

Equality & Diversity Information 2015



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE



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Introduction



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

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

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

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

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

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

Equality Objectives

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

Equality Objective 1 – Proportionality

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

Equality Objective 2 – Engagement

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

Equality Objective 3 – Culture

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

Equality Objective 4 – Representation

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

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

For a copy of our equality objectives please visit our website.

Equality Information

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

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

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

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



Summary

The People of Nottinghamshire

- The 2011 census data shows the population of the Nottinghamshire area as 1,091,482 of which 11.2% are from Black & Minority Ethnic (BME¹) census category. The City area has a significantly higher BME population at 28.5%.
- The largest ethnic group in the city after White: British is Asian\Asian British: Pakistani at 5.5% followed by White: Other White at 5.1%. In the county the largest group after White: British is White :Other White at 2.3%
- After Christian (56.5%) the largest religious group in the Nottinghamshire area was Muslim with 33,882 people or 3.1% of the population. 30.9% of the population identified as having no religion.

Our Service Delivery

- The reporting of Hate Crimes has improved with 18.7% more crimes recorded the number of incidents has fallen by -5.4% during 2013/2014. Detection rates for Hate Crime, at 33.7%, remain higher than the average for all other types of crime.
- The force has introduced new practices, mobile data solutions and 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 over 84% of all respondents, for all surveys were satisfied, with the service they received. However BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a slightly lower satisfaction rate when compared with female victims.
- Reporting of domestic violence incidents has increased by 6.6% with detection rates continuing to remain higher than the average for all other types of crime.
- Speakers of 56 languages required translators during 2014/15 with Polish, Romanian and Lithuanian remaining the most commonly requested languages. Overall the number of translation requests increased by just over 13.5% 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.

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

Our People and Culture

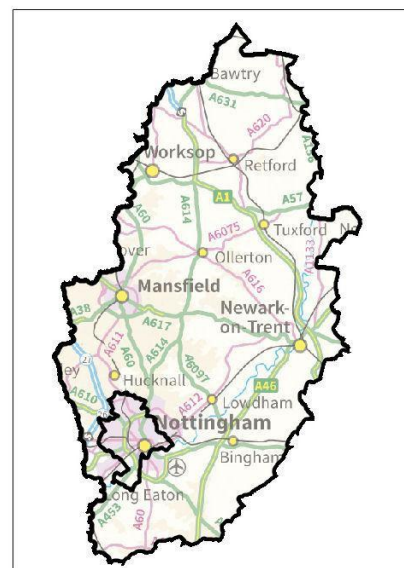
- At the end of March 2015 Nottinghamshire Police employed 2161 Police Officers, 329 Police Community Support Officers, 1410 Police staff, and 252 Special Constables.
- 29.70% of our officers are women; which is slightly higher than the national average for the Police Service in England and Wales.
- BME representation amongst Police Officers has increased slightly to 4.39% which creates a representation gap with the local population of 6.81%. This is slightly better than the representation gap for all Police Services in England and Wales which is 8.8%.
- BME Officer representation remains lowest at the rank of Chief Inspector, Detective Chief Inspector, although Female Officer representation at this rank has improved for the second year in succession now showing as 19.51%.
- Those roles classified as “Specialist Posts” by the Home Office showed higher representation for both women (43.94%) and BME Officers (4.65%) compared with representation figures for all officers.
- There is now almost 20% of the workforce 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 make up of the communities we work within. The following tables provide information under a number of the protected characteristics from the Equality Act 2010.

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



In most cases below, a breakdown has been given for the Nottingham City Council area (Nottingham UA), Nottinghamshire County Council area (Nottinghamshire) and the combined areas which form the area policed by Nottinghamshire Police.

Total population figures

The following table shows the overall population figures from the 2011 census.

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

Source ONS Census 2011

Protected Characteristic - Age

The following table shows the population by age groups

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

Source ONS Census 2011

Protected Characteristic – Disability

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

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

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

Protected Characteristic - Gender Reassignment

There is no definitive figure for the number of people in the UK experiencing some form of gender variance or for those who may, at some stage, undergo transition. However research carried out by the Gender Identity Research and Education Society (GIRES) in 2009², which was updated in 2011, states: “that organisations should assume that 1% of their staff and service users may be experiencing some degree of gender variance. At some stage about 0.2% may undergo transition. The number who have so far sought medical care is likely to be around 0.025%, and about 0.015% are likely to have undergone transition.”

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

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

Protected Characteristic - Race and Ethnicity

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

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

Source ONS Census 2011

² “Gender variance in the UK” GIRES 2009.

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

Source ONS Census 2011

Protected Characteristic - Religion & Belief

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

| | Nottingham UA | | Nottinghamshire | | Nottinghamshire Police Area | |
|-----------------------|---------------|--------|-----------------|-------|-----------------------------|-------|
| Buddhist | 2,051 | 0.7% | 1,860 | 0.2% | 3,911 | 0.4% |
| Christian | 135,216 | 44.2 % | 481,994 | 61.3% | 617,210 | 56.5% |
| Hindu | 4,498 | 1.5% | 3,480 | 0.4% | 7,978 | 0.7% |
| Jewish | 1069 | 0.3% | 717 | 0.1% | 1,786 | 0.2% |
| Muslim | 26,919 | 8.8% | 6,963 | 0.9% | 33,882 | 3.1% |
| Sikh | 4,312 | 1.4% | 3,132 | 0.4% | 7,444 | 0.7% |
| Other religion | 1483 | 0.5% | 2,689 | 0.3% | 4,172 | 0.4% |
| No religion | 106,954 | 35.0% | 230,138 | 29.3% | 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 Stonewall feels is a reasonable estimate. However, there is no definitive data on the number of LGB people in the UK as no national census has ever asked people to define their sexuality. For the purposes of the table below the figure of 6% of population has been used.

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

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Our Service Delivery



Our Service Delivery

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

It includes:

- information about certain types of crime that affect some groups more than others, such as hate crime or domestic violence,
- information about police powers, such as stop and search and how often these powers are used,
- satisfaction rates of victims of crime who identify with different protected characteristics,
- how we communicate and meet the specific needs of different groups.

Our service delivery is underpinned by two of our equality objectives

Equality Objective 1 – Proportionality

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

Equality Objective 2 – Engagement

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

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

Hate Crime

Nottinghamshire Police uses the following definition for hate crime:

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



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

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

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

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

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

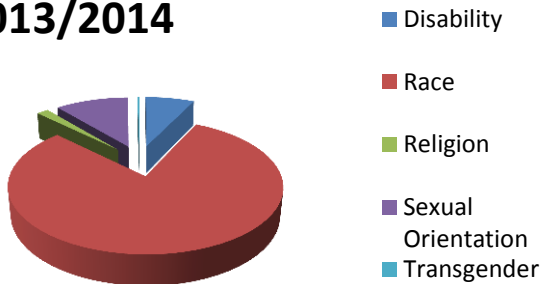
| | 2013/14 | 2014/15 | Vol. | % Change |
|--------|---------|---------|------|----------|
| City | 759 | 78 | 23 | 3.0% |
| County | 637 | 70 | 69 | 10.8% |
| Total | 1,396 | 1,488 | 92 | 6.6% |

Number of hate crimes and incidents by hate category

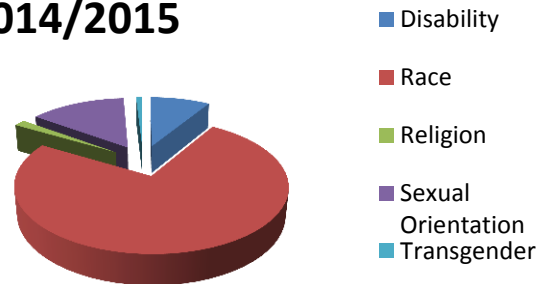
Note:- Some crimes may involve more than one hate element and therefore subtotals for the different hate elements may not add up to the overall total.

| Category | Incidents | | | |
|--------------------|-----------|---------|-------------|----------|
| | 2013/14 | 2014/15 | Vol. Change | % Change |
| Disability | 50 | 58 | 8 | 16% |
| Race | 562 | 495 | -67 | -11.9% |
| Religion | 12 | 11 | -1 | -8.3% |
| Sexual Orientation | 75 | 93 | 18 | 24.0% |
| Transgender | 2 | 6 | 4 | 200% |
| Total | 701 | 663 | -38 | -5.4% |

2013/2014

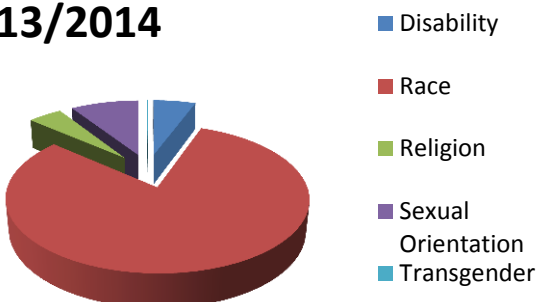


2014/2015

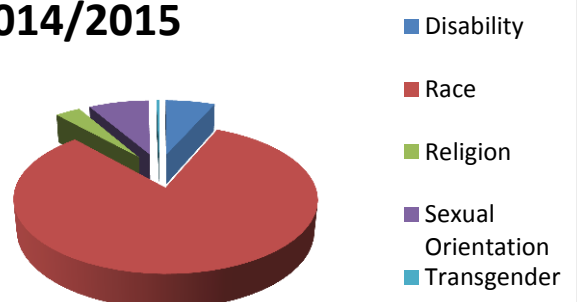


| Category | Crimes | | | |
|--------------------|---------|---------|-------------|----------|
| | 2013/14 | 2014/15 | Vol. Change | % Change |
| Disability | 40 | 55 | 15 | 37.5% |
| Race | 576 | 688 | 112 | 19.4% |
| Religion | 32 | 28 | -4 | -12.5% |
| Sexual Orientation | 64 | 67 | 3 | 4.7% |
| Transgender | 1 | 3 | 2 | 200% |
| Total | 695 | 825 | 130 | 18.7% |

2013/2014

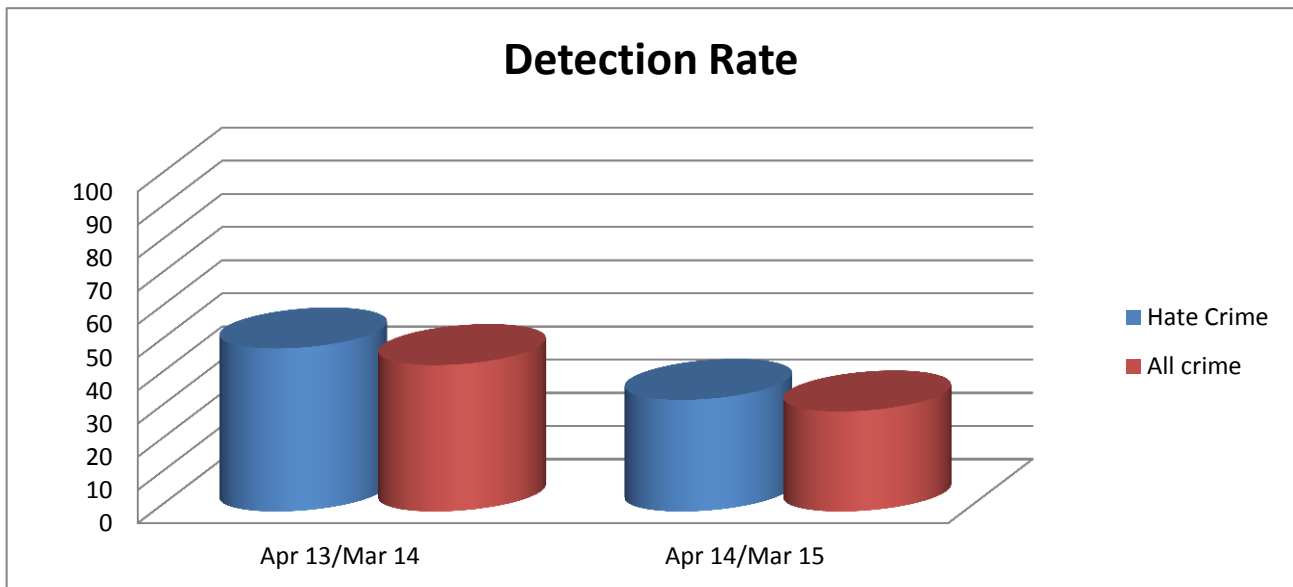


2014/2015



Hate Crime Detections

Although there has been a decrease since last year in detection rates across all crime types, the rate for hate crimes remain higher than the rate for all recorded crime.



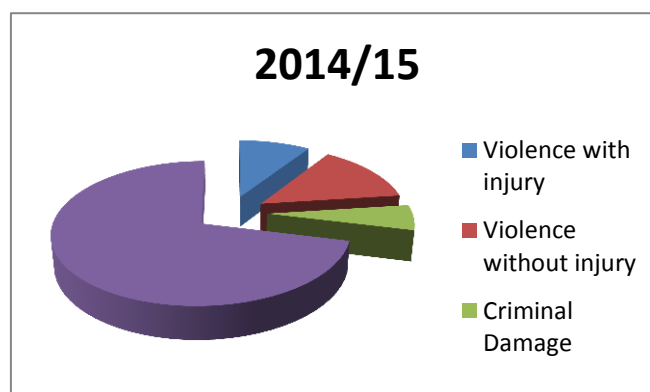
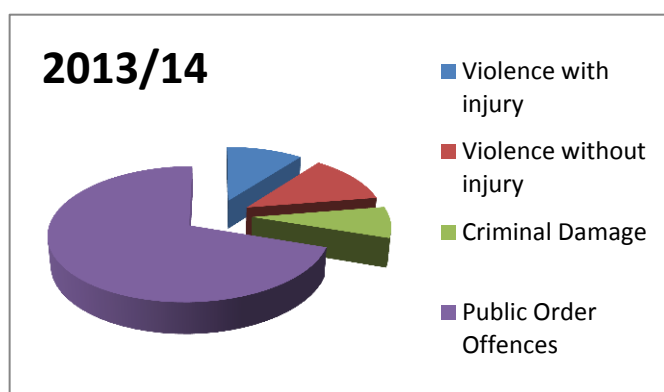
Racially and Religious aggravated offences

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

| Division | Apr 13 – Mar 14 | Apr 14 – Mar 15 | Vol. Change | % Change |
|----------|-----------------|-----------------|-------------|----------|
| City | 293 | 313 | 20 | 6.8% |
| County | 179 | 253 | 74 | 41.3% |
| Total | 472 | 566 | 94 | 19.9% |

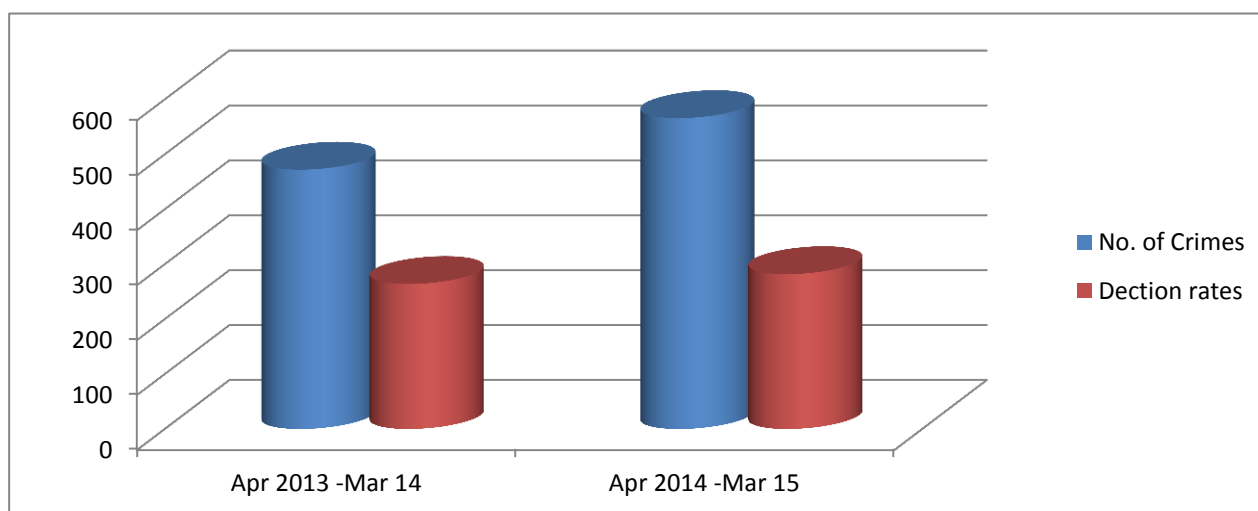
The following table lists the types of racially and religiously aggravated offences by Home Office offence classifications. However it should be noted that Home Office offence codes have changed year-on-year, meaning comparisons cannot always be easily made.

| | 2013/14 | 2014/15 | Vol. Change | +/- % |
|--------------------------------|---------|---------|-------------|-------|
| Violence with injury | 49 | 52 | 3 | 6.1% |
| Violence without injury | 57 | 78 | 2 | 36.8% |
| Criminal Damage | 36 | 33 | -3 | -8.3% |
| Public Order Offences | 330 | 403 | 73 | 22.1% |
| Total | 472 | 566 | 94 | 19.9% |



Racially and Religious 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 Violence

The tables below provide information in relation to domestic violence offences and victims. The data are based on all violence offences which meet the ACPO or Nottinghamshire Police definition of domestic violence and abuse which is: any incident or pattern of incidents of controlling, coercive, 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.

The abuse can encompass but is not limited to: psychological; physical; sexual; financial; emotional controlling behaviour is 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 that is used to harm, punish, or frighten their victim.

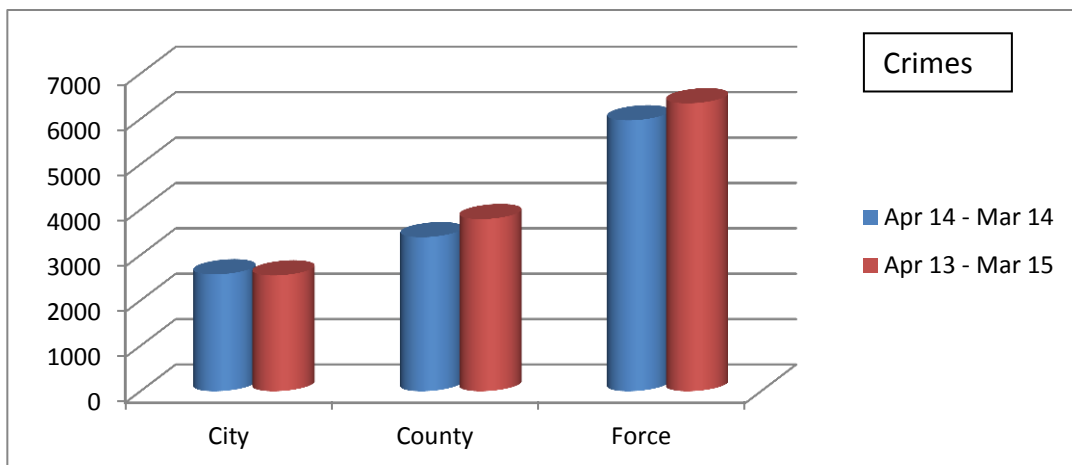
This definition includes 'honour' based violence, female genital mutilation (FGM) and forced marriage and it is clear that victims are not confined to one gender or ethnic group. The new definition is not a statutory or legal definition so any change does not mean a change in the law. It is used by government departments to inform policies and other agencies such as police, 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

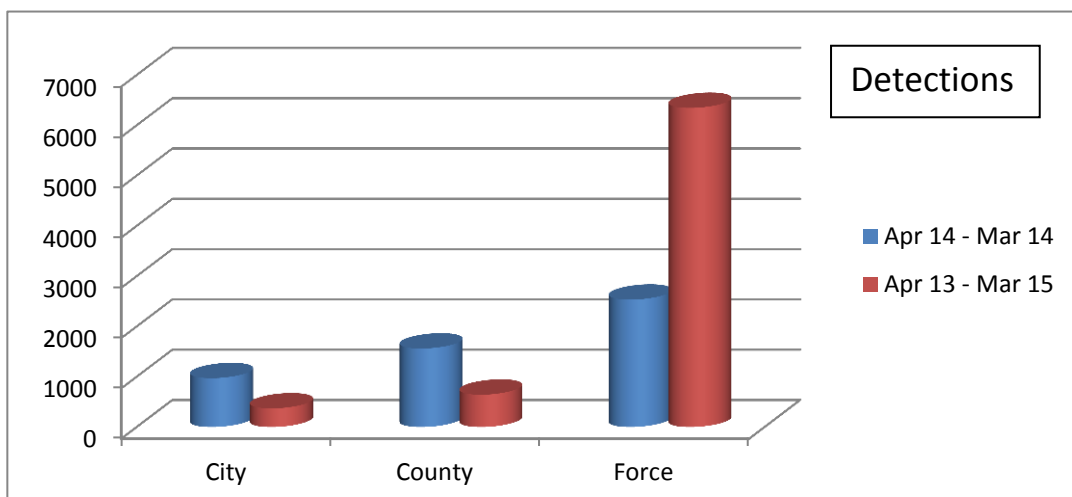
Domestic Violence Detections

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

| Location | Crimes | | | |
|----------|---------|---------|-------------|----------|
| | 2013/14 | 2014/15 | Vol. Change | % Change |
| City | 2,576 | 2,553 | -23 | -0.9% |
| County | 3,395 | 3,793 | 398 | 11.7% |
| Force | 5,971 | 6,346 | 375 | 6.3% |



| Location | Detections | | |
|----------|------------|----------------|---------------------------|
| | 2014/15 | Detection Rate | Difference From Last Year |
| City | 972 | 38.1% | -5.7% |
| County | 1,561 | 41.2% | -7.0% |
| Force | 2,533 | 39.9% | -6.3% |



Domestic Violence Victims by Gender, Age and Ethnicity.

| | 2013/14 | Proportion | 2014/15 | Proportion | Vol. Change | % Change |
|-------------------|---------|------------|---------|------------|-------------|----------|
| Female | 4,742 | 79.4% | 5,031 | 79.3% | 289 | 6.1% |
| Male | 1,181 | 19.8% | 1,271 | 20.0% | 90 | 7.6% |
| Not Stated | 48 | 0.8% | 44 | 0.7% | -4 | -8.3% |
| Total | 5,971 | | 6,346 | | 375 | 6.3% |

| Age | 2013/14 | Proportion | 2014/15 | Proportion | Vol. Change | % Change |
|-------------------|---------|------------|---------|------------|-------------|----------|
| 16-19 | 588 | 9.8% | 603 | 9.5% | 15 | 2.6% |
| 20-29 | 2,272 | 38.1% | 2,392 | 37.7% | 120 | 5.3% |
| 30-39 | 1,369 | 22.9% | 1,446 | 22.8% | 77 | 5.6% |
| 40-49 | 998 | 16.7% | 1,091 | 17.2% | 93 | 9.3% |
| 50-59 | 452 | 7.6% | 488 | 7.7% | 36 | 8.0% |
| 60+ | 284 | 4.8% | 299 | 4.7% | 15 | 5.3% |
| Not Stated | 8 | 0.1% | 27 | 0.4% | 19 | 237.5% |
| Total | 5,971 | | 6,346 | | 375 | 6.3% |

| Ethnicity | 2013/14 | Proportion | 2014/15 | Proportion | Vol. Change | % Change |
|-------------------------------|---------|------------|---------|------------|-------------|----------|
| White | 5,072 | 84.9% | 5,419 | 85.4% | 347 | 6.8% |
| Multiple Heritage | 121 | 2.0% | 137 | 2.2% | 16 | 13.2% |
| Black or Black British | 260 | 4.4% | 222 | 3.5% | -38 | -14.6% |
| Asian or Asian British | 242 | 4.1% | 294 | 4.6% | 52 | 21.5% |
| Chinese or Other | 36 | 0.6% | 47 | 0.7% | 11 | 30.6% |
| Not Stated | 240 | 4.0% | 227 | 3.6% | -13 | -5.4% |
| Total | 5,971 | | 6,346 | | 375 | 6.3% |

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

Victims of Crime

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

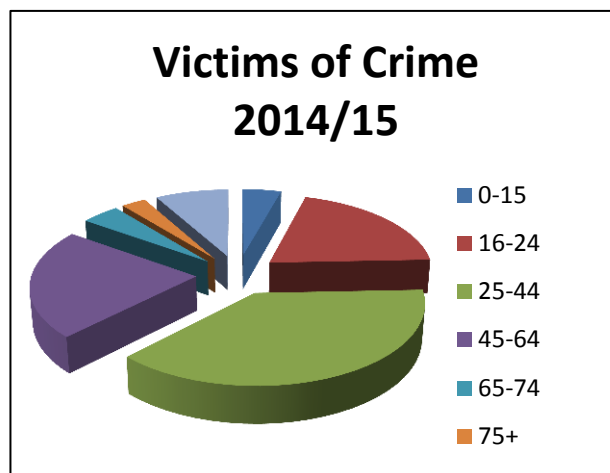
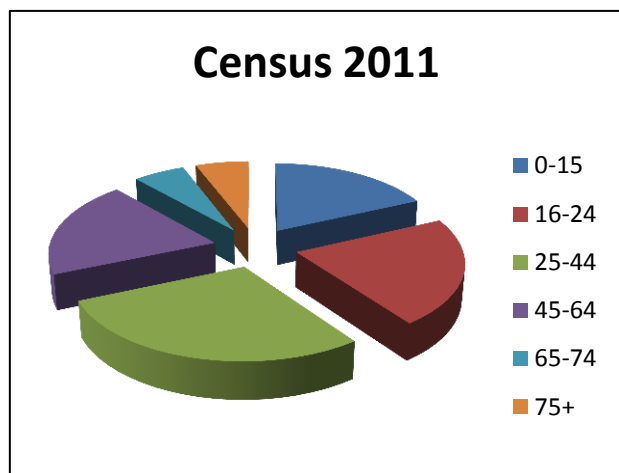
The HMIC crime tree classification identifies four main crime groups under the heading “Victim Based Crime”. **These are, violence against the person, sexual offences, stealing, and criminal damage / arson.** With some of these offences, such as shoplifting (theft), criminal damage or arson, the victim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



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

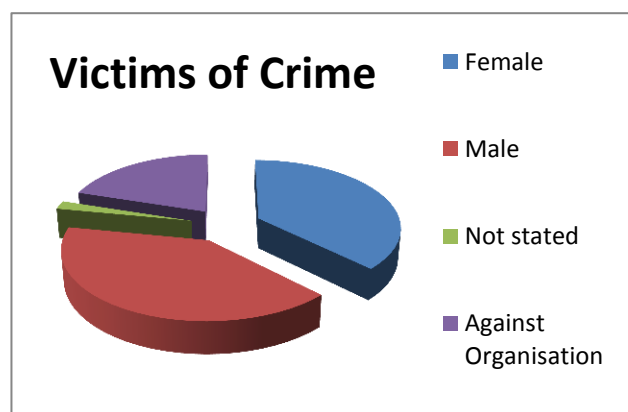
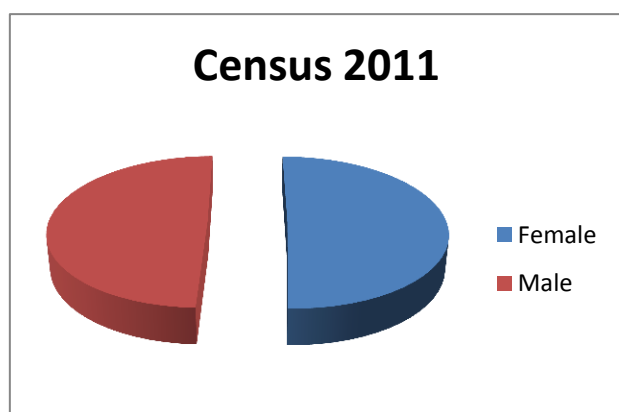
| Age | 2013/14 | Proportion | 2014/15 | Proportion | Vol. Change | % Change |
|--------------------------------|---------|------------|---------|------------|-------------|----------|
| 0-15 | 2,142 | 3.4% | 3,240 | 4.9% | 1,098 | 51.3% |
| 16-24 | 9,926 | 15.7% | 9,952 | 15.0% | 26 | 0.3% |
| 25-44 | 18,831 | 29.8% | 19,390 | 29.3% | 559 | 3.0% |
| 45-64 | 11,090 | 17.6% | 11,690 | 17.7% | 600 | 5.4% |
| 65-74 | 2,134 | 3.4% | 2,270 | 3.4% | 136 | 6.4% |
| 75+ | 1,364 | 2.2% | 1,442 | 2.2% | 78 | 5.7% |
| Not Stated | 4,043 | 6.4% | 3,984 | 6.0% | -59 | -1.5% |
| Crimes against an organisation | 12,232 | 19.4% | 13,029 | 19.7% | 797 | 6.5% |
| Force | 61,762 | | 64,995 | | 3,233 | 5.2% |

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



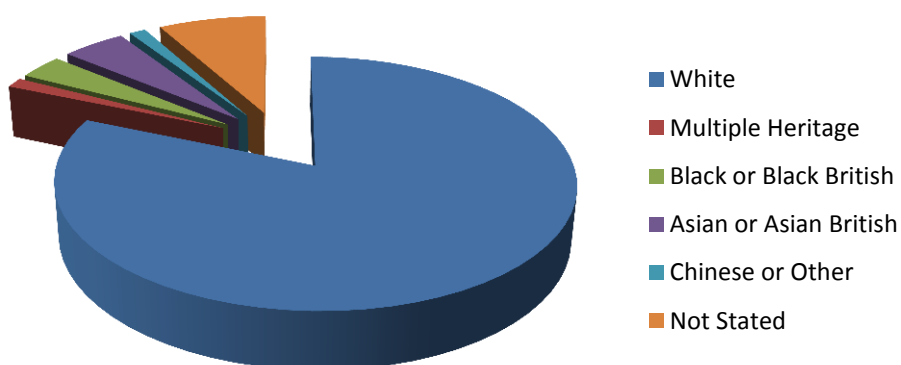
| Gender | 2013/14 | Proportion | 2014/13 | Proportion | Vol. Change | % Change |
|--------------------------------|---------|------------|---------|------------|-------------|----------|
| Female | 23,241 | 37.6% | 24,320 | 37.4% | 1,079 | 4.6% |
| Male | 25,216 | 40.8% | 26,384 | 40.6% | 1,168 | 4.6% |
| Not Stated | 1,073 | 1.7% | 1,264 | 1.9% | 191 | 17.8% |
| Crimes against an organisation | 12,232 | 19.8% | 13,029 | 20.0% | 797 | 6.5% |
| Force | 61,762 | | 64,995 | | 3,233 | 5.2% |

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

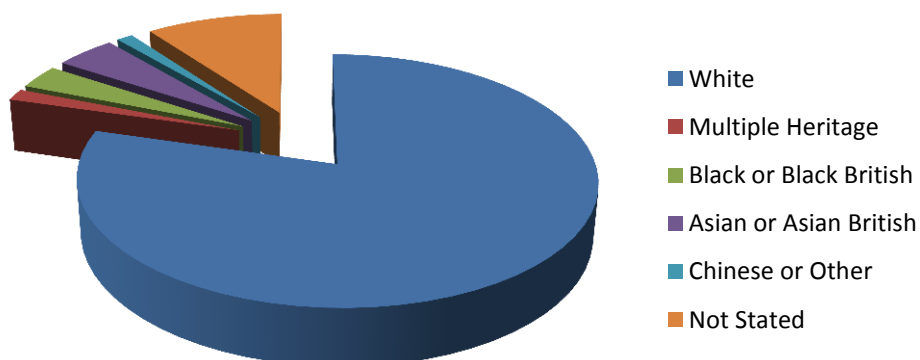


| Ethnicity | 2013/14 | Proportion | 2014/15 | Proportion |
|--------------------------------|---------|------------|---------|------------|
| White | 40,269 | 65.2% | 41,289 | 63.5% |
| Multiple Heritage | 658 | 1.1% | 807 | 1.2% |
| Black or Black British | 1,649 | 2.7% | 1,668 | 2.6% |
| Asian or Asian British | 2,345 | 3.8% | 2,335 | 3.6% |
| Chinese or Other | 611 | 1.0% | 630 | 1.0% |
| Not Stated | 3,998 | 6.5% | 5,237 | 8.1% |
| Crimes against an organisation | 12,232 | 19.8% | 13,029 | 20.0% |
| Force | 61,762 | | 64,995 | |

Ethnicity 2013/14



Ethnicity 2014/15



Use of Powers - Stop and Search

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

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



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

To calculate the 'per 1000 population' figure in the tables below, the number of stop and searches conducted by Nottinghamshire Police has been divided by the number within the population for that ethnic grouping³, and then multiplied by 1,000.

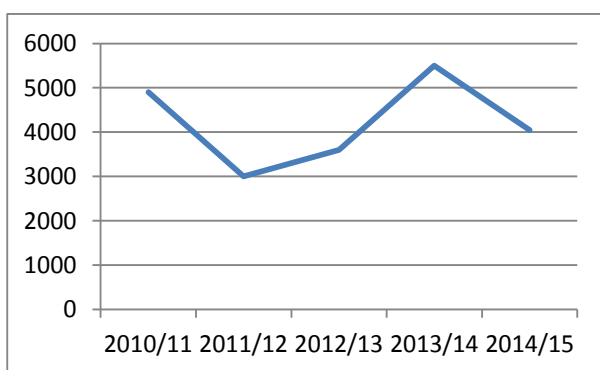
The following two tables show the number of stop and searches carried out by Nottinghamshire Police broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2013 to 31 March 2014 and 1 April 2014 to 31 March 2015 and are for the whole of the Nottinghamshire area.

| | 2013/2014 | | |
|------------|-----------|------|-----------------|
| | Volume | Rate | Proportionality |
| White | 4,188 | 4.32 | 1 |
| BME | 978 | 8.02 | 1.9 |
| Not Stated | 310 | | |

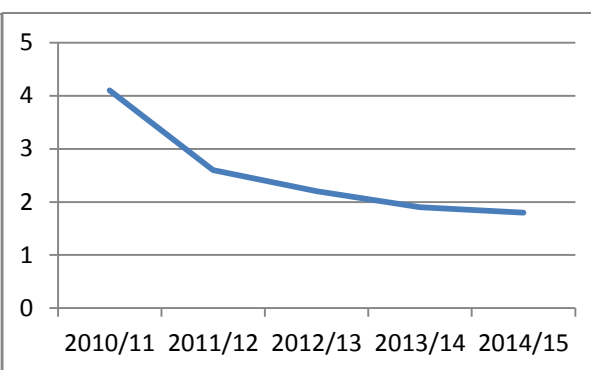
| | 2014/2015 | | |
|------------|-----------|------|-----------------|
| | Volume | Rate | Proportionality |
| White | 3159 | 3.3 | 1 |
| BME | 705 | 5.8 | 1.8 |
| Not Stated | 183 | | |

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

Stop & 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.

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 2013 to 31 March 2014 and 1 April 2014 to 31 March 2015.

2013 / 2014

| | Nottinghamshire Police | | |
|---------------|------------------------|-------|-----------------|
| | Volume | Rate | Proportionality |
| White | 4,188 | 4.32 | 1 |
| Dual Heritage | 180 | 5.84 | 0.9 |
| Asian | 275 | 5.70 | 0.8 |
| Black | 486 | 17.81 | 2.3 |
| Not Stated | 310 | | |

| | City of Nottingham | | |
|---------------|--------------------|-------|-----------------|
| | Volume | Rate | Proportionality |
| White | 1,713 | 7.83 | 1 |
| Dual Heritage | 139 | 6.86 | 0.9 |
| Asian | 225 | 6.61 | 0.8 |
| Black | 398 | 17.94 | 2.3 |
| Not Stated | 238 | | |

| | Nottinghamshire County | | |
|---------------|------------------------|-------|-----------------|
| | Volume | Rate | Proportionality |
| White | 2,430 | 3.24 | 1 |
| Dual Heritage | 41 | 3.83 | 1.2 |
| Asian | 48 | 3.38 | 1.0 |
| Black | 82 | 16.07 | 5.0 |
| Not Stated | 67 | | |

2014 / 2015

| | Nottinghamshire Police | | |
|---------------|------------------------|------|-----------------|
| | Volume | Rate | Proportionality |
| White | 3159 | 3.3 | |
| Dual Heritage | 122 | 3.9 | 3.9 |
| Asian | 236 | 3.7 | 1.1 |
| Black | 347 | 12.7 | 3.9 |
| Not Stated | 183 | | |

| | City of Nottingham | | |
|---------------|--------------------|------|-----------------|
| | Volume | Rate | Proportionality |
| White | 1469 | 3.3 | |
| Dual Heritage | 93 | 4.6 | 0.7 |
| Asian | 182 | 4.1 | 0.6 |
| Black | 282 | 12.7 | 1.9 |
| Not Stated | 135 | | |

| | Nottinghamshire County | | |
|---------------|------------------------|------|-----------------|
| | Volume | Rate | Proportionality |
| White | 1690 | 2.3 | |
| Dual Heritage | 29 | 2.7 | 1.2 |
| Asian | 54 | 2.8 | 1.3 |
| Black | 65 | 12.7 | 5.7 |
| Not Stated | 48 | | |

By adopting a mobile data solution to record stop and search encounters, performance data is now immediately available internally to scrutinise and ensure activity is necessary and proportionate. Stop and search use – year to date information is now available 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 also 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 2013 to 31 March 2014 and 1 April 2014 to 31 March 2015. Arrests shown are for the whole of the Nottinghamshire area.

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

| Ethnicity | 2013/2014 | | |
|------------|-----------|---------------------|-----------------------|
| | Volume | Per 1000 population | Proportionality ratio |
| White | 23,567 | 24.31 | 1.0 |
| BME | 4757 | 39 | 1.6 |
| Not Stated | 162 | | |

| Ethnicity | 2014/2015 | | |
|------------|-----------|---------------------|-----------------------|
| | Volume | Per 1000 population | Proportionality ratio |
| White | 22,500 | 23.21 | 1.0 |
| BME | 4477 | 36.7 | 1.6 |
| Not Stated | 231 | | |

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

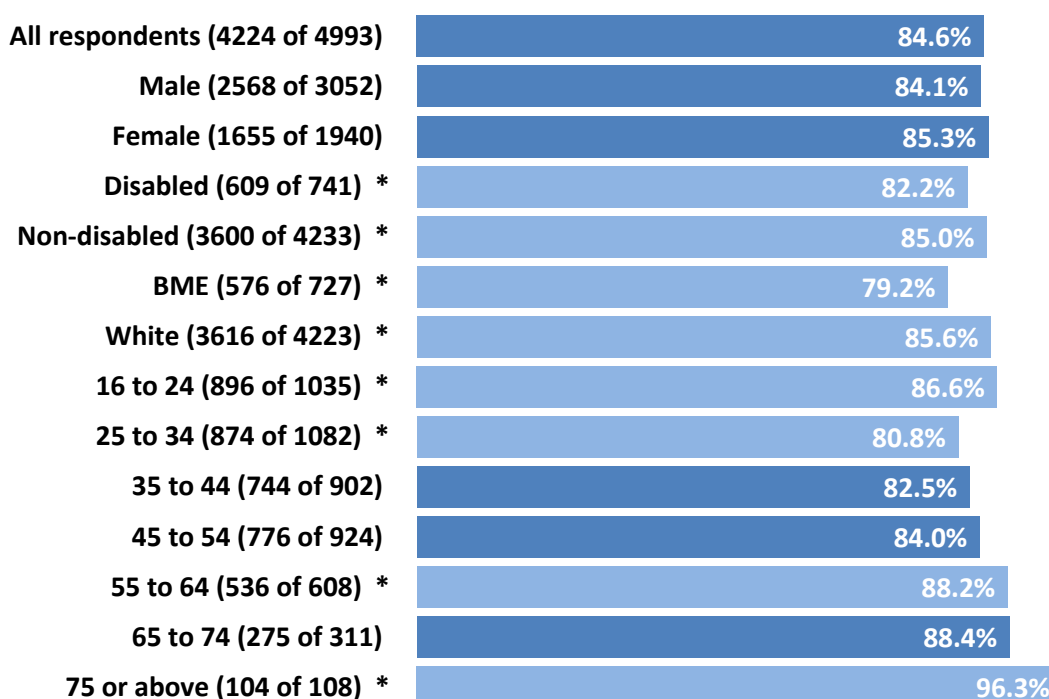
Victim Satisfaction Surveys

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

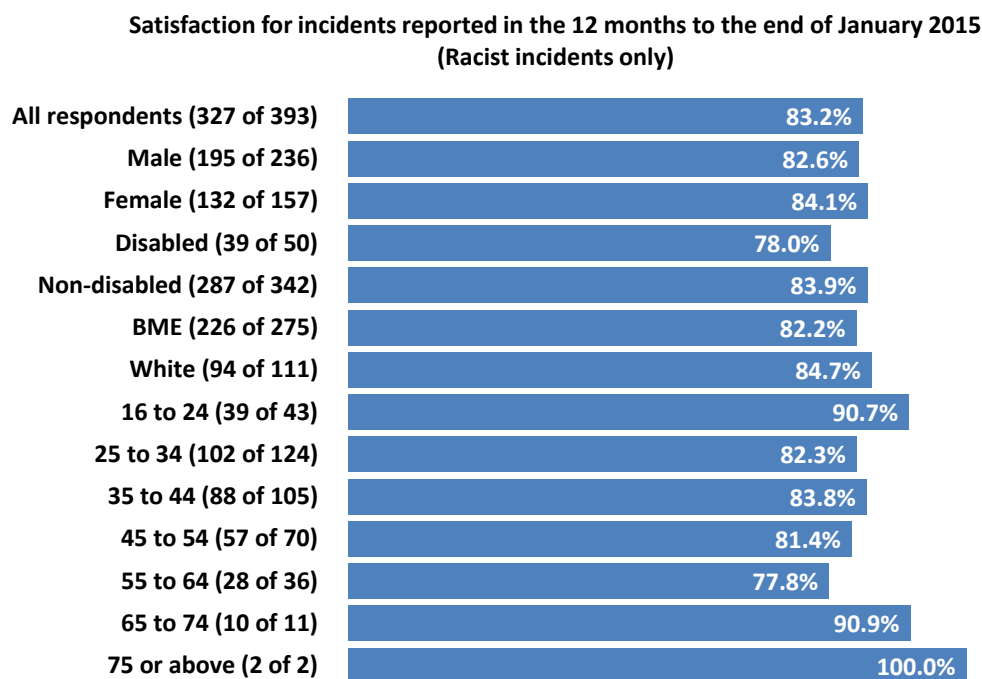
Our telephone interviewers carry out approximately 650 surveys every month with victims of antisocial behaviour, dwelling burglary, racist incidents, vehicle crime and violent crime. They speak with members of the public and ask them to rate the service they have received from us during their incident.

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

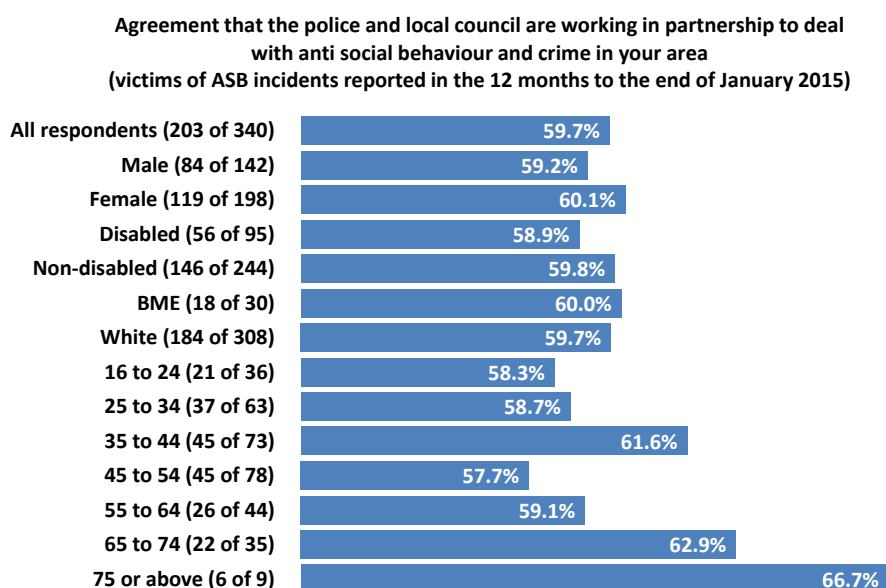
Satisfaction for incidents reported in the 12 months to the end of January 2015



The following table relates to the satisfaction levels of victims of racist incidents. 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.



In the following table agreement is determined by the number of victims of ASB incidents who either strongly agree, or agree with the statement: 'Moving on to think about your local area, it is the responsibility of the police and local council working in partnership to deal with anti-social behaviour and crime in your area. Please say how much you agree or disagree that....' for 12 months of interviews.



Accessibility and Communication

Use of interpreters

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

The translation providers for face to face and document translation for Nottinghamshire Police are 'Cintra', whilst "Language Line" provides a telephone-based translation service.

| Number of Contacts | | | | | | | | | |
|-----------------------------|----------------------------|--------|---------------|--------------|-----------------------------|----------------------------|--------|---------------|--------------|
| 2012 /13 | | | | | 2013 /14 | | | | |
| Source | | | | | Source | | | | |
| Rank | Language | Cintra | Language Line | Total | Rank | Language | Cintra | Language Line | Total |
| 1 | Polish | 916 | 3,015 | 3,931 | 1 | Polish | 1,168 | 3,216 | 4,384 |
| 2 | Romanian | 185 | 483 | 668 | 2 | Romanian | 220 | 693 | 913 |
| 3 | Lithuanian | 168 | 468 | 636 | 3 | Lithuanian | 163 | 340 | 503 |
| 4 | Urdu | 124 | 186 | 310 | 4 | Hungarian | 62 | 323 | 385 |
| 5 | Russian | 100 | 163 | 263 | 5 | Urdu | 168 | 196 | 364 |
| 6 | Czech | 49 | 148 | 197 | 6 | Russian | 95 | 168 | 263 |
| 7 | Arabic | 46 | 112 | 158 | 7 | Punjabi India/P. Mipuri | 77 | 122 | 199 |
| 8 | Slovak | 26 | 127 | 153 | 8 | Slovak | 27 | 171 | 198 |
| 9 | Chinese Mandarin | 57 | 93 | 150 | 9 | Arabic | 42 | 136 | 178 |
| 10 | Kurdish - Sorani | 69 | 65 | 134 | 10 | Kurdish- Sorani/Badini | 98 | 76 | 174 |
| 11 | Vietnamese | 48 | 84 | 132 | 11 | Farsi – Dari/Iranian | 48 | 103 | 151 |
| 12 | Hungarian | 28 | 130 | 130 | 12 | Vietnamese | 29 | 108 | 137 |
| 13 | Punjabi India/P. Mipuri | 39 | 71 | 110 | 13 | Czech | 27 | 93 | 120 |
| 14 | Latvian | 26 | 82 | 108 | 14 | Spanish | 22 | 77 | 99 |
| 15 | British Sign | 102 | 0 | 102 | 15 | British Sign | 94 | 0 | 94 |
| Remainder (47 Languages) | | 191 | 549 | 768 | Remainder (41 Languages) | | 217 | 631 | 848 |
| Totals | | 2,174 | 5,776 | 7,950 | Totals | | 2,577 | 6,453 | 9,030 |

Source: The information below from management information reports provided by the service providers. Date Range: 1 April 2013 – 31 March 2014 and 1 April 2014 – 31 March 2015



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

When a person registers with Pegasus they are issued with a personal identification number – or ‘PIN’ that they are able to use in two ways; by phone where the user provides their Pegasus

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

Since the initial six month pilot in 2008, where over 120 members of the public signed up, the force has expanded Pegasus and now has over 400 members to date. Pegasus celebrated its seven year anniversary in April 2015. The programme remains successful and has been adopted by many other services, including Nottingham Fire and Rescue, East Midlands Ambulance Service and other Police Forces such as Lincolnshire Police, City of London Police and Dyfed Powys.

Between 1 April 2014 and the 31 March 2015 there were 210 contacts from Pegasus covering a wide variety of incidents. 29 of these incidents were ‘crimed’, this is where it is judged by the police that a crime actually took place. The incidents reported cover a whole range of incident types, but some key incident types do reoccur. What is reassuring is that the usage for the deaf community has increased significantly, who can now report incidents via the deaf text phone, for example, an incident reporting a theft of garden furniture.

Pegasus incidents are graded as detailed below:

Grade 1 Immediate - 20 minute response time rural areas, 15 minutes for urban

Grade 2 Urgent/priority – where we aim to be with you within 60 minutes

Grade 3 Standard - scheduled 48 hours or a managed incident car appointment at home or police station-fixed times

Grade 4 Non attend resolution without deployment - no police resources need to attend

Grade 5 Telephone Investigation Bureau incidents that need a crime number with little or no investigation

| Year | Grade 1 | Grade 2 | Grade 3 | Grade 4 | Grade 5 | Total |
|---------|---------|---------|---------|---------|---------|-------|
| 2013/14 | 38 | 98 | 40 | 44 | 0* | 220 |
| 2014/15 | 21 | 82 | 49 | 12 | 46 | 210 |

*Telephone Investigation Bureau implemented in 2014/15

Pegasus Incidents 2014/15

| Month | Grade 1 | Grade 2 | Grade 3 | Grade 4 | Grade 5 | Overall |
|----------------|-----------|-----------|-----------|-----------|-----------|------------|
| April 2014 | 1 | 8 | 5 | | 1 | 15 |
| May 2014 | 2 | 14 | 7 | | 2 | 25 |
| June 2014 | | 3 | 5 | | 2 | 10 |
| July 2014 | 3 | 8 | 6 | 3 | 6 | 26 |
| August 2014 | 1 | 9 | 4 | 1 | 9 | 24 |
| September 2014 | | 4 | 2 | 1 | 1 | 8 |
| October 2014 | 1 | 6 | 4 | 3 | 3 | 17 |
| November 2014 | 3 | 5 | 7 | 1 | 5 | 21 |
| December 2014 | 1 | 8 | | 2 | 5 | 16 |
| January 2015 | 4 | 5 | 3 | | 5 | 17 |
| February 2015 | 3 | 8 | 2 | 1 | 2 | 16 |
| March 2015 | 2 | 4 | 4 | | 5 | 15 |
| Total | 21 | 82 | 49 | 12 | 46 | 210 |

Pegasus Incidents Crimed 2014/15

| Year | Grade 1 | Grade 2 | Grade 3 | Grade 4 | Grade 5 | Total |
|---------|---------|---------|---------|---------|---------|-------|
| 2014/15 | 3 | 15 | 7 | 4 | | 29 |



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

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

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

| | Male | Female | Prefer not to say |
|--------|------|--------|-------------------|
| Gender | 5638 | 6232 | 5115 |

| | 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 | 493 | 1583 | 2407 | 2425 | 2106 | 1856 | 621 | 6609 |

| | White | Multiple Heritage | Black | Asian | Chinese | Other | Prefer not to say |
|-----------|-------|-------------------|-------|-------|---------|-------|-------------------|
| Ethnicity | 9592 | 161 | 91 | 229 | 82 | 36 | 6692 |

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Our People and Culture



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

Our People and Culture

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

- Information about our Police Staff, Police Officers, Police Community Support Officers (PCSOs) and Special Constables by protected characteristics.
- Information about our workforce and where they work



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

Equality Objective 3 – Culture

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

Equality Objective 4 – Representation

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

Workforce Data

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

All information includes those on career breaks, maternity leave etc. and externally funded posts but excludes volunteers, agency staff and partnership workers. All of the figures, unless otherwise stated, are based on actual headcount and are in relation to establishment on 31 March 2015.

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

| Overall Workforce - 31st March 2015 | |
|-------------------------------------|------|
| Police Officers | 2161 |
| PCSO | 329 |
| Police Staff | 1410 |
| Specials | 252 |
| Total | 4152 |

Overall workforce by protected characteristic groups

Age - Number of employees 25 years & under and Over 55 – percentage taken from all staff totals

| | All Staff - 4152 | | Police Officers - 1410 | | PCSO - 329 | | Specials - 252 | |
|--------------------|------------------|---------------|------------------------|--------------|------------|---------------|----------------|---------------|
| Age Range | Total | % | Total | % | Total | % | Total | % |
| 25 & Under | 364 | 8.77% | 67 | 4.75% | 67 | 20.36% | 133 | 52.78% |
| Over 55 | 301 | 7.25% | 15 | 1.06% | 17 | 5.17% | 4 | 1.59% |
| Grand Total | 665 | 16.02% | 82 | 5.82% | 84 | 25.53% | 137 | 54.37% |

Disability - Number of employees who recorded themselves as disabled

| | All Staff | | Police Officers | | PCSO | | Specials | |
|--------------------|-------------|----------------|-----------------|----------------|------------|----------------|------------|----------------|
| Disability | Total | % | Total | % | Total | % | Total | % |
| Yes | 106 | 2.56% | 50 | 2.31% | 8 | 2.43% | 7 | 2.78% |
| No | 3565 | 86.19% | 2069 | 95.61% | 266 | 80.85% | 198 | 78.57% |
| Undisclosed | 465 | 11.24% | 45 | 2.08% | 55 | 16.72% | 47 | 18.65% |
| Grand Total | 4136 | 100.00% | 2164 | 100.00% | 329 | 100.00% | 252 | 100.00% |

Race and Ethnicity Number of Employees by Ethnicity

| | All Staff | | Police Officers | | PCSO | | Specials | |
|--------------------|-------------|----------------|-----------------|----------------|------------|----------------|------------|----------------|
| Ethnicity | Total | % | Total | % | Total | % | Total | % |
| White | 3890 | 93.98% | 2060 | 95.19% | 315 | 95.74% | 240 | 95.24% |
| Ethnic Minority | 177 | 4.28% | 95 | 4.39% | 11 | 3.34% | 11 | 4.37% |
| Not Stated | 72 | 1.74% | 9 | 0.42% | 3 | 0.91% | 1 | 0.40% |
| Grand Total | 4139 | 100.00% | 2164 | 100.00% | 329 | 100.00% | 252 | 100.00% |

Sex - Number of Employees by Gender

| | All Staff | | Police Officers | | PCSO | | Specials | |
|--------------------|-------------|----------------|-----------------|----------------|------------|----------------|------------|----------------|
| Gender | Total | % | Total | % | Total | % | Total | % |
| Male | 2381 | 57.75% | 1510 | 70.30% | 174 | 52.89% | 164 | 65.08% |
| Female | 1742 | 42.25% | 638 | 29.70% | 155 | 47.11% | 88 | 34.92% |
| Grand Total | 4123 | 100.00% | 2148 | 100.00% | 329 | 100.00% | 252 | 100.00% |

Sexual Orientation - Number of Employees by Sexual Orientation

| | All Staff | | Police Officers | | PCSO | | Specials | |
|-------------------------|-------------|----------------|-----------------|----------------|------------|----------------|------------|----------------|
| Sexual Orientation | Total | % | Total | % | Total | % | Total | % |
| Heterosexual | 1830 | 44.39% | 860 | 40.04% | 208 | 63.22% | 144 | 57.14% |
| LGB | 86 | 2.09% | 39 | 1.82% | 15 | 4.56% | 11 | 4.37% |
| Prefer not to say | 2207 | 53.53% | 1249 | 58.15% | 106 | 32.22% | 97 | 38.49% |
| No / % responded | 4123 | 100.00% | 2148 | 100.00% | 329 | 100.00% | 252 | 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 Staff | | Police Officers | | PCSO | | Specials | |
|--------------------|-----------|---------|-----------------|---------|-------|---------|----------|---------|
| | Total | % | Total | % | Total | % | Total | % |
| Christian | 1285 | 31.05% | 626 | 28.93% | 109 | 33.13% | 89 | 35.32% |
| Muslim | 29 | 0.70% | 14 | 0.65% | 2 | 0.61% | 0 | 0.00% |
| Sikh | 31 | 0.75% | 19 | 0.88% | 1 | 0.30% | 5 | 1.98% |
| Hindu | 9 | 0.22% | 2 | 0.09% | 0 | 0.00% | 0 | 0.00% |
| Jewish | 5 | 0.12% | 2 | 0.09% | 0 | 0.00% | 0 | 0.00% |
| Buddhist | 8 | 0.19% | 5 | 0.23% | 1 | 0.30% | 0 | 0.00% |
| Any other Religion | 376 | 9.08% | 192 | 8.87% | 31 | 9.42% | 11 | 4.37% |
| No Religion | 193 | 4.66% | 89 | 4.11% | 17 | 5.17% | 5 | 1.98% |
| Undeclared | 2203 | 53.23% | 1215 | 56.15% | 168 | 51.06% | 142 | 56.35% |
| Grand Total | 4139 | 100.00% | 2164 | 100.00% | 329 | 100.00% | 252 | 100.00% |

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



Distribution of workforce by department and protected characteristics group

The following 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 Specials) allocated to a particular department or division on the 31st March 2015

Gender and ethnicity of workforce by department and division

| | Male | % | Female | % | White | % | Ethnic Minority | % | Not Stated | % |
|---------------------|------|--------|--------|--------|-------|--------|-----------------|-------|------------|-------|
| Command Team | 8 | 53.33% | 7 | 46.67% | 14 | 93.3% | 0 | 0.00% | 1 | 6.67% |
| City Division | 582 | 66.29% | 296 | 33.71% | 819 | 93.28% | 51 | 5.81% | 8 | 0.91% |
| County Division | 767 | 65.61% | 402 | 34.39% | 1118 | 95.64% | 41 | 3.51% | 10 | 0.86% |
| Crime & Justice | 449 | 48.44% | 478 | 51.56% | 866 | 93.42% | 29 | 3.13% | 32 | 3.45% |
| Contact Management | 122 | 33.24% | 245 | 66.76% | 356 | 97.00% | 9 | 2.45% | 2 | 0.54% |
| Operational Support | 129 | 82.69% | 27 | 17.31% | 150 | 96.15% | 5 | 3.21% | 1 | 0.64% |
| Corporate Services | 215 | 47.78% | 235 | 52.22% | 400 | 88.89% | 34 | 7.56% | 16 | 3.56% |
| Region | 121 | 68.36% | 56 | 31.64% | 167 | 94.35% | 8 | 4.52% | 2 | 1.13% |
| Grand Total | 2393 | 57.82% | 1746 | 42.81% | 3890 | 93.98% | 177 | 4.28% | 72 | 1.74% |

Age and Disability of workforce by department and division

| | Disability | | | | | | | | | |
|---------------------|------------|--------|---------|--------|-----|-------|------|--------|------------|--------|
| | 25 & Under | % | Over 55 | % | Yes | % | No | % | Not Stated | % |
| City Division | 115 | 89.84% | 13 | 10.16% | 17 | 1.94% | 785 | 89.41% | 76 | 8.66% |
| County Division | 146 | 75.26% | 48 | 24.74 | 28 | 2.39% | 1046 | 89.40% | 96 | 8.21% |
| Crime and Justice | 29 | 22.14% | 102 | 77.86% | 32 | 3.45% | 792 | 85.44% | 103 | 11.11% |
| Contact Management | 30 | 40.00% | 45 | 60.00% | 11 | 3.00% | 324 | 88.28% | 32 | 8.72% |
| Operational Support | 2 | 22.22% | 7 | 77.78% | 2 | 1.28% | 148 | 94.87% | 6 | 3.85% |
| Corporate Services | 40 | 36.36% | 70 | 63.64% | 12 | 2.67% | 303 | 67.33% | 135 | 30.00% |
| Region | 2 | 11.76% | 15 | 88.24% | 4 | 2.26% | 163 | 92.09% | 10 | 5.65% |
| Grand Total | 364 | 54.82% | 300 | 45.18% | 106 | 2.57% | 3561 | 86.33% | 458 | 11.10% |

Distribution of Police Officers by rank and protected characteristics group

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

| | Male | % | Female | % |
|--------------------------------------------|------|--------|--------|--------|
| Superintendent and above | 19 | 79.17% | 5 | 20.83% |
| Chief Inspector/ Detective Chief Inspector | 33 | 80.49% | 8 | 19.51% |
| Inspector/ Detective Inspector | 101 | 78.29% | 28 | 21.71% |
| Sergeant / Detective Sergeant | 285 | 74.80% | 96 | 25.20% |
| Constable / Detective Constable | 1072 | 68.15 | 501 | 31.85% |
| Grand Total | 1510 | 70.30% | 638 | 29.70% |

| | White | % | BME | % | Not Stated | % |
|--------------------------------------------|-------|---------|-----|-------|------------|-------|
| Superintendent and above | 23 | 95.83% | 1 | 4.17% | 0 | 0.00% |
| Chief Inspector/ Detective Chief Inspector | 41 | 100.00% | 0 | 0.00% | 0 | 0.00% |
| Inspector/ Detective Inspector | 124 | 96.12% | 5 | 3.88% | 0 | 0.00% |
| Sergeant / Detective Sergeant | 363 | 95.28% | 16 | 4.20% | 2 | 0.52% |
| Constable / Detective Constable | 1495 | 95.04% | 72 | 4.58% | 6 | 0.38% |
| Grand Total | 2046 | 95.25% | 94 | 4.38% | 8 | 0.37% |

Specialist Posts

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

Air, Assets Confiscation, Child/Sex/Domestic/Missing Persons, CID, CID Specialist Units, Complains and Discipline, Dogs, Drugs, Firearms - Tactical, Firearms/Explosives, Fraud, Special Branch/Protection/Immigration/National, Surveillance, Traffic, Vice.

In Nottinghamshire Police at the end of March 2015 there were 817 officers in these posts. The tables below shows the percentage distribution of officers in these roles by protected characteristic, compared with the overall representation of that characteristic amongst all Nottinghamshire Police Officers.



| | Age | | Gender | | Race & Ethnicity | | | Disability | | |
|----------------------------------|------------|---------|--------|--------|------------------|-----------------|------------|------------|--------|------------|
| | 25 & Under | Over 55 | Male | Female | White | Ethnic Minority | Not Stated | Yes | No | Not Stated |
| Volume | 25 | 49 | 458 | 359 | 763 | 38 | 16 | 18 | 716 | 83 |
| % | 3.06% | 6.00% | 56.06% | 43.94% | 93.39% | 4.65% | 1.96% | 2.20% | 87.64% | 10.16% |
| Specialist % All Officers | 16.95% | 14.01% | 70.30% | 29.70% | 95.90% | 4.42% | 0.42% | 2.33% | 96.32% | 2.09% |

Part Time Working

Staff working part time during the period by gender and disability

| | All Staff | |
|-------------|-----------|----------------|
| Gender | Total | % of all Staff |
| Male | 251 | 6.05% |
| Female | 565 | 13.61% |
| Grand Total | 816 | 19.65% |

| | All Staff | |
|-------------|-----------|----------------|
| Disability | Total | % of all Staff |
| Yes | 22 | 0.53% |
| No | 664 | 15.99% |
| Undisclosed | 130 | 3.13% |

Leavers

The following tables provides details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2014 and the 31st March 2015.

The percentages given in each case are as a proportion of all leavers in that groups (Officers/Staff).

During the specified period 127 police officers and 196 police staff left the organisation.

| | Age | | Gender | | Race & Ethnicity | | |
|-----------------------------|------------|---------|--------|--------|------------------|-----------------|-------|
| Police Officers | 25 & Under | Over 55 | Male | Female | White | Ethnic Minority | N.S |
| Volume | 3 | 50 | 105 | 22 | 121 | 3 | 3 |
| % of Police Officer Leavers | 0.14% | 2.31% | 4.86% | 1.02% | 5.60% | 0.14% | 0.14% |

| | Age | | Gender | | Race & Ethnicity | | |
|---------------------------|------------|---------|--------|--------|------------------|-----------------|-------|
| Police Staff | 25 & Under | Over 55 | Male | Female | White | Ethnic Minority | N.S. |
| Volume | 24 | 76 | 81 | 115 | 172 | 10 | 14 |
| % of Police Staff Leavers | 1.38% | 4.37% | 4.66% | 6.61% | 9.89% | 0.58% | 0.81% |

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 1st April 2014 to 31st March 2015.

The "other" category under reason for grievance includes issues such as organisational change, job grading, management behaviour, HR Process amongst others.

The table also provides information in relation to the aggrieved's gender, ethnicity and disability status

| Reason for Grievances | Complaint Protected Characteristics | | | | | | | | | | | |
|-----------------------|-------------------------------------|----------------|-------------------------|-------|------|--------|--------|---------|-----|--------|---------------------|--------|
| Date | Number of live cases | Discrimination | Bullying and Harassment | Other | Male | % | Female | % | BME | % | Recorded Disability | % |
| Apr-14 | 2 | 0 | 0 | 2 | 0 | 0.00% | 2 | 100.00% | 0 | 0.00% | 1 | 50.00% |
| May-14 | 2 | 0 | 0 | 2 | 0 | 0.00% | 2 | 100.00% | 0 | 0.00% | 1 | 50.00% |
| Jun-14 | 2 | 0 | 0 | 2 | 0 | 0.00% | 2 | 100.00% | 0 | 0.00% | 1 | 50.00% |
| Jul-14 | 2 | 0 | 0 | 2 | 0 | 0.00% | 2 | 100.00% | 0 | 0.00% | 1 | 50.00% |
| Aug-14 | 3 | 0 | 1 | 2 | 1 | 33.00% | 2 | 67.00% | 0 | 0.00% | 1 | 33.00% |
| Sep-14 | 3 | 0 | 1 | 2 | 1 | 33.00% | 2 | 67.00% | 0 | 0.00% | 1 | 33.00% |
| Oct-14 | 3 | 0 | 1 | 2 | 0 | 0.00% | 3 | 100.00% | 1 | 33.00% | 1 | 33.00% |
| Nov-14 | 3 | 0 | 1 | 2 | 0 | 0.00% | 3 | 100.00% | 1 | 33.00% | 1 | 33.00% |
| Dec-14 | 3 | 0 | 1 | 2 | 0 | 0.00% | 3 | 100.00% | 1 | 33.00% | 1 | 33.00% |
| Jan-15 | 5 | 1 | 1 | 3 | 2 | 40.00% | 3 | 60.00% | 1 | 20.00% | 1 | 20.00% |
| Feb-15 | 10 | 1 | 3 | 6 | 5 | 50.00% | 5 | 50.00% | 1 | 10.00% | 3 | 30.00% |
| Mar-15 | 12 | 2 | 3 | 7 | 5 | 42.00% | 7 | 58.00% | 1 | 8.00% | 3 | 25.00% |

Note: number of live cases relates to all cases either initiated or continuing during the named month

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 organisations performance against a set of best practice criteria accompanied by supporting evidence.

The criteria explore 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 LGB staff |
| 4 | Monitoring | Data collection Data analysis | Response rates Reporting and actions |
| 5 | Supplier policy | Procurement policy | Supplier engagement |
| 6 | LGB community engagement | Community engagement Service delivery | Marketing and corporate responsibility |
| 7 | The 'pink plateau' | Visible LGB leaders | Role models |
| 8 | Additional evidence & staff feedback survey | Staff attitudes and experiences | Innovative practices |

This was the third year that Nottinghamshire Police has 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 2014 and September 2015.

Lots done... Lots to do...

In summary:

| | Employee Policy | Training | Staff Network Group | All-Staff Engagement | Career Development | Line Managers | Monitoring | Procurement | Community Engagement | Additional Work | Staff Feedback Questionnaire | |
|------------|-----------------|----------|---------------------|----------------------|--------------------|---------------|------------|-------------|----------------------|-----------------|------------------------------|-----------|
| Section | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | SFQ | Total |
| Score | 8 | 6 | 14 | 4 | 3 | 10 | 12 | 3 | 24 | 0 | 0 | 84 |
| Full Marks | 12 | 22 | 22 | 26 | 14 | 16 | 22 | 18 | 30 | 8 | 10 | 200 |
| Difference | -4 | -16 | -8 | -22 | -11 | -6 | -10 | -15 | -6 | -8 | -10 | -116 |
| Self Score | 11 | 8 | 14 | 8 | 6 | 10 | 14 | 5 | 26 | 0 | | |

| | | | | | | | | | | | | |
|-----------------|----|----|----|----|---|----|----|---|----|---|---|------------|
| Overall Average | 8 | 7 | 9 | 9 | 5 | 7 | 9 | 5 | 15 | 2 | 3 | 79 |
| Sector Average | 9 | 8 | 11 | 9 | 5 | 8 | 11 | 5 | 18 | 2 | 2 | 87 |
| Top 100 Average | 10 | 12 | 16 | 17 | 8 | 11 | 15 | 9 | 24 | 4 | 6 | 134 |

We have increased our ranking from 196 in 2014 to 167 out of 397 in 2015.

Our position within the emergency services sector is 17 out of 30.

Our score of 84 out of 200 was four points more than the overall average score for participants and three points less than the average score for our counterparts within the emergency services sector. This is a positive headline. However, we still remain 50 points below the average top 100 employers, which is why we have to maintain and improve our position within the emergency services sector and improve our position by at least 70% in order to become a top 100 employer.

The key themes that were identified in advance of the formal stonewall feedback mirrored the areas where we need to implement change.

- Revisions to the bullying and harassment policy to explicitly state a zero tolerance approach to homophobic, transphobic and biphobic bullying & harassment.

- Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness of LGBT communities.

- The need to ensure all equality & diversity training identifies sexual orientation.

- Development of an “Allies” and reverse mentoring programmes to support EDI development and engages managers at all levels

- Improved equality monitoring data in relation to sexual orientation is an area which requires significant development as it will inform career development for LGBT colleagues.

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

- Clear and visible commitment from senior managers in relation to LGBT equality remains a priority.



IDAHO Day 2015

Nottinghamshire Pride 2015



We have made some positive gains in relation to engaging with LGBT colleagues through our staff networks, community engagement with LGBT communities and understanding the culture within the organisation.

In relation to the culture within the organisation, we had 1010 respondents participate in the staff survey following the Chief's message, as opposed to less than 30 respondents in 2014. This translates to 38% Bisexual, 36% Lesbian and 26% Gay colleagues responded.



For more information about this document please contact:

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If you would like to know about recruitment opportunities please visit
our website recruitment page

