

Equality & Diversity Information 2016



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 9.2% more crimes recorded and the number of incidents has fallen by 0.8% during 2015/2016. Detection rates for Hate Crime, at 34.8%, remain higher than the average for all other types of crime.
- The force continues to review practices, mobile data solutions and training for stop and search. The number of searches per 1000 population continues to reduce as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed over 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 3.3% with detection rates continuing to remain higher than the average for all other types of crime.
- Speakers of 84 languages required translators during 2015/16 with Polish, Romanian and Lithuanian remaining the most commonly requested languages. Overall the number of translation requests reduced by just under 13.7% from the previous year.
- The Pegasus system; which is designed to make contacting and communicating with the Police easier for disabled people, now has over 400 members and is in use by both Nottingham Fire and Rescue service and East Midlands Ambulance service.

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

Our People and Culture

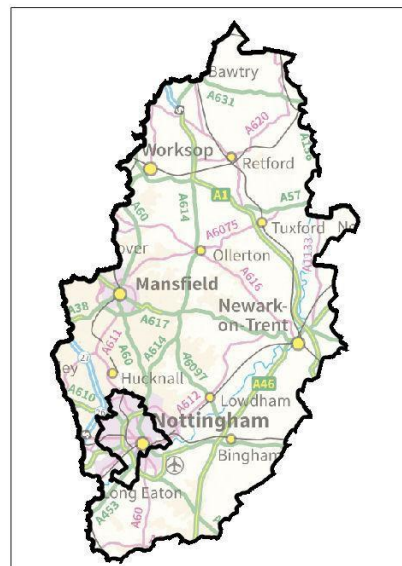
- At the end of March 2016 Nottinghamshire Police employed 2020 Police Officers, 222 Police Community Support Officers, 1233 Police staff, and 287 Special Constables.
- 29.70% of our officers are women; which is slightly higher than the national average for the Police Service in England and Wales.
- BME representation amongst Police Officers has reduced slightly to 4.35% which creates a representation gap with the local population of 6.85%. 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 and Superintendent, although Female Officer representation has improved at Inspector, Chief Inspector and Superintendent ranks.
- Those roles classified as “Specialist Posts” by the Home Office showed higher representation for women (33.10%) compared with representation figures for all officers.
- The proportion of the workforce working part time is 14.27%.



The People of Nottinghamshire

To understand how the work we do might affect the different people we serve we need to know the makeup 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 Traveler	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 – Gender

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

Source ONS Census 2011

Protected Characteristic - Sexual Orientation

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

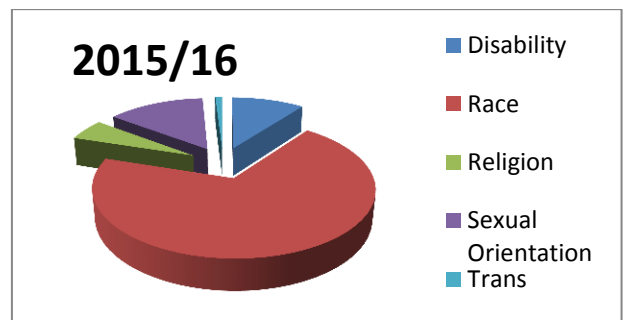
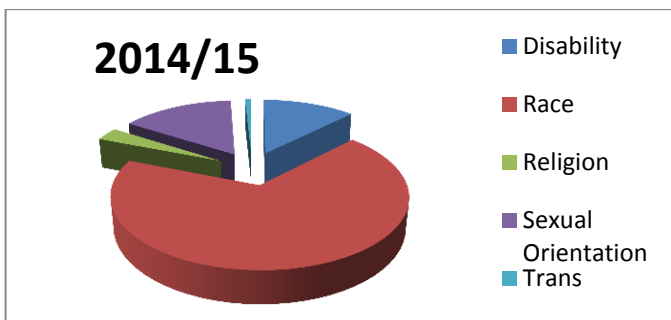
All Hate Crime (All incidents crime and non-crime)

	2014/15	2015/16	Vol. Change	% Change
City	728	781	53	7.3%
County	680	698	18	2.6%
Total	1,426	1,498	72	5.0%

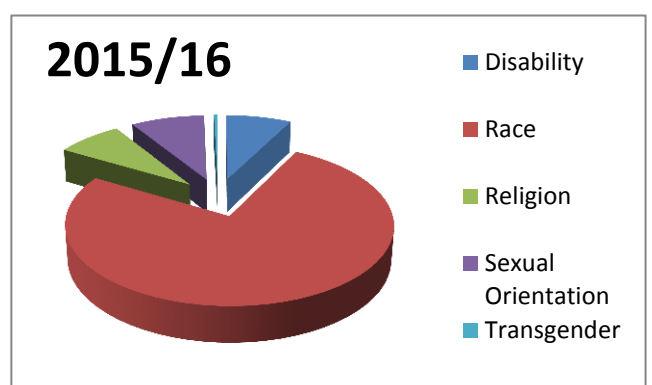
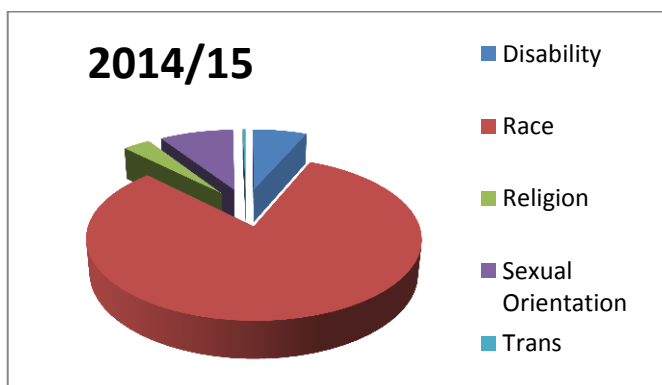
Number of hate crimes and incidents by hate category

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			
	2014/15	2015/16	Vol. Change	% Change
Disability	75	63	-	-16.0%
Race	412	426	14	3.4%
Religion	19	33	14	73.7%
Sexual Orientation	91	84	-7	-7.7%
Trans	5	6	1	20.0%
Total	593	612	19	3.2%

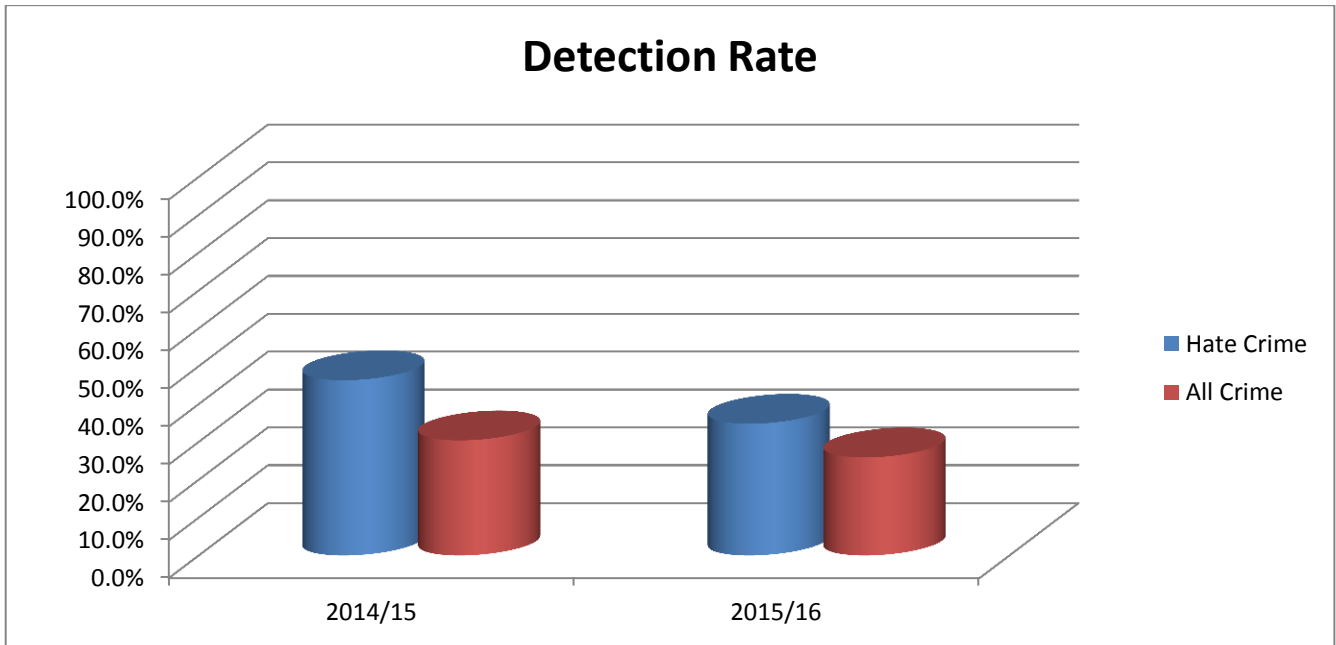


Category	Crimes			
	2014/15	2015/16	Vol. Change	% Change
Disability	55	71	16	29.1%
Race	690	714	24	3.5%
Religion	28	72	44	157.1%
Sexual Orientation	75	80	5	6.7%
Trans	3	4	1	33.3%
Force	833	910	77	9.2%



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.



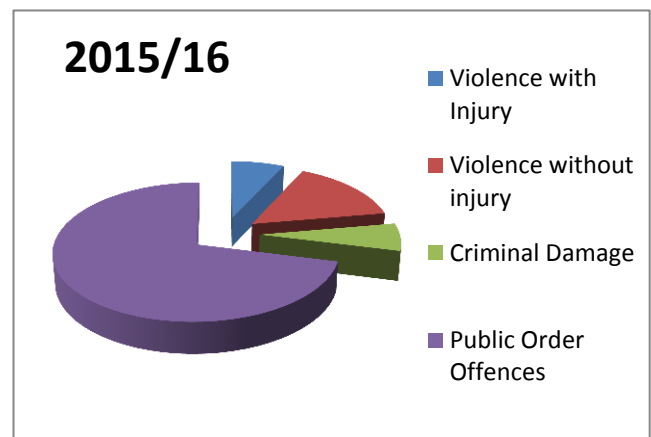
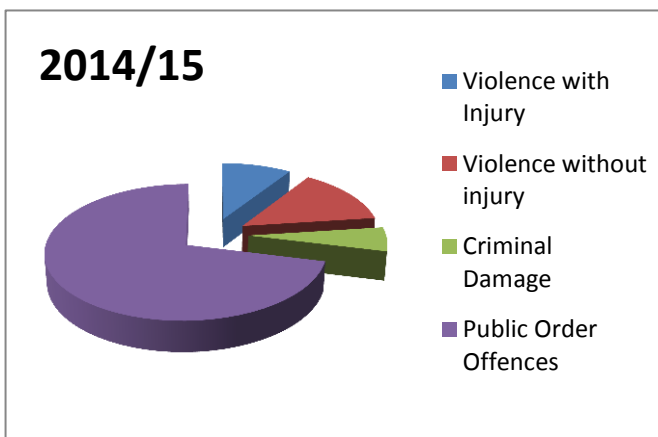
Racially and Religious aggravated offences

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	2014/15	2015/16	Vol. Change	% Change
City	309	322	13	4.2%
County	248	232	-16	-6.5%
Total	566	561	-5	-0.9%

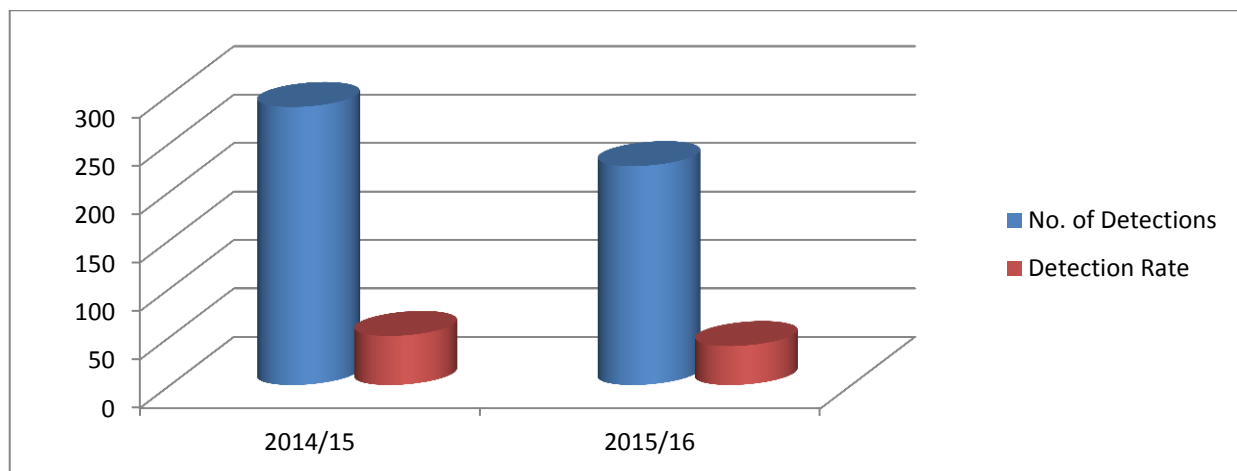
The following table lists the types of racially and religiously aggravated offences by Home Office offence classifications. However it should be noted that Home Office offence codes have changed year-on-year, meaning comparisons cannot always be easily made.

	2014/15	2015/16	Vol. Change	% Change
Violence with injury	52	39	-13	-25.0%
Violence without injury	78	86	8	10.3%
Criminal Damage	33	37	4	12.1%
Public Order Offences	403	399	-4	-1.0%
Total	566	561	-5	-0.9%



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 14.4%.



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.

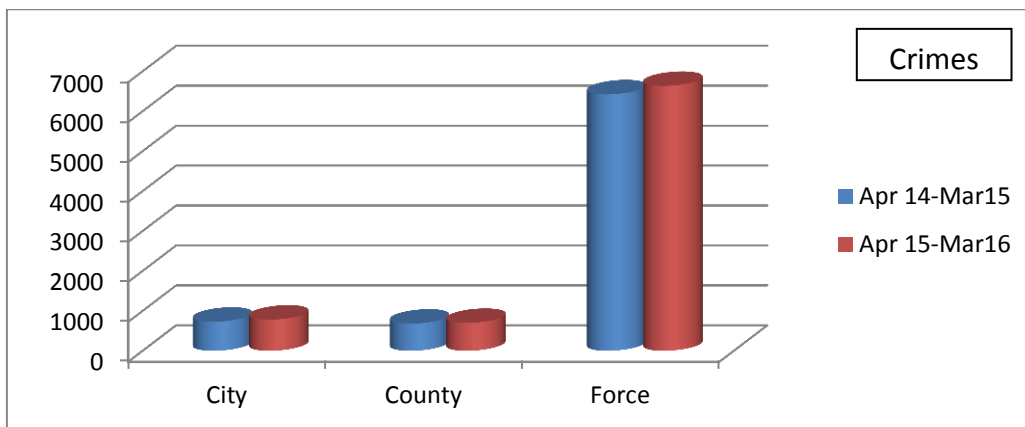
This definition includes 'honour' based violence, female genital mutilation (FGM) and forced marriage and it is clear that victims are not confined to one gender or ethnic group. The new definition is not a statutory or legal definition so any change does not mean a change in the law. It is used by government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

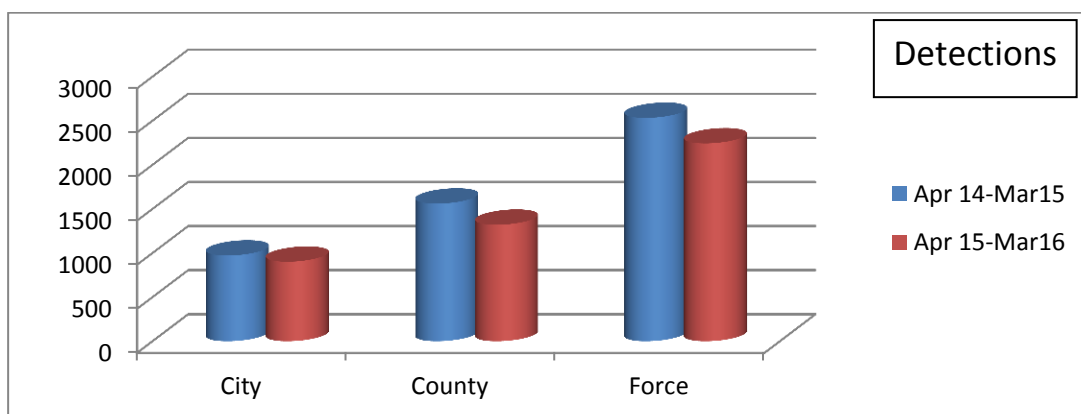
Domestic Violence Detections

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			
	2014/15	2015/16	Vol. Change	% Change
City	728	781	53	7.3%
County	680	698	18	2.6%
Force	6,424	6,635	211	3.3%



Location	Detections		
	2015/16	Detection Rate	Difference from last year
City	902	33.8%	-3.6%
County	1,321	33.8%	-7.6%
Force	2,244	33.8%	-7.3%



Domestic Violence Victims by Gender, Age and Ethnicity

	2014/15	Proportion	2015/16	Proportion	Vol. Change	% Change
Female	4986	77.60%	5140	77.50%	154	3.10%
Male	1285	20.00%	1233	18.60%	-52	-4.00%
Not Stated	153	2.40%	262	3.90%	109	71.20%
Total	6,424		6,635		211	6.30%

Age	2014/15	Proportion	2015/16	Proportion	Vol. Change	% Change
16 - 19	605	9.4%	630	9.5%	25	4.1%
20 - 29	2,366	36.8%	2,334	35.2%	-32	-1.4%
30 - 39	1,466	22.8%	1,640	24.7%	174	11.9%
40 - 49	1,095	17.0%	1,055	15.9%	-40	-3.7%
50 - 59	482	7.5%	475	7.2%	-7	-1.5%
60+	198	3.1%	244	3.7%	46	23.2%
Not Stated	126	2.0%	211	3.2%	85	67.5%
Total	6338		6589		251	

Ethnicity	2014/15	Proportion	2015/16	Proportion	Vol. Change	% Change
White	5,325	82.90%	5,247	79.10%	-78	-1.50%
Multiple Heritage	140	2.20%	130	2.00%	-10	-7.10%
Black or Black British	214	3.30%	240	3.60%	26	12.10%
Asian or Asian British	281	4.40%	262	3.90%	-19	-6.80%
Chinese or Other	48	0.70%	39	0.60%	-9	-18.80%
Not Stated	416	6.50%	717	10.80%	301	72.40%
Total	6,424		6,635		211	

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)

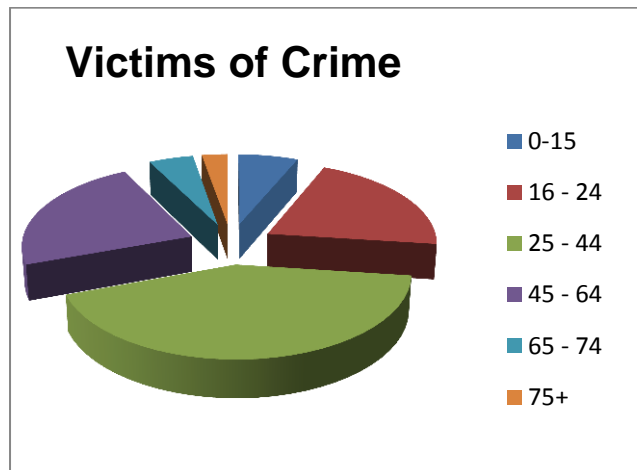
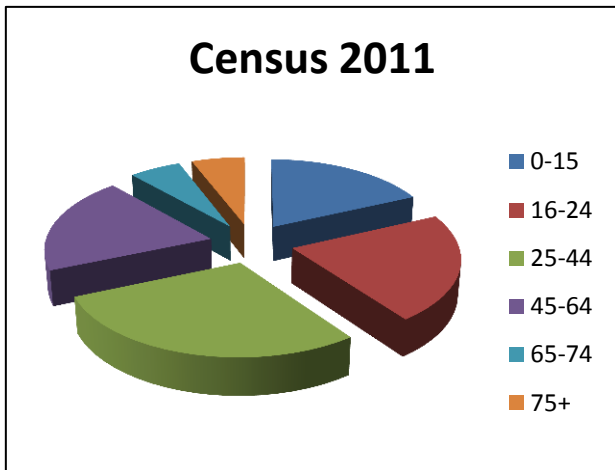
The HMIC crime tree classification identifies four main crime groups under the heading “Victim Based Crime”. **These are, violence against the person, sexual offences, stealing, and criminal damage / arson.** With some of these offences, such as shoplifting (theft), criminal damage or arson, the victim 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.

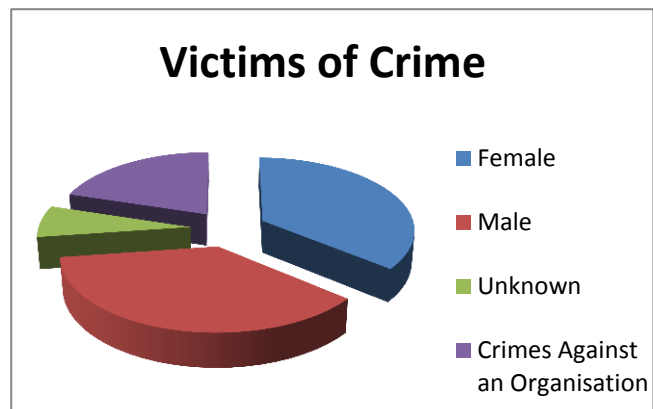
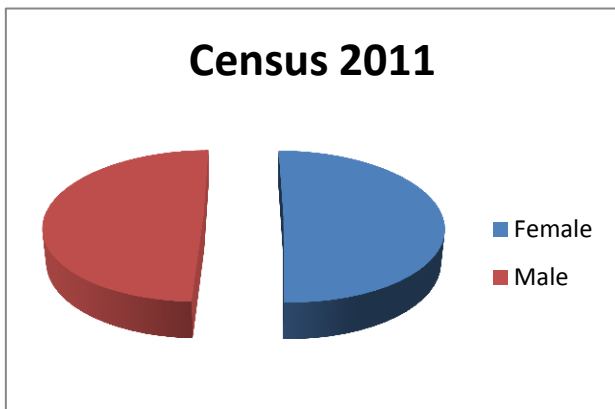
Age	2014/15	Proportion	2015/16	Proportion	Vol Change	% Change
0-15	2685	4.4%	2990	4.8%	305	11.4%
16 - 24	9999	16.2%	9739	15.6%	-260	-2.6%
25 - 44	19506	31.7%	19992	32.0%	486	2.5%
36 - 45	888	1.4%	829	1.3%	-59	-6.6%
45 - 64	10890	17.7%	10859	17.4%	-31	-0.3%
65 - 74	2283	3.7%	2240	3.6%	-43	-1.9%
75+	1318	2.1%	1297	2.1%	-21	-1.6%
Crimes Against an Organisation	13283	21.6%	13452	21.5%	169	1.3%
Not stated	723	1.2%	1151	1.8%	428	59.2%
Force	61575		62549		974	1.6%

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

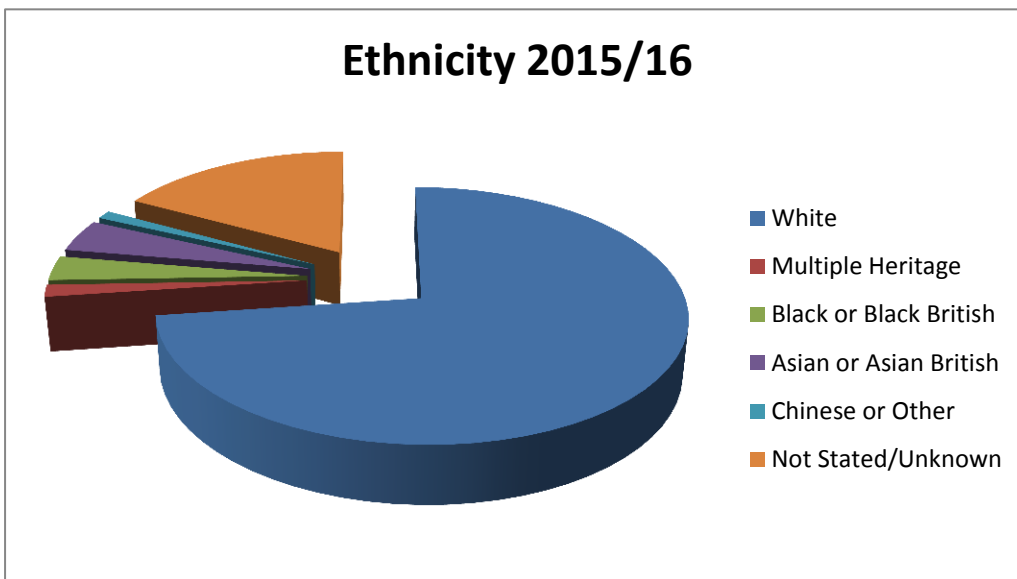
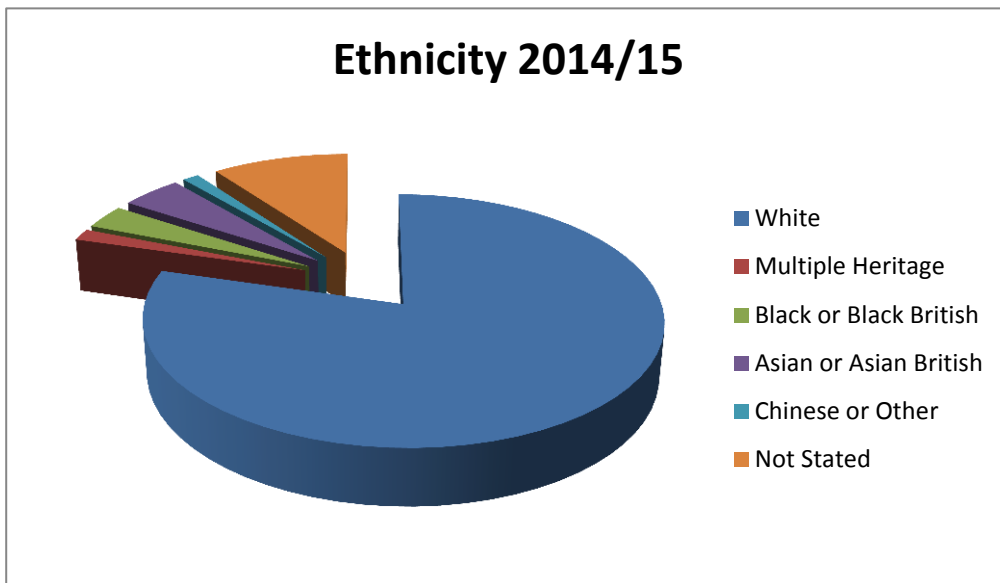


Gender	2014/15	Proportion	2015/16	Proportion	Vol. Change	% Change
Female	22,764	35.2%	23,326	35.9%	562	2.5%
Male	24,201	37.4%	23,927	36.9%	-274	-1.1%
Not Stated	4,618	7.1%	4,550	7.0%	-68	-1.5%
Crimes against an organisation	13,046	20.2%	13,101	20.2%	55	0.4%
Force	64,629		64,904		275	

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



Ethnicity	2014/15	Proportion	2015/16	Proportion
White	38,872	60.1%	37,738	58.1%
Multiple Heritage	812	1.3%	807	1.2%
Black or Black British	1606	2.5%	1662	2.6%
Asian or Asian British	2219	3.4%	2191	3.4%
Chinese or Other	601	0.9%	570	0.9%
Not Stated	7,473	11.6%	8,817	13.6%
Crimes against an organisation	13,046	20.2%	13,119	20.2%
Force	64,629		64,904	



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.

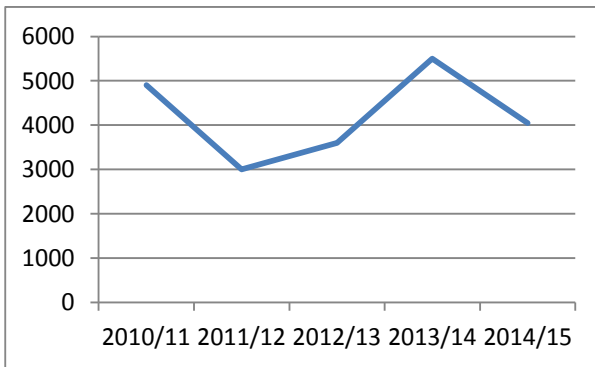
The following two tables show the number of stop and searches carried out by Nottinghamshire Police broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2014 to 31 March 2015 and 1 April 2015 to 31 March 2016 and are for the whole of the Nottinghamshire area.

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

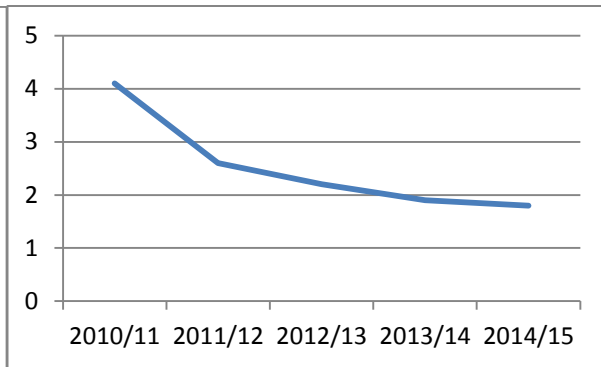
	2015/2016		
	Volume	Rate	Proportionality
White	1871	1.9	1
BME	598	4.9	2.5
Not Stated	163		

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 2014 to 31 March 2015 and 1 April 2015 to 31 March 2016.

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		

2015 / 2016

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

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

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

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 2014 to 31 March 2015 and 1 April 2015 to 31 March 2016. 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	2014/2015		
	Volume	Per 1000 population	Proportionality ratio
White	22,500	23.21	1.0
BME	4477	36.7	1.6
Not Stated	231		

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

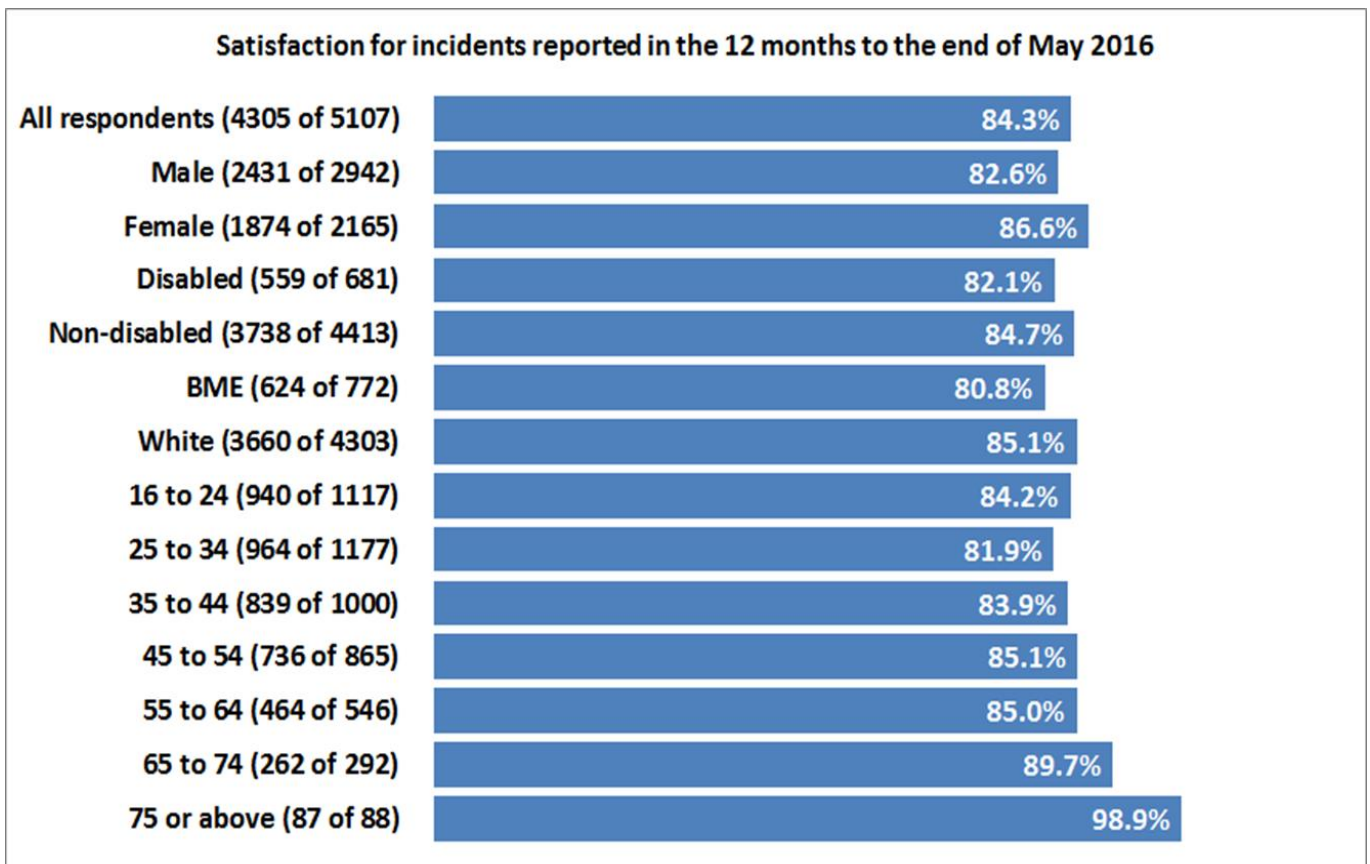
It can be seen from the above that the number of arrests and the arrest rates has dropped for both BME and White detainees resulting in a slight drop in the proportionality ratio recorded compared to last year.

Victim Satisfaction Surveys

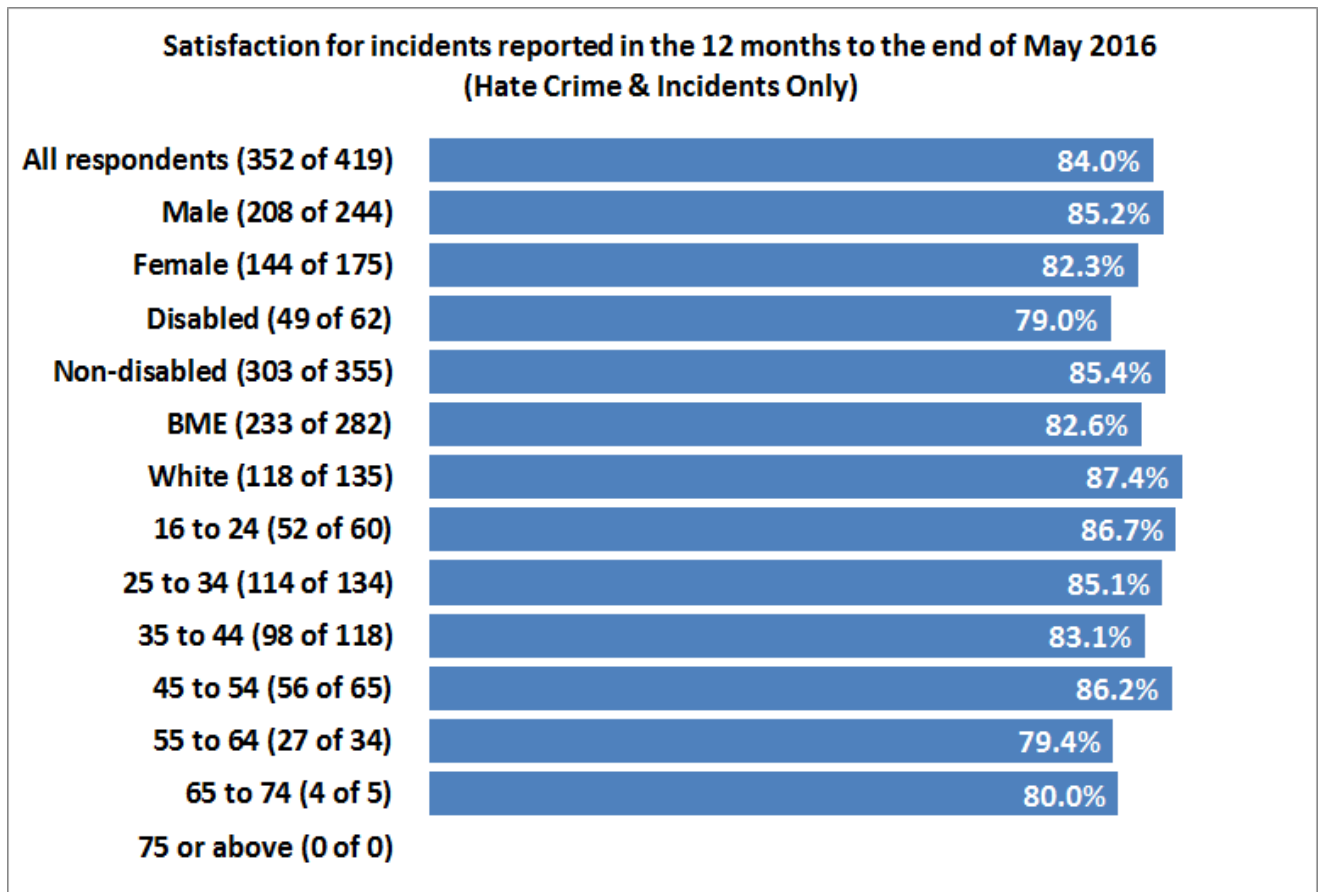
We regularly survey victims of crime to find out how happy they are with the service they have received.

Our telephone interviewers carry out approximately 270 surveys every month with victims of dwelling burglary, racist incidents, vehicle crime and violent crime. They speak with 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.



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.



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									
2014 /15 Source					2015/16 Source				
Rank	Language	Cintra	Language Line	Total	Rank	Language	Cintra	Language Line	Total
1	Polish	1,168	3,216	4,384	1	Polish	843	2,401	3,244
2	Romanian	220	693	913	2	Romanian	309	871	1,180
3	Lithuanian	163	340	503	3	Lithuanian	98	240	338
4	Hungarian	62	323	385	4	Urdu	145	188	333
5	Urdu	168	196	364	5	Kurdish Sorani/Badini	84	230	314
6	Russian	95	168	263	6	Hungarian	79	214	293
7	Punjabi India/P. Mipuri	77	122	199	7	Russian	81	140	221
8	Slovak	27	171	198	8	Arabic	23	156	179
9	Arabic	42	136	178	9	Farsi Iranian/Dari	50	116	166
10	Kurdish-Sorani/Badini	98	76	174	10	Slovak	43	109	152
11	Farsi – Dari/Iranian	48	103	151	11	Punjabi Indian/P.Mirpuri	59	80	139
12	Vietnamese	29	108	137	12	Czech	33	90	123
13	Czech	27	93	120	13	Chinese Mandarin	30	76	106
14	Spanish	22	77	99	14	Spanish	22	61	83
15	British Sign	94	0	94	15	British Sign	175	0	175
Remainder (41 Languages)		217	631	848	Remainder (69 Languages)		249	498	747
Totals		2,577	6,453	9,030	Totals		2,323	5,470	7,793

Source: The information below from management information reports provided by the service providers. Date Range: 1 April 2014 – 31 March 2015 and 1 April 2015 – 31 March 2016.



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

When a person registers with Pegasus they are issued with a personal identification number – or ‘PIN’ 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 eight year anniversary in April 2016. 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 2015 and the 31 March 2016 there were 311 contacts from Pegasus covering a wide variety of incidents. 42 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
2014/15	21	82	49	12	46	210
2015/16	39	90	46	105	31	311

*Telephone Investigation Bureau implemented in 2014/15

Pegasus Incidents 2015/16

Month	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Overall
April 2015	10	14	5	4		33
May 2015	2	8	3	6	2	21
June 2015	4	8	1	9	4	26
July 2015	2	12	4	8	1	27
August 2015	3	7	4	6	3	23
September 2015	4	6	3	8	1	22
October 2015	3	5	4	12	4	28
November 2015	2	4	6	13	2	27
December 2015	2	7	8	14	6	37
January 2016	2	6	3	12	1	24
February 2016	1	9	2	6	1	19
March 2016	4	4	3	7	6	24
Total	39	90	46	105	31	311

Pegasus Incidents Crimed 2015/16

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2015/16	7	17	14	0	4	42



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 being addressed.

	Male	Female	Prefer not to say
Gender	6,137	6822	6822

	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	517	1646	2535	2582	2235	2001	680	6677

	White	Multiple Heritage	Black	Asian	Chinese	Other	Prefer not to say
Ethnicity	10825	158	100	260	84	36	6740

	Disability	No Disability	Prefer not to say
Disability	1118	9721	7215

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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 2016.

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 2016	
Police Officers	2020
PCSO	222
Police Staff	1233
Specials	287
Total	3762

Overall workforce by protected characteristic groups

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

	All Staff - 3762		Police Officers - 2020		PCSOs - 222		Specials - 287	
Age Range	Total	%	Total	%	Total	%	Total	%
25 & Under	279	7.42%	43	2.1%	30	13.5%	156	54.4%
Over 55	290	7.71%	24	1.2%	11	5.0%	5	1.7%
Grand Total	569	15.13%	67	3.3%	41	18.5%	287	56.10%

Disability - Number of employees who recorded themselves as disabled

	All Staff		Police Officers		PCSOs		Specials	
Disability	Total	%	Total	%	Total	%	Total	%
Yes	90	2.39%	44	2.2%	4	1.8%	5	1.74%
No	3580	95.16%	1974	97.7%	218	98.2%	201	70.03%
Undisclosed	92	2.44%	2	0.1%	0	0.0%	81	28.22%
Grand Total	3762	100.00%	2020	100.00%	222	100.00%	287	100.00%

Race and Ethnicity - Number of Employees by Ethnicity

	All Staff		Police Officers		PCSOs		Specials	
Ethnicity	Total	%	Total	%	Total	%	Total	%
White	3499	93%	1925	95.30%	214	96.4%	231	80.49%
Ethnic Minority	163	4.33%	88	4.35%	7	3.15%	14	4.88%
Not Stated	100	2.66%	7	0.35%	1	0.45%	42	14.63%
Grand Total	3762	100.00%	2020	100.00%	222	100.00%	287	100.00%

Gender - Number of Employees by Gender

Gender	All Staff		Police Officers		PCSOs		Specials	
	Total	%	Total	%	Total	%	Total	%
Male	2186	58.11%	1421	70.30%	113	50.9%	180	62.7%
Female	1576	41.89%	599	29.70%	109	49.1%	107	37.3%
Grand Total	3762	100.00%	2020	100.00%	222	100.00%	287	100.00%

Sexual Orientation - Number of Employees by Sexual Orientation

Sexual Orientation	All Staff		Police Officers		PCSOs		Specials	
	Total	%	Total	%	Total	%	Total	%
Heterosexual	1655	44%	810	40.10%	144	64.87%	122	42.51%
LGB	84	2.23%	44	2.18%	11	4.95%	9	3.13%
Prefer not to say	2023	53.77%	1166	57.72%	67	30.18%	156	54.36%
No / % responded	3762	100.00%	2148	100.00%	329	100.00%	287	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		PCSOs		Specials	
	Total	%	Total	%	Total	%	Total	%
Christian	1291	34.32%	663	32.8%	83	37.4%	79	27.53%
Muslim	25	0.66%	13	0.6%	1	0.45%	0	0.00%
Sikh	29	0.77%	19	0.9%	1	0.45%	4	1.39%
Hindu	8	0.21%	2	0.1%	0	0.00%	0	0.00%
Jewish	5	0.13%	2	0.1%	0	0.00%	0	0.00%
Buddhist	7	0.19%	5	0.2%	1	0.45%	0	0.00%
Any other Religion	89	2.36%	50	2.5%	8	3.6%	2	0.7%
No Religion	182	4.84%	83	4.1%	15	6.75%	9	3.13%
Undeclared	2126	56.51%	1183	58.6%	113	50.90%	193	67.25%
Grand Total	3762	100.00%	2020	100.00%	222	100.00%	287	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 2016.

Gender and ethnicity of workforce by department and division

	Male	%	Female	%	White	%	Ethnic Minority	%	Not Stated	%
Command Team	5	45.5%	6	54.5%	10	90.9%	0	0.00%	1	9.1%
City Division	579	67.8%	275	32.2%	802	93.91%	49	5.74%	3	0.51%
County Division	611	66.6%	306	33.4%	880	95.96%	29	3.16%	8	0.87%
Crime & Justice	414	49.1%	429	50.9%	787	93.36%	29	3.44%	27	3.20%
Contact Management	117	32.4%	244	67.6%	347	96.12%	10	2.77%	4	1.11%
EMOpSS	135	84.9%	24	15.1%	153	96.22%	4	2.52%	2	1.26%
Corporate Services	230	47.5%	240	52.5%	383	88.74%	34	8.04%	54	3.22%
Region	95	64.6%	52	35.4%	139	94.56%	7	4.76%	1	0.68%
Grand Total	2186	58.11%	1576	41.89%	3499	93.01%	163	4.33%	100	2.66%

Age and Disability of workforce by department and division

					Disability					
	25 & Under	%	Over 55	%	Yes	%	No	%	Not Stated	%
City Division	39	4.91%	7	0.88%	9	1.13%	785	98.74%	1	0.13%
County Division	40	5.08%	47	5.97%	18	2.29%	768	97.59%	1	0.13%
Crime and Justice	17	2.02%	99	11.74%	30	3.56%	812	96.32%	1	0.12%
Contact Management	19	5.26%	44	12.19%	12	3.32%	347	96.12%	2	0.55%
EMOpSS	59	37.11%	6	3.77%	2	1.26%	156	98.11%	1	0.63%
Corporate Services	8	2.14%	62	16.62%	12	3.22%	356	95.44%	5	1.34%
Region	34	23.13%	20	13.61%	2	1.36%	145	98.64%	0	0.00%
Grand Total	216	6.23%	285	8.23%	85	2.45%	3369	97.23%	11	0.32%

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	17	77.27%	5	22.73%
Chief Inspector/ Detective Chief Inspector	23	76.67%	7	23.33%
Inspector/ Detective Inspector	92	76.03%	29	23.97%
Sergeant / Detective Sergeant	265	75.93%	84	24.07%
Constable / Detective Constable	1024	68.36%	474	31.64%
Grand Total	1421	70.35%	599	29.65%

	White	%	BME	%	Not Stated	%
Superintendent and above	22	100.00%	0	0.00%	0	0.00%
Chief Inspector/ Detective Chief Inspector	30	100.00%	0	0.00%	0	0.00%
Inspector/ Detective Inspector	116	95.87%	5	4.13%	0	0.00%
Sergeant / Detective Sergeant	331	94.84%	16	4.58%	2	0.57%
Constable / Detective Constable	1426	95.19%	67	4.47%	5	0.33%
Grand Total	1925	95.30%	88	4.36%	7	0.35%

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, Complaints 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 2016 there were 988 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	3	15	661	327	946	39	3	27	960	1
%	0.30%	10.87%	66.90%	33.10%	95.75%	3.95%	0.30%	2.73%	97.16%	0.10%
Specialist % All Officers	0.15%	0.74%	32.72%	16.18%	46.83%	1.93%	0.15%	1.35%	47.52%	0.05%

Part Time Working

Staff working part time during the period by gender and disability

Gender	All Staff	
	Total	% of all Staff
Male	80	2.13%
Female	457	12.15%
Grand Total	537	14.27%

Disability	All Staff	
	Total	% of all Staff
Yes	15	0.40%
No	521	13.85%
Undisclosed	1	0.03%

Leavers

The following tables provides details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2015 and the 31st March 2016.

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

During the specified period 130 police officers and 300 police staff left the organisation.

Police Officers	Age		Gender		Race & Ethnicity		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S
Volume	4	4	92	38	123	6	1
% of Police Officer Leavers	3.08%	3.08%	70.77%	29.23%	94.62%	4.62%	0.77%

Police Staff	Age		Gender		Race & Ethnicity		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S.
Volume	38	62	138	162	262	12	26
% of Police Staff Leavers	12.67%	20.67%	46.00%	54.00%	87.33%	4.00%	8.67%

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 2015 to 31st March 2016.

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-15	8	3	4	1	5	62.50	3	37.50	1	12.50	2	25.00
May-15	9	3	3	3	3	33.33	6	66.66	1	11.11	2	22.22
Jun-15	12	3	3	6	4	33.33	8	66.66	1	8.33	2	16.67
Jul-15	13	3	4	6	4	30.76	9	69.23	1	7.69	2	15.38
Aug-15	10	2	3	5	3	30.00	7	70.00	1	10.00	1	10.00
Sep-15	11	2	4	5	4	36.36	7	63.63	1	9.09	2	11.53
Oct-15	11	2	5	4	4	36.36	7	63.63	1	9.09	2	11.53
Nov-15	15	3	6	6	5	33.33	10	66.66	2	13.33	3	20.00
Dec-15	13	4	6	3	4	30.76	9	69.23	2	15.38	2	11.53
Jan-16	11	3	5	3	4	36.36	7	63.63	2	18.18	1	9.09
Feb-16	9	2	4	3	6	66.66	3	33.33	3	33.33	1	11.11
Mar-16	10	3	3	4	7	70.00	3	30.00	3	30.00	1	10.00

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

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.

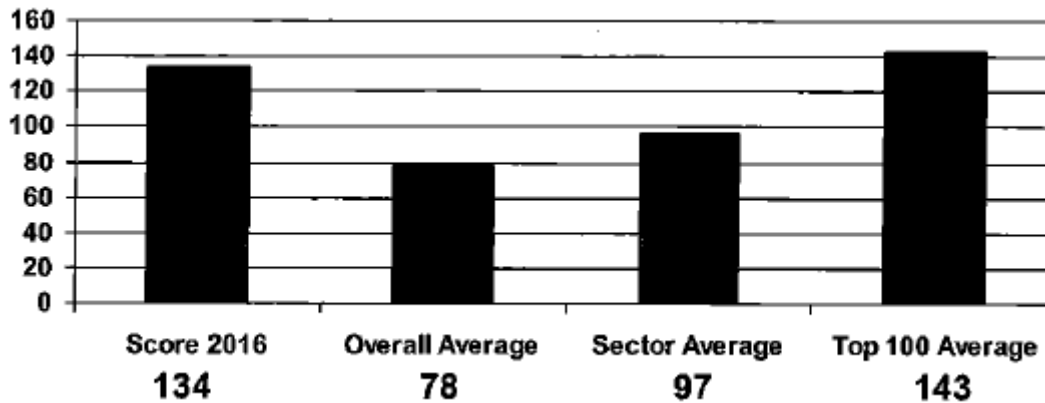
The criteria explore various areas of employment policy and practice including:

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 fourth 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 2015 and September 2016.

Lots done... Lots to do...

In summary:



We have increased our ranking consistently from 196 in 2014 to 167 out of 397 in 2015. In 2016 we made incredible progress and increased our ranking to 64 out of 415. This indicates our entry within the top 100 for the Workplace Equality Index 2016.

Our position within the emergency services sector has therefore also improved from 17 out of 30 to 6 out of 30.

Our score of 134 out of 200 was 56 points more than the overall average score for participants and 37 points more than the average score for our counterparts within the emergency services sector. This is an extremely a positive headline. Although we have made progress to gain a position within the top 100, we still remain 9 points below the average top 100 employers, which is why we have to work hard to maintain and improve our position within the emergency services sector and to continue to improve our position in order to remain a top 100 employer for our LGBT+ colleagues and the communities we serve.

The key themes and areas where we need to implement change.

- Promotion of our revised bullying and harassment policy which explicitly states 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 and the intersections within it.
- The need to ensure all staff receives equality & diversity training which identifies sexual orientation and gender identity.
- Promotion of our “Allies” and reverse mentoring programme to support EDI development and engages managers at all levels
- To continue to improve equality monitoring data in relation to sexual orientation and gender identity, 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 and inclusion remains a priority.



International Day Against Homophobia Biphobia & Transphobia 2016

Nottinghamshire Pride 2016



We have continued to make some positive gains in relation to engaging with LGBT+ colleagues through our staff networks, staff consultation and community engagement with LGBT+ communities, which has shaped our organisational understanding and culture.

In relation to the culture within the organisation, our largest Stonewall staff survey had 1010 respondents. This translates to 38% Bisexual, 36% Lesbian and 26% Gay colleagues who responded. Although the headline is positive we still need to do more to promote and include the opinions of our colleagues who identify as Trans+.



For more information about this document please contact:

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Visit our website <http://www.nottinghamshire.police.uk>

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

