For Information	
Public	
Report to:	Strategic Resources & Performance
Date of Meeting:	7 September 2017
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Agenda Item:	6

Equality, Diversity and Human Rights Performance and Monitoring

1.   Purpose of the Report

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

2.   Recommendations

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

3.   Reasons for Recommendations

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

4.   Summary of Key Points

4.1   **Equality Objectives**

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

The current leads for these objectives are

Proportionality	ACC Stuart Prior
Engagement	ACC Stuart Prior
Culture	DCC Rachel Barber
Representation	ACO Human Resources – Ali Naylor

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
Continued hard work has been dedicated to improving the use and monitoring of stop and search powers, and in particular to ensure that any issues of apparent disproportionality are tackled robustly.

The work programme, which is managed at Chief Officer level, has consisted of a variety of activities which include; the launch of a new stop and search mobile data application; audit of more thorough and strip searches; improved data collection and monitoring allowing more effective performance management by supervisors; and refresher training for all officers covering legislation, community impact, behaviours and attitudes.

Front-line officers have undergone equality training on unconscious bias provided by an external consultant. Work also continues with EMCHRS L&D to develop train the trainer scenario testing of officers knowledge of stop and search and the recording equipment.

The Force continues to comply with the Best Use of Stop and Search Scheme and the Scrutiny Board meets on a regular basis. We continue to work with the Youth Commission who attends the Scrutiny Board.

Hate Crime

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 Ted Antill has been designated as the

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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).

primary crime lead for this area and his work is supported by a hate crime manager post that is responsible for the day to day implementation of the action plan. 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.

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". 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.

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.

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.

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.

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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.

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 a managers' guide to understanding and supporting colleagues with Dyslexia and recruited internal mental health champions to be an additional point of contact with a the workplace, 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 and 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, police community support officer, specials and cadet recruitment and also the Fast-Track 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 three police officer recruitment campaigns attracted 1561 applicants with 11.34% from our BME communities and 3.27% from our Easter European communities and 11.66% from our LGBT+ communities.

The positive action support will continue throughout the recruitment and selection process 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. This has included confidential discussions with BME and LGBT+ officers and police staff in order to gather information to review the current provision to identify strengths, gaps and areas for development. The aim is to increase the representation of people from groups that are currently under represented in leadership positions via a tailored development programme aimed at enabling officers to pursue their own professional development and assist them to fulfil their career aspirations and potential.

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, including:

- Unconscious bias for managers involved in promotion selection decisions
- Trans equality & inclusion
- Mental Health and Asperger's awareness (Unison and MIND)
- A 'Lite Bites' event focussing on Gender identity, race & religion and issues for an aging LGBT+ community

In addition to facilitating a joint staff network event - Faith Allies for LGBT+ Equality hosted by the University of Nottingham. The event promoted understanding, awareness and challenge to colleagues to work together across networks. The keynote speakers included Ruth Hunt CEO of Stonewall, Sabah Choudrey Trans activist, Superintendent Matthew MacFarlane chair of the Christian Police Association and the former CC Sue Fish.

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 Emergency Services Day, Nottinghamshire Pride, and the Carnival. Colleague's engaged with members of the community and 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. Following the sign up to the British Deaf Association Charter in 2015, Nottinghamshire Police continues work in relation to the action plan. We have launched the Police Link Officers for Deaf People (PLOD) Scheme and provided deaf awareness training to several PLOD officers plus representatives from the prisoner handling teams and front counters. The video launching PLOD was shared with the Nottingham Deaf Centre who also received crime prevention presentations aimed to improve accessibility to advice; in addition to providing a monthly outreach/painting session at the centre.

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 Trans awareness, Mental Health, Gender Agenda 3 and LGBT+ 'LITE BITES'. A Holocaust Memorial Event was also held at Police Headquarters.

The Force joined the National Menopause Action Group and instigated its own Menopausal Working Group; which undertook a confidential online survey to better understand the support needed for colleagues working through the menopause. The culmination of this work was marked by a regional event during Menopause Awareness month and the development of a menopause Policy and supporting guidance for managers.

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 Minority Ethnic and other under-represented sections of the community with the aim of creating greater engagement between the force and young people. Engagement sessions were also held Outburst and WOW (Workshop Out on Wednesday) LGBT+ youth groups to recruit cadets.

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 2016**

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 2016 to the 31st March 2017.

Highlights from the report include

- The reporting of Hate Crimes has continued to improve with 31.6% more crimes recorded and the number of incidents has risen by 20.6% during 2016/2017. Detection rates for Hate Crime, at 25.7%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 20.2%.

- The force continues to review practices, mobile data solutions and training for stop and search. The number of searches per 1000 population continues to reduce as officers are tasked more effectively.

- Satisfaction rates from victim of crime surveys showed over 81% of all respondents, for all surveys were satisfied, with the service they received. However BME victims showed a slightly lower satisfaction rate when compared with White victims. Male victims had a lower satisfaction rate when compared with female victims.

- Reporting of domestic violence incidents has increased by 3.74% with detection rates continuing to remain higher than the average for all other types of crime.

- Speakers of 58 languages required translators during 2016/17 with Polish, Romanian and Urdu being the most commonly requested languages. Overall the number of translation requests reduced by just under 13.7% from the previous year.

- The Pegasus system; which is designed to make contacting and communicating with the Police easier for disabled people, now has over 400 members and is in use by both Nottingham Fire and Rescue service and East Midlands Ambulance service.

- 29.70% of our officers are women; which is slightly higher than the national average for the Police Service in England and Wales.

- BME representation amongst Police Officers has increased slightly to 4.51% which creates a representation gap with the local population of 6.69%. This is slightly better than the representation gap for all Police Services in England and Wales which is 7.1%.

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

- Those roles classified as "Specialist Posts" by the Home Office showed higher representation for women (35.54%) compared with representation figures for all officers.

- The proportion of the workforce working part time is 17%.

4.4 **Stonewall Workplace Equality Index (WEI) 2017**

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.

Nottinghamshire Police have received confirmation that we remain a Stonewall top 100 employer, improving our ranking from 64th to 35th place within the index, making us the 4th highest ranking force within the index.

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

- Promotion of our 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 detectives
- 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
- 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 development of the North Notts 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 have been identified and will built into equality objective work plans with a view to improving Nottinghamshire Police's standing in the index, which includes:

- Improving equality monitoring data in relation to sexual orientation and gender identity
- Improved mechanisms for engaging with existing and potential suppliers to promote LGBT+ equality.
- Joint working and delivering LGBT+ partnership events

We will also seek to promote Trans inclusion & equality, career development workshops for colleagues who identify as LGBT+ and other underrepresented groups. Other work to foster inclusion will include 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 2017

Equality & Diversity Information 2017

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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, sexual orientation, 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 get to improve our services

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

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

Summary

The people of Nottinghamshire

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

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

- After Christian (56.5%) the largest religious group in the Nottinghamshire area 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

Our service delivery

- The reporting of hate crimes has continued to improve with 31.6% more crimes recorded and the number of incidents has risen by 20.6% during 2016/2017. Detection rates for hate crime, at 25.7%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 20.2%

- 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 81% of all respondents were satisfied, with the service they received. BME victims showed a slightly 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 3.74% with detection rates continuing to remain higher than the average for all other types of crime.

- Translators were required for 58 different languages during 2016/17, with Polish, Romanian and Urdu being the most commonly requested languages. Overall the number of translation requests reduced by 11.80% 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.

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[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 2017 Nottinghamshire Police employed 1886 police officers, 184 Police Community Support Officers (PCSOs), 1168 police staff, and 239 Special Constables.

- 29.7% of our officers are women, which is slightly higher than the national average for the police service in England and Wales (29.1%).

- BME representation amongst police officers has increased slightly to 4.51%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 6.69%. This is slightly better than the representation gap for all police services in England and Wales, which is 7.1%.

- BME Officer representation is lowest at the rank of Chief Inspector and 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 (35.54%) and slightly lower for BME officers (4.22%) compared with representation figures for all officers.

- Around 17% 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.
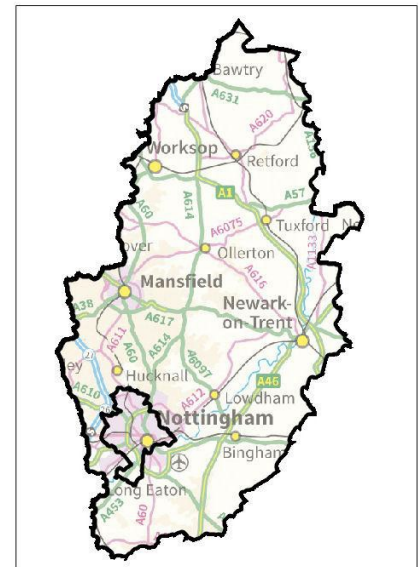
Total population figures
The following table shows the overall population figures from the 2011 Census.

	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 groups

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

Source ONS Census 2011

Protected characteristic – disability

The table below shows the number and proportion of people of working age who 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, 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 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	
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 – sex

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

Source ONS Census 2011

Protected characteristic - sexual orientation

The below figures are based on the government's suggestion of 5-7% of the population being lesbian, gay or bisexual (LGB). This is a figure which 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 sexuality. 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

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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 these objectives and demonstrates our progress towards these and our areas for future development.

Hate crime

Nottinghamshire Police uses the following definition for hate crime:

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

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

	2015/16	2016/17	Vol. change	% change
City	808	1,051	243	30.1%
County	772	965	193	25.0%
Total	1,604	2,045	441	27.5%

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			
	2015/16	2016/17	Vol. change	% change
Disability	59	69	10	16.9%
Race	40	41	6	1.5%
Religion	28	45	17	60.7%
Sexual orientation	77	92	15	19.5%
Trans	7	19	12	171.4%
Alternative subculture	2	4	2	100.0%
Misogyny	-	63	63	n/a
Other	42	46	4	9.5%
Total	59	72	123	20.6%
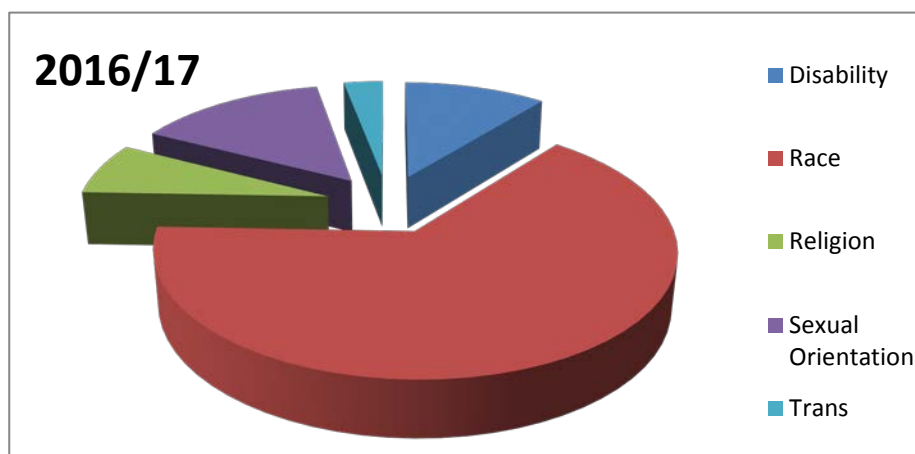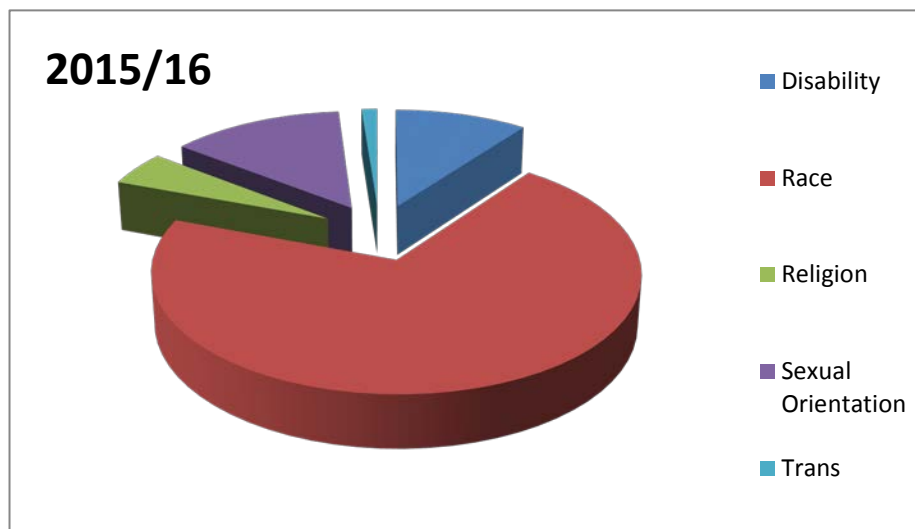
2015/16

2016/17

Category	Crimes			
	2015/16	2016/17	Vol. change	% change
Disability	75	80	5	6.7%
Race	734	976	242	33.0%
Religion	76	68	-8	-10.5%
Sexual orientation	86	152	66	76.7%
Trans	4	12	8	200.0%
Alternative subculture	-	8	8	n/a
Misogyny	-	32	32	n/a
Other	71	38	-33	-46.5%
Total	1,006	1,324	318	31.6%

2015/16

- Disability
- Race
- Religion
- Sexual Orientation
- Trans

2016/17

- Disability
- Race
- Religion
- Sexual Orientation
- Trans
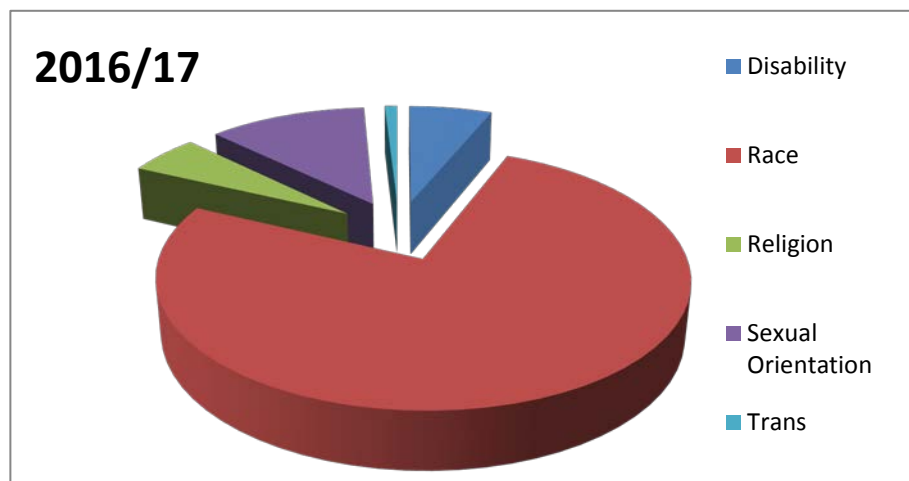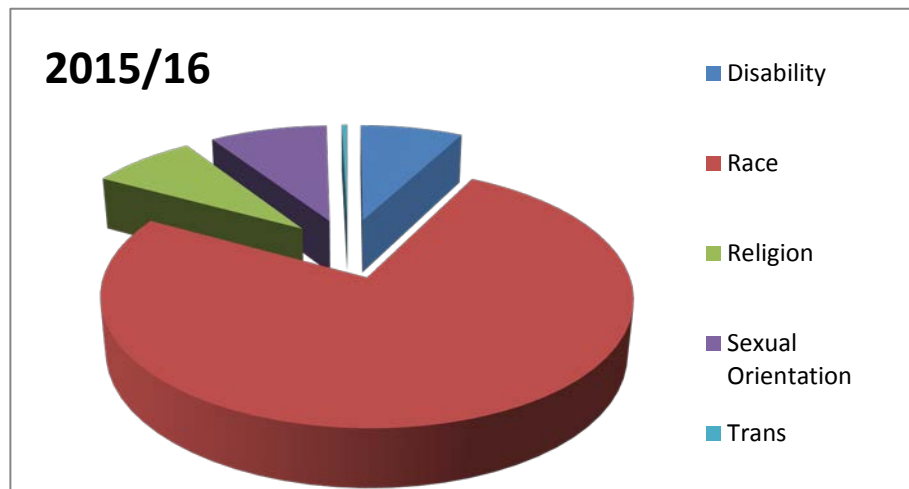
Hate crime detections

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
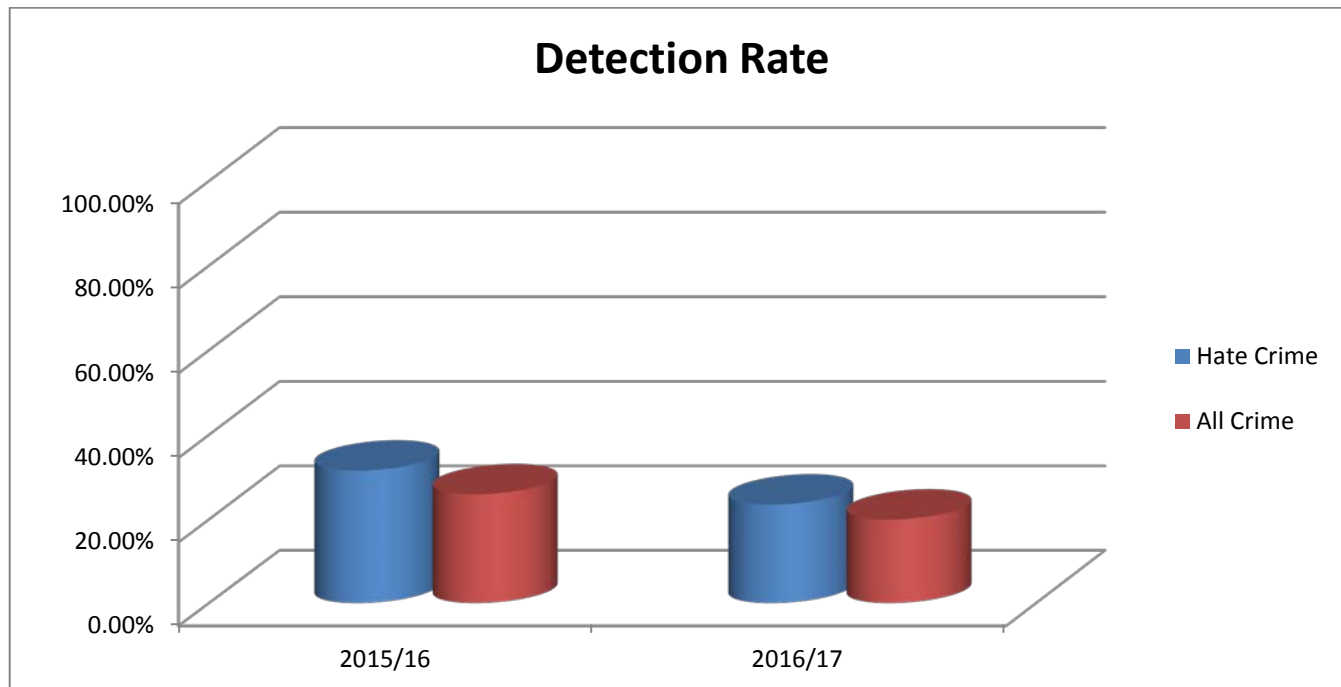
Racially and religiously aggravated offences

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	2015/16	2016/17	Vol. change	% change
City	323	405	82	25.4%
County	246	283	37	15.0%
Total	580	697	117	20.2%

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.

	2015/16	2016/17	Vol. change	% change
Violence with injury	39	77	38	97.4%
Violence without injury	88	129	41	46.6%
Criminal damage	38	32	-6	-15.8%
Public order offences	415	459	44	10.6%
Total	580	697	117	20.2%

2015/16

- Violence with injury
- Violence without injury
- Criminal Damage
- Public Order Offences

2016/17

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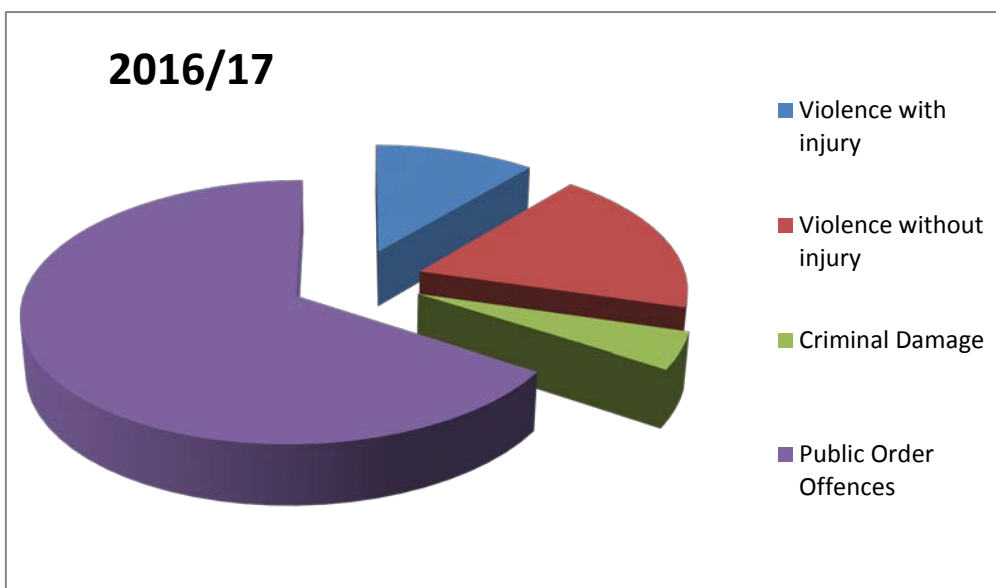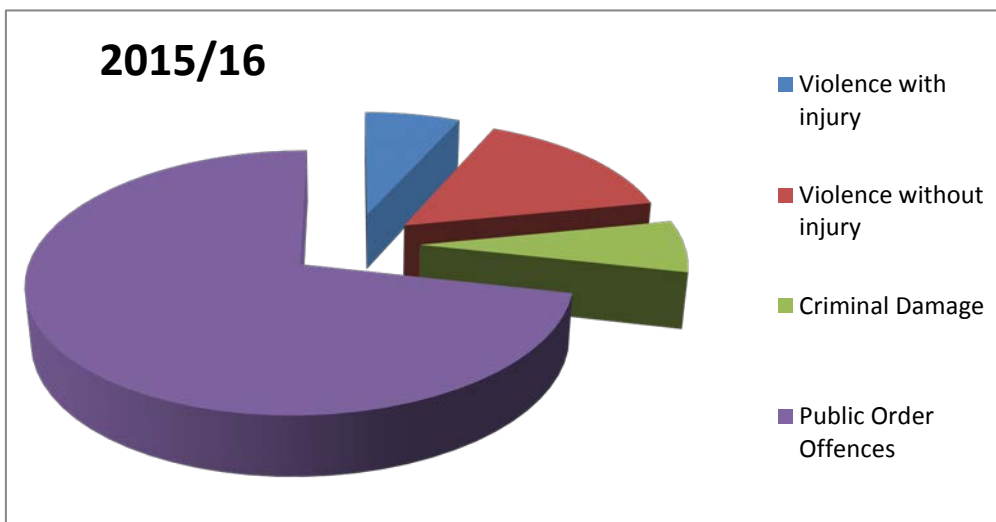
Racially and religiously aggravated offences detections

As with hate crime, detection rates for racially and religiously aggravated offences remain higher than the average for all crime detections by a margin of 19.6%.
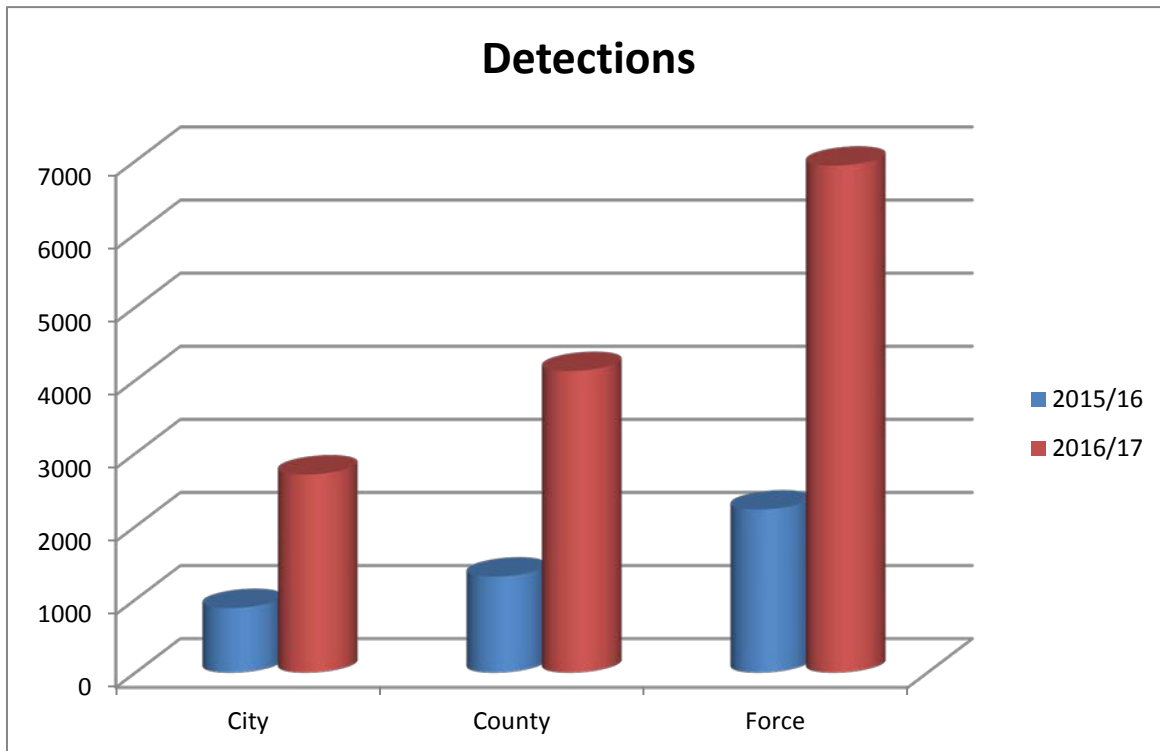
Domestic abuse

The tables below provide information in relation to domestic abuse offences and survivors. The data is based on all violence offences which meet the Home Office or Nottinghamshire Police 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	Crimes			
	2015/16	2016/17	Vol. change	% change
City	2,673	2,712	39	1.46%
County	3,935	4,127	192	4.88%
Force	6,687	6,937	250	3.74%
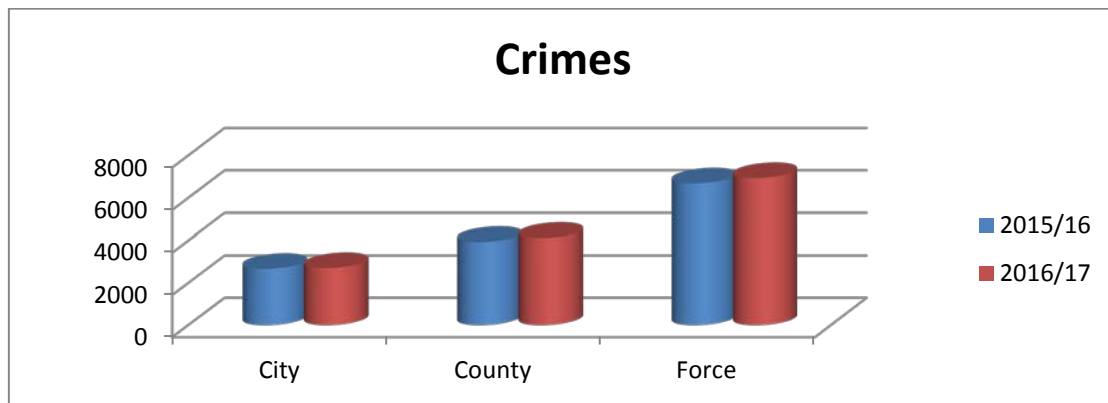
Location	Detections			
	2015/16	Detection Rate	2016/17	Detection Rate	Difference from last year
City	884	33.1%	688	25.4%	-7.7%
County	1314	33.4%	1082	26.2%	-7.2%
Total	2232	33.4%	1786	25.7%	-7.7%
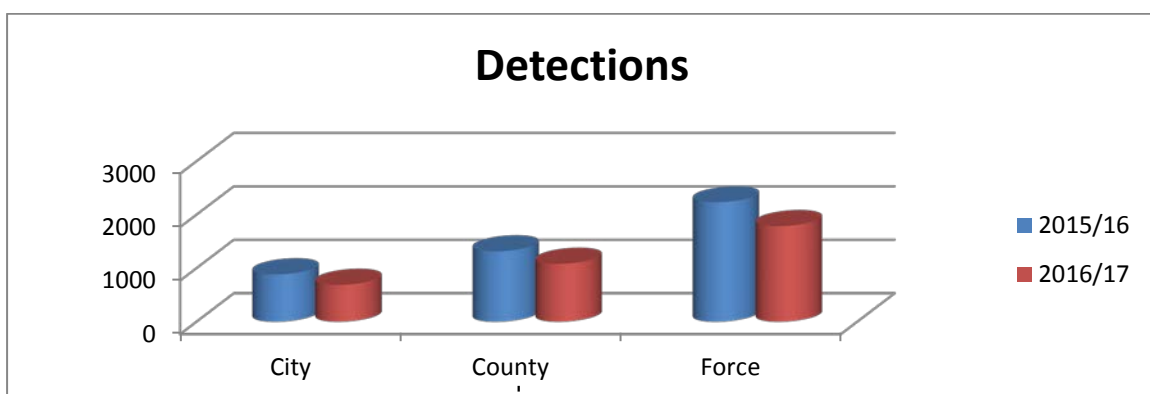
Domestic abuse victims by gender, age and ethnicity

Gender	2015/16	Proportion	2016/17	Proportion	Vol. change	% change
Female	5,227	79.75%	5,304	78.60%	77	1.47%
Male	1,208	18.43%	1,442	21.37%	234	19.37%
Unknown	119	1.82%	2	0%	-117	-98%
Total	6554		6748		194	3.22%

Age	2015/16	Proportion	2016/17	Proportion	Vol. change	% change
0 - 15	30	0.46%	98	1.42%	68	69.39%
16 - 24	1,857	28.42%	1,754	25.37%	-103	-5.87%
25 - 44	3,431	52.51%	3,501	50.64%	70	2.00%
45 - 64	1,026	15.7%	1,208	17.47%	182	15.07%
65 - 74	84	1.29%	86	1.24%	2	2.33%
75+	47	0.72%	61	0.88%	14	22.95%
Total	6475		6708		233	

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

Ethnicity	2015/16	Proportion	2016/17	Proportion	Vol. Change	% Change
Asian or Asian	255	3.9%	244	3.53%	-11	-4.51%
Black or Black British	240	3.7%	220	3.18%	-20	-9.09%
Chinese or Other	35	0.5%	44	0.6%	9	20.45%
Multiple Heritage	148	2.3%	156	2.3%	8	5.13%
Prefer not to say	574	8.78%	527	7.62%	-47	-8.92%
White	5,235	80.12%	5,516	79.78%	281	5.09%
Total	6487		6707		220	1.033914

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

Victims of crime

The tables below 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 (HMIC).

The HMIC crime tree classification identifies four main crime groups under the heading "victim-based crime". These are: violence against the person; sexual offences; stealing, and criminal damage / arson. With some of these offences, such as shoplifting (theft), criminal damage or arson, the victim may be, or is likely to be, an organisation rather than an individual and, therefore, demographic data is not provided. These have been included under the heading 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 provided above.

Age	2015/16	Proportion	2016/17	Proportion	Vol. change	% change
0 – 15	3566	5.47%	4742	6.51%	1176	32.98%
16 - 24	9626	14.75%	10646	14.61%	1020	10.60%
25 - 44	19638	30.10%	22216	30.50%	2578	13.13%
45 - 54	11496	17.62%	13448	18.46%	1952	16.98%
55 - 64	2205	3.38%	2446	3.36%	241	10.93%
75+	1281	1.96%	1331	1.83%	50	3.90%
Crimes against an organisation	13190	20.22%	14249	19.56%	1059	8.03%
Not Stated	3728	5.71%	4694	6.44%	966	25.91%
Total	65239		72851		7612	11.67%

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 2016/17
- 0 – 15
- 16 - 24
- 25 - 44
- 45 - 54
- 55 - 64
- 75+
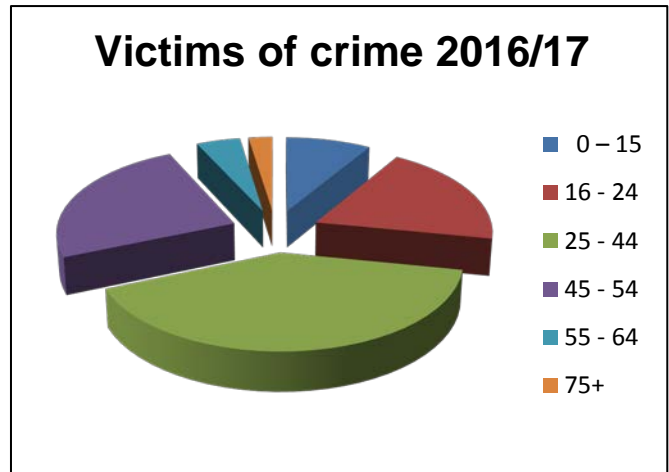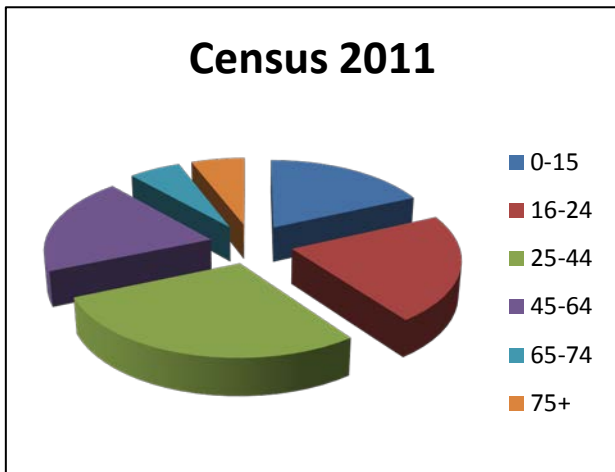
Gender	2015/16	Proportion	2016/17	Proportion	Vol. change	% change
Female	23,417	35.89%	26,670	36.61%	3,253	13.90%
Male	23,847	36.55%	29,041	39.86%	5,194	21.80%
Not Stated	4,216	6.46%	2,028	2.78%	-2,188	8.00%
Crimes against an organisation	13,190	20.22%	14,249	19.56%	1,059	8.03%
Total	65,239		72,851		7,612	11.67%

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

Victims of Crime 2016/17
- Female
- Male
- Not Stated
- Crimes against an organisation
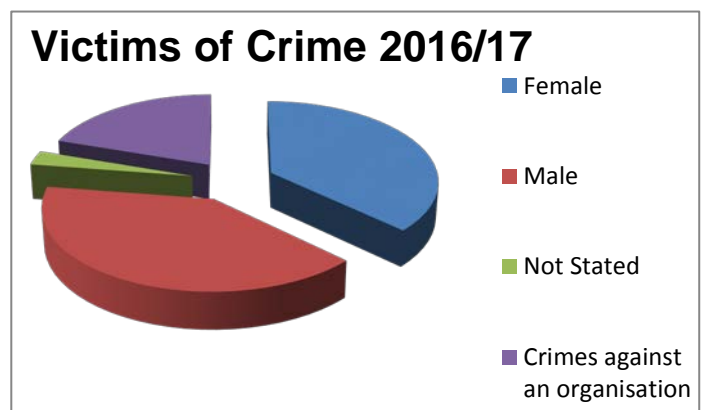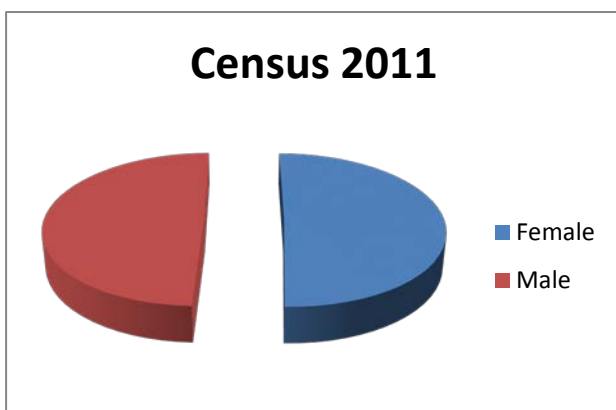
Ethnicity	2015/16	Proportion	2016/17	Proportion
White	37,662	57.73%	42,309	58.08%
Multiple Heritage	824	1.26%	933	1.28%
Black or Black British	1,618	2.48%	1,758	2.41%
Asian or Asian British	2,150	3.30%	2,470	3.39%
Chinese or Other	555	0.85%	597	0.82%
Not Stated	8,721	13.37%	9,939	13.64%
Crimes against an organisation	13,207	20.24%	14,313	19.65%
Force	65,239		72,851	

Ethnicity 2015/16

- White
- Multiple Heritage
- Black or Black British
- Asian or Asian British
- Chinese or Other
- Not Stated
- Crimes against an organisation

Ethnicity 2016/17

- White
- Multiple Heritage
- Black or Black British
- Asian or Asian British
- Chinese or Other
- Not Stated
- Crimes against an organisation
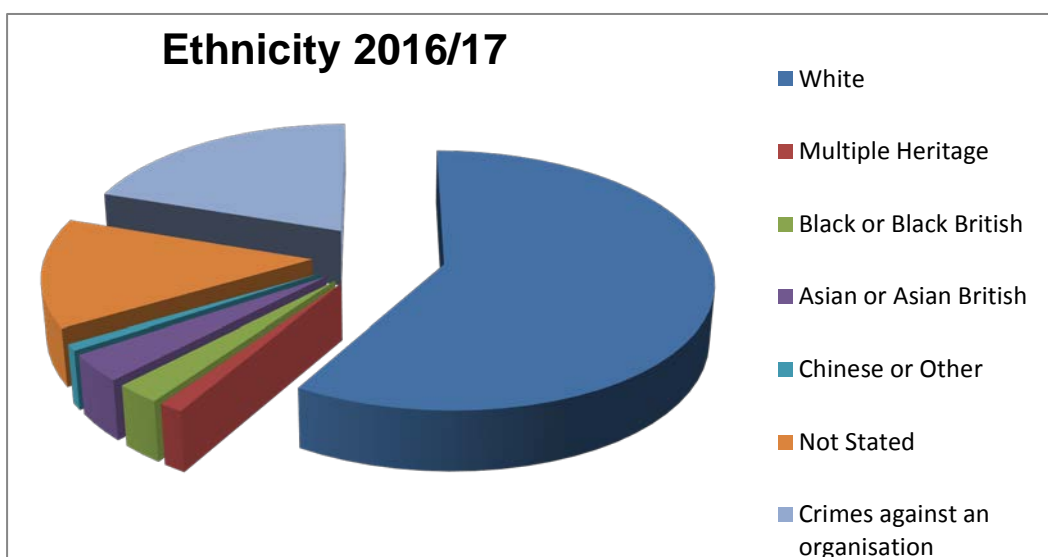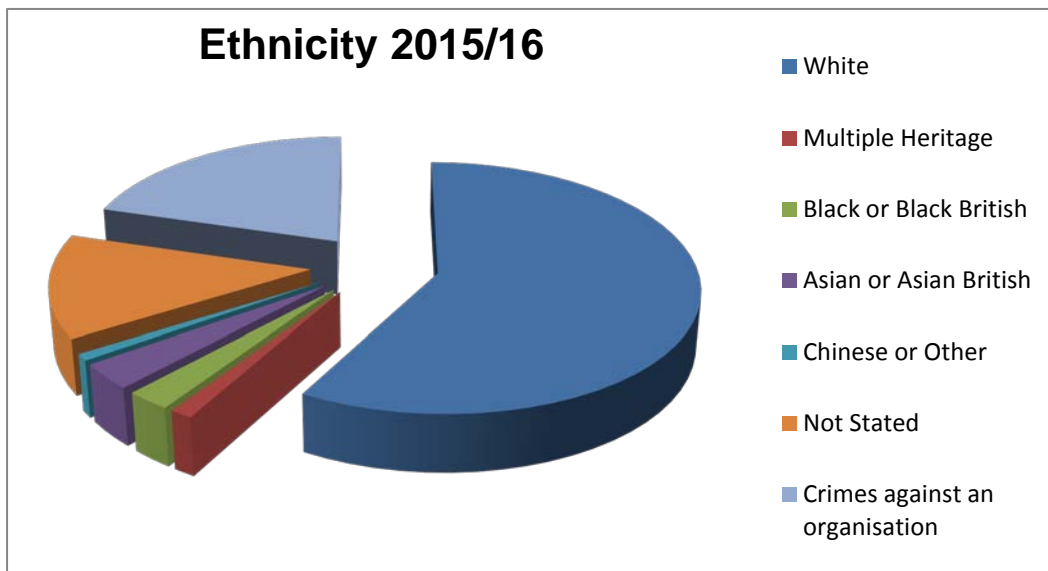
Use of powers - stop and search

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 powers within the BME community has been raised as a concern, but this is now being addressed through ongoing training and the development of systems and processes. It is worth noting that, although there has been an increase in the total number of stop and searches carried out year on year, there 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. H o w e v e r , a range of other factors also need to be taken into account. Fitzgerald and Sibbitt (1997) term these as: "'lifestyle factors; the legitimate targeting of certain people and places by the police; police interpretation of the use of the PACE power; and (in part related) recording practices'".

To calculate the per 1000 population figure in the tables below, the number of stop and searches conducted by Nottinghamshire Police has been divided by population for that ethnic group 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 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017 and are for the whole of the Nottinghamshire area.

	2015/2016		
	Volume	Rate	Proportionality
White	1871	1.9	1
BME	598	4.9	2.5
Not Stated	163		

	2016/2017		
	Volume	**Rate**	**Proportionality**
White	1074	1.1	1
BME	489	1.0	3.6
Not Stated	249		

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

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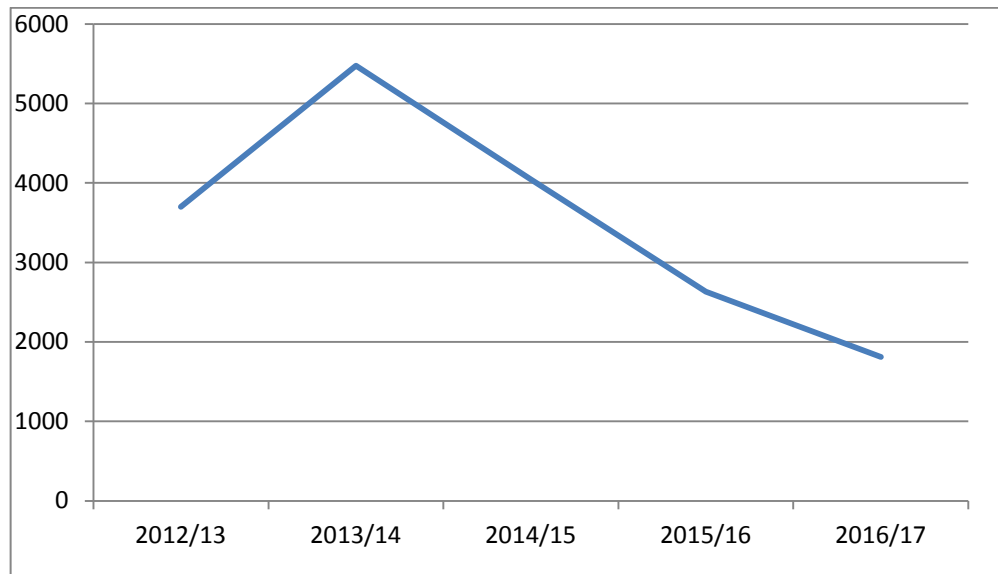
Stop and Search
Ratio of BME:White
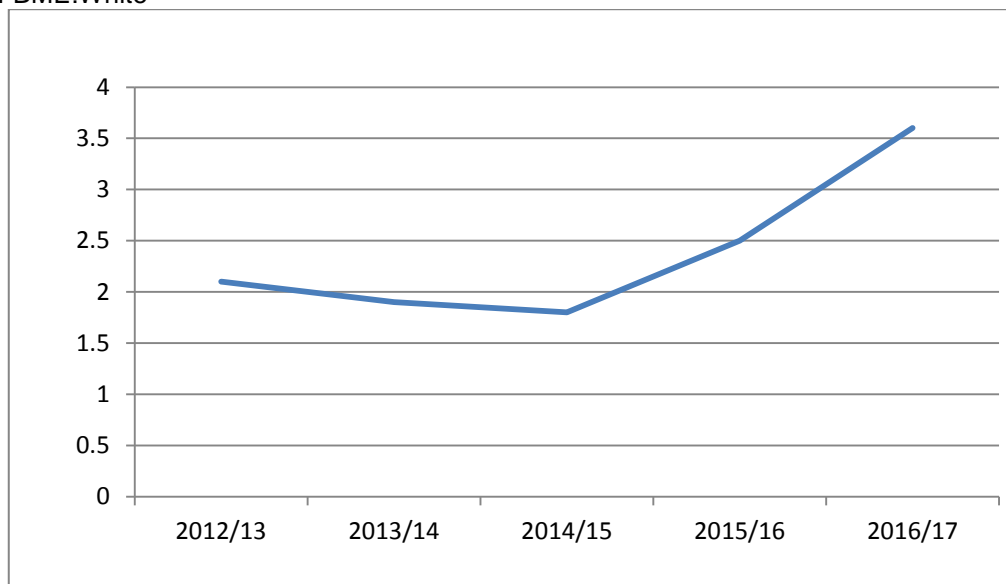
The above tables show the total volume of stop and search carried out and the corresponding ratios for BME: White proportionality over a five year period.

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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 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017.

2015 / 2016

	Nottinghamshire Police area		
	Volume	Rate	Proportionality
White	1871	1.9	1
Dual Heritage	123	4.0	2.1
Asian	231	3.6	1.9
Black	244	8.9	4.6
Not Stated	163		

	City of Nottingham		
	Volume	Rate	Proportionality
White	1200	5.5	1
Dual Heritage	100	4.9	0.9
Asian	205	4.6	0.8
Black	222	10.0	1.8
Not Stated	127		

	Nottinghamshire County		
	Volume	Rate	Proportionality
White	671	0.9	1
Dual Heritage	23	2.1	2.4
Asian	26	1.4	1.5
Black	22	4.3	4.8
Not Stated	36		

2016 / 2017

	Nottinghamshire Police area		
	Volume	Rate	Proportionality
White	1074	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		

By adopting a mobile data solution to record stop and search encounters, performance data is now immediately available to us 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 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017. 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' 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."

Ethnicity	2015/2016		
	Volume	Per 1000 population	Proportionality ratio
White	18,153	18.7	1
BME	4,189	34.3	1.8
Not stated	280		

Ethnicity	2016/2017		
	Volume	Per 1000 population	Proportionality ratio
White	15,642	16.1	1.0
BME	3,189	26.1	1.6
Not stated	1,143		

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 happy they are with the service they have received.

Our telephone interviewers carry out approximately 270 surveys every month with victims of dwelling burglary, racist incidents, vehicle crime and violent crime. 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 incidents reported in the 12 months to 31 March 2017

Category	Satisfaction
All Respondents (2558 of 3122)	81.9%
Male (1354 of 1735)	78.0%
Female (1204 of 1387)	86.8%
Disabled (280 of 340)	82.4%
Non-Disabled (2271 of 2770)	82.0%
BME (505 of 619)	81.6%
White (2043 of 2483)	82.3%
16-24 (516 of 621)	83.1%
25-34 (651 of 800)	81.4%
35-44 (507 of 628)	80.7%
45-54 (457 of 571)	80.0%
55-64 (300 of 352)	85.2%
65-74 (117 of 134)	87.3%
75 or above (1 of 1)	100.0%

The following table relates to the satisfaction levels of victims of racist incidents 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 incidents reported in the 12 months to 31 March 2017
Hate Crime and incidents only

Category	Satisfaction
All Respondents (299 of 356)	84.0%
Male (162 of 198)	81.8%
Female (137 of 158)	86.7%
Disabled (37 of 46)	80.4%
Non-Disabled (261 of 308)	84.7%
BME (166 of 196)	84.7%
White (131 of 156)	84.0%
16-24 (49 of 60)	81.7%
25-34 (99 of 115)	86.1%
35-44 (66 of 83)	79.5%
45-54 (51 of 59)	86.4%
55-64 (26 of 29)	89.7%
65-74 (6 of 7)	85.7%
75 or above (0 of 0)	
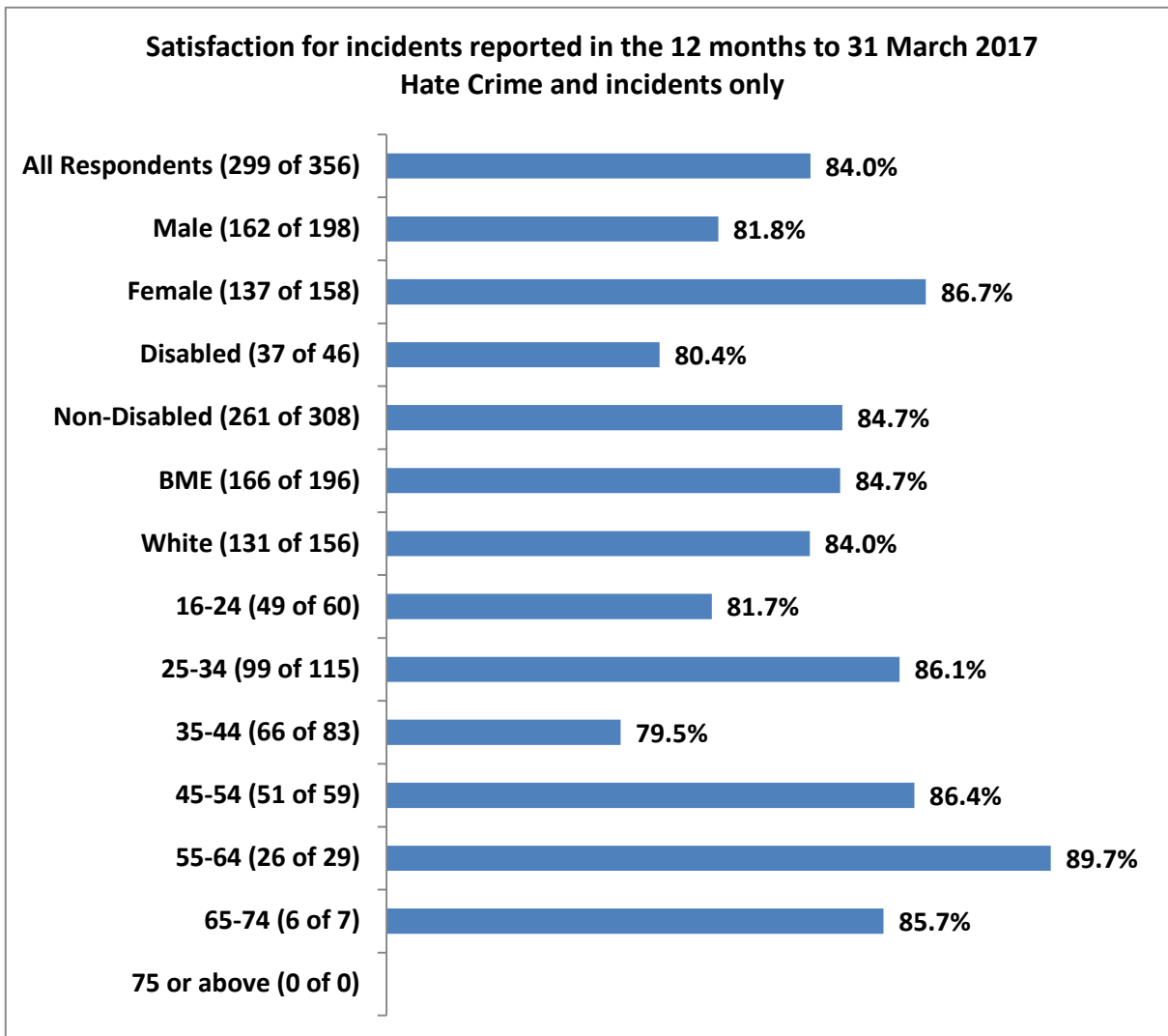
Accessibility and communication

Use of interpreters

Nottinghamshire Police uses interpreting services in a variety of circumstances. In the main, these will be when in contact with victims, witnesses and suspects but will also include the translation of documents, training of officers and staff and engagement with community members.

The translation providers for face-to-face and document translation for Nottinghamshire Police is 'Cintra'.

Number of Contacts					
2015/16			**2016/17**		
Rank	**Language**	**Cintra**	**Rank**	**Language**	**Cintra**
1	Polish	1,168	1	Polish	876
2	Romanian	220	2	Romanian	345
3	Lithuanian	163	3	Urdu	114
4	Hungarian	62	4	Lithuanian	100
5	Urdu	168	5	Kurdish Sorani/Badini	93
6	Russian	95	6	Hungarian	71
7	Punjabi India/P.Mipuri	77	7	Arabic	69
8	Slovak	27	8	Russian	63
9	Arabic	42	9	Punjabi Indian/P.Mirpuri	51
10	Kurdish- Sorani/Badini	98	10	Farsi –Dari/Iranian	42
11	Farsi –Dari/Iranian	48	11	Latvian	38
12	Vietnamese	29	12	Chinese Mandarin	36
13	Czech	27	13	Slovakian	33
14	Spanish	22	14	Portuguese	29
15	British Sign	94	15	British Sign	77
Remainder (41 Languages)		217	Remainder (43 Languages)		236
Totals		2,577	**Totals**		2,273

Source: The information below has been provided by the service providers for 1 April 2015 - 31 March 2016 and 1 April 2016 – 31 March 2017.

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 – or '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 then access the information submitted by the user in advance, so that they do not have to spend valuable time trying to give personal details or face-to-face, where they can tell or show the officer their Pegasus PIN and the officer can then contact the Control Room for information to give them a better understanding of any communication issues the user might have, enabling them to give the best possible assistance appropriate to their needs.

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 ninth anniversary in April 2017. 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 2016 and 31 March 2017 there were 446 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 cover a whole range of incident types, but some key types do reoccur. What is reassuring is that the usage for the deaf community has increased significantly, as they can now report incidents via the deaf text phone.

Pegasus incidents are graded as detailed below:

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
2015/16	39	90	46	105	31	311
2016/17	40	88	83	179	56	446

Pegasus reports 2016/17

Month	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
April 2016	2	6	3	11	3	25
May 2016	4	4	8	25	5	46
June 2016	2	6	11	22	4	45
July 2016	2	5	7	16	2	32
August 2016	4	9	7	19	4	43
September 2016	3	6	6	6	4	25
October 2016	1	7	11	16	5	40
November 2016	2	9	6	15	6	38
December 2016	6	12	6	14	4	42
January 2017	4	10	4	14	6	38
February 2017	4	7	6	11	5	33
March 2017	6	7	8	10	8	39
Total	**40**	**88**	**83**	**179**	**56**	**446**

Pegasus reports crimed 2016/17

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2016/17	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, there are a significant number of users for whom no equality data has been gathered. This issue is currently being addressed.

	Male	Female	Transgender	Non Binary	Prefer not to say
Gender	6,423	7,179	2	4	4,929

	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	570	1,781	2,702	2,976	2,486	2305	833	6,384

	White	Multiple Heritage	Black	Asian	Chinese	Other	Prefer not to say
Ethnicity	11,248	148	112	261	88	35	6,481

	Disability	No Disability	Prefer not to say
Disability	1,211	10,298	7,028

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 are also underpinned by two of our equality objectives.

Equality objective 3 – culture

Equality objective 4 – representation

Workforce data

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

All information includes those taking a prolonged absence from the force, e.g. for those 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 are in relation to workforce as it appeared on 31 March 2017.

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 2017	
Police officers	1,886
PCSOs	184
Police staff	1,168
Special Constabulary	239
Total	3,477

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	222	6.4%	22	1.2%	10	5.4%	128	53.56%
Over 55	269	7.74%	26	1.4%	12	6.5%	5	2.1%
Total	**491**	**14.12%**	**48**	**2.6%**	**22**	**11.96%**	**133**	**55.65%**

Disability - Number of employees who recorded themselves as disabled

	All employees		Police officers		PCSOs		Special Constabulary	
Disability	**Total**	**%**	**Total**	**%**	**Total**	**%**	**Total**	**%**
Yes	88	2.53%	38	2%	4	2.2%	4	1.7%
No	3,287	94.54%	1,846	97.9%	180	97.8%	153	64%
Undisclosed	102	2.93%	2	0.11%	0	0%	82	34.3%

Race and ethnicity - number of employees by ethnicity

	All employees		Police officers		PCSOs		Special Constabulary	
Ethnicity	**Total**	**%**	**Total**	**%**	**Total**	**%**	**Total**	**%**
White	3,197	91.95%	1,794	95.12%	178	96.74%	171	71.5%
Ethnic Minority	161	4.6%	85	4.5%	5	2.7%	16	6.7%
Not Stated	119	3.4%	7	0.3%	1	0.5%	52	21.7%

Gender - number of employees by gender

Gender	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Male	2,005	57.66%	1,316	70.30%	90	50.9%	160	62.7%
Female	1,472	42.34%	570	29.70%	94	49.1%	79	37.3%

Sexual orientation - number of employees by sexual orientation

Sexual Orientation	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Heterosexual	1,552	44.64%	760	40.30%	118	64.13%	92	38.5%
LGB	73	2.10%	40	2.12%	6	3.26%	6	2.5%
Prefer not to say	1,852	53.26%	1,086	57.58%	60	32.61%	141	59%
No % responded	**3477**	**100.00%**	**1886**	**100.00%**	**184**	**100.00%**	**239**	**100.00%**

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

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

Religion	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Christian	1,156	33.25%	599	31.76%	72	39.13%	62	25.94%
Muslim	27	0.78%	13	0.69%	1	0.54%	1	0.4%
Sikh	29	0.83%	19	1.01%	1	0.54%	3	1.3%
Hindu	8	0.23%	2	0.11%	0	0.0%	0	0%
Jewish	5	0.14%	1	0.05%	0	0.0%	1	0.42%
Buddhist	7	0.20%	5	0.27%	1	0.54%	0	0%
Any other religion	73	2.10%	43	2.28%	6	3.26%	1	0.42%
No religion	229	6.59%	89	4.72%	10	5.43%	22	9.2%
Undeclared	1,943	55.88%	1,115	59.12%	93	50.54%	149	62.34%

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 table 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 2017.

Gender and ethnicity of workforce by department

	Male	%	Female	%	White	%	Ethnic Minority	%	Not Stated	%
Command Team	2	100%	0	0.00%	2	100%	0	0.00%	0	0%
Senior Leaders	2	100%	0	0.00%	2	100%	0	0.00%	0	0%
Corporate Services	187	47.34%	208	52.66%	343	86.84%	31	7.85%	21	5.32%
UOC - Force Response	484	68.65%	221	31.35%	664	94.18%	36	5.11%	5	0.7%
UOC - Strategic Partnerships	472	66.1%	242	33.89%	635	88.94%	30	4.20%	49	6.8%
UOC - Contact Management	126	34.9%	235	65.10%	337	96.12%	12	3.32%	12	3.3%
I & I - Complex Crime	91	59.87%	61	40.13%	145	95.39%	6	3.95%	1	0.66%
I & I - Organised Crime	54	69.23%	24	30.77%	71	91.03%	4	5.13%	3	3.85%
I & I - Intelligence	165	57.69%	121	42.31%	262	91.61%	11	3.85%	13	4.55%
I & I - Public Protection	89	38.36%	143	61.64%	220	94.83%	11	4.74%	1	0.43%
Regional - EMCJS	97	44.09%	123	55.91%	204	92.73%	7	3.18%	9	4.09%
Regional - EMOpSS	137	81.55%	31	18.45%	161	93.45%	4	2.38%	3	1.79%
Regional - EMSOU	99	61.11%	63	38.89%	151	93.21%	9	5.56%	2	1.23%
Total	2005	57.73%	1,472	42.27%	3,197	94.04%	161	4.29%	119	1.67%

Age and disability of workforce by department

	25 and Under	%	Over 55	%	Disability					
					Yes	%	No	%	Not Stated	%
Command Team	0	0%	0	0.00%	0	0.00%	2	100%	0	0%
Senior Leaders	0	0%	0	0.00%	0	0.00%	2	100%	0	0 %
Corporate Services	35	8.86%	53	13.42%	11	2.78%	375	94.94%	9	2.28%
UOC - Force Response	21	2.98%	9	1.28%	11	1.56%	694	98.44%	0	0 %
UOC - Strategic Partnerships	115	16.11%	50	7.00%	13	1.82%	620	86.83%	81	11.34%
UOC - Contact Management	34	9.42%	37	10.25%	14	3.88%	339	93.91%	8	2.22%
I & I – Complex Crime	0	0%	5	3.29%	2	1.32%	150	98.68%	0	0%
I & I – Organised Crime	0	0%	5	6.41%	2	2.56%	75	96.15%	1	1.28%
I & I – Intelligence	4	1.40%	32	11.19%	19	6.64%	265	92.66%	2	0.70%
I & I – Public Protection	3	1.29%	11	4.74%	5	2.16%	227	97.84%	0	0 %
Regional - EMCJS	9	4.09%	38	17.27%	6	2.73%	214	97.27%	0	0%
Regional - EMOpSS	1	0.60%	4	2.38%	2	1.19%	165	98.21%	1	0.60%
Regional - EMSOU	0	0%	25	15.43%	3	1.85%	159	98.15%	0	0%
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)

Distribution of police officers by rank and protected characteristics group

The following tables show the distribution of gender and ethnicity by ranks for police officers.

	Male	%	Female	%
Superintendent and above	22	95.65%	1	4.35%
Chief Inspector/ Detective Chief Inspector	25	75.76%	8	24.24%
Inspector/ Detective Inspector	82	72.57%	31	27.43%
Sergeant / Detective Sergeant	251	75.6%	81	24.40%
Constable / Detective Constable	936	67.58%	449	32.42%
Total	1,316	69.78%	570	30.22%

	White	%	BME	%	Not Stated	%
Superintendent and above	23	100%	0	0.00%	0	0%
Chief Inspector/ Detective Chief Inspector	33	100%	0	0.00%	0	0%
Inspector/ Detective Inspector	109	96.46%	4	3.54%	0	0%
Sergeant / Detective Sergeant	312	93.98%	18	5.42%	2	0.6%
Constable / Detective Constable	1317	95.09%	63	4.55%	5	0.36%
Total	1,794	95.12%	85	4.51%	7	0.42%

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, Complains and Discipline, Dogs, Drugs, Firearms - Tactical, Firearms/Explosives, Fraud, Special Brach/Protection/Immigration/National, Surveillance, Traffic, Vice.

At the end of March 2017, there were 1089 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 & Ethnicity			Disability		
	25 and Under	Over 55	Male	Female	White	Ethnic Minority	Not Stated	Yes	No	Not Stated
Volume	3	17	702	387	1,039	46	4	28	1,059	2
%	0.27%	1.56%	64.46%	35.54%	93.61%	4.22%	0.37%	2.57%	97.25%	0.18%
Specialist % All Officers	0.16%	0.9%	37.22%	20.52%	64.65%	2.44%	0.21%	1.48%	56.15%	0.11%

Part-time working

Staff working part-time during the period 1 April 2016 to 31 March 2017 by gender and disability

Gender	Total	%
Male	84	2.59%
Female	467	14.4%
Total	**551**	**17.02%**

Disability	Total	%
Yes	15	0.46%
No	533	16.46%
Undisclosed	3	0.09%

Leavers

The following tables provides details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2016 and 31 March 2017.

The percentages given in each case are as a proportion of all leavers in that group (officers / staff). During the specified period, 162 police officers and 213 police staff left the organisation.

Police officers	Age		Gender		Race and ethnicity		
	25 and under	Over 55	Male	Female	White	Ethnic Minority	Not stated
Volume	2	13	120	42	155	6	1
%	1.23%	8.02%	74.07%	25.93%	95.68%	3.70%	0.62%

Police Staff	Age		Gender		Race and ethnicity		
	25 and under	Over 55	Male	Female	White	Ethnic Minority	N.S.
Volume	12	67	102	111	197	5	11
%	5.63%	31.46%	47.89%	52.11%	92.49%	2.35%	5.16%

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 2016 to 31 March 2017.

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 and disability status.

Date	Number of live cases	Complaint protected characteristics										
		Discrimination	Bullying and harassment	Other	Male	%	Female	%	BME	%	Recorded disability	%
Apr-16	11	1	4	6	7	64%	4	36%	1	9%	1	9%
May-16	12	1	4	7	6	50%	6	50%	1	8%	1	8%
Jun-16	8	1	1	6	4	50%	4	50%	0	0%	1	13%
Jul-16	6	0	2	4	4	67%	2	33%	0	0%	1	17%
Aug-16	9	0	3	6	5	56%	4	44%	1	11%	1	11%
Sep-16	8	1	1	6	5	63%	3	37%	0	0%	2	25%
Oct-16	9*	1	2	5	5	56%	3	44%	0	0%	2	22%
Nov-16	7*	2	1	3	4	57%	2	29%	0	0%	2	29%
Dec-16	6*	2	1	2	3	50%	2	33%	0	0%	2	33%
Jan-17	9*	3	2	3	4	44%	4	44%	0	0%	3	33%
Feb-17	8*	2	2	3	4	50%	3	38%	0	0%	2	25%
Mar-17	11*	3	4	3	5	45%	5	45%	0	0%	2	18%

Note: *number includes one 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 to enter for any employer. 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 explores various areas of employment policy and practice including:

1	Employee policy	Written policy Resourcing and accountability Policy review	Employee benefits Tribunals Bullying and harassment
2	Employee engagement	Senior leadership on LGB issues Employee network groups	All-staff engagement
3	Staff training and development	Training Line managers	Career development for LGBT staff
4	Monitoring	Data collection Data analysis	Response rates Reporting and actions
5	Supplier policy	Procurement policy	Supplier engagement
6	LGBT community engagement	Community engagement Service delivery	Marketing and corporate responsibility
7	The 'pink plateau'	Visible LGBT leaders	Role models
8	Additional evidence & staff feedback survey	Staff attitudes and experiences	Innovative practices

This was the fifth 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 September 2015 and September 2016. The organisation ranked 35th on the index, only being outranked by three other police forces.
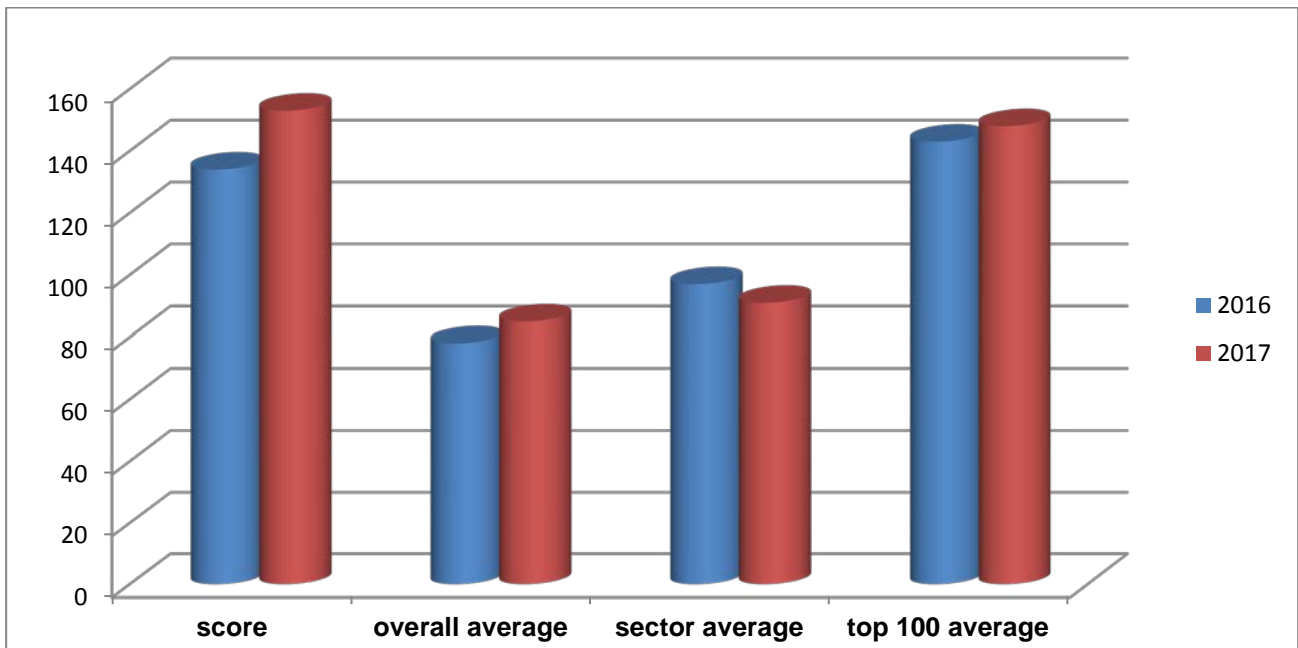
We have increased our ranking consistently from 196th in 2014 to 167th in 2015. In 2016 we made incredible progress and increased our ranking to 64th. This year our ranking increased again to 35th out of 439 employers, our best ranking to date.

Our position within the emergency services sector has therefore also improved from 5th out of 33 in 2017.

Our score of 153 out of 200 was 85 points more than the overall average score for participants, and 91 points more than the average score for our counterparts within the emergency services sector. This is an extremely positive headline.

The key themes and areas where we have implemented change 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.

▪ 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 them.

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

▪ The need to ensure all staff receives equality and diversity training which identifies sexual orientation and gender identity / 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.

▪ A clear and visible commitment from senior managers in relation to LGBT+ equality and inclusion as a priority.

LGBT Conference 2017
Trans Picnic 2017
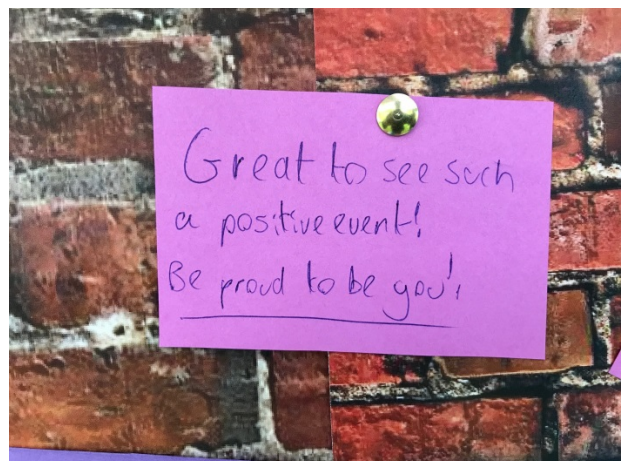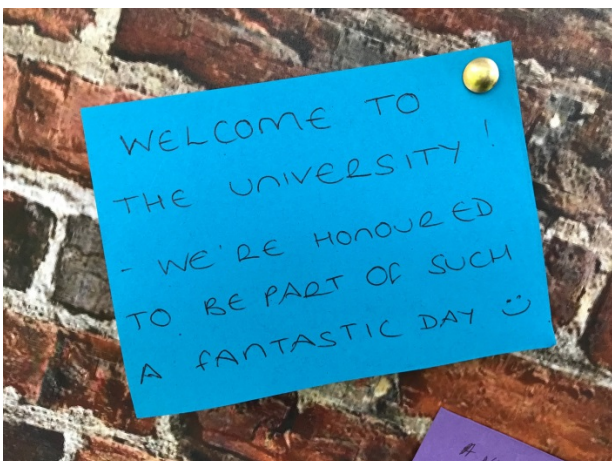
We have continued to make some positive gains in relation to engaging with LGBT+ colleagues through our staff networks, staff consultation and community engagement, which has continually shaped our organisational learning, and understanding.

We actively support 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 had 1010 respondents. This translated to 38% bisexual, 36% lesbian and 26% gay colleagues who responded. Although, the headline is positive, we still need to do more to promote equality and inclusion for our colleagues who may identify as trans, non-binary or 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.

Stonewall Event, London 2017

For more information about this document please contact:

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