



Keeping our communities
safe and reassured



Staffordshire Police

Equality and Diversity Monitoring Report 2014 – 2015



Stonewall

DIVERSITY CHAMPION



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1. Introduction

Staffordshire Police are committed to keeping our communities safe and reassured and providing a service to all members of the community that is not discriminatory, creating a working environment free from any form of harassment or bullying.

We are committed to promoting equality across the protected characteristics and our Equality Scheme 2012 – 2015 sets out how we will achieve this. The protected characteristics are:

- Age;
- Disability;
- Gender Identity;
- Marriage and Civil Partnership;
- Pregnancy and Maternity;
- Race;
- Religion or Belief;
- Sex;
- Sexual Orientation.

Our Equality Scheme can be viewed on the force website under “About us” and “Equality and Diversity”.

Monitoring helps us to ensure we identify and eliminate any gaps in the service we provide to our communities and how we treat our staff.

This report contains the monitoring figures for service delivery and employment for 2014 – 2015.

The force has a Strategic Equality Steering Group (SESG) which is chaired by the Assistant Chief Constable. It meets quarterly and includes representatives from Local Policing Teams, Specialist Departments, Equality and Diversity, Human Resources and the staff and support associations. This report is

examined by SESG. The group identify actions to address issues of concern from the key monitoring findings.

2. Key Monitoring Findings

This year the BME (Black and Minority Ethnic) satisfaction rate for victims of crime is the lower than the White satisfaction rate by 7% this is an increase from last year when the gap was 5%.

The gap in satisfaction rate for victims of crime between those who have other religions or beliefs and those who are Christian has remained the same at 7%. The gap between those who have other religions or beliefs and those who have no religion or belief has increased from 5% last year to 6% this year.

The gap in satisfaction rate for victims of ASB between victims who have other religions or beliefs and those who have no religion or belief is 6% which is a fall of 6% from last year.

Over the last five years both the number of staff with a disability and the percentage has fallen every year. In March 2010 there were 67 staff with a disability and the percentage was 1.5%. This has fallen to 35 and 0.90%.

The number of BME staff has continued to fall with a further decrease of 11 to 70 and the percentage has fallen for the first time from 2.1% to 1.9%.

The BME population for Staffordshire is 5.9. The force is currently under represented for BME staff.

The number of female officers has fallen during this period from 497 to 487. However the percentage of female officers has remained stable at 27.7%.

The female population for Staffordshire is 50.4%. The force is currently under represented for females for police officers, and specials.

The percentage of staff who declared their sexual orientation as bisexual, gay man, gay woman/lesbian, heterosexual / straight has increased from 59% to 61%. The number of lesbian gay or bisexual staff is 56 (1.5%) which is an increase of two compared to last year.

It is estimated that six percent of the population are lesbian gay or bisexual . The force is currently under represented for LGB staff.

The discipline figures for this period show disproportionality for BME staff for police officers and police staff. The percentage of BME police officers subject to discipline investigations is 6% which is higher than the percentage of BME officers (1.8%). The percentage of BME police staff subject to discipline investigations is 8% which is higher than the percentage of BME police staff (1.6%).

The disproportionality rate for stop and search has fallen during this period from 1.8 to 1.5. This means a BME individual is 1.5 times as likely to be stop searched than a White individual. This is the lowest rate for over 5 years.

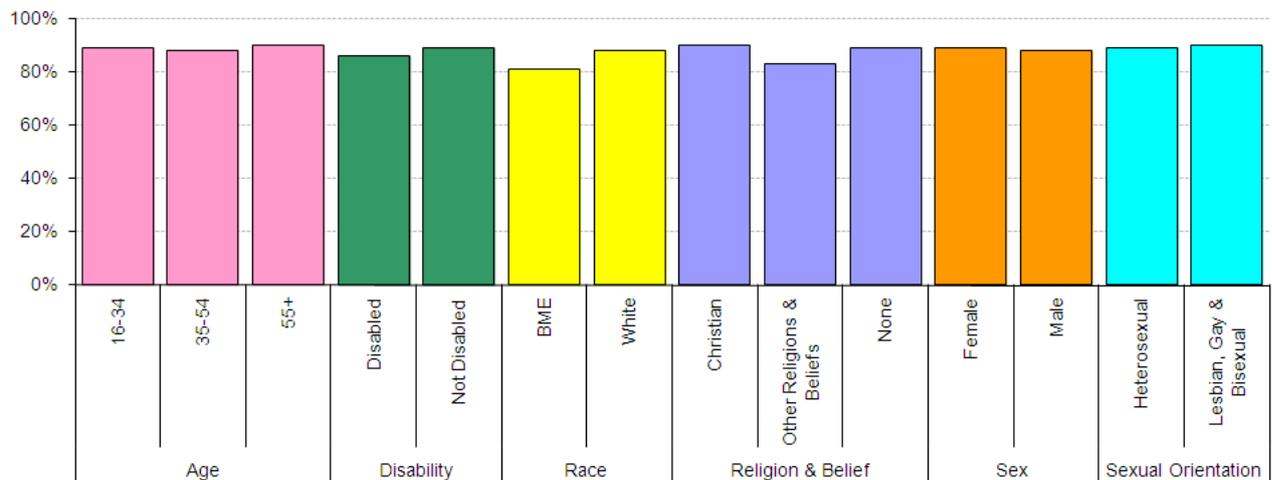
The number of hate crimes and incidents has increased by 19 (1.7%) compared to last year.

The largest increase for hate crime is for sexual orientation hate crime and incidents which have increased by 32 (34%) to 127.

3. Confidence and Satisfaction

Customer Satisfaction Crime

The following chart shows the satisfaction rate for victims of crime for five crime types: assault, burglary, vehicle, hate crime and road traffic collisions. The satisfaction rate is compared across six of the protected characteristics over a rolling 12 month period ending 31.3.15.



Sample Size	717	722	356	194	1588	214	1584	523	172	1083	711	1096	1758	10
Satisfaction	89%	88%	90%	86%	89%	81%	88%	90%	83%	89%	89%	88%	89%	90%

The satisfaction rate ranges from the lowest 81% for BME victims to the highest of 100% for victims who are LGB or Christian or age 55 and over. The number of LGB people involved is only 10 which is statistically too small to be meaningful.

This year the BME satisfaction rate is the lower than the White satisfaction rate by 7% this is an increase from last year when the gap was 5%.

The satisfaction rate is lower for victims who have other religions or beliefs than for those who are Christian or those who have no religion or belief. The gap between those who have other religions or beliefs and those who are Christian has remained the same at 7%. The gap between those who have

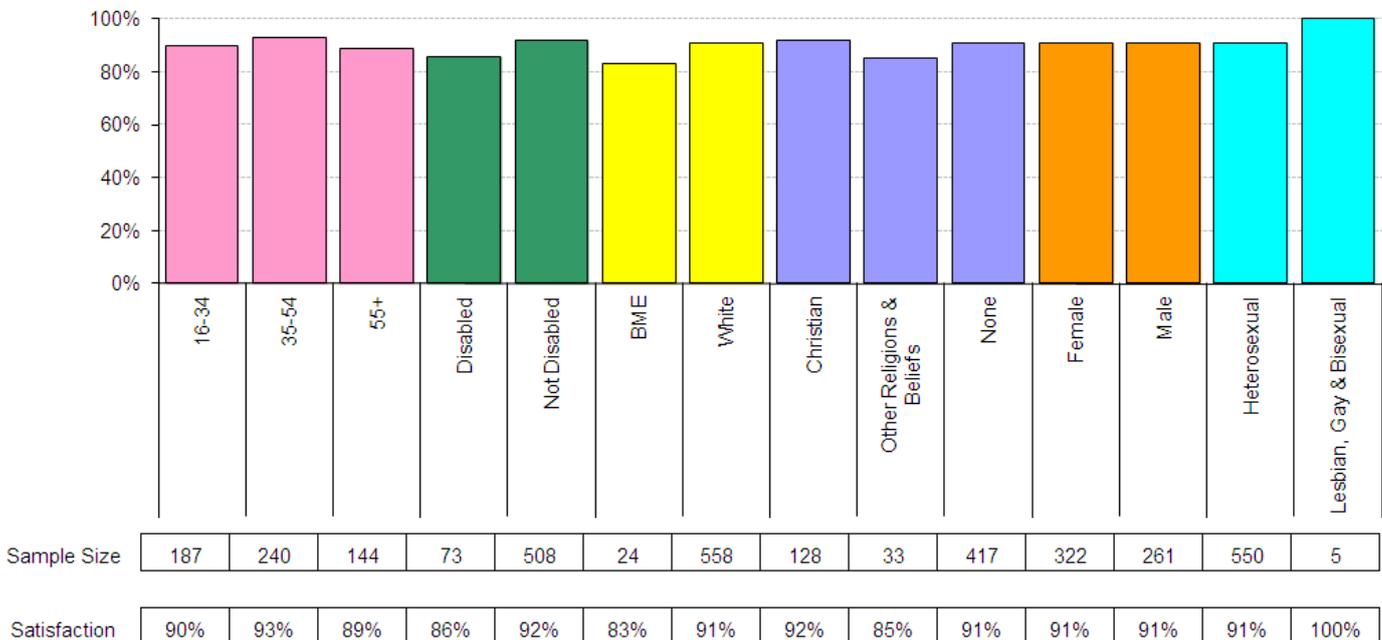
other religions or beliefs and those who have no religion or belief has increased from 5% last year to 6% this year.

The gap in the satisfaction rate between disabled and non disabled victims has fallen for the third year with a drop from 4% to 3%.

Due to the increase in gaps the reasons for dissatisfaction for victims who are BME or who have other religions or beliefs will be examined to see if the reasons are related to their race or their religion or belief. The findings will be fed into the force Strategic Equality Steering Group.

Customer Satisfaction – Anti Social Behaviour (ASB).

The following chart indicates the difference in customer satisfaction for victims of ASB across the six of the protected characteristics and against the target of 87% over a rolling 12 month period ending 31.3.15.



The satisfaction rate ranges from the lowest 83% for BME victims to the highest of 100% for LGB victims. The number of LGB people involved is only 5 which is statistically too small to be meaningful.

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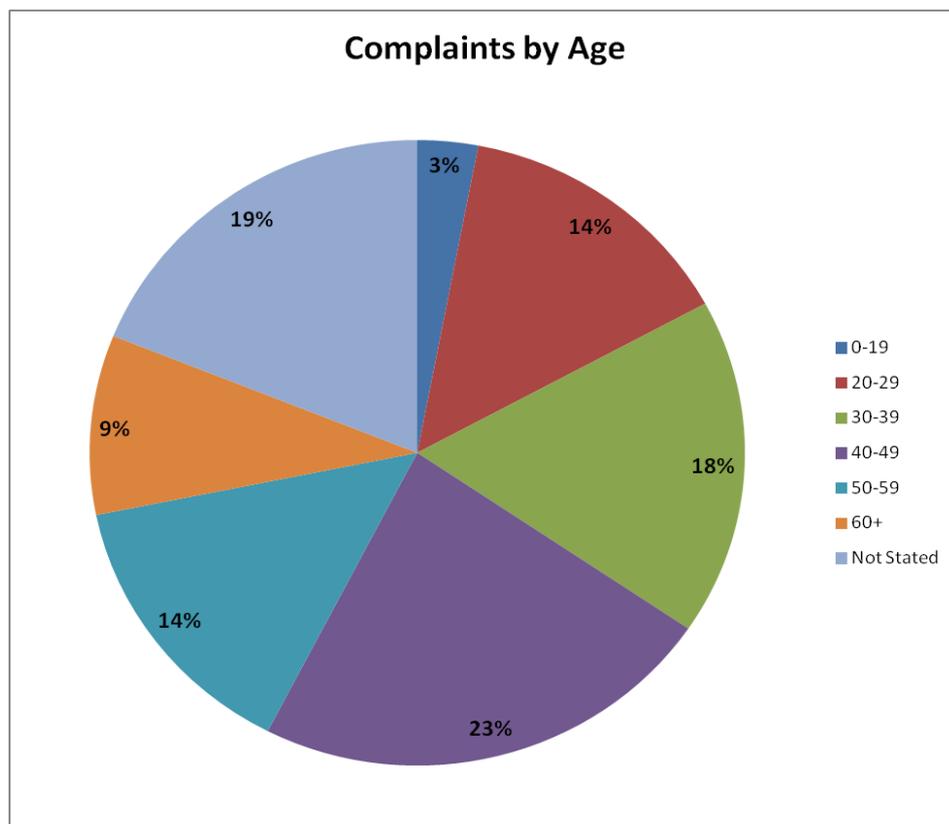
The satisfaction rate is lower for disabled victims than non disabled victims and has increased from 3% last year to 6% this year.

The satisfaction rate is lower for victims who have other religions or beliefs than victims who are Christian or who have no religion or belief. The gap between victims who have other religions or beliefs and those who are Christian is 7% which is a fall of 1% from last year. The gap between victims who have other religions or beliefs and those who have no religion or belief is 6% which is a fall of 6% from last year.

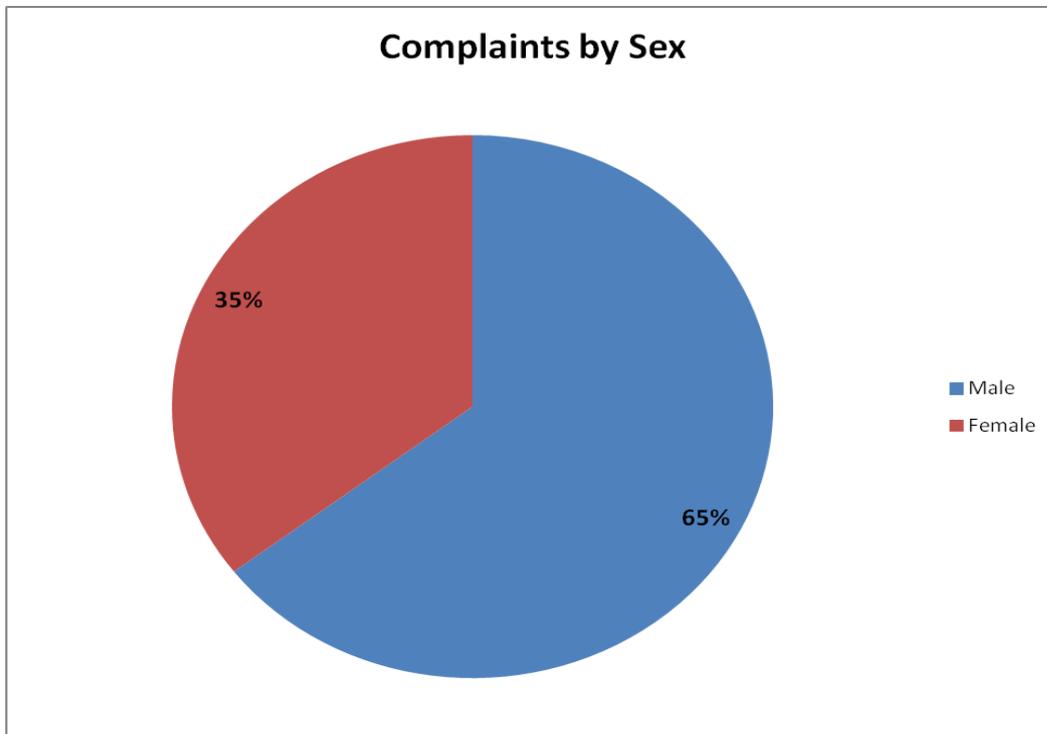
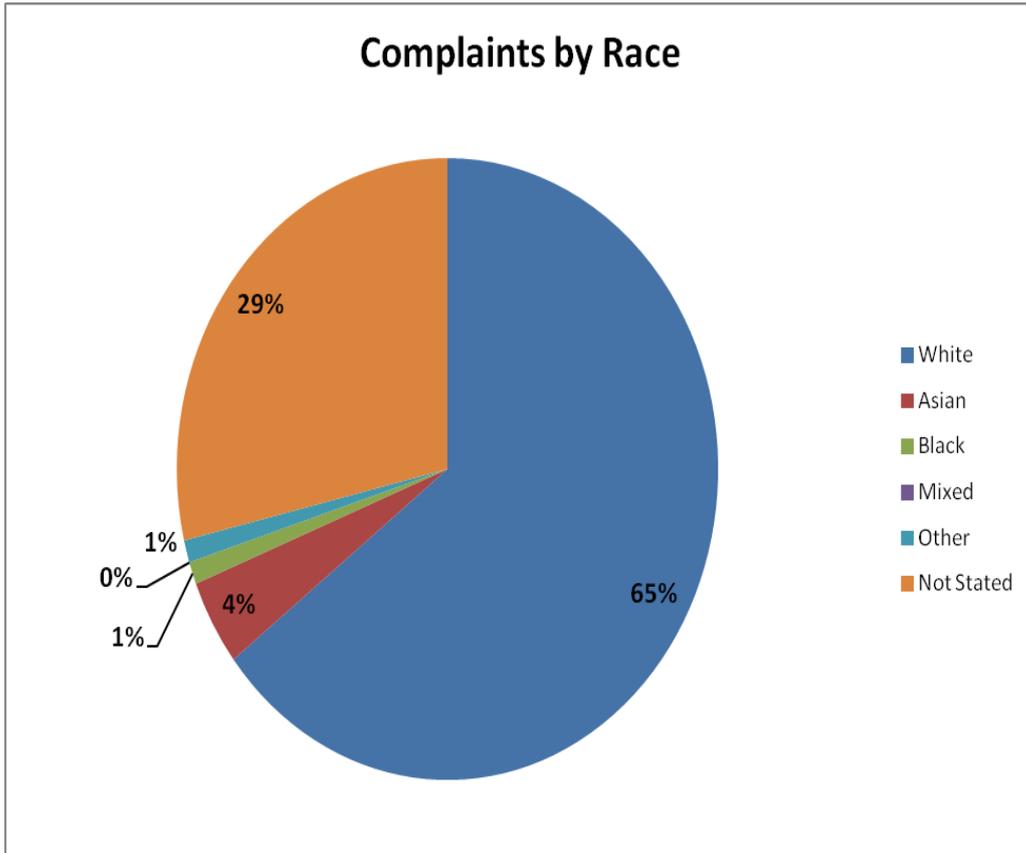
Complaints

During this period there were 525 complaints made against Staffordshire Police comprising of 1148 allegations. Out of these allegations 27 were for discriminatory behaviour which is an increase of 16 compared to last year. As a percentage of total allegations the figure is 2.3 % which is the same as last year. The allegations are for the following reasons: age 1, mental health 1, race 19, sex 1 and not specified 5.

The following charts show the age, race and sex of the people who made the allegations:



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4. Employment Monitoring

Workforce Profile

Age

Police officers have the smallest percentage of staff under the age of 25 at 1.4% which is an increase from 0.3% last year. Specials have the largest percentage of staff under the age of 25 at 47% which is a decrease from 49% last year. Overall 7.1% of staff are aged under 25 which is a fall from 7.4% last year.

Overall 8.2% of staff are aged over 55 which is an increase from 7.8% last year.

The largest percentage of police officers are aged between 41 to 55 at 56%.
The largest percentage of police staff are aged between 41 to 55 at 48%.
The largest percentage of PCSOs are aged between 26 to 40 at 50%.
The largest percentage of Specials are under the age of 25 at 47%.

Disability

The reduction in the number of staff with a disability has continued with a further decrease of 6 from 41 to 35. The percentage has reduced slightly from 1.09% to 0.90%.

Over the last five years both the number of staff with a disability and the percentage has fallen every year. In March 2010 there were 67 staff with a disability and the percentage was 1.5%. This has fallen to 35 and 0.90%.

The number of police officers with a disability has remained constant at 8 in the last 12 months. The number of police staff with a disability has reduced from 28 to 25. The number of PCSOs with a disability has reduced from 2 to 1. The number of specials with a disability has decreased from 3 to 1.

Race

The number of BME staff has continued to fall with a further decrease of 11 to 70 and the percentage has fallen for the first time from 2.1% to 1.9%.

The number of BME officers has fallen by five to 32 in the last 12 months and the percentage has decreased from 2.1% to 1.8%.

The number of BME police staff has decreased from 24 to 22 and the percentage has dropped from 1.8% to 1.6%.

The number of BME Police Community Support Officers (PCSOs) has fallen from seven to four and the percentage has fallen 3.2% to 1.9%.

The number of BME specials has fallen by one to 12 but the percentage has increased from 3.3% to 3.8%.

The BME population for Staffordshire is 5.9%. This means 5.9% of the people who live in Staffordshire are BME. The force would like its workforce to reflect the community it serves, currently it is under represented for BME staff.

The force is developing a delivery plan to address the under representation of BME staff. The plan will be fed into the force Strategic Equality Steering Group.

Religion or Belief

The percentage who declared their religion or belief has fallen from 44% last year to 41%. A further 4% of people selected the prefer not to say option. Out of those who declared their religion or belief 90% were Christian, 2% had other religions or beliefs and 8% had no religion or belief.

Sex

The number of female officers has fallen during this period from 497 to 487. However the percentage of female officers has remained stable at 27.7%. This is comparable to the national figure of 27.9%

The number of female constables has fallen from 417 to 403 the percentage has remained at 30%. This is comparable to the national figure of 30.1%.

The number of female sergeants has increased from 61 to 67 The percentage has increased from 21% to 22%.

The number and percentage of female Inspectors has remained the same as last year at 11 and 16%.

The number of female officers in the more senior positions of Ch Inspector, Superintendent, Chief Superintendent, Assistant Chief Constable, Deputy Chief Constable and Chief Constable has fallen from 8 to 6. The percentage of females in the more senior positions has fallen 14.8% to 12%. This is lower than the national figure of 19.5%

Deputy Chief Constable Jane Sawyers was temporary promoted to Chief Constable during this time to become the first female Chief Constable of Staffordshire Police.

The percentage of male police staff has fallen from 36% to 34% however this increases to 55% in the more senior grades of Grade G and above.

The number of female PCSOs has increased decreased from 115 to 110 and the percentage has fallen from 52% to 51%. This is higher than the national figure of 44.6%.

The number of female specials has fallen from 130 to 87 and the percentage has dropped from 33% to 27%. This is lower than the national figure of 30.8%.

The female population for Staffordshire is 50.4%. The force would like its workforce to reflect the community it serves currently it is under represented for females for police officers, and specials.

The force is developing a delivery plan to address the under representation of female police officers and specials. The plan will be fed into the force Strategic Equality Steering Group.

The number of part time officers has fallen during the last year by 7 to 129. The percentage has fallen slightly from 7.6% to 7.3% of all police officers.

Female part time officers are made up as follows:

124 officers (25% of female officers). The numbers of officers has fallen by 6. The percentage has fallen slightly from 26% last year.

115 constables (28% of female constables). The number of officers has fallen by 2 but the percentage has remained the same.

9 sergeants (13% of female sergeants). The number has fallen by 3 and the percentage has fallen by 7%.

There are no female Inspectors. Last year there was one part time inspector.

The number of male part time officers has fallen from 6 to 5. The percentage of male part time officers has remained fallen from 0.5% to 0.4% of male officers.

Sexual Orientation

The percentage of staff who declared their sexual orientation as bisexual, gay man, gay woman/lesbian, heterosexual / straight has increased from 59% to

61%. A further 4% of people selected the prefer not to say option which is the same as last year.

Of those who declared their sexual orientation 0.6% were bisexual, 2.1% were gay man / gay woman / lesbian and 97.2% were heterosexual. The number of lesbian gay or bisexual staff is 56 (1.5%) which is an increase of two compared to last year.

It is estimated that six percent of the population are lesbian gay or bisexual . The force would like the workforce to reflect the communities it serves currently it is under represented for LGB staff.

The force is developing a delivery plan to address the under representation of LGB staff. The plan will be fed into the force Strategic Equality Steering Group.

Recruitment

During this year the force appointed 46 police officers 19 (41%) female, 27 (59%) male and none were BME. Out of these 24 (52%) were from within the police family working as a special, a PCSO or a member of police staff.

During this period the appointed 25 police officers who transferred from other forces 3 (12%) female, 22 (88%) male and none were BME.

During this period the force recruited 33 PCSOs. Out of these 17 were female (52%), 2 were BME (6%) and 1 was LGB (3%).

During this period the force recruited 42 specials. Out of these 10 were female (24%), none were BME and 3 were LGB (7%).

Retention.

During this period 93 police officers left the force 62 (67%) male and four (4.3%) BME.

There were 174 police staff who left the force and six (3.4%) were BME.

In this year 13 PCSOs left the force and none were BME.

During this period 116 specials left the force, 55 (47%) females, 2 (1.8%) BME and 2 (1.8%) LGB.

Progression.

There were no police promotions during this period.

Grievances

During this period there were 24 grievances which is an increase of 7 compared to last year. The breakdown of staff who submitted them were: 14 females, 10 males, 1 BME and 23 White.

There was one submitted for unfair treatment / discrimination / harassment due to disability.

Misconduct Investigations

Police Officers

During this period 51 police officers were the subject of a misconduct investigation. These involved 48 (94%) White officers, 3 (6%) BME officers and 8 (16%) female officers and 43 (84%) male officers

Police Staff

During this period 40 police staff were the subject of a misconduct investigation. These involved 37 (92%) White police staff, 3 (8%) BME police staff and 12 (55%) females and 18 (45%) males.

The figures for this period show disproportionality for BME staff for police officers and police staff. The percentage of BME police officers subject to misconduct investigations is 6% which is higher than the percentage of BME officers (1.8%). The percentage of BME police staff subject to misconduct

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investigations is 8% which is higher than the percentage of BME police staff (1.6%).

Due to the disproportionality a review of the of the BME misconduct investigations has been completed by the equality and diversity unit. The review did not indicate there were any reasons for concern in relation to the reason for the investigations or the outcomes.

Training

For police officers 36% of training applications were from females and 2% from BME officers. Of those officers who received training 37% were female and 2% were BME.

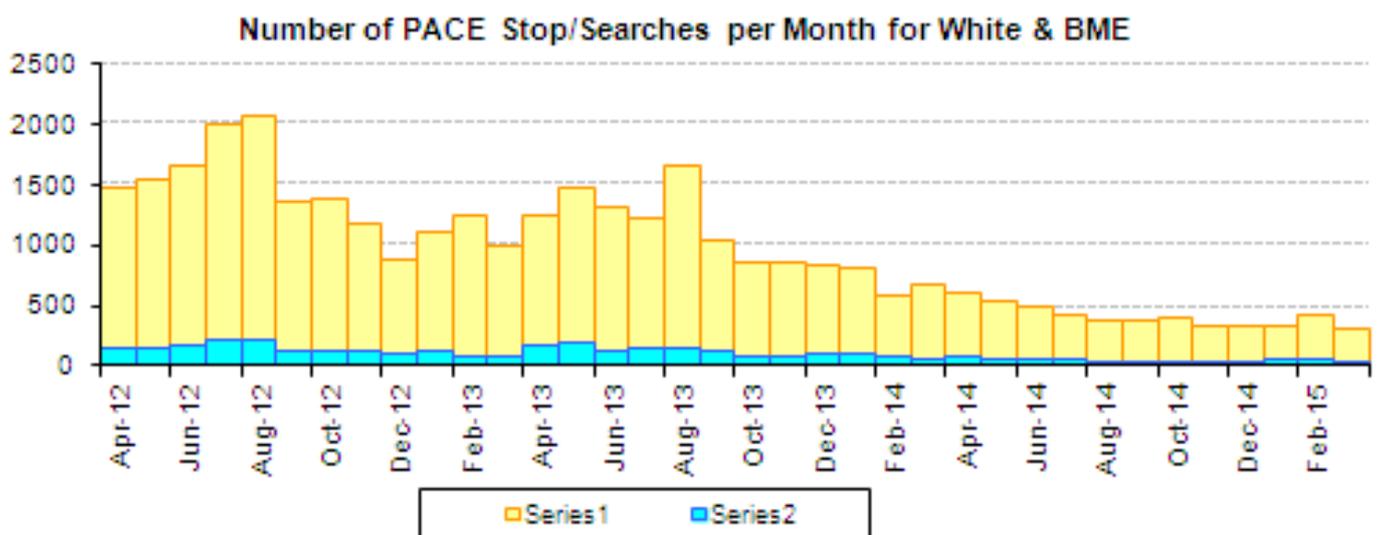
For police staff 70% of training applications were from females and 0% from BME staff. Of those police staff who received training 70% were female.

5. Disproportionality

Stop and Search

Police have the power to stop and search a person, or his or her car in certain circumstances.

The following chart shows the number of stop searches per month for the period April 2012 – March 2015.

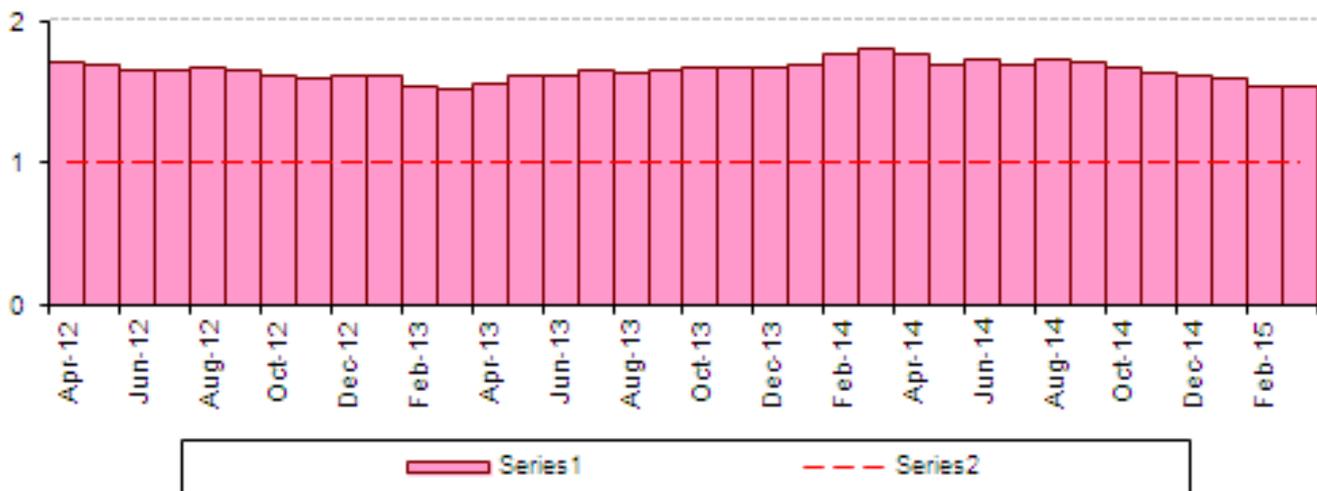


During the period April 14 to March 2015 the number of stop and searches has decreased by 61% (8588). White stop searches have decreased by 61% and BME stop searches have decreased by 67%.

The percentage of people who are arrested as a result of a stop search is White 11%, BME 10%.

Disproportionality

The following chart shows the disproportionality rate for stop searches for the period April 2012 to March 2015. The disproportionality rate is the number of times more likely a BME person is to be stopped and searched compared to a White person.



The disproportionality rate has fallen during this period from 1.8 to 1.5. This means a BME individual is 1.5 times as likely to be stop searched than a White individual. This is the lowest rate for over 7 years.

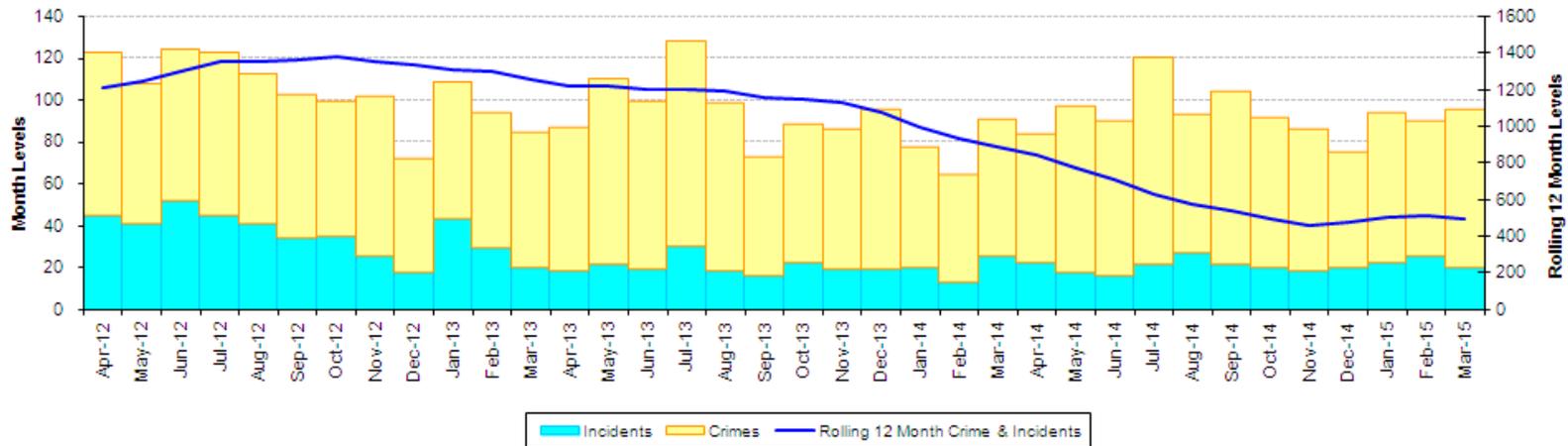
6. Hate Crime.

Hate crimes and incidents are taken to mean any crime or incident which is perceived by the victim or any other person to be wholly or partially motivated by a hostility or prejudice against an identifiable group of people.

The force monitors hate crime and incidents for the following categories: disability, race, religion or belief, sexual orientation, transgender and other.

The following chart shows the number of hate crimes and hate incidents month on month from April 2012 to March 2015.

HATE Crime and Incidents



The following table shows the number of hate crimes and incidents broken down by Local Policing Team (LPT) and type of hate from April 2014 to March 2015. There are significantly more race hate crimes than any other type of hate crime.

HATE Crime and Incidents

Apr 2014 to Mar 2015

LPT	Age	Disability	Gender	Sexual Orientation	Race	Religion & Belief	Transgender	Other	Total
Staffordshire Moorlands	0	7	0	5	26	0	1	1	40
Newcastle District	0	3	0	21	68	2	1	2	97
Cannock Chase	0	9	0	12	56	1	0	0	78
South Staffordshire	1	0	0	1	26	0	3	0	31
Stafford Borough	1	11	0	11	56	0	0	0	79
Stoke-on-Trent North	0	10	0	12	126	2	2	0	152
Stoke-on-Trent Central	0	7	0	21	178	0	0	0	206
Stoke-on-Trent South	0	6	0	16	168	1	7	0	198
East Staffordshire	1	8	0	9	102	2	0	0	122
Lichfield District	0	5	0	6	40	0	3	0	54
Tamworth	0	5	0	13	45	2	0	0	65
Force	3	71	0	127	891	10	17	3	1122

The number of hate crimes and incidents has increased by 19 (1.7%) compared to last year.

The largest increase is for sexual orientation hate crime and incidents which have increased by 32 (34%) to 127.

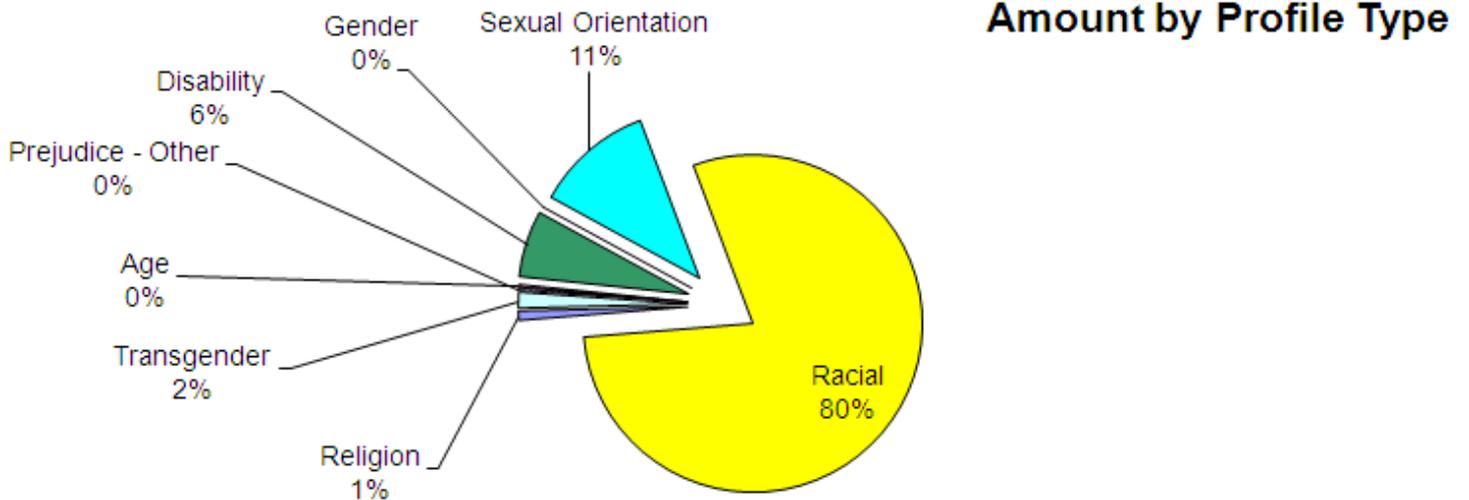
The number of disability hate crime and incidents has increased by 7 (11%) to 71.

The numbers for transgender have remained the same at 17.

The number of race hate crime and incidents has fallen compared to the previous year by 19 (2%). However race hate crime for the quarter Jan to March 2015 compared to Jan to March 2014 has increased from 189 to 223.

The number of religion and belief hate crimes and incidents has decreased by 2 (17%). The numbers for other have fallen by 2 (40%).

The following pie chart shows the breakdown of hate crime and incidents for each type of hate as a percentage of all hate crime from April 2014 to March 2015.



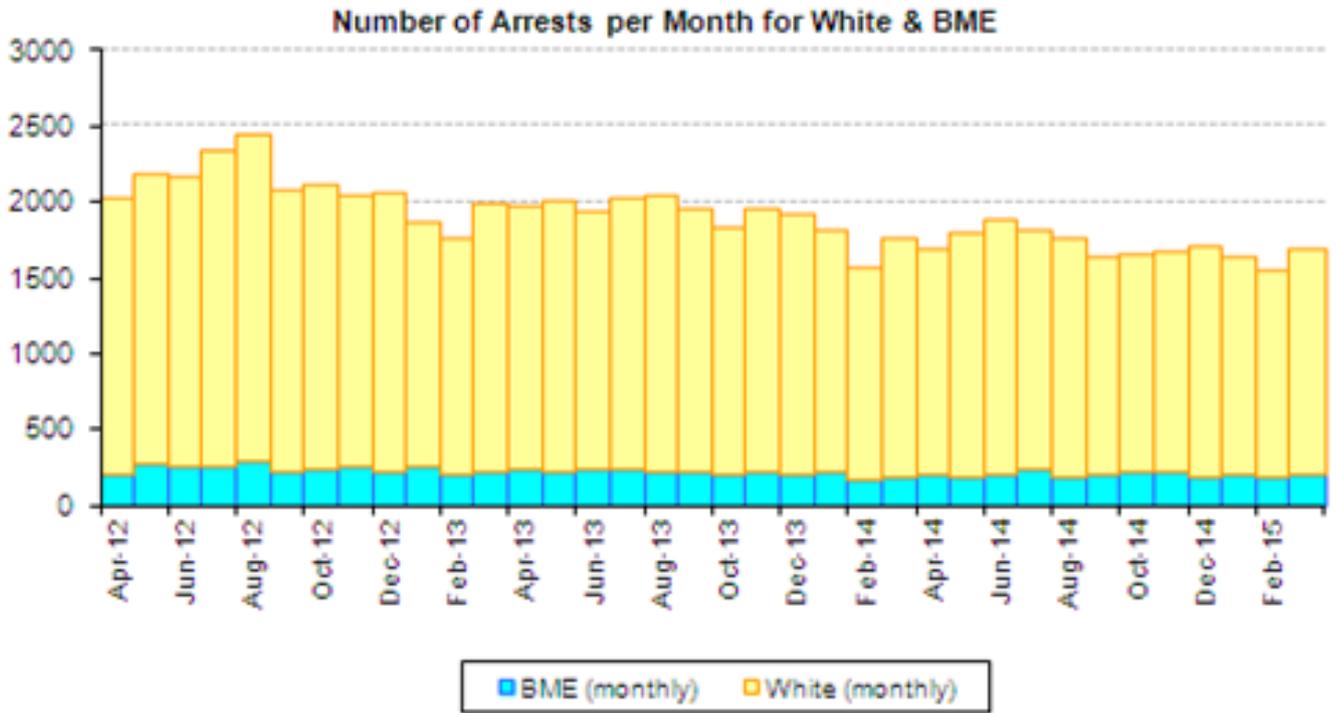
The force has a Tactical Hate Crime Focus Group which meets bi monthly to address hate crime issues.

In addition the force has worked closely with Staffordshire County Council to contribute towards the compilation of a coordinated Hate Crime Plan covering Staffordshire.

7. Criminal Justice System

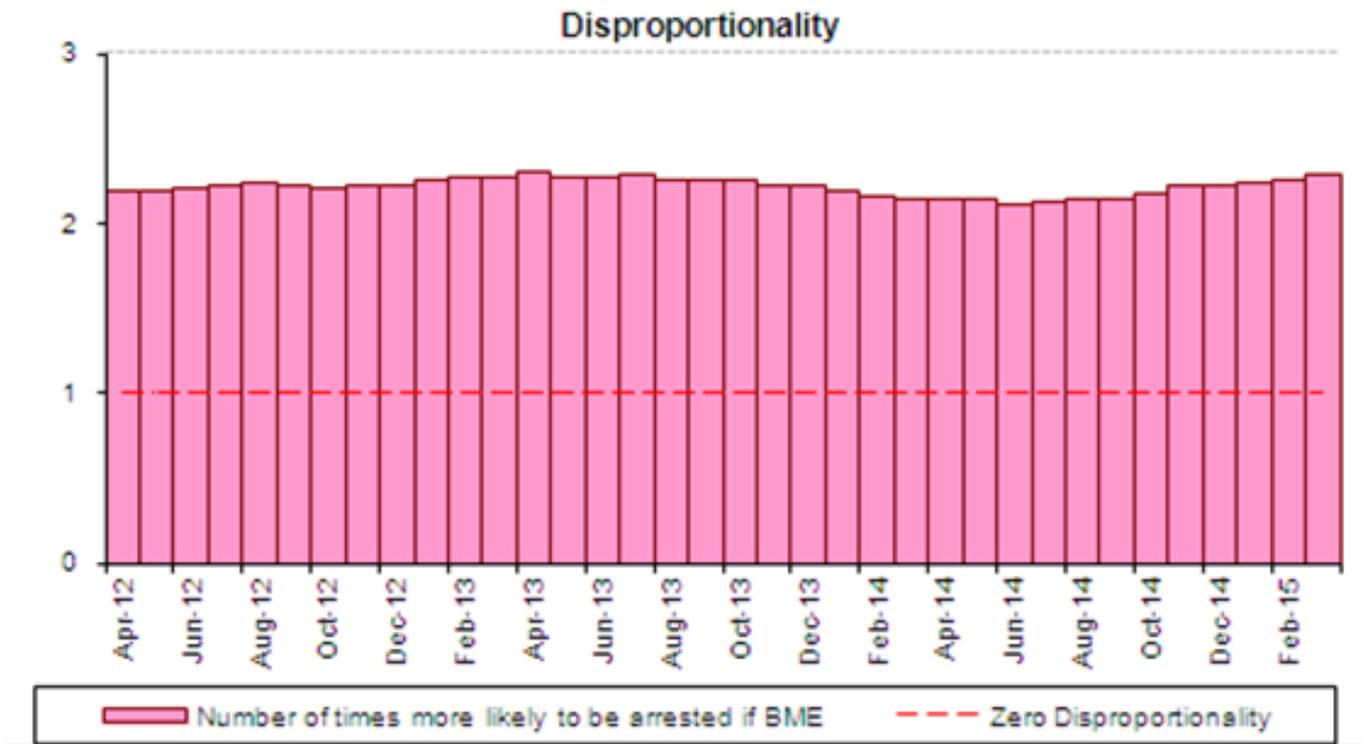
Arrests.

The following chart shows the number of arrests per month for BME and White individuals for the period April 2012 to March 2015.



During the period April 2014 to March 2015 the number of arrests has continued to fall with a decrease of 2259 from 2272 to 20473 compared to the previous year. The number of White people arrested is 18220 and the number of BME people arrested is 2253.

The following chart shows the disproportionality rate for arrests for the period April 2012 to March 2015. The disproportionality rate is the number of times more likely a BME person is to be arrested compared to a White person.



The disproportionality rate has remained at around 2.2 since April 2012. During the period April 2013 to March 2014 the disproportionality rate has increased slightly from 2.2 to 2.3. This means a BME person is 2.3 times as likely to be arrested than a White person.

8. Domestic Abuse.

The Staffordshire Police operational definition of domestic abuse is:

“Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality.

This can encompass, but is not limited to, the following types of abuse:

- Psychological
- Physical

- Sexual
- Financial
- Emotional

“Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

“Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.”

This definition, which is not a legal definition, includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.

Honour based violence is a crime or incident which has or may have been committed to protect or defend the honour of the family and/or community.

FGM is a form of abuse committed against females of any age. It involves procedures that include partial or total removal of the external female genital organs for cultural or other non therapeutic reasons usually by people with no formal medical training.

We acknowledge that domestic abuse incidents are under-reported and will constantly strive to ensure that all reported incidents are properly documented.

During this period there were 18459 victims of crime 14,604 (80%) were female and 3855 (20%) were male.

Four percent of victims of domestic abuse are BME. In Staffordshire 5.9% of the population are BME so we would expect 5.9% of victims to be BME. This figure suggests there is under reporting of domestic abuse within the BME community.

Victims of same sex domestic abuse account for 3.5% of victims of domestic abuse.

It is estimated that six percent of the population are lesbian gay or bisexual therefore we would expect same sex victims to account for 6% of domestic violence victims. This shows there is under reporting of domestic violence from the LGB community.

Forced Marriage.

A forced marriage is a marriage conducted without the full and free consent of both parties. It should not be confused with an arranged marriage, which has the consent of both parties. In forced marriages, family members or spouses may perpetrate abuse, either by forcing the victim into the marriage or by continuing the abuse after the marriage. The abuse may be committed by any family member (male or female) and may or may not include the other party to the forced marriage. The marriage can occur in this country or abroad.

Forced marriage is primarily an issue of violence against women. Most cases involve young women and girls aged between 13 - 30 years, although, there is evidence to suggest that as many as 15 percent of victims are male. The majority of known cases are aged 15-24 but 30 percent are minors, some as young as 10 years old.

The Forced Marriage (Civil Protection) Act 2007 allows the High Court or designated County Courts to protect a person from being forced into a marriage, or from any attempt to force a person into marriage, or to protect a person who has been forced into a marriage. Orders can have a power of arrest attached to them. The Forced Marriage Unit of the Foreign & Commonwealth Office handle approximately 5,000 enquiries and around 350-

400 cases each year, they also develop government policy on forced marriage, coordinate outreach projects and provide support and information to those at risk.

The figures for this period show there were six reports of forced marriage.