Dec 2013	Jan-Mar 2014	Rolling year Apr 13 – Mar 14	Police Authority Targets
Force	Recorded	95	92	58	76	321	
	Detected	49	54	30	32	165	
	Detection Rate	51.6%	58.7%	51.7%	42.1%	51.4%	50.1%
A Div	Recorded	17	16	14	19	66	
	Detected	9	11	11	9	40	
	Detection Rate	52.9%	68.8%	78.6%	47.4%	60.6%	50.1%
B Div	Recorded	11	19	9	13	52	
	Detected	7	5	4	2	18	
	Detection Rate	63.6%	26.3%	44.4%	15.4%	34.6%	50.1%
C Div	Recorded	8	3	5	8	24	
	Detected	3	4	3	1	11	
	Detection Rate	37.5%	133.3%	60.0%	12.5%	45.8%	51.0%
D Div	Recorded	59	54	30	36	179	
	Detected	30	34	12	20	96	
	Detection Rate	50.8%	63.0%	40.0%	55.6%	53.6%	63.1%

There have been an increase in the number of Racially and Religiously Aggravated Crimes recorded this quarter, however with the exception of D Division the number of crimes detected has decreased.

Again force wide the exception of D Division, detection rates have fallen dramatically this quarter.

It is noted that there are low detection rates in B and C Divisions this quarter. Is there a need for a benchmarking exercise to bring consistency across the force?



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**Racially and Religiously Aggravated Crime Outcomes  
January – March 2014**

<b>Disposal</b>	<b>Total</b>
01 Charged/Summoned	27
03a Caution – adults	1
03b Caution – adults - conditional	3
08a Community Resolution	1
14 Evidential Difficulties – No Named suspect: victim declines/unable to support investigation to identify offender	5
15a Named Suspect identified: victim supports police action but Police evidential difficulties prevent further action	3
15b Named Suspect identified: victim supports police action but CPS evidential difficulties prevent further action	1
16 Named Suspect Identified: evidential difficulties prevent further action; victim withdraws/does not support action	11
18 Investigation Complete No suspect identified. Crime investigated as far as reasonably possible	11
5A-Police Decision-No Criminal Justice Sanction-Insufficient Evidence-Named Suspect	2
<b>Total</b>	<b>65</b>

The number of alternative outcomes has increased by 7 this quarter, on this occasion no outcomes relate specifically to Caution – youths and the number of Police Decision (5A) have decreased by 8.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**Humberside Police  
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously  
Aggravated Crime  
January – March 2014**

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.

<b>Crime description</b>	<b>Number</b>
Attempted murder/2/Attempted Murder	1
Burglary Dwelling/28/1 Burglary in a dwelling with intent to commit an offence	1
Common Assault/105/1 Common assault and battery	10
Fraud , Forgery and Deceptions/53/25 Making Off Without Payment.	2
Harassment/195/94 Harassment	1
Miscellaneous Harassment and Public Order Offences/125/9 Causing Intentional harassment alarm or distress	5
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	9
Other Offences against the State & Public Order/66/1 Affray	1
Robbery/34/1 Robbery	5
Theft from a Shop/46/Theft From a Shop	2
Threat or Possession with Intent to Commit Criminal Damage/59/11 Threats to destroy or damage property	2
Threats and Conspiracy to Murder/3/1 Threats to kill	1
Wounding or Other Act Endangering Life/5/1 Wounding with intent to do grievous bodily harm	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/6 Assault occasioning actual bodily harm	8
<b>Total</b>	<b>49</b>

The total number of crimes recorded this quarter has decreased by 4. Again common assault, criminal damage and woundings account for the largest proportion of crimes. This is the second period where there has been a decrease in crimes recorded. Is this due to the recording process or is there a trend emerging?

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

Report to: Fairness & Equality Scrutiny Panel

Report from: Equality Unit Manager

Date: May 2014

**EMPLOYMENT MONITORING UPDATE**

**PURPOSE OF THE REPORT**

1. This report provides a summary of information for employment monitoring purposes. The period covered is 1<sup>st</sup> January to 31<sup>st</sup> March 2014.

**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  
January – March 2014**

Table 1 – Force Family Headcount

2012-13						2013-2014					
Force Family Headcount		Female %	BME %	Disabled %	56+ %	Force Family Headcount		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	4315	44.0%	2.2%	3.6%	9.2%	<b>Q1</b>	4205	45.4%	1.9%	3.9%	9.9%
<b>Q2</b>	4312	43.9%	2.2%	3.7%	9.2%	<b>Q2</b>	4177	45.4%	1.9%	3.9%	10.3%
<b>Q3</b>	4264	44.4%	2.1%	3.7%	9.3%	<b>Q3</b>	4199	45.6%	1.9%	3.9%	10.6%
<b>Q4</b>	4221	45.0%	2.0%	3.7%	9.7%	<b>Q4</b>	4205	45.8%	1.9%	3.9%	11.0%
Police Officers		Female %	BME %	Disabled %	56+ %	Police Officers		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	1879	29.1%	2.1%	2.3%	2.0%	<b>Q1</b>	1785	30.3%	2.0%	2.7%	1.7%
<b>Q2</b>	1866	29.2%	1.9%	2.5%	1.9%	<b>Q2</b>	1754	30.2%	2.0%	2.9%	2.0%
<b>Q3</b>	1829	29.7%	2.0%	2.5%	1.8%	<b>Q3</b>	1723	30.1%	2.0%	3.0%	2.0%
<b>Q4</b>	1807	29.9%	2.0%	2.7%	1.9%	<b>Q4</b>	1733	30.5%	2.1%	2.9%	2.1%
Police Staff		Female %	BME %	Disabled %	56+ %	Police Staff		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	1974	58.0%	1.7%	4.8%	16.3%	<b>Q1</b>	1955	59.3%	1.5%	5.3%	18.0%
<b>Q2</b>	1978	58.0%	1.8%	4.8%	16.4%	<b>Q2</b>	1947	59.2%	1.5%	5.2%	18.3%
<b>Q3</b>	1967	58.3%	1.8%	4.8%	16.6%	<b>Q3</b>	1960	59.2%	1.5%	5.2%	18.8%
<b>Q4</b>	1958	58.9%	1.7%	4.9%	17.5%	<b>Q4</b>	1932	59.2%	1.4%	5.2%	19.8%
Special Constables		Female %	BME %	Disabled %	56+ %	Special Constables		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	346	40.5%	1.7%	2.0%	1.4%	<b>Q1</b>	362	40.1%	2.2%	2.2%	0.8%
<b>Q2</b>	353	38.8%	2.0%	2.3%	1.1%	<b>Q2</b>	367	42.0%	2.2%	2.2%	0.8%
<b>Q3</b>	363	38.3%	1.9%	2.5%	1.1%	<b>Q3</b>	393	41.0%	2.3%	2.0%	0.8%
<b>Q4</b>	351	39.6%	2.0%	2.3%	1.4%	<b>Q4</b>	401	41.1%	2.0%	2.0%	0.7%
Volunteers		Female %	BME %	Disabled %	56+ %	Volunteers		Female %	BME %	Disabled %	56+ %
<b>Q1</b>	116	56.9%	14.7%	7.8%	27.6%	<b>Q1</b>	103	59.2%	6.8%	2.9%	30.1%
<b>Q2</b>	115	56.5%	14.8%	7.8%	26.1%	<b>Q2</b>	109	56.9%	5.5%	1.8%	33.0%
<b>Q3</b>	105	58.1%	10.5%	6.7%	30.5%	<b>Q3</b>	123	59.3%	5.7%	1.6%	31.7%
<b>Q4</b>	105	61.9%	7.6%	3.8%	27.6%	<b>Q4</b>	139	64.0%	6.5%	2.2%	30.2%

Trends:

In Q4, the workforce has again increased in number. A significant reduction in police staff is offset by rises in all three of the other sections. The section with the greatest rise is volunteers, and this has brought improvements in proportions of female, BME and disabled people. Note, however, that the percentage proportions can be misleading. A 0.6% rise in the proportion of disabled people translates into a single individual.

The reduction in police staff has brought a 1% rise in the proportion of people aged 56 or more. The rise in numbers is just 14 people, but the effect on proportions is exaggerated by the 28-person drop in the size of the workforce section.

Elsewhere, the proportions of monitored characteristics show few changes. The proportion of female police officers is at its highest (30.5%) in the last two years.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

Table 2 – Police Officers by Rank

Q4 2012-13		Total No. of Officers 1823			
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	5 (83.3%)	1 (16.7%)	0 (0%)	0 (0%)
Det Supt	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)
Supt	16	12 (75.0%)	4 (25.0%)	0 (0%)	1 (6.3%)
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	29	25 (86.2%)	4 (13.8%)	2 (6.9%)	1 (3.4%)
Insp	83	68 (81.9%)	15 (18.1%)	1 (1.2%)	1 (1.2%)
Det Sgt	63	50 (79.4%)	13 (20.6%)	0 (0%)	2 (3.2%)
Sgt	220	184 (83.6%)	36 (16.4%)	10 (4.5%)	4 (1.8%)
Det Con	256	154 (60.2%)	102 (39.8%)	5 (2.0%)	6 (2.3%)
Con	1114	746 (67.0%)	368 (33.0%)	17 (1.5%)	34 (3.1%)

Q4 2013-14		Total No. of Officers 1748			
Rank (inc. Temporary)	Total	No. Male (%)	No. Female (%)	No. BME (%)	No. with Disability (%)
CC	1	0 (0%)	1 (100%)	0 (0%)	0 (0%)
DCC	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	7	5 (71.4%)	2 (28.6%)	0 (0%)	0 (0%)
Det Supt	3	2 (66.7%)	1 (33.3%)	0 (0%)	0 (0%)
Supt	14	13 (92.9%)	1 (7.1%)	1 (7.1%)	1 (7.1%)
Det Ch Insp	13	11 (84.6%)	2 (15.4%)	1 (7.7%)	1 (7.7%)
Ch Insp	19	16 (84.2%)	3 (15.8%)	1 (5.3%)	0 (0%)
Det Insp	30	24 (83.3%)	6 (16.7%)	2 (6.7%)	0 (0%)
Insp	81	70 (86.4%)	11 (13.6%)	3 (3.7%)	1 (1.3%)
Det Sgt	60	47 (78.3%)	13 (21.7%)	0 (0%)	4 (6.7%)
Sgt	220	191 (86.8%)	29 (13.2%)	7 (3.2%)	6 (2.8%)
Det Con	249	142 (57.0%)	107 (43.0%)	6 (2.4%)	3 (1.2%)
Con	1048	694 (66.2%)	354 (33.8%)	18 (1.7%)	35 (3.3%)

Trends:

Female representation continues to increase across the range of ranks, and in the supervisory ranks is generally quite healthy, with the superintendent rank being the greatest exception. 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. Numbers of BME and disabled officers are rising steadily.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

There is a disproportionately high representation of BME officers in managerial ranks. Of 38 individuals, no less than 14 (36.8%) have achieved rank. By comparison, managerial ranks make up 25.8% of all HP police positions.

Progress towards targets:

Target – By 31<sup>st</sup> 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. End of Q4 2013-14, the figure is 7.9%, a further decrease of 0.3%.

Target – By 31<sup>st</sup> 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. End of Q4 2013-14, the figure is 15.0%, a further decrease of 0.6%.

Target – By 31<sup>st</sup> 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. End of Q4 2013-14, the figure is 3.2%, a further decrease of 0.4%.

Target – By 31<sup>st</sup> 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. End of Q4 2013-14, the figure is 15.3%, a decrease of 2.1% on last quarter.

This marks consistent reductions in female representation at inspector and sergeant level. It is balanced by a rise from 6 to 10 female officers at ranks above inspector over the past 12 months, though some retirements also contribute to the picture. A further factor is that, at the last set of sergeant boards, of 29 promotions, just 6 were female.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

<b>Q4 2012-13</b>					
Total No. of Police Staff: 1980					
<b>Pay Grade</b>	<b>Total</b>	<b>No. Male (%)</b>	<b>No. Female (%)</b>	<b>No. BME (%)</b>	<b>No. with Disability (%)</b>
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%)

<b>Q4 2013-14</b>					
Total No. of Police Staff: 1952					
<b>Pay Grade</b>	<b>Total</b>	<b>No. Male (%)</b>	<b>No. Female (%)</b>	<b>No. BME (%)</b>	<b>No. with Disability (%)</b>
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	12	8 (66.7%)	4 (33.3%)	1 (8.3%)	1 (8.3%)
MP6	19	11 (57.9%)	8 (42.1%)	0 (0%)	1 (5.3%)
MP7	19	9 (47.4%)	10 (52.6%)	0 (0%)	3 (15.8%)
RCN	4	1 (25%)	3 (75%)	0 (0%)	0 (0%)
SO2	33	23 (69.7%)	10 (30.3%)	1 (3.0%)	3 (9.0%)
SO1	75	33 (44.0%)	42 (56.0%)	1 (1.3%)	5 (6.7%)
SC6	102	66 (64.7%)	36 (35.3%)	2 (2.0%)	4 (3.9%)
SC5	138	66 (47.8%)	72 (52.2%)	2 (1.4%)	6 (4.3%)
SC4	745	319 (42.8%)	426 (57.2%)	8 (1.1%)	26 (3.5%)
SC3	434	156 (35.9%)	278 (64.1%)	6 (1.4%)	26 (6.0%)
SC2	241	46 (19.1%)	195 (80.9%)	6 (2.5%)	16 (6.6%)
SC1	118	46 (39.0%)	72 (61.0%)	1 (0.8%)	10 (8.5%)

**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.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**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	1	0	0	8	4	0	20	17	1	4	17	2
Total	1	1	0	51	44	3	59	60	4	25	44	3

Trends:

This quarter saw significantly reduced recruitment of police staff, balanced by a continuing high rate of special constable recruitment.

7. Target – BME recruitment 6% of total. Achieved by end of Q4 2012-13: 3.4%. Achieved by end of 2013-14: 3.5%, a rise of 0.1% on the year.

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



**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**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	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	18	6	2	0	30	26	2	1	12	11	0	2	3	2	0	0
Totals	74	29	4	2	78	71	3	7	29	27	0	3	15	21	1	2

The recent trend of unusually high numbers of female police officer leavers has now abated. A substantial number of leavers from among police staff and special constables can be explained as a precursor to the recruitment of them as police officers. These will show in the figures for the first quarter of 2014-15.

8. **Target** – Not more than 3% of all leavers to be from those who have self-classified as disabled. End of Q4 2012-13, the figure is 4.7%. End of Q4 2013-14, the figure is 2.3%, a substantial reduction.

**Target** – Not more than 3% of all leavers to be from among BME groups. End of Q4 2012-13, the figure is 4.7%. End of Q4 2013-14, the figure is 14, which is 4.1%, again a substantial reduction, but not within the target range sought.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

**GRIEVANCES**

**Table 5 – Grievances Submitted**

Grievance Category:	Quarter Of 2013-14				Total to date
	Q1	Q2	Q3	Q4	
<b>Grievances Submitted</b>	21	25	24	25	95
<b>Grievances Rejected</b>	0	4	0	2	6
<b>Grievances Withdrawn</b>	3	1	8	6	18
<b>Grievances Allocated to Resolution Officers</b>	2	1	1	1	5
<b>- of which # Resolved</b>	2	0	0	0	2
<b>Grievances tackled w/o Resolution Officers</b>	16	19	15	16	66
<b>- of which # Resolved</b>	12	10	7	6	35

**Table 6 – Grievances by issue**

Complaint Type:	Quarter Of 2013-14				Total to date
	Q1	Q2	Q3	Q4	
<b>Organisational Issues</b>					
Unfair Policy	1	3		1	5
Management of Disability	3	3	2		8
Restructure of office				1	1
<b>Workplace Relationships</b>					
Personal Bullying	6	10	9	11	36
Victimisation	7	2	4	4	17
Unfairness in Selection	1	1	2	3	7
Incorrect Policy Implementation		3	2	1	6
Unfair Treatment by HR	3	3	4		10
Inappropriate behaviour in workplace			1	4	5
<b>Protected Characteristics involved</b>					
Disability	4	3	2		9
Gender	1		1	1	3
Ethnicity				1	1
Sexual Orientation				1	1
Total Issues Nominated by Aggrieved	26	28	27	28	109
<b>Total New Complaints Received</b>	<b>21</b>	<b>25</b>	<b>24</b>	<b>25</b>	<b>95</b>

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

In the year 2013-14, grievance trends have continued to be concentrated around personal bullying, harsh management styles and perceived unfairness in transfers, selection procedures or implementation of policy. The management of change is a common factor in the background of many of the grievances arising this year.

**DIVERSITY QUARTERLY  
PERFORMANCE MANAGEMENT GUIDE  
January – March 2014**

<b>Breakdown by gender of aggrieved:</b>	<b>Breakdown by section of workforce :</b>
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.
Q4: 10 male, 15 female	Q4: 12 officers, 13 staff

Of the protected characteristics, the most commonly nominated remains disability. Gender, ethnicity and sexual orientation have also been raised by aggrieved parties, but in only a single instance each. 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.

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 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 second half 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.

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