For Information	
Public	
Report to:	**Strategic Resources and Performance Board**
Date of Meeting:	**8th November 2018**
Report of:	**Chief Constable Guildford**
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Agenda Item:	**7**

Equality, Diversity and Human Rights Performance and Monitoring 2017/18

1. Purpose of the Report

1.1 The purpose of this report it 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, diversity and inclusion, four key equality objectives have been identified and adopted. The work towards each of these objectives is led by a designated member of the Chief Officer team. The leads during the reporting period 2017/18 for these objectives were:

Proportionality	ACC Stuart Prior
Engagement	ACC Stuart Prior
Culture	DCC Rachel Barber
Representation	Head of HR & OD – Denise Hill

These have remained the same for 2018/19 with ACC Kate Meynell taking over from ACC Stuart Prior following his retirement. 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 Head of Strategy and Assurance attends these meetings on behalf of the Office of the Police and Crime Commissioner.

In addition to leading on Equality and Diversity, each member of the Chief Officer team also undertakes the role of 'Network Champion' for one or more of the Diversity Support Networks within Nottinghamshire police. [1] The introduction of Support Network Champions has been of benefit to all of our diversity support networks, it has helped in promoting and empowering the support network and in building a belief from the top that the issues that they raise are important.

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

Stop and Search

The force continues to robustly scrutinise and monitor the use of stop and search powers; in particular ensuring any issues of apparent disproportionality are tackled robustly though no individual concerns have been raised the Scrutiny Board has raised concerns over the proportionality of hand-cuffing during stop and search encounters. More recently the force has seen a rise in the number of stop and searches being undertaken which is linked to both the number of proactive operations being undertaken (knife crime and Op Guardian) but also positive messaging about the powers keeping communities safe and the encouraging of officers to use the powers when the grounds exist.

In the most recent HMI Inspection (2018) the force passed 96% of the grounds audit – national comparative data is not yet available.

The work programme, which is managed at Chief Officer level, consists of a variety of activities including the audit of more thorough and strip searches; improved data collection and monitoring particularly around the use of force during such encounters and more effective performance management by supervisors.

The Force continues to comply with the Best Use of Stop and Search Scheme BUSSS) and is ready for what is presumed to be included in BUSSS 2.0

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[1] Diversity Support Networks – Black Police Association (BPA), Nottinghamshire Encouraging Women to Succeed (NEWS), The Network is Nottinghamshire Police's lesbian, gay, bisexual and trans+ support, the Disability Awareness network is now known as Enable, Gypsy Roma Traveller Police Association (GRTPA) and Christian Police Association (CPA).

should this be launched. The Scrutiny Board meets on a regular basis and we continue to work with the Youth Commission who attends the Scrutiny Board.

<u>Hate Crime</u>

The force introduced Misogyny and Alternative Subculture (ASC) into the force hate crime procedure. As a result the force is seen as leading the way nationally on Misogyny and several other forces are committed to recording Misogyny.

A consolidated action plan for tackling hate crime and improving outcomes has been developed by the Hate Crime Steering Group of the Safer Nottinghamshire Board. Superintendent Matthew McFarlane has been designated as the primary crime lead for this area and his work is supported by Chief Inspector Sukesh Verma and two hate crime officers. The plan incorporates recommendations from national reports[2], and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies such as Mencap to address disability related hate crime and the LGBT Independent Advisory Group's (IAG) to increase under reporting.

Nottinghamshire Police are in the process of addressing both HMIC and Nottingham Citizens recommendations. This includes hate crime officers reviewing incidents to ensure policy compliance, a clearer and more condensed hate crime policy, a simple flowchart for officers to use, contact with victims at the point of finalisation for any further support or required signposting; and ensuring that Nottinghamshire horizon scan the type and location of hate crime incidents, so that we can quickly and effectively respond to any specific threats. This is especially important with Brexit 2019 approaching.

There will be greater joint working between the hate crime officers and Community Protection to ensure that services are joined up, and any continuing issues effectively dealt with.

The force Hate Crime risk assessment tool was reviewed and developed in partnership with Nottingham Trent University. As a result the force has introduced a new comprehensive risk assessment that provides more detailed analysis of risk and is leading edge in the country. The force is now one of two leading the work to develop a national Hate Crime risk assessment.

In partnership with the National Holocaust Centre, local authorities, youth justice service and Nottingham universities a programme has been developed to "break the cycle".

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[2] Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight', 'Out in the

Open' reports into disability related harassment, Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013 and the Parliamentary Enquiry Transgender Equality report published in 2015.

After trialling this is now being rolled out for referrals across the force and with partners. There is interest in this programme from regional police forces. In addition to supporting the No to Hate training days funded by the PCC in Partnership with the County Council and the Holocaust Centre.

We worked with Nottingham City Council and members of the trans+ community to facilitate a trans+ picnic /celebration event. The LGBT+ staff network attended and sponsored part of the Transgender day of remembrance event held at Barker Gate Memorial Gardens. In addition to hosting the Nottingham premier of 'Trashing Transphobia' hate crime film and positive action special constable recruitment event.

Two Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight', 'Out in the Open' reports into disability related harassment, Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013 and the Parliamentary Enquiry Transgender Equality report published in 2015. Both activities aim to build trust and confidence with the trans+ community and increase the levels hate crime reporting. The Chief Constable and colleagues also supported the community led International Day Against Homophobia, Biphobia and Transphobia (IDAHOT) flag raising event.

Mental Health
The continued use of the triage cars has seen a reduction in the use of police powers under section 136 of the Mental Health Act. Partnership efforts to address mental health have also been increased following the introduction of the concordat action plan. Since April 2016 there have been further reductions in the use of cells for section 136 Mental Health Act patients and no children have been detained.

Nottinghamshire Police is engaging with partners through the STP and Crisis Concordat on the future development of Street Triage and Blue Light Hub.

Nottinghamshire Police through its ADA have agreed to increase the Street Triage staffing by one officer should health funding for additional nurses be found. An aspiration is to move towards a blue light hub for emergencies involving mental health.

Internally, the Force has signed up to the MIND Blue Light Time to Change Pledge to show a commitment to challenge mental health stigma and promote positive wellbeing within Nottinghamshire Police. The Force has an action plan that goes hand in hand with the Blue Light Pledge.

The disability network Enable has been re-launched and provides awareness and support on physical and mental health and well-being. The Force has produced managers' guides to understanding and supporting colleagues with Dyslexia & Dyspraxia in addition to recruit internal mental health champions to be an additional point of contact within the workplace, whom raise awareness of mental health and wellbeing and work to challenge the stigma colleagues may face. We have continued to promote MIND mental health workshops, 'Natchos & Natter' drop in sessions and circulated self-help guides to build resilience and awareness.

Positive Action
The Force has continued to work closely with the College of Policing on the BME Progression 2018 programme. The College's BME action and evaluation plans for recruitment and progression form the foundation of Force's positive action plans.

Positive action initiatives were put in place to support the police officer, PCDA (Police Constable Degree Apprenticeship), police community support officer, specials and cadet recruitment and also the FastTrack Programme. The police officer positive action initiative 'Operation Voice' was led by ACC Prior and encouraged officers and staff to support the recruitment of talented people from a black and minority ethnic background, including our Eastern European and Chinese communities and people from the lesbian, gay, bisexual and trans+ communities who are currently under represented within Nottinghamshire Police.

The positive action included community engagement, recruitment events in community locations, BME and LGBT+ role models, mentoring/buddying, use of social and specialist media. Neighbourhood policing teams were also involved in promoting opportunities to join Nottinghamshire Police. The police officer recruitment during 2017 held 4 campaigns which attracted a total of 2182 applicants with 12% from our BME communities and 3% from our Eastern European communities and around 11% from our LGBT+ communities. The PCDA campaign achieved 24.8 % BME representation, which if you include our Eastern European candidates accounted for 37.6% of applications from non- White British groups. The age profile was an average age of 23.4 years. However 47.7% of our applicants were under 19. 14.6% were in the 20 - 21yr age group, 21.5% in the 22 - 30yr age group and 16.1 % of applicants were over 30.

The positive action support will continue throughout the recruitment and selection processes for PC and PCDA and the Force will seek feedback on 'Operation Voice' from our diverse communities.

We have introduced a formal coaching programme and continue working to increase the profile of the formal mentoring framework and programme via the

Diversity Support Networks. We have reviewed a range of options to support the personal and career development of our under represented officers and staff. Following information gathering via confidential discussions with BME and LGBT+ officers and police staff, a development programme was launched aimed at enabling officers to pursue their own professional development and assist them to fulfil their career aspirations and potential. This initial programme consists of some modules provided by senior officers in force and further skilled modules delivered by Julia Regis, People and Business Growth Solutions. This programme was successful at encouraging officers to consider promotion. It is hoped that a further programme will be delivered 2018/19 to further support officers from underrepresented groups.

EDI Training
Following an internal review of progress against the MacPherson Inquiry recommendations, the delivery of equality, diversity and inclusion training was commissioned. The mandatory training included an e-learning package for all staff on the Equality Act 2010 and two workshops for managers, one exploring the Equalities Act 2010 in more detail, including unconscious bias and how to be an inclusive manager. The second workshop for more senior managers entitled "21st Century Policing for 21st Century Managers" focussed on working with and through communities. Community members actively participated in the above workshops for managers.

Additional equality awareness workshops have been provided or promoted, including:

- Menopause awareness
- Trans equality & inclusion
- Mental Health and wellbeing
- A 'Lite Bites' event focussing on Gender identity, race & religion and issues for an aging LGBT+ community
- Managing dyslexia in the workplace for managers
- Same sex domestic abuse
- Autism awareness

In addition to facilitating events across departments on trans+ equality & inclusion for senior managers there was a joint EMSCU/ Nottinghamshire Police trans+ inclusion event for supplier and contractors. This was supported by ACC Cooper, Stonewall and by members of the local trans+ community and raised understanding, awareness of the issues they face.

Engagement
As part of an on-going programme of public engagement the Corporate Communication department and Positive Action Coordinator organised Nottinghamshire Police and the Office of the Police & Crime Commissioner's successful presence at a number of community events during the year. These included events such as the Newark County Show, Nottinghamshire Pride,

and Nottingham Carnival. Colleague's also attended Worksop Pride, the Nottingham Mela, the African Farm Festival event and Vaisakhi to engage with members of the community and where appropriate completed hate crime surveys.

Public engagement has also focussed on raising awareness of the Pegasus and Emergency SMS systems to ensure that our services are as accessible as possible. Through our commitment to the Pledges within the British Deaf Association Charter, the Force continues to work with the local Deaf community and our public service partners to improve accessibility to our service. The Police Link Officers for Deaf People (PLOD) continue with their British Sign Language training and maintain contact with local Deaf people by attending drop in sessions and information events. The British Deaf Association has delivered Deaf Equality training sessions to staff from the Force Control Room and Front Counters. All new Police Officer recruits have training on Deaf awareness. The provision of a Video Relay Service has been agreed which will make it easier for Deaf people to contact the Police in non-emergency situations.

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 "EDHR Events" for staff and partners covering topics such as Disability History, Trans+ awareness, Mental Health, Gender Agenda 3 and LGBT+ 'LITE BITES'. A Holocaust Memorial Event was also held at Police Headquarters.

The Force continues to support the National Menopause Action Group and the internal Menopausal Working Group has been working with Professor Amanda Griffiths to review and embed the force menopause policy taking account of our learning and to include new and developing best practice.

The "Diversity in Action" annual staff award recognises staff who have actively contributed towards improving relationships within diverse communities and the continued development of an Equality, Diversity and Inclusion section on the staff intranet which provides advice, information and resources around a range of equality and diversity matters.

Specials
The special constabulary have been aligned to neighbourhoods with a focus on community engagement. A rural crime special constable proactive team has also been implemented.

Cadet Scheme
The cadet scheme positively targets young people, especially those from Black and Minority Ethnic and other under-represented sections of the community with the aim of creating greater engagement between the force and young people.

The cadets 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, hates crime 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. A cadet training syllabus has been developed to enable cadets to transition to the BA Policing degree course run by the University of Derby. Cadets have actively supported the work of the EDI team at Nottingham pride and the Holocaust Memorial Day events.

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 2018**

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 1**.

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 2017 to the 31st March 2018.

Highlights from the report include:

- The reporting of hate crimes has continued to improve with 19.9% more crimes recorded and the number of incidents has decreased by 10.5% during 2017/2018. Detection rates for hate crime, at 9.2%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 8.6%.

- The force has introduced new practices, mobile data solutions and additional training for stop and search. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.

- Satisfaction rates from victim of crime surveys showed more than 88% of all respondents were satisfied, with the service they received. BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a lower satisfaction rate when compared with female victims.

- Reporting of domestic abuse incidents has increased by 17.6% with detection rates continuing to remain higher than the average for all other types of crime.

- Translators were required for 66 different languages during 2017/18, with Polish, Romanian and Lithuanian being the most commonly requested languages. Overall the number of translation requests reduced by 8.66% from the previous year.

- The Pegasus system, which is designed to make contacting and communicating with the police easier for disabled people, now has more than 400 members and is used by both Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.

- 31.45% of our officers are women, which is slightly higher than the national average for the police service in England and Wales (30%).

- BME representation amongst police officers has increased slightly to 4.63%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 6.57%. This is slightly better than the representation gap for all police services in England and Wales, which is 7%.

- BME Officer representation is lowest at the rank of Superintendent. Female Officer representation was reduced at Superintendent level but has improved at Inspector and Chief Inspector ranks. We also have a female Deputy Chief Constable and ACC Meynell joined the Chief Officer Team in August 2018.

- Those roles classified as "specialist posts" by the Home Office show higher representation for women (34.35%) and slightly lower for BME officers (4.05%) compared with representation figures for all officers.

- Around 15% of the workforce is working part-time.

4.4 **Stonewall Workplace Equality Index (WEI) 2018**

Nottinghamshire Police is a Stonewall Diversity Champion and participates in the Stonewall Workplace Equality Index (WEI) each year. The Stonewall WEI is a benchmarking tool which enables us to benchmark our work on LGBT+ equality against best practice.

We have increased our ranking consistently from 196th in 2014 to 167th in 2015. In 2016 we made incredible progress and increased our ranking to 64th and 35th out of 439 in 2017, our best ranking to date. This year our ranking decreased very slightly by 4 points to 39th out of 434 employers. This was due to the changes in the current cycle and the additional criteria included within the index to promote trans+ inclusion. This ranking makes us the 2nd highest ranking force within the index for 2018.

Activity to improve LGBT+ equality has included the following:

- Promotion and recruitment of LGBT+ allies and reverse mentoring programmes
- Promoting LGBT+ role models within the organisation
- Promoting routes of reporting and the revised bullying and harassment policy which explicitly states a zero tolerance approach to homophobic, transphobic and biphobic bullying & harassment
- Collaborating on a positive action event targeting LGBT+ and BME community at recruitment events.
- Promoting the rainbow flag and carrying out an LGBT+ hate crime survey at Nottingham Carnival as part of mainstreaming LGBT+ equality
- Coordinating and supporting LGBT+ engagement events and promoting the role of The Network, which was Highly Commended by Stonewall.
- Coordinating IDAHOT activities internally and working in partnership to promote the International Day Against Homophobia, Transphobia and Biphobia across the city & county including a civic flag raising event.
- Supporting the LGBT+ IAG
- Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness of LGBT+ communities and the intersections within it

As a result of feedback from Stonewall a number of activities were identified and they have influenced our equality objectives and work plans with a view to improving Nottinghamshire Police's standing in the index and our aspiration to become an employer of choice. This work has included:

- Improving equality monitoring data in relation to sexual orientation and gender identity
- Working with key partners across the city & county to promote LGBT+ equality.

We have also sought to promote trans+ inclusion & equality, career development workshops for colleagues who identify as LGBT+ and other underrepresented groups and supporting a range of activities which foster inclusion. Example of this, were found in promoting Black History month and BHM 356, Disability History Month, International Women's Day, LGBT+ History Month and Mental Health Awareness week.

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 & Diversity Information 2018

Equality and Diversity Information 2018

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Contents

Introduction

Nottinghamshire Police's vision is to work with partners and the communities we serve to make Nottinghamshire a safe, secure place to live, work and visit. We recognise that the way 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 a legal obligation 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
- ☐ Disability
- ☐ Gender reassignment
- ☐ Pregnancy and maternity
- ☐ Race
- ☐ Religion and belief
- ☐ Sex
- ☐ Sexual orientation

Equality Objectives

To help 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, policing powers are used proportionately, our services are accessible to all and crimes which 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 employer of choice because of our 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, owned and led by a member of our Chief Officer team.

Equality Information

To enable us to measure how far we are succeeding in our objectives and our duty, we need to gather and analyse information about people and equality. We do this in a number of ways:

- ☐ Where appropriate and relevant, asking people about their age, gender identity, sexual orientation, and race and ethnicity when we interact with them
- ☐ Talking to different groups of people inside and outside the police force about their needs and the needs of their communities
- ☐ Listening to what people tell us and responding appropriately
- ☐ Thinking about how our actions and processes might affect different people and different communities in different ways
- ☐ Using best practice from local and national reports and surveys and using the information we receive 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 (Census Data)

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 a Black and 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 is Muslim with 33,882 people or 3.1% of the population identifying as such. 30.9% of the population identify as having no religion.

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

Our service delivery

☐ The reporting of hate crimes has continued to improve with 19.9% more crimes recorded while the number of incidents has decreased by 10.5% during 2017 / 2018. Detection rates for hate crime, at 9.2%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 8.6%.

☐ The force has introduced new practices, mobile data solutions and additional training for the use of stop and search powers. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.

☐ Satisfaction rates from victim of crime surveys showed more than 88% of all respondents were satisfied with the service they received. BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a lower satisfaction rate when compared with female victims.

☐ Reporting of domestic abuse incidents has increased by 17.6% with detection rates continuing to remain higher than the average for all other types of crime.

☐ Translators were required for 66 different languages during 2017 / 18, with Polish, Romanian and Lithuanian being the most commonly requested languages. Overall the number of translation requests reduced by 8.66% from the previous year.

☐ The Pegasus system, which is designed to make contacting and communicating with the police easier for disabled people, now has more than 400 members and is used by both Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.

Our People and Culture

☐ At the end of March 2018, Nottinghamshire Police employed 1965 police officers, 193 Police Community Support Officers (PCSOs), 1275 police staff, and 175 Special Constables.

☐ 31.45% of police officers are women, which is slightly higher than the national average for the police service in England and Wales (30%).

☐ BME representation amongst police officers has increased slightly to 4.63%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 6.57%. This is slightly better than the representation gap for all police services in England and Wales, which is 7%.

☐ BME Officer representation is lowest at the rank of Superintendent. Female Officer representation was reduced at Superintendent level but has improved at Inspector and Chief Inspector ranks.

☐ Those roles classified as "specialist posts" by the Home Office show higher representation for women (34.35%) and slightly lower for BME officers (4.05%) compared with representation figures for all officers.

☐ Around 15% of the workforce is working part-time.

The people of Nottinghamshire

To understand how the work we do might affect the different people we serve, we need to know the demographics of the communities we work in. The following tables provide information on a number of the protected characteristics from the Equality Act 2010.

In the majority of cases the information has been taken from the Office of National Statistics' 2011 Census data. However, where certain information was not available, alternative sources have been used.

In most cases, 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.
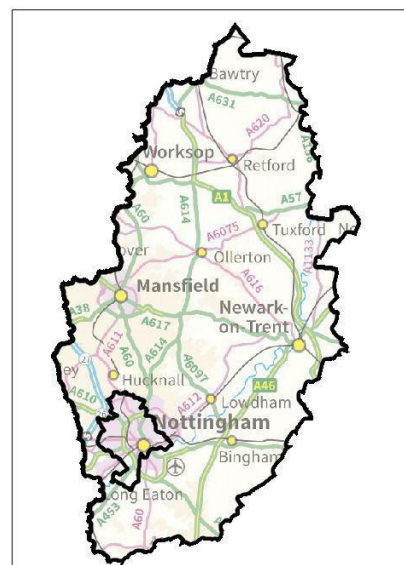
Total population figures
The following table shows the overall population figures from the 2011 Census.

	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 group.

	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 self-reported that they have a disability in the Annual Population Survey (APS) (2011- 2012).

	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 2011[2], 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 and the numbers who have so far sought medical care is likely to be around 0.025%, and 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 headings used in the 2011 Census and the second uses the 18 sub headings.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
White	218,698	71.5%	750,803	95.5%	969,501	88.8%
Mixed / multiple ethnic	20,265	6.6%	10,716	1.4%	30,981	2.8%
Black / African / Caribbean	22,185	7.3%	5,102	0.6%	27,287	2.5%
Asian / Asian British	34,051	11.1%	14,197	1.8%	48,248	4.4%
Other	10,481	3.4%	4,984	0.6%	15,465	1.4%
BME total	86,982	28.5%	34,999	4.4%	121,981	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: 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%
Mixed / Multiple ethnic group: White and Black Caribbean	12,166	4.0%	5,174	0.7%	17,340	1.6%
Mixed / Multiple ethnic group: White and Black African	2,004	0.7%	961	0.1%	2,965	0.3%
Mixed / Multiple ethnic group: White and Asian	3,304	1.1%	2,719	0.3%	6,023	0.6%
Mixed / 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 and belief

The religions and beliefs included in the table below reflect the 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	1,069	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	1,483	0.5%	2,689	0.3%	4,172	0.4%
No religion	106,954	35.0%	230,138	29.3%	337,092	30.9%
Not stated	23,178	7.6%	54,829	7.0%	78,007	7.1%

Source ONS Census 2011

Protected characteristic – gender

	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 the organisation 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 sexual orientation. For the purposes of the table below the figure of 6% of the 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

Source ONS Census 2011

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Our service delivery

Our service delivery

This section of the report is mainly focused on the external aspects of our work.

It includes:

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

- 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, policing powers are used proportionately, our services are accessible to all, and crimes which 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 the above objectives and demonstrates both our progress 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. Hate incidents are defined as incidents which are perceived to be motivated by prejudice, but do not meet the threshold of a criminal offence.

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 and hate incidents

Hate Crime / Incidents by Division				
Division	**2016/17**	**2017/18**	**Vol. Change**	**% Change**
City	1,051	1,180	129	12.3%
County	965	1,029	64	6.6%
Undetermined	29	25	-4	-13.8%
Force	**2,045**	**2,233**	**188**	**9.2%**

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			
	2016/17	2017/18	Vol. Change	% Change
Disability	69	59	-10	-14.5%
Race	414	369	-45	-10.9%
Religion	45	49	4	8.9%
Sexual Orientation	92	98	6	6.5%
Transgender	19	15	-4	-21.1%
Alternative Subculture	4	2	-2	-50.0%
Misogyny	63	37	-26	-41.3%
Other	46	47	1	2.2%
Total	721	645	-76	-10.5%

Hate Incidents : 2016/17

- Disability
- Race
- Religion
- Sexual Orientation
- Transgender
- Alternative Subculture
- Misogyny
- Other

Hate Incidents: 2017/18

- Disability
- Race
- Religion
- Sexual Orientation
- Transgender
- Alternative Subculture
- Misogyny
- Other
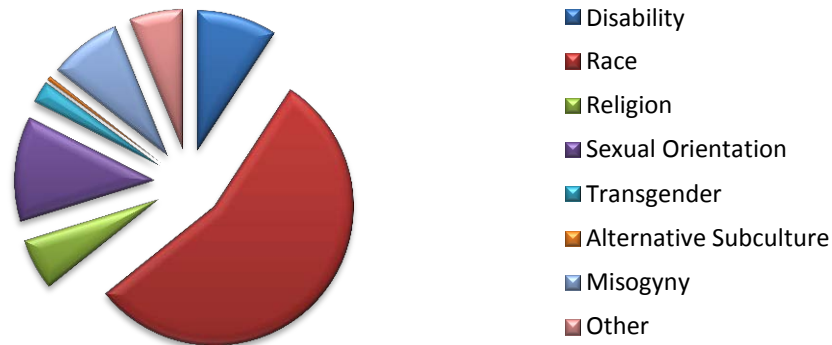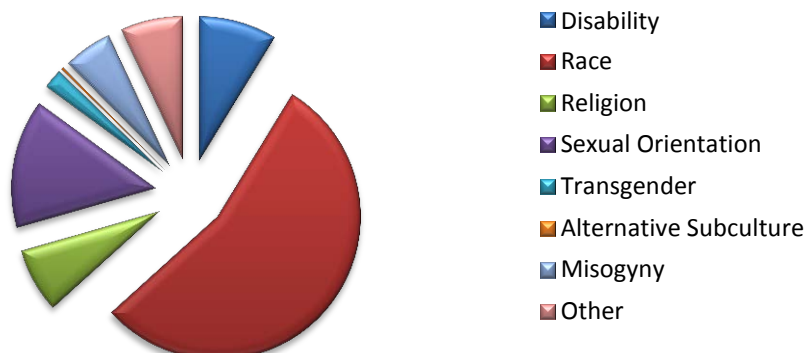
Category	Crimes			
	2016/17	2017/18	Vol. Change	% Change
Disability	80	89	9	11.3%
Race	976	1,174	198	20.3%
Religion	68	93	25	36.8%
Sexual Orientation	152	182	30	19.7%
Transgender	12	36	24	200.0%
Alternative Subculture	8	12	4	50.0%
Misogyny	32	40	8	25.0%
Other	38	43	5	13.2%
Total	1,324	1,588	264	19.9%

Hate Crime: 2016/17

- Disability
- Race
- Religion
- Sexual Orientation
- Transgender
- Alternative Subculture
- Misogyny
- Other

Hate Crime: 2017/18

- Disability
- Race
- Religion
- Sexual Orientation
- Transgender
- Alternative Subculture
- Misogyny
- Other
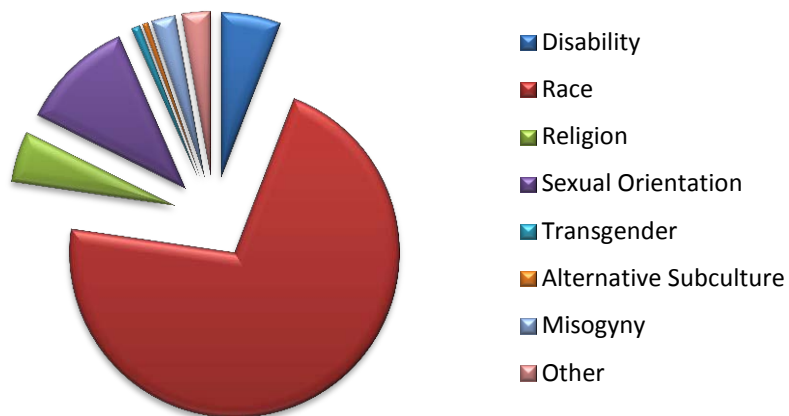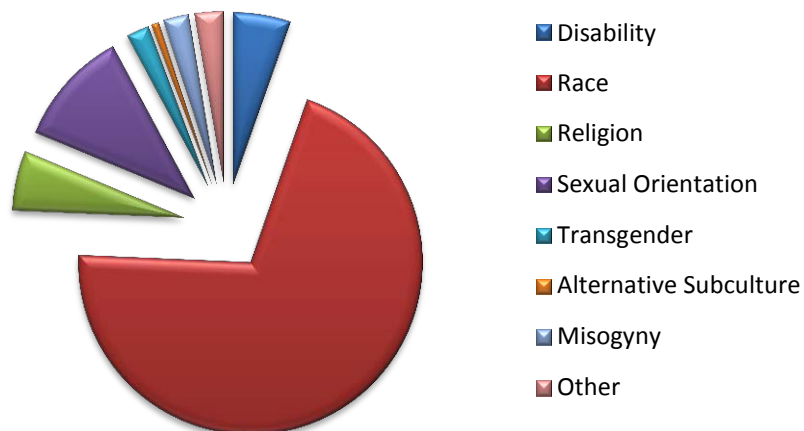
Hate crime detections

In the last year, there has been a decrease in detection rates across all crime types. However, the rate of detection for hate crimes remains higher than the rate for all recorded crime.

Detection Rate
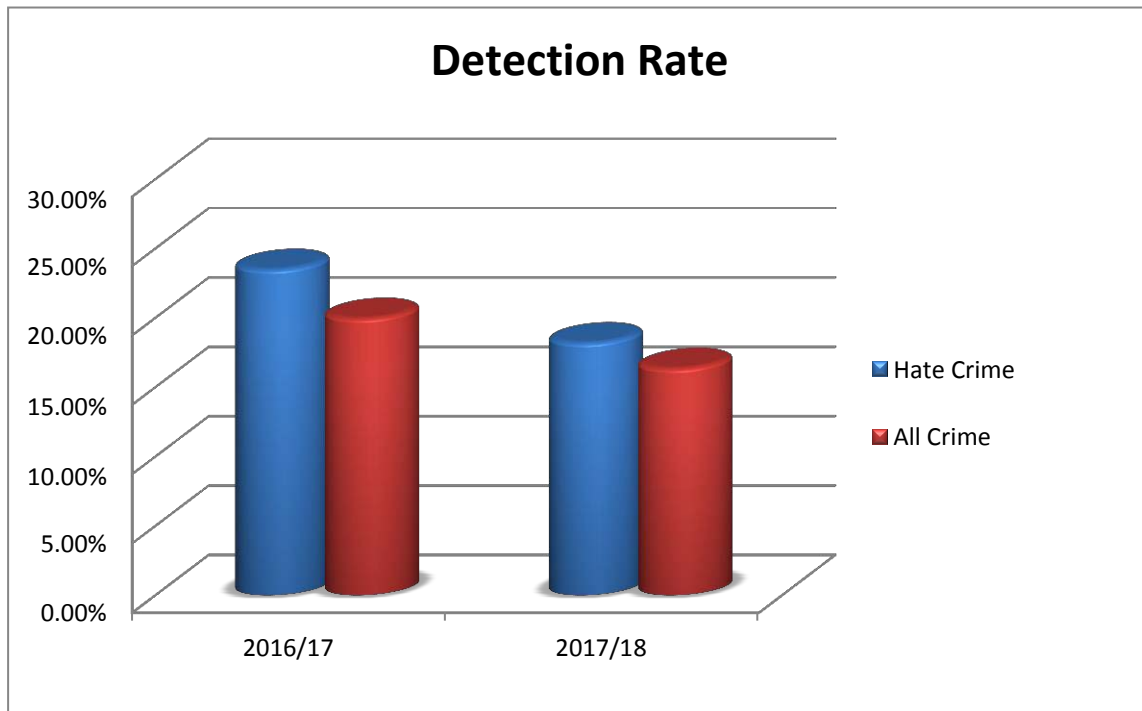
Racially and religiously aggravated offences

Racially and religiously 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. The following table shows the volume of racially and religiously aggravated offences across the city and county.

Division	2016/17	2017/18	Vol. Change	% Change
City	405	445	40	9.9%
County	283	303	20	7.1%
Force	**697**	**757**	**60**	**8.6%**

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.

Offence Category	2016/17	2017/18	Vol. Change	% Change
Violence with injury	77	38	-39	-50.6%
Violence without injury	129	86	-43	-33.3%
Criminal Damage	32	21	-11	-34.4%
Public Order offences	459	549	90	19.6%
Total	697	757	60	8.6%

Racially and religiously aggravated offences by offence type 2016/17
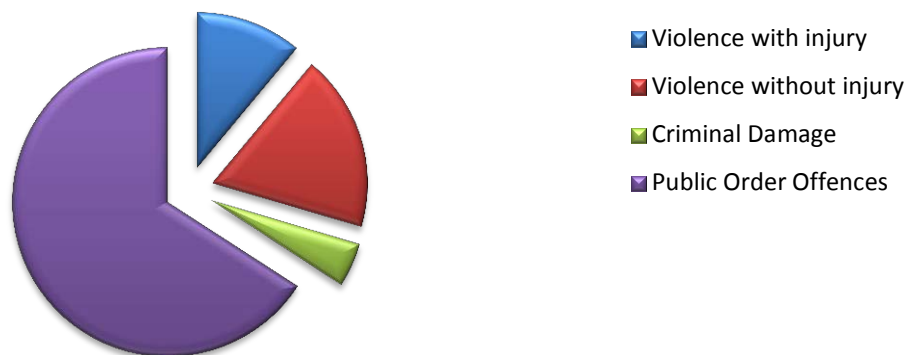
- Violence with injury
- Violence without injury
- Criminal Damage
- Public Order Offences

Racially and religiously aggravated offences by offence type 2017/18

- Violence with injury
- Violence without injury
- Criminal Damage
- Public Order Offences
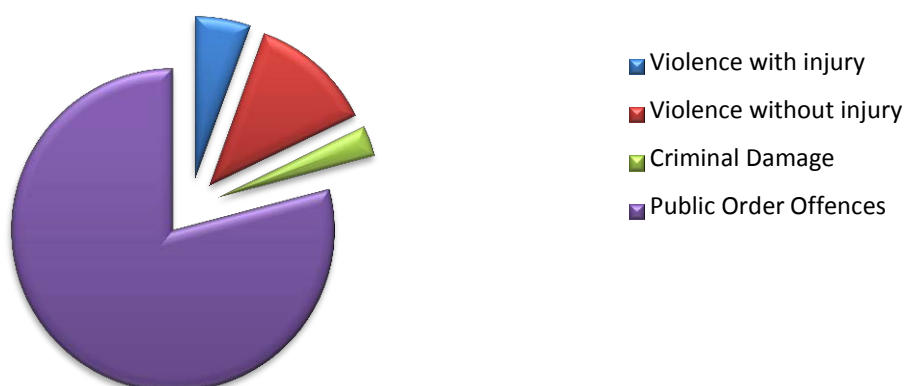
Racially and religiously aggravated offences detections

As with hate crime, detection rates for racially and religiously aggravated offences remain higher than the average for all crime detections.

Detection Rate

- Positive Outcome Rate
- All Crime Positive Outcome Rate
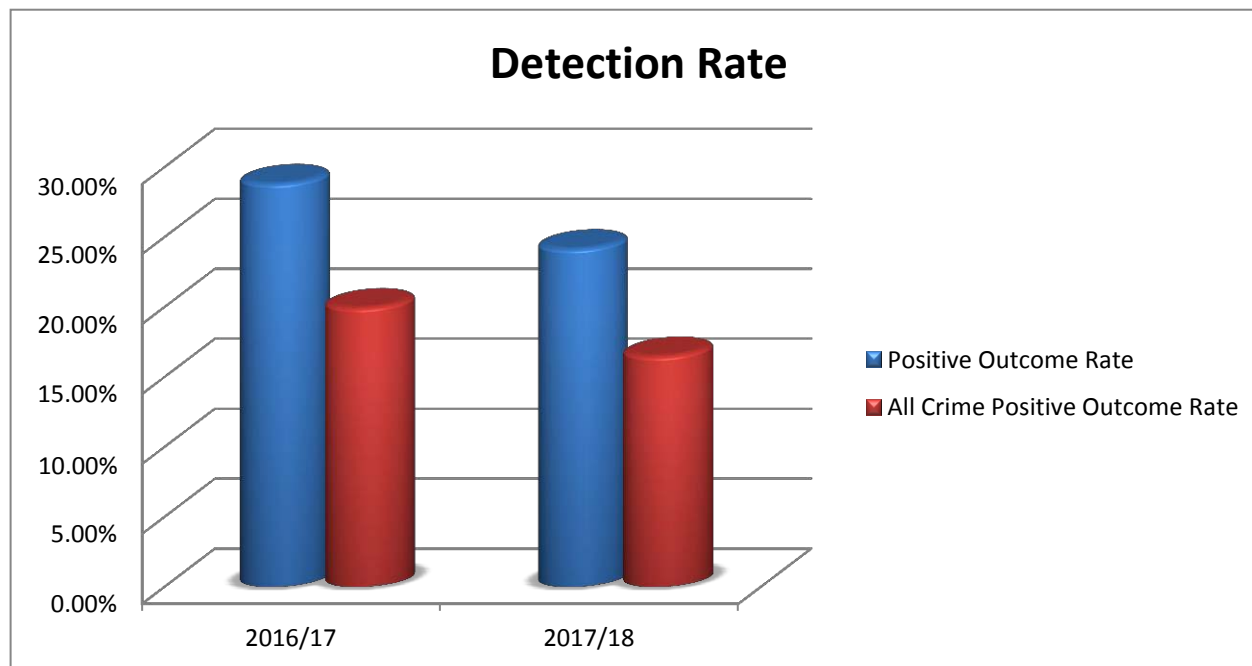
Domestic abuse

The tables overleaf provide information in relation to domestic abuse offences and survivors. The data is based on all violence offences which meet the national definition of domestic abuse: **"any incident or pattern of incidents of controlling, coercive, or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse: psychological; physical; sexual; financial; emotional."**

Controlling behaviour encompasses a range of acts designed to make a person subordinate, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. Coercive behaviour is an act or pattern of acts of assault, threats, humiliation and intimidation or other abuse which is used to harm, punish, or frighten.

This definition includes 'honour-based' violence, female genital mutilation (FGM) and forced marriage and it is clear that survivors are not confined to one gender or ethnic group. The definition is not a statutory or legal definition, so any change does not mean a change in the law. It is used by government departments to inform policies and other agencies, such as the police service, the Crown Prosecution Service and the UK Border Agency, on how to identify domestic abuse cases.

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

Domestic abuse detections

Although there has been a decrease since last year in detection rates across all crime types, including domestic abuse, the rates of detection for domestic abuse continues to remain higher than the rate for all recorded crime.

Location	Domestic Abuse Recorded Crimes			
	2016/17	2017/18	Volume Change	% Change
City	3,424	4,091	667	19.5%
County	5,321	6,186	865	16.3%
Force	8,844	10,402	1,558	17.6%
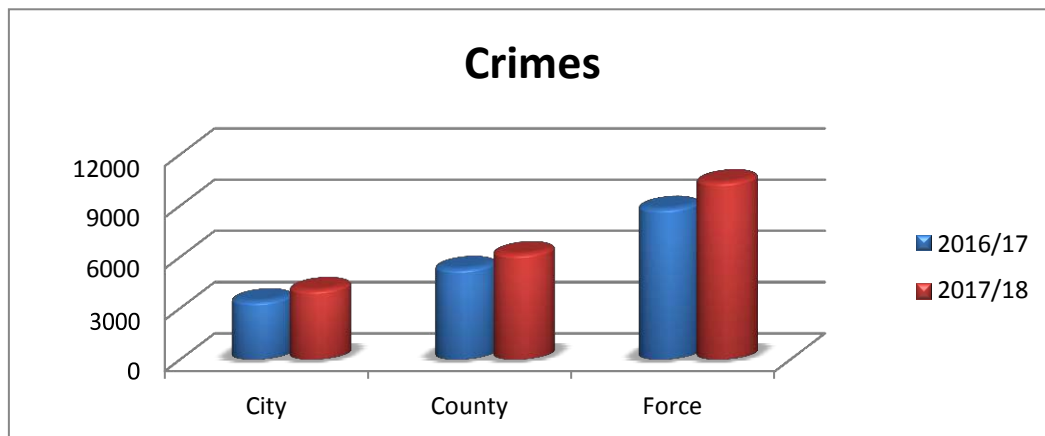
Location	Domestic Abuse Crimes: Detections			
	2016/17	Detection Rate	2017/18	Detection Rate
City	800	23.4%	943	23.1%
County	1,341	25.2%	1,488	24.1%
Force	2,332	26.4%	2,455	23.6%
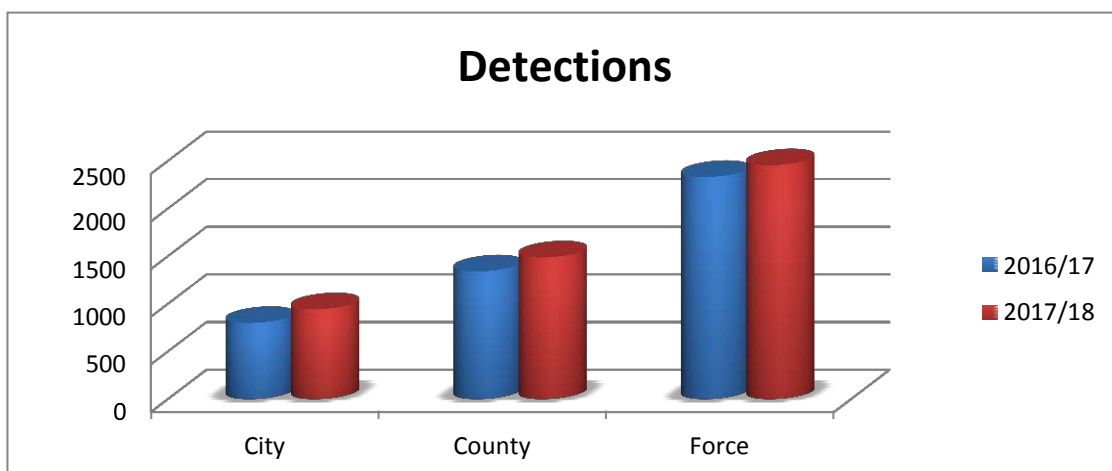
Domestic abuse victims by gender, age and ethnicity

Gender	2016/17	Proportion	2017/18	Proportion	Volume Change	% Change
Female	6,702	78.4%	7,643	76.6%	941	14.0%
Male	1,797	21.0%	2,159	21.6%	362	20.1%
Unknown	53	0.6%	181	1.8%	128	241.5%
Total	8,552		9,983		1,388	16.3%

Age at offence date	2016/17	Proportion	2017/18	Proportion	Volume Change	% Change
0 - 15	92	1.1%	41	0.4%	-51	-55.4%
16 - 24	2,133	25.0%	2,313	23.3%	180	8.4%
25 - 44	4,410	51.7%	5,269	53.1%	859	19.5%
45 - 64	1,620	19.0%	1,924	19.4%	304	18.8%
65 - 74	122	1.4%	185	1.9%	63	51.6%
75+	68	0.8%	84	0.8%	16	23.5%
Total	8,533		9,930		1,397	

Note – Age data is recorded where a specific age has been recorded

Ethnicity	2016/17	Proportion	2017/18	Proportion	Volume Change	% Change
White	6,884	80.5%	7,800	78.4%	916	13.3%
Asian or Asian British	292	3.4%	396	4.0%	104	35.6%
Black or Black British	288	3.4%	305	3.1%	17	5.9%
Chinese or Other	55	0.6%	56	0.6%	1	1.8%
Multiple Heritage	211	2.5%	250	2.5%	39	18.5%
Prefer not to say	817	9.6%	1,148	11.5%	331	40.5%
Total	8,547		9,955		1,408	

Note – Ethnicity data is recorded where a specific ethnicity has been recorded.

Domestic Violence

Domestic violence against the person (VAP) is approx. 75% of all domestic abuse crimes. While there has been an increase in offences, detection rates are still slightly higher.

Location	Domestic VAP Recorded Crimes			
	2016/17	2017/18	Volume Change	% Change
City	2,708	3,114	406	15.0%
County	4,124	4,729	605	14.7%
Force	6,910	7,934	1,024	14.8%
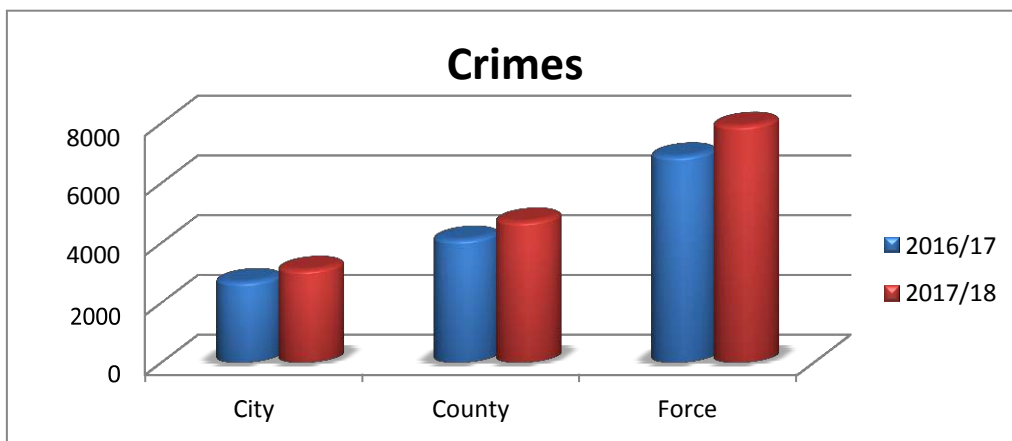
Location	Domestic VAP Crimes: Detections			
	2016/17	Detection Rate	2017/18	Detection Rate
City	637	23.5%	705	22.6%
County	997	24.2%	1,082	22.9%
Force	1,780	25.8%	1,804	22.7%
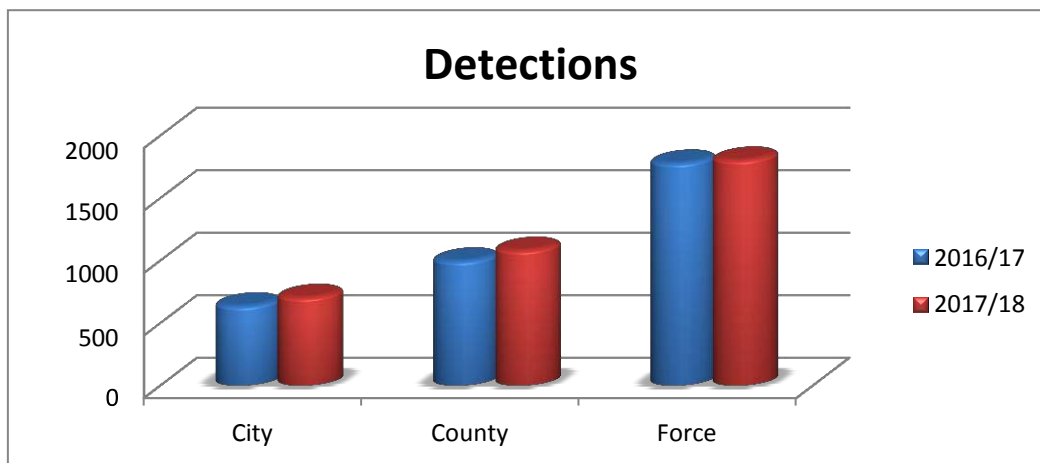
Victims of crime

The tables below and overleaf provide information on victims of crime based on the protected characteristics currently recorded. This information relates to those who have been a victim of "victim-based" crimes, as defined by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

The HMICFRS crime tree classification identifies four main crime groups under the heading "victim-based crime". These are: violence against the person (VAP); 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 crimes against an organisation. 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 included previously.

Age	2016/17	Proportion	2017/18	Proportion	Vol. Change	% Change
0 - 15	4,744	6.6%	5,349	6.3%	605	12.8%
16 - 24	10,649	14.8%	11,702	13.7%	1,053	9.9%
25 - 44	22,219	30.8%	26,340	30.9%	4,121	18.5%
45 - 64	13,460	18.7%	16,113	18.9%	2,653	19.7%
65 - 74	2,437	3.4%	2,919	3.4%	482	19.8%
75+	1,324	1.8%	1,606	1.9%	282	21.3%
Crimes Against an Organisation	14,279	19.8%	16,236	19.0%	1,957	13.7%
Not Stated	2,913	4.0%	4,971	5.8%	1,901	65.3%
Total	72,025		85,236		13,054	20.4%

The following charts provide a comparison between the age breakdown of victims and the age profile of Nottinghamshire from the 2011 Census.

Census 2011

- 0-15
- 16-24
- 25-44
- 45-64
- 65-74
- 75+

Victims of crime 2017/18

- 0 - 15
- 16 - 24
- 25 - 44
- 45 - 64
- 65 - 74
- 75+
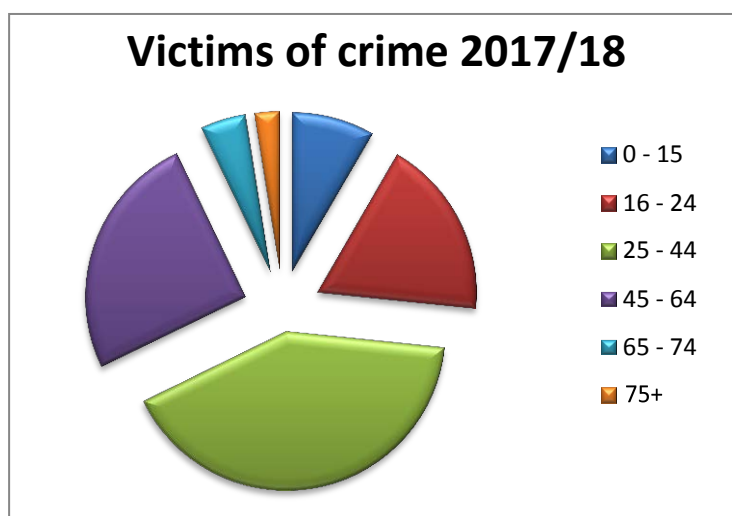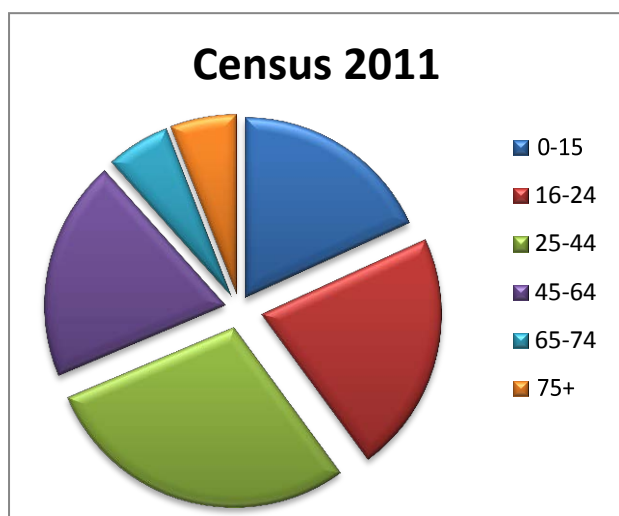
Gender	2016/17	Proportion	2017/18	Proportion	Vol. Change	% Change
Female	26,773	36.7%	31,350	36.5%	4,577	17.1%
Male	29,119	40.0%	34,250	39.9%	5,131	17.6%
Crimes Against an Organisation	14,279	19.6%	16,235	18.9%	1,956	13.7%
Not Stated	2,685	3.7%	4,032	4.7%	1,347	50.2%
Total	72,873		85,885		14,027	19.2%

The following charts provide a comparison between the gender breakdown of victims and the gender profile of Nottinghamshire from the 2011 Census.

Census 2011

- Female
- Male

Victim of crime 2017/18

- Female
- Male
- Not Stated
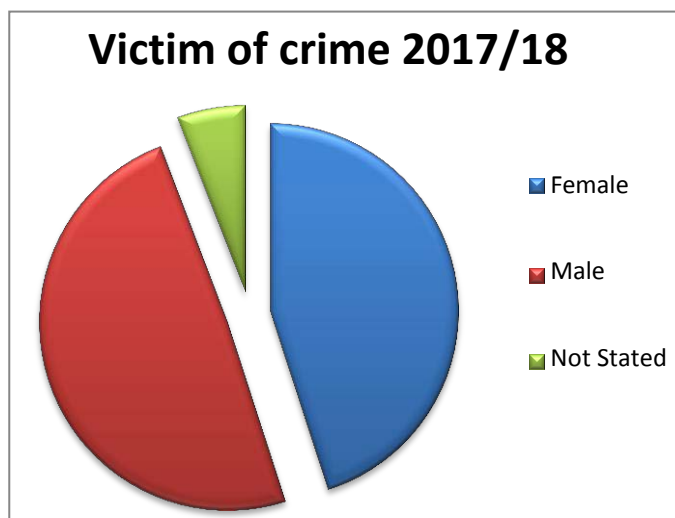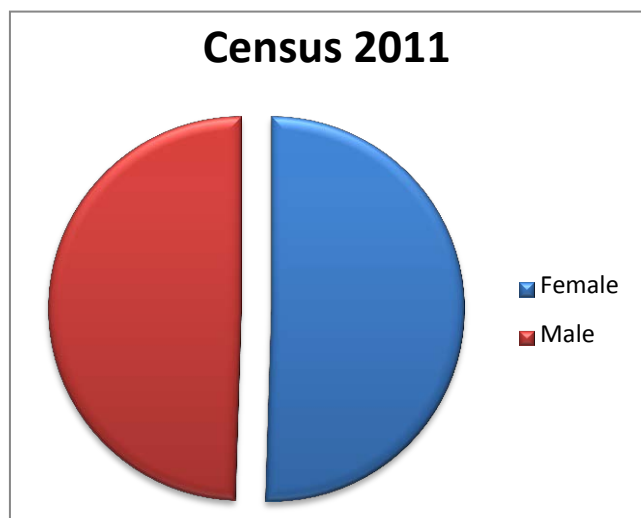
Ethnicity	2016/17	Proportion	2017/18	Proportion	Vol. Change	% Change
White	42,209	50.60%	46,910	46.10%	4,701	11.10%
Multiple Heritage	934	1.10%	1,177	1.20%	243	26.00%
Black or Black British	1,718	2.10%	1,968	1.90%	250	14.60%
Asian or Asian British	2,480	3.00%	2,931	2.90%	451	18.20%
Chinese or Other	601	0.70%	674	0.70%	73	12.10%
Not Stated	10,545	12.60%	15,955	15.70%	5,410	51.30%
Crimes Against an Organisation	14,344	17.20%	16,270	16.00%	1,926	13.40%
Total:	72,831		85,885		13,054	17.92%

Victim Ethnicity Breakdown 2016/17

- White
- Multiple Heritage
- Black or Black British
- Asian or Asian British
- Chinese or Other
- Not Stated
- Crimes Against the State or Organisation

Victim Ethnicity Breakdown 2017/18

- White
- Multiple Heritage
- Black or Black British
- Asian or Asian British
- Chinese or Other Not
- Stated
- Crimes Against the State or Organisation
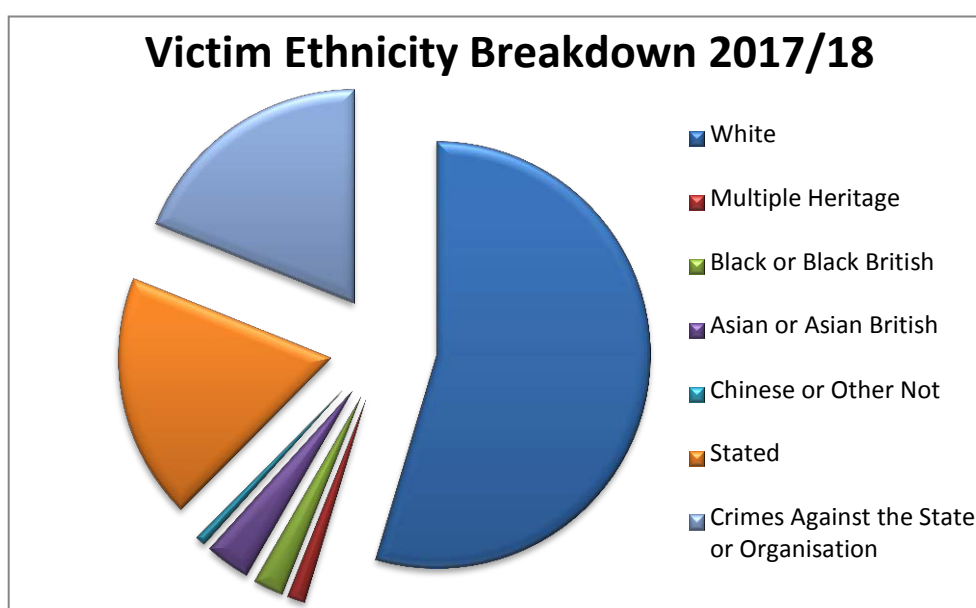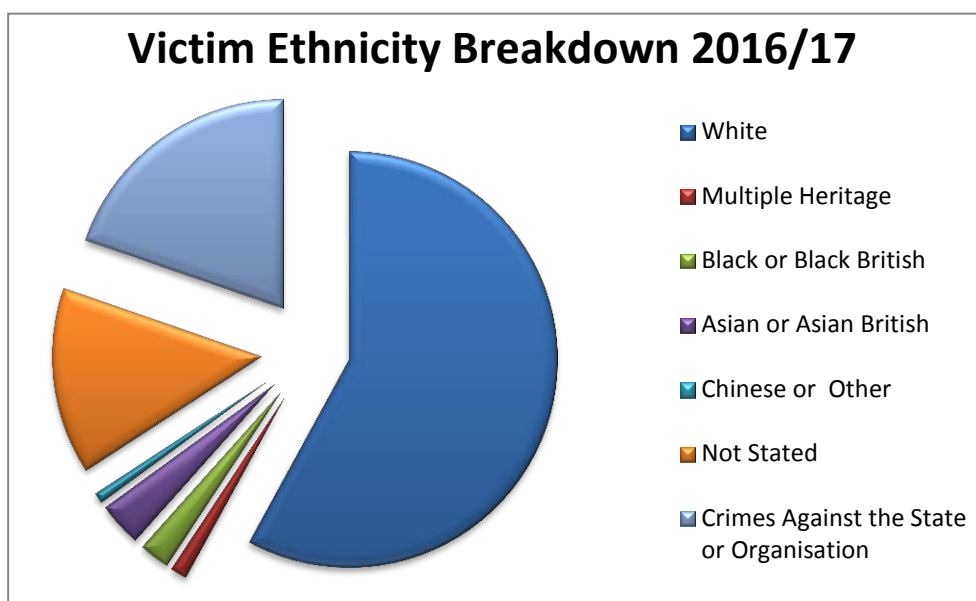
Use of powers - stop and search

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

Disproportionality in the use of stop and search powers within the BME community has been raised as a concern, but this is now being addressed through on-going 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 continues to be a decrease in the disproportionality ratio.

Recent data shows that the areas where most stop and searches are carried out, are experiencing higher number of crimes. However, 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 1,000 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 group[3] in Nottinghamshire, 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 2016 to 31 March 2017 and 1 April 2017 to 31 March 2018 and are for the whole of the Nottinghamshire area.

	2016/2017		
	Volume	Rate	Proportionality
White	1,074	1.1	1
BME	489	1.0	3.6
Not Stated	249		

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

2017/2018			
	Volume	**Rate**	**Proportionality**
White	949	1.0	1
BME	500	4.1	4.2
Not Stated	356		

Stop and Search Volume
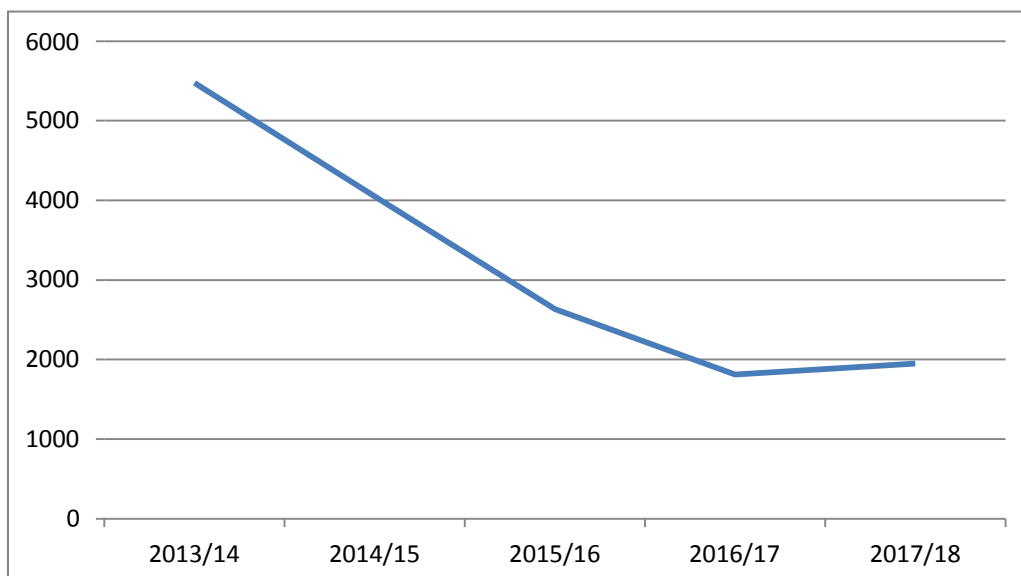
Stop and Search
Ratio of BME:White
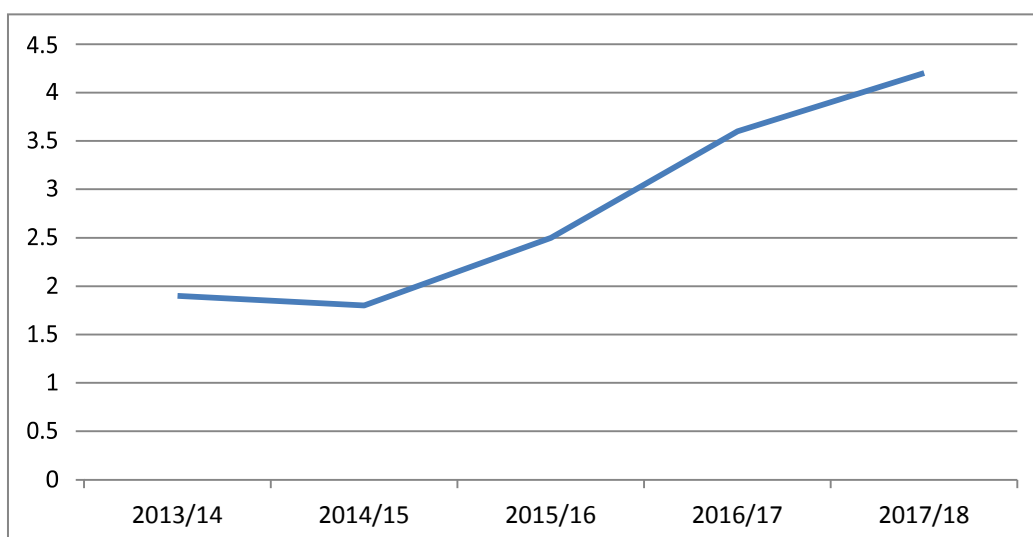
The above tables show the total volume of stop and searches carried out and the corresponding ratios for BME: White proportionality over a five year period.

The following tables provide a more detailed breakdown and show the number of stop and searches carried out by Nottinghamshire Police broken down by geographical division using the ONS 5+1 ethnic group categories. The tables cover the periods 1 April 2016 to 31 March 2017 and 1 April 2017 to 31 March 2018.

2016 / 2017

Nottinghamshire Police area			
	Volume	Rate	Proportionality
White	1,074	1.1	1
Dual Heritage	127	4.1	3.7
Asian	129	2.0	1.8
Black	233	8.5	7.7
Not Stated	249		

City of Nottingham			
	Volume	Rate	Proportionality
White	618	2.8	1
Dual Heritage	100	4.9	1.7
Asian	106	2.4	0.8
Black	207	9.3	3.3
Not Stated	171		

Nottinghamshire County			
	Volume	Rate	Proportionality
White	456	0.6	1
Dual Heritage	27	2.5	4.1
Asian	23	1.2	2.0
Black	26	5.1	8.4
Not Stated	78		

2017/2018

Nottinghamshire Police Area			
	Volume	**Rate**	**Proportionality**
White	949	1.0	1
Mixed	117	3.8	3.9
Asian or other	151	2.4	2.4
Black	232	8.5	8.7
Not Stated	356		

City Of Nottingham			
	Volume	**Rate**	**Proportionality**
White	658	3.0	1
Mixed	104	5.1	1.7
Asian or other	133	3.0	1.0
Black	216	9.7	3.2
Not Stated	277		

Nottinghamshire County			
	Volume	**Rate**	**Proportionality**
White	291	0.4	1
Mixed	13	1.2	3.1
Asian or other	18	0.9	2.4
Black	16	3.1	8.1
Not Stated	79		

By adopting a mobile data solution to record stop and search encounters, performance data is now immediately available to scrutinise and ensure activity is necessary and proportionate. Stop and search use – year to date information is published on the force website so that it is available for public viewing and scrutiny. To ensure officer accountability, this same data is now published internally and discussed at operational performance meetings.

Use of powers - arrest rates

The following tables show the number of arrests carried out by Nottinghamshire Police during the periods 1 April 2016 to 31 March 2017 and 1 April 2017 to 31 March 2018. Arrests shown are for the whole of the Nottinghamshire area.

The number of arrests has been divided by the population for that ethnic group in Nottinghamshire, as provided by the Office for National Statistic's 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."

2016/2017

Ethnicity	Volume	Per 1000 population	Proportionality ratio
White	15,956	16.46	1
BME	3,279	26.88	1.6
Not stated	1,171		

2017/ 2018

Ethnicity	Volume	Per 1000 population	Proportionality ratio
White	13,907	14.3	1.0
BME	2,984	24.5	1.4
Not stated	5,233		

It can be seen from the above that the number of arrests and the arrest rates have dropped for both BME and White detainees, resulting in a slight drop in the proportionality ratio compared to last year.

Victim satisfaction surveys

We regularly survey victims of crime to find out how satisfied they are with the service they have received.

Our telephone interviewers carry out approximately 270 surveys every month with victims of domestic abuse, racist incidents, hate crime and hate incidents. They speak with a number of victims and ask them to rate the service they 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 calculated using the sum of all responses across all surveyed crime types, so no weighting is applied.

Satisfaction for all occurrences surveyed in the last 12 months to end March 2018

Category	Satisfaction
All Respondents (948 of 1075)	88.2%
Male (209 of 253)	82.6%
Female (731 of 810)	90.2%
Non Binary (3 of 3)	100.0%
Prefer to self define (4 of 5)	80.0%
Disabled (142 of 168)	83.5%
Non - disabled (805 of 902)	89.3%
BME (245 of 296)	82.8%
White (698 of 770)	90.4%
16 - 24 (195 of 220)	88.6%
25 - 34 (331 of 372)	88.9%
35 - 44 (206 of 231)	89.2%
45 - 54 (141 of 164)	85.9%
55 - 64 (57 of 65)	87.7%
65 - 74 (10 of 12)	83.3%
75 or over (2 of 2)	100.0%

The following table relates to the satisfaction levels of victims of hate only. In this table, satisfaction is determined by the number of victims of racist incidents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.

Satisfaction for occurrences of Hate surveyed in the last 12 months to end March 2018

Category	Satisfaction
All Respondents (269 of 338)	79.6%
Male (147 of 183)	80.3%
Female (114 of 143)	79.7%
Non Binary (3 of 3)	100.0%
Prefer to self define (4 of 5)	80.0%
Disabled (31 of 46)	67.4%
Non - disabled (237 of 287)	82.9%
BME (167 of 206)	81.1%
White (100 of 126)	79.4%
16 - 24 (41 of 54)	75.9%
25 - 34 (87 of 101)	86.1%
35 - 44 (67 of 82)	81.7%
45 - 54 (42 of 59)	71.2%
55 - 64 (18 of 23)	78.3%
65 - 74 (7 of 9)	77.8%
75 or over (1 of 1)	100.0%
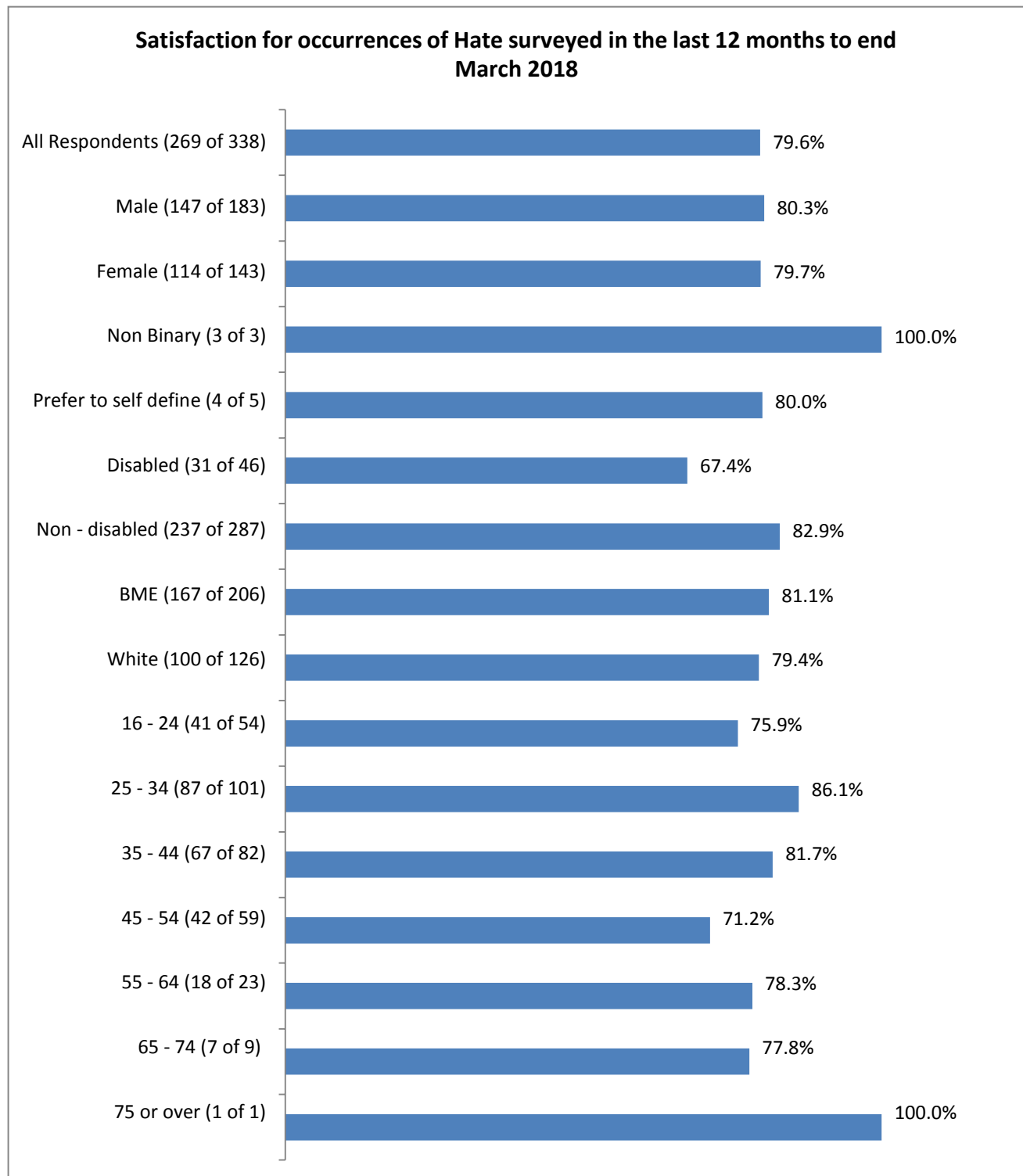
Prior to April 2017, the Domestic Abuse surveys were only conducted on those occurrences where the offence was Violence Against the Person (VAP) and a Domestic Marker was present. Since April 2017, the Domestic Abuse surveys have been expanded to include ANY offence with a Domestic Abuse marker and therefore will include all offence types, for example including criminal damage, burglary, theft etc. In addition, there is a gap of approximately eight - 12 weeks between the offence being created and the victim being surveyed to give adequate time for a criminal investigation and all aspects of the survey questions to be covered in order that meaningful responses can be gained.

The following table relates to the satisfaction levels of victims of domestic abuse only. In this table, satisfaction is determined by the number of victims of domestic abuse who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.

Satisfaction for occurrences of Domestic Abuse surveyed in the last 12 months to March 2018

Category	Satisfaction
All Respondents (679 of 737	92.1%
Male (62 of 70)	88.6%
Female (617 of 668)	92.4%
Disabled (111 of 122)	91.0%
Non - disabled (568 of 615)	92.4%
BME (78 of 90)	86.7%
White (598 of 644)	92.9%
16 - 24 (154 of 166)	92.8%
25 - 34 (244 of 271)	90.0%
35 - 44 (139 of 149)	93.3%
45 - 54 (99of 105)	94.3%
55 - 64 (39 of 42)	92.9%
65 - 74 (3 of 3)	100.0%
75 or over (1 of 1)	100.0%
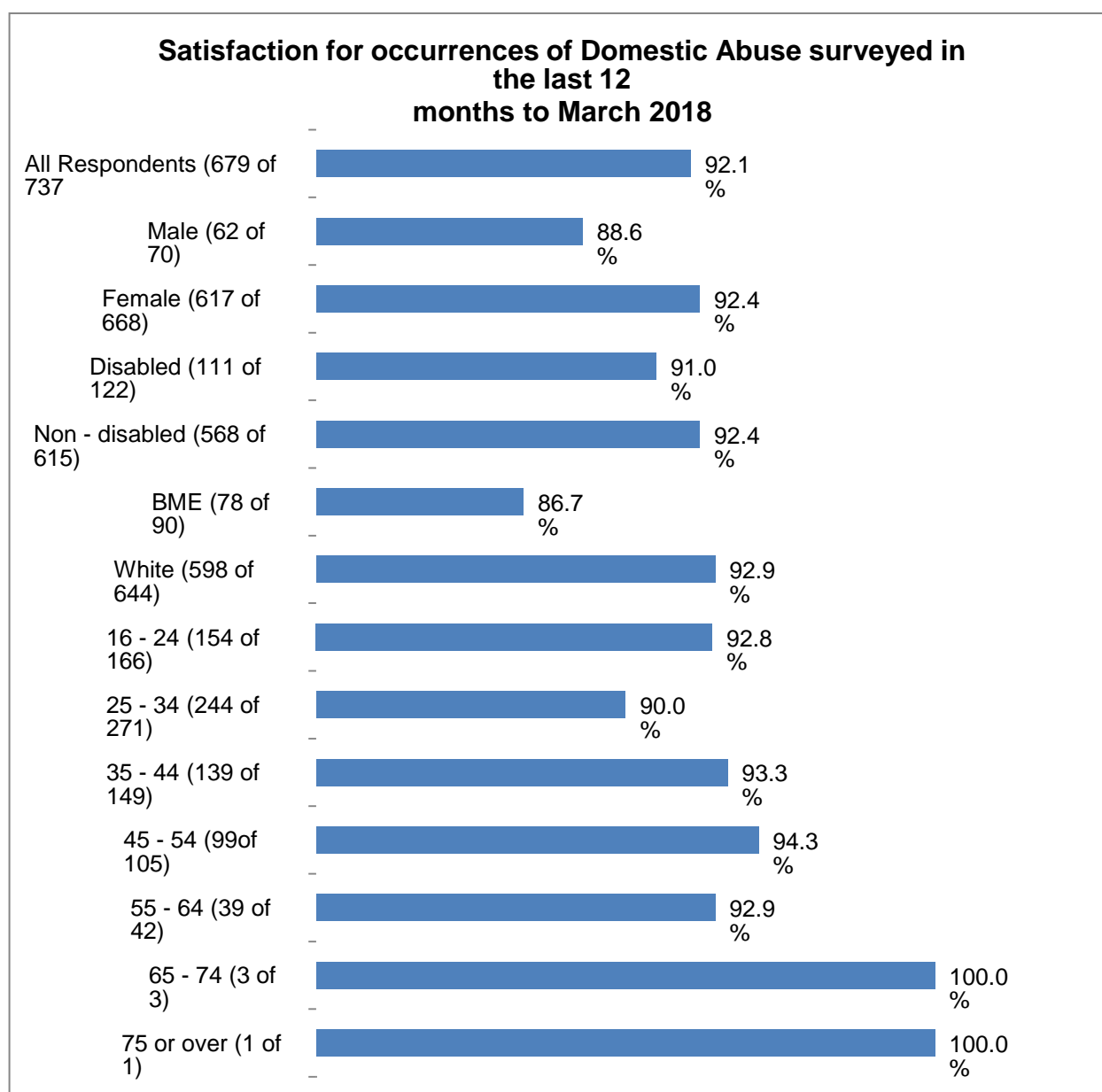
Accessibility and communication

Use of interpreters

Nottinghamshire Police uses interpreting services in a variety of circumstances, predominantly when contacting victims, witnesses and suspects, but also for the translation of documents, training of officers and staff and engagement with community members.

Number of Contacts									
2016/17					2017/18				
Rank	Language	Cintra	Language Line	Total	Rank	Language	Cintra	Language Line & Bigword	Total
1	Polish	876	2,291	3,167	1	Polish	705	1,850	2,555
2	Romanian	345	1,150	1,495	2	Romanian	379	1,204	1,583
3	Lithuanian	100	255	355	3	Lithuanian	125	251	376
4	Kurdish Sorani/Badini	93	235	328	4	Urdu	125	164	289
5	Urdu	114	153	267	5	Hungarian	65	191	256
6	Russian	63	153	216	6	Arabic	74	177	251
7	Arabic	69	145	214	7	Farsi Afghan/Dari/ Iranian/ Persian	64	125	189
8	Hungarian	71	132	203	8	Kurdish Kurman/Sorani/ Bahdini	85	75	160
9	Latvian	38	100	138	9	Russian	40	102	142
10	Farsi – Dari/Iranian	42	91	133	10	Vietnamese	26	85	111
11	Portuguese	29	91	120	11	Czech	22	88	110
12	Slovakian	33	83	116	12	Spanish	28	81	109
13	Punjabi Indian/P.Mirpuri	51	53	104	13	Slovakian	19	84	103
14	Chinese Mandarin	36	57	93	14	Punjabi Indian/P.Mirpuri	58	24	82
15	British Sign	77	0	77	15	British Sign	68	0	68
Remainder (52 Languages)		236	512	748	Remainder (53 Languages)		284	289	717
Totals			7,774		Totals			7,101	

Source: The information below has been provided by the service providers for 1 April 2016 – 31 March 2017 and 1 April 2017 – 31 March 2018.

The Pegasus PIN database was devised by a community member 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 ('PIN'), which they are able to use in two ways; either by phone, where the user provides their Pegasus PIN to the police controller who can access the information submitted by the user in advance, to reduce 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 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.

Since the initial six month pilot in 2008, when more than 120 members of the public signed up, the force has expanded Pegasus and now has more than 400 members. Pegasus celebrated its tenth anniversary in April 2018. The programme remains successful and has been adopted by many other services, including Nottinghamshire Fire and Rescue Service, East Midlands Ambulance Service and other police forces such as Lincolnshire Police, City of London Police and Dyfed Powys Police.

Between 1 April 2017 and 31 March 2018, there were 536 contacts made via Pegasus, covering a wide variety of incidents. 77 of these incidents were 'crimed', meaning the police judged that a crime took place. The incidents reported included a range of incident types, but some key types do reoccur. What is reassuring is that the usage of Pegasus for the deaf community has increased significantly, as they can now report incidents via the deaf text phone.

Pegasus incidents are graded as:
 Grade 1 Immediate - 20 minute response time for rural areas, 15 minutes for urban areas
 Grade 2 Urgent/priority – where we aim to respond within 60 minutes
 Grade 3 Standard – scheduled appointment within 48 hours or a managed incident car appointment at home or a police station
 Grade 4 Non attend - resolution without deployment - no police resources need to attend
 Grade 5 Telephone Investigation Bureau - incidents which need a crime number but little or no investigation

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2016/17	40	88	83	179	56	446
2017/18	71	151	60	175	79	536

Pegasus reports 2017/18

Month	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Apr-17	3	16	6	11	3	39
May-17	6	9	6	14	3	38
Jun-17	10	11	11	17	6	55
Jul-17	4	12	2	12	8	38
Aug-17	7	11	3	13	7	41
Sep-17	4	6	7	5	4	26
Oct-17	3	17	2	8	8	38
Nov-17	9	20	2	15	7	53
Dec-17	7	21	6	13	5	52
Jan-18	9	7	5	23	8	52
Feb-18	6	11	6	26	12	61
Mar-18	3	11	4	17	8	43
Total	71	152	60	174	79	536

Pegasus reports crimed 2017/18

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2017/18	14	23	24	1	15	77

Neighbourhood Alert is a community messaging system which allows the force, Neighbourhood Watch and other public organisations to distribute messages concerning community safety to members of the public quickly and efficiently.

It is a web-based secure system which allows authorised administrators, including Neighbourhood Policing Teams and some police staff, to log in and send messages to registered members and manage local membership.

Alert messages are usually sent out via email as this does not incur a cost for the force. However, individuals without access to a computer can register to receive alerts via text or voice message with the understanding that these methods will only be used when an urgent message is sent. Alerts can be targeted to particular beats, neighbourhood policing areas and specific community groups, depending on the target audience of the message.

The following data is available regarding the identity of the users of the Neighbourhood Alert system. It should be noted that for historical reasons, a significant number of users have no equality data recorded. Work is ongoing in this area.

	Male	Female	Non Binary or Self Define	Intersex	Prefer not to say
Gender	6,910	7,656	6	2	4,609

Trans – six people identified as Trans. Definition: identifying gender that is different from that assigned at birth.

	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
Age Range	605	1,848	2,812	2,969	2,657	2,680	1,042	5,900

	White	Multiple Heritage	Black	Asian	Chinese	Other	Prefer not to say
Ethnicity	12,553*	175	147	370	86	103**	6,056

*Incl Other White – 227
** Incl Other Ethnic – 38; Arab – 17; Gypsy or Irish Traveller – 4; Other – 44.

	Disability	No Disability	Prefer not to say
Disability	1,298	10,699	6,756

Our people and culture

Our people and culture

This section of the report focuses on 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 is also underpinned by two of our equality objectives.

Equality objective 3 – culture

We will be recognised both locally and nationally as an employer of choice because of our 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 about the demographics of the workforce of Nottinghamshire Police.

All information includes those taking a prolonged absence from the force, e.g. on career breaks, maternity leave 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 relate to the workforce as it appeared on 31 March 2018.

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 - 31 March 2018	
Police officers	**1,965**
PCSOs	**193**
Police staff	**1,275**
Special Constabulary	**175**
Total	**3,608**

Overall workforce by protected characteristic groups

Age - number of employees aged 25 and under, and over 55 – percentage taken from employee totals

Age Range	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
25 and under	315	8.73%	102	5.19%	18	9.33%	84	48.00%
Over 55	283	7.84%	32	1.63%	14	7.25%	5	2.86%
Total	**598**	**16.57%**	**134**	**6.82%**	**32**	**16.58%**	**89**	**50.86%**

Disability - Number of employees who recorded themselves as disabled

Disability	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Yes	103	2.53%	42	2%	6	3.11%	2	1.14%
No	3,287	94.54%	1,912	97.30%	185	95.85%	161	92%
Undisclosed	102	2.93%	11	0.56%	2	1%	12	6.86%

Race and ethnicity - number of employees by ethnicity

Ethnicity	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
White	3,197	88.61%	1,851	94.20%	183	94.82%	143	81.71%
Ethnic Minority	161	4.46%	91	4.63%	9	4.66%	19	10.86%
Not Stated	119	3.30%	23	1.17%	1	0.52%	13	7.43%

Gender - number of employees by gender

Gender	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Male	2,005	55.57%	1,347	68.55%	100	51.81%	62	35.43%
Female	1,472	40.80%	618	31.45%	93	48.19%	113	64.57%

Sexual orientation - number of employees by sexual orientation

Sexual Orientation	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Heterosexual	1,552	43.02%	864	43.97%	128	66.32%	113	64.57%
LGB	73	2.02%	68	3.46%	8	4.15%	6	3.43%
Prefer not to say	1,852	51.33%	56	2.85%	3	1.55%	5	2.86%
No % responded	**3,477**	**96.37%**	**988**	**50.28%**	**139**	**72.02%**	**124**	**70.86%**

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

Religion and belief - number of employees by 2011 Census religion and belief categories

Religion	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Christian	1,164	33.25%	605	30.79%	65	33.68%	55	31.43%
Muslim	35	0.78%	14	0.71%	1	0.52%	6	3.43%
Sikh	34	0.83%	20	1.02%	1	0.52%	3	1.71%
Hindu	8	0.23%	2	0.10%	0	0.00%	0	0%
Jewish	6	0.14%	1	0.05%	0	0.00%	1	0.57%
Buddhist	7	0.20%	5	0.25%	1	0.52%	0	0%
Any other religion	75	2.10%	44	2.24%	6	3.11%	3	1.71%
No religion	460	6.59%	187	9.52%	0	0.00%	47	26.86%
Undeclared	1,818	55.88%	1,087	55.32%	119	61.66%	60	34.29%

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

Distribution of workforce by department and protected characteristics group

The following tables detail how our workforce is distributed across the various departments of the force. The figures show all staff (police staff, police officers, PCSOs and Special Constables) allocated to a particular department or division on 31 March 2018.

Gender and ethnicity of workforce by department

	Gender				Ethnicity					
	Male	%	Female	%	White	%	BME	%	Not Stated	%
Command Team	2	14%	12	85.71%	13	93%	0	0.00%	1	7%
Corporate Services	144	43.77%	185	56.23%	288	87.54%	27	8.20%	14	4.26%
I & I – Archives and Exhibits	24	61.54%	15	38.46%	31	79.49%	1	2.56%	7	17.95%
I & I - Complex Crime	96	63.58%	55	36.42%	143	95.39%	7	3.95%	1	0.66%
I & I - Intelligence	142	57.49%	105	42.51%	232	93.93%	10	4.31%	5	2.02%
I & I - Organised Crime	54	62.07%	33	37.93%	77	88.50%	6	6.90%	4	4.60%
I & I - Public Protection	87	34.80%	163	65.20%	235	94.00%	11	4.40%	4	1.60%
Region	28	66.67%	14	33.33%	41	97.62%	1	2.38%	0	0.00%
Regional - EMCJS	84	40.19%	125	59.81%	193	92.34%	9	4.31%	7	3.35%
Regional - EMOpSS	133	82.61%	8	4.97%	154	95.65%	4	2.48%	3	1.86%
Regional - EMSOU	97	59.51%	66	40.49%	152	93.25%	9	5.52%	2	1.23%
Senior Leaders	2	100%	0	0.00%	2	100%	0	0.00%	0	0%
UOC - Force Response	550	66.27%	280	33.73%	765	92.16%	47	5.66%	18	2.17%
UOC - Contact Management	122	32.45%	254	67.55%	354	94.15%	11	2.93%	11	2.93%
UOC - Strategic Partnerships	457	64.55%	251	35.45%	646	91.24%	43	6.07%	19	2.68%
Total	**2,005**	**57.73%**	**1,472**	**42.27%**	**3,197**	**94.04%**	**161**	**4.29%**	**119**	**1.67%**

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

Age and disability of workforce by department

	Age				Disability					
	25 and Under	%	Over 55	%	Yes	%	No	%	Not Stated	%
Command Team	0	0.00%	1	7.14%	0	0.00%	14	100%	0	0.00%
Corporate Services	18	5.47%	46	13.98%	12	3.65%	311	94.53%	6	2.28%
I & I – Archives and Exhibits	1	2.56%	9	23.09%	1	2.56%	38	97.44%	0	0.00%
I & I – Complex Crime	0	0.00%	5	3.31%	3	1.99%	148	98.01%	0	0.00%
I & I – Intelligence	9	3.64%	25	10.12%	18	7.29%	225	91.09%	4	1.62%
I & I – Organised Crime	4	4.60%	6	6.90%	3	3.45%	83	95.40%	1	1.15%
I & I – Public Protection	18	7.20%	11	4.40%	5	2.00%	241	96.40%	4	1.60%
Region	0	0.00%	10	23.81%	0	0.00%	41	97.62%	1	2.38%
Regional - EMCJS	13	6.22%	35	16.75%	8	3.83%	200	95.69%	1	0.48%
Regional - EMOpSS	1	0.62%	8	4.97%	2	1.24%	159	98.76%	0	0.00%
Regional - EMSOU	2	1.23%	27	16.56%	4	2.45%	158	96.93%	1	0.61%
Senior Leaders	0	0.00%	0	0.00%	0	0.00%	2	100%	0	0.00%
UOC - Contact Management	40	10.64%	35	9.31%	16	4.26%	356	94.68%	4	1.06%
UOC - Force Response	92	11.08%	14	1.69%	18	2.17%	803	96.75%	9	1.08%
UOC - Strategic Partnerships	117	16.53%	51	7.20%	13	1.84%	679	95.90%	16	2.26%
Total	222	6.38%	269	7.73%	88	2.53%	3,287	94.48%	102	2.93%

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

Sexual Orientation of workforce by department

	Sexual Orientation									
	Bi-sexual	%	Gay/Lesbian	%	Hetero-sexual	%	Not Stated	%	Prefer not to say	%
Command Team	0	0.00%	0	0.00%	11	78.57%	3	21.43%	0	0.00%
Corporate Services	0	0.00%	3	0.91%	200	60.79%	118	35.87%	8	2.43%
I & I – Archives and Exhibits	0	0.00%	1	2.26%	21	53.85%	17	43.59%	0	0.00%
I & I – Complex Crime	2	1.32%	2	1.32%	65	43.05%	79	52.32%	3	1.99%
I & I – Intelligence	2	0.81%	4	1.62%	132	53.44%	104	42.11%	5	2.02%
I & I – Organised Crime	2	2.30%	0	0.00%	41	47.13%	42	48.28%	2	2.30%
I & I – Public Protection	3	1.29%	11	4.74%	5	2.16%	227	97.84%	0	0.00%
Region	0	0.00%	0	0.00%	26	61.90%	12	28.57%	4	9.52%
Regional - EMCJS	2	0.96%	4	1.91%	92	44.02%	104	49.76%	7	3.35%
Regional - EMOpSS	0	0.00%	2	1.24%	60	37.27%	92	57.14%	7	4.35%
Regional - EMSOU	0	0.00%	3	1.84%	71	43.56%	88	53.99%	1	0.61%
Senior Leaders	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
UOC – Contact Management	6	1.60%	7	1.86%	180	47.87%	173	46.01%	10	2.26%
UOC – Force Response	18	2.17%	27	3.25%	427	51.45%	325	40.47%	33	3.98%
UOC – Strategic Partnerships	6	0.85%	18	2.54%	381	53.81%	290	40.96%	13	1.84%
Total	41	1.14%	82	2.27%	1,714	47.51%	1,674	46.40%	93	2.58%

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

Distribution of police officers by rank and protected characteristics group

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

	Gender				Race and ethnicity					
	Female	%	Male	%	White	%	BME	%	Not Stated	%
Superintendent and above	4	4.35%	20	95.65%	22	92%	0	0.00%	2	8%
Chief Inspector/ Detective Chief Inspector	7	24.24%	22	75.76%	28	97%	1	3.45%	0	0%
Inspector/ Detective Inspector	30	27.43%	68	72.57%	94	95.92%	4	4.08%	0	0%
Sergeant / Detective Sergeant	68	24.40%	233	75.60%	282	93.69%	16	5.32%	3	1.00%
Constable / Detective Constable	509	32.42%	1004	67.58%	1,425	94.18%	70	4.63%	18	1.19%
Total	618	30.22%	1,347	69.78%	1,851	94.20%	91	4.63%	23	1.17%

	Age				Disability					
	25 & Under	%	Over 55	%	No	%	Yes	%	Not Stated	%
Superintendent and above	0	0%	0	0.00%	24	100%	0	0%	0	0%
Chief Inspector/ Detective Chief Inspector	0	0%	1	3.45%	29	100%	0	0%	0	0%
Inspector/Detective Inspector	0	0.00%	2	2.04%	96	98%	1	1%	1	1%
Sergeant / Detective Sergeant	0	0.00%	11	3.65%	300	100%	1	0.33%	0	0.00%
Constable / Detective Constable	102	6.74%	18	1.19%	1,463	97%	40	2.64%	10	0.66%
Total	102	5.19%	32	1.63%	1,912	97.30%	42	2.14%	11	0.56%

	Sexual Orientation									
	Bi-sexual	%	Gay/ Lesbian	%	Hetero-sexual	%	Prefer not to say	%	Not Stated	%
Superintendent and above	0	0.00%	0	0.00%	20	83%	0	0.00%	4	17%
Chief Inspector/ Detective Chief Inspector	0	0.00%	1	3.45%	11	38%	0	0.00%	17	59%
Inspector/ Detective Inspector	0	0.00%	1	1.02%	50	51%	2	2.04%	45	46%
Sergeant / Detective Sergeant	1	0.33%	1	0.33%	117	38.87%	11	3.65%	171	56.81%
Constable / Detective Constable	25	1.65%	39	2.58%	664	43.89%	43	2.84%	742	49.04%
Total	26	1.32%	42	2.14%	862	43.87%	56	2.85%	979	49.82%

Specialist posts

Police officers in specialist posts are defined by the Home Office as being officers working in the following roles or departments: Air, Assets 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.

At the end of March 2018, there were 914 officers in these posts across Nottinghamshire Police. The tables below show 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 and ethnicity			Disability		
	25 and Under	Over 55	Male	Female	White	Ethnic Minority	Not Stated	Yes	No	Not Stated
Volume	3	21	600	314	871	37	6	23	887	4
Specialist %	0.33%	2.30%	65.65%	34.35%	95.30%	4.05%	0.66%	2.52%	97.05%	0.44%
All Officers %	0.15%	1.07%	30.53%	15.98%	44.33%	1.88%	0.31%	1.17%	45.14%	0.20%

	Sexual Orientation				
	Bisexual	**Gay/Lesbian**	**Heterosexual**	**Not Stated**	**Prefer not to say**
Volume	5	10	356	522	21
Specialist %	0.55%	1.09%	38.95%	57.11%	2.30%
All Officers %	0.25%	0.51%	18.12%	26.56%	1.07%

Part-time working

Staff working part-time during the period 1 April 2017 to 31 March 2018 by gender, disability, sexual orientation and ethnicity.

Gender	Total	%
Male	96	17.39%
Female	456	82.61%
Total	**552**	**15.30%**

Disability	Total	%
Yes	15	2.72%
No	534	96.74%
Not stated	3	0.54%

Sexual Orientation	Total	%
Bisexual	4	0.72%
Gay/Lesbian	3	0.54%
Heterosexual	247	44.75%
Not Stated	281	50.91%
Prefer Not To Say	17	3.08%

Race and ethnicity	Total	%
Ethnic Minority	19	2.72%
Not stated	13	2.36%
White	520	94.20%

Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2017 and 31 March 2018.

The percentages given in each case are as a proportion of all leavers in that group (officers/staff). During the specified period, 151 police officers and 165 police staff left the organisation.

Police Officer Leavers	Age		Race and ethnicity		
	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	1	6	144	7	0
%	0.66%	3.97%	95.36%	4.64%	0.00%

Police Officer Leavers	Gender		Sexual Orientation		
	Male	Female	Heterosexual	Not stated	Prefer not to say
Volume	117	34	53	92	6
%	77.48%	22.52%	35.10%	60.93%	3.97%

Police Staff Leavers	Age		Race and ethnicity		
	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	21	36	144	10	11
%	12.73%	21.82%	87.27%	6.06%	16.92%

Police Staff Leavers	Gender		Sexual Orientation		
	Male	Female	Heterosexual	Not stated	Prefer not to say
Volume	86	79	90	70	5
%	52.12%	47.88%	54.55%	42.42%	3.03%

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 of 1 April 2017 to 31 March 2018.

The "other" category under reason for grievance includes issues such as organisational change, job grading, management behaviour and HR process, amongst others. The table also provides information in relation to the aggrieved's gender, ethnicity, disability and sexual orientation status.

Date	Number of live cases	Discrimination	Bullying and Harassment	Other	Male	%	Female	%	BME	%	Recorded Disability	%	Declared Sexual Orientation
Apr-17	11*	2	4	5	6	55	4	36	0	0	1	9	0
May-17	17*	3	3	11	7	41	9	53	1	6	1	6	0
Jun-17	17*	3	2	12	7	41	9	53	1	6	1	6	0
Jul-17	17*	3	2	12	7	41	9	53	0	0	0	0	0
Aug-17	14*	2	0	12	5	36	8	57	0	0	0	0	0
Sep-17	9*	1	1	7	4	44	4	44	0	0	1	11	0
Oct-17	11*	2	2	7	5	45	5	45	0	0	1	9	1
Nov-17	9*	1	2	6	4	44	4	44	0	0	1	11	0
Dec-17	12*	1	3	8	5	42	6	50	0	0	1	8	1
Jan-18	13**	1	2	10	5	38	6	46	0	0	1	8	2
Feb-18	14**	1	3	10	6	43	6	43	0	0	0	0	1
Mar-18	15**	1	4	10	7	47	6	40	0	0	0	0	0

Note: * = the amount of collective grievances which are not included in any figures other than number of live cases

# Stonewall
Workplace
Equality Index

How the index works

The Workplace Equality Index is free for any employer to enter. Each entrant compiles a submission form demonstrating their organisation's performance against a set of best practice criteria accompanied by supporting evidence. The Work Place Equality Index is deemed as Britain's leading benchmarking tool for employers to assess LGBT+ inclusion within the organisation.

The criterion is updated on a three-year cycle and aims to explore various areas of employment policy, practice and service delivery including:

1	**Policies and benefits**	Written policy Resourcing and accountability Policy review	Employee benefits Tribunals Bullying and harassment
2	**Employee lifecycle**	Attraction and recruitment	Through to employee development.
3	**Employee engagement**	Senior leadership on LGBT+ issues Employee network groups	All-staff engagement
4	**Staff training**	Training Line managers	Career development for LGBT staff
5	**Monitoring**	Data collection Data analysis	Response rates Reporting and actions
6	**Supplier policy**	Procurement policy	Supplier engagement
7	**LGBT+ community engagement**	Engaging with clients, customers, services users or partners	Marketing and corporate responsibility
8	**Allies & Role model's**	Visible LGBT leaders	Allies and role models
10	**Additional work & staff feedback survey**	Staff attitudes and experiences	Innovative practices

This was the sixth year that Nottinghamshire Police entered the index and evidence provided as part of the submission related to activities, policies, training and engagement in place or occurring during the period between September 2016 and September 2017. The organisation is ranked 39th within the new Workplace Equality Index, which now comprehensively assesses the organisation's performance against trans inclusion criteria. We were only being outranked by one other police force within the index.
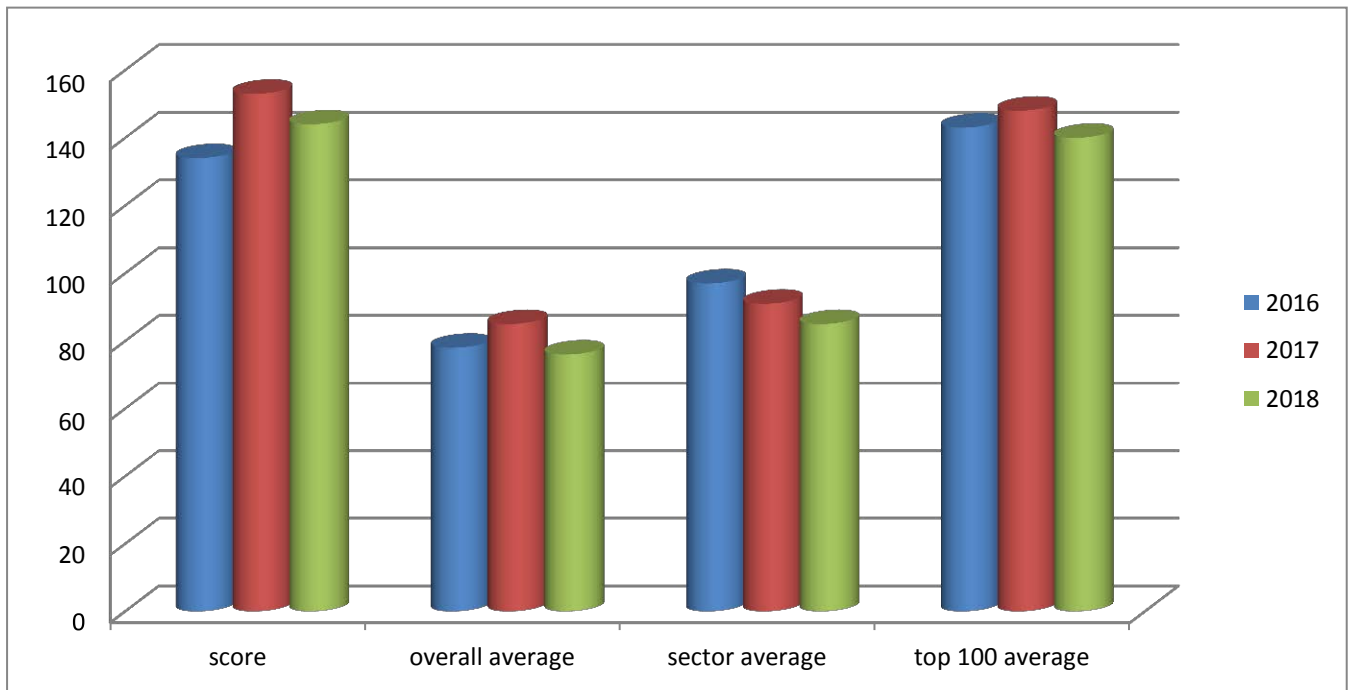
We have increased our ranking consistently from 196th in 2014 to 167th in 2015. In 2016 we made incredible progress and increased our ranking to 64th and in 2017, our ranking increased to 35th out of 439 - our best ranking to date. This year our ranking decreased very slightly by four points to 39th out of 434 employers. This was due to the changes in the current cycle and the additional criteria included within the index to promote trans inclusion.

Our position within the emergency services sector has remained consistent at 3rd place for the second consecutive year. We have now become the second top performing police force within the index for 2018.

Our scores across all of the assessed categories outperformed the majority of our counterparts within the emergency services sector and equalled the top 100 average in all but two categories. This is an extremely positive headline.

The key themes and areas where we have implemented changes are detailed below:

▪ Promotion of our revised bullying and harassment policy which explicitly states a zero tolerance approach to homophobic, transphobic and biphobic bullying and harassment, making specific reference to bullying and harassment on the grounds of gender identity and expression.

▪ Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness and understanding of LGBT+ communities and the intersections within them.

▪ Developing cultural competence in relation to trans equality and inclusion.

▪ The need to ensure all staff receive equality and diversity training which identifies sexual orientation, gender identity and expression.

▪ Promotion of our "Diversity Allies" and reverse mentoring programme to support equality, diversity and inclusion development and engages managers at all levels.

▪ Continuing to improve equality monitoring data in relation to sexual orientation and gender identity, to inform career development for LGBT+ colleagues.

▪ Improved mechanisms for how the organisation engages with existing and potential suppliers to promote LGBT+ equality.

▪ Ensuring a clear and visible commitment from leaders and senior managers in relation to LGBT+ equality and inclusion internally and across the partnerships with which we work.

Nottingham Pride
2018

We have continued to make some positive gains in engaging LGBT+ colleagues through our staff networks, staff consultation and the wider community at local engagement events. We are keen to maintain formal engagement through our LGBT+ independent advisory group, which is continually shaping our organisational learning, understanding and culture.

We actively support a range of community events across the city and the county, such as the Worksop LGBT+ Equality March, Nottinghamshire Pride, the Trans Picnic and the International day against Homophobia, Biphobia, and Transphobia. This is in addition to promoting positive action recruitment events to attract Special Constables, Police Officers, PCSOs and other police staff roles from within the LGBT+ and BME communities.

In relation to the culture within the organisation, our largest Stonewall staff survey in 2016 had 1010 respondents. This translated to 38% bisexual, 36% lesbian and 26% gay colleagues who responded. Our 2018 Stonewall survey also identified a small number of colleagues who also identified under the wider trans umbrella. Although, this headline message continues to be positive, we are not complacent and continue to work hard to promote better equality and inclusion for our colleagues who may identify as non-binary and gender fluid. In doing more, we aim to ensure that all colleagues, no matter their rank or grade within the organisation, feel supported and able to bring their whole selves into our workplace, if they choose to do so.

Crystal at Nottingham Pride 2018

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