

For Information	
Public/Non-public	Public
Report to:	Strategic Resources and Performance Board
Date of Meeting:	4th November 2020
Report of:	Chief Constable
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Agenda Item:	7

*If Non Public, please state under which category number from the guidance in the space provided.

Equality, Diversity and Human Rights Update September 2020

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) about the Force's Equality Act 2010 duties. This will include positive action, training, workforce profile and engagement and consultation with Black and Minority Ethnic communities.

2. Recommendations

- 2.1 It is recommended that the PCC notes the progress of Nottinghamshire Police in the areas of equality, diversity and human rights (EDHR).

3. Reasons for Recommendations

- 3.1 To ensure that the PCC is update on these matters and receives the appropriate assurance regarding Force compliance with the Equality Act 2010.

4. Summary of Key Points

- 4.1 As part of the PCC and Chief Constables' commitment to equality, diversity and inclusion, the Force has four key equality objectives. Although the work for all of objectives is integrated throughout the business, each Chief Officer is designated as a lead. The leads during the reporting period 2019/2020 for these objectives were:

Proportionality	ACC Kate Meynell
Engagement	ACC Kate Meynell
Culture	DCC Rachel Barber
Representation	Head of People Services

- 4.2 Progress against these objectives is monitored by the EDHR 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.
- 4.3 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 Support Network Champions have 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.
- 4.4 Workforce representation

The tables below show the data for BME representation within the organisation for a year to the end of July 2020.

Table 1: Force BME

Employee Type	BME	White	Declined to state	Not Known	Grand Total
Police Officer	129	1962	4	20	2115
PCSO	8	166	0	0	174
Staff	84	1240	8	20	1352
Special	13	131	0	8	152
Grand Total	234	3499	12	48	3793

BME
6.17%

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).

Table 2: Gender representation within the organisation

Role	Identifying as Female	Total Workforce	Percentage Female
Police Officer	687	2115	32.48%
Police Staff	832	1317	63%
Total Workforce	1519	3432	44.25%

Table 3: LGBT Representation within the Organisation

Role	Identifying as LGBT	Total Workforce	Percentage LGBT (Inc Decline to State)
Police Officer	159	2115	7.51%
Police Staff	94	1317	7.13%
Total Workforce	253	3432	7.37%

Table 4: Disability within the Organisation

Role	Identifying as Disabled	Total Workforce	Percentage of Disabled staff
Police Officer	59	2115	2.79%
Police Staff	77	1317	5.84%
Total Workforce	136	3432	3.96%

- 4.5 Over the past year significant work has taken place towards the Equality and Diversity 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 disproportionality are tackled robustly. Although no individual concerns have been raised, the Scrutiny Board has questioned the proportionality of handcuffing during stop and search. More recently the force has seen a rise in the number of stop and searches being undertaken. This is linked to the number of proactive operations taking place (knife crime, Operation Relentless, Operation Scorpion surge monies and Operation Guardian) and positive messaging about the powers keeping communities safe and the encouraging of officers to use the powers when the grounds exist.

In the last Her Majesty's Inspectorate of Constabulary and Fire and Rescue (HMICFRS) Inspection the force passed 96% of the grounds audit – national comparative data is not yet available. The 2020 review was postponed due to COVID-19.

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 as well as more effective performance management by supervisors.

The Force continues to comply with the Best Use of Stop and Search Scheme (BUSSS). The Scrutiny Board meets on a regular basis and we continue to work with the Youth Commission who attends the Board. Regular dialogue continues between the force and the Independent advisory group (IAG) who act as a critical friend.

4.4.2 Hate Crime

Nottinghamshire Police re-invigorated the oversight and management of Hate incidents (including crimes) in 2018, whereby a strategic and tactical lead supported by two hate crime officers and a nominated City and County Inspector would manage all performance including victim satisfaction.

In 2019 the HMICFRS re-inspected the force after previously issuing a number of areas for improvement, and all outstanding areas for improvement were suitably addressed, resulting in a very positive inspection. This also came to the notice of the Home Office Race Disparity Unit, as Nottinghamshire were using positive community relationships to support the Operation Uplift recruitment programme.

Since the inception of the new operating model, victim satisfaction has remained high and positive outcomes amongst the highest of any investigated crime strand.

(Current Satisfaction levels are at 86.1% and the conviction rate for April 2020 was 100% for the hate offences progressed through the court system)

Nottinghamshire Police has a healthy partnership with the City and County Council in proactively dealing with hate related offences. This culminated in the hate crime shift champions programme, launched in 2018, to help improve knowledge and skills around this ongoing societal challenge as the Country moved towards Brexit, which was adversely impacting elements of our local diverse communities.

A streamlined hate crime risk assessment, which was informed by operational officers' experience together with consultation with key stakeholders, continues to be used within Nottinghamshire to positive effect.

Hate Crimes are finalised by the two area Inspector single points of contact (SPOCs), to ensure consistency and quality of investigative action. The work of the two hate crime officers ensures compliance with policy and supports the quality of service provided to victims, with victims being contacted regarding their experience and also referred or signposted to further support.

A Co-ordinated communications package has been created in response to community tensions surrounding COVID-19 with translated materials into Arabic and Cantonese sent to Neighbourhood teams and posted on different social media channels. There was also the Introduction of the first Hate Crime quiz on social media to reach out to communities in light of social distancing restrictions (the response was encouraging with approximately 550-600 respondents per question).

The "break the cycle" programme in partnership with the National Holocaust Centre, local authorities, youth justice service and Nottingham universities continues to be delivered. We will be commencing a review and updating our processes and the recording of hate crimes on our officers/staff. Hate Crime Champions will be used to enact the appropriate support processes and support with signposting of repeat victims to staff associations, mentoring and wellbeing initiatives in response to heightened current hostility towards Police Officers following the death of George Floyd.

Hate crime overall numbers remain stable in comparison to last year.

4.4.3 Mental Health

The continued use of the street triage cars led to a reduction in the use of police powers under section 136 of the Mental Health Act. Section 136 Mental Health Act force detentions for 2019/20 fell from 450 down to 400 despite demand pressure. Only 1 case went into custody for 2 hours before being removed to a

health based place of safety in 2019/20. This was down from 3 cases the previous year.

During the pandemic, all forces in the region have recorded significant rises in demand in this area. Our Street Triage Team have maintained full operational deployment during lockdown from a small team of 5 nurses / 5 officers, meaning that we were able to deploy to the demand, and although a small rise was seen in 136 detentions, this was kept to a minimum against the demand due to our processes and the hard work of the team.

Internally, the Force has a wellbeing strategy to promote positive wellbeing within Nottinghamshire Police and support staff when they need it. We are also look at opportunities to develop some experiential learning (scenario / role play) to new recruits on top of mental health training input, to further increase awareness.

4.4.4 Positive Action

Positive Action has been explored in depth by the Superintendent lead for Operation Uplift, together with the wider team. Nottinghamshire has expanded its approach, by working closely with local community groups including the IAG, Youth Commission as well as the College of Policing and local education establishments.

Nottinghamshire participates with the Positive Action Practitioner Alliance (PAPA) quarterly meetings, sharing best practice with colleagues from across the 43 Forces in England and Wales, Police Scotland and the British Transport Police.

The National Police Chief Council's (NPCC) Attraction, Recruitment, Retention and Progression toolkit and the College's BME action and evaluation plans for recruitment and progression form the foundation of the Force's positive action plans. The completion against this toolkit is monitored and reviewed during the EDHR board on a quarterly basis.

This area is a key priority with the intention to modernise the organisational approach to Positive Action, alongside the methods used to attract underrepresented groups into engagement and employment. There is work ongoing to understand barriers to engagement and how our culture and working practises can be evolved to improve retention and recruitment.

Positive action initiatives continue to be put in place to support the Police Officer, PCDA (Police Constable Degree Apprenticeship), police community support officer, specials and cadet recruitment. More recently, the organisation has launched a 2 year pre-join policing degree course with Derby University – the first of its kind nationally – and positive action has been utilised to develop a cohort of diverse individuals to support the police service of the future.

Traditional positive action initiatives including “Engage to recruit” and community events were hampered by COVID-19 restrictions, so alternative methods have been sort to entice and support diverse candidates. This has included –

- Recruitment Webinars
- Application support Webinars for underrepresented groups
- Virtual assessment centre
- Virtual force interviews
- Video recorded fitness tests
- Virtual Medical screenings
- Personal Protective Equipment upscaling for biometrics

Recruitment Campaign One began in April 2020 for PC and PCDA entry routes. Positive Action support was provided internally and supported by Blue-Light, to better prepare candidates for the external SEARCH assessment centre, as it has been shown that this delivers an adverse impact ratio for none-white candidates. The majority of this support was provided to BME, female, LGBT+ and Other White background (OWB) candidates.

The latest campaign has attracted a total of 814 applicants of which 237 applicants were from our positive action candidates. Of those, 100% of applicants from BME backgrounds passed the application stage, and 89% from our Eastern European communities and around 91% from our LGBT+ communities.

The PCDA campaign attracted 55 applicants of which 12.7% BME representation. Of these applicants, 86% were successful at application stage, along with 85% of female applicants.

The July 2020 and September 2020 new Police Constable cohorts (IPLDP) have been populated by almost 50% female and 25% BAME, representing a huge sea change from previous Nottinghamshire campaigns. This has helped moved the force positively towards the Macpherson recommended target of 7% BAME officers. It is worthy of note that within the 2011 census, Nottinghamshire shows at 11.2% BAME locally, and therefore whilst Nottinghamshire sits as the 8th most diverse force for BAME nationally; the difference between force representation and local population is actually far closer than in Leicestershire and Greater Manchester, for example.

The force has also recognised the risk for internal bias in such processes, and therefore the Chief Officer team are represented in all promotion processes, irrespective of the rank being advertised. 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.

Our force website is undergoing a redesign for the recruitment pages, to modernise and reflect the changes in the way we use the media and interact with social media. This will have a positive focus on talent support and positive action.

4.4.5 Equality, Diversity and Inclusion Training

Following an internal review of progress against the MacPherson Inquiry recommendations, the delivery of equality, diversity and inclusion (EDI) 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.

The force also run “new recruits meet the community”, which is chaired by the community cohesion co-ordinator for student officers. This input has been highly praised, resulting in other forces seeking to adopt a similar process. The HO Race Disparity Unit will be attending the next workshop in September 2020.

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
- Unconscious Bias Awareness

A new neurodiversity working group has been commissioned, and work is underway to screen and support all new employees into the organisation, to ensure best support. Alterations have also been made to force interviews in line with reasonable adjustments to best support candidates.

In addition to facilitating events across departments there was a joint Nottinghamshire Fire and Rescue Service (NFRS) and Nottinghamshire Police event on the importance of staff support networks. This was supported by ACC

Kate Meynell raising awareness and understanding of the importance of staff supporting each other in a time of change and the future collaboration of NFRS and Nottinghamshire Police.

4.4.6 Engagement

Due to COVID-19 restrictions we have changed our approach to community engagement making greater use of virtual options.

Community engagement has been carried out via phone calls, emails, community group leaders and utilising the internet and pre-existing expressions of interest lists. We have kept up with demands and the number of requests for recruitment information as well as running our recruitment information events via Webinar, at short notice, that has sparked interest from neighbouring Police Services wanting to know what and how we are keeping up with the demand.

Despite the restrictions from COVID, our youth engagement officers and Neighbourhood Policing Teams have still been able to run summer roadshows throughout the City and County, bringing sports and support to young people's alongside promotion of the cadet scheme. The force continues to work closely with the community on a number of public events.

The Black Lives Matter protest was supported, and then followed up with a key stakeholder meeting chaired by Superintendent Verma, with an offer of ongoing engagement and interaction with the movement leaders. At the time of writing, Nextgen have been formally invited to support elements of the recruitment programme for officers, and the police cadet scheme.

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.

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.

Health and wellbeing is one of the Force's priorities to promote weekly tips for all staff and officers and to sign-post what support is available if needed. A working families group has been established to look at the experiences of parents working within the organisation. A dedicated wellbeing officer has been employed to support the activities listed above, as well as monitoring and supporting officers and staff with complex issues.

4.4.7 Specials

The Special Constabulary has undergone a re-brand, and specialist teams have been streamlined in order to provide the best service to the public.

The rural crime team continue to support vast areas of the County, and have had very positive results over the last quarter.

The OS Specials team are now focused solely on roads policing matters; and plans are ongoing to develop the Specials Investigations team, as many experienced specials resigned to become full time officers through Operation Uplift.

We have a healthy number of experienced specials in both neighbourhoods and response, and the roll out of vehicle compliant stop training, has ensured greater operational proactivity.

The force continues to recruit Regular and University specials, both of whom provide phenomenal support.

During COVID-19, we saw the highest daily hours amassed by the special constabulary, often exceeding 200 hours per day.

Due to demand, an entire cohort of former specials undergoing initial police training we re-deployed to support the virtual courts and Operational Bion patrols, highlighting the high levels of training and flexibility they offer.

4.4.8 Emergency Services Employability Programme

Emergency Services Employability Programme (ESEP) is aimed at enabling learners within education to access the Police Service for up to seven hours per week with the intention of future talent spotting individuals into fulltime employment opportunities such as apprenticeship routes.

These individuals would have an enhanced understanding of the organisation through their work experience, which would benefit them and highlight an additional career pathway.

The concept of this programme was approved at the Force Executive Board (FEB) in June 2020 and its conception is continuing to evolve with our first candidates starting in early 2021.

4.4.9 Cadet Scheme

The cadet scheme positively targets young people, with the aim of creating greater engagement between the force and young people. Representation in terms of race and gender was low in 2018, therefore the force made the decision to expand base locations, and support vulnerable youth through the programme.

The force have invested in a vulnerable youth outreach worker and a careers officer, both of whom are invested in this programme.

The cadet programme has now over 20% BAME representation, and the launch of the Sherwood Five ways Mosque base, and the Lyrico Steed Bullwell Cadet base, have been the focus of positive local and national media attention. These are now actively encouraging youth from underrepresented backgrounds to consider a career within the police service.

Police 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.

The force anticipates launching a scholarship programme for outstanding cadets to support them through higher education including University.

5 Financial Implications and Budget Provision

5.1 There are no financial implications linked to this report.

6 Human Resources Implications

6.1 There have been a number of personnel changes affecting the way we deliver and support EDHR activities. Our Positive Action coordinator, Joanne Ratchford, Has left the organisation. Whilst we are thankful for all of the hard work and dedication Jo had given to the cause, we will be taking this opportunity to look at the role of a positive action coordinator and how they are utilised within the organisation, as positive action awareness and engagement is interwoven within all activities. We would therefore look to modernise the role and look to see how to engage and enthuse multiple generations into employment and engagement within the organisation.

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 The strategic governance over EDHR matters are designed to reassure the community and organisation that any issues arising will be resolved promptly and at an appropriate level. The various support networks and organisational development practioners are also constantly horizon scanning for likely risks and looking how to mitigate and prevent.

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

9.1 The work discussed and proposed in this report is linked to the priority, 'Transforming Services and Delivering Quality Policing.'

10 Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations to make in relation to this report.

11 Details of outcome of consultation

11.1 There has been no other consultation in relation to this report, which is intended as an update report for the PCC.

12. Appendices

12.1 Appendix 1 - Equality & Diversity Information 2020



Equality and Diversity Information 2020



NOTTINGHAMSHIRE
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Introduction

Nottinghamshire Police's aim is 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.

Our vision

“Working with partners and the communities we serve to make Nottinghamshire a safe, secure place to live, work and visit.”

Our priorities

- Engage our communities
- Create a service that works for local people
- Become an employer of choice

The Code of Ethics

The Police Conduct Regulations Code of Ethics are used by Nottinghamshire Police to affirm our commitment to delivering our services with the highest standards of integrity and professionalism.

- Honesty and Integrity
- Authority, Respect and Courtesy
- Equality and Diversity
- Use of Force
- Orders and Instructions
- Duties and Responsibilities
- Confidentiality
- Fitness for Work
- Conduct
- Challenging and reporting improper behaviour

Our PROUD values

Everyone who works and volunteers for the Force is united by a commitment to our shared PROUD values:

Professional

Being professional is about having pride in what we do and inspiring confidence by delivering clear standards of service.

Respect for all

Having respect for all is about valuing people as individuals and treating people as they want to be treated.

One team

One team is about working together, rather than in silos, and valuing the contributions others can make.

Utmost integrity, trust and honesty

Demonstrating utmost integrity, trust and honesty is about being accountable, and doing what we say we'll do.

Doing it differently

Doing it differently is about being prepared to challenge the status quo and never being afraid to try something new.

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 (BME¹) 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.

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

Our People and Culture

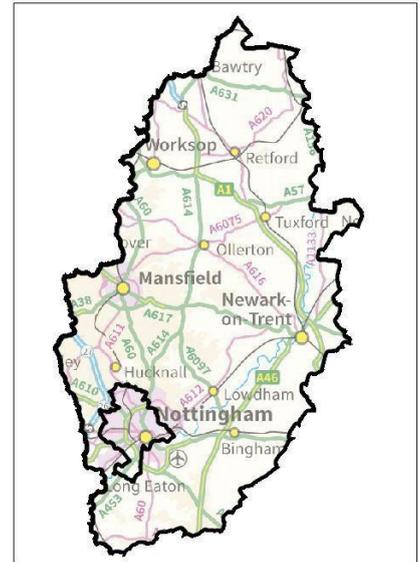
- At the end of March 2020, Nottinghamshire Police employed 2115 police officers, 181 Police Community Support Officers (PCSOs), 1317 police staff, and 157 Special Constables.
- 32.48% of police officers are women, which is slightly higher than the national average for the police service in England and Wales (30%). NB last year the figure given was all employees not just Officers hence this was previously higher.
- BME representation amongst police officers has increased slightly to 5.58%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 5.62%. 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 Chief Inspector. Female Officer representation was reduced at Chief Inspector and Sergeant level but has improved at Inspector and Constable ranks.
- Those roles classified as “specialist posts” by the Home Office show higher representation for women (40.14%), however although there is an increased representation of BME officers (5.17%) compared with last year this figure is still lower than representation figures for all officers.

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 2011², 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

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	
	Count	Percentage	Count	Percentage	Count	Percentage
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	
	Count	Percentage	Count	Percentage	Count	Percentage
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.

	Percentage	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
		Count	Percentage	Count	Percentage	Count	Percentage
LGB	6%	18,342	6.0%	47,148	6.0%	65,490	6.0%
Heterosexual	94%	287,358	94.0%	738,652	94.0%	1,026,010	94.0%

Source ONS Census 2011

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 Category	Crime and Non-crime	Crime	Non-crime
Disability	183	91	92
Race	1640	1238	402
Religion/Faith	139	88	51
Sexual Orientation	332	228	104
Transgender	63	43	20
Alternative Sub-culture	13	9	4
Misogyny	94	62	32
Other	113	70	43
Number of Occurrences	2367	1678	689
City	1241	865	376
County	1089	788	301
Positive Outcome Rate		15.8%	

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.

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.

All Domestic Abuse Recorded Incidents

Apr 19 - Mar 20			
Domestic Abuse	Crimes	Positive Outcomes	Positive Outcome Rate
City	5544	859	15.5%
County	9204	1188	12.9%
Force	14985	2051	13.7%

All Domestic Violence recorded Crimes

Apr 19 - Mar 20			
Domestic Violence	Crimes	Positive Outcomes	Positive Outcome Rate
City	4246	640	15.1%
County	7084	876	12.4%
Force	11536	1521	13.2%

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”.

The table below shows all of the recorded stop and search for the Nottinghamshire Police Area April 2019- March 20.

Ethnicity (2+1)	Number of Stops
BME	1089
Not Stated	1347
White	2821
Total	5257

Ethnicity 5+1	No. of stops
(1) White	2821
(2) Mixed Heritage	236
(3) Asian or Asian British	338
(4) Black or Black British	463
(5) Other Ethnic Group	52
Not Stated	1347
Total	5257

The below tables show the stop and search data in the City and County for April 2019- March 2020

City	
Ethnicity 5+1	No. of stops
(1) White	1918
(2) Mixed Heritage	199
(3) Asian or Asian British	302
(4) Black or Black British	378
(5) Other Ethnic Group	45
Not Stated	1000
Total	3842

County	
Ethnicity 5+1	No. of stops
(1) White	763
(2) Mixed Heritage	22
(3) Asian or Asian British	27
(4) Black or Black British	56
(5) Other Ethnic Group	5
Not Stated	230
Total	1103

Stop and Search Arrest Rate and Voluntary Attendance for 2019/20 Ethnicity 2+1	Arrest	Arrest rate	Voluntary Attendance
BME	157	14.4%	43
Not Stated	128	9.5%	61
White	289	10.2%	179
Grand Total	574		283



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.

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

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 2020

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 2020	
Police Officer	2115
PCSO	181
Staff	1317
Special	157
Total	3770

Overall workforce by protected characteristic groups

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

	All employees		Police officers		PCSOs		Special Constabulary	
Age Range	Total	%	Total	%	Total	%	Total	%
25 and under	427	11.33%	213	10.07%	17	9.39%	93	59.24%
Over 55	309	8.20%	25	1.51%	19	10.50%	4	2.55%
Total	736	19.53%	238	11.58%	36	19.89%	97	61.79%

Disability - Number of employees who recorded themselves as disabled

	All employees		Police officers		PCSOs		Special Constabulary	
Disability	Total	%	Total	%	Total	%	Total	%
Yes	150	3.98%	59	2.79%	7	3.87%	7	4.46%
No/Not Disclosed	3,620	96.02%	2056	97.21%	174	96.13%	150	95.54%
Undisclosed								

Cannot distinguish between No and Not disclosed so grouped together

Race and ethnicity - number of employees by ethnicity

Ethnicity	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
White	3,482	92.36%	1,969	93.10%	171	94.48%	135	85.99%
Ethnic Minority	216	5.73%	118	5.58%	9	4.97%	12	7.64%
Not Stated	72	1.91%	28	1.32%	1	0.55%	10	6.37%

Gender - number of employees by gender

Gender	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Male	2106	55.86%	1,428	67.52%	85	46.96%	108	68.79%
Female	1,664	44.14%	687	32.48%	96	53.04%	49	31.21%

Sexual orientation - number of employees by sexual orientation

	All employees		Police officers		PCSOs		Special Constabulary	
Sexual Orientation	Total	%	Total	%	Total	%	Total	%
Heterosexual	1807	47.93%	922	43.59%	111	61.33%	77	49.04%
LGB	120	3.18%	76	3.59%	6	3.31%	7	4.46%
Prefer not to say	155	4.11%	83	3.92%	3	1.66%	6	3.82%
No % responded	2,082	55.22%	1,081	51.10%	120	66.30%	90	57.32%

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. N.B there is a problem with new starters their sexual orientation will be blank hence reduced numbers to previous year

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	1,200	31.83%	638	30.17%	58	32.04%	44	28.03%
Muslim	45	1.19%	21	0.99%	1	0.55%	4	2.55%
Sikh	41	1.09%	22	1.04%	1	0.55%	2	1.27%
Hindu	12	0.32%	3	0.14%	0	0.00%	0	0%
Jewish	5	0.13%	3	0.14%	0	0.00%	1	0.64%
Buddhist	11	0.29%	4	0.19%	0	0.00%	1	0.64%
Any other religion	72	1.91%	44	2.08%	4	2.21%	2	1.27%
No religion	904	23.98%	459	21.70%	46	25.41%	58	36.94%
Undeclared	1,480	39.26%	921	43.55%	71	39.23%	45	28.66%

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 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 and ethnicity of police officers by rank

	Gender				Race and ethnicity					
	Female	%	Male	%	White	%	BME	%	Not Stated	%
Superintendent and above	4	0.19%	19	0.90%	20	0.95%	2	0.09%	1	0.05%
Chief Inspector/ Detective Chief Inspector	8	0.38%	20	0.95%	28	1.32%	0	0.00%	0	0.00%
Inspector/ Detective Inspector	30	1.42%	63	2.98%	84	3.97%	8	0.38%	1	0.05%
Sergeant / Detective Sergeant	65	3.07%	234	11.06%	284	13.43%	13	0.61%	2	0.09%
Constable / Detective Constable	580	27.42%	1,092	51.63%	1,553	73.43%	95	4.49%	24	1.13%
Total	687	32.48%	1,428	67.52%	1,849	93.10%	105	5.58%	27	1.32%

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 2020, there were 735 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 or Not Stated
Volume	10	8	440	295	691	38	6	23	717
Specialist %	1.36%	1.09%	59.86%	40.14%	94.01%	5.17%	0.82%	3.09%	96.37%
All Officers %	0.47%	0.38%	20.80%	13.95%	32.67%	1.80%	0.28%	1.16%	36.19%

Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2019 and 31 March 2020.

The percentages given in each case are as a proportion of all leavers in that group (officers/staff). During the specified period, 141 police officers and 174 police staff left the organisation.

Police Officer Leavers	Age		Race and ethnicity		
	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	33	20	127	12	2
%	23.40%	14.18%	90.07%	8.51%	1.42%

Police Officer Leavers	Gender		Sexual Orientation			
	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	102	39	2	65	66	8
%	72.34%	27.66%	1.42%	46.10%	46.81%	5.67%

Police Staff Leavers	Age		Race and ethnicity		
	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	54	20	153	12	9
%	31.03%	11.49%	87.93%	6.90%	5.17%

Police Staff Leavers	Gender		Sexual Orientation			
	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	74	100	7	87	77	3
%	42.53%	57.47%	4.02%	50.00%	44.25%	1.72%

