

For Information	
Public	
Report to:	Strategic Resources and Performance Board
Date of Meeting:	4th September 2019
Report of:	Chief Constable Guildford
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Agenda Item:	6

Equality, Diversity and Human Rights Performance Monitoring

1. Purpose of the Report

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

2. Recommendations

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

3. Reasons for Recommendations

3.1 For information purposes

4. Summary of Key Points

4.1 Equality Objectives

As part of the Police and Crime Commissioner and Chief Constables' commitment to equality, diversity and inclusion, four key equality objectives have been identified and adopted. The work towards each of these objectives is led by a designated member of the Chief Officer team. The leads during the reporting period 2017/18 for these objectives were:

Proportionality	ACC Kate Meynell
Engagement	ACC Kate Meynell
Culture	DCC Rachel Barber
Representation	Head of HR & OD – Denise Hill

Progress on these objectives is monitored by the Equality, Diversity and Human Rights strategy board which meets on a quarterly basis and is chaired by the Chief Constable. The Head of Strategy and Assurance attends these meetings on behalf of the Office of the Police and Crime Commissioner.

In addition to leading on Equality and Diversity, each member of the Chief Officer team also undertakes the role of 'Network Champion' for one or more of the Diversity Support Networks within Nottinghamshire police.¹ The introduction of Support Network Champions has been of benefit to all of our diversity support networks, helping to promote and empower the support network. Over the past year significant work has taken place towards these objectives the highlights of which include:

Stop and Search

The force continues to robustly scrutinise and monitor the use of stop and search powers; in particular ensuring any issues of apparent disproportionality are tackled robustly. no individual concerns have been raised, however the Scrutiny Board has raised concerns over the proportionality of hand-cuffing during stop and search encounters. More recently the force has seen a rise in the number of stop and searches being undertaken which is linked to the number of proactive operations being undertaken (knife crime and Op Guardian) as well as positive messaging about the powers keeping communities safe and encouraging officers to use the powers when the grounds exist.

In the most recent HMI Inspection the force passed 96% of the grounds audit – national comparative data is not yet available.

The work programme, which is managed at Chief Officer level, consists of a variety of activities including the audit of more thorough and strip searches; improved data collection and monitoring particularly around the use of force during such encounters and more effective performance management by supervisors.

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

Hate Crime

Superintendent Matthew McFarlane is the force lead for this area and his work is supported by Chief Inspector Sukesh Verma and two hate crime officers.

The force has introduced an improved policy and processes for recording and responding to hate crime, with a simple flowchart for officers to follow and detailed

¹ Diversity Support Networks – Black Police Association (BPA), Nottinghamshire Encouraging Women to Succeed (NEWS), The Network is Nottinghamshire Police's lesbian, gay, bisexual and trans+ support, the Disability Awareness network is now known as Enable, Gypsy Roma Traveller Police Association (GRTPA) and Christian Police Association (CPA).

advice and guidance on the force intranet. These include a streamlined hate crime risk assessment, which was informed by operational officers' experience and consultation with partner agencies. Hate crimes are finalised by the two area Insp SPOCs, to ensure consistency and quality of investigative action. The work of the two hate crime officers ensures compliance with policy and supports the quality of service provided to victims – with victims being contacted regarding their experience and also referred or signposted to further support.

Hate crime shift/team champions are currently being trained – to spread good practice further and provide local expertise and support for officers when dealing with these incidents.

The improvement plan has been delivered, incorporating recommendations from HMIC and Nottingham Citizens recommendations, national reports and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies such as Mencap to address disability related hate crime and the LGBT Independent Advisory Group's (IAG) to increase under reporting.

The "break the cycle" programme in partnership with the National Holocaust Centre, local authorities, Youth Justice Service and Nottingham universities continues to be delivered.

Trends in hate crime are monitored to inform any problem solving activity required. Brexit is recognised as a factor, as it has been for some time now. Race continues to be by far the biggest identified issue in hate crimes.

Mental Health

The continued use of the triage cars has seen a reduction in the use of police powers under section 136 of the Mental Health Act. Partnership efforts to address mental health have also been increased following the introduction of the concordat action plan. Since April 2016 there have been further reductions in the use of cells for section 136 Mental Health Act patients and no children have been detained. So far in 2019/20 no one has been taken to custody under section 136.

Nottinghamshire Police is engaging with partners through the STP / ICS and Crisis Concordat on the future development of Street Triage and Blue Light Hu

In 2018 Nottinghamshire Police agreed in its ADA to expand Street Triage by one Police Constable to allow for expansion into the daytime, our second peak period. Nottinghamshire Healthcare NHS Foundation Trust have since agreed

² Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight', 'Out in the Open' reports into disability related harassment, Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013 and the Parliamentary Enquiry Transgender Equality report published in 2015.

to recruit additional nursing resource to make this happen. Recruitment plans are in place to have the day car operational by 14/10/2019. On 19/09/2019 the Street Triage cars will be moving to Sherwood Lodge and will respond countywide from this central location whilst starting a blue light hub approach linking in greater with the control room and missing team.

Nottinghamshire Police have improved system wide daily working with Mental Health services called the OPEL system. Each day Nottinghamshire Police submit a current situation report to system partners and we work together to improve the system response to pressures such as a lack of beds. Liaison and Diversion services continue to operate effectively in police custody and the courts, dealing with mental health cases and attempting to reduce reoffending by effective diversion and sentences.

By October 2019 Nottinghamshire Police will be working with Project Nova by signposting veterans from custody or at risk of entering the criminal justice system to the organisation. Project Nova will then work with the veteran to solve often complex issues such as PTSD, housing, substance misuse, employment etc. In other areas Nova have helped to significantly reduce reoffending rates.

Internally, the Force has a new wellbeing strategy to promote positive wellbeing within Nottinghamshire Police but also support staff when they need it. A delivery plan will now sit below this strategy and will deliver a number of improvements. This will link in with the results of the staff survey completed with Durham University.

Some of the recent activity in relation to wellbeing includes delivery of mindfulness training across all uniform and non-uniformed areas such as response, neighbourhood policing and public protection. We have developed an application called back-up buddy for officers and staff to use to find out what support is available and helpful advice on mental health. Wellbeing has featured in the new proud to lead course for new sergeants, so the leaders of the future have a good awareness of positive wellbeing. Peer Support, TRiM and Counselling continue to be available to staff and form part of the strategy.

Positive Action

The Force has continued to work closely with the College of Policing. Positive Action representatives attend the Positive Action Practitioner Alliance (PAPA) quarterly meetings sharing best practice with fellow positive action colleagues from across the 43 Forces in England and Wales, Police Scotland and the British Transport Police. The National Police Chief Council's (NPCC) new Attraction, Recruitment, Retention and Progression toolkit and the College's BME action and evaluation plans for recruitment and progression form the foundation of the Force's positive action plans. Positive action initiatives were put in place to support the police officer, PCDA (Police Constable Degree Apprenticeship), police community support officer, specials and cadet recruitment and also the FastTrack Programme. The police officer positive action initiative 'Operation Voice' was led by ACC Prior and encouraged officers and staff to support the recruitment of talented people from a black and minority ethnic

background, including our Eastern European and Chinese communities and people from the lesbian, gay, bisexual and trans+ communities who are currently under represented within Nottinghamshire Police.

The positive action included community engagement, recruitment events in community locations, BME and LGBT+ role models, mentoring/buddying, use of social and specialist media. Neighbourhood policing teams were also involved in promoting opportunities to join Nottinghamshire Police. The police officer recruitment during 2018 held 1 campaign which attracted a total of 814 applicants with 7.25% from our BME communities and 3.32% from our Eastern European communities and around 9.58% from our LGBT+ communities. The PCDA campaign attracted 135 applicants of which 24.8 % BME representation, which if you include our Eastern European candidates accounted for 37.6% of applications from non-White British groups. The age profile was an average age of 23.4 years. However 47.7% of our applicants were under 19 years. 14.6% were in the 20 - 21yr age group, 21.5% in the 22 - 30yr age group and 16.1 % of applicants were over 30.

The positive action support will continue throughout the recruitment and selection processes for PC and PCDA and the Force will seek feedback on 'Operation Voice' from our diverse communities.

We have introduced a formal coaching programme and continue working to increase the profile of the formal mentoring framework and programme via the Diversity Support Networks. We have reviewed a range of options to support the personal and career development of our under represented officers and staff. Following information gathering via confidential discussions with BME and LGBT+ officers and police staff, a development programme was launched aimed at enabling officers to pursue their own professional development and assist them to fulfil their career aspirations and potential. This initial programme consists of some modules provided by senior officers in force and further skilled modules delivered by Julia Regis, People and Business Growth Solutions. This programme was successful at encouraging officers to consider promotion. It is hoped that a further programme will be delivered 2019/20 to further support officers from underrepresented groups.

EDI Training

Following an internal review of progress against the MacPherson Inquiry recommendations, the delivery of equality, diversity and inclusion training was commissioned. The mandatory training included an e-learning package for all staff on the Equality Act 2010 and two workshops for managers, one exploring the Equalities Act 2010 in more detail, including unconscious bias and how to be an inclusive manager. The second workshop for more senior managers entitled "21st Century Policing for 21st Century Managers" focussed on working with and through communities. Community members actively participated in the above workshops for managers.

Additional equality awareness workshops have been provided or promoted, including:

- Menopause awareness
- Trans equality & inclusion
- Mental Health and wellbeing
- A 'Lite Bites' event focussing on Gender identity, race & religion and issues for an aging LGBT+ community
- Managing dyslexia in the workplace for managers
- Same sex domestic abuse
- Autism awareness
- Unconscious Bias training

In addition to facilitating events across departments there was a joint Nottinghamshire Fire and Rescue Service (NFRS) and Nottinghamshire Police event on the importance of staff support networks. This was supported by ACC Kate Meynell raising awareness and understanding of the importance of staff supporting each other in a time of change and the future collaboration of NFRS and Nottinghamshire Police.

Engagement

As part of an on-going programme of public engagement the Corporate Communication department and Positive Action & Equality Coordinator organised Nottinghamshire Police and the Office of the Police & Crime Commissioner's successful presence at a number of community events during the year. These included events such as the Newark County Show, Nottinghamshire Pride, and Nottingham Carnival. Colleague's also attended Worksop Pride, the Nottingham Mela, and Vaisakhi to engage with members of the community and where appropriate completed hate crime surveys.

Public engagement has also focussed on raising awareness of the Pegasus and Emergency SMS systems to ensure that our services are as accessible as possible. Through our commitment to the Pledges within the British Deaf Association Charter, the Force continues to work with the local Deaf community and our public service partners to improve accessibility to our service. The Police Link Officers for Deaf People (PLOD) continue with their British Sign Language training and maintain contact with local Deaf people by attending drop in sessions and information events. The British Deaf Association has delivered Deaf Equality training sessions to staff from the Force Control Room and Front Counters. All new Police Officer recruits have training on Deaf awareness.

The force continues to work closely with the community on a number of public events. The events organised by Volunteer Police Cadet Engagement Officer, have already included Stephen Lawrence Day and half-term activities working with local partners, as well as activities on Black History Day.

In addition to the above outward facing activities a number of internal activities related to the Equality Objectives have also taken place. These have included; a series of "EDHR Events" for staff and partners covering topics such as Disability History, Trans+

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

The force continues to support the National Menopause Action Group and the internal Menopausal Working Group has been working with Professor Amanda Griffiths to review and embed the force menopause policy taking account of our learning and to include new and developing best practice.

The "Diversity in Action" annual staff award recognises staff who have actively contributed towards improving relationships within diverse communities and the continued development of an Equality, Diversity and Inclusion section on the staff intranet which provides advice, information and resources around a range of equality and diversity matters.

Also internally, health and wellbeing is one of the force's priorities to promote weekly tips for all staff and officers and to sign-post what support is available if needed.

Corporate Communication is now supporting an engagement review of the local policing teams which will aim to better understand our communities at a local level and ensure that our policing and communications priorities are better-aligned to local communities and their needs/concerns

Specials

The special constabulary have been aligned to neighbourhoods with a focus on community engagement. A rural crime special constable proactive team has also been implemented.

Cadet Scheme

The cadet scheme positively targets young people, especially those from Black and Minority Ethnic and other under-represented sections of the community with the aim of creating greater engagement between the force and young people.

The cadets learn about a range of topics including; police history, first aid, conflict management skills and campaigns; including those to reduce road traffic accidents, anti-social behaviour, hates crime and alcohol related crime. As part of the programme, cadet's will volunteer four hours a month to assist the police in attending public events, delivering crime prevention initiatives, conducting crime surveys and general public engagement activities. A cadet training syllabus has been developed to enable cadets to transition to the BA Policing degree course run by the University of Derby. Cadets have actively supported the work of the EDI team at Vaisakhi and Stephen Lawrence Day.

4.2 Exploring and Improving BME Policing Experiences

In February 2013 a research project, which analysed relations between Nottinghamshire Police and the county's black and ethnic minority community, was

commissioned by the Police and Crime Commissioner as part of his pre-election pledge to give BME communities a bigger voice within policing.

The research, led by Professor Cecile Wright from the University of Nottingham, was aimed at improving the relationship between Nottinghamshire's BME community and the police, particularly around the way various styles of policing are interpreted. The project report, published in July and welcomed by both the Police and Crime Commissioner and the Chief Constable, made a series of recommendations around areas such as recruitment, training and stop and search.

As a result a working group has been set up, which includes representation from the BME community, members of Nottinghamshire Police's Chief Officer Team and the Police and Crime Commissioner. This group provides a focus to ensure the recommendations are driven forward and progress on these recommendations are reported back to the BME community.

4.3 Equality and Diversity Information Report 2019

In line with the Equality Act 2010 (Specific Duties) Regulations 2011, Nottinghamshire Police has published an annual report containing details of the information, gathered and used to inform progress towards meeting the public sector equality duty. The report is detailed at Appendix 1.

The report contains performance data and statistical information in three areas; demographic information for Nottinghamshire, performance data in relation to service delivery and information regarding the make-up and culture of Nottinghamshire Police. The information covers the period from 1st April 2018 to 31st March 2019.

Highlights from the report include:

- The reporting of hate crimes has continued to improve slightly with 0.4% more crimes recorded while the number of incidents has increased by 19.4% during 2018 2019. Detection rates for hate crime, at 5.9%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 13.9%.
- The force has introduced new practices, mobile data solutions and additional training for the use of stop and search powers. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed more than 89% of all respondents were satisfied with the service they received. 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 abuse incidents has increased by 36.7% with detection rates continuing to remain higher than the average for all other types of crime. Domestic violence incidents have decreased with detections

- rates (14.02%) slightly lower than for all crime (14.94%).
- Translators were required for 70 different languages during 2018/19, with Polish, Romanian and Lithuanian being the most commonly requested languages. Overall the number of translation requests increased by 6.25% from the previous year.
- The Pegasus system, which is designed to make contacting and communicating with the police easier for disabled people, now has more than 400 members and is used by both Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service. At the end of March 2019, Nottinghamshire Police employed 1981 police officers, 185 Police Community Support Officers (PCSOs), 1277 police staff, and 199 Special Constables.
- 44.25% of police officers are women, which is slightly higher than the national average for the police service in England and Wales (30%).
- BME representation amongst police officers has increased slightly to 5.30%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 5.90%. This is slightly better than the representation gap for all police services in England and Wales, which is 7%.
- BME Officer representation is lowest at the rank of Superintendent. Female Officer representation was reduced at Inspector level but has improved at Sergeant and Chief Inspector ranks.
- Those roles classified as "specialist posts" by the Home Office show higher representation for women (39.52%) and increased representation of BME officers (4.97%) compared with representation figures for all officers.
- Around 15% of the workforce is working part-time.

4.4 Stonewall 2019

Nottinghamshire Police is a Stonewall Diversity Champion. It has been decided that, participation in the Stonewall Workplace Equality Index (WEI) will be withdrawn at this time as the force feels whilst it has learned from participation in the index it wants to explore wider benchmarking tools to develop further and the significant time taken to complete this could reap greater benefits elsewhere. However, Nottinghamshire Police will continue to use The Stonewall WEI as a benchmarking tool to enable us to benchmark our work on LGBT+ equality against best practice.

With rankings over the last 3 years improving from 196th in 2014 to 167th in 2015. In 2016 we made incredible progress and increased our ranking to 64th and 35th out of 439 in 2017, our best ranking to date. In 2018 our ranking decreased very slightly by 4 points to 39th out of 434 employers. This was due to the changes in the assessment cycle and the additional criteria included within the index to promote trans+ inclusion. This ranking made us the 2nd highest ranking force within the index for 2018.

Activity to improve LGBT+ equality has included the following:

- Promotion and recruitment of LGBT+ allies and reverse mentoring programmes
- Promoting LGBT+ role models within the organisation
- Promoting routes of reporting and the revised bullying and harassment policy which explicitly states a zero tolerance approach to homophobic, transphobic and biphobic bullying & harassment
- Collaborating on a positive action event targeting LGBT+ and BME community at recruitment events.
- Promoting the rainbow flag and carrying out an LGBT+ hate crime survey at Nottingham Carnival as part of mainstreaming LGBT+ equality
- Coordinating and supporting LGBT+ engagement events and promoting the role of The Network, which was Highly Commended by Stonewall.
- Coordinating IDAHOT activities internally and working in partnership to promote the International Day Against Homophobia, Transphobia and Biphobia across the city & county including a civic flag raising event.
- Supporting the LGBT+ IAG
- Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness of LGBT+ communities and the intersections within it

As a result of feedback from Stonewall a number of activities were identified and they have influenced our equality objectives and work plans with a view to improving Nottinghamshire Police's standing in the index and our aspiration to become an employer of choice. This work has included:

- Improving equality monitoring data in relation to sexual orientation and gender identity
- Working with key partners across the city & county to promote LGBT+ equality.

We promote trans+ inclusion & equality, career development workshops for colleagues who identify as LGBT+ and other underrepresented groups, supporting a range of activities which foster inclusion.

5. Financial Implications and Budget Provision

5.1 Not applicable - update report only

6. Human Resources Implications

6.1 Not applicable - update report only

7. Equality Implications

7.1 Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

8. Risk Management

8.1 Not applicable - update report only

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

9.1 Not applicable - update report only

10. Changes in Legislation or other Legal Considerations

10.1 Not applicable - update report only

11. Details of outcome of consultation

11.1 Not applicable - update report only

12. Appendices

12.1 Appendix 1 – Equality & Diversity Information 2019

Equality and Diversity Information 2019



NOTTINGHAMSHIRE
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Contents

1. Introduction	2
2. Summary.....	4
3. The people of Nottinghamshire	7
4. Our Service Delivery	12
a. Hate crime	14
b. Racially and religiously aggravated offences	17
c. Domestic abuse.....	20
d. Victims of crime	26
e. Use of powers	30
f. Victim Satisfaction Surveys	36
g. Accessibility and communication	40
5. Our People and Culture.....	44
a. Overall workforce.....	46
b. Overall workforce by protected characteristic groups.....	47
c. Distribution of workforce by department.....	50
d. Distribution by rank and protected characteristics group	53
e. Specialist posts	55
f. Part time working.....	56
g. Leavers	57
h. Grievances	58
i. Benchmarking – Stonewall Workplace Equality Index	59

Introduction

Nottinghamshire Police's vision is to work with partners and the communities we serve to make Nottinghamshire a safe, secure place to live, work and visit. We recognise that the way we deal with issues of equality, diversity and inclusion underpins our achievement of this vision.

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

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

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

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

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Equality Objectives

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

Equality objective 1 – proportionality

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

Equality objective 2 – engagement

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

Equality objective 3 – culture

We will be recognised both locally and nationally as an employer of choice because of our reputation for treating people fairly, respectfully and without discrimination.

Equality objective 4 – representation

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

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

Equality Information

To enable us to measure how far we are succeeding in our objectives and our duty, we need to gather and analyse information about people and equality. We do this in a number of ways:

- Where appropriate and relevant, asking people about their age, gender identity, sexual orientation, and race and ethnicity when we interact with them
- Talking to different groups of people inside and outside the police force about their needs and the needs of their communities
- Listening to what people tell us and responding appropriately
- Thinking about how our actions and processes might affect different people and different communities in different ways
- Using best practice from local and national reports and surveys and using the information we receive to improve our services

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

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

Summary (Census Data)

The people of Nottinghamshire

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

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

Our service delivery

- The reporting of hate crimes has continued to improve slightly with 0.4% more crimes recorded while the number of incidents has increased by 19.4% during 2018 / 2019. Detection rates for hate crime, at 5.9%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 13.9%.
- The force has introduced new practices, mobile data solutions and additional training for the use of stop and search powers. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed more than 89% of all respondents were satisfied with the service they received. 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.
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- Translators were required for 70 different languages during 2018 / 19, with Polish, Romanian and Lithuanian being the most commonly requested languages. Overall the number of translation requests increased by 6.25% from the previous year.
- The Pegasus system, which is designed to make contacting and communicating with the police easier for disabled people, now has more than 400 members and is used by both Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.

Our People and Culture

- At the end of March 2019, Nottinghamshire Police employed 1981 police officers, 185 Police Community Support Officers (PCSOs), 1277 police staff, and 199 Special Constables.
- 44.25% of police officers are women, which is slightly higher than the national average for the police service in England and Wales (30%).
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- Those roles classified as “specialist posts” by the Home Office show higher representation for women (39.52%) and increased representation of BME officers (4.97%) compared with representation figures for all officers.
- Around 15% of the workforce is working part-time.

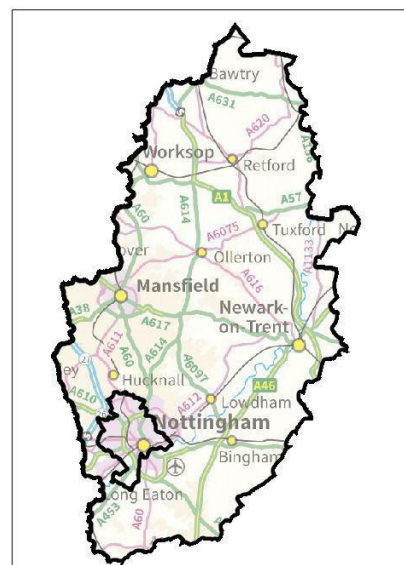


The people of Nottinghamshire

To understand how the work we do might affect the different people we serve, we need to know the demographics of the communities we work in. The following tables provide information on a number of the protected characteristics from the Equality Act 2010.

In the majority of cases the information has been taken from the Office of National Statistics' 2011 Census data. However, where certain information was not available, alternative sources have been used.

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



Total population figures

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

	2011 population
Nottingham UA	305,680
Nottinghamshire	785,802
Nottinghamshire Police area	1,091,482

Source ONS Census 2011

Protected characteristic - age

The following table shows the population by age group.

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

Source ONS Census 2011

Protected characteristic – disability

The table below shows the number and proportion of people of working age who self-reported that they have a disability in the Annual Population Survey (APS) (2011- 2012).

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

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

Protected characteristic - gender reassignment

There is no definitive figure for the number of people in the UK experiencing some form of gender variance, or for those who may, at some stage, undergo transition. However, research carried out by the Gender Identity Research and Education Society (GIRES) in 2011², states that organisations should assume that 1% of their staff and service users may be experiencing some degree of gender variance. At some stage about 0.2% may undergo transition and the numbers who have so far sought medical care is likely to be around 0.025%, and 0.015% are likely to have undergone transition.

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

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

Protected characteristic - race and ethnicity

The following tables provide the 2011 Census figures for race and ethnicity in Nottinghamshire. The first table uses the five major headings used in the 2011 Census and the second uses the 18 sub headings.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
White	218,698	71.5%	750,803	95.5%	969,501	88.8%
Mixed / multiple ethnic	20,265	6.6%	10,716	1.4%	30,981	2.8%
Black / African / Caribbean	22,185	7.3%	5,102	0.6%	27,287	2.5%
Asian / Asian British	34,051	11.1%	14,197	1.8%	48,248	4.4%
Other	10,481	3.4%	4,984	0.6%	15,465	1.4%
BME total	86,982	28.5%	34,999	4.4%	121,981	11.2%

Source ONS Census 2011

² "Gender variance in the UK" GIRES 2009

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

Source ONS Census 2011

Protected characteristic - religion and belief

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

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
Buddhist	2,051	0.7%	1,860	0.2%	3,911	0.4%
Christian	135,216	44.2 %	481,994	61.3%	617,210	56.5%
Hindu	4,498	1.5%	3,480	0.4%	7,978	0.7%
Jewish	1,069	0.3%	717	0.1%	1,786	0.2%
Muslim	26,919	8.8%	6,963	0.9%	33,882	3.1%
Sikh	4,312	1.4%	3,132	0.4%	7,444	0.7%
Other religion	1,483	0.5%	2,689	0.3%	4,172	0.4%
No religion	106,954	35.0%	230,138	29.3%	337,092	30.9%
Not stated	23,178	7.6%	54,829	7.0%	78,007	7.1%

Source ONS Census 2011

Protected characteristic – gender

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

Source ONS Census 2011

Protected characteristic - sexual orientation

The below figures are based on the government's suggestion of 5-7% of the population being lesbian, gay or bisexual (LGB). This is a figure which the organisation Stonewall feels is a reasonable estimate. However, there is no definitive data on the number of LGB people in the UK as no national Census has ever asked people to define their sexual orientation. For the purposes of the table below the figure of 6% of the population has been used.

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

Source ONS Census 2011

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Our service delivery

Our service delivery

This section of the report is mainly focused on the external aspects of our work.

It includes:

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

Our service delivery is underpinned by two of our equality objectives.

Equality objective 1 – proportionality

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

Equality objective 2 – engagement

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

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

Hate crime

Nottinghamshire Police uses the following definition for hate crime:

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

This is a broad and inclusive definition and includes both crime and non-crime incidents. Hate incidents are defined as incidents which are perceived to be motivated by prejudice, but do not meet the threshold of a criminal offence.

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

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

All hate crime and hate incidents

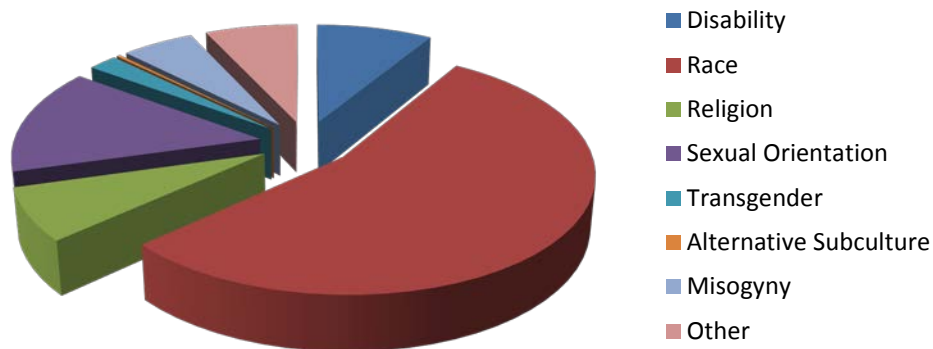
Hate Crime/Incidents by Division				
Division	2017/18	2018/19	Vol. Change	% Change
City	1,180	1,312	132	11.2%
County	1,029	1,016	-13	-1.3%
Undetermined	25	36	11	44.0%
Force	2,233	2,364	131	5.9%

Number of hate crimes and incidents by hate category

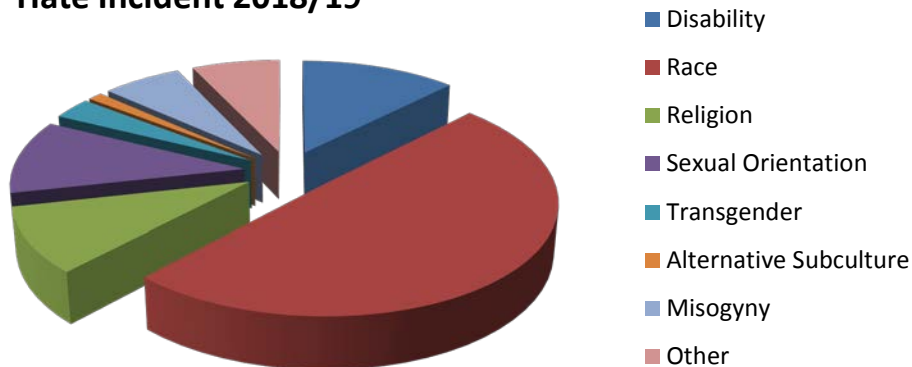
Note:- Some crimes may involve more than one hate element and therefore subtotals for the different hate elements may not add up to the overall total.

Hate Incident by category				
Category	2017/18	2018/19	Vol. Change	% Change
Disability	59	106	47	79.7%
Race	369	423	54	14.6%
Religion	49	81	32	65.3%
Sexual Orientation	98	92	-6	-6.1%
Transgender	15	27	12	80.0%
Alternative Subculture	2	10	8	400.0%
Misogyny	37	54	17	45.9%
Other	47	60	13	27.7%
Total	645	770	125	19.4%

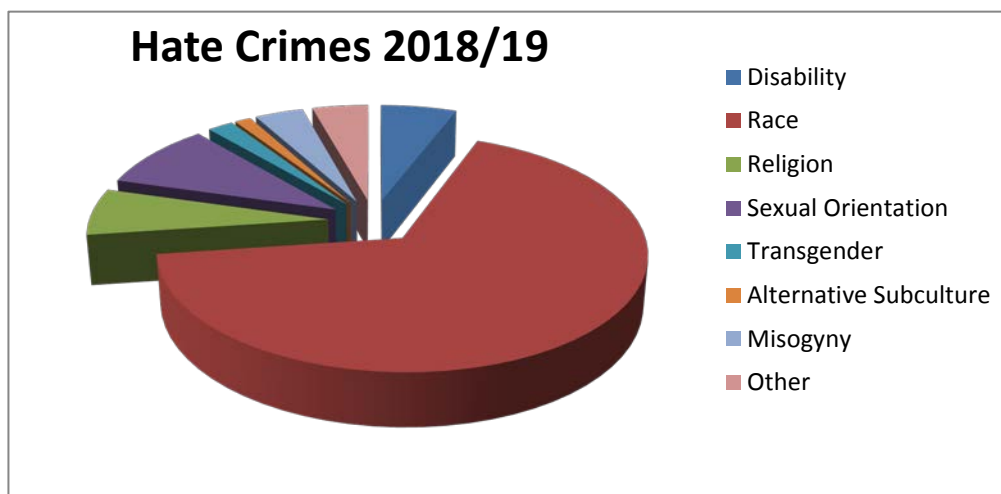
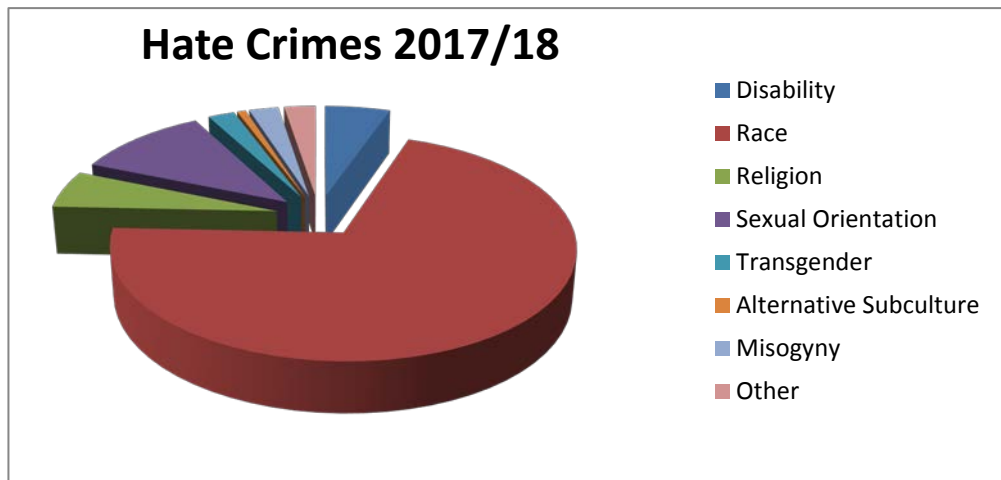
Hate Incident 2017/18



Hate Incident 2018/19

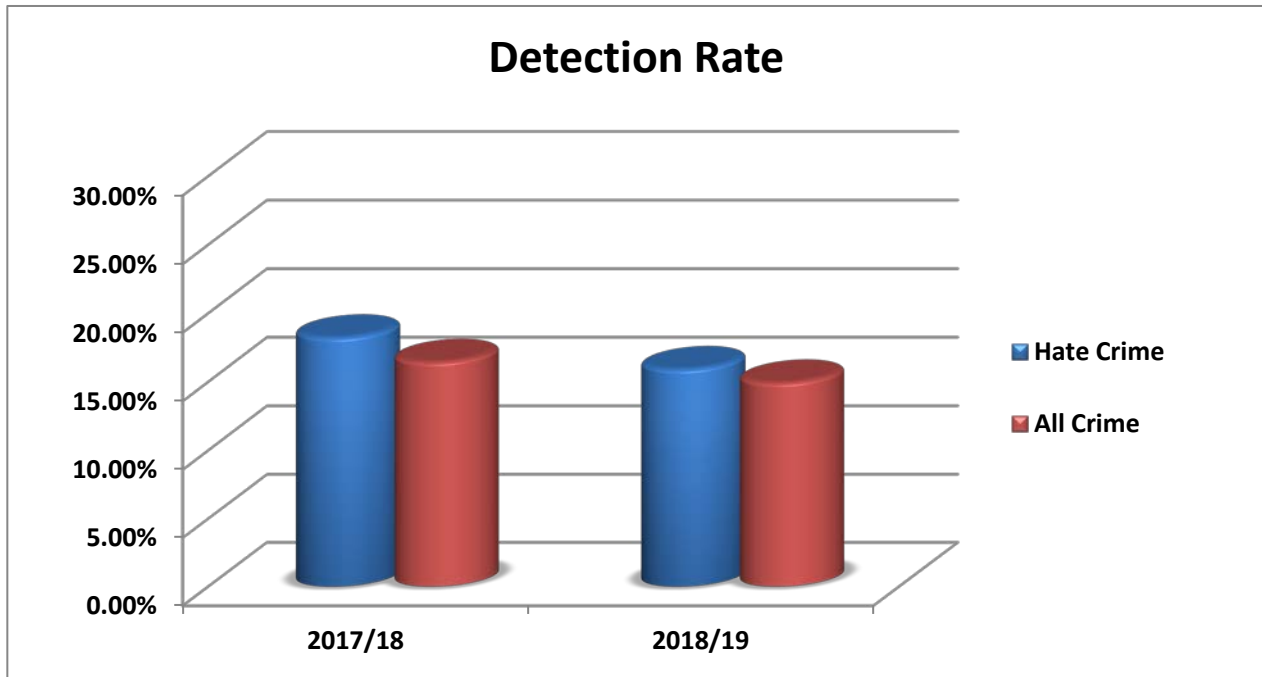


Hate Crimes by category				
Category	2017/18	2018/19	Vol. Change	% Change
Disability	89	103	14	15.7%
Race	1,174	1,179	5	0.4%
Religion	93	116	23	24.7%
Sexual Orientation	182	163	-19	-10.4%
Transgender	36	35	-1	-2.8%
Alternative Subculture	12	22	10	83.3%
Misogyny	40	66	26	65.0%
Other	43	76	33	76.7%
Total	1,588	1,594	6	0.4%



Hate crime detections

In the last year, there has been a decrease in detection rates across all crime types. However, the rate of detection for hate crimes remains higher than the rate for all recorded crime.



Racially and religiously aggravated offences

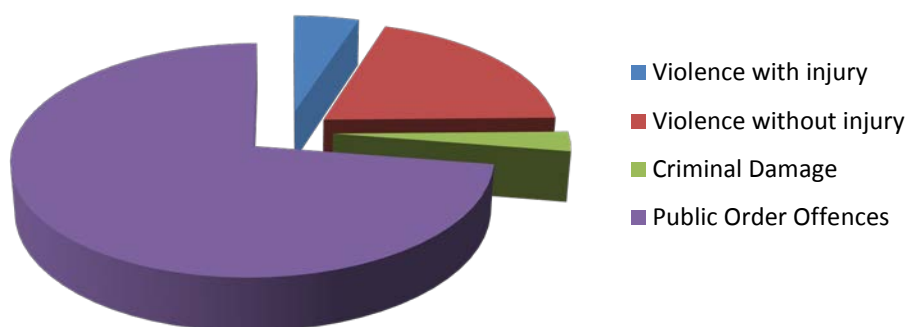
Racially and religiously aggravated offences are specific offences created within the Crime and Disorder Act (as amended) where the offender is motivated by hostility or hatred towards the victim's race or religious beliefs. These offences carry higher maximum penalties than the basic offence equivalents. The following table shows the volume of racially and religiously aggravated offences across the city and county.

Racially & Religiously Aggravated Offences by Division				
Division	2017/18	2018/19	Vol. Change	% Change
City	445	544	99	22.2%
County	303	305	2	0.7%
Undetermined	9	13	4	44.4%
Force	757	862	105	13.9%

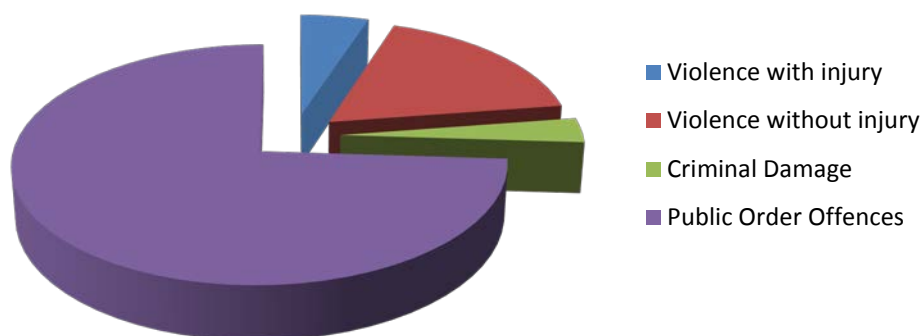
The following table lists the types of racially and religiously aggravated offences by Home Office offence classifications. However, it should be noted that Home Office offence codes have changed year-on-year, meaning comparisons cannot always be easily made.

Racially & Religiously Aggravated Offences by Offence Type				
Offence Category	2017/18	2018/19	Vol. Change	% Change
Violence with injury	38	44	6	15.8%
Violence without injury	149	151	2	1.3%
Criminal Damage	21	29	8	38.1%
Public Order Offences	549	638	89	16.2%
Total	757	862	105	13.9%

**Racially & Religiously Aggravated Offences
by Offence Type 2017/18**

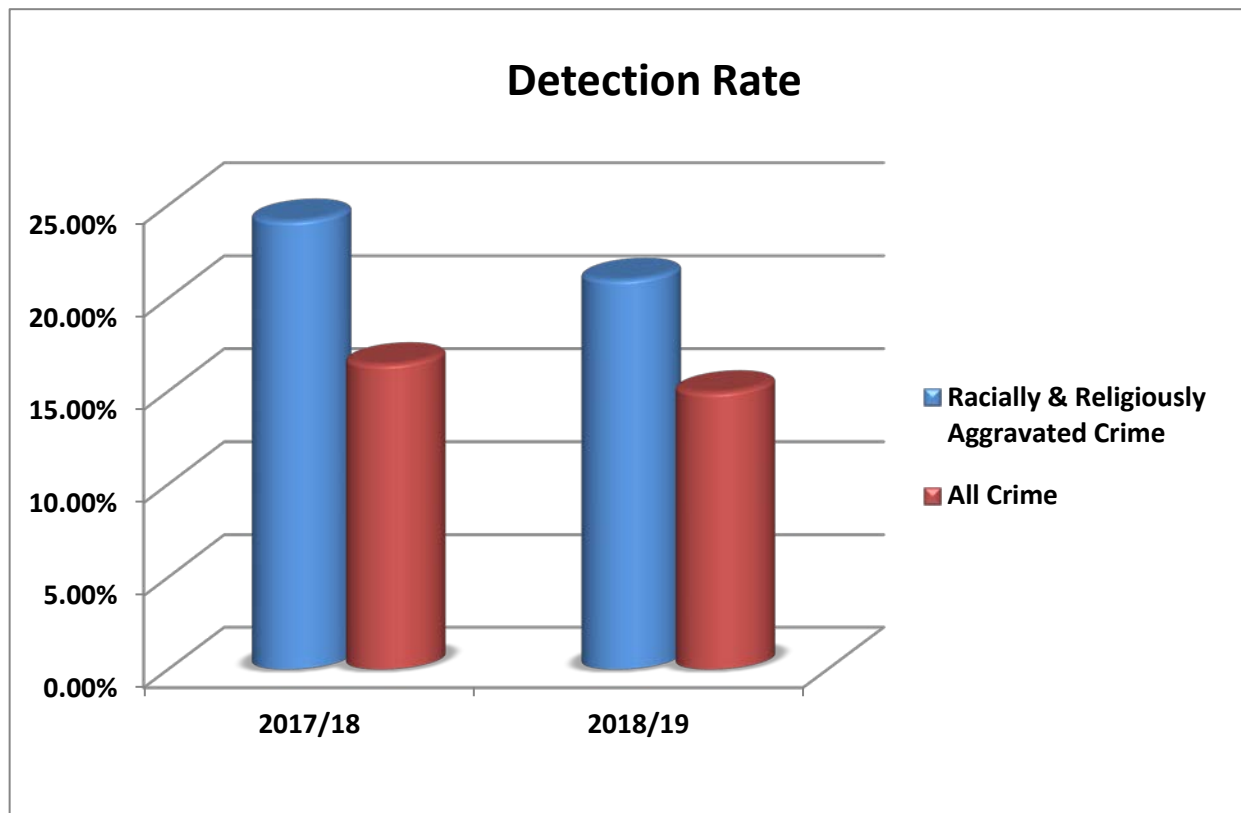


**Racially & Religiously Aggravated Offences
by Offence Type 2018/19**



Racially and religiously aggravated offences detections

As with hate crime, detection rates for racially and religiously aggravated offences remain higher than the average for all crime detections.



Domestic abuse

The tables overleaf provide information in relation to domestic abuse offences and survivors. The data is based on all violence offences which meet the national definition of domestic abuse: **“any incident or pattern of incidents of controlling, coercive, or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse: psychological; physical; sexual; financial; emotional.”**

Controlling behaviour encompasses a range of acts designed to make a person subordinate, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. Coercive behaviour is an act or pattern of acts of assault, threats, humiliation and intimidation or other abuse which is used to harm, punish, or frighten.

This definition includes 'honour-based' violence, female genital mutilation (FGM) and forced marriage and it is clear that survivors are not confined to one gender or ethnic group. The definition is not a statutory or legal definition, so any change does not mean a change in the law. It is used by government departments to inform policies and other agencies, such as the police service, the Crown Prosecution Service and the UK Border Agency, on how to identify domestic abuse cases.

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



All Domestic Abuse Recorded Crimes

Domestic Abuse Recorded Crimes				
	2017/18	2018/19	Volume Change	% Change
City	4,111	5,533	1,422	34.6%
County	6,220	8,558	2,338	37.6%
No Geography	88	149	61	69.3%
Force	10,428	14,256	3,828	36.7%

Domestic abuse victims by gender, age and ethnicity

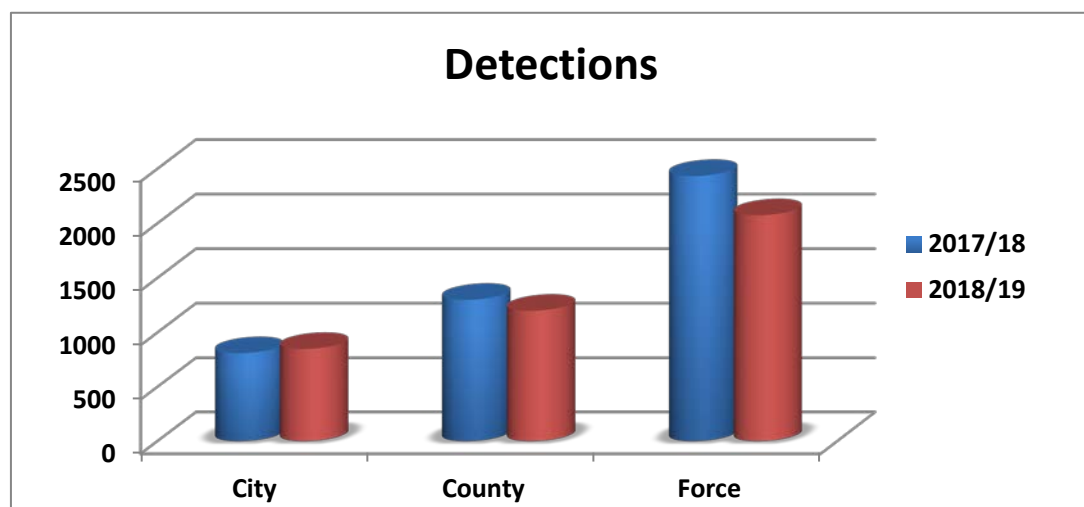
Gender	2017/18	Proportion	2018/19	Proportion	Volume Change	% Change
Female	7,685	76.9%	10,567	76.1%	2,882	37.5%
Male	2,152	21.5%	3,048	22.0%	896	41.6%
Unknown	158	1.6%	265	1.9%	107	67.7%
Total	9,996		13,880		3,821	0.0%

Age at offence date	2017/18	Proportion	2018/19	Proportion	Volume Change	% Change
0 - 15 years old	24	0.2%	201	1.5%	177	737.5%
16 - 24 years old	2,320	23.3%	3,052	22.1%	732	31.6%
25 - 44 years old	5,329	53.5%	7,228	52.4%	1,899	35.6%
45 - 64 years old	1,928	19.3%	2,703	19.6%	775	40.2%
65 - 74 years old	183	1.8%	294	2.1%	111	60.7%
75+ years old	83	0.8%	104	0.8%	21	25.3%
Not Stated	102	1.0%	199	1.4%	97	95.1%
Total	9,969		13,781		3,812	

Ethnicity	2017/18	Proportion	2018/19	Proportion	Volume Change	% Change
White	7,661	76.6%	10,352	74.8%	2,691	35.1%
Asian or Asian British	371	3.7%	512	3.7%	141	38.0%
Black or Black British	310	3.1%	393	2.8%	83	26.8%
Chinese or Other	57	0.6%	99	0.7%	42	73.7%
Multiple Heritage	248	2.5%	308	2.2%	60	24.2%
Prefer not to say	1,354	13.5%	2,170	15.7%	816	60.3%
Total	10,001		13,834		3,833	

Domestic abuse detections

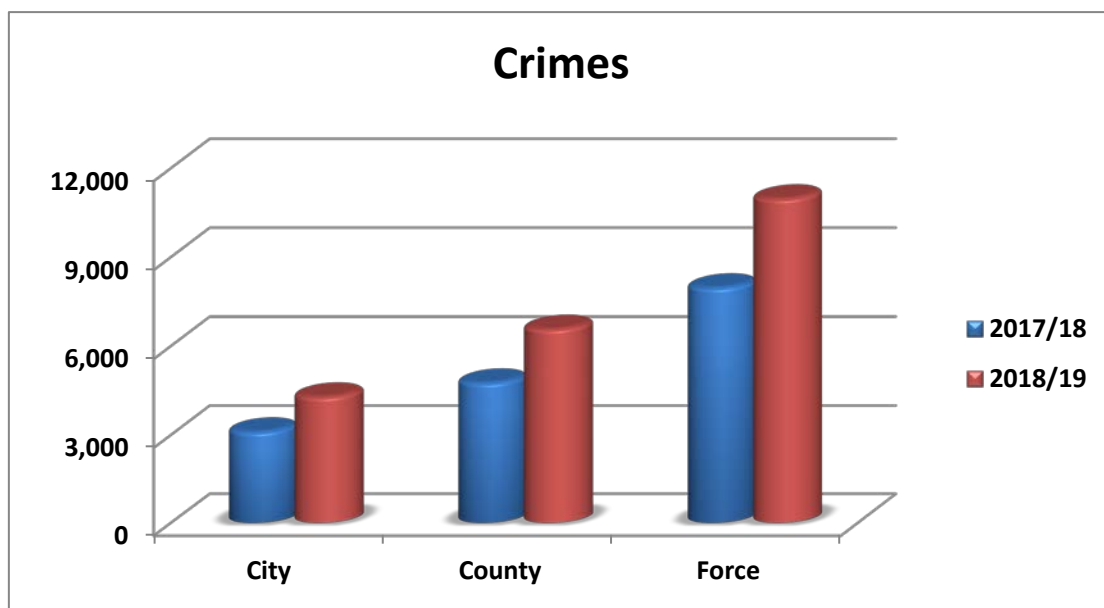
Domestic Abuse Crimes: Positive Outcomes				
Location	2017/18	Positive Outcome Rate	2018/19	Positive Outcome Rate
City	810	19.7%	849	15.3%
County	1299	20.9%	1199	14.0%
No Geography	324	368.2%	19	12.8%
Force	2434	23.3%	2074	14.5%



All Domestic Violence Recorded Crimes

Domestic violence against the person (VAP) is approx. 75% of all domestic abuse crimes. Recording of domestic violence has increased compared to the previous year.

Domestic Violence Recorded Crimes				
Location	2017/18	2018/19	Volume Change	% Change
City	3,107	4,286	1,179	27.51%
County	4,758	6,572	1,814	27.6%
Force	7,966	10,970	3,004	27.38%



Domestic Violence victims by gender, age and ethnicity

Gender	2017/18	proportion	2018/19	proportion	vol change	% change
Female	5,304	78.60%	8,157	75.86%	2,853	53.79%
Male	1,442	21.37%	2,415	22.46%	973	67.48%
Unknown	2	0.03%	180	1.67%	178	8900.00%
Total	6,748		10,752		4,004	59.34%

Age at offence date	2017/18	proportion	2018/19	proportion	vol change	% change
0 - 15 years old	98	1.46%	172	1.63%	74	75.51%
16 - 24 years old	1,754	26.15%	2,434	23.06%	680	38.77%
25 - 44 years old	3,501	52.19%	5,616	53.21%	2,115	60.41%
45 - 64 years old	1,208	18.01%	2,048	19.40%	840	69.54%
65 - 74 years old	86	1.28%	204	1.93%	118	137.21%
75+ years old	61	0.91%	80	0.76%	19	31.15%
Force	6,708		10,554		3,846	57.33%

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

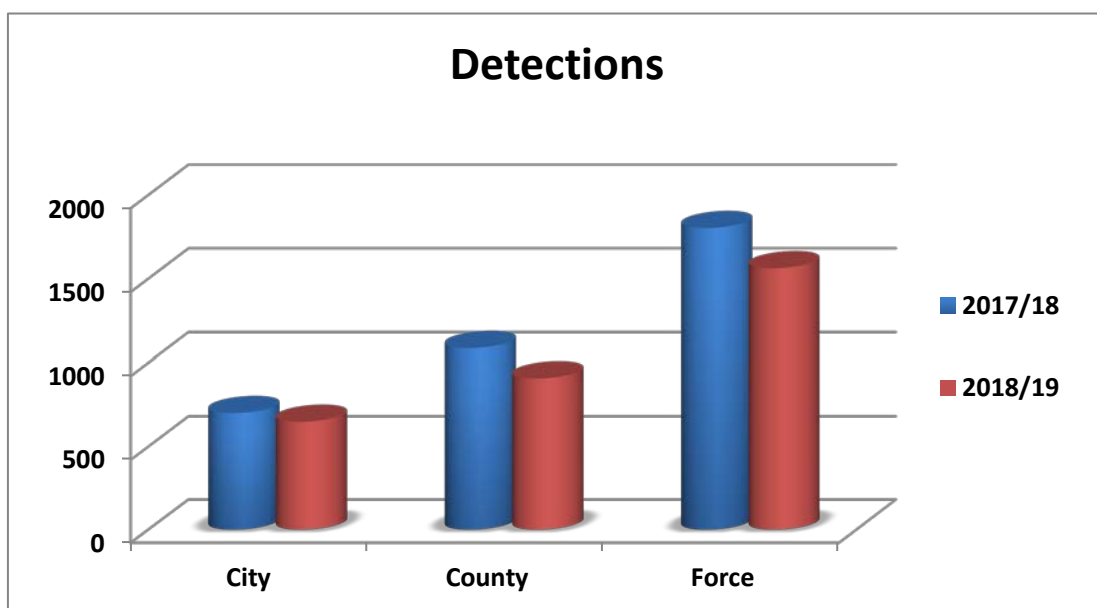
Ethnicity	2017/18	proportion	2018/19	proportion	vol change	% change
Asian or Asian British	244	3.64%	423	3.94%	179	73.36%
Black or Black British	220	3.28%	307	2.86%	87	39.55%
Chinese or Other	44	0.66%	76	0.71%	32	72.73%
Multiple Heritage	156	2.33%	238	2.22%	82	52.56%
Not Stated	527	7.86%	1,694	15.78%	1,167	221.44%
White	5,516	82.24%	7,997	74.49%	2,481	44.98%
Force	6,707		10,735		4,028	60.06%

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

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 is slightly lower than the rate for all recorded crime.

Location	Domestic Violence Crimes: Detection			
	2017/18	Detection Rate	2018/19	Detection Rate
City	701	22.6%	649	15.1%
County	1,087	22.8%	908	13.8%
Force	1,803	22.6%	1,563	14.2%



Victims of crime

The tables below and overleaf provide information on victims of crime based on the protected characteristics currently recorded. This information relates to those who have been a victim of “victim-based” crimes, as defined by Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

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

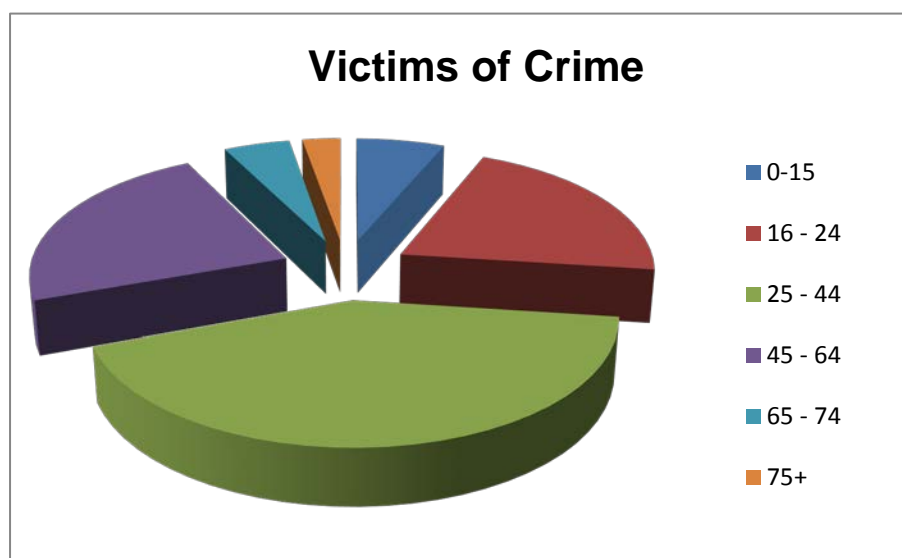
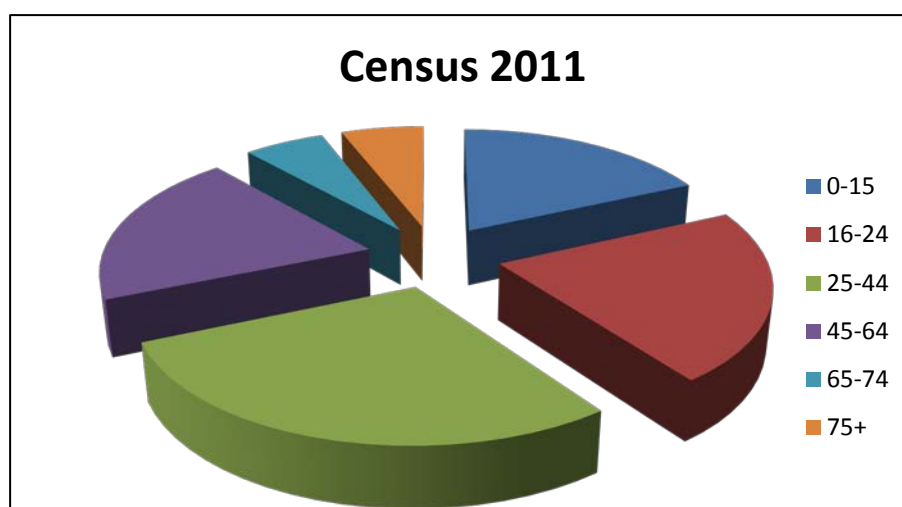
The percentages given in the tables below are calculated on the basis of the total number, excluding the not stated figure. This has been done to provide an easier comparison with the population figures included previously.

Victim Details				
	2017/18	2018/19	Vol. Change	% Change
City	34,346	37,353	3,007	8.8%
County	50,671	54,740	4,069	8.0%
Not Stated	817	1,317	500	61.2%
Force	85,834	93,410	7,576	8.8%

The above table shows there is an increase in volume of victim-based crimes compared to last year.

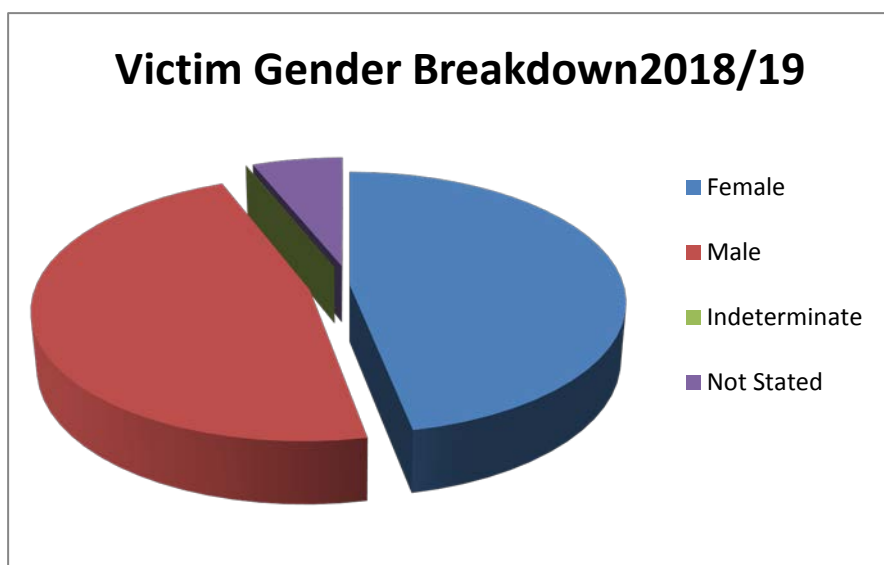
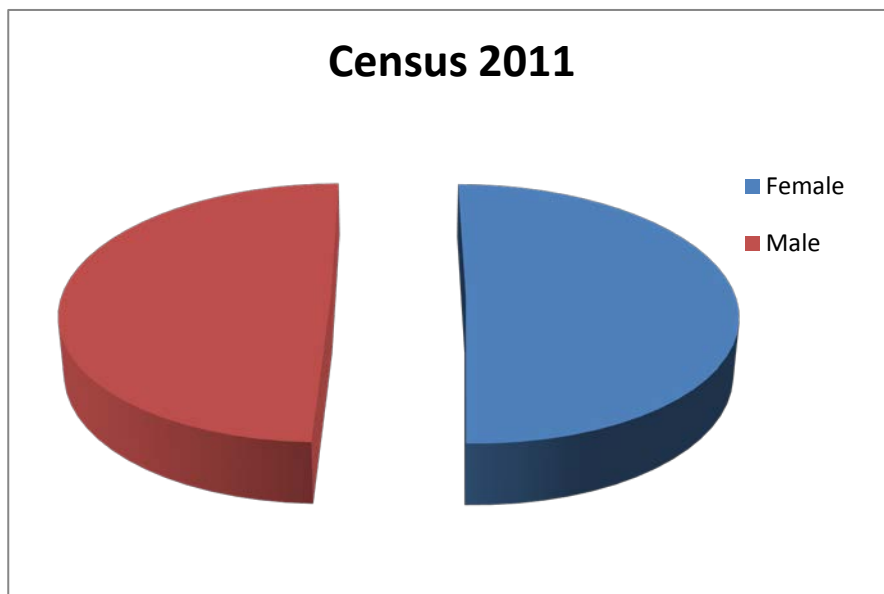
Victim Age Group Breakdown	2017/18	Proportion	2018/19	Proportion	Vol. Change	% Change
0 - 15	5,382	6.3%	5,764	6.2%	382	7.1%
16 - 24	11,755	13.7%	12,951	13.9%	1,196	10.2%
25 - 44	26,515	30.9%	28,739	30.8%	2,224	8.4%
45 - 64	16,177	18.8%	16,930	18.1%	753	4.7%
65 - 74	2,915	3.4%	2,892	3.1%	-23	-0.8%
75+	1,616	1.9%	1,548	1.7%	-68	-4.2%
Crimes Against an Organisation	16,240	18.9%	17,882	19.1%	1,642	10.1%
Not Stated	5,234	6.1%	6,704	7.2%	1,901	65.3%
Total:	85,834		93,410		8,007	20.4%

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

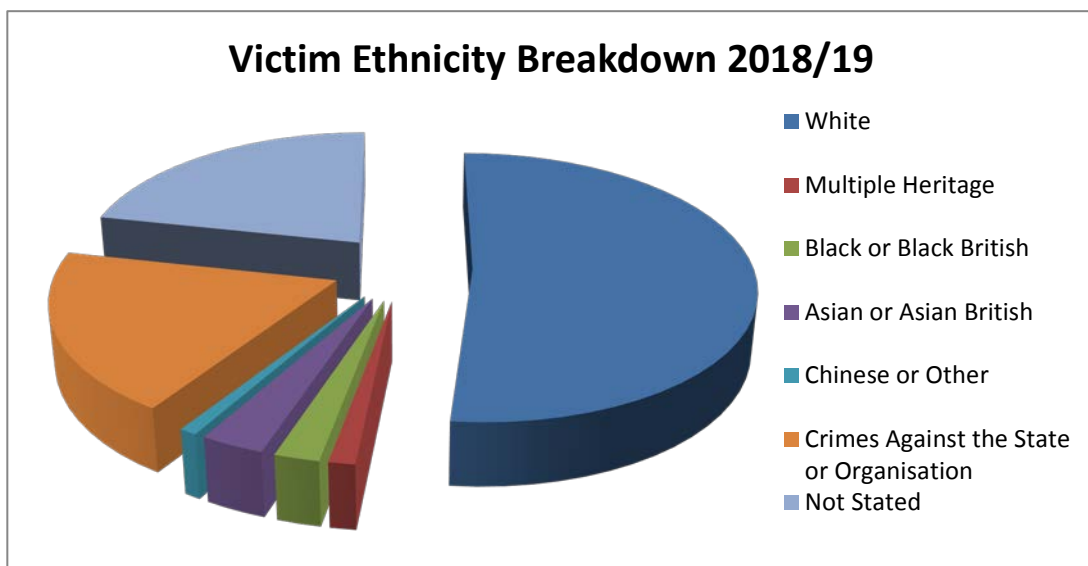
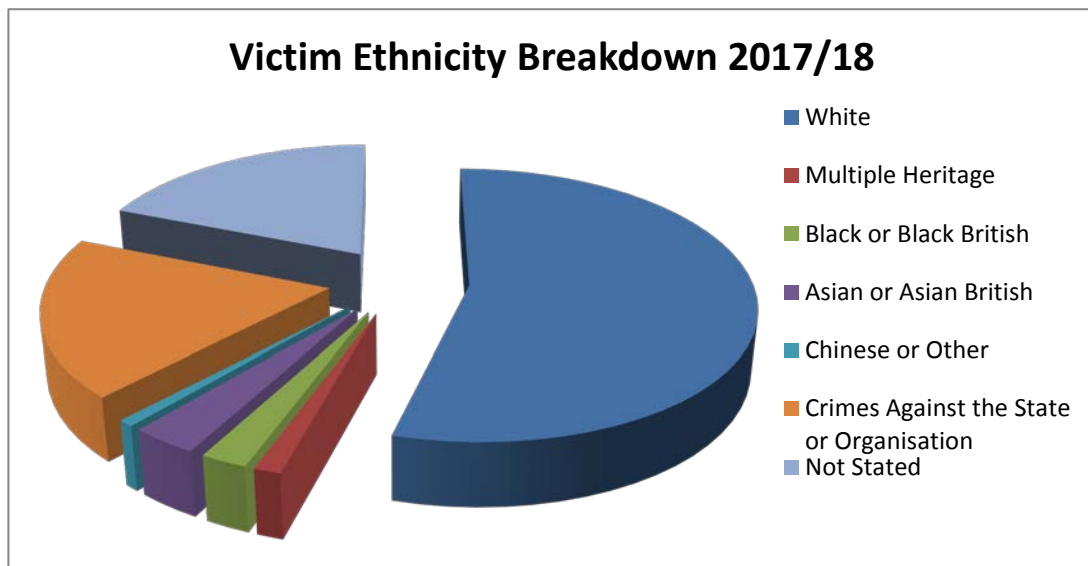


Victim Gender Breakdown	2017/18	Proportion	2018/19	Proportion	Vol. Change	% Change
Female	31,508	36.7%	35,341	37.8%	3,833	12.2%
Male	34,356	40.0%	35,531	38.0%	1,175	3.4%
Crimes Against the State or Organisation	16,239	18.9%	17,881	19.1%	1,642	10.1%
Not Stated	3,710	4.3%	4,642	5.0%	932	25.1%
Total	85,834		93,410		14,027	16.3%

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



Ethnicity	2017/18	Proportion	2018/19	Proportion	Vol. Change	% Change
White	46,640	54.3%	48,241	51.6%	1,601	3.4%
Multiple Heritage	1,143	1.3%	1,216	1.3%	73	6.4%
Black or Black British	1,964	2.3%	2,072	2.2%	108	5.5%
Asian or Asian British	2,850	3.3%	2,940	3.1%	90	3.2%
Chinese or Other	678	0.8%	813	0.9%	135	19.9%
Crimes Against the State or Organisation	16,271	19.0%	17,924	19.2%	1,653	10.2%
Not Stated	16,288	19.0%	20,204	21.6%	3,916	24.0%
Total:	85,834		93,410		7,576	



Use of powers - stop and search

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

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

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

To calculate the per 1,000 population figures 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 group³ in Nottinghamshire, and then multiplied by 1,000.

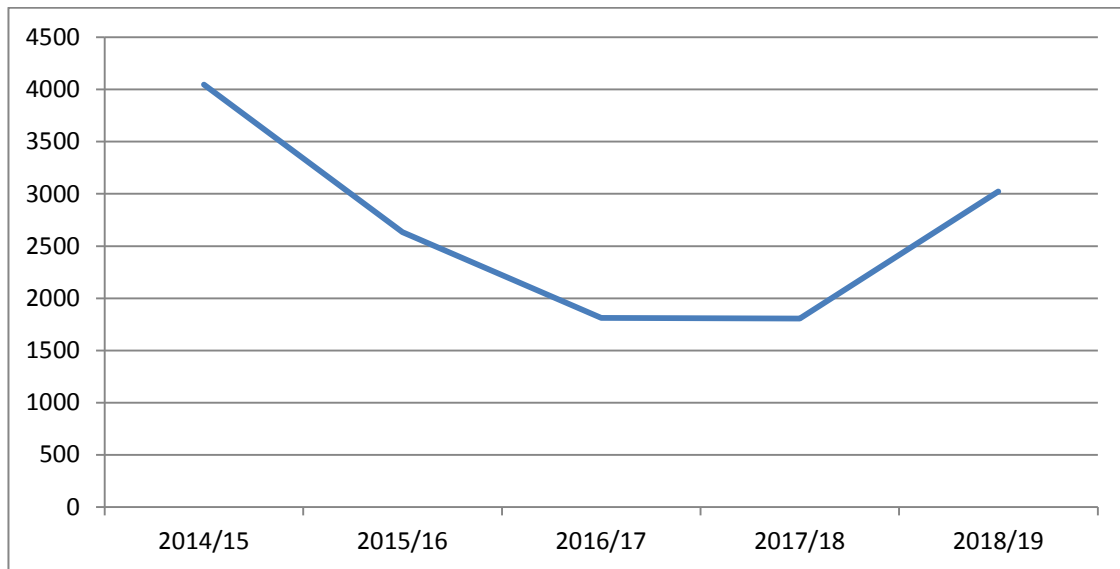
The following two tables show the number of stop and searches carried out by Nottinghamshire Police, broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2017 to 31 March 2018 and 1 April 2018 to 31 March 2019 and are for the whole of the Nottinghamshire area.

	2017/2018		
	Volume	Rate	Proportionality
White	949	1.0	1
BME	500	4.1	4.2
Not Stated	356		

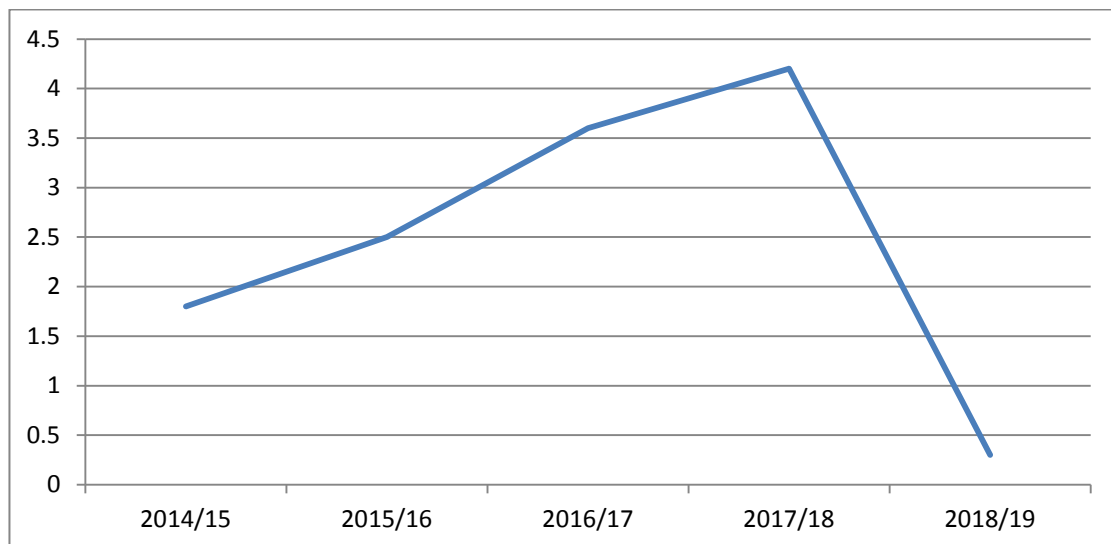
³ Office for National Statistics (ONS) 2011 Census population figures

	2018/2019		
	Volume	Rate	Proportionality
White	1,554	0.62	1
BME	704	0.2	0.3
Not Stated	766		

Stop and Search Volume



Stop and Search
Ratio of BME:White



The above tables show the total volume of stop and searches 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 2017 to 31 March 2018 and 1 April 20178 to 31 March 2019.

2017 / 2018

	Nottinghamshire Police Area		
	Volume	Rate	Proportionality
White	949	1.0	1
Mixed	117	3.8	3.9
Asian or other	151	2.4	2.4
Black	232	8.5	8.7
Not Stated	356		

	City Of Nottingham		
	Volume	Rate	Proportionality
White	658	3.0	1
Mixed	104	5.1	1.7
Asian or other	133	3.0	1.0
Black	216	9.7	3.2
Not Stated	277		

	Nottinghamshire County		
	Volume	Rate	Proportionality
White	291	0.4	1
Mixed	13	1.2	3.1
Asian or other	18	0.9	2.4
Black	16	3.1	8.1
Not Stated	79		

2018/2019

	Nottinghamshire Police Area		
	Volume	Rate	Proportionality
White	1,554	0.6	1
Mixed	170	0.2	0.3
Asian or other	225	0.3	0.5
Black	309	0.1	0.1
Not Stated	766		

	City Of Nottingham		
	Volume	Rate	Proportionality
White	1,134	0.2	1
Mixed	146	0.1	0.7
Asian or other	209	0.2	1.1
Black	279	0.1	0.4
Not Stated	616		

	Nottinghamshire County		
	Volume	Rate	Proportionality
White	396	1.9	1
Mixed	23	0.5	0.2
Asian or other	15	1.3	0.7
Black	30	0.2	0.1
Not Stated	147		

By adopting a mobile data solution to record stop and search encounters, performance data is now immediately available to scrutinise and ensure activity is necessary and proportionate. Stop and search use – year to date information is published on the force website so that it is available for public viewing and scrutiny. To ensure officer accountability, this same data is now published internally and discussed at operational performance meetings.

Use of powers - arrest rates and voluntary attendance

Voluntary attendance is used when there is no arrest but a request to attend a police station to be interviewed. This is counted as an arrest.

The following tables show the number of arrests and voluntary attendance carried out by Nottinghamshire Police during the periods 1 April 2017 to 31 March 2018 and 1 April 2018 to 31 March 2019. Arrests shown are for the whole of the Nottinghamshire area.

The number of arrests has been divided by the population for that ethnic group in Nottinghamshire, as provided by the Office for National 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.”

2017/ 2018

Voluntarily attended	Volume	Per 1000 population	Proportionality ratio
White	3,916	4.0	1
BME	745	6.1	0.3
Not Stated	3,502		

Arrests and Voluntarily attended	Volume	Per 1000 population	Proportionality ratio
White	17,826	18.4	1
BME	3,730	30.6	1.7
Not Stated	5,563		

Arrests	Volume	Per 1000 population	Proportionality ratio
White	13,910	14.3	1
BME	2,985	24.5	1.3
Not Stated	2,061		

2018/2019

Voluntarily attended	Volume	Per 1000 population	Proportionality ratio
White	3,172	3.3	1
BME	696	5.7	0.3
Not Stated	2,847		

Arrests and Voluntarily attended	Volume	Per 1000 population	Proportionality ratio
White	17,363	17.9	1
BME	3,777	31.0	1.7
Not Stated	4,774		

Arrests	Volume	Per 1000 population	Proportionality ratio
White	14,191	14.6	1
BME	3,081	25.3	1.4
Not Stated	1,927		

The above tables show that voluntary attendance has reduced from last year with the proportionality ratio remaining the same.

Combined voluntary attendance and arrests whilst reduced for White detainees and increased slightly for BME detainees, the proportionality ratio remains the same compared to last year.

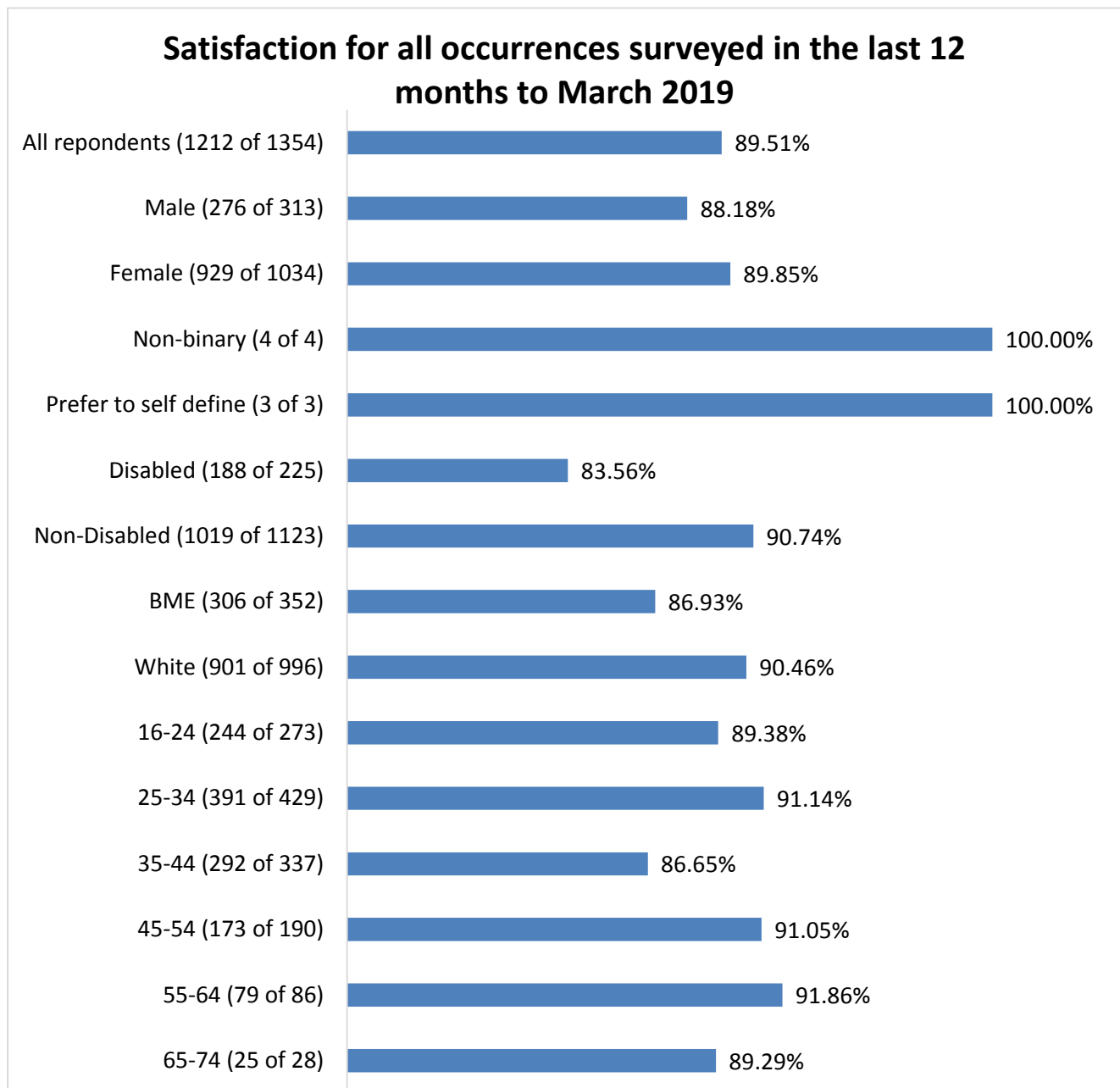
Arrests and the arrest rates have increased slightly for both BME and White detainees, resulting in a slight increase in the proportionality ratio compared to last year.

Victim satisfaction surveys

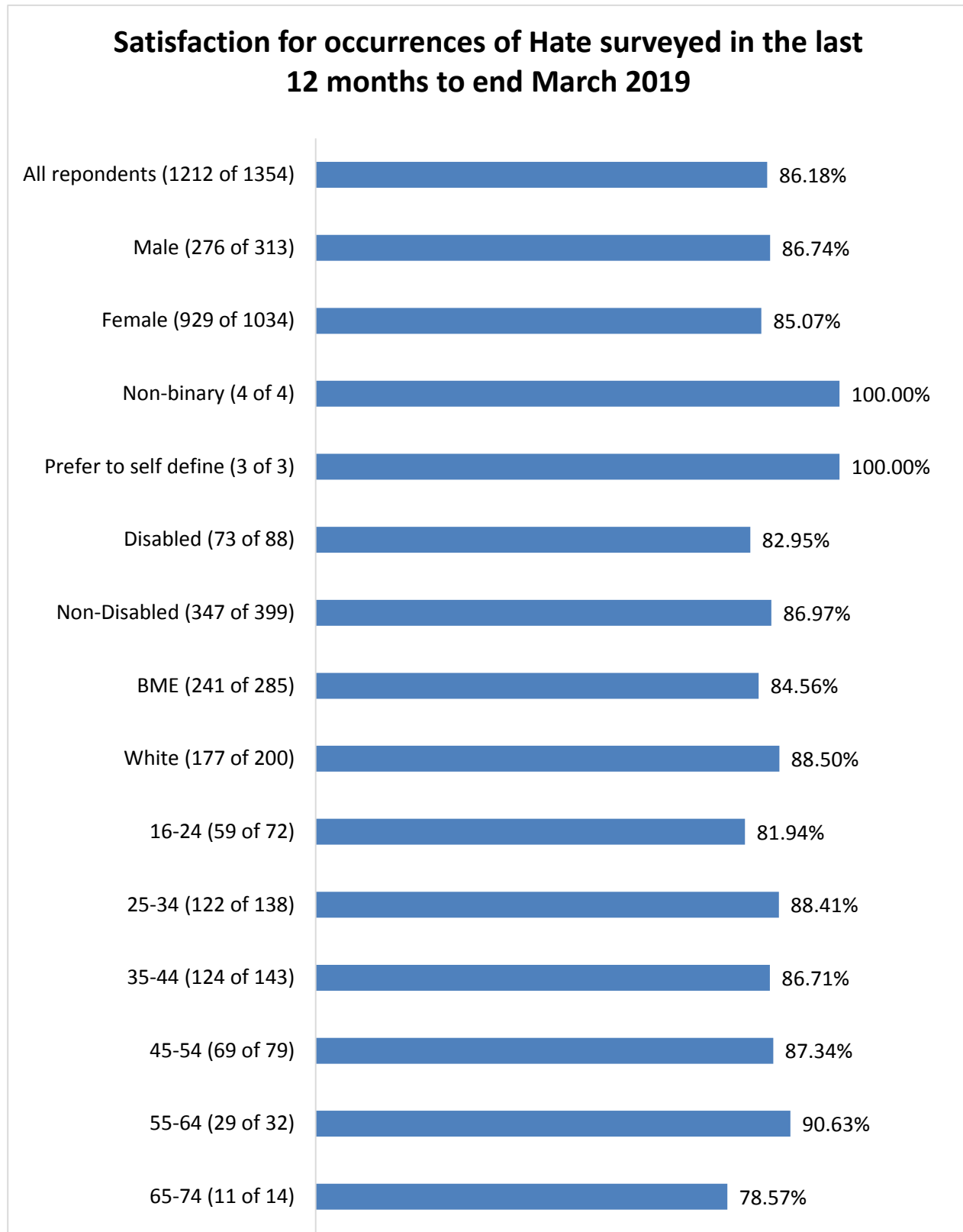
We regularly survey victims of crime to find out how satisfied they are with the service they have received.

Our telephone interviewers carry out approximately 270 surveys every month with victims of domestic abuse, racist incidents, hate crime and hate incidents. They speak with a number of victims and ask them to rate the service they received from us during their incident.

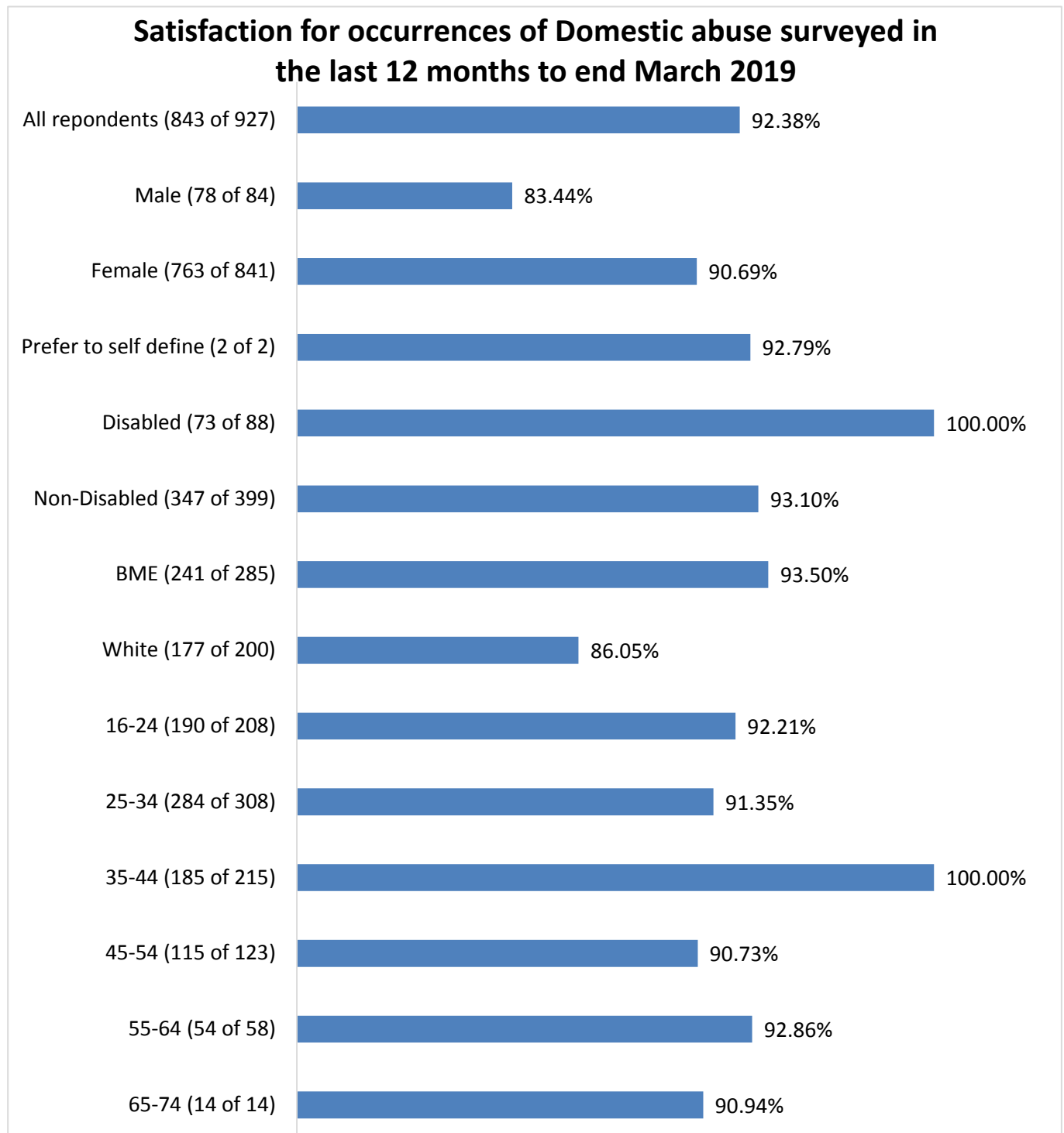
Satisfaction is determined by the number of respondents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews. The 'all surveys' figure is calculated using the sum of all responses across all surveyed crime types, so no weighting is applied.



The following table relates to the satisfaction levels of victims of hate only. In this table, satisfaction is determined by the number of victims of racist incidents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.



The Domestic Abuse surveys have been expanded to include ANY offence with a Domestic Abuse marker and therefore will include all offence types, for example including criminal damage, burglary, theft etc. In addition, there is a gap of approximately eight - 12 weeks between the offence being created and the victim being surveyed to give adequate time for a criminal investigation and all aspects of the survey questions to be covered in order that meaningful responses can be gained. The following table relates to the satisfaction levels of victims of domestic abuse only. In this table, satisfaction is determined by the number of victims of domestic abuse 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, predominantly when contacting victims, witnesses and suspects, but also for the translation of documents, training of officers and staff and engagement with community members.

Number of Contacts									
2017/18					2018/19				
Rank	Language	Cintra	Language Line & Bigword	Total	Rank	Language	Cintra	Bigword	Total
1	Polish	705	1,850	2,555	1	Polish	632	1,723	2,355
2	Romanian	379	1,204	1,583	2	Romanian	508	1,537	2,045
3	Lithuanian	125	251	376	3	Lithuanian	118	248	366
4	Urdu	125	164	289	4	Kurdish Sorani/ Kurmanji/Bahdini	86	272	358
5	Hungarian	65	191	256	5	Arabic	64	241	305
6	Arabic	74	177	251	6	Urdu	87	123	210
7	Farsi Afghan/Dari/ Iranian/ Persian	64	125	189	7	Farsi Afghan/Dari/ Iranian/ Persian	74	110	184
8	Kurdish Sorani/ Kurmanji/Bahdini	85	75	160	8	Russian	38	105	143
9	Russian	40	102	142	9	Mandarin	41	83	124
10	Vietnamese	26	85	111	10	Hungarian	47	68	115
11	Czech	22	88	110	11	Albanian	35	64	99
12	Spanish	28	81	109	12	Punjabi	29	65	94
13	Slovakian	19	84	103	13	Czech	15	75	90
14	Punjab Indian/P.Mirpuri	58	24	82	14	Bulgarian	21	64	85
15	British Sign	68	0	68	15	Tigrinya	18	63	81
Remainder (53 Languages)		284	289	717	Remainder (55 Languages)		311	609	920
Totals		7,101			Totals		7,574		

Source: The information below has been provided by the service providers for 1 April 2017 – 31 March 2018 and 1 April 2018 – 31 March 2019.



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

When a person registers with Pegasus they are issued with a personal identification number ('PIN'), which they are able to use in two ways; either by phone, where the user provides their Pegasus PIN to the police controller who can access the information submitted by the user in advance, to reduce valuable time trying to give personal details; or face- to-face where they can tell or show the officer their Pegasus PIN and the officer can contact the Control Room for information to give them a better understanding of any communication issues the user might have, enabling them to give the best possible assistance appropriate to their needs.

Since the initial six month pilot in 2008, when more than 120 members of the public signed up, the force has expanded Pegasus and now has more than 400 members. Pegasus celebrated its tenth anniversary in April 2018. The programme remains successful and has been adopted by many other services, including Nottinghamshire Fire and Rescue Service, East Midlands Ambulance Service and other police forces such as Lincolnshire Police, City of London Police and Dyfed Powys Police.

Between 1 April 2018 and 31 March 2019, there were 777 contacts made via Pegasus, covering a wide variety of incidents. 200 of these incidents were 'crimed', meaning the police judged that a crime took place. The incidents reported included a range of incident types, but some key types do reoccur. What is reassuring is that the usage of Pegasus for the deaf community has increased significantly, as they can now report incidents via the deaf text phone.

Pegasus incidents are graded as:

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

Grade 2 Urgent/priority – where we aim to respond within 60 minutes

Grade 3 Standard – scheduled appointment within 48 hours or a managed incident car appointment at home or a police station

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

Grade 5 Telephone Investigation Bureau - incidents which need a crime number but little or no investigation

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2017/18	79	169	69	179	87	583
2018/19	95	173	150	275	84	777

Pegasus reports 2018/19

Month	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Apr-18	7	11	17	18	7	60
May-18	9	19	8	9	8	53
Jun-18	9	15	14	18	4	60
Jul-18	15	15	15	6	9	60
Aug-18	7	13	14	16	6	56
Sep-18	4	12	8	16	8	48
Oct-18	4	13	10	12	3	42
Nov-18	8	12	18	33	9	80
Dec-18	10	17	5	33	10	75
Jan-19	6	18	15	35	15	89
Feb-19	5	15	14	42	3	79
Mar-19	11	13	12	37	2	75
Total	174	342	219	454	171	1,360

Pegasus reports crimed 2018/19

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2018/19	37	73	53	1	36	200



Neighbourhood Alert is a community messaging system which allows the force, Neighbourhood Watch and other public organisations to distribute messages concerning community safety to members of the public quickly and efficiently.

It is a web-based secure system which allows authorised administrators, including Neighbourhood Policing Teams and some police staff, to log in and send messages to registered members and manage local membership.

Alert messages are usually sent out via email as this does not incur a cost for the force. However, individuals without access to a computer can register to receive alerts via text or voice message with the understanding that these methods will only be used when an urgent message is sent. Alerts can be targeted to particular beats, neighbourhood policing areas and specific community groups, depending on the target audience of the message.

The following data is available regarding the identity of the users of the Neighbourhood Alert system. It should be noted that for historical reasons, a significant number of users have no equality data recorded. Work is ongoing in this area.

	Male	Female	Non Binary or Self Define	Trans Man	Trans Woman	Prefer not to say
Gender	6656	7468	8	2	2	4495

Trans Definition: identifying gender that is different from that assigned at birth.

	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	571	1,777	2,675	2,868	2,558	2,615	1,054	5,759

	White	Multiple Heritage	Black	Asian	Chinese	Other	Prefer not to say
Ethnicity	12,128*	174	140	348	92	105**	5,910

*Incl Other White – 243

** Incl Other Ethnic – 37; Arab – 16; Gypsy or Irish Traveller – 4; Other – 48.

	Disability	No Disability	Prefer not to say
Disability	1,255	10,357	6,593

	Bisexual	Heterosexual	Prefer not to say
Sexual Orientation	2	83	94

	Buddhist	Christian	Hindu	Jewish
Religion	48	4778	45	15
	Muslim	No religion	Other	Sikh
	187	2720	277	31

Our people and culture

Our people and culture

This section of the report focuses on the internal aspects of who we are and how we work. It includes:

- information about our police staff, police officers, Police Community Support Officers (PCSOs) and Special Constables by protected characteristics
- information about our workforce and where they work

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

Equality objective 3 – culture

We will be recognised both locally and nationally as an employer of choice because of our reputation for treating people fairly, respectfully and without discrimination

Equality objective 4 – representation

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

Workforce data

The following tables provide a variety of information about the demographics of the workforce of Nottinghamshire Police.

All information includes those taking a prolonged absence from the force, e.g. on career breaks, maternity leave and externally funded posts, but excludes volunteers, agency staff and partnership workers. All of the figures, unless otherwise stated, are based on actual headcount and relate to the workforce as it appeared on 31 March 2019.

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

Overall workforce - 31 March 2019	
Police Officer	1,981
PCSO	185
Staff	1,271
Special	199
Total	3,636



Overall workforce by protected characteristic groups

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

	All employees		Police officers		PCSOs		Special Constabulary	
Age Range	Total	%	Total	%	Total	%	Total	%
25 and under	388	10.67%	148	7.47%	19	10.27%	118	59.30%
Over 55	295	8.11%	30	1.51%	17	9.19%	4	2.01%
Total	683	18.78%	178	8.99%	36	19.46%	122	61.31%

Disability - Number of employees who recorded themselves as disabled

	All employees		Police officers		PCSOs		Special Constabulary	
Disability	Total	%	Total	%	Total	%	Total	%
Yes	152	4.18%	61	3.08%	8	4.33%	9	4.52%
No	3,413	93.87%	1904	96.11%	174	94.05%	174	87.44%
Undisclosed	71	1.95%	16	0.81%	3	1.62%	16	8.04%

Race and ethnicity - number of employees by ethnicity

	All employees		Police officers		PCSOs		Special Constabulary	
Ethnicity	Total	%	Total	%	Total	%	Total	%
White	3,326	91.47%	1,849	93.34%	175	94.59%	164	82.41%
Ethnic Minority	206	5.67%	105	5.30%	9	4.86%	21	10.55%
Not Stated	104	2.86%	27	1.36%	1	0.54%	14	7.04%

Gender - number of employees by gender

	All employees		Police officers		PCSOs		Special Constabulary	
Gender	Total	%	Total	%	Total	%	Total	%
Male	2,027	55.75%	1,348	68.05%	89	48.11%	129	64.82%
Female	1,609	44.25%	633	31.95%	96	51.89%	70	35.18%

Sexual orientation - number of employees by sexual orientation

	All employees		Police officers		PCSOs		Special Constabulary	
Sexual Orientation	Total	%	Total	%	Total	%	Total	%
Heterosexual	2,035	55.97%	996	50.28%	132	71.35%	131	65.83%
LGB	134	3.69%	78	3.94%	7	3.78%	10	5.03%
Prefer not to say	173	4.76%	94	4.75%	3	1.62%	8	4.02%
No % responded	2,342	64.41%	1,168	58.96%	142	76.76%	149	74.87%

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

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

	All employees		Police officers		PCSOs		Special Constabulary	
Religion	Total	%	Total	%	Total	%	Total	%
Christian	1,198	33.25%	636	32.11%	62	33.52%	48	24.12%
Muslim	39	0.78%	17	0.86%	1	0.54%	5	2.51%
Sikh	34	0.83%	19	0.96%	1	0.54%	2	1.01%
Hindu	13	0.23%	3	0.15%	0	0.00%	0	0%
Jewish	4	0.14%	2	0.10%	0	0.00%	1	0.50%
Buddhist	9	0.20%	4	0.20%	0	0.00%	0	0%
Any other religion	85	2.10%	51	2.57%	5	2.70%	3	1.51%
No religion	690	6.59%	298	15.04%	39	21.08%	73	36.68%
Undeclared	1,564	43.01%	951	48.01%	77	41.62%	67	33.67%

Note: The religions identified in the above table reflect the options used in the voluntary religion question in the 2011 Census carried out by the Office of National Statistics

Distribution of workforce by department and protected characteristics group

The following tables detail how our workforce is distributed across the various departments of the force. The figures show all staff (police staff, police officers, PCSOs and Special Constables) allocated to a particular department or division on 31 March 2019.

Gender and ethnicity of workforce by department

	Gender				Ethnicity					
	Male	%	Female	%	White	%	BME	%	Not Stated	%
Command Team	4	26.67%	11	73.33%	14	93.33%	0	0.00%	1	6.67%
Corporate Services	126	43.45%	164	56.55%	243	83.79%	30	10.34%	17	5.86%
City Division	485	67.93%	229	32.07%	624	89.78%	62	8.68%	11	1.54%
County Division	471	64.79%	256	35.21%	685	94.22%	29	4.00%	13	1.78%
I & I – Archives and Exhibits	23	63.89%	13	36.11%	28	77.78%	1	1.78%	7	19.44%
I & I - Intelligence	96	53.04%	85	46.96%	173	95.58%	5	2.76%	3	1.66%
I & I - Organised Crime	82	62.60%	49	37.40%	121	92.37%	7	5.34%	3	2.29%
I & I - Public Protection	91	34.47%	173	65.53%	248	93.94%	11	4.17%	5	1.89%
Operational Support	163	70.56%	68	29.44%	218	94.37%	8	3.46%	5	2.17%
Region	22	57.89%	16	42.11%	38	100%	0	0.00%	0	0.00%
Regional - EMCJS	104	45.22%	126	54.78%	211	91.74%	8	3.48%	11	4.79%
Regional - EMSOU	84	57.53%	62	42.47%	135	92.47%	9	6.16%	2	1.37%
Senior Leaders	3	75.00%	1	25.00%	4	100%	0	0.00%	0	0.00%
UOC - Contact Management	144	33.49%	286	66.51%	403	93.72%	15	3.49%	12	2.79%
Total	1,898	52.20%	1,539	42.33%	3,145	86.50%	185	5.09%	90	2.48%

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

Age and disability of workforce by department

	Age				Disability					
	25 and Under	%	Over 55	%	Yes	%	No	%	Not Stated	%
Command Team	0	0.00%	1	6.67%	0	0.00%	15	100%	0	0.00%
Corporate Services	17	5.86%	40	13.79%	12	4.14%	268	92.41%	10	3.45%
City Division	110	15.41%	11	1.54%	25	3.50%	681	95.38%	8	1.12%
County Division	63	8.67%	32	4.40%	19	2.61%	702	96.56%	6	0.83%
I & I – Archives and Exhibits	2	5.56%	11	30.55%	1	2.78%	34	94.44%	1	2.78%
I & I – Intelligence	4	2.21%	18	9.94%	12	6.63%	167	92.27%	2	1.10%
I & I – Organised Crime	5	3.82%	14	10.68%	6	4.58%	123	93.89%	2	1.53%
I & I – Public Protection	9	3.41%	11	4.17%	6	2.27%	251	95.08%	7	2.65%
Operational Support	1	0.43%	39	16.88%	10	4.33%	220	95.24%	1	0.43%
Region	4	10.53%	11	28.95%	0	0.00%	38	100%	0	0.00%
Regional - EMCJS	18	7.83%	37	16.09%	12	5.22%	213	92.61%	5	2.17%
Regional - EMSOU	3	2.06%	23	15.75%	4	2.74%	140	95.89%	2	1.37%
Senior Leaders	0	0.00%	0	0.00%	0	0.00%	4	100%	0	0.00%
UOC - Contact Management	38	8.84%	43	10.00%	36	8.37%%	383	89.07%	11	2.56%
Total	274	7.54%	291	8.00%	143	3.93%	3,239	89.08%	55	1.51%

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

Sexual Orientation of workforce by department

	Sexual Orientation									
	Bi-sexual	%	Gay/Lesbian	%	Hetero-sexual	%	Not Stated	%	Prefer not to say	%
Command Team	0	0.00%	1	6.67%	10	66.66%	4	26.67%	0	0.00%
Corporate Services	2	0.69%	0	0.00%	199	68.62%	76	26.21%	13	4.48%%
City Division	21	2.94%	30	4.20%	400	56.02%	219	30.67%	44	6.16%
County Division	7	0.96%	16	2.20%	420	57.77%	259	35.63%	25	3.44%
I & I – Archives and Exhibits	0	0.00%	1	2.78%	21	58.33%	14	38.89%	0	0.00%
I & I – Intelligence	0	0.00%	2	1.11%	90	49.72%	83	45.86%	6	3.31%
I & I – Organised Crime	1	0.76%	3	2.29%	73	55.73%	50	38.17%	4	3.05%
I & I – Public Protection	5	1.89%	4	1.52%	116	43.94%	135	51.14%	4	1.52%
Operational Support	0	0.00%	3	1.30%	117	50.65%	90	38.96%	21	9.09%
Region	0	0.00%	0	0.00%	27	71.05%	4	10.53%	7	18.42%
Regional - EMCJS	4	1.74%	3	1.30%	127	55.22%	88	38.26%	8	3.48%
Regional - EMSOU	0	0.00%	1	0.68%	64	43.84%	80	54.79%	1	0.68%
Senior Leaders	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
UOC – Contact Management	12	2.79%	8	1.86%	237	55.12%	141	32.79%	32	7.44%
Total	52	1.43%	72	1.98%	1,903	52.34%	1,243	34.19%	165	4.54%

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

Distribution of police officers by rank and protected characteristics group

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

Gender and ethnicity of police officers by rank

	Gender				Race and ethnicity					
	Female	%	Male	%	White	%	BME	%	Not Stated	%
Superintendent and above	4	0.20%	18	0.91%	21	1%	0	0.00%	1	0.05%
Chief Inspector/ Detective Chief Inspector	9	0.45%	20	1.01%	28	1%	1	0.05%	0	0.00%
Inspector/ Detective Inspector	26	1.31%	64	3.23%	84	4%	5	0.25%	1	0.05%
Sergeant / Detective Sergeant	71	3.58%	220	11.11%	274	14%	15	0.76%	2	0.10%
Constable / Detective Constable	523	26.40%	1,026	51.79%	1,440	73%	84	4.24%	23	1.16%
Total	633	31.95%	1,348	68.05%	1,849	93%	105	5.30%	27	1.36%

Age and disability of police officers by rank

	Sexual Orientation									
	Bi-Sexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%	prefer not to say	%
Superintendent and above	0	0.00%	1	0.05%	19	1%	3	0.15%	0	0.00%
Chief Inspector/ Detective Chief Inspector	0	0.00%	0	0.00%	16	1%	15	0.76%	1	0.05%
Inspector/ Detective Inspector	0	0.00%	2	0.10%	45	2%	38	1.92%	3	0.15%
Sergeant / Detective Sergeant	3	0.15%	3	0.15%	134	7%	145	7.32%	17	0.86%
Constable / Detective Constable	28	1.41%	40	2.02%	764	39%	643	32.46%	69	3.48%
Total	31	1.56%	46	2.32%	978	49%	844	42.60%	90	4.54%

Sexual Orientation of workforce by department

	Age				Disability					
	25 & under	%	Over 55	%	Yes	%	No	%	Not Stated	%
Superintendent and above	0	0.00%	0	0.00%	0	0%	22	1.11%	0	0.00%
Chief Inspector/ Detective Chief Inspector	0	0.00%	0	0.00%	0	0%	29	1.46%	0	0.00%
Inspector/ Detective Inspector	0	0.00%	5	0.25%	1	0.05%	87	4.39%	2	0.10%
Sergeant / Detective Sergeant	0	0.00%	13	0.66%	5	0.25%	288	14.54%	0	0.00%
Constable / Detective Constable	135	6.81%	33	1.67%	55	2.78%	1478	74.61%	14	0.71%
Total	135	6.81%	51	2.57%	61	3%	1904	96.11%	16	0.81%

Specialist posts

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

Air, Assets Confiscation, Child / Sex / Domestic / Missing Persons, CID, CID Specialist Units, Complaints and Discipline, dogs, drugs, firearms - Tactical, Firearms/Explosives, Fraud, Special Branch / Protection / Immigration / National, Surveillance, Traffic.

At the end of March 2019, there were 744 officers in these posts across Nottinghamshire Police. The tables below show the percentage distribution of officers in these roles by protected characteristic, compared with the overall representation of that characteristic amongst all Nottinghamshire Police officers.



	Age		Gender		Race and ethnicity			Disability		
	25 and Under	Over 55	Male	Female	White	Ethnic Minority	Not Stated	Yes	No	Not Stated
Volume	7	11	452	294	698	37	7	23	717	4
Specialist %	0.94%	1.48%	60.75%	39.52%	93.82%	4.97%	0.94%	3.09%	96.37%	0.54%
All Officers %	0.35%	0.56%	22.82%	14.84%	35.23%	1.87%	0.35%	1.16%	36.19%	0.20%

Part-time working

Staff working part-time during the period 1 April 2018 to 31 March 2019 by disability, ethnicity, gender and sexual orientation.

	Disability			Race and ethnicity		
Staff working Part time	Yes	No	Not stated	White	Ethnic Minority	Not stated
Volume	23	512	6	321	16	12
%	4.25%	94.64%	1.11%	59.33%	2.96%	2.22%
	Gender		Sexual Orientation			
Staff working Part time	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	438	103	4	198	110	20
%	80.96%	19.04%	0.74%	36.60%	20.33%	3.70%

Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2018 and 31 March 2019.

The percentages given in each case are as a proportion of all leavers in that group (officers/staff). During the specified period, 144 police officers and 159 police staff left the organisation.

	Age		Race and ethnicity		
Police Officer Leavers	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	1	19	144	5	1
%	0.67%	12.67%	96.00%	3.33%	0.67%

	Gender		Sexual Orientation			
Police Officer Leavers	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	110	40	5	56	74	10
%	73.33%	26.67%	3.33%	37.33%	49.33%	6.67%

	Age		Race and ethnicity		
Police Staff Leavers	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	21	49	153	7	9
%	12.43%	28.99%	90.53%	4.14%	5.33%

	Gender		Sexual Orientation			
Police Staff Leavers	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	71	98	7	83	57	7
%	42.01%	57.99%	4.14%	49.11%	33.73%	4.14%

Grievances

The table below shows a breakdown of grievances taken out by officers and staff under the fairness at work policy. The table lists the number of live grievances in any given month for the period of 1 April 2018 to 31 March 2019.

The "other" category under reason for grievance includes issues such as organisational change, job grading, management behaviour and HR process, amongst others. The table also provides information in relation to the aggrieved's gender, ethnicity, disability status.

Date	Number of live cases	Discrimination	Bullying and Harassment	Other	Male	%	Female	%	BME	%	Recorded Disability	%
Apr-18	3	0	1	2	3	100	0	0	0	0	0	0
May-18	3	0	1	2	3	100	0	0	0	0	0	0
Jun-18	8	1	3	4	6	75	2	25	0	0	0	0
Jul-18	9	1	3	5	7	78	2	22	1	11	0	0
Aug-18	9	1	3	5	7	78	2	22	1	11	0	0
Sep-18	8	1	4	3	7	88	1	13	0	0	0	0
Oct-18	8	1	4	3	7	88	1	13	0	0	0	0
Nov-18	7	2	2	3	6	86	1	14	1	14	0	0
Dec-18	8	2	2	4	6	75	2	25	1	13	0	0
Jan-19	8	2	1	5	6	75	2	25	1	13	0	0
Feb-19	8	2	1	5	6	75	2	25	1	13	0	0
Mar-19	8	2	1	5	6	75	2	25	1	13	0	0

Stonewall Workplace Equality Index



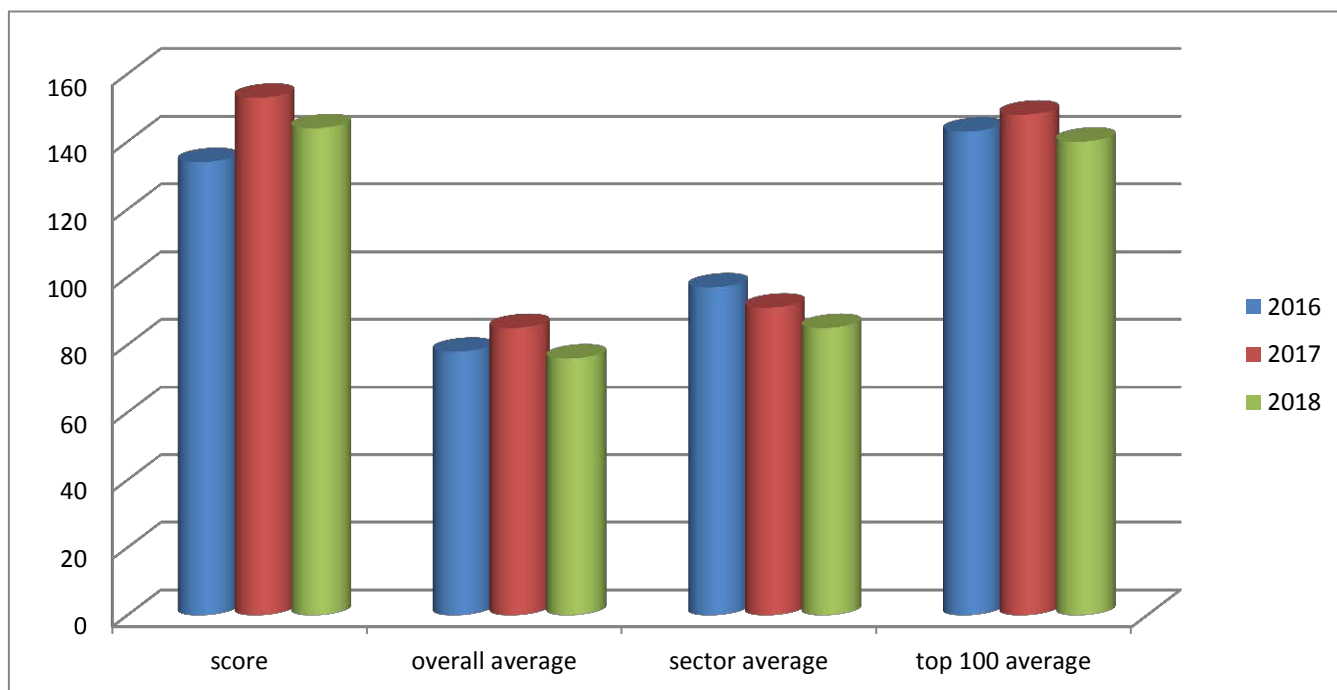
How the index works

The Workplace Equality Index is free for any employer to enter. Each entrant compiles a submission form demonstrating their organisation's performance against a set of best practice criteria accompanied by supporting evidence. The Work Place Equality Index is deemed as Britain's leading benchmarking tool for employers to assess LGBT+ inclusion within the organisation.

The criterion is updated on a three-year cycle and aims to explore various areas of employment policy, practice and service delivery including:

1	Policies and benefits	Written policy Resourcing and accountability Policy review	Employee benefits Tribunals Bullying and harassment
2	Employee lifecycle	Attraction and recruitment	Through to employee development.
3	Employee engagement	Senior leadership on LGBT+ issues Employee network groups	All-staff engagement
4	Staff training	Training Line managers	Career development for LGBT staff
5	Monitoring	Data collection Data analysis	Response rates Reporting and actions
6	Supplier policy	Procurement policy	Supplier engagement
7	LGBT+ community engagement	Engaging with clients, customers, services users or partners	Marketing and corporate responsibility
8	Allies & Role model's	Visible LGBT leaders	Allies and role models
10	Additional work & staff feedback survey	Staff attitudes and experiences	Innovative practices

Nottinghamshire Police is a Stonewall Diversity Champion. It has been decided that, participation in the Stonewall Workplace Equality Index (WEI) will be withdrawn at this time. However, Nottinghamshire Police will continue to use The Stonewall WEI as a benchmarking tool to enable us to benchmark our work on LGBT+ equality against best practice.



With rankings over the last 3 years improving from 196th in 2014 to 167th in 2015. In 2016 we made incredible progress and increased our ranking to 64th and 35th out of 439 in 2017, our best ranking to date. In 2018 our ranking decreased very slightly by 4 points to 39th out of 434 employers. This was due to the changes in the assessment cycle and the additional criteria included within the index to promote trans+ inclusion. This ranking made us the 2nd highest ranking force within the index for 2018.

Our scores across all of the assessed categories outperformed the majority of our counterparts within the emergency services sector and equalled the top 100 average in all but two categories. This is an extremely positive headline.

The key themes and areas where we have implemented changes are detailed below:

- Promotion of our revised bullying and harassment policy which explicitly states a zero tolerance approach to homophobic, transphobic and biphobic bullying and harassment, making specific reference to bullying and harassment on the grounds of gender identity and expression.
- Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness and understanding of LGBT+ communities and the intersections within them.



- Developing cultural competence in relation to trans equality and inclusion.
- The need to ensure all staff receive equality and diversity training which identifies sexual orientation, gender identity and expression.
- Promotion of our “Diversity Allies” and reverse mentoring programme to support equality, diversity and inclusion development and engages managers at all levels.
- Continuing to improve equality monitoring data in relation to sexual orientation and gender identity, to inform career development for LGBT+ colleagues.
- Improved mechanisms for how the organisation engages with existing and potential suppliers to promote LGBT+ equality.
- Ensuring a clear and visible commitment from leaders and senior managers in relation to LGBT+ equality and inclusion internally and across the partnerships with which we work.



Nottingham Pride 2019

We have continued to make some positive gains in engaging LGBT+ colleagues through our staff networks, staff consultation and the wider community at local engagement events. We are keen to maintain formal engagement through our LGBT+ independent advisory group, which is continually shaping our organisational learning, understanding and culture.

We actively support a range of community events across the city and the county, such as the Worksop LGBT+ Equality March, Nottinghamshire Pride, the Trans Picnic and the International day against Homophobia, Biphobia, and Transphobia. This is in addition to promoting positive action recruitment events to attract Special Constables, Police Officers, PCSOs and other police staff roles from within the LGBT+ and BME communities.

In relation to the culture within the organisation, our largest Stonewall staff survey in 2016 had 1010 respondents. This translated to 38% bisexual, 36% lesbian and 26% gay colleagues who responded. Our 2018 Stonewall survey also identified a small number of colleagues who also identified under the wider trans umbrella. Although, this headline message continues to be positive, we are not complacent and continue to work hard to promote better equality and inclusion for our colleagues who may identify as non-binary and gender fluid. In doing more, we aim to ensure that all colleagues, no matter their rank or grade within the organisation, feel supported and able to bring their whole selves into our workplace, if they choose to do so.



The Trans Flag at Nottingham Pride 2019



Vera



Ambulance Service



Coop Funeral Services



Gypsy Darling with officers



For more information about this document please contact:

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