For Information	
Public	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	22nd January 2014
Report of:	DCC Sue Fish
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Agenda Item:	9

Equality, Diversity and Human Rights Performance and Monitoring

1. Purpose of the Report

1.1 To inform the Strategic Performance & Resources Board of the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

2. Recommendations

2.1 That the Police and Crime Commissioner note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

3. Reasons for Recommendations

3.1 To ensure that the Police and Crime Commissioner is kept updated on these issues

4. Summary of Key Points

4.1 **Equality Objectives**

As part of the Police and Crime Commissioner and Chief Constables' commitment to equality and diversity, four key equality objectives have been identified and adopted (See **Appendix 1**). The work towards each of these objectives is led by a designated member of the Chief Officer team.

The current leads for these objectives are

Proportionality	ACC Steve Jupp
Engagement	ACC Simon Torr
Culture	DCC Sue Fish
Representation	ACO Margaret Monckton

Progress on these objectives is monitored by the Equality, Diversity and Human Rights strategy board which meets on a quarterly basis and is chaired by the Chief Constable. The Deputy Police and Crime Commissioner attends these meetings on behalf of the Office of the Police and Crime Commissioner.

Over the past year significant work has taken place towards these objectives the highlights of which include:

Stop and Search
A considerable amount of work has taken place to improve the use and monitoring of stop and search powers, and in particular to ensure that any issues of apparent disproportionality are tackled robustly.

The work programme, which is managed at Chief Officer level, has consisted of a variety of activities which include; the development and role out of a stop and search Blackberry application which improves the recording of stop and search both in terms of personal information used and geographical mapping; improved data collection and monitoring allowing more effective performance management by supervisors; and refresher training for all officers covering legislation, community impact, behaviours and attitudes.

Further activities to support this area are contained in the Stop and Search Strategic Vision and Plan (**Appendix 2**)

Hate Crime
A consolidate action plan for tackling hate crime and improving outcomes has been developed and Chief Inspector Ted Antill has been designated as the primary crime lead for this area. The plan incorporates recommendations from national reports[1], and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies through the Hate Crime Steering Group of the Safer Nottinghamshire Board.

Positive Action Recruitment Programme
Following the opportunity provided by the Police and Crime Commissioner's commitment to increase Police Officer numbers, Nottinghamshire Police embarked on a proactive positive action programme to improve the numbers of police officers and staff from groups currently under represented in the workforce. To facilitate this work two dedicated positive action co-ordinators were recruited in April and recruitment and progression action plans have been developed and implemented (see **Appendix 3** and **Appendix 4**).

Summer Road Show Engagement Programme
As part of an ongoing programme of public engagement the Corporate Communication department organised Nottinghamshire Police and the Office of the Police & Crime Commissioner's successful presence at a number of community events during the summer. These included events such as Nottinghamshire County Show, National Armed Forces Day, Nottinghamshire Pride, Emergency Services Day, Caribbean Carnival and Nottingham MELA.

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[1] Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight' and 'Out in the Open' reports into disability related harassment and Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013.

<u>Cadet Scheme</u>

In May a cadet programme was launched, the aim of which was to create greater engagement between the force and young people, especially those from minority, under-represented and deprived sections of the community. A total of 76 cadets were recruited of which 53.9% were female and 13.2% BME.

The cadets meet once a week on a weekday evening, where they learn about a range of topics including; police history, first aid, conflict management skills and campaigns; including those to reduce road traffic accidents, anti-social behaviour, and alcohol related crime. As part of the programme, cadet's will volunteer four hours a month to assist the police in attending public events, delivering crime prevention initiatives, conducting crime surveys and general public engagement activities.

In addition to the above outward facing activities a number of internal activities related to the Equality Objectives have also taken place. These have included; a series of half day "EDHR Events" for staff and partners covering topics such as Gender Reassignment, Dementia and Faith Groups, the development of a "Diversity in Action" annual staff award which recognises staff who have actively contributed towards improving relationships within diverse communities and the creation of an Equality and Diversity section on the staff intranet which provides advice, information and resources around a range of equality and diversity matters.

4.2   Exploring and Improving BME Policing Experiences

In February 2013 a research project, which analysed relations between Nottinghamshire Police and the county's black and ethnic minority community, was commissioned by the Police and Crime Commissioner as part of his pre-election pledge to give BME communities a bigger voice within policing.

The research, led by Professor Cecile Wright from the University of Nottingham, was aimed at improving the relationship between Nottinghamshire's BME community and the police, particularly around the way various styles of policing are interpreted. The project report, published in July and welcomed by both the Police and Crime Commissioner and the Chief Constable, made a series of recommendations around areas such as recruitment, training and stop and search.

As a result a working group has been set up, which includes representation from the BME community, members of Nottinghamshire Police's Chief Officer Team and the Police and Crime Commissioner. This group will provide a focus to ensure the recommendations are driven forward and progress on these recommendations are reported back to the BME community.

4.3   **Equality and Diversity Information Report 2013**

In line with the Equality Act 2010 (Specific Duties) Regulations 2011, Nottinghamshire Police has published an annual report containing details of

the information, gathered and used to inform progress towards meeting the public sector equality duty. The report is available on the Nottinghamshire Police website and is attached at **Appendix 5**.

The report contains performance data and statistical information in three areas; demographic information for Nottinghamshire, performance data in relation to service delivery and information regarding the make up and culture of Nottinghamshire Police. The information covers the period from 1st April 2012 to the 31st March 2013.

Highlights from the report include

- The number of Hate Crimes (crimes and non crimes) recorded has decreased between 2011/12 and 2012/13 by just over 7%, detection of Hate Crime has improved from 51.6% to 59.1%.

- Nottinghamshire Police has significantly exceeded its target to reduce the number of young people entering the youth justice system for the first time. (Target 10% reduction; achieved 42.2% reduction)

- Pegasus; a system devised by community members from our disability advisory group, to help make the initial phase of contacting Nottinghamshire Police easier; now has over 750 members and has been expanded to assist disabled and vulnerable people contact, Nottinghamshire Fire & Rescue Service and Nottinghamshire East Midlands Ambulance Service.

- 28.08% of our Police Officers are women; in line with the national average of women officers for the Police Service in England and Wales

- BME representation for the whole organisation is 4.23% with the highest representation being found amongst Special Constables at 6.04%.

4.4 **Stonewall Workplace Equality Index (WEI) 2013**

In January 2013, Nottinghamshire Police was assessed against the Stonewall Workplace Equality Index for the first time. The Workplace Equality Index is an annual benchmarking exercise that ranks employers against 109 individual criteria across 25 questions, divided into eight areas of good practice to assess its work on LGB equality.

Organisations from across the private, public and third sectors entered the 2013 index and Nottinghamshire Police was ranked 226th out of 376. This position was highlighted by Stonewall as significantly high for a first time entrant to the index.

Maximum marks were achieved in the categories of diversity policy, diversity team, policy audit, employment tribunals, network group and procurement policy. In addition the "Senior Champion" category scored particularly well,

with Nottinghamshire Police scoring above the average score for top 100 companies in this area.

As a result of feedback from Stonewall a number of activities have been identified and built into equality objective work plans with a view to improving Nottinghamshire Police's standing in the index in 2014.

5. Financial Implications and Budget Provision

5.1   Not applicable - update report only

6. Human Resources Implications

6.1   Not applicable - update report only

7. Equality Implications

7.1   Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

8. Risk Management

8.1   Not applicable - update report only

9. Policy Implications and links to the Police and Crime Plan Priorities

9.1   Not applicable - update report only

10. Changes in Legislation or other Legal Considerations

10.1   Not applicable - update report only

11. Details of outcome of consultation

11.1   Not applicable - update report only

12. Appendices

12.1   Appendix 1 Equality Objectives 2012 -2016
        Appendix 2 Stop and Search Strategic Vision and Plan
        Appendix 3 Recruitment Action Plan
        Appendix 4 Progression Action Plan
        Appendix 5 Equality & Diversity Information 2013

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Equality Objectives 2012 - 2016

Equality Objectives 2012 -2016

Introduction

The Equality Act 2010

The Equality Act 2010 places a duty on public bodies, such as Nottinghamshire Police, to pay due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act,
- advance equality of opportunity between people who share a protected characteristic and those who do not,
- foster good relations between people who share a protected characteristic and those who do not,

when carrying out all internal and external functions.

This means that we need to think about how we deliver services to the public, how we use our resources, and how we treat our staff particularly in relation to the following areas (or 'protected characteristics' as they are called in the act)

Age	Gender Reassignment	Race	Sex
Disability	Pregnancy and Maternity	Religion and Belief	Sexual Orientation

Equality Objectives

Equality law[1] requires that we consult on, and then publish, one or more specific and measurable equality objectives which will help us progress our responsibilities under the public sector equality duty. These objectives should; reflect the particular equality challenges facing our organisation, be stretching, and in terms of the number of objectives be proportionate to the size of the organisation. In addition equality objectives must be set and published at least every four years.

From the work already done by our Equality, Diversity and Human Rights (EDHR) working group on the Equality Standard for Policing, four areas have been identified that are felt should be our key areas of focus moving forwards. For each of these areas we have identified an overarching objective which is supported by key goals and success measures. These will form the basis of annual organisational and departmental action plans. These actions and action plans will be interwoven with departmental business plans thus embedding equality and diversity at the heart of our business.

In addition as we progress towards these objectives the actions completed will naturally generate evidence to demonstrate our movement from baseline to excelling against the 22 criteria of the Equality Standard for Policing.

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[1] The Equality Act 2010 (Specific Duties) Regulations 2011

Equality Objectives 2012 -2016

Our four overarching objectives are

Equality Objective 1 – Proportionality

We will ensure that across all areas of operational performance that; policing powers are used proportionately; our services are accessible to all, and crimes that disproportionately affect and impact particular protected groups are dealt with proactively.

Equality Objective 2 – Engagement

We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences

Equality Objective 3 – Culture

We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.

Equality Objective 4 – Representation

We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation

Achieving the objectives

Setting the objectives is only the first stage in the process of achieving our goal of establishing Nottinghamshire Police as a beacon of best practice for equality and diversity. Once in place each objective, and associated goals, will have an accompanying plan of action which will identify the work required to achieve these objectives. These action plans will contain specific and measurable actions allocated to particular departments, teams and individual which will act as a clear route map to achieve our objectives within the identified timescales

Review

All objectives will be reviewed at least annually and updated depending on progress, continuing relevance, and feedback from community members.

Equality Objectives 2012 -2016

Equality Objective 1 – Proportionality

Overarching Objective			
We will ensure, across all areas of operational performance, that; policing powers are used proportionately; our services are accessible to all, and crimes that disproportionately affect particular protected groups are dealt with proactively.			
Goal	Measure of Success	Timescale	EQSP[2] Criteria
Diverse individuals and communities understand and scrutinise performance outcomes and report no unjustifiable disproportionality.	Equality Information reports show a year on year decrease in relation to unjustifiable disproportionality of Stop and Search and other areas of police activity	November 2012	2
	Feedback from independent advisory group members and other consultation forums representing diverse individuals and communities, expresses satisfaction with performance outcomes in relation to stop and search, arrest rates and disposals.	April 2013	
There is a transparent and sustained capacity to be responsive to the equality, diversity and Human Rights needs of those working in, detaining in, or visiting the custody area.	Reports from Independent Custody Visitors show satisfaction with measures and procedures in place to meet equality, diversity and Human Rights needs	Ongoing	6
	HMIC Inspections highlight no areas of concern regarding equality, diversity and Human Rights in custody areas	Ongoing	
Diverse individuals and communities report confidence in the capability of the organisation to contribute to community cohesion.	Hate Crime detection rates will remain above 40% and reporting rates will be above national averages for each recording category	Ongoing	9

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[2] Equality Standard for Policing

Equality Objectives 2012 -2016

	85% of offenders for domestic abuse will be arrested within 48 hours and repeat victimisation of vulnerable people will reduce by 5% each year	April 2013	
	Satisfaction rates of diverse individuals and communities, who have been victims of crime, are comparable with overall victim satisfaction rates	April 2013	
Evaluation and sharing of effective outcomes sustains a measurable reduction in children / young people offending and becoming victims of crime.	As a result of the continuing development of early intervention plans with our community safety partners, aimed at diverting young people away from involvement in crime and disorder and improving community cohesion, the number of first-time entrants into the youth justice system will reduce in the first year by 10%	April 2013	11
Our officers and staff maintain the level of professionalism and integrity the diverse individuals and communities of Nottinghamshire expect from them.	Complaint allegations against officers and staff of misconduct show no unjustifiable disproportionality of complainant by protected group	Ongoing	N/A

Equality Objectives 2012 -2016

Equality Objective 2 – Engagement

Overarching Objective			
We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflect their concerns and experiences			
Goal	**Measure of Success**	**Timescale**	**EQSP Criteria**
Diverse individuals and communities, stakeholders and partners report feeling fully involved and engaged in identifying and resolving 'quality of life' issues.	A robust and representative Independent Advisory Group structure is in place supported by clear evidence of engagement with diverse individuals and communities at a neighbourhood level	November 2012	4
	Feedback from Independent Advisory Groups, partners and other forums representing diverse individuals and communities demonstrates that they are listened to and involved in the resolution of issues they have raised.	Ongoing	
The organisation is sustaining reductions in gaps in satisfaction levels across all diverse individuals and communities.	Satisfaction of victims of crime with the service they have received will exceed 90% each year	Ongoing	3
	Satisfaction levels across all diverse individuals and communities, show parity with overall satisfaction levels	Ongoing	
Diverse victims and witnesses report satisfaction that their needs have been taken into account during the reporting of the crime and in the quality of services provided.	Satisfaction of victims of crime with the service they have received will exceed 90% each year	Ongoing	1 7
	Percentage of people who agree that local issues are being dealt with will exceed 60% by 2015	April 2015	

Equality Objectives 2012 -2016

	Satisfaction rates of diverse victims and witnesses are comparable with overall victim satisfaction rates	Ongoing	
Diverse individuals and communities report confidence in the capability of the organisation to contribute to community cohesion.	A robust and representative Independent Critical Incident Advisor structure is in place.	November 2012	9
	Feedback from Independent Advisory Groups, partners and other forums representing diverse individuals and communities demonstrates satisfaction with the organisations contribution to community cohesion	Ongoing	
Diverse individuals and communities, stakeholders and partners scrutinise performance outcomes and report confidence in both processes and progress.	Feedback from independent advisory group members and other consultation forums representing diverse individuals and communities, expresses satisfaction with performance outcomes.	Ongoing	18
Levels of satisfaction for how complaints are dealt with, meet or exceed targets set, and are generally consistent across all diverse individuals and communities.	Complaint allegations against officers and staff of misconduct show no unjustifiable disproportionality of complainant by protected group	April 2013 & Ongoing	22

Equality Objectives 2012 -2016

Equality Objective 3 – Culture

Overarching Objective			
We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.			

Goal	Measure of Success	Timescale	EQSP Criteria
The organisation is externally recognised as having a supportive and inclusive working environment with positive equality outcomes.	Measured against the Workplace Equality Index, Nottinghamshire Police will be one of Stonewall's top 100 employers	December 2015	12
	Nottinghamshire Police will be assessed at gold level in the Employer's Forum for Disability "Disability Standard" scheme.	December 2015	
	Peer scrutiny of HR policies, procedures and working practices evidences best practice and highlights how these policies meet the public sector equality duty	April 2013	
The organisation can demonstrate that increased satisfaction, motivation and retention is reflected across the diverse workforce.	Staff perception surveys show a year on year increase in respect of staff feeling valued, satisfied and motivated in their work role.	Ongoing	16
	Staff perception surveys show no significant differences in satisfaction levels between members of different protected groups.	Ongoing	
	Feedback from staff associations and networks indicate positive progress in satisfaction and motivation levels amongst staff that identify with particular protected	Ongoing	

	groups.		
	Figures for formal grievances and employment tribunals show a steady decline year on year and show no disproportionality, in respect of claimants, across protected groups.	November 2012 & Ongoing	
The organisation recognises; values and rewards individuals who make a positive contribution to equality, diversity and Human Rights.	Nottinghamshire Police will run an annual "Diversity in Action" award to recognise outstanding achievement or proven innovative practice in the delivery of equality, diversity and Human Rights objectives.	September 2012	13
Diverse users of buildings, infrastructure, fleet, clothing and equipment express satisfaction that their needs are taken into account.	Staff surveys show that the majority of staff express satisfaction with the quality, standard and suitability of their equipment and environs.	March 2013	21 17
	Feedback from staff associations and networks indicate positive progress in satisfaction rates of staff, that identify with particular protected groups, regarding their equipment and environs	Ongoing	

Equality Objectives 2012 -2016

Equality Objective 4 – Representation

Overarching Objective			
We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation			
Goal	**Measure of Success**	**Timescale**	**EQSP Criteria**
The workforce is more diverse at all levels and across all business areas.	Equality Information reports shows representation of protected groups, at all levels and across all business areas, which is reflective of the representation within the working population.	April 2014	14
	Robust and systematic processes for Positive Action campaigns are in place within all recruitment cycles.	Ongoing	
	Increased take up of the High Potential Development Scheme, and similar initiatives, by staff from under represented groups	April 2014	
Diverse individuals and communities report confidence that the organisation is taking active steps to reflect communities.	Feedback from independent advisory group members and other consultation forums representing diverse individuals and communities, expresses satisfaction with the steps the organisation is taking.	Ongoing	15
	Feedback from staff associations and networks indicate agreement that positive progress has been achieved in terms of representation	Ongoing	
The organisation can demonstrate that increased satisfaction, motivation and retention is reflected across the diverse workforce.	Staff perception surveys show a year on year increase in respect of staff feeling valued, satisfied and motivated in their work role.		16

Equality Objectives 2012 -2016

	Staff perception surveys show no significant differences in satisfaction levels between members of different protected groups.	Ongoing
	Feedback from staff associations and networks indicate positive progress in satisfaction and motivation levels amongst staff that identify with particular protected groups.	Ongoing
	Record of leaver interview show staffs positive experience of the organisation and areas for development are identified and included in organisational and departmental action plans	Ongoing

Nottinghamshire Police
Stop and Search Strategic Vision and Plan

Background

The Nottinghamshire Police Authority and Nottinghamshire Police's Policing Plan 2011-15 (year 2) set out the strategic vision for improving police services across Nottinghamshire.

Our strategic priorities are:

Priority 1 – To cut crime and keep you safe
Priority 2 – To earn your trust and confidence
Priority 3 – To spend you money wisely

Delivered through the Force programme: Public – 'Community First', the Force will continually improve its service by putting the needs of our diverse communities at the heart of what we do – 'Community First'.

A key aim under this programme is to deliver tailored services for our diverse communities, identifying vulnerability and developing ways of reducing risk. The project is made up of five individual workstreams:

 I. Stop and Search
 II. Hate crime
 III. BME satisfaction
 IV. IAG framework
 V. Mapping and tailoring services

Background

Overarching Strategy

The Vision of Nottinghamshire Police is to have the safest city and county in the country. Stop and search is a tactical intervention that will be used to prevent and reduce offences, in particular offences of violence involving weapons and domestic burglary. We will use our intelligence systems to ensure officers are focused in the right place, at the right time, to focus both on these crimes and those crimes that matter most to our communities; in doing this we will balance the rights of individuals against the need to protect our citizens.

We understand that the way we use the stop and search is important to our communities; we aim to understand disproportionality, increase our effectiveness in its use and be accountable for the way the powers are used. All our encounters will be conducted in line with our values and we will treat people searched with fairness and dignity and in doing so improve the trust and confidence in us both as individuals and as an organisation. Stop and search has a significant impact upon the confidence and satisfaction of the people of Nottingham and Nottinghamshire – particularly those from Black and Minority Ethnic backgrounds. As such the organisation will work to maximise the confidence of these communities in the service provided.

Background

Strategic Objectives

1. Stop and Search is an intelligence led tactic that we will use in a proportionate way to reduce the threat to community safety; the focus is on reducing harm and in particular the threat posed by weapons as well as those offences that our communities tell is are important.

2. All encounters that involve the stop and search of an individual will be recorded to comply with the law and to enable an accurate understanding of the use of these powers.

3. We will make the best use of the stop and search tactic through the use of current and accurate intelligence and management information, to increase the positive outcomes from searches and to better understand dis-proportionality.

4. We will ensure that all encounters are quality assured to ensure the appropriate use of the powers.

5. We will continue to work to improve individual interactions so they are conducted in the spirit of the PROUD organisational values.

6. We will work with our communities to continue to understand the impact of stop and search upon them, to be transparent about its use and to be accountable for what we do.

7. We will continue to learn from best practice and feedback and ensure that our officers have the best equipment to record stop and search in the most effective manner possible. In doing so we will improve the trust and confidence in us.

Background

The action plan is framed around these strategic objectives

Status Codes:	Little or no progress	Plan developed and progressing	Action completed - signed off

1	- Stop and Search is an intelligence led tactic that we will use in a proportionate way to reduce the threat to community safety; the focus is on reducing harm and in particular the threat posed by weapons as well as those offences that our communities tell is are important.		**Primary Lead**
			Supt Burrows

Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
1.3	Embed the stop and search work stream into the Force's approach to programme and project management	- Regular reporting, accountability and management through the Local Policing Board	Ch Supt Nickless	N	Complete	Green
1.8	Stop and search procedural guide to be developed to include the general principles of how a stop and search will be conducted for both Blackberry and non Blackberry users	- Procedural guide publicised on the intranet	C/Insp Stephen Cartwright/Sgt Rich Shaw	N	30/10/2013	Green
1.9	Stop and search policy revised and updated. This will include a policy statement to include: - Our values - Reflect legal compliance - Cover the points of FAQ around the use of stop and search as a tactic - Outline how officers should use the tactic - The findings from the PCC report into the BME experience - The recommendations form the Home Secretary's review	- Revised policy in place	C/Insp Stephen Cartwright	N	30/10/2013	Green

1	- Stop and Search is an intelligence led tactic that we will use in a proportionate way to reduce the threat to community safety; the focus is on reducing harm and in particular the threat posed by weapons as well as those offences that our communities tell is are important.		Primary Lead		
			Supt Burrows		
1.10	Refresh Stop and Search page on the internet	- Section explaining what is stop and search, why the Force uses stop and search, what to expect when you're stopped and searched. - Frequently asked questions - Publicising the current and up to date stop and search policy - Experience questionnaire - How to feedback on stop & search	Donna Jordan	N	Ongoing	
1.11	Refresh of external and internal communications plan	– Internet page – List of Q & A – Explanation of stop and search powers – Responsibilities – Publicity around revised policy – Statement of commitment from COT Lead stating that Nottinghamshire Police fully supports and encourages its officers to use stop and search when appropriate grounds exist – Importance of recorded all stop and searches – Reemphasising the withdrawal of stop and account – Cascade briefing around the PACE guideline, use of stop and search, withdrawal of stop and account, roll out of z cards etc.	Donna Jordan	N	Ongoing	

1	- Stop and Search is an intelligence led tactic that we will use in a proportionate way to reduce the threat to community safety; the focus is on reducing harm and in particular the threat posed by weapons as well as those offences that our communities tell is are important.			**Primary Lead**		
				Supt Burrows		
1.12	Both identify what evidence of what effective stop and search activity looks like and gather it; identify how this evidence supports the delivery of force priorities thereby enabling effective governance and accountability.	– Evidence list	Supt Paul Burrows	N	30/10/2013	
1.13	Establish a formal monitoring and review process for the use of Sec 60 as an authority to conduct stop and search	– Process established and operating	Supt Paul Burrows	N	30/09/2013	
1.14	Ensure analytical work on stop and search is undertaken to inform both the strategic assessment and control strategies at a force or divisional level.	– Assessments and control strategies delivered	Supt. Mark Pollock	N	TBC	
1.15	Ensure a structured approach is established and delivered to evaluate the effectiveness and fairness of stop and search as a tactic – intelligence.	– Structure in place and delivering analysis and recommendations and fed into Level 1 T&C and OPR	Supt. Mark Pollock	N	TBC	
1.16	Ensure the SBAR briefing tool tasking is written to reduce the number of drugs relates stop and searches and maximise the number undertaken around key crimes.s	– Increase in key crime stop searches and reduction in the volume of drugs searches	Supt. Mark Pollock	N	31/08/2013	

2	- All encounters that involve the stop and search of an individual will be recorded to comply with the law and to enable an accurate understanding of the use of these powers.	**Primary Lead**				
		Supt Burrows				
Ref No.	**Details of Action Required**	**Evidence of Success**	**Lead**	**Risk Y / N**	**Target Date**	**Status**
2.2	Put in a process to ensure the organisation has the ability to print out the stop and search form at the Front Counter if requested by a member of the public – this needs to be refreshed following the recent releases fo the App	- Process put in place	Insp Steve Cartwright	N	31/08/2013	Green
2.10	BlackBerry Application Phase 3: Rewrite of the application to improve user friendliness, prevent officers from doing unlawful searches, to all PCSO's to do searches in accordance with PACE. Changes to the back end system allowing records to be searched, printed and emailed, and the inclusion of a supervisory function fir quality assurance purposes. Development of a manual input screen for Special Constables and CID.	- Update to software with improvements	Lisa Williams and PS Shaw	Y	31/07/2013	Amber
2.11	BlackBerry Application Phase 4: Options appraisal for interface with the Force Intelligence System.	- Options appraisal complete	Dick Hitch	N	31/08/2013	Green
2.12	Three month review of the launch of phase 3 of the Blackberry application. The review to be completed during November 2013.	- Report delivered to the task and finish group	John Posaner	N	30/11/2013	Green
2.13	Establish an IT solution to enable geo mapping and mobile input (Blackberry Application)	- Data solution is rolled out to all front line officers	Mark Lissaaman and Alys Duan	N	30/04/2013	Amber
2.14	To reality test the recording and monitoring compliance	- Reality test completed	BCU / Dept Command team	N	31/08/2013	Green

Updated: 02/07/2013 – V12

2	- All encounters that involve the stop and search of an individual will be recorded to comply with the law and to enable an accurate understanding of the use of these powers.		Primary Lead			
			Supt Burrows			
2.15	Develop a training resource and mentor supervisors in the monitoring of stop and search encounters	- Resource developed - Mentors identified and trained - Mentoring delivered to all supervisors with access to BEAT.	Supt Paul Burrows	N	31/08/2013	Green
2.16	Develop and communicate ongoing monitoring requirement for both first and second line supervisors	- Requirement developed - Communicated - Monitored through SEARCHL:IGHT	Supt Paul Burrows	N	31/08/2013	Green
2.17	Develop and communicate ongoing monitoring requirement at the force level to ensure the legitimate, effective and fair use of stop and search.	- Requirement developed - Communicated - Monitored	Supt Paul Burrows	N	31/08/2013	Green

3	- We will make the best use of the stop and search tactic through the use of current and accurate intelligence and management information, to increase the arrest rate and to better understand dis-proportionality.			**Primary Lead**		
				Supt Burrows		
Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
3.2	To ensure the continued tasking of officers to locations where the grounds may readily exist for the conducting of stop and search to reduce crime.	- SBAR briefings updated - Increase in stop and search encounters	Supt Mark Pollock / BCU and OSD Supts	N	Ongoing	
3.3	To re-badge STOP IT from the Met for use within Nottinghamshire	- STOP IT document reviewed - Presented to COT through appropriate channels	Supt Paul Burrows	N	30/09/2013	Green
3.4	To raise and if agreed get adopted the recommended MPS targets arising out of the STOP IT campaign	- PIs set and audited	Supt Paul Burrows	N	30/09/2013	Green

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	4	- We will ensure that all encounters are quality assured to ensure the appropriate use of the powers.			Primary Lead		
					Supt Burrows		
Ref No.		**Details of Action Required**	**Evidence of Success**	**Lead**	**Risk Y / N**	**Target Date**	**Status**
4.2		Establish a quality assurance framework for Sgt's around stop and search to ensure legitimacy and compliance with policy (Phase three of the application)	- Quality assurance framework in place - Quality assurance framework communicated to all supervisors - Procedural guide for supervisors	Supt Burrows	N	31/07/2013	Green
4.3		Establish a monitoring framework for stop and search linked to tasking and coordination for both BlackBerry and Custody Systems	- Stop and search is part of tasking a coordination process	Supt Pollock	N	31/07/2013	Green
4.4		Develop version of Searchlight for supervisors	- Live system up and running	Mark Lissaman	N	31/07/2013	Green
4.5		Launch Searchlight	- Product updated daily - Training sessions runt o BCU / Dept command teams for cascade briefing	Supt Burrows	N	31/08/2013	Green
4.6		Following review of Searchlight review base level data and identify the MI requirements	- Comprehensive report of stop and search is established and it is understood what is being reported on - Data quality issues are understood	Supt Burrows	N	31/08/2013	Green

5	- We will continue to work to improve individual interactions so they are conducted in the spirit of the PROUD organisational values.		**Primary Lead**			
			Supt Burrows			

Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
5.5	Development of an ongoing training plan for officers	- Phase two include cultural aspects, impact on communities, physiological interaction, crime mapping and community priorities (to focus on behaviours and attitudes) delivered with Catch 22 - Review training and delivery and consider learning outcomes for phase 3.	Raj Patel	N	31/08/2013	Green
5.6	A training plan for investigators on the various phases of stop and search training is developed and delivered	- Training plan developed and delivered	Raj Patel	N	30/09/2013	Green
5.7	Develop and deliver a catch up training plan for all those officers who should have, but didn't, receive Phase 1 and 2 training.	- Training plan developed and delivered	Raj Patel	N	TBC	Green
5.8	Conduct a formal review of all stop and search training conducted to-date to establish he effectiveness of the training and make recommendations for improvements to future training.	- Review completed - Recommendations made	Raj Patel	N	30/09/2013	Green

6	- We will work with our communities to continue to understand the impact of stop and search upon them, to be transparent about its use and to be accountable for what we do.		Primary Lead		
			Supt Burrows		

Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
6.5	In relation to Cecile Wright's research into the BME experience of policing, the draft Stop and Search policy will be reviewed and amended in light of research, findings and recommendations.	- Revised Stop and Search Policy	Ch Insp Steve Cartwright	N	31/10/2013	Green
6.6	In relation to action CE16, the Equality Analysis will be revised in line of any amendments of the Stop and Search Policy	- Revised Equality Analysis	T/Insp Simon Allardice	N	31/10/2013	Green
6.8	Data quality improvement plan is developed to address the issues of data inaccuracy around stop and search	- Process map for stop and search established	C/Inso Burton	N	31/08/2013	Green
6.12	Blackberry mobile data solution – Publication of local data	- Stop and search data is published on each NPA webpage - Quarterly reporting at each NPA meeting of data over layered by crime and ASB - Stop and search data reported quarterly to IAG - Stop and search to be available on MI Dashboard	C/Insp Burton	N	30/06/2013	Green
6.13	Establishment of an independent monitoring panel chaired by the PCC or his representative.	- Independent monitoring group set up with terms of reference - Meets on a quarterly basis	PCC	N	TBC	Green
6.14	Establish a clear reporting structure through to the Independent advisory panel for stop and search. Ensure learning and comments is fed back into the organisation for improvement and learning	- Quarterly reporting established - Feedback process from independent advisory group put in place	Supt Burrows	N	TBC	Green

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6	We will work with our communities to continue to understand the impact of stop and search upon them, to be transparent about its use and to be accountable for what we do.		Primary Lead			
			Supt Burrows			
6.15	Establishment of a youth IAG to consult and engage with over this issues	- Youth IAG established - Terms of reference in place	Supt Burrows / Lianne Taylor	N	TBC	Green
6.16	Develop a consultation and engagement plan for key community groups	- Medium term plan established	Supt Burrows/Lianne Taylor	N	31/08/2013	Green
6.17	To place area maps with stop and search data onto beat pages of the website to improve transparency	- Stop and search information included on all NPA webpage's	C/Insp Burton	N	31/10/2013	Green
6.18	The Force must ensure stop and search data is published in such a manner as to be meaningful and open to scrutiny by the public	- Data published - Data delivery publically scrutinised - Data publication amended as required	C/Insp Burton	N	31/10/2013	Green

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7	- We will continue to learn from best practice and feedback and ensure that our officers have the best equipment to record stop and search in the most effective manner possible. In doing so we will improve the trust and confidence in us.		**Primary Lead**			
			Supt Burrows			
Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
7.5	To review best practice as it is published and to incorporate feedback from reports and engagement to ensure the action plan is current and seeks to deliver best practice.	- Version control of action plan	Supt Burrows		Ongoing	
7.6	Ensure the force meets the requirement for referral of complaints about the use of stop and search to the IPCC.	- Process in place and delivered	D/Supt Alexander	N	30/09/2013	Green

Representation plan for under represented groups

Strategic Aims for Recruitment

1. To recruit a more diverse workforce that reflects more closely the communities we serve.
2. To encourage more of the under represented groups to request application packs.
3. To provide guidance and support for all formal and informal enquiries from the under represented groups interested in joining Nottinghamshire Police.
4. To increase the submission of successful applications from the under represented groups through guidance and support when filling in application forms.
5. To organise familiarisation days for minority applicants who require assistance with understanding the police service.

Status:	R	Little or no progress	A	Developed and progressing	G	Complete

Number	Activity	Lead Dept/Person	Resourcing	Target date	Status
1	Champion Positive Action within the force and ensure there is a real "buy in" for the delivery of the positive action campaign.	HR	Senior Leadership Team/BCU's & departments	March 2014	Amber
2	Engage with support networks. Discuss potential initiatives in order to establish internal synergy and encourage participation.	HR	HR/Equality and Diversity Advisor	December 2013	Amber
3	To attend local community events, festivals, career fairs and educational events to encourage applications from the under represented groups and promote career opportunities.	HR	Support from BCU's & departments.	March 2013	Complete - Business as usual
4	Visiting places of worship to establish contact with key individuals and encourage applicants from diverse communities.	HR	Support from BCU's & departments.	March 2013	Complete - Business as usual
5	Recruit Positive Action 'ambassadors' including Officers and staff to act at positive role models and to meet with key groups in the community to drive positive action.	HR	Positive Action Ambassadors	December 2012	Complete – Business as usual
6	Engage with various partners and stakeholders to assist in targeting the under represented groups.	HR	Support from BCU's & departments.	December 2012	Complete – Business as usual
7	Proactively promote Nottinghamshire Police as an Employer of Choice within internal/external forums in the BCU/departments.	HR	Support from COT/ BCU's & departments.	Local positive action plans to be developed by December 2013.	Amber
8	Consider work placements for people from minority communities, for example Tap the Gap, Cadet Scheme and traineeships. Encourage volunteering opportunities.	HR	HR & force wide.	By August 2013	Complete – Business as usual
9	Establish a positive action working group and set quarterly meetings to review and enhance positive action strategy for recruitment of under represented groups	HR	HR & force wide.	By February 2013	Complete – Business as usual

10	Publish timetables of planned recruitment campaigns and local events on Nottinghamshire Police internet/intranet/via social media to increase awareness amongst potential applicants and internal staff.	HR/Corporate Comms	HR/Corp Comms	March 2013	Complete – Business as usual. Timelines to be developed for each recruitment campaign
11	Target specific media and marketing opportunities/advertising to reach under represented communities by portraying the police service in a positive light for potential applicants, their friends and their families.	HR/Corporate Comms	HR/Corp Comms	March 2013.	Complete – Business as usual
12	Establish Positive Action publicity information, including posters, identity, web page etc. Provide marketing materials to staff/officers who currently have links with communities such as school liaison officers and Positive Action Ambassadors to enhance community links.	HR/Corporate Comms	HR/Corp Comms/Positive Action Ambassadors/Divisions	March 2013.	Complete – Business as usual
13	Create webpage providing the public with information on the wide range of career choices and career progression opportunities offered by Nottinghamshire Police.	HR	HR/Corp Comms	August 2013	Amber
14	Provide regular inputs to external/internal advisory groups and attend community group meetings to build relationships and share knowledge of positive action.	HR	Support Networks/ BCU's, departments, /Positive Action Ambassadors	January 2013	Complete – Business as usual
15	Arrange 'surgeries' and recruitment awareness sessions for potential under represented applicants and their families prior to application providing relevant information regarding a police career and progression opportunities.	HR	HR/Positive Action ambassadors	March 2013	Complete – Business as usual
16	Regular contact to be maintained during pre application period by HR to encourage applications of under represented groups.	HR	HR	March 2013	Complete – Business as usual
17	Identify ethnicity of all potential applicants upon initial contact with recruitment and ensure every prospective enquiry is followed up and contact is made.	HR	HR	April 2013	Complete – Business as usual
18	Identify individuals who do not have English as a first language and offer support to them throughout the process.	HR	HR	December 2013	Amber
19	Follow up contact to all potential under represented candidates who have not yet applied.	HR	HR	November 2013	Amber
20	Assist in the delivery of familiarisation workshops for candidates from minority backgrounds as appropriate. Deliver assessment centre, interview and fitness testing familiarisation events.	HR	HR/Positive Action Ambassadors	May 2013	Complete – Business as usual
21	Identify where individuals have failed at each stage of the recruitment process and arrange training sessions in these areas for future applicants in order to maintain levels of representation throughout the process.	HR	HR	August 2013	Complete – Business as usual
22	Identify individuals from diverse groups who have failed the recruitment process on several occasions and provide guidance. Provide feedback and develop an action plan for unsuccessful candidates to re-apply in 6 months.	HR	HR	November 2013	Amber
23	Review the positive action initiatives undertaken to ensure we are continually learning and improving and the work being undertaken is productive and successful.	HR	HR	August 2013	Complete – Business as usual
24	Comparison with other forces to compare successes and learning points. Benchmarking and adapting good practice as appropriate.	HR	HR	By April 2014	Amber

Representation Action Plan for under represented groups

Strategic Aims for Retention

1. To develop an employment environment, which promotes and supports an inclusive culture where individuals are respected and valued.

2. To support staff from minority groups and where possible implement initiatives to aid their retention.

3. To raise awareness of the need to promote good relations between staff from diverse backgrounds.

Strategic Aims for Progression

1. To empower people to make their best possible contribution, developing knowledge and skills to enable them to improve and progress.

2. To maximise the potential development of individuals from underrepresented groups including increasing the number of applications from under-represented groups to the HPDS.

3. To increase the number of individuals from under represented groups at each rank or grade and to ensure that this representation is reflected at all levels within our organisation

Status	R	Little or no progress	A	Developed and progressing	G	Complete

RAG status applied as above

Number	Activity	Lead Dept/Person	Resourcing	Target date	Status
1	Develop a Representation strategy detailing the benefits to Nottinghamshire Police of a diverse workforce and supporting actions to be taken (e.g. positive action).	Senior HR Partner – Strategy & Performance	Community involvement, IAG, DSSAs, Equality & Diversity Advisor	October 2013	Amber
2	Review the current positive action plans for Recruitment, Retention and Progression.	Senior HR Partner – Strategy & Performance	HR Partner – Strategy & Performance	August 2013	Complete
3	Develop a diversity training plan to ensure all officers & staff develop an understanding of the principles of Positive Action.	ACO Resources	Business Partner – Regional L&D, Equality & Diversity Advisor, Senior HR Partner – Strategy & Performance, Community involvement, IAG, DSSAs	September 2013	Complete
4	Develop a communications plan in relation to the representation strategy and diversity training plan.	Senior HR Partner – Strategy & Performance	Business Partner – Regional L&D, Corporate Communications, Equality & Diversity Advisor	January 2014	Amber
5	Roll out Diversity awareness workshops and e-learning to promote a more inclusive culture.	Regional L&D	Community involvement, IAG, Equality & Diversity Advisor, Regional L&D	January 2014	Amber
6	Provide a top level commitment to the Diversity Staff Support Associations.	Chief Officer Team	Chief Officer Teams, support networks	November 2013	Complete
7	Review the current duty time commitment provided to the DSSA's.	Senior HR Partner – Strategy & Performance	HR Partner – Strategy & Performance	July 2013	Complete

8	Introduce a succession planning and talent management framework to identify, nurture and support individuals from under represented groups to progress within the organisation.	Senior HR Partner – Strategy & Performance	HR Business Partner	To be rolled out as part of SP & TM project commencing April 2014	Amber
9	Establish partnerships with the internal support networks (BPA, NEWS, OUT, DAWN, CPA) and work with them to identify the career aspirations of under-represented officers and staff.	Senior HR Partner – Strategy & Performance	DSSA's, HR Partner – Strategy & Performance, Positive Action Co-ordinators	To be rolled out as part of SP & TM project commencing April 2014	Amber
10	Analyse the workforce data to identify areas of highest under representation	HR Partner – Strategy & Performance	Origin HR team, Positive Action Co-ordinator	October 2013	Amber
11	Examine and explore solutions to potential barriers people face as regards retention and progression within the organisation	Senior HR Partner – Strategy & Performance	HR, DSSA's, Divisional Commanders/Heads of Department, HR Partner, Strategy & Performance.	BME voices – completed. Female voices/Stonewall workshops by March 2014	Amber
12	Identify under represented officers and staff with the required qualifications/experience/skills and encourage to apply for promotion.	HR Partner – Strategy & Performance	Divisional Commanders/Heads of Department, DSSA's, HR	Plans to be developed in line with wider promotion process.	Amber
13	Encourage and support under represented officers and staff to develop the required skills and experiences to achieve & maximise their potential.	Divisional Commanders/Heads of Department	Line managers, DSSA's	To be rolled out as part of SP & TM project commencing April 2014	Amber
14	Undertake an audit to identify the skills and experiences required to progress laterally within Nottinghamshire Police (e.g. into specialist departments)	HR Partner – Strategy & Performance	Divisional Commanders/Heads of Department, HR	March 2014	Red
15	Provide coaching & mentoring to those from under represented groups with the aim to provide career advice and guidance helping to identify and work towards their professional ambitions.	Senior HR Partner – Learning & Development	Regional L&D, DSSA's, Equality & Diversity Advisor.	April 2014	Amber
16	Monitor success rates at each stage of promotion process to see potentially where and why under represented applicants fall out.	HR Partner – Strategy & Performance	Positive Action Coordinators	Timescales to be developed in line with wider promotion process.	Green
17	Develop and implement a new recruitment and selection policy and supporting procedures to enable Nottinghamshire Police to recruit the best person for the job, to include: • Replacement of RREAS interviewing • Force Values – 'PROUD'	Senior HR Partner – Strategy & Performance	Senior HR Partner Policies, DSSAs, HR Customer Working Group, Community Involvement, IAG	December 2013	Amber
18	Develop and implement a new acting procedure to enable equal access to acting opportunities across the whole organisation	Senior HR Partner - Strategy	Senior HR Partner Policies, DSSAs, HR Customer Working Group	December 2013	Amber
19	Develop a communications plan in relation to police officer and police staff misconduct issues	Head of HR&OD/ Head of PSD	Corporate Communications, HR and PSD	July 2013	Complete
20	Commission RSM Tenon to undertake an equality audit in relation to the Equality Standards.	ACO Resources	Business & Finance, HR	July 2013	Complete
21	Develop and undertake a staff survey to benchmark current levels of cultural awareness, attitudes to diversity, perceptions of Nottinghamshire Police's commitment to diversity, training delivery etc.	ACO Resources	Business & Finance, HR, DSSAs	December 2014	Red

22	Analyse results of staff survey 2012 from current officers/staff from the protected characteristics.	ACO Resources	Business & Finance, HR, DSSAs	October 2013	Complete
23	Develop a communications plan to provide feedback to participants who attended the BME voices workshop and action taken.	Senior HR Partner – Strategy & Performance	Business Partner – Regional L&D, Corporate Communications, Equality & Diversity Advisor	June 2013	Green
24	Review exit interviews. Process dip sample exit interview questionnaires from minority staff members. Analyse data from the exit interviews and progress any lessons learnt.	HR Partner – Strategy & Performance	Positive Action Co-ordinators	Procedure complete by December 2013. Review by February 2014.	Amber
25	Monitor those from under represented groups leaving during two to five years and five to ten years service to identify patterns and take remedial action	HR Partner – Strategy & Performance	Positive Action Co-ordinators	March 2014	Amber
26	Undertake a detailed review of the positive action measures taken with regard to retention & progression outcomes. (e.g. to see what has worked, not worked, what can be improved etc)	Senior HR Partner – Strategy & Performance	Positive Action Co-ordinators	March 2014 and ongoing	Amber

Equality & Diversity Information 2013

NOTTINGHAMSHIRE
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Contents

Introduction

Nottinghamshire Police's vision is to be the best performing police force in England and Wales and we recognise that how we deal with issues of equality, diversity and inclusion underpins our achievement of this vision.

In addition to this, in common with all public authorities, we have an obligation in law to our staff and service users to put these issues at the heart of what we do.

The Equality Act 2010 places a duty on public bodies, such as Nottinghamshire Police, to pay due regard, when carrying out all internal and external functions, to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act,
- advance equality of opportunity between people who share a protected characteristic and those who do not,
- foster good relations between people who share a protected characteristic and those who do not

This means that we need to think about how we deliver services to the public, how we use our resources, and how we treat our staff particularly in relation to the following areas (or 'protected characteristics' as they are called in the act)

Age	Race
Disability	Religion and Belief
Gender Reassignment	Sex
Pregnancy and Maternity	Sexual Orientation

Equality Objectives

To help us meet the public sector duty, and as part of our legal obligations under the Equality Act 2010 (Specific Duties) Regulations 2011, in April 2012 we identified and published four equality objectives.

Equality Objective 1 – Proportionality

We will ensure that across all areas of operational performance that; policing powers are used proportionately; our services are accessible to all, and crimes that disproportionately affect and impact on particular protected groups are dealt with proactively.

Equality Objective 2 – Engagement

We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences

Equality Objective 3 – Culture

We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.

Equality Objective 4 – Representation

We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation

Each of these objectives has a plan of work activities and projects designed to progress our achievement of the objectives, and each of these plans is owned and led by a member of our Chief Officer team

For a copy of our equality objectives please click here

Equality Information

So that we know whether we are succeeding in our objectives and our duty, we need to gather and use information about people and equality. We do this in a number of ways:

- Asking people about their age, gender, sexual orientation, ethnicity etc... when they call us or when we interact with them.
- Talking to different groups of people inside and outside the police about their needs and the needs of their communities
- Listening to what people tell us
- Thinking about how the way we do things might affect different people and different communities in different ways
- Reading local and national reports and surveys and using the information we get to improve our services

The information we get helps inform our decision making and helps us measure our performance against our legal duties and our strategic priorities.

As part of our legal obligations under the Equality Act 2010 (Specific Duties) Regulations 2011 we are required to publish the information we gather and use to inform our work towards meeting the public sector equality duty.

Summary

The People of Nottinghamshire

- The 2011 census data shows the population of the Nottinghamshire area as 1,091,482 of which 11.2% are from Black & Minority Ethnic (BME[1]) census category. The City area has a significantly higher BME population at 28.5%.

- The largest ethnic group in the city after White: British is Asian\Asian British: Pakistani at 5.5% followed by White : Other White at 5.1%. In the county the largest group after White: British is White :Other White at 2.3%

- After Christian (56.5%) the largest religious group in the Nottinghamshire area was Muslim with 33,882 people or 3.1% of the population. 30.9% of the population identified as having no religion.

Our Service Delivery

- Although the number of Hate Crime (crimes and non crimes) has decreased between 2011/12 and 2012/13 by just over 7%, detection of Hate Crime has improved from 51.6% to 59.1%.

- While there has been a slight drop in the overall number of Domestic Violence incidents recorded (1%) there has been a significant increase, 12%, in the number of recorded male victims.

- We have significantly exceeded our target to reduce the number of young people entering the youth justice system for the first time.

- Satisfaction rates from victim of crime surveys showed 86% of all respondents for all surveys were satisfied with the service they received, however BME victims showed a slightly lower satisfaction rate when compared with White victims.

- Speakers of 56 languages required translators during 2012/13 with Polish, Romanian and Lithuanian remaining the most commonly requested languages. Overall the number of translation requests decreased by nearly 10% from the previous year.

Our People and Culture

- At the end of March 2013 Nottinghamshire Police employed 1664 staff, 2137 Police Officers and 381 Special Constables.

- 28.08% of our officers are women; which is broadly in line with the national average for the Police Service in England and Wales

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[1] Black and Minority Ethnic includes the 5+1 classifications Multiple Heritage, Black, Asian, Chinese and Other.

- BME representation for the whole organisation is 4.23% with the highest representation being found amongst Special Constables at 6.04%.

- Both BME and Female representation are at their lowest at the rank of Chief Inspector, Detective Chief Inspector. (page 33)

- Those roles described classified as "Specialist Posts" by the Home Office showed higher representation for both women (39.26%) and BME Officers (4.79%) compared with representation figures for all officers.

- 1 in 4 officers and staff working part time are women compared with only 1 in 40 male staff.

The People of Nottinghamshire

To understand how the work we do might affect the different people we serve we need to know the make up of the communities we work within. The following tables provide information under a number of the protected characteristics from the Equality Act 2010.

In the majority of cases the information given below has been taken from the Office of National Statistics 2011 census data, however where certain information was not available alternative sources have been used. These are identified beside individual tables.

In most cases below, a breakdown has been given for the Nottingham City Council area (Nottingham UA), Nottinghamshire County Council area (Nottinghamshire) and the combined areas which form the area policed by Nottinghamshire Police.
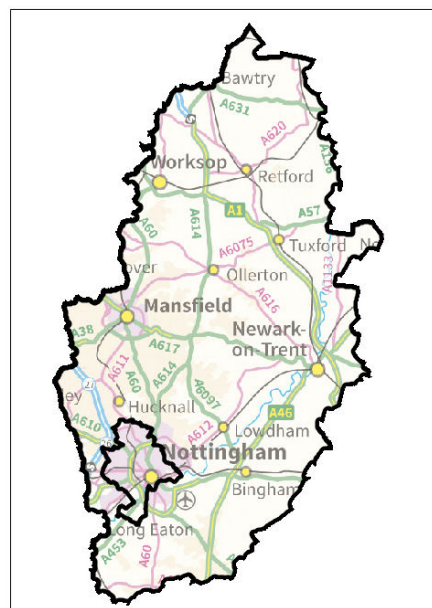
Total population figures
The following table shows the overall population figures from the 2011 census.

	2011 population
Nottingham UA	305,680
Nottinghamshire	785,802
Nottinghamshire Police Area	1,091,482

Source ONS Census 2011

Protected Characteristic - Age
The following table shows the population by age groups

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
	Volume	**%**	**Volume**	**%**	**Volume**	**%**
0-15	55,576	18.2%	142,322	18.1%	197,898	18.1%
16-24	66,497	21.8%	82,850	10.5%	149,347	13.7%
25-44	87,751	28.7%	199,164	25.3%	286,915	26.3%
45-64	60,304	19.7%	219,019	27.9%	279,323	25.6%
65-74	17,520	5.7%	77,221	9.8%	94,741	8.7%
75+	18,032	5.9%	65,226	8.3%	83,258	7.6%

Source ONS Census 2011

Protected Characteristic - Disability

The table below shows the number and proportion of people of working age who have self reported that they have disability in the Annual Population Survey (APS). (2011-12 Oct)

	Nottingham UA	Nottinghamshire	Nottinghamshire Police Area
Volume	56,551	179,949	236,500
%	18.5%	22.9%	21.7%

Source: Annual Population Survey (APS). (2011-12 Oct)

Protected Characteristic - Gender Reassignment

There is no definitive figure for the number of people in the UK experiencing some form of gender variance or for those who may, at some stage, undergo transition. However research carried out by the Gender Identity Research and Education Society (GIRES) in 2009[2], which was updated in 2011, states: "that organisations should assume that 1% of their staff and service users may be experiencing some degree of gender variance. At some stage about 0.2% may undergo transition. The number who have so far sought medical care is likely to be around 0.025%, and about 0.015% are likely to have undergone transition."

Based on these percentages estimates for gender reassignment in our area are

		Nottingham UA	Nottinghamshire	Nottinghamshire Police Area
Undergoing or have undergone transition	0.04%	122	314	436
May undergo transition	0.2%	611	1572	2183

Protected Characteristic - Race and Ethnicity

The following tables provide the 2011 census figures for race and ethnicity in Nottinghamshire. The first table uses the five major heading used in the census and the second uses the eighteen sub headings.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
White	218698	71.5%	750803	95.5%	969501	88.8%
Multiple Heritage	20265	6.6%	10716	1.4%	30981	2.8%
Black	22185	7.3%	5102	0.6%	27287	2.5%
Asian	34051	11.1%	14197	1.8%	48248	4.4%
Chinese	10481	3.4%	4984	0.6%	15465	1.4%
BME Totals	86982	28.5%	86982	4.4%	121981	11.2%

Source ONS Census 2011

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[2] "Gender variance in the UK" GIRES 2009.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
White: English / Welsh / Scottish / Northern Irish / British	199,990	65.4%	727,938	92.6%	927,928	85.0%
White: Irish	2,819	0.9%	4,133	0.5%	6,952	0.6%
White: Gypsy or Irish Traveller	326	0.1%	456	0.1%	782	0.1%
White: Other White	15,563	5.1%	18,276	2.3%	33,839	3.1%
Multiple ethnic group: White and Black Caribbean	12,166	4.0%	5,174	0.7%	17,340	1.6%
Multiple ethnic group: White and Black African	2,004	0.7%	961	0.1%	2,965	0.3%
Multiple ethnic group: White and Asian	3,304	1.1%	2,719	0.3%	6,023	0.6%
Multiple ethnic group: Other Mixed	2,791	0.9%	1,862	0.2%	4,563	0.4%
Asian/Asian British: Indian	9,901	3.2%	7,204	0.9%	17,105	1.6%
Asian/Asian British: Pakistani	16,771	5.5%	3,470	0.4%	20,241	1.9%
Asian/Asian British: Bangladeshi	1,049	0.3%	600	0.1%	1,649	0.2%
Asian/Asian British: Chinese	5,988	2.0%	2,942	0.4%	8,930	0.8%
Asian/Asian British: Other Asian	6,330	2.1%	2,923	0.4%	9,253	0.9%
Black / African / Caribbean / Black British: African	9,877	3.2%	1,754	0.2%	11,631	1.1%
Black / African / Caribbean / Black British: Caribbean	9,382	3.1%	2,782	0.4%	12,164	1.1%
Black / African / Caribbean / Black British: Other Black	2,926	1.0%	566	0.1%	3,492	0.3%
Other ethnic group: Arab	2,372	0.8%	815	0.1%	3,187	0.3%
Other ethnic group: Any other ethnic group	2,121	0.7%	1,227	0.2%	3,348	0.3%

Source ONS Census 2011

Protected Characteristic - Religion & Belief

The religion and beliefs included in the table below reflect the question and categories used in the 2011 Census.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
Buddhist	2,051	0.7%	1,860	0.2%	3,911	0.4%
Christian	135,216	44.2 %	481,994	61.3%	617,210	56.5%
Hindu	4,498	1.5%	3,480	0.4%	7,978	0.7%
Jewish	1069	0.3%	717	0.1%	1,786	0.2%
Muslim	26,919	8.8%	6,963	0.9%	33,882	3.1%
Sikh	4,312	1.4%	3,132	0.4%	7,444	0.7%
Other religion	1483	0.5%	2,689	0.3%	4,172	0.4%
No religion	106,954	35.0%	230,138	29.3%	337092	30.9%
Not stated	23,178	7.6%	54,829	7.0%	78,007	7.1%

Source ONS Census 2011

Protected Characteristic – Sex

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
Female	151,903	49.7%	399,080	50.8%	550,983	50.5%
Male	153,777	50.3%	386,722	49.2%	540,499	49.5%

Source ONS Census 2011

Protected Characteristic - Sexual Orientation

The below figures are based on the government's suggestion of 5-7% of the population being lesbian gay or bisexual (LGB). This is a figure which Stonewall feels is a reasonable estimate. However, there is no definitive data on the number of LGB people in the UK as no national census has ever asked people to define their sexuality. For the purposes of the table below the figure of 6% of population has been used.

		Nottingham UA	Nottinghamshire	Nottinghamshire Police Area
LGB	6%	18,342	47,148	65,490
Heterosexual	94%	287,358	738,652	1,026,010

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Our Service Delivery

Our Service Delivery

This section of the report is mainly about the external aspects of what we do. It includes:

- information about certain types of crime that affect some groups more than others, such as hate crime or domestic violence,

- information about police powers, such as stop and search and how often these powers are used,

- satisfaction rates of victims of crime who identify with different protected characteristics,

- how we communicate and meet the specific needs of different groups.

Our service delivery is underpinned by two of our equality objectives

Equality Objective 1 – Proportionality

> **We will ensure that across all areas of operational performance that; policing powers are used proportionately; our services are accessible to all, and crimes that disproportionately affect and impact on particular protected groups are dealt with proactively.**

Equality Objective 2 – Engagement

> **We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences**

The information on the following pages links directly to these objectives and demonstrates our progress towards these and our areas for future development.

Hate Crime

Nottinghamshire Police uses the following definition for hate crime:

"Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate."

This is a broad and inclusive definition and includes both crime and non-crime incidents.

However in the "hate category" tables below it is necessary, for technical reasons, to refer specifically to hate crimes that do not constitute a criminal offence and these are referred to as 'hate incidents'

Hate crime is unacceptable in any degree or form. It deprives individuals of their rights, generates fear and diminishes the society in which it occurs. The police share a responsibility with other organisations to demonstrate that such discrimination will not be tolerated. Our response to any hate crime will be full and unequivocal, with the use of all powers at our disposal to tackle it.

Note-: Data has been extracted from a live crime system and may be subject to change

All Hate Crime (All incidents crime and non-crime)

	2011/12	2012/13	Vol. Change	% Change
City	698	606	-92	-13.2%
County	625	622	-3	0.5%
Total	1.323	1,228	-95	-7.2%

Number of hate crimes and incidents by hate category

Note-: Some crimes may involve more than one hate element and therefore subtotals for the different hate elements may not add up to the overall total

Category	Incidents			
	2011/12	2012/13	Vol. Change	% Change
Disability	41	55	14	34.15%
Race	427	490	63	14.75%
Religion	4	5	1	25%
Sexual Orientation	82	78	-4	-4.88%
Transgender	1	6	4	500%
Total	555	634	79	14.23%

Category	Crimes			
	2011/12	2012/13	Vol. Change	% Change
Disability	41	23	-18	-43.90%
Race	636	513	-123	-19.34%
Religion	20	17	-3	-15.00%
Sexual Orientation	78	49	-29	-37.18%
Transgender	2	2	0	0.00%
Total	777	604	-173	-22.56%

Hate Crime Detections

Although the number of hate crimes has fallen between the two periods, the detection rate has increased from 51.6% to 59.1% and remains higher than the rate of detection for all crimes.
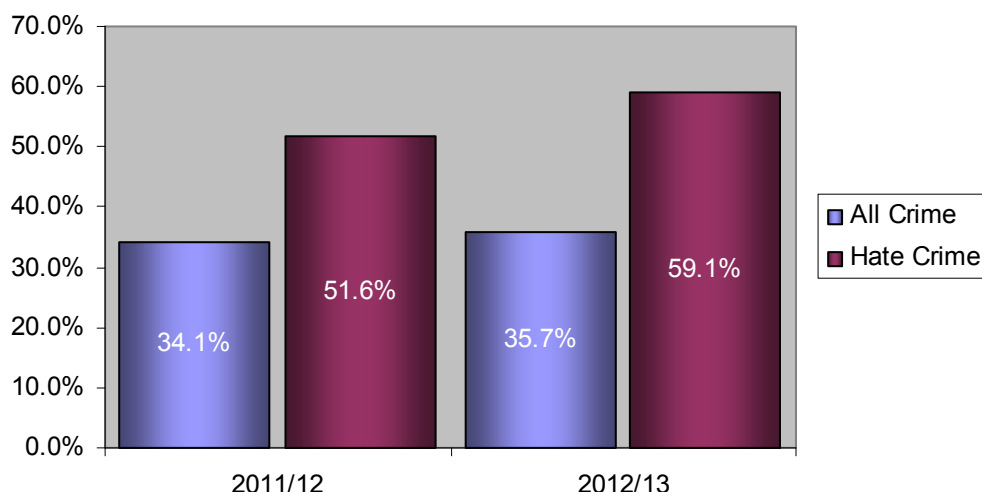
Racially and Religious aggravated offences

Racially and Religious aggravated offences are specific offences created within the Crime and Disorder Act (as amended) where the offender is motivated by hostility or hatred towards the victim's race or religious beliefs. These offences carry higher maximum penalties than the basic offence equivalents.

	2011/12	2012/13	+/-	+/- %
City	319	240	-79	-24.8%
County	247	184	-63	-25.5%
Total	566	424	-142	-25.1%

The following table lists the types of racially and religiously aggravated offences by Home Office offence classifications. However it should be noted that Home Office offence codes have changed year-on-year, meaning comparisons cannot always be easily made.

	2011/12	2012/13
Assault with injury	49	30
Assault without injury	61	62
Criminal Damage	44	44
Harassment	≤10	≤10
Public Fear, Alarm or Distress	409	284

Domestic Violence

The tables below provide information in relation to domestic violence offences and victims. The data is based on all Violence Offences classed as Domestic Violence according to Assessments of Policing and Community Safety (APACS) definitions. This covers violence offences involving current or ex partners where both parties are aged over 16 years or above and offences involving family members where both parties are aged 18 years or above.

Note-: Data has been extracted from a live crime system and may be subject to change

Location	Crimes			
	2011/12	2012/13	Vol. Change	% Change
City	2,154	2,134	-20	-1%
County	3,100	3,088	-12	0%
Total	**5,254**	**5,222**	**-32**	**-1%**

Location	Detections		
	2012/13	Detection Rate	Difference From Last Year
City	1,089	51%	-1%
County	1,655	54%	-1%
Total	**2,744**	**53%**	**-1%**

The following tables provide a breakdown of domestic violence victims by gender, age and ethnicity.

Gender	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
Female	4,403	84%	4267	82%	-136	-3%
Male	851	16%	955	18%	104	12%
Total	**5,254**	-	**5,222**		**-32**	**-1%**

Age	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
16-24	1,721	32.8%	1,636	31.3%	-85	-5
25-44	2,721	51.8%	2,660	50.9%	-61	-2
45-64	743	14.1%	834	16.0%	91	12
65-74	39	0.7%	58	1.1%	19	49
75+	18	0.3%	30	0.6%	12	67
Not Stated	12	0.2%	4	0.1%	-8	-67
Total	**5,254**	-	**5,222**		**-32**	**-1**

Ethnicity	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
White	4,575	87.08%	4,563	87.40%	-11	0%
Multiple Heritage	133	2.53%	95	1.82%	-38	-29%
Black or Black British	177	3.37%	204	3.91%	27	15%
Asian or Asian British	156	2.97%	180	3.45%	24	15%
Chinese or Other	32	0.61%	31	0.59%	-1	-3%
Not Stated	181	3.44%	149	2.83%	-33	-18%
Total	5,254	-	5,222	-	-32	-1%

Note – Ethnicity data is provided on a voluntary basis. The heading not stated includes where an individual may have chosen not to provide this information (prefer not to say).

Victims of Crime

The tables below provide information on victims of crime based on the protected characteristics currently available. This information relates to those who have been a victim of "victim based crimes as defined by Her Majesty's Inspectorate of Constabulary (HMIC)

The HMIC crime tree classification identifies four main crime groups under the heading "Victim Based Crime". **These are, violence against the person, sexual offences, stealing, and criminal damage / arson**. With some of these offences, such as shoplifting (theft), criminal damage or arson, the victim may be or is likely to be an organisation rather than an individual and therefore demographic data is not provided. These have been included under the heading not stated. This heading also includes where an individual may have chosen not to provide the information (prefer not to say).

The percentages given in the tables below are calculated on the basis of the total number, excluding the not stated figure. This has been done to provide an easier comparison with the population figures provided above.

Age	2011/12	Proportion	2012/13	Proportion
0-15	2,123	4.2%	2,124	4.7%
16-24	11,635	22.8%	10,786	23.9%
25-44	20,835	40.7%	18,141	40.2%
45-64	12,444	24.3%	10,834	24.0%
65-74	2,405	4.7%	1,950	4.3%
75+	1,698	3.3%	1,317	2.9%
Not Stated	2,419	-	3,700	-
Crimes against an organisation	15,495	-	11,887	-

Gender	2011/12	Proportion	2012/13	Proportion
Female	27,207	51.5%	24,860	52.0%
Male	25,652	48.5%	22,941	48.0%
Not Stated	701	-	1,051	-
Crimes against an organisation	15,495	-	11,887	-

Ethnicity	2011/12	Proportion	2012/13	Proportion
White	45,631	89.5%	40,168	88.7%
Multiple Heritage	823	1.6%	622	1.4%
Black or Black British	1,558	3.1%	1,546	3.4%
Asian or Asian British	2,326	4.6%	2,363	5.2%
Chinese or Other	669	1.3%	596	1.3%
Not Stated	2,552	-	3,557	-
Crimes against an organisation	15,495	-	11,887	-
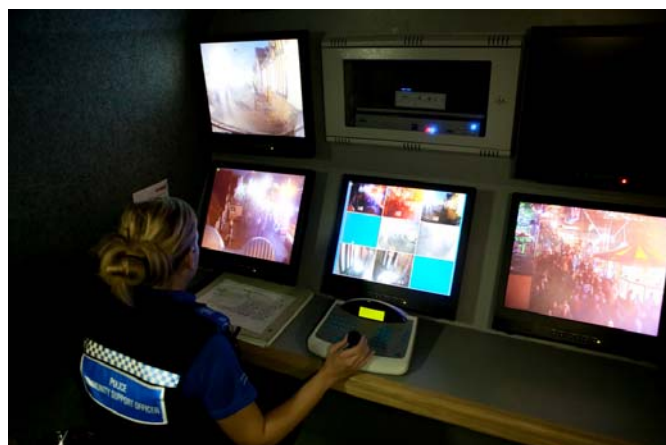
Due to the small numbers declared for religion a percentage breakdown has not been given

Religion	2011/12	2012/13
Buddhist	≤10	≤10
Christian	26	34
Hindu	≤10	≤10
Jain	≤10	≤10
Jewish	≤10	≤10
Muslim	22	13
Sikh	≤10	≤10
None	25	26
Other	≤10	≤10
Not Stated	68,966	60,654

Use of Powers - Stop and Search

The primary purpose of using stop and search powers is to enable an officer to check any suspicions without them having to make an arrest. Community members accept that the Force has to use stop and search powers, but it is important to them that it is used proportionately and people are treated with respect.

Disproportionality in the use of powers within the BME community has been raised as a concern, but this is now being addressed through ongoing training and the development of systems and processes. It is worth noting that although there has been an increase in the total number of stop and searches carried out year on year; there has been a decrease in the disproportionality ratio between the two groups of just over 19%.

Recent data shows that the areas where most stop and searches are carried out, are experiencing higher number of crimes. A range of other factors also need to be taken into account. Fitzgerald and Sibbitt (1997) term these as 'lifestyle factors; the legitimate targeting of certain people and places by the police; police interpretation of the use of the PACE power; and (in part related) recording practices'.

To calculate the 'per 1000 population' figure in the tables below, the number of stop and searches conducted by Nottinghamshire Police has been divided by the number within the population for that ethnic grouping[3], and then multiplied by 1,000.

The following two tables show the number of stop and searches carried out by Nottinghamshire Police broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013 and are for the whole of the Nottinghamshire area.

	2011/2012		
	Volume	Per 1000 population	Proportionality ratio
White	2,297	2.369	-
BME	737	6.042	2.550

	2012/2013		
	Volume	Per 1000 population	Proportionality ratio
White	2,643	2.726	-
BME	685	5.616	2.060

The following tables show the number of stop and searches carried out by Nottinghamshire Police broken down by geographical division using the more detailed ONS 5+1 ethnic group categories. The tables cover the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013.

In all cases where the location of the stop and search has been recorded this has been used to determine the stop location, otherwise the base location of the officer conducting the search has been used. However where the officer is a member of the Operational Support department and no exact location can be determined, the stop and search record has been included in the overall Nottinghamshire Police data but not in either the City or County Statistics.

	Nottinghamshire Police		
	2011/2012		
	Volume	Per 1000 population	Proportionality ratio
White	2,297	2.369	-
Dual Heritage	163	5.261	2.2
Asian	240	4.974	2.1
Black	313	11.471	4.8
Chinese	21	2.352	1.0
Total	3,034		

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[3] Office for National Statistics (ONS) 2011 census population figures

City of Nottingham		
2011/2012		
Volume	**Per 1000 population**	**Proportionality ratio**
White	1,308	5.981	-
Dual Heritage	128	6.316	1.1
Asian	189	5.550	0.9
Black	248	11.471	1.9
Chinese	15	2.505	0.4
Total	1,888		

Nottinghamshire County		
2011/2012		
Volume	**Per 1000 population**	**Proportionality ratio**
White	750	0.999	-
Dual Heritage	12	1.120	1.1
Asian	10	0.704	0.7
Black	5	0.980	1.0
Chinese	0	0.000	0.0
Total	777		

Nottinghamshire Police		
2012/2013		
Volume	**Per 1000 population**	**Proportionality ratio**
White	2643	2.726	-
Dual Heritage	130	4.196	1.5
Asian	231	4.788	1.8
Black	322	11.800	4.3
Chinese	2	0.224	0.1
Total	3328		

City of Nottingham		
2012/2013		
Volume	Per 1000 population	Proportionality ratio
White	1128	5.158	-
Dual Heritage	90	4.441	0.9
Asian	204	5.991	1.2
Black	273	12.306	2.4
Chinese	2	0.334	0.1
Total	1697		

Nottinghamshire County		
2012/2013		
Volume	Per 1000 population	Proportionality ratio
White	1489	1.983	
Dual Heritage	39	3.639	1.8
Asian	25	1.761	0.9
Black	42	8.232	4.2
Chinese	0	0.000	0.0
Total	1595		

Use of Powers - Arrest Rates

The following tables show the number of arrests carried out by Nottinghamshire Police during the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013. Arrests shown are for the whole of the Nottinghamshire area.

The number of arrests has been divided by the number within the population for that ethnic grouping, as provided by the Office for National Statistics 2011 census population figures, and then multiplied by 1,000. Note – the recorded volume and calculated proportionality ratios exclude records where the voluntary ethnicity is recorded as "Not Stated"

2011/2012		
Volume	Per 1000 population	Proportionality ratio
White	30647	31.611	-
BME	5772	47.319	1.497

2012/2013			
	Volume	**Per 1000 population**	**Proportionality ratio**
White	24545	25.320	-
BME	4952	40.600	1.603

Young people – First-Time entrants

One of our specific objectives for the year 2012/13 was to reduce the number of first-time entrants (FTEs) into the youth justice system by 10% in 2012/13, where first-time entrants are defined as young people (aged 10-17) who receive their first substantive outcome (relating to a reprimand, a final warning with our without an intervention, or a court disposal for those who go directly to court without a reprimand or final warning)

There have been 509 first-time entrants this year. This is a reduction of 42.2% (371 FTEs) compared to last year.
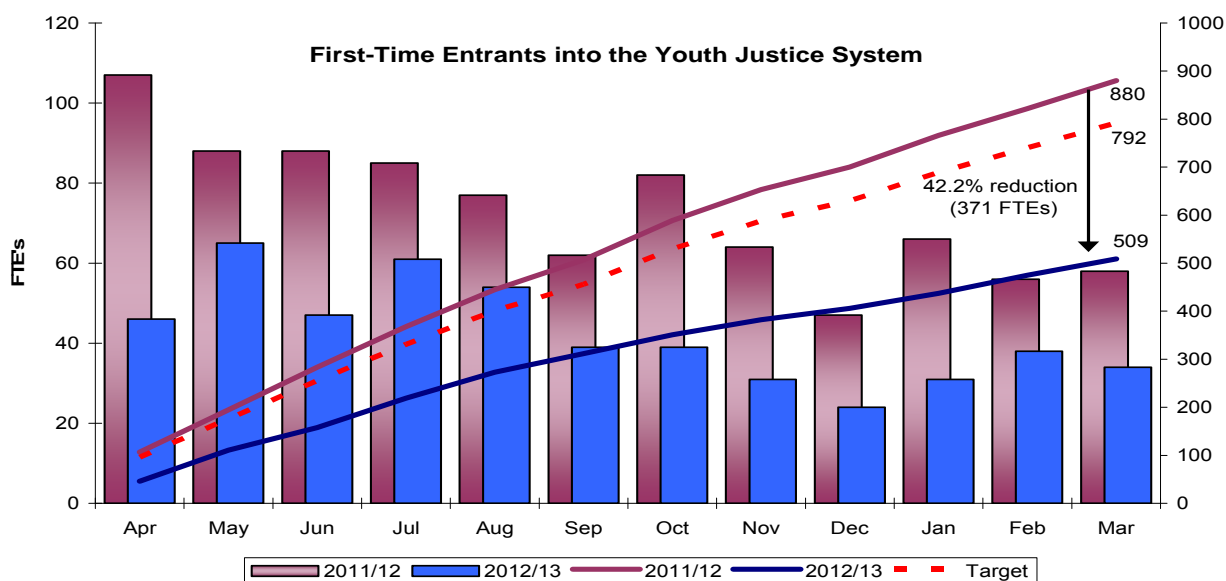
The majority of entrants are male, (78.8%) with the number of female entrants falling at a much faster rate than their male counterparts (female entrants have fallen 59.7% year-on-year, while male entrants have fallen by 34.5%). The majority of the entrants are aged between 15-17 years of age, and the number of entrants who describe their ethnicity as BME is slightly disproportionate to the ethnic make-up of the Force area[4]. Around 20% of FTEs in 2012/13 were BME, compared with around 17% in the previous year; however the majority of entrants are of a white ethnicity.

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[4] *Source: 2011 Census Population Estimates (ONS published 11 December 2012).*

Victim Satisfaction Surveys

We regularly survey victims of crime and antisocial behaviour (ASB) to find out how happy they are with the service they have received.

Our telephone interviewers carry out approximately 650 surveys every month with victims of antisocial behaviour, dwelling burglary, racist incidents, vehicle crime and violent crime.

They speak with members of the public and ask them to rate the service they have received from us during their incident.

Satisfaction is determined by the number of respondents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews. The 'All Surveys' figure is a simple calculation using the sum of all responses across all surveyed crime types, i.e. no weighting is applied.

Those highlighted indicate a statistically significant difference when satisfaction for this group is compared with that of the remainder of the sample base for the same surveyed crime type (at the 95% confidence level). So, for example, it can be seen that the 65-74 age group has significantly higher satisfaction than that for all other respondents for All Surveys

The tables below show overall victim satisfaction and comparative satisfaction of victims by protected characteristics. Information shown covers incidents reported in the 12 months to the end of March 2013.

	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
All respondents	86.0%	92.8%	87.3%	83.4%	84.1%	81.1%	82.8%

Gender	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
Male	85.8%	92.3%	86.9%	84.9%	84.2%	80.36%	83.5%
Female	86.2%	93.4%	88.1%	77.8%	83.8%	82.1%	82.2%

Disability	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
Yes	84.0%	91.3%	88.2%	78.8%	80.5%	71.4%	83.5%
No	86.4%	93.1%	87.3%	83.9%	84.8%	82.3%	82.5%

Ethnicity	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
BME	80.2%	87.5%	79.8%	74.0%	80.1%	81.5%	69.6%
White	87.0%	93.4%	88.2%	84.2%	84.6%	79.1%	84.1%

	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
16 to 24	85.6%	93.4%	83.2%	86.8%	85.1%	79.5%	80.0%
25 to 34	85.2%	92.1%	87.1%	83.4%	82.4%	81.2%	82.9%
35 to 44	85.2%	90.8%	85.3%	81.5%	83.8%	84.3%	83.7%
45 to 54	84.3%	91.4%	89.3%	81.9%	80.1%	74.2%	78.7%
55 to 64	86.9%	91.8%	86.7%	82.6%	87.1%	81.8%	84.2%
65 to 74	93.1%	97.9%	92.3%	82.6%	94.6%	100.0%	89.9%
75 or above	97.2%	98.5%	100.0%	85.7%	100.0%	100.0%	92.0%

Comparison of agreement levels for victims of ASB incidents reported in the 12 months to the end of January 2013

Agreement that the police and local council are working in partnership to deal with antisocial behaviour and crime in your area

All respondents		62.3%
Gender	Male	61.6%
	Female	62.9%
Disability	Yes	61.6%
	No	62.5%
Ethnicity	BME	58.0%
	White	62.9%

	16 to 24	74.0%
	25 to 34	62.3%
	35 to 44	61.2%
Age Range	45 to 54	58.3%
	55 to 64	60.2%
	65 to 74	60.8%
	75 or above	72.0%

Agreement is determined by the number of victims of ASB incidents who either strongly agree, or agree with the statement: 'Moving on to think about your local area, it is the responsibility of the police and local council working in partnership to deal with antisocial behaviour and crime in your area. Please say how much you agree or disagree that …'

Highlighted areas on the table above indicate a statistically significant difference when satisfaction for this group is compared with that for the remainder of the sample base for the same surveyed crime type (at the 95% confidence level). So, for example, it can be

seen that the 16-24 age group has a significantly higher agreement with the statement than that for all other respondents.

The table on the following pages shows a Year-on-Year comparison which provides a comparison of satisfaction rates for incidents reported in the 12 months to the end of March 2013, with the same period in the previous year.

Satisfaction is determined by the number of respondents who are either completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.

Satisfaction with whole experience, comparing incidents reported in the 12 months to the end of March 2012 versus incidents reported in the 12 months to the end of March 2013

		All Surveys		Racist Incidents	
		March 2012	March 2013	March 2012	March 2013
All respondents		86.3%	86.0%	82.4%	81.1%
Gender	**Male**	85.4%	85.8%	82.4%	80.6%
	Female	87.7%	86.2%	82.6%	82.1%
Disability	**Yes**	85.1%	84.0%	87.2%	71.4%
	No	86.5%	86.4%	81.9%	82.3%
Ethnicity	**BME**	82.3%	80.2%	81.8%	81.5%
	White	87.0%	87.0%	87.0%	79.1%
Age Range	**16 to 24**	86.3%	85.6%	84.3%	79.5%
	25 to 34	82.9%	85.2%	76.4%	81.2%
	35 to 44	84.6%	85.2%	84.3%	84.3%
	45 to 54	87.2%	84.3% ↓	83.6%	74.2%
	55 to 64	88.9%	86.9%	93.5%	81.8%
	65 to 74	94.1%	93.1%	100.0%	100.0%
	75 or above	93.8%	97.2%	100.0%	100.0%

Note: The 'All Surveys' figure is a simple calculation using the sum of all responses across all surveyed crime types, i.e. no weighting is applied.
↑ ↓ indicates a statistically significant difference in satisfaction between the two periods, either higher or lower respectively (at the 95% confidence level). So, with All Surveys for example, it can be concluded that the 45-54 age group has seen a fall in satisfaction when comparing March 2013 with March 2012.

Accessibility and Communication
Use of interpreters

Nottinghamshire Police uses interpreting services in a variety of circumstances. In the main these will be in contacts with victims, witnesses and suspects but will also include the translation of documents, training of officers and staff and engagement with community members.
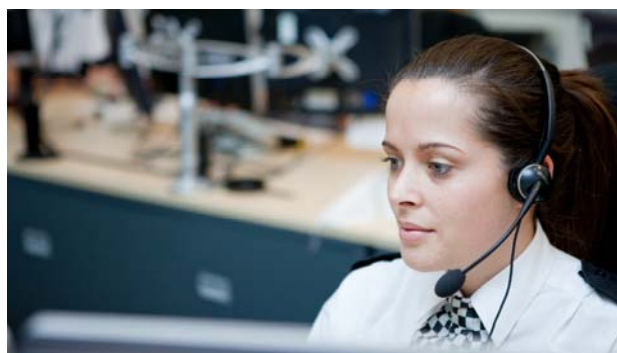
The translation providers for face to face and document translation for Nottinghamshire Police are 'Cintra', whilst "Language Line" provides a telephone-based translation service.

Source: The information below from management information reports provided by the service providers.

Total number of contacts 1 April 2011 – 31 March 2012

Rank	Language	Source		Total
		Cintra	Language Line	
1	Polish	882	2,063	**2,945**
2	Romanian	153	401	**554**
3	Lithuanian	150	288	**438**
4	Russian	201	160	**361**
5	Urdu	174	150	**324**
6	Czech	81	210	**291**
7	Latvian	34	109	**143**
8	Hungarian	22	52	**74**
= 9	Kurdish - Sorani	73	0	**73**
	Vietnamese	27	46	**73**
11	Slovak	0	71	**71**
12	Mandarin	0	70	**70**
= 13	Arabic	22	47	**69**
	Turkish	30	39	**69**
= 15	British Sign	65	0	**65**
	Chinese Mandarin	65	0	**65**
	Remainder (53 languages)	300	483	**783**
Totals		2279	4,189	**6,468**

Total number of contacts 1 April 2011 – 31 March 2012

Rank	Language	Source		Total
		Cintra	**Language Line**	
1	Polish	841	1,803	**2644**
2	Romanian	186	263	**449**
3	Lithuanian	145	273	**418**
4	Urdu	180	124	**304**
5	Russian	138	119	**257**
6	Czech	56	102	**158**
7	Kurdish - Sorani	75	82	**157**
8	Chinese Mandarin	57	82	**139**
9	Latvian	50	86	**136**
10	Punjabi – India / P. Mipuri	62	45	**107**
11	Farsi – Iranian / Dari	41	63	**104**
12	Slovak	28	72	**100**
13	Hungarian	19	78	**97**
14	Arabic	40	45	**85**
15	Turkish	47	33	**80**
	Remainder (41 languages)	263	333	**596**
Totals		2228	3,603	**5831**
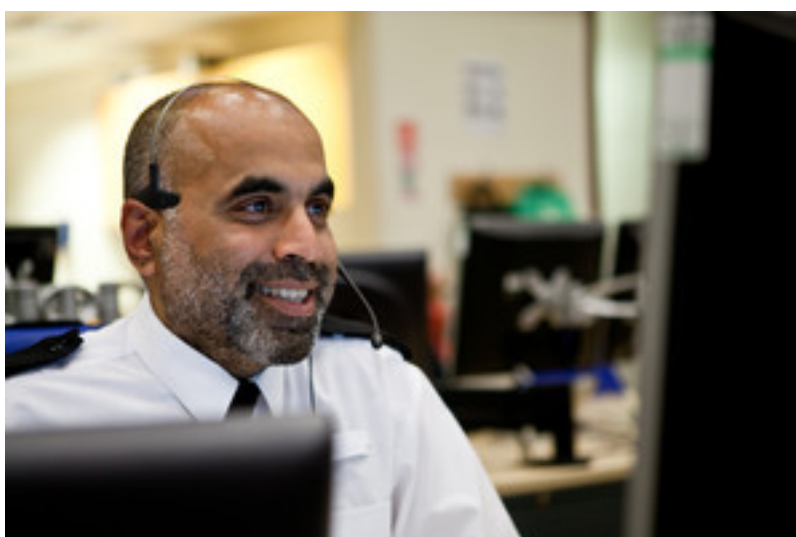
Pegasus

The Pegasus PIN database was devised by community members from our disability advisory group to help make the initial phase of contacting the police – either by phone or in person – easier. The database holds the details of people who have registered because they have difficulty giving their details when calling the emergency services.

When a person registers with Pegasus they are issued with a personal identification number – or 'PIN' that they are able to use in two ways; by phone where the user provides their Pegasus PIN to the police controller who can then access the information submitted by the user so that they do not have to spend valuable time trying to give personal details; or face to face – where they can tell or show the officer their Pegasus PIN and the officer can then contact the control room for information to give them a better understanding of any communication issues the user might have, enabling them to give the best possible assistance appropriate to their needs.

Between 1 April 2012 and the 31 March 2013 there were 260 contacts from Pegasus covering a wide variety of incidents and there are now over 750 users registered on the database.

The Pegasus system has now been expanded to help people with disabilities and other vulnerable people contact Nottinghamshire Police, Nottinghamshire Fire & Rescue Service and Nottinghamshire East Midlands Ambulance Service.

Neighbourhood Alert

The Neighbourhood Alert electronic communication system is designed to help people communicate with their local Neighbourhood Policing Team and other teams from Nottinghamshire Police.

The aim of the system is to provide up-to-date information direct to registered members to support two-way communication between them and Nottinghamshire Police to work together to reduce crime in their area.

The following data is available regarding the identity of the users of the Neighbourhood alert system. It should be noted that for historical reasons there are a significant number of users for whom no equality data has been gathered. This issue is currently being addressed.

Total number of registered users for the whole of Nottinghamshire as of March 2013: 18,648

	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or above	Prefer Not to Say	Not Stated
Age Range	147	632	1086	1162	1060	937	266	3684	9674

	Yes	No	Prefer Not to Say	Not Stated
Disability	383	3808	3770	10687

	White	Multiple Heritage	Black	Asian	Chinese	Prefer not to say	Not Stated
Ethnicity	4027	117	16	68	15	3679	10726

	Male	Female	Not Stated
Gender	2759	2613	13276

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Our People and Culture

Our People and Culture

This section of the report is mainly about the internal aspects of who we are and how we work. It includes:

- information about our Police Staff, Police Officers, Police Community Support Officers (PCSOs) and Special Constables by protected characteristics.

- information about our workforce and where they work

Our people and culture are also underpinned by two of our equality objectives

Equality Objective 3 – Culture

We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination

Equality Objective 4 – Representation

We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation

Workforce Data

The following tables provide a variety of information on the make up of the workforce of Nottinghamshire Police.

All information includes those on career breaks, maternity leave etc and externally funded posts but excludes volunteers, agency staff and partnership workers. All of the figures, unless otherwise stated, are based on actual headcount and are in relation to establishment on 31 March 2013.

The data below has been sourced through Human Resources records. The information is provided by staff through the Human Resource Management System on a voluntary disclosure basis.

Overall workforce – 31st March 2013	
Police Officers	2137
PCSO	309
Police Staff	1355
Specials	381
Total	4182

Overall workforce by protected characteristic groups

Age - Number of employees 25 yrs & under and Over 55

Age Range	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
25 & Under	399	9.54%	27	1.26%	81	26.21%	211	55.38%
Over 55	258	6.17%	12	0.56%	14	4.53%	8	2.10%
Grand Total	657	15.71%	39	1.82%	95	30.74%	219	57.48%

Disability - Number of employees who recorded themselves as disabled

Disability	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Yes	104	2.49%	49	2.29%	5	1.62%	8	2.10%
No	3799	90.84%	2079	97.29%	245	79.29%	363	95.28%
Undisclosed	279	6.67%	9	0.42%	59	19.09%	10	2.62%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Pregnancy and Maternity Number of Employees who went on maternity leave between 1st April 2012 and 31st March 2013

Disability	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Yes	74	4.29%	47	7.83%	6	4.23%	0	0.00%
Grand Total	74	100.00%	47	100.00%	6	100.00%	0	100.00%

Note: The percentage rates given above have been calculated as percentage of the number of female staff in each group.

Race and Ethnicity Number of Employees by Ethnicity

Ethnicity	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
White	3971	94.95%	2044	95.65%	298	96.44%	358	93.96%
Ethnic Minority	177	4.23%	85	3.98%	9	2.91%	23	6.04%
Not Stated	34	0.81%	8	0.37%	2	0.65%	0	0.00%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Sex - Number of Employees by Gender

Gender	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Male	2457	58.75%	1537	71.92%	167	54.05%	252	66.14%
Female	1725	41.25%	600	28.08%	142	45.95%	129	33.86%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Sexual Orientation - Number of Employees by Sexual Orientation

Sexual Orientation	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Heterosexual	1916	90.37%	820	90.61%	175	90.21%	230	89.15%
LGB	59	2.78%	22	2.43%	8	4.12%	11	4.26%
Prefer not to say	145	6.85%	63	6.96%	11	5.67%	17	6.59%
No / % responded	2120	50.69%	905	42.35%	194	62.78%	258	67.72%

Note: Percentages given in the above table are based on the number of those staff who have responded to the question relating to sexual orientation rather than total number of staff.

Religion and Belief - Number of Employees by 2011 Census Religion and Belief Categories

Religion	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Christian	1472	35.20%	688	32.19%	119	38.51%	120	31.50%
Muslim	37	0.88%	15	0.70%	2	0.65%	2	0.52%
Sikh	28	0.67%	16	0.75%	1	0.32%	6	1.57%
Hindu	6	0.14%	2	0.09%	0	0.00%	0	0.00%
Jewish	4	0.10%	2	0.09%	0	0.00%	0	0.00%
Buddhist	5	0.12%	4	0.19%	0	0.00%	0	0.00%
Any other Religion	92	2.20%	36	1.68%	8	2.59%	5	1.31%
No Religion	235	5.62%	110	5.15%	23	7.44%	13	3.41%
Undeclared	2303	55.07%	1264	59.15%	156	50.49%	235	61.68%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Note: The religions specifically identified in the above table reflect the options used in the voluntary religion question in the 2011 and 2001 censuses carried out by the Office of National Statistics.

Distribution of workforce by department and protected characteristics group

The following tables details how our workforce is distributed across the various departments of the force, by specialist post and in the case of police officers by rank.

Gender of workforce by department and division

	Male	%	Female	%
Chief Officer Team	3	0.10%	2	0.07%
City Division	661	15.81%	322	7.70%
County Division	870	20.80%	483	11.55%
Crime & Justice	339	8.11%	334	7.99%
Contact Management	105	2.51%	256	6.12%
Operational Support	179	4.28%	47	1.12%
Corporate Services	186	4.45%	229	5.48%
Region 2012	113	2.70%	51	1.22%
Grand Total	**2456**	**58.75%**	**1724**	**41.25%**

Ethnicity of workforce by department and division

	White	%	Ethnic Minority	%	Not Stated	%
Chief Officer Team	5	0.17%	0	0.00%	0	0.00%
City Division	919	21.98%	61	1.46%	3	0.07%
County Division	1300	31.09%	45	1.08%	8	0.19%
Crime & Justice	645	15.42%	22	0.53%	6	0.14%
Contact Management	352	8.42%	7	0.17%	2	0.05%
Operational Support	220	5.26%	4	0.10%	2	0.05%
Corporate Services	374	8.94%	29	0.69%	12	0.29%
Region 2012	154	3.68%	9	0.22%	1	0.02%
Grand Total	**3969**	**94.95%**	**177**	**4.23%**	**34**	**0.81%**

Age of workforce by department and division

	25 & Under	%	Over 55	%
Chief Officer Team	0	0.00%	0	0.00%
City Division	124	2.97%	10	0.24%
County Division	204	4.88%	36	0.86%
Crime & Justice	22	0.53%	80	1.91%
Contact Management	34	0.81%	44	1.05%
Operational Support	0	0.00%	17	0.41%
Corporate Services	13	0.31%	61	1.46%
Region 2012	2	0.05%	10	0.24%
Grand Total	**399**	**9.54%**	**258**	**6.17%**

Declared disability amongst workforce by department and division

	Yes	%	No	%	Not Stated	%
City Division	21	0.50%	924	22.09%	38	0.91%
County Division	31	0.74%	1257	30.06%	65	1.55%
Crime & Justice	23	0.55%	614	14.68%	36	0.86%
Contact Management	11	0.26%	320	7.65%	30	0.72%
Operational Support	4	0.10%	209	5.00%	13	0.31%
Corporate Services	10	0.24%	312	7.46%	93	2.22%
Region 2012	3	0.07%	157	3.75%	4	0.10%
Grand Total	**103**	**2.46%**	**3793**	**90.69%**	**279**	**6.67%**

Distribution of Police Officers by rank and protected characteristics group

The following two tables show the distribution of gender and ethnicity by ranks for police officers. Percentages shown are the percentage representation at that rank group.

	Male	%	Female	%
Superintendent and above	17	70.83%	7	29.17%
Chief Inspector / Detective Chief Inspector	33	89.19%	4	10.81%
Inspector / Detective Inspector	97	86.51%	22	13.49%
Sergeant / Detective Sergeant	286	86.02%	67	13.98%
Constable / Detective Constable	1104	68.83%	500	31.17%
Totals	**1537**	**71.92%**	**600**	**28.08%**

	White	%	BME	%
Superintendent and above	23	95.83%	1	4.17%
Chief Inspector / Detective Chief Inspector	37	100.00%	0	0.00%
Inspector / Detective Inspector	115	96.64%	4	3.36%
Sergeant / Detective Sergeant	337	96.01%	14	3.99%
Constable / Detective Constable	1532	95.87%	66	4.13%
Totals	**2052**	**96.02%**	**85**	**3.98%**

The above table does not include eight officers for whom ethnicity was not stated

Specialist Posts

Police officers in specialist posts are defined by the Home Office as being those officers working in the following roles and departments:

Air, Asset Confiscation, Child/Sex/Domestic/Missing Persons, CID, CID Specialist Units, Complaints and Discipline, Dogs, Drugs,

Firearms – Tactical, Firearms/ Explosives, Fraud,
Special Branch /Protection /Immigration /National, Surveillance, Traffic, Vice.

In Nottinghamshire Police at the end of March 2013 there were 731 officers in these posts.

The tables below shows the percentage distribution of officers in these roles by protected characteristic, compared with the overall representation of that characteristic amongst all Nottinghamshire Police Officers.

	Age		Gender		Race & Ethnicity		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S
Volume	10	28	444	287	687	35	9
% Specialist	1.37%	3.83%	60.74%	39.26%	93.98%	4.79%	1.23%
% All Officers	1.26%	0.56%	71.92%	28.08%	95.65%	3.98%	0.37%

	Disability			Maternity
	Yes	No	N.S.	1/4/12 to 31/3/13
Volume	10	689	32	16
% Specialist	1.37%	94.25%	4.38%	5.57%
% All Officers	2.29%	97.29%	0.42%	7.83%

Part Time Working

Staff working part time during the period by gender and role

	All Staff		Police Officers		PCSO	
	Total	% of all Staff	Total	% of all Police Officers	Total	% of all PCSO
Male	65	2.65%	6	0.39%	2	0.79%
Female	448	25.97%	155	25.83%	29	22.48
Grand Total	513	12.27%	161	7.53%	31	8.14%

Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2012 and the 31 March 2013. The percentages given in each case are as a proportion of all leavers in that group (Officers/Staff)

During the specified period, 96 police officers and 237 police staff left the organisation.

Police Officer Leavers

	Age		Gender		Ethnicity			Disability		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S	Yes	No	N.S.
Vol	4	3	76	20	94	2	0	3	93	0
%	4.17%	3.13%	79.17%	20.83%	97.92%	2.08%	0.00%	3.13%	96.88%	0.00%

Police Staff Leavers

	Age		Gender		Ethnicity			Disability		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S	Yes	No	N.S.
Vol	16	71	69	168	225	10	2	7	196	34
%	6.75%	29.96%	29.11%	70.89%	94.94%	4.22%	0.84%	2.95%	82.70%	14.35%

Grievances

The table below shows a breakdown of grievances taken out by officers and staff under the fairness at work policy. The table lists the number of live grievances in any given month for the period 1 April 2012 to 31 March 2013. The "other" category under reason for grievance includes issues such as pay, local management, recruitment and selection appeals, and procedural matters amongst others. The table also provides information in relation to the aggrieved's gender, ethnicity and disability status.

	Number of Live Cases	Reason for Grievance		
		Discrimination	Bullying & Harassment	Other
Apr-12	6	0	1	5
May-12	6	0	0	6
Jun-12	3	1	0	2
Jul-12	8	2	1	5
Aug-12	9	2	2	5
Sep-12	11	2	2	7
Oct-12	7	1	0	6
Nov-12	11	1	2	8
Dec-12	9	1	2	6
Jan-13	8	1	2	5
Feb-13	7	1	4	2
Mar-13	1	0	0	1

	Number of Live Cases	Complainant Protected Characteristics							
		Male	%	Female	%	BME	%	Recorded Disability	%
Apr-12	6	4	67	2	33	0	0	0	0
May-12	6	2	34	4	66	0	0	2	34
Jun-12	3	1	33	2	67	1	33	1	33
Jul-12	8	4	50	4	50	1	13	1	13
Aug-12	9	6	67	3	33	1	11	1	11
Sep-12	11	7	64	4	36	1	9	1	9
Oct-12	7	3	43	4	57	0	0	0	0
Nov-12	11	4	36	7	64	0	0	2	18
Dec-12	9	4	4	5	56	0	0	2	22
Jan-13	8	2	25	6	75	0	0	2	25
Feb-13	7	2	29	5	71	0	0	4	57
Mar-13	1	1	100	0	0	0	0	0	0

Benchmarking - Stonewall Workplace Equality Index

The Stonewall Workplace Equality Index (WEI) is a benchmarking tool which enables the organisation to assess its work on LGB equality against best practice.

The WEI measures organisations against the following 26 categories

Diversity policy
Diversity team
Policy audit
Employee benefits
Employment tribunal
Bullying prevention
Senior champion
Network group
Network functions

Staff engagement
Training – access
Training – topic
Training – coverage
Manager development
Career development
Monitoring – collection
Monitoring – analysis
Monitoring - declared

Monitoring – action
Procurement policy
Supplier initiatives
Community engagement
Pink plateau
LGB role models
Additional evidence
Staff attitude feedback

376 organisations entered the 2013 index from across the private, public and third sectors and the entry point for the top 100 employers was 140/200 points

Nottinghamshire Police's submission for the 2013 index was based on evidence relating to activities, policies, training and engagement in place or occurring during the period September 2011 and September 2012.

Nottinghamshire Police scored 97 out of a possible 200 points and was ranked 226th out of 376 and this was recognised as a significant score and position for a first time entrant.

The maximum marks were gained in the following areas of the index; diversity policy, diversity team, policy audit, employment tribunal, network group and procurement policy and the Senior Champion category scored particularly well, with Nottinghamshire Police scoring above the average score for top 100 companies.

Areas identified as strengths include the senior champion category and also community engagement and training. Areas highlighted for future development included wider all staff engagement, equality monitoring and policies on employee benefits and bullying prevention.