



Nottinghamshire

POLICE & CRIME COMMISSIONER

NOTTINGHAMSHIRE

POLICE AND CRIME COMMISSIONER

Consultancy Tendering Brief

Exploring and Improving BME Policing Experiences

V2ⁱ

7th December 2012

ⁱ *Version 2 contains the most up-to-date Stop Search Data produced by the Force in December 2012*

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1 Tendering Brief

- 1.1 This document is intended to give potential Consultancy Advisors enough information to enable them to tender for the work identified.
- 1.2 Following the selection process, based on the Consultants' tenders, the Police and Crime Commissioner, Deputy Police and Crime Commissioner, Chief Executive and the chosen Consultant will jointly produce the final brief and contract.

2 Purpose of project

- 2.1 The Office of the Police and Crime Commissioner is seeking an individual or organisation that would assist the Commissioner with making recommendations which will lead to improved BME trust and confidence in policing, better BME representation within Nottinghamshire Police Service workforce and embed effective BME community engagement into mainstream activity. As part of the project you will need to establish and support a stakeholder advisory group of appropriate individuals who have an interest or knowledge of BME experiences of policing. This group should have an active role in shaping any recommendations.
- 2.2 Subsequently, a Scrutiny Committee will be established to take the findings forward.

3 Objectives of the project

- 3.1 To produce and implement a detailed Project Plan inline with the final Project brief which explores BME Policing experiences, a review of appropriate data and national best practice and to report findings and make recommendations for improvement and a focus for a subsequent Scrutiny Committee.
- 3.2 To review the current performance indicators, other data, stakeholders views and action taken to date by Nottinghamshire Police, which informs:
 - a) BME satisfaction for various crime types and other incidents
 - b) Stop and Search (to assess if disproportionate for BME and why)
 - c) Representation of BME within Nottinghamshire Police Service employees
 - d) Current BME community and IAG engagement and its effectiveness

4 Background Information

- 4.1 Policing in Nottinghamshire started in 1840, although separate town-based Forces in Nottingham, Newark-on-Trent and Retford had existed since 1836.
- 4.2 The size of the County Constabulary upon its creation in 1840 was just 42 – one Chief Constable, eight Superintendents and 33 Constables. In 1841, after five years as an independent Force, Retford Borough Police became part of the County Force. In 1854, with an increasing amount of detective work to be done, Nottingham Borough Police set up the County's first CID section.
- 4.3 In January 2012 the Force establishment consisted of 4,016 employees i.e. 2,255 Police Officers, 1,761 Police staff and 353 Special Constables.
- 4.4 Nottinghamshire Police plays an important role in fighting crime, protecting people and promoting law and order in Nottinghamshire. It does so 24 hours a day, every day.
- 4.5 Officers police an area of more than 800 square miles and serve a diverse population of more than one million people living in Nottinghamshire's towns and villages and the cosmopolitan City and conurbation of Nottingham, the regional capital of the East Midlands.
- 4.6 Our business is to help make Nottinghamshire a safer, better place to live, work and visit, and we do this in partnership with other organisations and local communities across the county.

Statutory Responsibility

- 4.7 The Police Reform and Social Responsibility Act 2011 (PRSRA) established new arrangements for policing governance in England and Wales, effective from 22 November 2012.
- 4.8 By law, in carrying out all these functions, Police and Crime Commissioners need to have due regard to:
- elimination of discrimination, harassment, victimisation and any other conduct
 - prohibited under the Equality Act 2010;
 - advancement of equality of opportunity between persons who share a relevant
 - protected characteristic and persons who do not share it; and to
 - fostering good relations between such groups.
- 4.9 As public bodies, the offices of Police and Crime Commissioner and Chief Constable are subject to the public sector equality duty. The broad purpose of this duty is to integrate consideration of equality and good relations into day-to-

day business and for consideration to be given to how public bodies can positively contribute to the advancement of equality and good community relationsⁱⁱ.

- 4.10 Section 95 of the Criminal Justice Act 1991 requires the Government to publish statistical data to assess whether any discrimination exists in how the Criminal Justice System (CJS) treats people based on their race. The Act states:

'The Secretary of State shall in each year publish such information as he considers expedient for the purpose ... of facilitating the performance of those engaged in the administration of justice to avoid discriminating against any persons on the ground of race ...'

- 4.11 Section 95 data brings together statistical information on the representation of Black, Asian and Minority Ethnic (BME) groups such as:

- Victims, suspects, defendants and offenders within the Criminal Justice System.
- Details of employees within the criminal justice agencies.

- 4.12 Documents fulfilling this requirement have been published since 1992.

LOCAL PERSPECTIVE

- 4.13 Nottinghamshire Police recognises the importance of providing a professional policing service that respects the diversity of everyone we serve and employ.

- 4.14 As an employer, we know that by reflecting Nottinghamshire's many different communities within the make-up of our workforce we are more likely to ensure our services are fair and accessible to all. The UK model of policing relies upon policing by consent.

- 4.15 Only by embracing diversity can we deliver truly effective policing, promote community confidence and reassurance and continue to reduce crime and anti-social behaviour in Nottinghamshire.

- 4.16 We recognise that embracing diversity has a number of benefits to Nottinghamshire Police and the people we serve. These include:

- a) Higher levels of recruitment and retention of officers and staff from under-represented groups
- b) Minority communities having a stake in policing and community safety in their area
- c) Greater information and intelligence from the public

ⁱⁱ More detailed information on all these areas can be found in the document *Police and Crime Commissioners: Equality, Diversity and Human Rights (2012)*.

- d) Increased community confidence
- e) Improved performance in equality and diversity practice and processes
- f) Compliance with relevant equality legislation

Community Engagement

- 4.17 Nottinghamshire Police works with a range of Independent Advisory Groups (IAGs) that represent the interests of minority groups and communities across Nottinghamshire. Each policing division has developed an IAG representing a range of backgrounds and interests.
- 4.18 The current IAG structure is:
- City IAG
 - County IAG
- 4.19 The above are across multiple protected characteristics and currently meet as a joint IAG:
- Lesbian Gay and Bisexual IAG
 - Police Disability Advisory Group
- 4.20 The IAGs act as ‘critical friends’ of the Force, offering ideas and advice on aspects of policing policy, strategy, practice and service delivery that affect or are important to minority groups and communities in particular.
- 4.21 The IAGs represent a wide range of backgrounds, beliefs experiences and interests. Each IAG is made up of people who have volunteered to help Nottinghamshire Police understand and meet the diverse needs of the communities it serves.
- 4.22 Nottinghamshire Police values the contribution of the IAGs in:
- a) Helping the force to deliver an inclusive, responsive, customer-focused policing service
 - b) Supporting open and effective communication with minority groups and communities
 - c) Helping the force to meet its statutory equality duties to provide a fair service to all and challenge discrimination
 - d) Building increased community trust and confidence in the police
- 4.23 The Force has a dedicated Equality & Diversity Advisor who provides specialist advice to colleagues. Furthermore, in January 2012, the Force produced an Equality and Diversity Information Reportⁱⁱⁱ. In April 2012 the Force published its

ⁱⁱⁱ <http://www.nottinghamshire.police.uk/uploads/library/865/EI%20report%20v1-1.pdf>

equality objectives for 2012 -2016^{iv}. There are four equality objectives each owned by a Chief Officer:

- Culture
- Representation
- Engagement, and
- Disproportionality

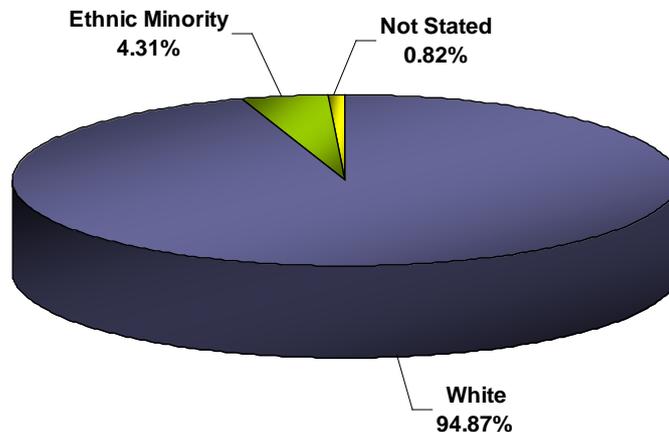
4.24 Within in each of these headings the Force focuses on specific areas of operational policing and processes where it is felt that locally or nationally there have been difficulties in delivering positive equality outcomes in the past.

Staff Representation

4.25 **APPENDIX A** includes extracts from this report as they relate to BME victims, stop searches and BME representation within the service.

4.26 Ethnicity of a Nottinghamshire Police employee is recorded using the Home Office's Self Defined Ethnicity (SDE). The codes are also called "16 + 1" codes, as there are 16 of them, plus one code (NS) for "Not Stated". There is also a requirement to report on employees ethnicity using the "5 + 1" Code (White, Black, Asian, Other & Not Stated) and also the "2 + 1" code (White, Ethnic Minority and Not Stated). This information is either obtained through the Self Service Portal or on an individual's recruitment.

4.27 Overall ethnic minority representation within the Force is 4.31%.



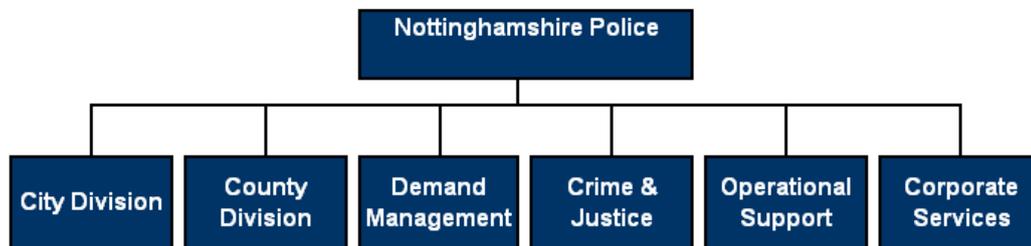
4.28 In the most recent Home Office statistical bulletin "Police Service Strength, England and Wales, 31st March 2012" data was produced on the ethnic breakdown of each Police Force within England and Wales. When compared

^{iv} <http://www.nottinghamshire.police.uk/uploads/library/892/Equality%20Objectives%202012%20final.pdf>

against our most similar Forces we achieved a ranking of joint 2nd with Northamptonshire Police. The overall figures can be seen in the table below:

Ethnic Breakdown	% of Minority Ethnic Employees
Leicestershire Police	6.7%
Nottinghamshire Police	3.7%
Northamptonshire Police	3.7%
Lancashire Police	3.3%
South Yorkshire Police	3.1%
South Wales Police	2.2%
Staffordshire Police	2.2%
Northumbria Police	1.5%

- 4.29 There is a BME gap of 2.9% for Police Officers and 2.4% for Police Staff. This gap is wider if you just focus on the population of Nottingham.
- 4.30 Local policing in Nottinghamshire is divided into two geographical areas – known as City Division and County Division – between them these cover all of the local authority areas. Each of the two divisions is then, in turn, divided into a number of Policing Areas (NPAs).
- 4.31 In addition to City Division and County Division Nottinghamshire Police also has 4 additional departments which support our policing at all levels. These are Demand Management, Crime & Justice, Operational Support and Corporate Services.
- 4.32 The overall Divisional structure is shown below:



- 4.33 The table below shows the current ethnic breakdown for Police Officers, Police Staff, Special Constables and Volunteers.

	Police Officers		Police Staff		PCSO		Specials		Volunteers		Total	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
White - British	2046	45.8%	1383	30.9%	250	5.6%	333	7.4%	138	3.1%	4150	92.8%
White - Irish	10	0.2%	2	0.0%	1	0.0%	3	0.1%	1	0.0%	17	0.4%
White - Any Other White Background	41	0.9%	18	0.4%	4	0.1%	8	0.2%	5	0.1%	76	1.7%
Black Or Black British - African	2	0.0%	4	0.1%					1	0.0%	7	0.2%
Black Or Black British - Caribbean	14	0.3%	11	0.2%	2	0.0%	3	0.1%	2	0.0%	32	0.7%
Black Or Black British - Any Other Black Background	5	0.1%	2	0.0%	1	0.0%	1	0.0%			9	0.2%
Asian Or Asian British - Indian	19	0.4%	15	0.3%	1	0.0%	10	0.2%	1	0.0%	46	1.0%
Asian Or Asian British - Pakistani	15	0.3%	19	0.4%	1	0.0%	4	0.1%	3	0.1%	42	0.9%
Asian Or Asian British - Any Other Asian Background	3	0.1%	1	0.0%					2	0.0%	6	0.1%
Mixed - White And Asian	8	0.2%	3	0.1%			2	0.0%			13	0.3%
Mixed - White And Black African	2	0.0%									2	0.0%
Mixed - White And Black Caribbean	9	0.2%	5	0.1%	2	0.0%	4	0.1%			20	0.4%
Mixed - Any Other Mixed Background	5	0.1%	2	0.0%			1	0.0%	1	0.0%	9	0.2%
Chinese Or Other Ethnic Group - Chinese	2	0.0%					1	0.0%		0.0%	3	0.1%
Chinese Or Other Ethnic Group - Any Other Ethnic Group			1	0.0%			1	0.0%			2	0.0%
Not Stated	9	0.2%	20	0.4%	1	0.0%	4	0.1%	2	0.0%	36	0.8%
	2190		1486		263		375		156		4470	100%

4.34 The Force has recently developed an Action Plan^v with the following Strategic Aims for Recruitment:

- a) To work towards recruiting a more diverse workforce that reflects more closely the communities we serve.
- b) To encourage more of the under represented groups to request application packs.
- c) To provide guidance and support for all formal and informal enquiries from the under represented groups interested in joining our organisation.
- d) To increase the submission of successful applications from the under represented groups through guidance and support when filling in application forms.
- e) To organise familiarisation days for minority applicants who require assistance with understanding the police service

BME Victims – (Crime and Satisfaction)

4.35 The table below identifies the proportion of BME victims by different crime types ranked by proportion. It can be seen that although BME represent 6.7% of the population, that in all categories, BME feature higher as victims of crime.

All Crime Victims - Jan 2012	White	BME	Total	BME%
Fraud & Forgery	320	103	423	24.35%
Robbery	952	196	1148	17.07%
Violence Against the Person	11354	1632	12986	12.57%
Burglary Dwelling	3823	536	4359	12.30%
Criminal Damage	9942	1199	11141	10.76%
Theft & Handling	11868	1333	13201	10.10%
Vehicle Crime	5886	654	6540	10.00%
Sexual Offences	780	71	851	8.34%
Other Offences	3448	287	3735	7.68%

4.36 Satisfaction for BME victims is 83% and White victims 87% identifying a gap of 4%. This is possibly not surprising given the disproportionate levels of crime committed against the BME community.

Stop and Search

4.37 National research indicates that Black, Asian and people from minority ethnic groups are more likely to be disproportionately searched than white people by the police. The table below produced by the Force^{vi} shows that the BME

^v http://www.nottspa.org/documents/meetings/Police-Authority/14th-November-2012_Item-13-Positive-Action-PCSO-&-Police-Officer-Appendix-3.pdf

^{vi} This is an updated table produced by the Force in December 2012

community in Nottinghamshire is disproportionately subject to more stop search procedures.

	Populati on	Volume		Per 1,000 population				Proportionality	
		2010-11	2011-12	2010-11	2011-12	Diff	% Diff	2010-11	2011-12
White	971500	3701	2326	3.81	2.394	-1.415	-37.20%	1	1
Black	22300	556	322	24.933	14.439	-10.493	-42.10%	6.5	6
Asian	46700	268	241	5.739	5.161	-0.578	-10.10%	1.5	2.2
Mixed	20200	264	169	13.069	8.366	-4.703	-36.00%	3.4	3.5
Other	16800	20	21	1.19	1.25	0.06	5.00%	0.3	0.5
BME	106000	1108	753	10.453	7.104	-3.349	-32.00%	2.7	3
Total	1077500	6435	4094	5.972	3.8	-2.173	-36.40%		

- 4.38 Police powers to stop and search individuals can have a significant impact – positive where it is effective and negative where it is not – on public confidence in policing.
- 4.39 The use of stop and search powers are a legitimate tactic for the police to tackle crime and to prevent more serious crimes occurring. In general, stop and search occurs in public places - in neighbourhoods that have been experiencing problems with crime.
- 4.40 The police have the legal power to stop members of the public and search them for a variety of reasons and using a number of powers, including Section 60 Criminal Justice and Public Order Act 1994. This gives police the power to search people in a defined area at a specific time when they believe, with good reason, that: there is the possibility of serious violence; or that a person is carrying a dangerous object or offensive weapon; or that an incident involving serious violence has taken place and a dangerous instrument or offensive weapon used in the incident is being carried in the locality. This power has to be authorised by a senior officer and is used mainly to tackle public disorder.
- 4.41 A report ‘Force Update on Stop and Search’ submitted to the Former Police Authority’s Community Engagement Committee on 31st October 2012^{vii} shows that Nottinghamshire Police is one of a number of Forces nationally where stop and search data indicates that disproportionately is a cause for concern. Much work has been done to understand the drivers for disproportionately. This has been reinforced by discussions with young people in Nottinghamshire following the disorder of the summer of 2011 which indicated that the police’s use of stop and search and officer interaction with those individuals being stopped is a cause of concern amongst young people.
- 4.42 The Force being determined to address concerns raised, invited the National Police Improvement Agency (NPIA) to conduct a review, known as ‘Next Steps’ (August 2012), into the use of stop and search within Nottinghamshire. The

vii

http://www.nottspa.org/documents/meetings/Community-Engagement-and-Partnerships-Committee/31st-October-2012_Item-07-Stop-and-Search-update.pdf

Next Steps review was commissioned by the Chief Officer Team to understand the Force's position on stop and search and draw upon best practice nationally.

- 4.43 The NPIA report contained significant positive feedback on the Force's approach and use of stop and search, and made the following recommendations:
- a) Publish a clear statement to emphasise that Nottinghamshire Police fully supports and encourages its officers to use stop and search when appropriate grounds exist
 - b) Take action to ensure that officers understand that every Stop and Search encounter should be recorded in accordance with PACE guidelines
 - c) Take immediate action to ensure that all officers cease to record stop and account
 - d) To use NPIA team to establish contact with other forces using Blackberries to record stop and searches to ensure they follow good practice
 - e) Urgently review training programme for new recruits to ensure that officers are trained to use stop and search both appropriately and effectively
 - f) Review the effectiveness of the briefing process in assisting officers to deploy stop and search
 - g) To invite a representative from Dorset police to demonstrate the use of "Searchlight" software.
- 4.44 In summary, these statistics are based on current census figures and although BME communities appear to have higher levels of victimisation, are less satisfied, are subject to higher levels of stop and search and have less representation within the Force, it should be emphasised that the demographics can skew the figures.
- 4.45 For example, rates of crime are higher for residents in the City and a far higher proportion of the BME population lives in the City than the County. When these adjustments are made the disproportionality is reduced. For example, for Stop and Search when adjustments are made ratios reduce from 9 to 1 to 3 to 1. There is a similar movement for Satisfaction rates. The proportion of BME will be far higher than 6.7% in the City.
- 4.46 Also, Satisfaction rates for BME victims have also improved faster than for the white population.
- 4.47 Additional information is available but this brief overview should be sufficient to help prospective Consultants better understand the key issues relevant to this project.

5 Precise nature of the project

5.1 It is expected that the Advisor will review all relevant documentation and test any major assumptions and:

- a) Undertake a review of similar national Projects to identify possible best practice or effective working by meeting key people or undertaking visits and meetings as appropriate.
- b) Establish an Advisory Group and take soundings and advice on findings, possible proposals in formulating the report and recommendations which take into account legal requirements.
- c) Consult with key stakeholders within Nottinghamshire on the draft report and proposals to help finalise the project.

5.2 Make proposals which will lead to improved:

- a) BME victim satisfaction
- b) Increased BME representation within the Force
- c) Improved BME proportionality with stop searches
- d) Effective BME community and IAG engagement

6 Resources Available

6.1 The Performance and Policing Officer will provide the necessary officer support to the project as agreed by the Police and Crime Commissioner.

6.2 Access to the Force computer system and relevant information will be granted subject to current vetting procedures.

6.3 Administrative or other staffing resource will be discussed following the Tender approval.

6.4 The Consultant will work within the allocated budget.

7 Results

7.1 It is expected that the following products will be produced:

- a) A budget plan setting out a breakdown of estimated costs associated with this project for selection purposes.
- b) A brief Project Plan with clear milestones showing number of days (and hours) to be worked for selection purposes.
- c) A detailed Project Plan with clear milestones and updates to be developed following selection and final brief with PCC.

- d) A written report (electronic PDF version) which details findings, the analysis with proposals and an explanation justifying any recommendations and proposed changes.

8 Timescale

- 8.1 The Project will start on Wednesday 1st February 2013 and the final report (consulted on) will be presented by 30th April 2013.

9 Budget

- 9.1 A budget of £10k has been allocated to this project to fund Consultancy salary, mileage and other project support costs.
- 9.2 Stage payments will be made and agreed following selection and in accordance with financial regulations.
- 9.3 The number of days (and hours) envisaged to be worked should be included in the brief Project Plan (see 7.1b above) identifying the hourly rate for comparative selection purposes.

10 The Selection Process

- 10.1 Written signed tenders should be submitted to the Chief Executive Kevin Dennis at the Nottinghamshire Office of the Police and Crime Commissioner by Friday 4th January 2013.

County Hall
West Bridgford
Nottingham
NG2 7QP
0115 9670999 Ext. 801 2000
- 10.2 Due to the short time frame of this project you **MUST** also submit an electronic copy of your tender to the following email address by 9am Friday 4th January 2013: kevin.dennis@nottinghamshire.pnn.police.uk
- 10.3 Tenders received after this time and date will not be considered. The email receipt time and date will be used for this purpose.
- 10.4 Short listing will take place on or shortly after **Friday 4th January 2013** and shortlisted Consultants will be invited to an interview and provide the Chief Executive, Deputy Crime Commissioner, Independent Assessor and Police and Crime Commissioner with a presentation on your proposals at a time to be fixed between 10am and 4pm on **Thursday 17th January 2013**.

- 10.5 If you are successful you will be informed following the conclusion of the interviews or as soon as possible afterwards by telephone.
- 10.6 If you wish to discuss this project prior to your tender submission, please contact Philip Gilbert (Performance and Policing Policy Officer) on 0115 9670999 Ext 801 2007 philip.gilbert11028@nottinghamshire.pnn.police.uk

11 The Selection Criteria

- 11.1 The Police and Crime Commissioner is looking for a Consultant who has relevant experience in managing projects, analysing data both qualitative and quantitative, interviewing people, running/chairing meetings, report writing and most importantly able to demonstrate credible experience and understanding within the BME communities of Nottinghamshire.
- 11.2 You should submit/attach:
- a) A short letter with your application summarising your suitability
 - b) An up-to-date copy of your CV
 - c) A budget Plan (see 7.1a)
 - d) A brief Project Plan (see 7.1b)
 - h) Confirm your availability for interview between 10am and 4pm on 17th January 2013 and availability to undertake this three month project between 1st February and April 2013.
 - i) State your hourly rate and estimated hours to be devoted to the project
- 11.3 Selection will be based on the closest fit to the selection criteria. However, if you are unable to meet the criteria in its entirety in respect of time frame or budget your submission will still be considered. You should however, explain your reasons.
- 11.4 BME and other Consortiums are also invited to tender where the project maybe undertaken utilising different Consultants with different skill sets thus providing a wide range of relevant experience.

APPENDIX A – BME Extracts from Force Equality & Diversity Information Report – January 2012

Demographic Data

The information below, in relation to the people of Nottinghamshire, is included to help put into context other data contained in this report.

	Number	% of population
Female	549,200	50.5%
BME	70,800	6.7%
Age	1,086,700	Under 19 - 22.9%; 20-29 - 16%; 30-39 - 12.5%; 40-49 -14.6%; 50-59 – 11.8%; 60+ 22.1%
Disability	n/a	18.6% of working age population have a disability
Sexual Orientation (LGB)	n/a	6.0%
Gender Re-assignment	n/a	0.043% (16+ population)

All crime victims by ethnicity

	White				BME			
	Current Period	Previous Period	Change	% Change	Current Period	Previous Period	Change	% Change
Burglary Dwelling	3823	5272	-1449	-27.5%	536	696	-160	-23.0%
Robbery	952	1135	-183	-16.1%	196	207	-11	-5.3%
Vehicle Crime	5886	6665	-779	-11.7%	654	716	-62	-8.7%
Criminal Damage	9942	11179	-1237	-11.1%	1199	1316	-117	-8.9%
Theft & Handling	11868	11756	112	1.0%	1333	1312	21	1.6%
Violence Against the Person	11354	11442	-88	-0.8%	1632	1531	101	6.6%
Sexual Offences	780	823	-43	-5.2%	71	59	12	20.3%
Fraud & Forgery	320	407	-87	-21.4%	103	90	13	14.4%
Other Offences	3448	3596	-148	-4.1%	287	277	10	3.6%

All crime victims by area and ethnicity

	White				BME			
	Current Period	Previous Period	Change	% Change	Current Period	Previous Period	Change	% Change
Ashfield/Mansfield	10757	12023	-1266	-10.5%	363	422	-59	-14.0%
Bassetlaw/Newark & Sherwood	9016	9783	-767	-7.8%	241	276	-35	-12.7%
City Division	18488	19484	-996	-5.1%	4642	4674	-32	-0.7%
South Nottinghamshire	10117	10989	-872	-7.9%	766	834	-68	-8.2%

Victim Satisfaction

By ethnicity

	Sample size	Number satisfied	% satisfied
BME	782	649	83.0%
White	6411	5575	87.0%
Do not wish to say	57	40	70.2%
Total	7250	6264	86.4%

Victims of racist incidents

	Sample size	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied
Victims of racist incidents surveyed	433	367	24	42
Percentage	100%	84.8%	5.5%	9.7%

Overall workforce breakdown

Gender	Headcount							
	All	% of total	Police Officers	% of all Officers	Police Staff	% of all Police Staff	Specials	% of all Specials
Female	1835	42%	618	27.4%	1095	62.2%	122	34.6%
Male	2534	58%	1637	72.6%	666	37.8%	231	65.4%
Total	4369		2255		1761		353	

Ethnic Origin	Headcount							
	All	% of total	Police Officers	% of all Officers	Police Staff	% of all Police Staff	Specials	% of all Specials
White	4161	95.2%	2160	95.8%	1679	95.3%	322	91.2%
Black or Black British	53	1.2%	23	1%	24	1.4%	6	1.7%
Asian or Asian British	89	2%	37	1.6%	38	2.2%	14	4%
Other VME	47	1.1%	26	1.2%	13	0.7%	8	2.3%
Not Stated	19	0.4%	9	0.4%	7	0.4%	3	0.8%
Total	4369		2255		1761		353	

Police officer rank breakdown by Ethnicity - Includes acting and temporary grades

Rank / Grade	Ethnicity					
	White	Black or Black British	Asian or Asian British	Multiple Heritage	Chinese Other Ethnic Group	Not Stated
Superintendent and above	28	0	1	0	0	0
Chief Inspector / Detective Chief Inspector	35	0	0	0	0	0
Inspector / Detective Inspector	124	1	1	1	0	0
Sergeant / Detective Sergeant	365	5	8	3	0	2
Constable / Detective Constable	1608	17	27	20	2	7
Totals	2160	23	37	24	2	9

Specials officer rank breakdown by ethnicity

Rank / Grade	Ethnicity					
	White	Black or Black British	Asian or Asian British	Multiple Heritage	Chinese Other Ethnic Group	Not Stated
Special Superintendent and above	5	0	0	0	0	0
Special Inspector	8	0	0	0	0	0
Special Sergeant	25	0	1	0	0	0
Special Constable	284	6	13	7	1	3
Total	322	6	14	7	1	3

RECRUITMENT – (1st Jan 2011 to 31st Dec 2011)

By ethnicity

Ethnicity	Number of Applicants						
	White	Black	Asian	Multiple Heritage	Chinese	Not Stated	Sum
Application Form Received	785	10	43	11	2	91	942
Application Pack Sent	102	4	9	0	1	290	406
Accepted	120	2	6	3	0	17	148

Ethnicity	Number of Applicants						
	White	Black	Asian	Multiple Heritage	Chinese	Not Stated	Sum
Invited for Interview	76	2	3	0	0	8	89
Passed Interview	22	0	1	0	0	1	24
First Interview	7	0	0	0	0	1	8
Initial Offer	20	0	1	0	0	0	21
Declined Offer	1	0	0	0	0	0	1
Contract Sent	1	0	1	0	0	0	2

Leavers by ethnicity

Leaving Reason	Ethnicity	Headcount		
		Police	Support	Special
A19 Retirement	White	68	0	0
	BME	1	0	0
	Not Stated	1	0	0
Retirement	White	22	13	2
	BME	2	0	0

Leaving Reason	Ethnicity	Headcount		
		Police	Support	Special
Medical Retirement	White	7	2	0
	BME	1	0	0
Early Retirement	White	0	1	0
Normal Age Retirement (Pol)	White	1	0	0
Normal Age Retirement (SS)	White	0	1	0
Retirement 30 Years Service	White	41	0	0
	BME	1	0	0
Retirement 30 Years Service 30+ Scheme	White	2	0	0
Died in Service	White	1	0	0
Dismissed	White	3	5	1
	BME	1	2	0
Dismissed UPP	White	1	0	0
End of Contract	White	0	4	0
	BME	0	2	0
Resignation	White	7	61	34
	BME	1	8	0
	Not Stated	0	0	1
Resigned to Join Police	White	0	0	1
Transferred to Other Force	White	0	5	0
	BME	0	1	0
Redundancy	White	0	22	0
	BME	0	1	0
Voluntary Redundancy	White	0	124	0
	BME	0	6	0
	Not Stated	0	1	0
Voluntary Severance	White	0	69	0
	BME	0	2	0
	Not Stated	0	1	0
Grand Total		161	330	39

Complainant by ethnicity

	Complainants	
	Count	%
BME	66	13.8%
White	322	67.4%
Not Stated	90	18.8%
Total	478	100.0%