



Keeping our communities
safe and reassured



Staffordshire Police

Equality and Diversity Monitoring Report 2013 – 2014



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 2013 – 2014.

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

Last year the satisfaction rate for Black Minority Ethnic (BME) victims of crime was higher than the satisfaction rate for White victims by 6%. This year the BME satisfaction rate is the lowest at 85% and is lower than the White satisfaction rate by 5%.

The gap in satisfaction rates for victims of crime between victims who are Christian and victims who have other religions or beliefs has increased from 1% last year to 7% this year.

The gap in the satisfaction rate for victims of Anti Social Behaviour (ASB) between disabled and non disabled victims has fallen from 8% last year to 3% this year.

The gap in the satisfaction rate for victims of ASB between victims who are Christian and victims who have other religions or beliefs is 8% which is an increase from no gap last year.

The number of BME staff has continued to fall with a further decrease of six to 80 although the percentage has remained stable at 2.1%.

The BME population for Staffordshire is 5.9%. The force would like its workforce to reflect the community it serves. Currently it is under represented for BME staff.

Over the last five years both the number of staff with a disability and the percentage has fallen every year. In March 2009 there were 75 staff with disabilities and the percentage was 1.7%. This has fallen to 41 and 1.09%.

The number of female officers has fallen during this period from 523 to 497. However the percentage of female officers has remained stable at 27.9%.

The force appointed its first female Deputy Chief Constable since female officers joined the Staffordshire Police in 1944.

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

It is estimated that 6% of the population are gay or lesbian. The force is currently under represented for Lesbian Gay Bisexual (LGB) staff.

The number of hate crimes and hate incidents has decreased by 152 (12%) compared to last year.

The largest decreases in hate crime are for disability 52 (45%) and other 3 (38%). There were also decreases for race 56 (6%) and sexual orientation 50 (34%).

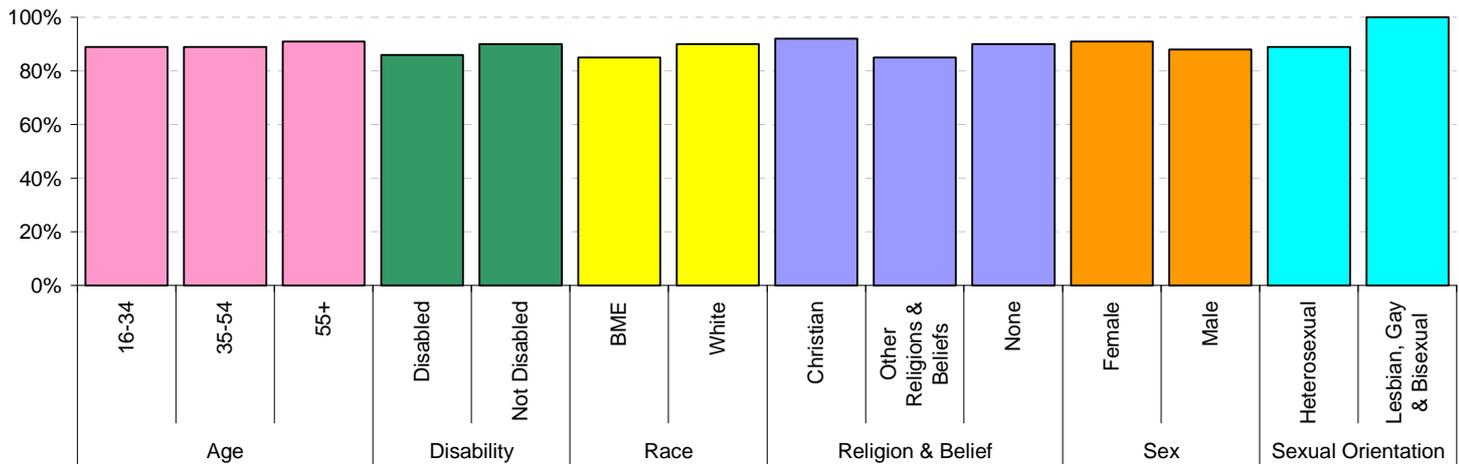
Same sex victims account for 1.45% of victims of domestic violence. We would expect same sex victims to account for 6% of domestic violence victims to reflect the population. This shows there is under reporting of domestic violence from the LGB community.

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 31.3.14.

Not Protectively Marked



Sample Size	668	675	303	182	1473	183	1477	503	176	971	669	997	1564	8
Satisfaction	89%	89%	91%	86%	90%	85%	90%	92%	85%	90%	91%	88%	89%	100%

The satisfaction rate ranges from the lowest 85% for BME victims and victims who have other religions or beliefs to the highest of 100% for LGB victims.

The number of LGB people involved is only 8 which is statistically too small to be meaningful.

Last year the BME satisfaction rate was higher than the White satisfaction rate by 6%. This year the BME satisfaction rate is the lowest at 85% and is lower than the White satisfaction rate by 5%.

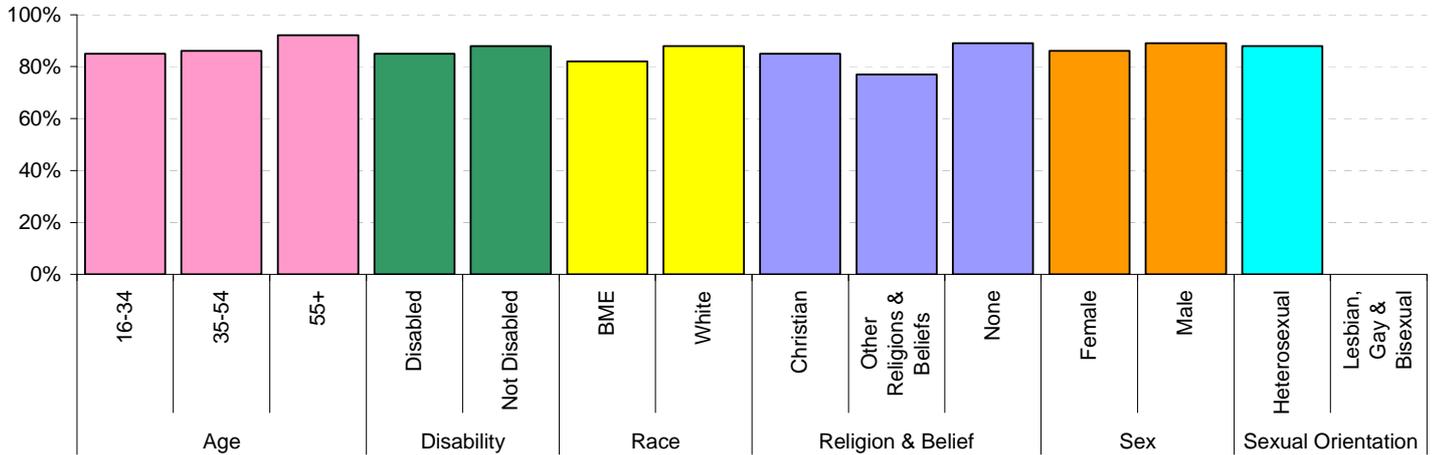
The gap in satisfaction rates between victims who are Christian and victims who have other religions or beliefs has increased from 1% last year to 7% this year.

The gap in the satisfaction rate between disabled and non disabled victims has fallen for the second year with a drop from 5% to 4%.

Due to the increase in gaps in the satisfaction rates between BME and White victims and victims who are Christian and victims who have other religions or beliefs the reasons for dissatisfaction will be examined for BME victims and victims who have other religions and beliefs to see if the reasons are related to their race or their religion or belief.

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 31.3.14.



Sample Size	150	237	186	73	508	33	549	140	35	405	302	283	554	0
Satisfaction	85%	86%	92%	85%	88%	82%	88%	85%	77%	89%	86%	89%	88%	0%

The satisfaction rate ranges from the lowest 77% for victims with other religions & beliefs to the highest of 92% for victims age 55 and over.

The gap in the satisfaction rate between disabled and non disabled victims has fallen from 8% last year to 3% this year.

The gap in satisfaction rates between victims who are Christian and victims who have other religions or beliefs is 8% which is an increase from no gap last year. The reasons for dissatisfaction for victims who have other religions or beliefs will be examined to see if the reasons relate to the person’s religion or belief.

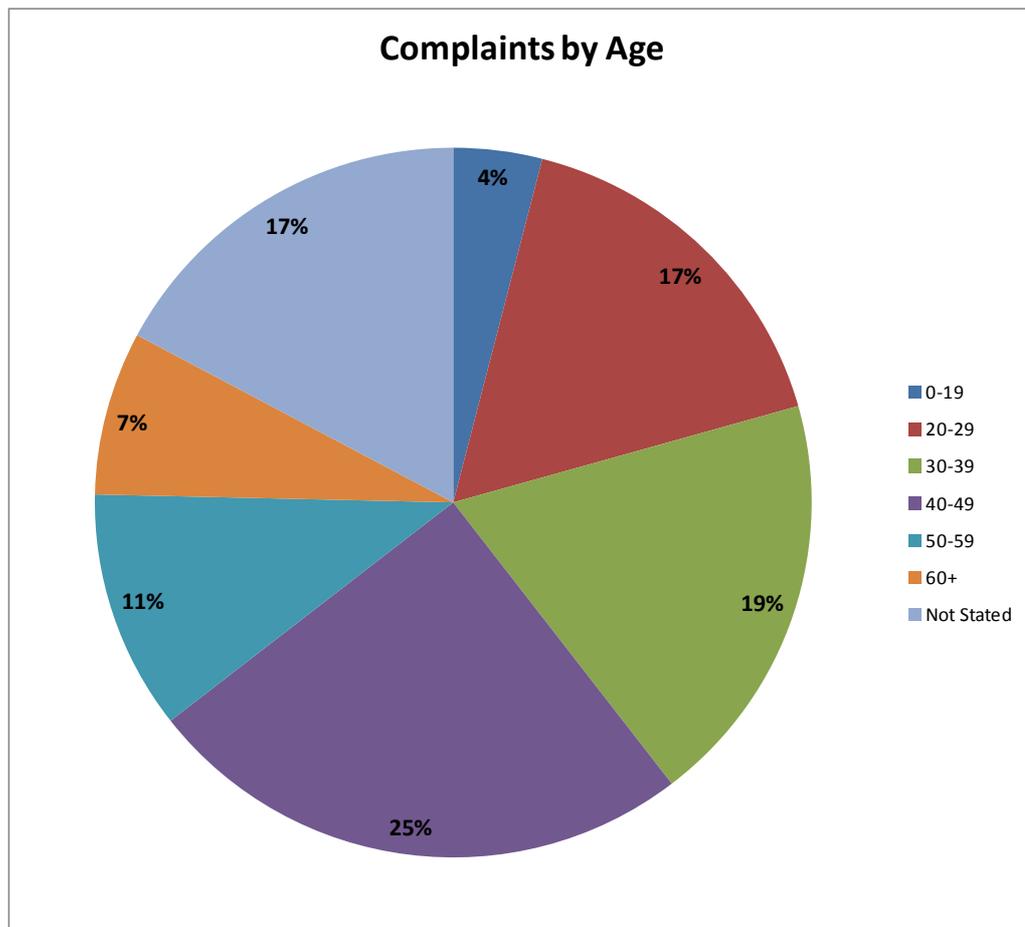
Complaints

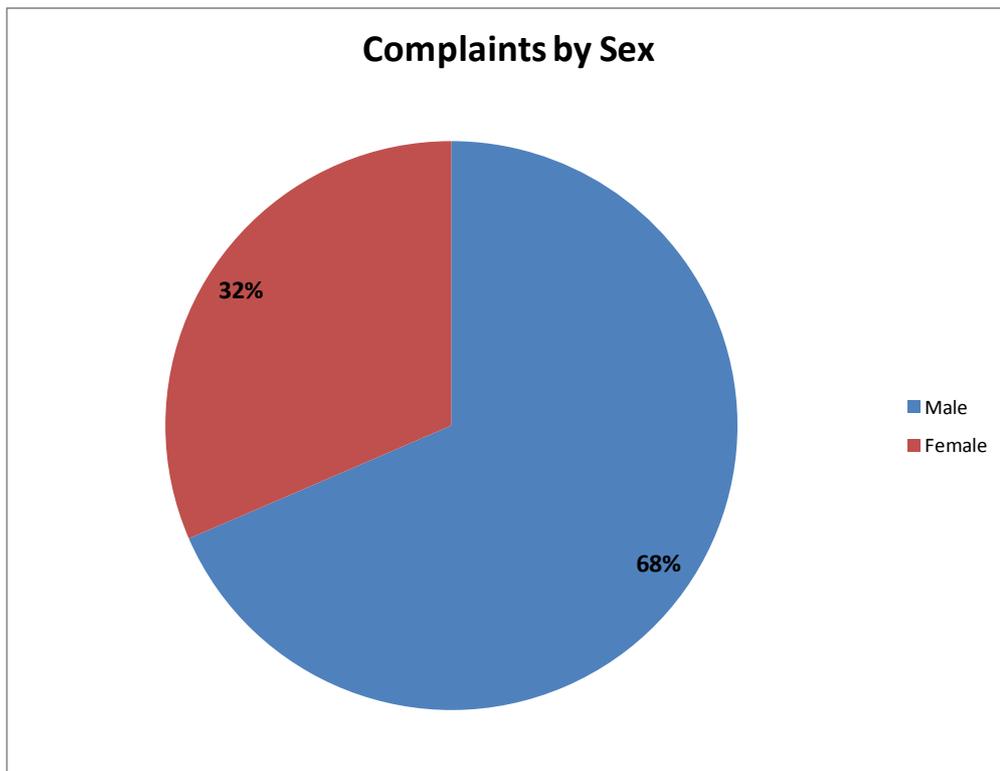
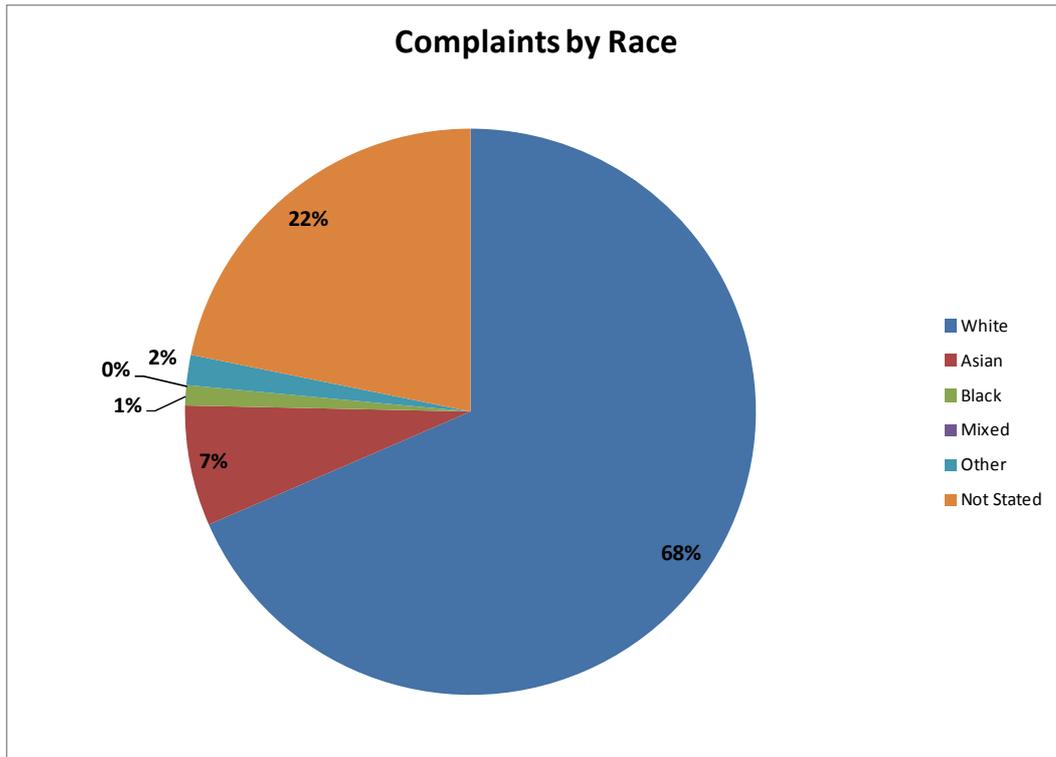
During this period there were 431 (allegations of) complaints made against Staffordshire Police. This is a drop of 212 compared to last year. Out of these complaints 10 were for discriminatory behaviour which is a fall of eight compared to last year. As a percentage of total complaints the figure is 2.3 %

Not Protectively Marked

which is lower than last year's figure of 2.8%. The allegations are for the following reasons: Race (8) and Disability (2).

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





4. Employment Monitoring

Workforce Profile

Age

Police officers have the smallest percentage of staff under the age of 25 at 0.4% which is an increase from 0.3% last year. Specials have the largest percentage of staff under the age of 25 at 49.2% which is an increase from 48.6% last year. Overall 7.4% of staff are aged under 25 this is a decrease from 7.6% last year.

Overall 7.8% of staff are aged over 55 which is an increase from 7.4% last year.

The largest percentage of police officers are aged between 41 to 55 at 56.4%.
The largest percentage of police staff are aged between 41 to 55 at 49.4%.
The largest percentage of PCSOs are aged between 26 to 40 at 53.6%.
The largest percentage of Specials are under the age of 25 at 49.2%.

Disability

The reduction in the number of staff with a disability has continued with a further decrease of 5 from 46 to 41. The percentage has reduced slightly from 1.19% to 1.09%.

Over the last five years both the number of staff with a disability and the percentage has fallen every year. In March 2009 there were 75 staff with disabilities and the percentage was 1.7%. This has fallen to 41 and 1.09%.

The number of police officers with a disability has fallen in the last 12 months by 6 from 14 to 8. Five of the officers left on medical retirement and one officer left on voluntary resignation. The number of police staff with a disability has reduced by 1 from 29 to 28. The number of PCSOs with a disability has stayed the same at 2. The number of specials with a disability has increased from 1 to 3.

Race

The number of BME staff has continued to fall with a further decrease of five to 81 although the percentage has remained stable at 2.1%.

The number of BME officers has fallen by four to 37 in the last 12 months but the percentage has remained the same at 2.1%.

The number and percentage of BME police staff has remained the same in this period at 24 and 1.8%.

The number of BME Police Community Support Officers (PCSOs) has stayed the same as last year at 7 and the percentage has fallen from 3.6% to 3.2%.

The number of BME specials has stayed the same as last year at 13 but the percentage has increased from 2.8% to 3.3%.

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.

Religion or Belief

The figures for staff who declared their Religion or Belief are the same as last year. The percentage who declared their religion or belief was 42%. A further 5% of people selected the prefer not to say option. Out of those who declared their religion or belief 92% were Christian, 2% had other religions or beliefs and 6% had no religion or belief.

Sex

The number of female officers has fallen during this period from 523 to 497. However the percentage of female officers has remained stable at 27.9%. This is slightly higher than the national figure of 27.3%.

The number of female constables has fallen from 441 to 417 however the percentage has remained at 30.3%. This is higher than the national figure of 29.7%.

The number of female sergeants has stayed the same at 61. The percentage has slightly increased from 20.5% to 21.1%.

The number and percentage of female Inspectors has fallen during this period from 16 to 11 and 20.7% to 16.4%.

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 increased from 5 to 8. The percentage of females in the more senior positions has increased from 10.2% to 14.8%. This is lower than the national figure of 18%.

Assistant Chief Constable Jane Sawyers was promoted to Deputy Chief Constable in this period to become the force's first female Deputy Chief Constable since female officers joined the force in 1944.

The percentage of male police staff remains the same at 36% however this increases to 56% in the more senior grades of Grade G and above.

The number of female PCSOs has increased from 114 to 115 although the percentage has remained constant at 52%.

The number of female specials has fallen from 151 to 130 however the percentage has stayed the same at 33%.

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 number of part time officers has fallen during the last year by 13 to 136. The percentage has fallen slightly from 7.8% to 7.6% of all police officers.

Female part time officers are made up as follows:

130 officers (26% of female officers). The numbers of officers has fallen by 11. The percentage has fallen slightly from 27% last year.

117 constables (28% of female constables). The number of officers has fallen by 1. The percentage has fallen slightly from 29%.

12 sergeants (20% of female sergeants). The number and percentage has remained the same as last year.

1 inspector (9% of female inspectors). The number has remained the same with an increase in percentage from 6%.

The number of male part time officers has fallen from 8 to 6. However the percentage of male part time officers has remained the same at 0.5% 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 the figures are the same as last year 0.4% were bisexual, 2.1% were gay man / gay woman / lesbian and 97.5% were heterosexual. The number of bisexual, gay or lesbian staff in this period is 54 which is a decrease of three 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.

Recruitment

During this year there was one recruitment process for police officers. 650 people applied 224 females (35%) and 22 BME (3.4%). Out of these 14 were successful 5 were female (36%) and none were BME.

There is no monitoring data for PSCO or police staff recruitment during this period.

During this period the force recruited 93 specials 36 (39%) females, 3 (3%) BME and 3 (3.2%) LGB.

Retention

During this period 121 police officers left the force 86 (71%) male and 4 (3.3%) BME.

There were 123 police staff who left the force and two (1.6%) were BME.

In this year 43 PCSOs left the force 1 (2.3%) was BME.

During this period 151 specials left the force, 53 (35%) females and 2 (2.2%) BME.

Progression

During this period there were four promotion processes:

Chief Inspector to Superintendent.

There were no female or BME applicants in this process.

Inspector to Chief Inspector.

19% of applicants were female and 5% were BME with 33% of successful applicants female and 11% of successful applicants BME.

Sergeant to Inspector.

7% of applicants were female and 4% of applicants were BME in this process. However there were no successful female or BME applicants.

Police Constable to Sergeant.

27% of applicants were female and 2% of applicants were BME in this process. 33% of successful applicants were female but there were no successful BME applicants.

Grievances

During this period there were 17 grievances which is an increase of 11 compared to last year. Two of the grievances involved more than one person but out of the remaining 10 these involved five males, 10 females, 14 White staff and one BME.

Out of these one was submitted on the grounds of disability and one on the grounds of maternity.

Discipline Cases

Police Officers

During this period 70 police officers were investigated under the discipline procedure. These involved 67 (96%) White officers, 3 (4%) BME officers and 7 (10%) female officers and 63 (70%) male officers

The discipline figures for this period show disproportion for police officers as the percentage of BME staff subject to discipline investigations (4%) is higher than the percentage of BME officers (1.8%).

The figures for the previous three years are also disproportionate for BME officers. In 2012/13 3.5% of discipline cases were BME officers compared to 2.1% of BME officers in force. In 2011/12 4% of discipline cases were BME officers compared to 2.1% of BME officers in force. In 2010/11 15% of discipline cases were BME officers compared to 2.1% of BME officers in force. However the numbers involved are very small which can cause the figures to fluctuate.

Police Staff

During this period 19 police staff have been investigated under the discipline procedure. These involved 18 (95%) White police staff, 1 (5%) BME police staff and 7 (37%) females and 12 (63%) males.

Training

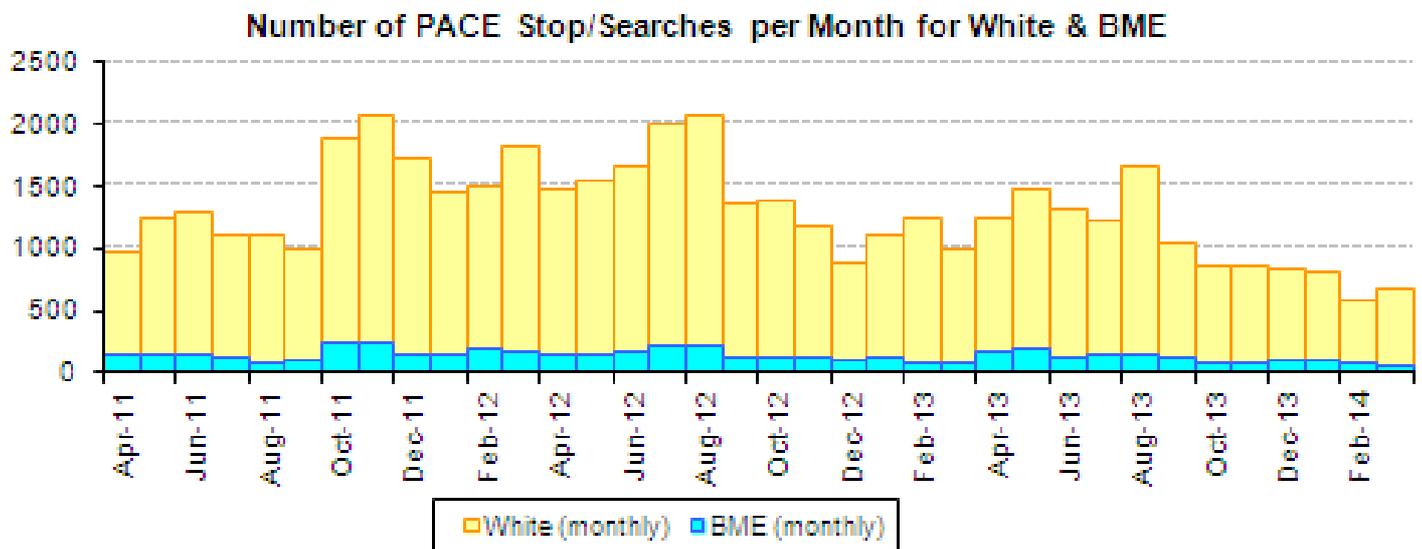
For police officers 25% of training applications were from females and 0% from ethnic minority officers. Of those officers who received training 28% were female.

For police staff 62% of training applications were from females and 0% from BME staff. Of those police staff who received training 67% 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 2011 – March 2014.

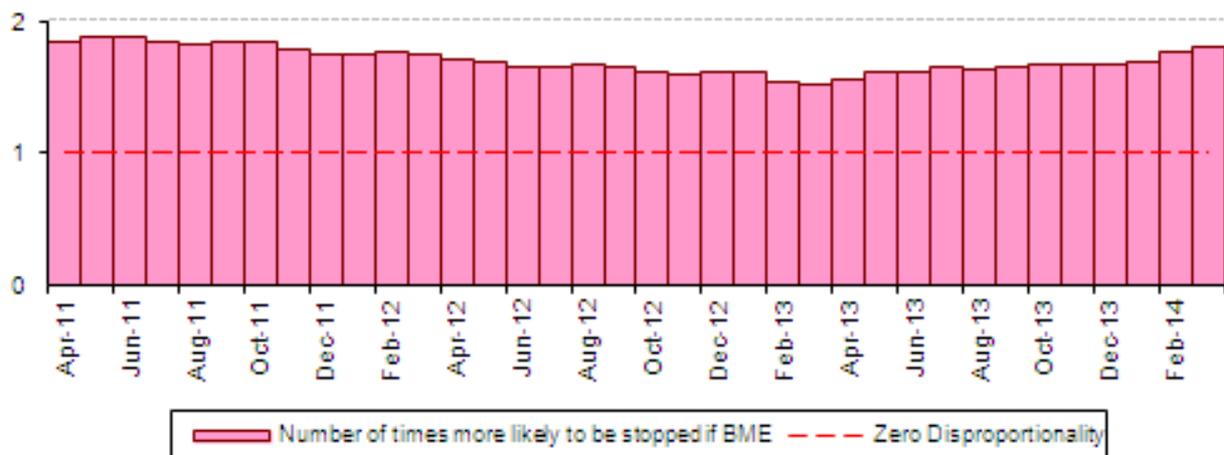


During the period April 13 to March 2014 the number of stop and searches has decreased by 24% (4490). White stop searches have decreased by 25% and BME stop searches have decreased by 12%.

The percentage of people who are arrested as a result of a stop search is White 10%, BME 12.4%.

The chart below shows the disproportionality rate for stop searches for the period April 2011 to March 2014. The disproportionality rate is the number of times more likely a BME person is to be stopped and searched compared to a White person.

Disproportionality



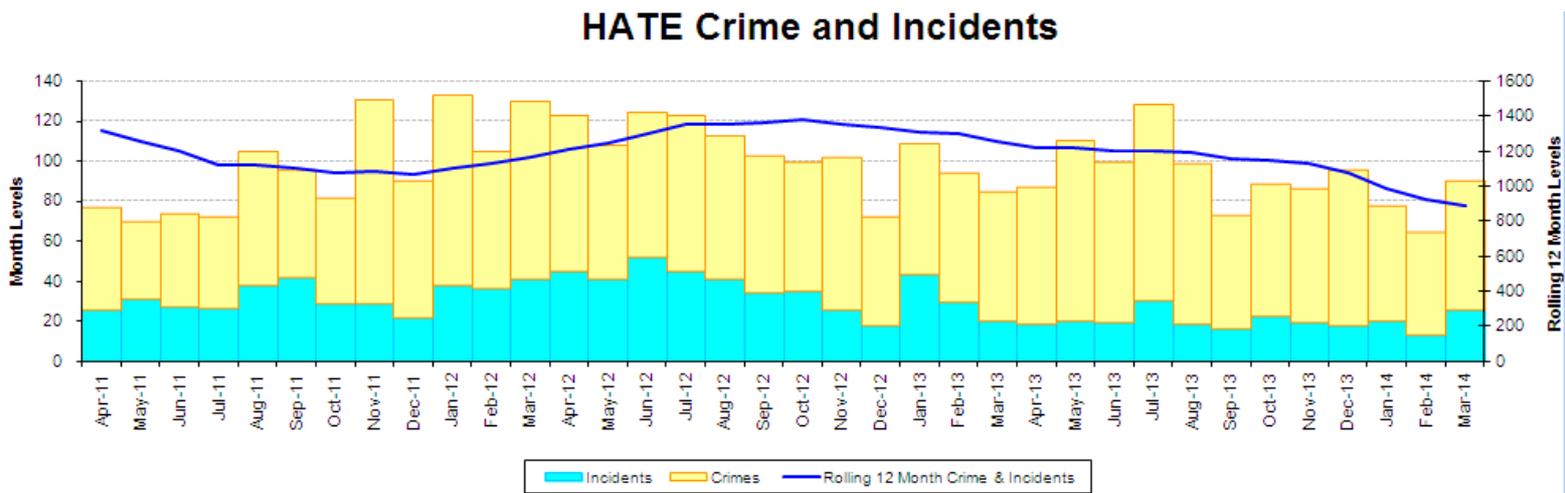
The disproportionality rate has remained constant at around 2 since April 2011. During this period April 2013 to March 2014 the figure is 1.8. This means a BME individual is 1.8 times as likely to be stop searched than a White individual.

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 2011 to March 2014.



The following table shows the number of hate crimes and incidents broken down by Local Policing Team (LPT) and type of hate from April 2013 to March 2014. There are significantly more race hate crimes than any other type of hate crime.

HATE Crime and Incidents

Apr 2013 to Mar 2014

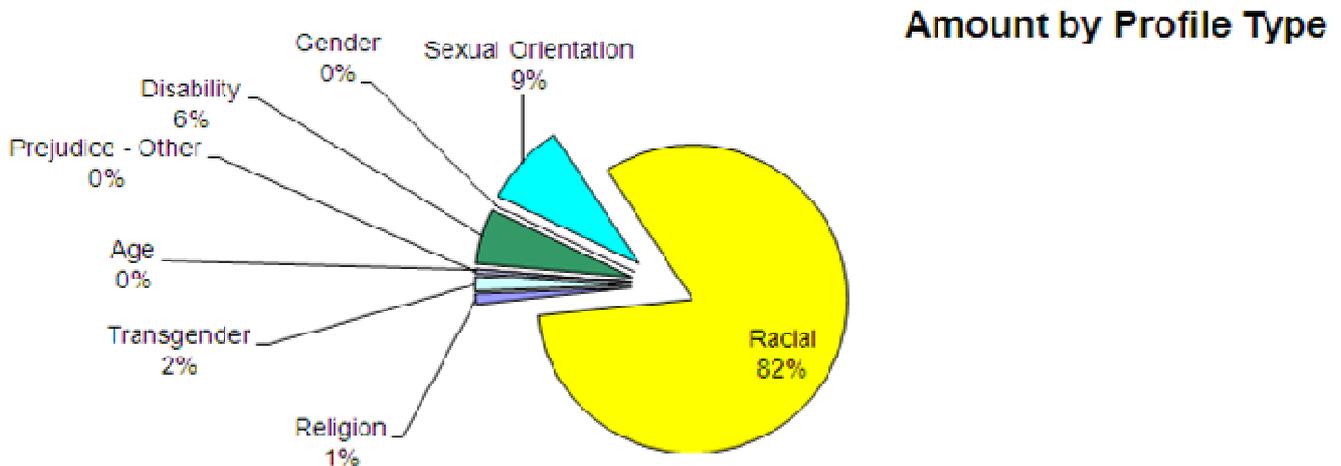
LPT	Age	Disability	Gender	Sexual Orientation	Race	Religion & Belief	Transgender	Other	Total
Staffordshire Moorlands	0	3	0	6	56	0	4	0	69
Newcastle District	0	3	0	16	79	1	1	0	100
Cannock Chase	0	2	0	11	45	0	0	0	58
South Staffordshire	0	4	0	1	40	2	1	0	48
Stafford Borough	0	6	0	5	56	0	1	0	68
Stoke-on-Trent North	0	13	0	12	129	0	4	3	161
Stoke-on-Trent Central	0	6	0	20	199	6	2	0	233
Stoke-on-Trent South	0	7	0	8	124	1	2	1	143
East Staffordshire	0	12	0	8	100	1	0	1	122
Lichfield District	0	2	0	1	29	0	2	0	34
Tamworth	0	6	0	7	52	1	0	0	66
Force	0	64	0	95	909	12	17	5	1102

The number of hate crimes and hate incidents has decreased by 152 (12%) compared to last year.

The largest decreases are for disability 52 (45%) and other 3 (38%). There were also decreases for race 56 (6%) and sexual orientation 50 (34%). This is disappointing when nationally there has been a focus to increase the reporting of disability hate crime following the report "Hidden in Plain Sight" published by the Equality and Human Rights Commission in 2011 after their inquiry into disability related harassment.

There were increases for transgender 4 (30%) and religion and belief 7 (140%).

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 2013 to March 2014.



The force has a Tactical Hate Crime Focus Group which meets bi monthly to address hate crime issues. As a result of the decrease in hate crime reporting the group has identified the following actions:

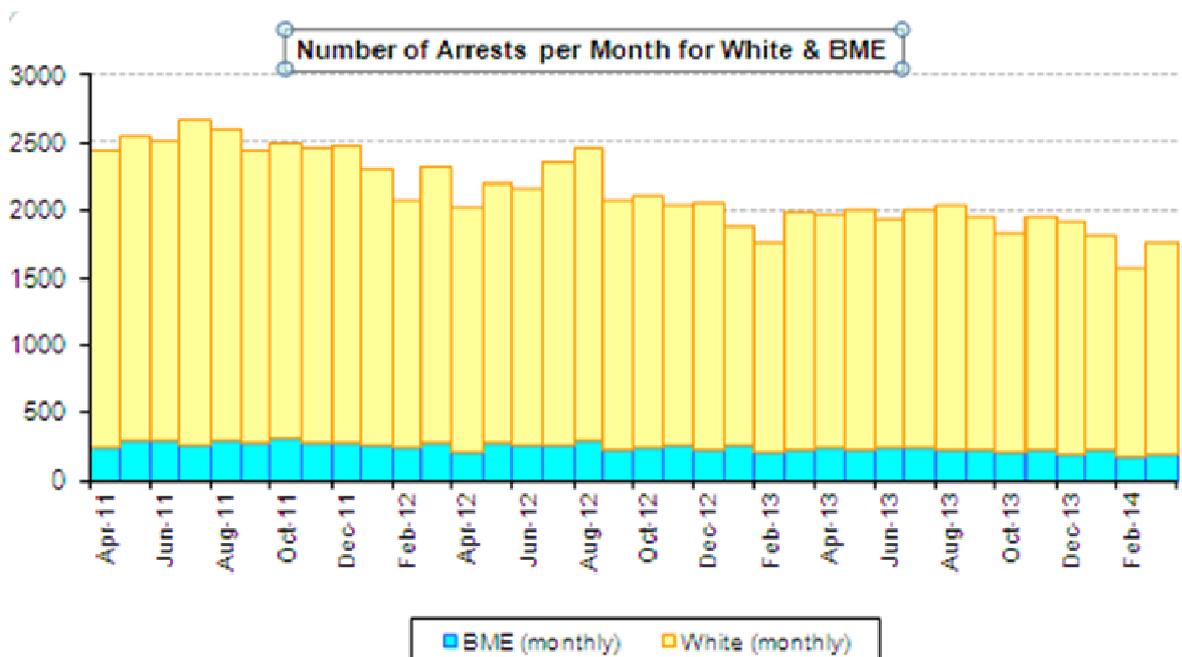
- Engagement with disability groups to promote increased reporting of hate crime.
- The delivery of hate crime awareness to internal staff who answer the 999 and 101 calls.
- Development of hate crime educational packages to be delivered within schools.
- Development of hate crime repeat victim report.

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

7. Criminal Justice System

Arrests

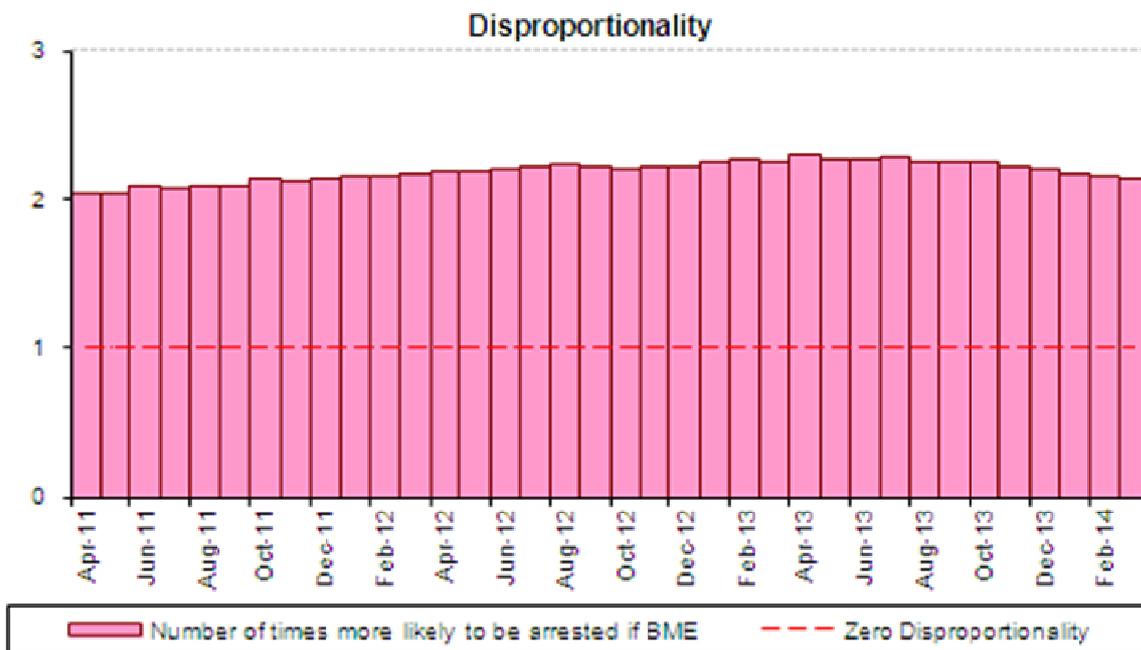
The following chart shows the number of arrests per month for BME and White individuals for the period April 2011 to March 2014.



During the period April 2013 to March 2014 the number of arrests has continued to fall with a decrease of 2356 from 25069 to 22713 compared to

the previous year. The number of White people arrested is 20358 and the number of BME people arrested is 2355.

The following chart shows the disproportionality rate for arrests for the period April 2011 to March 2014. The disproportionality rate is the number of times more likely a BME person is to be arrested compared to a White person.



During the period April 2013 to March 2014 the disproportionality rate has decreased slightly from 2.3 to 2.2. This means a BME person is 2.2 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.

A forced marriage is a marriage conducted without the full and free consent of both parties.

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 5117 female victims of domestic abuse an increase of 1477 compared to last year. There were 1060 male victims of domestic abuse an increase of 338 compared to last year. However the female victims still account for 83% of victims of domestic abuse which is the same as last two years.

In this year there was an increase in the number of victims of same sex domestic abuse from 5 to 29 for female victims and from 0 to 61 for male victims.

Same sex victims account for 1.45% of victims of domestic violence which is an increase from last year's figure of 0.1%. 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.

In this year the number of incidents of forced marriage was 15 this is a fall from 19 compared to last year.