



NOTTINGHAMSHIRE
POLICE

Equity Monitoring Report

Annual Report 2006/7

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This is Nottinghamshire Police's Equity Monitoring Report (EMR). This is the annual report for 2006/7, incorporating the half-year report for the period 1/10/06 ~ 31/3/07. This report makes the strategic recommendations for the force for 2007/8.

The report was originally produced as part of the force's work towards its Race Equality Scheme and the annual report is produced to meet our legal duty to publish annual ethnic monitoring data. It seeks to examine how equitable the organisation is, internally and externally, by reviewing a range of outcomes for different groups of people. It brings together data collected for a variety of reasons, including Police Performance Indicators, Ministerial targets and the force's statutory obligations under section 95 of the 1991 Criminal Justice Act. The data covers a wide range of activities within the organisation, from human resources to complaints against the police.

Our legal duties have recently expanded into other areas of diversity, such as disability, bringing with them their own responsibilities to produce monitoring data. Although at present the only areas of diversity covered in the report are race and gender, EMR is currently under review to extend its function to meet these legal obligations.

As an annual report, it contains some data that the half-year update does not, such as grievances, discipline and recruitment applications. This report offers the first opportunity to assess these annually reported areas for progress against a previous EMR. In addition some new information is included for the first time; Police Community Support Officers (PCSO's) are included as a specific category, representing as they do a significant recent addition to the extended police family. Also included is a brief update on progress against last year's strategic recommendations using key performance indicators (KPI's). Finally, as data collated for EMR is now gaining some longevity, graphs showing progress over a period of years have been included where they are thought they may be informative.

In the report, several categories of data are presented as rolling 12-month periods. This has two benefits: firstly, it improves by aggregation those data sets where discreet quarter numbers are too low to be statistically reliable (primarily BME information), although it should be noted that some data sets still remain so small that strong caution must be exercised in their interpretation and using 12-month figures does not always change this. Secondly, it brings information in EMR in line with the way the same Nott's Police data is produced in national reports (stop and search is the most obvious example of this). The 12-month data sets are indicated in the commentary.

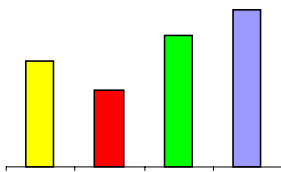
Population figures used are updated to the latest figures used by the Home Office (the population percentages derived from the 2001 Census were applied to the ONS mid-2004 population estimates) so that, again, EMR data is consistent with Nott's Police statistics in national reports (e.g. Section 95 Criminal Justice Act publications). In respect of ethnicity data, the force collects information using the census 16+1 categories but due to the low numbers involved for most individual BME categories, data in the report tends to be aggregated.

Finally, it cannot be stressed too strongly that EMR's do not, in isolation, answer the question of the organisation's equality. Rather, they are a tool that highlights particular outcomes, which may then be used to question how the outcomes arise and, ultimately, what this means for Nottinghamshire Police.

David Alton, June 2007

The report contains several colour-coded systems to provide visual representation of deviation from both the baseline report and the last set of figures in the previous report, as well as in the commentary's analysis. The key to these codes are as follows:

Bar chart colours show changes from the Baseline EMR:



Yellow = No change from the baseline or the comparator figure against which other changes are assessed, e.g. White stop & search.

Red = A decrease in performance or a change resulting in lesser relative equitability from the baseline.

Green = An improvement in performance or a change resulting in greater relative equitability from the baseline.

Blue = Information with no relative assessment of equitability (e.g. overall stop & search rates).

Arrows attached to the bar charts show changes from the previous EMR:

↕ No change from the previous EMR

↓ Worse performance or decreased equitability compared to the last EMR

↑ Better performance or increased equitability compared to the last EMR

The 'traffic-light' key for commentary mirrors the graphs:

◀▶ A neutral indicator - Additional information or explanatory comment.

▲ A positive indicator – Comment on greater equitability or when a stated target is met.

▼ A warning indicator – Comment on lesser equitability or when a stated target is not met.

Inevitably, at times bar-chart, arrows and commentary indicators may be opposing. It should be noted that although the colour-keys represent increasing and decreasing differentials, this does not infer that statistical equity is necessarily the natural state.

To assist relative comparison, many tables divide representation in the particular area against a group's respective levels of representation in the organisation so that 100% means a group is represented at the same level as they are represented in the organisation, e.g. 11.11% of grievances were made by BME Police Officers compared to 3.14% representation in the staff profile resulting in 353.33% comparative representation.

The report includes two types of recommendations for action:

Ⓣ Tactical recommendations for short-term action made, as appropriate, in each EMR to address a specific issue based on the quarter's data. There is an expectation that they will produce results that are identifiable in subsequent reports. Tactical recommendations are addressed through our FOCUS performance meeting.

Ⓢ Strategic recommendations made in the 2005/6 Annual Report. These recommendations for long-term action are only made in the annual report and are based on the previous year's data. Due to the nature of strategic recommendations it is not anticipated that they will produce results that are immediately identifiable in subsequent reports, but rather initiate actions whose effect is detectable more on an annual basis. These recommendations are included for reference in each EMR.

Staffing

Recruitment and Retention



The year has seen a welcome improvement for the force in terms of BME representation: BME Police Officer, Police Staff and Specials representation improved on the last baseline (by 0.05%, 0.06% & 0.17% respectively).

The improvement in BME Police Officer representation is achieved through better retention of BME officers in a shrinking workforce, whereby proportionately greater losses of white staff have occurred than BME, rather than through actual recruitment. Nevertheless, it does represent an improvement, which is reflected in a reduction of officers needed to meet both the Government's and the Chief Constable's targets.

BME Police Staff joined and left at relatively similar rates above the staff profile but the greater numbers of joiners brought improvement in representative levels. This is the second year running that BME Police Staff recruitment has been at greater than existing levels. The level of BME Police Staff representation exceeds the Government's target for Police Officers (3.52%).


There is also positive news on gender representation; it has improved in all sections (Police Officers, Police Staff and Specials) of the organisation in 2006/7. For Police Officers, female representation is at its highest yet recorded by the force (21.38%). Improved female Police Officer representation was achieved through a balance of recruitment and retention, with recruitment running at double existing levels and retention also being better than existing representation. In the context of a reducing workforce, it is notable that this is the second consecutive year that female Police Officer numbers have increased whilst male numbers decreased, leaving female numbers at their highest recorded level whilst male numbers are at their lowest.

Police Staff gender representation was similar to that of BME Police Staff – males joined and left at relatively similar rates above the staff profile but greater numbers of joiners brought improvement in representative levels.

There were positive achievements in the Special Constabulary's staffing: overall numbers increased and in doing so BME representation continues above both the Government's and Chief Constable's targets; female representation increased and remains significantly higher than for Police Officers.

On Police Officer recruitment, results from the selection stages tend to indicate that the process is basically fair, with no obvious bias. The number of candidates failing to attend was significantly reduced on the previous year. The recording of applicant's ethnicity was greatly improved, with only 1% of applicants having ethnicity not recorded compared to 27% the previous year.

The initial results from PCSO's show some positive achievements: Female representation is double that of Police Officers and gender representation amongst PCSO's is the best of any recorded group in Nottinghamshire Police, being only 7.5% from gender parity; BME PCSO recruitment in 2006/7 was above existing rates of BME representation, and; PCSO recruitment results show the overall selection process produced very similar success rates for men and women, suggesting that the process is basically fair across gender.

Recruitment and Retention cont.

The headline achievement of improved BME Police Officer representation disguises a significant issue in that the improvement is brought about solely by a faster contracting white workforce. Whilst this has helped in the short-term, in the mid to long-term this approach to improvement is unsustainable – in terms of both method and timescale; based on the current rate of change the force will take approximately 7 years to reach the Government's target and 54 years to reach the Chief Constable's target. Moreover, as the increased representation is based on a diminishing workforce, to achieve these targets would require the total force size to reduce to 2,245 or 1,344 Police Officers respectively (assuming no further reductions in BME Police Officer numbers). Actual increases of BME Police Officers are therefore necessary and in this respect the number of BME Police Officers has fallen in the year and is now at its lowest for three years, with recruitment in the year at less than half existing levels of representation.

In respect of Police Officer retention, white retirements inevitably dominate and so BME losses may seem relatively acceptable, but there are underlying concerns in that for the second consecutive year BME Police Officers voluntarily (resigned or transferred to another force) left the force at greater than representative levels and were again more likely to leave in favour of another force as to leave the service entirely. Clearly, were it not for retirements, BME retention would stand out as a problem.

The force remains below both the Government's and the Chief Constable's target for BME Police Officers.


The force also failed to meet its target for female Police Officer recruitment in the year (by 8.9%).

In a similar way to BME Police Officer's retention, although male retirements dominate Police Officer gender retention, female officers actually left the force both through resignation and transfer in 2006/7 at higher than representative levels, suggesting that retention of female officers is not yet as effective as their recruitment.

For BME Police Staff, overall attrition rates in 2006/7 were nearly double the staff profile, again suggesting that retention is not as effective as recruitment. There is particular concern that this is the second year in which BME Police Staff have resigned from the force at more than double the staff profile.

In respect of PCSO's there are issues of concern: Given that PCSO's, as a recent addition to the police family, represent a unique opportunity for the organisation's recruitment to start from a "clean slate" it may be hoped that employment would be more closely representative of the community. Although BME representation is above the Government's target for Police Officers set in 1999, it is below the last recorded level of the BME community in Nottinghamshire reflected by the Chief Constable's target. Perhaps more importantly, BME recruitment in the last year was below the Chief Constable's target for Police Officers and BME PCSO's left the organisation at significantly higher than representative rates. The obvious net result of is that BME PCSO representative levels decreased in the year. (It is worthy of mention that if suggested that BME PCSO's actually left to join as Police Officers, this is not correct – the 2 PCSO's to leave to join as officers were white.)

Progression

 The success of minority officers in last year's promotion boards has produced a positive effect on Police Officer progression in 2006/7: BME and female officer numbers and representation at Insp. & Ch. Insp. and Sgt ranks increased in the year. As a result of this, BME Police Officers were represented at higher than proportionate levels in overall promotions in 2006/7, which compares favourably to the previous year when there were no BME promotions. Similarly for female Police Officers, representation in overall promotions was reflective of the staff profile, which is an improvement on the previous year.

There is evidence that there is no adverse differential in the priority of promotion of minority staff; BME promotions to Sgt and Insp., and female promotions to Insp. in the year represent 100% of the successful promotion boards from 2005/6, whereas white and male promotions in those respective ranks represent c.80% of promotion boards.


There were positive indicators for future minority promotion with minority officers (BME and female) over-represented in both Sgt's and Insp's exams for the second consecutive year. Female participation and success in exams was particularly good, being increased in representation from last year and again being more successful in all exams than male counterparts.


BME Police Officer representation at senior officer level (Supt & Above) remains higher than representative of the county population.

The promotion of female constables to Sergeant remains the long-term success story of Police Officer progression, with quarter-on-quarter improvement in the numbers and level of female Sergeant representation for the last three and a half years. This is particularly relevant in context of the progress being made in female Police Officer recruitment, which inevitably continues to bring increasing representation of female constables and whose representation has improved quarter-on-quarter for the last three years, resulting in the highest level of female representation yet recorded in the rank at the end of 2006/7.

For Police Staff there was little BME progress made, in fact the only Police Staff grades to show a modest improvement in BME representation at all were the most junior (Admin) grades.

There was better Police Staff gender progress: Female Chief Officer representation is at its highest for two years; the decline in female representation in Professional grades last year was reversed, and; female representation in Management grade shows the largest increase for any staff group since being recorded in EMR and is now almost at gender parity. The progress was not limited to female increases; male Police Staff numbers in Admin grades A4A to A1 outstripped female increases, resulting in the highest level of male representation yet seen in these grades.

 Although there was much positive progress in minority Police Officer progression in 2006/7, there remain areas of little or no progress and, perhaps most worryingly, longer-term negative indicators of problems to come.


Progression cont.

In terms of existing areas of concern, 2006/7 saw the fifth increase of white Supt and Above recorded in all EMRs, during which time there have been no additional BME officers in these ranks. These ranks also saw female numbers decrease in 2006/7, whilst there was an increase in males. It should be noted that the lack of minority (BME and female) promotions to Supt. reflects their absence as candidates in promotion boards in 2006/7.

The concerns for future progress come in several ways: There were no minority officers (BME or female) as promotion board candidates in 2006/7, so that in the relatively short-term there can be few, if any, minority promotions. This has already manifested itself in Supt. & Above promotions. Moreover, as 100% of the quantity of 2005/6 minority staff promotion board successes have already been promoted, there is not a backlog from that process to continue progress.

The future promotion of BME Sgts is of concern: The pool of available candidates is shrinking - BME constables have remained static or decreased in every quarter for the last 21 months and are now at the lowest number (65) yet recorded in EMR. This reduction is compounded in representation levels by a lesser relative decrease in white constables, producing the worst proportion of BME constables since the first EMR. In the short-term, the promotion situation is also likely to be affected by BME candidates in Sgt's exams being the least successful of any exam and group for the second successive year (although this is ameliorated to a degree by over-representation in the exams).

For BME Police Staff the situation is stark; there continues to be no progress whatsoever in middle and senior management positions. For the third consecutive year Chief Officer numbers have increased without BME representation and there remains no BME staff in Chief Officer posts in the force since EMR reports began. For the second consecutive year, BME Police Staff numbers in senior grades (Management and Professional) have remained static, whilst white staff have increased. In fact the situation in Management grades is such that BME Police Staff numbers have not increased since being recorded in EMR, during which period white staff have increased by over 40%.

Employer Relations

Development requests from appraisals were again broadly representative of Police Officer gender profiles.

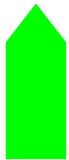
For the second consecutive year, overall levels of grievance per total staff were assessed as low for both Police Officers and Police Staff, with Police Staff grievances closely representative of the gender profile in 2006/7.

There were positive indicators in a number of specific diversity areas: there are no race related (harassment & discrimination) grievances in 2006/7, and for the second year there are no age related or belief/religion related grievances.

Employer Relations cont.

The year's grievance data adds weight to the initial concern raised last year in that BME Police Officers and Police Staff were again both significantly over-represented (more than twice white staff) in grievances in the year. The caveat to this is that grievance numbers are so low as to make them statistically unreliable.

Additionally, female Police Officers changed from almost gender parity in 2005/6 to being twice as likely to have a grievance as male officers in 2006/7.

Training

Training provision increased for Police Officers and Police Staff in the year, by 14.9% and 61.5% respectively (it should be noted that Police Staff training includes that of newly appointed PCSOs).

Equality of representation in training improved for Police Officers; over the year training was broadly representative of the staff profile and this was generally consistent across all ranks. In most individual categories of training (with the particular exception of driver training) BME Police Officers are present at a generally representative level.

For Police Staff, for the second consecutive year, the overall training profile was broadly representative of the staff ethnicity and gender profile and in most categories of training, male and female Police Staff are represented at a generally proportionate rate.

The largest training delivery sector, Divisional training, was closely representative of the staff ethnicity profile.

White Police Officers' attendance on Diversity training, a source of negative comment last year, has improved, with representation coming up to the staff profile. There were also improvements in minority (female and BME) Police Officer representation in Management training in the year and for the second consecutive year female Police Officers are significantly over-represented in crime training, thereby increasing opportunity for gender diversity and development within specialised crime investigation departments.



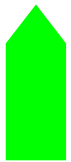
Although positive progress on training provision equality has been made, minority (BME & female) Police Officers remain under-represented in training compared to the staff profile. There were some particular exceptions to the positive progress on training equality. For Police Officers, BME representation in driver training fell to almost half the staff profile.

Training cont.

Perhaps more significantly, there were some negative longer-term trends developing - all minority (BME & female) Police Officer representation in firearms training (however, this is more likely to be an indicator of poor minority representation in specialised departments than training per se) and female representation in driver and external training was poor for the second year.

For Police Staff, the improvement seen in Police Officer Diversity training was not replicated and again BME Police Staff are significantly and consistently over-represented in Diversity training in 2006/7. The converse to this is that white Police Staff remain under-represented in the specific area of equality training.

A continuing concern for Police Staff training is that no women were represented in the significant increase in Chief Officers trained in the year, with the result that there has been no female representation in Chief Officer training for the last 30 months.

Use of Police Powers**Stop and Search**


In reality, 2006/7 produced little in the way of good news in respect of stop and search. The main achievement was the improvement wrought in recording practices, which saw the number of searches with ethnicity classed as "Unknown" significantly improved on previous years, now accounting for 0.86% of all searches. This is comparable to stops recording.

Otherwise, the last discreet quarter saw the first reduction, albeit very modest, in Black disproportionality in 18 months, and the force arrest rate following stop and search remains slightly higher for all ethnic groups than the national average. (However, as a cautionary note it should be recognised that the final quarter's arrest rates are below national averages.)



Given the paucity of positive progress on stop and search, it is unsurprising that there are a number of negative indicators. Chief of these is disproportionality. Disproportionality has previously been identified in EMR as the inevitable yardstick for stop and search equality, and in many quarters is viewed as the critical indicator for equality in police service delivery overall. The last two EMR's were uncompromising in their bleak assessments in this respect. This report find the situation worse yet; Black and Asian disproportionality have both increased from the last baseline again. Both Black and Asian disproportionality are at the highest end-of-year figure recorded in EMR. These changes come about because although the overall stop and search numbers were relatively similar to the previous year, White searches actually decreased by over 9%, whilst Asian searches increased by 7% and Black searches increased by more than 11%.


Stop and Search cont.



Although eclipsed by the size of Black disproportionality, Asian disproportionality has in fact been increasing quarter-on-quarter for two years, which is a longer unbroken period of decline than for Black stop and search. Once again this year, Black and Asian disproportionality are both higher than the national average.


The decline in arrest rates continued unabated: The overall arrest rate following stop and search fell in every quarter of 2006/7, producing a net decrease of 2.57% in the year, with the result that the force's arrest rate is the lowest ever recorded in EMR. Put in context, this is a 7.53 percentage point decrease in arrests since first reported in EMR. As commented on last year, higher search rates for Black and Asian people were not justified by their arrest rates - they remained relatively similar to White despite a significant and increasingly higher differential rate of searching.

Stops



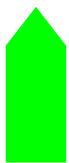
In contrast to the continuing trend to greater Black disproportionality in stop and search, stops showed improvement in its relative use between Black and White groups so that at the end of the year Black disproportionality had improved 0.45x from the baseline and is markedly less than for stop and search. Additionally, Asian stops remained consistently (almost) proportionate to White stops throughout 2006/7.

The accuracy of ethnicity recording remained a positive achievement with just 0.7% of total stops during the year having ethnicity recorded as "Unknown".



In the last EMR it was noted that the introduction of stops recording allows comparative assessment of the respective outcome of police encounters for different groups. This report consolidates that data and assessment: In 2006/7, Black stops occurred at almost exactly the same rate per head of population as Black stop and searches. This contrasts with White stops, which occur almost 3 times for every White stop and search. This indicates that in Nottinghamshire, in addition to the greatly increased likelihood of an encounter with the police for a Black person anyway, that person is significantly more likely to be searched than a White person who is stopped; in fact they are as likely to be searched as not. Clearly, this is not the case for a White person stopped. This is a situation which, if it reflects the reality of police practice and community experience, is likely to have a negative impact on police and community relations.

Although improving and not of the same order as stop and search disproportionality, Black stops were consistently disproportionate to White and Asian stops at approx. 3x more likely in the year.

Professional Standards**Police Complaints**

The complaints headline achievement is that disproportionality improved in 2006/7. Moreover, all BME groups' disproportionality decreased. Black disproportionality, historically the largest, is now at its lowest level recorded in EMR (although note that this is caused by a greater increase in White complaints and not a reduction in Black complaints).

The progress on recording complainants' ethnicity reported on 6 months ago has continued; complaints with unknown ethnicity declined from 44.1% in 2005/6 to 16.3% of complainants in 2006/7. This progress continued to the last quarter of the year, when unknown ethnicity, at 9.2%, was the lowest ever recorded in EMR.

Outcomes of complaints were similar to last year in that they were broadly similar for different racial groups and genders and suggests impartiality in their resolution.

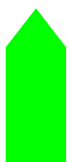
There was improvement in the numbers of misconduct hearings, which were halved from the baseline.



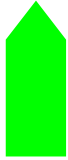
Less satisfactory was that complaints numbers increased quite significantly in the year (by 15.2%), resulting in the highest annual number of complainants yet recorded in EMR.

Although disproportionality did improve in the year, Black disproportionality remains quite static and significant at c.4x more likely than White. There were also negative indicators for Asian complaints towards the end of the year; after reducing for 6 consecutive quarters, Asian disproportionality increased again in both of the last quarters of 2006/7 and in the final, discreet quarter of the year Asian complaints were the highest per head of population of any racial group.

In respect of disciplinary hearings, notwithstanding the reducing and very low numbers, for the second consecutive year all misconduct hearings were for male Police Officers.

Service Delivery**Victim Satisfaction Surveys**

The improvement in satisfaction rates reported in the last annual report has been broadly maintained; in 4 out of 5 survey types satisfaction has improved. In particular, the biggest improvements have been wrought in those most needing it - the least satisfied survey types at the last annual report (Vehicle Crime & Racist Incidents) have shown the largest increase in satisfaction (4.5% and 5.5% respectively).

Victim Satisfaction Surveys cont.

Burglary's satisfaction level is now meeting the force's performance target (85%) for overall service. (Note though that this is effected through White satisfaction and that Black, Asian and Chinese & Other Burglary satisfaction is below target.)

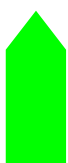


Previously raised concern over differential rates of satisfaction between racial groups persists and has deteriorated; The gap between White satisfaction and overall BME satisfaction has increased by 3.1% in the year (averaged across all surveys), leaving BME satisfaction at 8.4% less than White. All survey types now show an adverse differential for BME satisfaction (last year it was 4 out of 5 surveys), and the differential has increased in every survey. Where overall improvement in satisfaction levels have been made, these have not been achieved consistently across racial groups - whilst White satisfaction has improved in every survey, Asian satisfaction improved only in 3 out of 5, Black satisfaction improved in 2 and Chinese and Other satisfaction improved in just 1 out of 5. Thus, the primary cause of improved satisfaction in the year was an increase in White satisfaction levels and not across-the-board improvements.

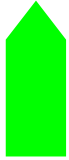
The issue of differential racial satisfaction extends beyond improvements made in the year; a category of BME respondents is the least satisfied in every survey type for the second consecutive year, with Black and Asian respondents less satisfied than White in every survey type in 2006/7. This represents a retrograde step from the previous year, when Black satisfaction was on parity with White in 3 out of 5 surveys.

In particular surveys the differential racial satisfaction is noteworthy; Road Traffic Collisions show an adverse differential of 27.3% for BME respondents, where Asian satisfaction is now more than 30% below White and Black satisfaction has dropped from parity with White to more than 20% worse; In racist incidents, a key service area to BME communities, all BME groups were less satisfied than White respondents; In the one survey (Assault) to decline in overall satisfaction in 2006/7, only BME groups' satisfaction decreased; and although the overall performance target of 85% satisfaction for Burglary is being achieved, Black satisfaction decreased by 24.6% in the last year.

In respect of satisfaction performance targets, the force is below its target for the overall service in 4 out of 5 survey types. Several survey categories remain significantly below target levels; Assault (the only survey type to decrease in satisfaction in 2006/7) is now 18.2% below target and racist incident satisfaction levels remain 15.1% below target.

Hate Crime & Racially/Religiously Aggravated Offences

The year has seen an improvement in the force's overall detection rate for aggravated offences, which has increased by 2.6% from the annual baseline, although it should be noted that that this improvement only occurred as a result of the division [C] with the largest number of aggravated crimes improving its detection rate. Consequently, the force's detection rate at the end of 2006/7 is at its highest level (44.8%) for 27 months. D

Hate Crime & Racially/Religiously Aggravated Offences cont.

Division's performance remains creditable; for the third year its annual detection rate is the highest in the force. On hate crime, work undertaken in 2006/7 to improve mistakes in recording practices has produced a reduction in age-related hate crimes, which constitutes an improvement in performance.



Although the force's overall detection rate improved in the year, three out of the four divisions' (A, B and D) detection rate actually decreased in 2006/7. Of these divisions, A Division's performance was the worst and is a source for concern - for two years its annual detection rate has decreased, making it the only division to have declined in both of the last two years. As a result of this, the division's performance is now an average of 13.8 percentage points lower than the three other divisions and, also for the second year, its annual detection rate is the lowest in the force.



Strategic Recommendations 2006/7- Key Performance Indicators

Staffing

- The force improves its recruitment and retention of BME Police Officers.
 - ▲ **BME representation up by 0.05%**
 - ▲ **Increase in BME retention – reduction in number and proportion of leavers**
 - ▼ **Reduction in BME recruitment numbers and proportion**

- The force improves its recruitment and retention of BME Police Staff.
 - ▲ **BME representation up by 0.06%**
 - ▲ **Increase in BME retention – reduction in proportion of leavers**
 - ▼ **Reduction in BME recruitment proportion**

- The force identifies and addresses reasons why BME Police Officers are more likely than white colleagues to transfer from Nottinghamshire Police to other police forces.
 - ▲ **3% reduction in BME representation in transfers**
 - ▼ **BME officers transferring at above proportionate levels**

- The force improves its recording of Police Officer applicant's ethnicity.
 - ▲ **Applicants' ethnicity recording at 98.95%**

- The force identifies and addresses reasons why female Police Officer applicants are twice as likely as men to fail to attend selection processes.
 - ▲ **Female and Male attendance success within 0.54%**

- The force collates equity data on comparative success in recruitment selections.
 - ▲ **Recruitment success data included in EMR Annual Report 2006/7**

- The force improves BME Police Officer promotion at all ranks.
 - ▲ **BME Sgt representation increased by 0.84%**
 - ▲ **BME Insp and Ch. Insp. representation increased by 0.65%**
 - ▼ **BME Supt. & Above representation decreased by 0.23%**

- The force improves female promotion above the rank of Sergeant.
 - ▲ **Female Insp and Ch. Insp. representation increased by 0.68%**
 - ▼ **Female Supt. & Above representation decreased by 3.79%**

- The force improves BME representation in senior Police Staff grades.
 - ▼ **Decreased BME representation in Professional and Management grades**
 - ▼ **No BME Chief Officers**

- The force improves female representation in senior Police Staff grades.
 - ▲ **Improved female representation in Professional, Management and Chief Officer grades**

Training

- The force improves access to Police Officer training for minority officers (BME and female).
 - ▼ **BME representation 8% below staff profile**
 - ▼ **Female representation 7% below staff profile**
 - ▲ **BME Police Officers representation increased by 12.11% of staff profile**
 - ▲ **Female Police Officer representation increased by 8.91% of staff profile**
- The force improves attendance of white Police Officers and Police Staff on Diversity training.
 - ▲ **White Police Officers represented at 100.37% of staff profile**
 - ▲ **White Police Staff representation increased by 1.81% of staff profile**
 - ▼ **BME representation continued at double the staff profile**

Use of Police Powers

- The force identifies and addresses reasons for significant disproportionality in Black stop and searches.
 - ▼ **Black disproportionality up 1.51x**
- The force identifies and addresses reasons for a significant reduction in Black arrest rate following stop and search, in context of the most increased search rate for any group.
 - ▼ **Black arrest rate down 2.16%**
- The force identifies and addresses reasons for significant disproportionality in Black stops.
 - ▲ **Black disproportionality down 0.45x**

Professional Standards

- The force reduces the number of complaints where ethnicity is recorded as unknown.
 - ▲ **Reduced from 44.15% to 16.3%**
- The force identifies and addresses reasons for significant disproportionality in complaints from BME groups.
 - ▲ **All BME disproportionality down (Black 0.64x, Asian 0.68x, Chinese & Other 0.44x.)**

Service Delivery

- The force identifies and addresses reasons for BME respondents being the least satisfied group in every satisfaction survey.
 - ▼ **BME respondents least satisfied in all surveys**
 - ▼ **Overall BME satisfaction gap from White increased by 3.1%**
- The force improves satisfaction rates in racist incident surveys.
 - ▲ **Satisfaction up 5.5%**
- The force improves its detection rate for aggravated offences.
 - ▲ **Aggravated detections up 2.6%**



Strategic Recommendations 2007/8

Staffing

- The force improves its recruitment and retention of BME Police Officers.
- The force improves its recruitment and retention of BME Police Staff.
- The force identifies and addresses reasons why BME Police Officers are more likely than white colleagues to transfer from Nottinghamshire Police to other police forces.
- The force identifies and addresses reasons why BME Police Staff are more likely than white colleagues to resign from Nottinghamshire Police.
- The force improves its recruitment and retention of BME PCSO's.
- The force improves BME Police Officer promotion at all ranks.
- The force improves female Police Officer promotion at all ranks.
- The force improves BME representation in senior Police Staff grades.
- The force improves female representation in Police Staff Chief Officer grade.

Training

- The force improves access to Police Officer training for minority officers (BME and female).
- The force improves representation on driver training for BME and female Police Officers.
- The force improves representation of female Police Officers in external training.
- The force improves representation of female Police Staff Chief Officers in training.
- The force improves representation of white Police Staff on Diversity training.
- The force improves representation of white Police Staff on Management training.

Use of Police Powers

- The force identifies and addresses reasons for significant disproportionality in Black and Asian stop and searches.
- The force improves the arrest rate following stop and search.
- The force identifies and addresses reasons for significant disproportionality in Black stops.

Professional Standards

- The force identifies and addresses reasons for significant disproportionality in complaints from BME groups.

Service Delivery

- The force improves BME satisfaction in all surveys to be equitable with White satisfaction.
- The force improves overall satisfaction rates in racist incident surveys.
- The force improves overall satisfaction rates in assault surveys.
- 'A' Division improves its aggravated offence detections.

T **Tactical Recommendations Quarter 3&4/06****Staffing**

- The force reviews female PCSO recruitment and retention for good practice.
- The force reviews results from PCSO Competency Based Questionnaire for reasons for differential success between White and BME applicants.
- The force reviews for reasons for differential success between White and BME candidates in Sgts exams.

Training

- There are no Tactical Recommendations this quarter.

Use of Police Powers

- There are no Tactical Recommendations this quarter.

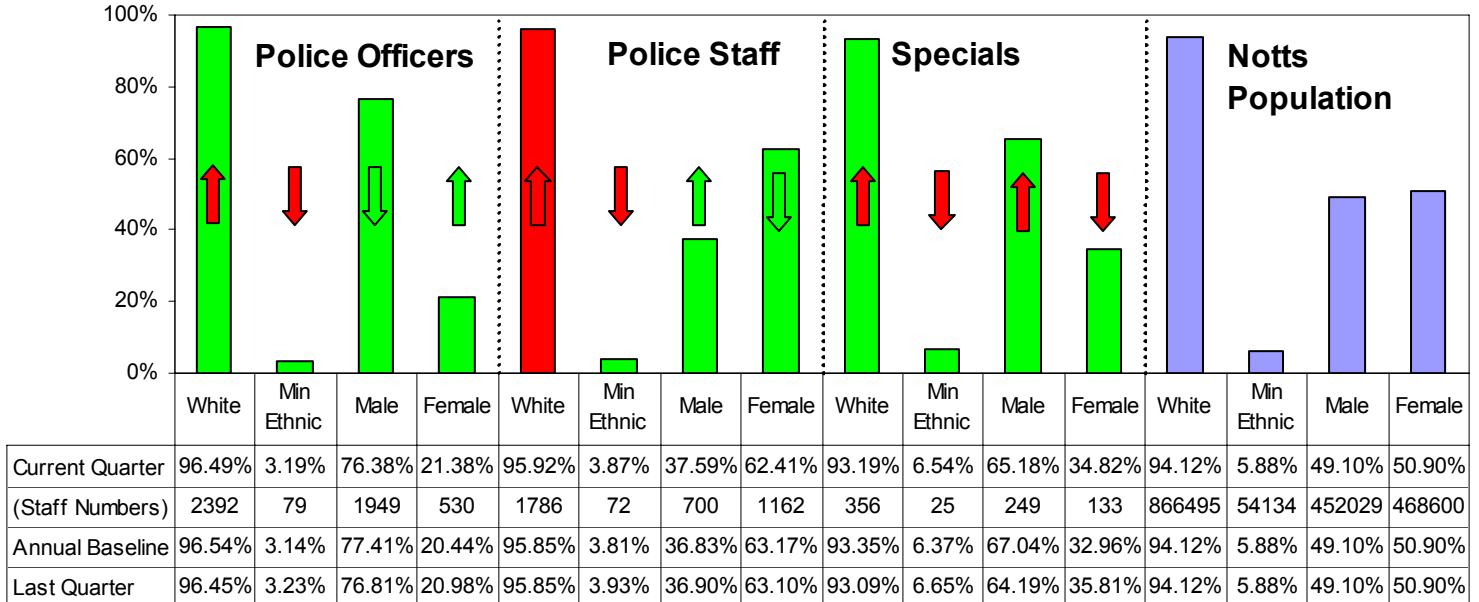
Professional Standards

- There are no Tactical Recommendations this quarter.

Service Delivery

- There are no Tactical Recommendations this quarter.

Information - Nottinghamshire Police Staff Complement by Gender & Ethnicity at 31/3/07



Comment

- ▶▶ The gender profile for the working-age population of the county varies by less than 1% from the overall population.
- ▶▶ The apparent contradiction of both increased white Police Staff representation in the year and increased BME representation is caused by improved ethnicity recording, which is now at 99.79% recording for Police Staff.
- ▶▶ In 2006/7 the total number of Police Officers reduced by 65 (2.56%). This is the first year that the force size has decreased in EMR.
- ▶▶ In 2006/7 the total numbers of Police Staff increased by 78 (4.37%). This is the second successive year that Police Staff numbers have increased by a similar amount. Police Staff numbers include Police Community Support Officers (PCSO's), whose recruitment largely accounts for these increases.
- ▼ The number of BME officers is now at its lowest (79) for three years.
- ▼ In the last quarter BME representation decreased in all sections of the organisation (Police Officers, Police Staff and Specials).

Comment cont.

- ▲ In 2006/7 the level of BME Police Officer representation increased by 0.05%. Although BME Police Officer numbers decreased in the year by 1, increased representation occurred through proportionately greater losses of white Police Officers.
- ▲ The level of BME Police Staff representation increased by 0.06% (4 staff) in 2006/7 and exceed the Government's target for Police Officers (3.52%).
- ▲ BME representation in the Special Constabulary increased by 0.17% (2) in the year. The resultant level of BME representation in the Specials is above both the Government's and Chief Constable's targets.
- ▲ In the year, BME Special representation is approximately double that of Police Officers and is more representative than the county population profile.
- ▲ Overall gender representation has improved in all sections of the organisation (Police Officers, Police Staff and Specials) in 2006/7.
- ▲ In 2006/7 female Police Officer numbers increased by 10 (1.92%), compared to a decrease of 75 (3.71%) male Police Officers, resulting in the highest level of female Police Officer representation yet recorded by the force (21.38%). This is the second consecutive year that female Police officer numbers have increased whilst male numbers decreased.
- ▲ Female Police Officer numbers are at their highest recorded in EMR (530), whilst male Police Officer numbers are at their lowest recorded (1949).
- ▲ In the final quarter, Male Police Staff numbers (700) and representation (37.59%) are at their highest level recorded in EMR.
- ▲ There was an 11.8% (14) increase in female Specials in 2006/7, resulting in a 1.86% increased level of representation.
- ▲ In the year, female Special representation remained significantly higher (>13%) than for Police Officers, despite an increasing representation in female Police Officers.
- ▲ There was an increase of 21 (5.82%) Specials in the year.

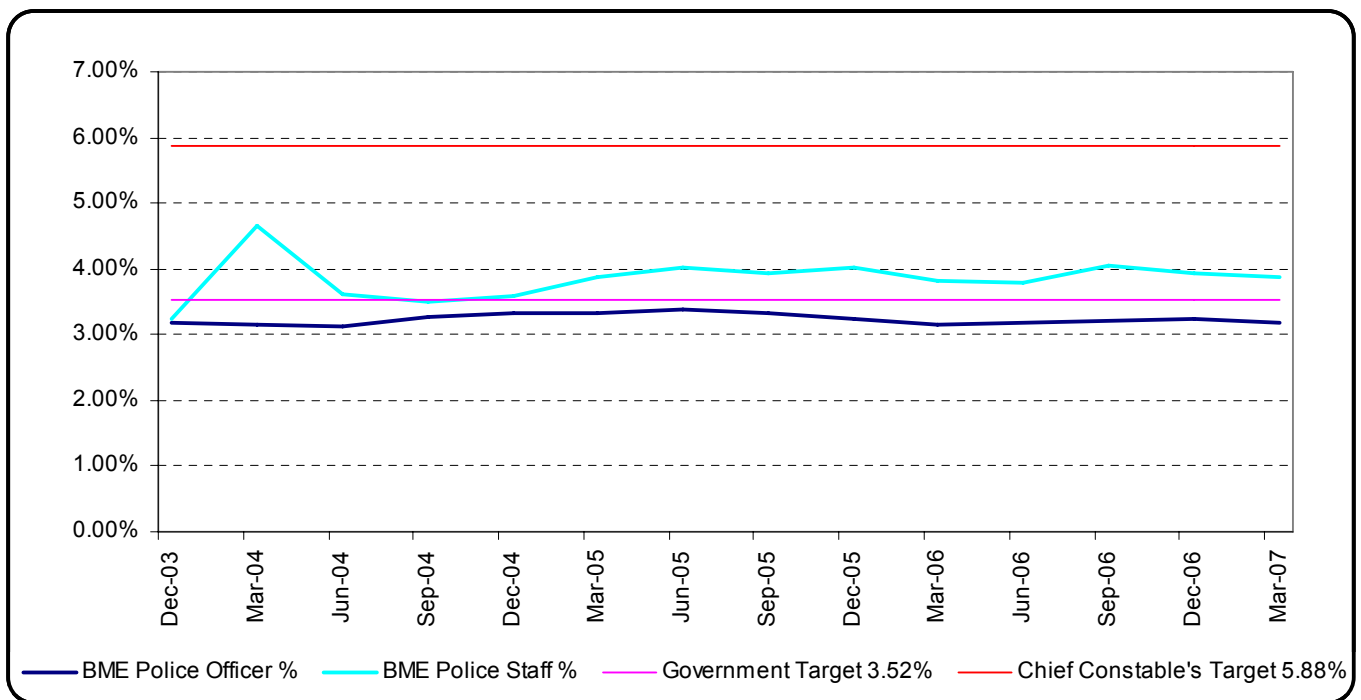
Recommendations

- Ⓢ **The force improves its recruitment and retention of BME Police Officers.**
- Ⓢ **The force improves its recruitment and retention of BME Police Staff.**

Information - Police Officer Recruitment Targets at 31/3/07

Nott's Police Current			Government Target			Local Target		
Force size	No BME officers	% BME Officers	% BME officers	No BME officers required	Change to meet target	% BME officers	No BME officers required	Change to meet target
2479	79	3.19%	3.52%	88	+9 ↑	5.88%	146	+67 ↓

Information - Progress against Police Recruitment Targets 1/4/04 - 31/3/07



Comment

- ▶◀ Government targets for BME Police Officer representation were introduced in 1998. The target percentage of BME officers (3.52%) is based on the 1991 Census figures for the county's population.
- ▶◀ When the government's target was introduced, the force's BME officer representation was 2.64% (60/2269 officers).
- ▶◀ The Chief Constable has set a local target for BME officers of 5.88% (based on the 2001 Census figure for the county's population).
- ▶◀ The numbers of BME officers required is based on the current force size at the time of the report.

Comment cont.

▶◀ The apparent contradiction of the change to meet the Government's target increasing whilst the Chief Constable's target decreases is caused by the effect of rounding staff figures up to whole figures.

▶◀ In 2006/7 the total number of Police Officers reduced by 65 (2.56%). This is the first year that the force size has decreased in EMR.

▶◀ The significant under-representation of female Police Officers is a nationally recognised issue that is subject of a performance indicator for recruitment of female officers. The target for Nottinghamshire Police for 2006/7 was 50% female representation in Police Officer recruitment.

▼ The force is below both the government's and the Chief Constable's target for BME Police Officers.

▼ In 2006/7 the number of BME Police Officers has fallen by 1 (1.25%).

▼ Although BME Police Officer representation showed a modest improvement in the year (0.05%), the number (79) and percentage (3.19%) of BME Police Officers is now identical to that recorded in EMR in Dec 2003, i.e. in effect the force has made no progress in increasing BME Police Officer numbers or representation in over 3 years.

▼ Based on the rate of improvement in the representative level of BME Police Officers in the last year (+0.05%/year), the force will take approximately 7 years to reach the Government's target and 54 years to reach the Chief Constable's target. Moreover, as this increased representation is based on a diminishing workforce, to achieve these two targets would require the force size to reduce to 2,245 and 1,344 Police Officers respectively (assuming no further reductions in BME Police Officer numbers).

▼ The force was 8.9% below the target (50%) for female Police Officer recruitment in the year.

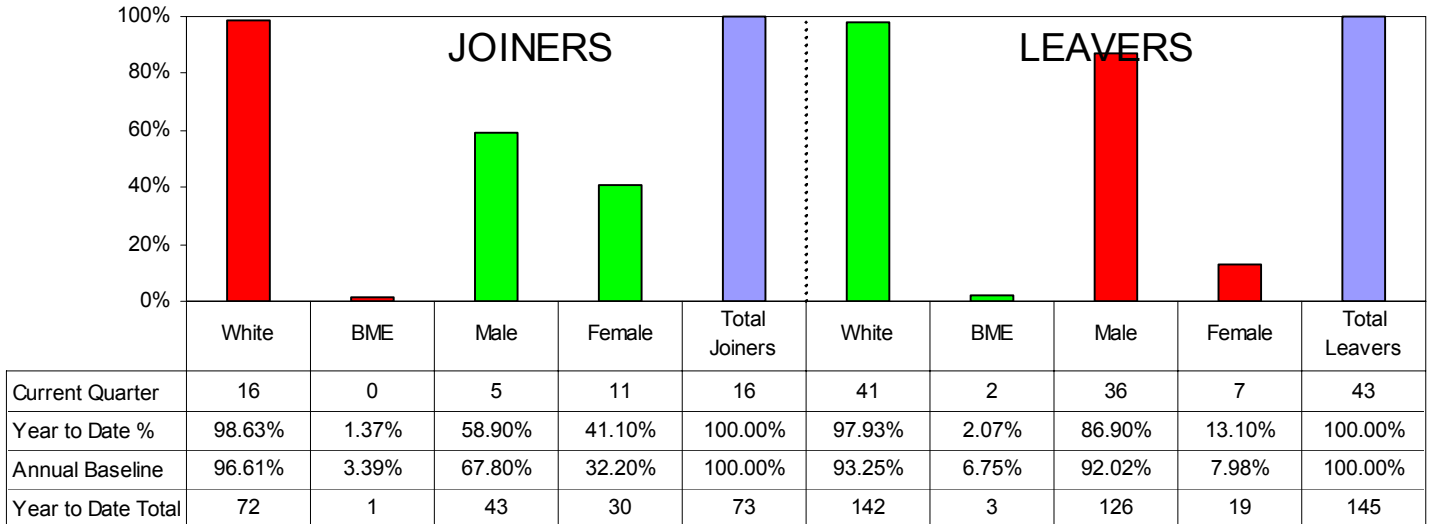
▲ In the year, the number of officers required to meet the Government's target has reduced by 1 and reduced by 3 to meet the Chief Constable's target.

Recommendations

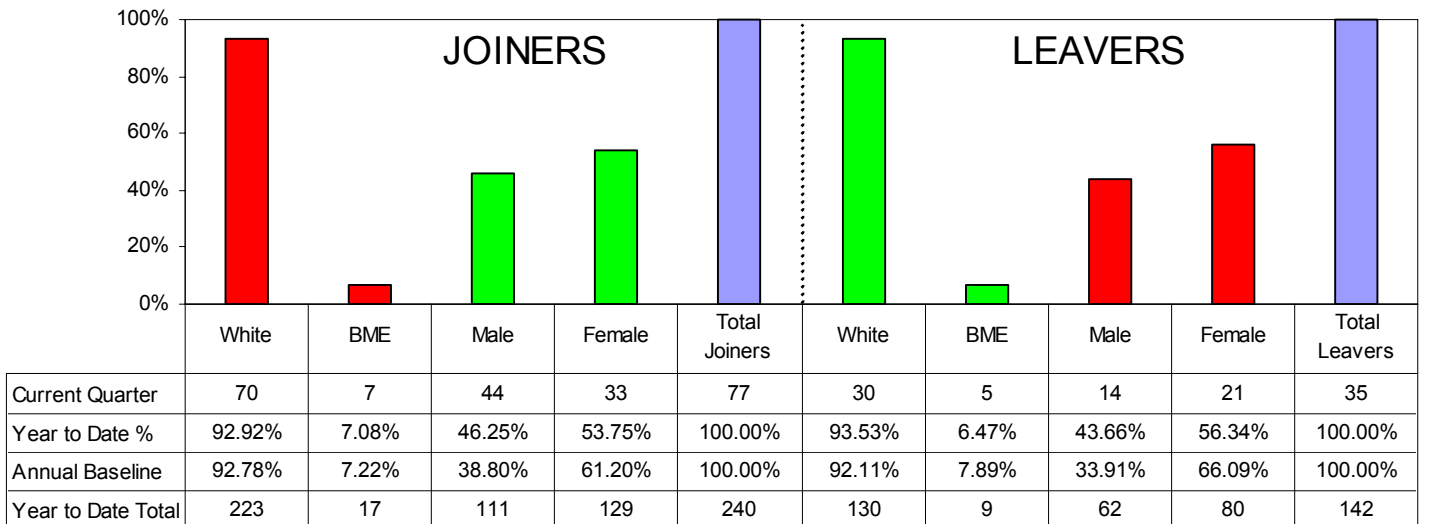
Ⓢ The force improves its recruitment and retention of BME Police Officers.

Ⓢ The force improves its recruitment and retention of BME Police Staff.

Information - Police Officers Joining & Leaving by Representation 1/4/06 - 31/3/07



Information - Police Staff Joining & Leaving by Representation 1/4/06 - 31/3/07



Comment

▶▶ Data on joiners and leavers is shown as cumulative year-to-date percentages to provide a larger data set for comparison. Cumulative year-to-date numbers of joiners and leavers are also shown in the tables.

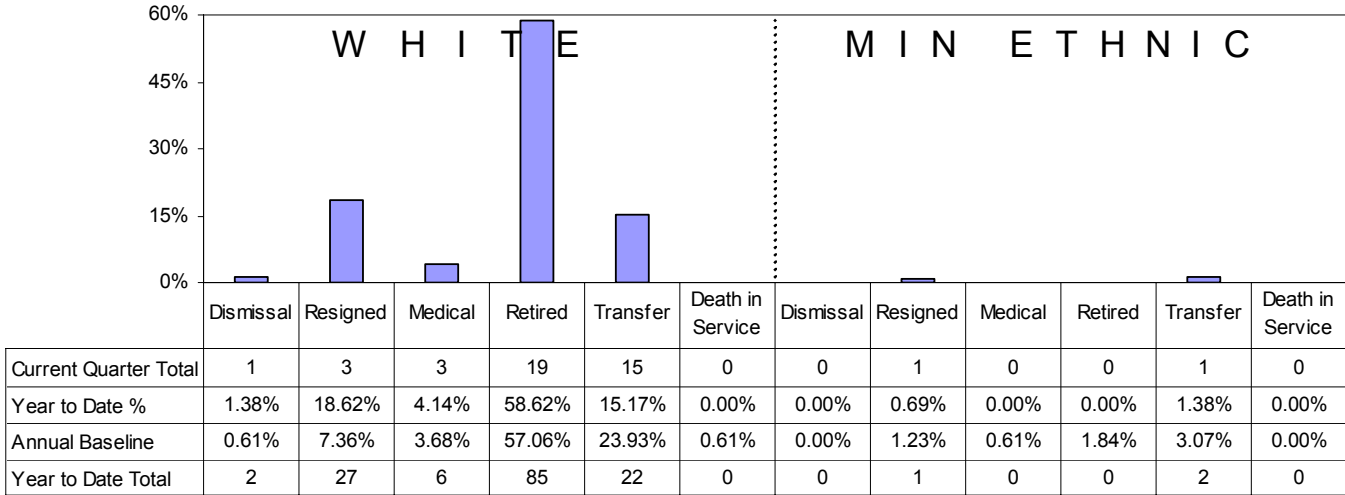
▶▶ All new Police Officers join at the rank of constable. Police Officers transfer from other forces at all ranks. Police Staff join at all grades. Police Staff includes Police Community Support Officers (PCSO's). Leavers includes all ranks and grades.

▶▶ Data on the numbers of joiners and leavers is inconsistent with that given in the changes to total staff profiles because those profiles also include changes in staff on secondments and out of force attachments etc.

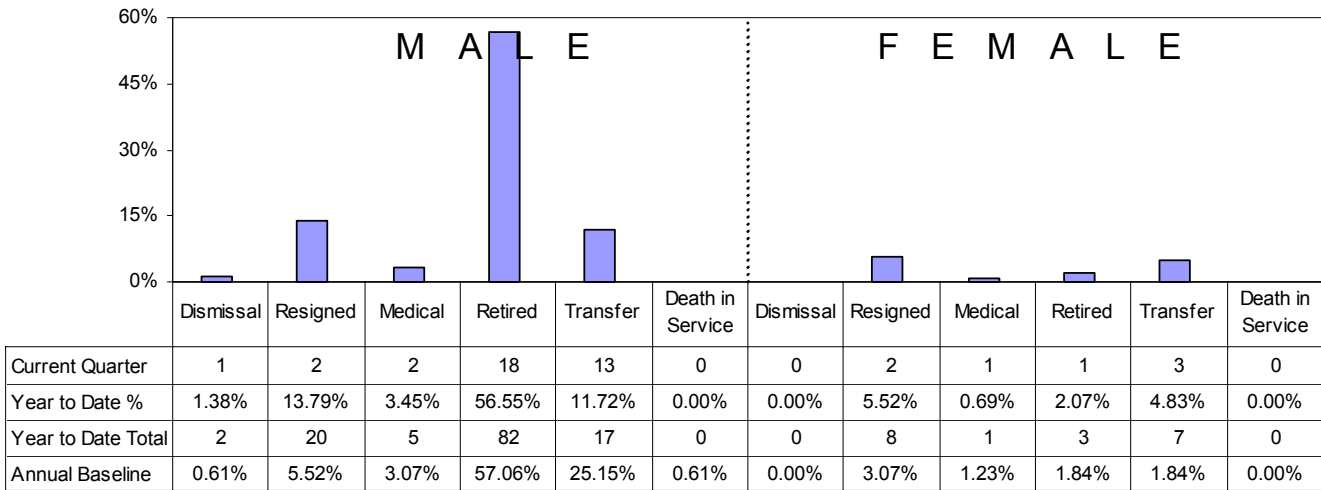
Comment cont.

- ▶◀ Three Police Staff leavers' ethnicity are not known.
- ▶◀ In 2006/7 there was a net decrease of 72 Police Officers from joiners and leavers. Over the last two years there has been a total net decrease of 117 Police Officers.
- ▶◀ In 2006/7 there was a net increase of 98 Police Staff from joiners and leavers. Over the last two years there has been a total net increase of 166 Police Staff.
- ▶◀ BME Police Staff joined and left the force at similar rates in the year, for the second consecutive year.
- ▼ BME Police Officer recruitment in the year was 1.37% (1/73) of the total. This is less than the current representative level in the force and is below the BME representation targets for the force.
- ▼ The force was 8.9% below the target (50%) for female Police Officer recruitment in the year.
- ▲ BME Police Officers left the force in the year at less than current representative levels at 2.07% (3/145) of total leavers.
- ▲ The net result of Police Officer joiners and leavers in the year is a 2.78% (2/72) BME representation in the net decrease, which is lower than current BME representation levels and therefore has improved overall BME representation.
- ▲ Female Police Officer recruitment in the year was 41.1% (30/73) of the total. Although less than representative of the county population, this is almost double the existing level of female Police Officer representation.
- ▲ Female Police Officers left the force in the year at less than recruitment levels and less than current representative levels at 13.1% (19/145) of total leavers. The net result of this is an increase of 11 female Police Officers in the year, compared to a male decrease of 83.
- ▲ BME Police Staff recruitment in the year was 7.08% (17/240). This is the second consecutive year that BME Police Staff recruitment has been more than representative of the county population and existing levels of representation in the force.
- ▲ The overall result of Police Staff joiners and leavers in the year is an 8.16% (8/98) BME representation in the 98 net increased Police Staff number.
- ▲ Male Police Staff recruitment in the year was 46.25% (111/140) of the total. Although less than representative of the county population, this is the second consecutive year that it is higher than existing levels of representation in the force.
- ▲ The overall result of Police Staff joiners and leavers in the year is exact gender parity in the net increase of 98 (i.e. 49 males and 49 females). Police Staff Gender representation is therefore improved in 2006/7 by joiners and leavers as a result of the lower male staff complement.

Information - Police Officer Comparative Reasons for Leaving by Ethnicity 1/4/06 - 31/3/07



Information - Police Officer Comparative Reasons for Leaving by Gender 1/4/06 - 31/3/07



Comment

- ▶▶ Data on leavers is shown as cumulative year-to-date percentages to provide a larger data set for comparison.
- ▶▶ Leavers are from all Police Officer ranks.
- ▶▶ Resignation includes constables leaving in their two-year probationary period.
- ▶▶ Retirement for Police Officers is normally after 30 years' service. As a consequence of historic recruitment, current retirees are predominantly white male officers.

Comment cont.

▶▶ In 2006/7, retirements (including medical retirements) continued to account for more Police Officer leavers (c. 63%) than all other reasons for leaving combined.

▶▶ In 2006/7 the total numbers of Police Officers voluntarily leaving the force was similar to the previous year (58 & 52 respectively). However, in 2006/7 twice as many officers resigned than in 2005/6, whilst nearly half as many transferred to other forces compared to the previous year.

▶▶ The final quarter of the year saw the highest number (16) of officers transferring from the force yet recorded in EMR, accounting for two thirds of the year's total transfers.

▼ Although the overall rate of BME Police Officer attrition is better than for white officers (primarily as a result of retirements), for the second consecutive year BME Police Officers voluntarily (resigned or transferred to another force) left the force at greater than representative levels, at 5.77% (3/52) of voluntary leavers.

▼ Although relatively few in number, BME Police Officers again left Nottinghamshire Police in favour of other forces at over-representative rates (8.33%). In comparison to white officers, who were more likely to leave the service than transfer, BME officers were more likely to leave in favour of another force as to leave the service entirely, suggesting that the force may be relatively less attractive to BME officers than other forces compared to their white counterparts.

▼ Although overall female attrition rates were better than for males (again as a result of retirements), in a reversal of the previous year's situation female Police Officers left the force voluntarily (resigned or transferred to another force) in 2006/7 at higher than representative levels at 28.9% (15/52) of voluntary leavers.

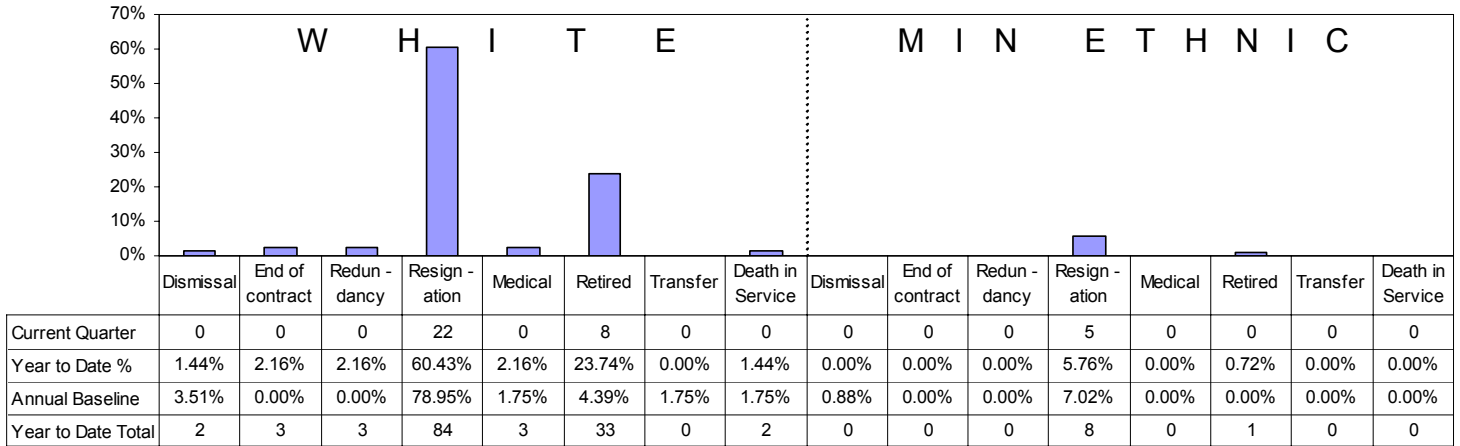
▼ For the second consecutive year female Police Officers were over-represented in officers who left the service entirely through resignation at 28.6% (8/28) of the total, suggesting that retention of female officers is not yet as effective as their recruitment.

▼ In 2006/7 female Police Officer retention was adversely affected by over-representation (29.2%) in officers transferring to other forces. Female Police Officers were almost equally likely to leave the force in favour of another force as to leave the service entirely through resignation.

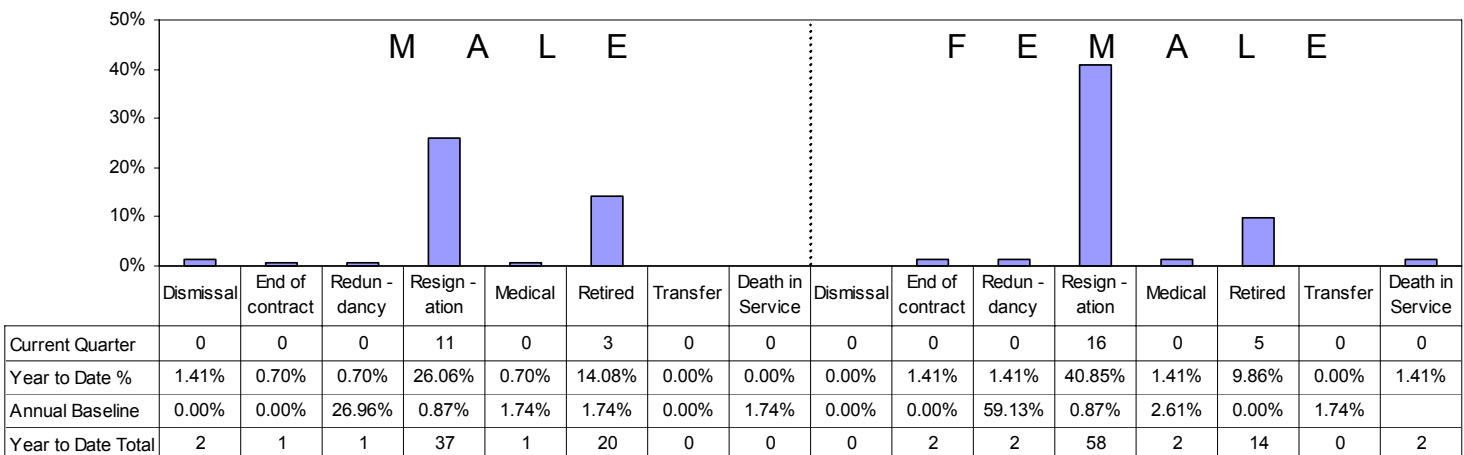
Recommendations

Ⓢ The force identifies and addresses reasons why BME Police Officers are more likely than white colleagues to transfer from Nottinghamshire Police to other police forces.

Information - Police Staff Comparative Reasons for Leaving by Ethnicity 1/4/06 - 31/3/07



Information - Police Staff Comparative Reasons for Leaving by Gender 1/4/06 - 31/3/07



Comment

- ▶▶ Data on staff's reasons for leaving is included in the annual report for the first time. Baseline data for leavers is not available.
- ▶▶ Data on leavers is shown as cumulative year-to-date percentages to provide a larger data set for comparison.
- ▶▶ Leavers are from all Police Staff grades.
- ▶▶ Police Staff leavers' data includes Designated Investigation Officers, Designated Detention Officers, Designated Escort Officers, Traffic Wardens and Police Community Support Officers.

Comment cont.

▶▶ In contrast to Police Officers who mostly retire, resignations account for the majority (66.9%) of Police Staff leavers in 2006/7.

▼ Overall attrition rates for BME Police Staff in 2006/7 were nearly double the staff profile at 6.33% (9/142).

▼ For the second consecutive year, BME Police Staff were over-represented in resignations at more than double (8.4%) the staff profile.

▲ Overall attrition rates for Police Staff were generally representative of the staff profile in 2006/7.

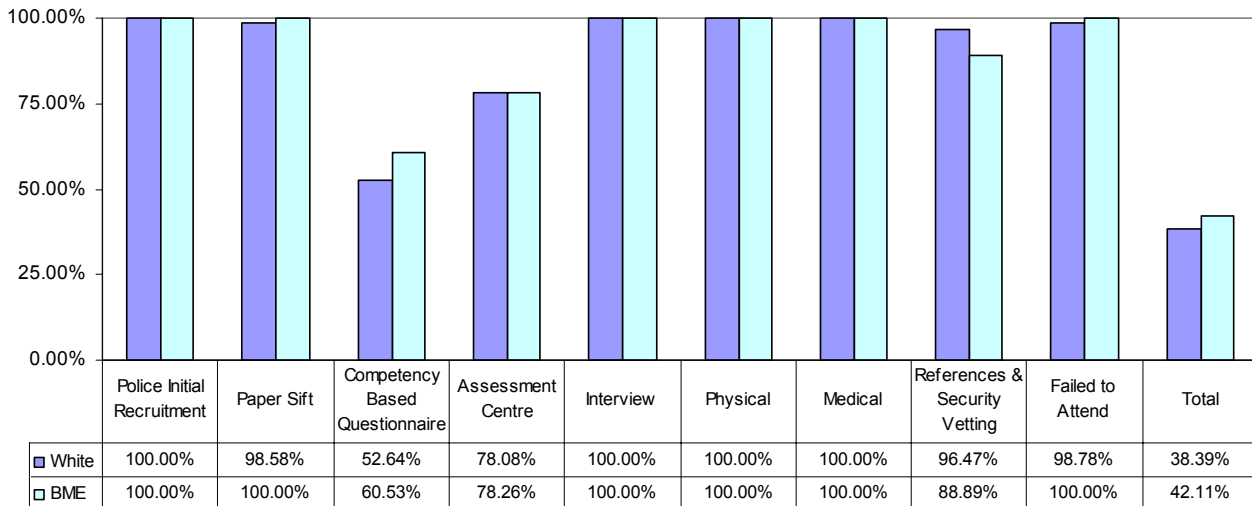
▲ No Police Staff left the force to transfer to another force in 2006/7.

▲ Gender representation in Police Staff who resigned from the force in 2006/7 was close to the staff profile.

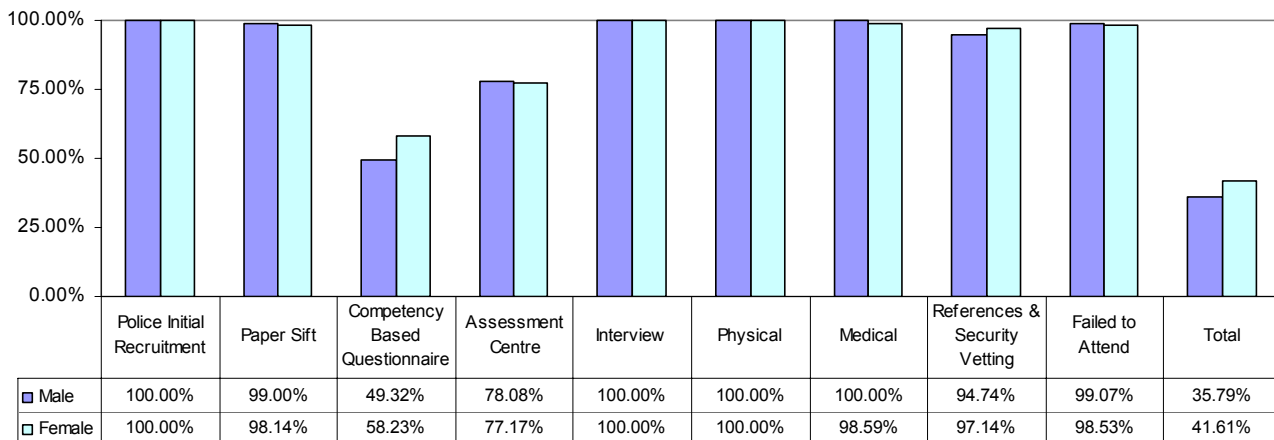
Recommendations

- ④ **The force identifies and addresses reasons why BME Police Staff are more likely than white colleagues to resign from Nottinghamshire Police.**

Information - Success by Ethnicity for Each Stage of Police Officer Recruitment Stage 1/4/06 - 31/3/07



Information - Success by Gender for Each Stage of Police Officer Recruitment Stage 1/4/06 - 31/3/07



Comment

- ▶▶ Presentation of data on recruitment has been amended to show relative success in line with the 2005/6 strategic recommendation.
- ▶▶ Data on recruitment success is produced only annually in EMR.
- ▶▶ Deselection information only relates to applications for Police Officers.
- ▶▶ The stages of selection on the charts reflects the chronology of the selection process.

Comment cont.

▶▶ Information provided details the success rate at each stage for particular groups. It does not reflect their relative overall numbers in selection. Fair procedures should produce relatively similar success rates for different groups at each stage of selection, but not the same percentages for different stages.

▶▶ In 2006/7 there were 460 applications received for Police Officers. Of these 422 (91.7%) were white and 38 (8.3%) BME, and 299 (65.0%) were males and 161 (35.0%) females.

▶▶ In 2006/7 there were 174 successful candidates in total out of 460 applicants, resulting in an overall success rate of 37.8%.

▶▶ The Competency Based Questionnaire (CBQ) and Assessment Centre accounted for 94% (269/286) of all unsuccessful candidates. These two areas are therefore critical to the overall fairness of the process.

▼ Although the actual numbers are very small, for the second consecutive year BME applicants are significantly more likely to fail selection as a result of security vetting than white candidates. In 2006/7 this resulted in 5.3% of the total BME candidates failing compared to 1.42% of white candidates.

▲ In 2006/7 the overall selection process produced relatively similar success rates (\pm c.6%), suggesting that the process is basically fair.

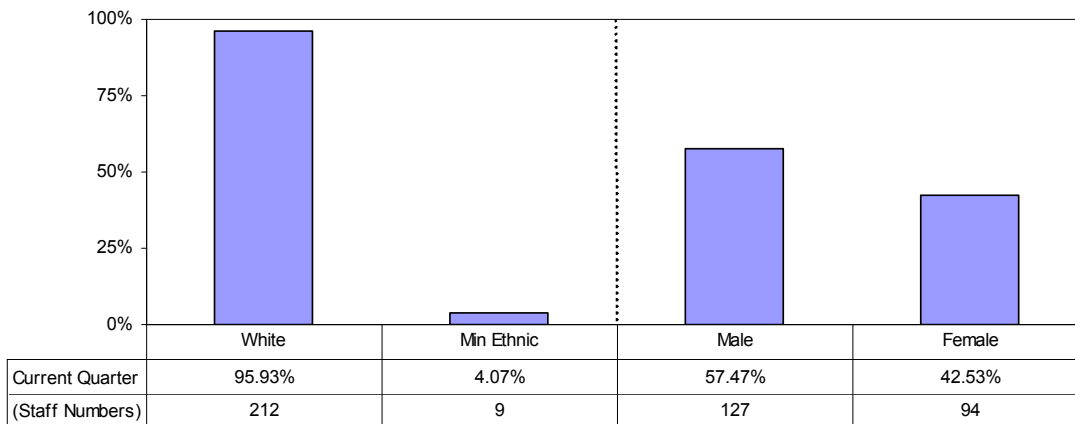
▲ The Assessment Centre produced remarkably similar (\pm 0.8%) results for majority and minority candidates (white/BME and male/female), suggesting that this stage of the selection process has little, if any, bias.

▲ The Competency Based Questionnaire produced relatively similar levels of success between groups, with minority candidates fairing slightly (c.8-9%) better than majority. From the data it is not possible to determine whether this slight advantage is as a result of positive action or natural variance.

▲ The recording of applicant's ethnicity was greatly improved in 2006/7, with only 1.05% (3/286) of unsuccessful applicants having ethnicity not recorded compared to 27.4% the previous year.

▲ The number of candidates failing to attend was significantly reduced on the previous year's number, down to one male and one female (both white) candidates.

Information - PCSO's Complement by Gender & Ethnicity at 31/3/07



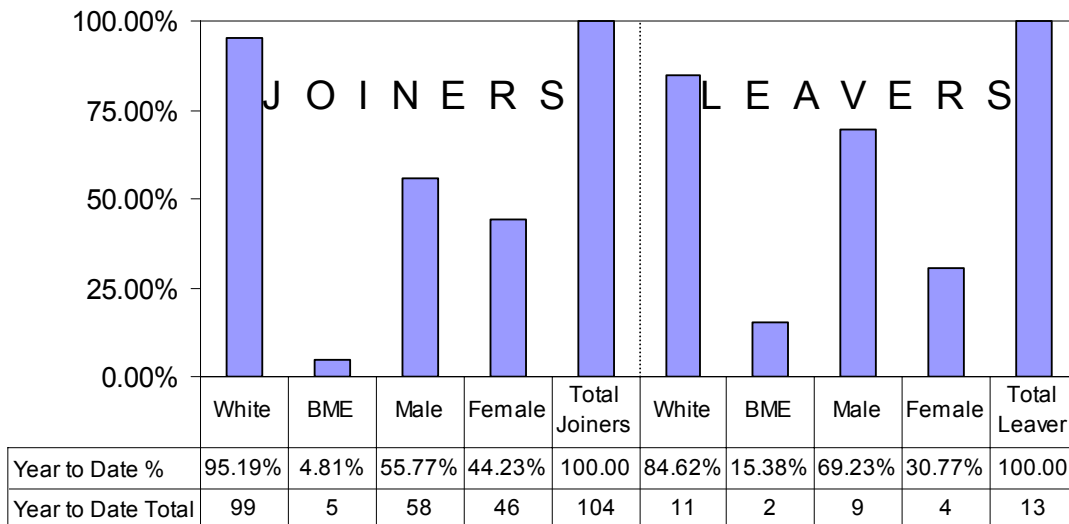
Comment

- ▶▶ Police Community Support Officers (PCSO's) were first employed in Nottinghamshire in March 2003.
- ▶▶ This is the first Equity Monitoring Report to include specific information on PCSO's; this was commissioned by the Chief Constable to examine a new area of police employment.
- ▶▶ PCSO baseline data is not available for comparison.
- ▶▶ PCSO's employment data is included within the overall Police Staff data.
- ▶▶ Nottinghamshire Police defines the primary role of a PCSO as "to work as part of the Safer Neighbourhoods team to support the problem solving initiatives co-ordinated by the Beat Manager. The specific tasks of a PCSO should include; Engagement with the community; Problem solving and reassurance, and; Support at Major incidents.
- ▶▶ PCSO's provide an additional uniform policing presence and work directly alongside Police Officers but they are not a replacement for Police Officers and should not be used for tasks normally undertaken by a Police Officer.
- ▼ Although BME representation in PCSO's (4.07%) is above the Government's target for Police Officers set in 1999, it is below the last recorded level of the BME community in Nottinghamshire reflected by the Chief Constable's target (5.88%).
- ▲ Female representation in PCSO's is double that of Police Officers and gender representation amongst PCSO's is the best of any recorded group in Nottinghamshire Police.
- ▲ PCSO's are at c.7.5% from parity in gender representation.

Recommendations

- Ⓢ The force improves its recruitment and retention of BME PCSO's.

Information – PCSO's Joining & Leaving by Representation 1/4/06 - 31/3/07



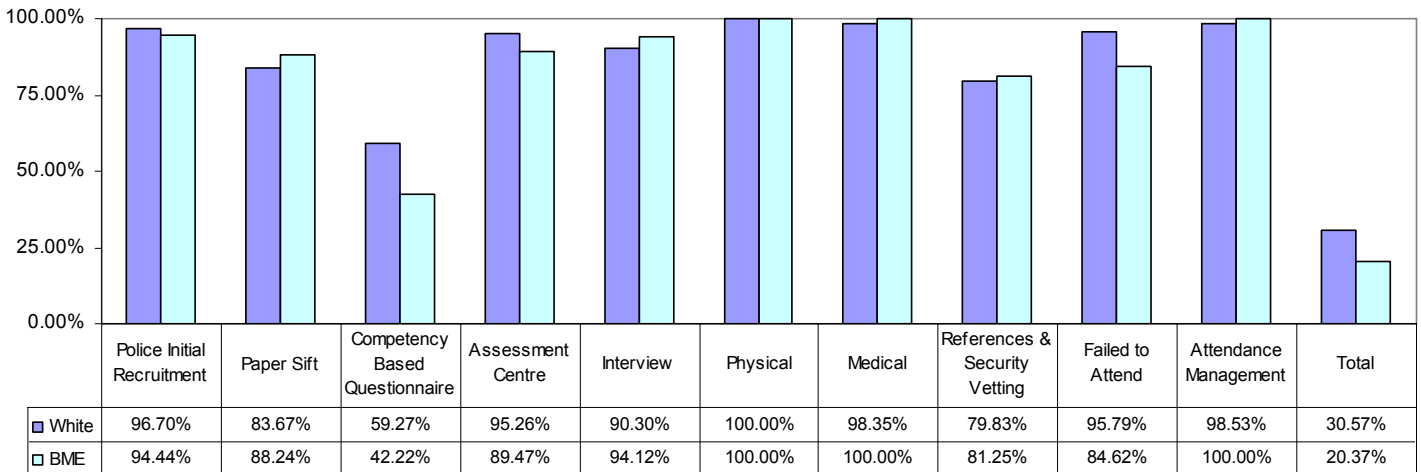
Comment

- ▶▶ PCSO joiners and leavers baseline data is not available for comparison.
- ▶▶ Joiners in 2006/7 account for 47% of the total PCSO complement.
- ▼ BME PCSO recruitment in the year was below the Chief Constable's target for Police Officers.
- ▼ BME PCSO's left the organisation in 2006/7 at significantly higher than representative rates at 15.4% (2/13) of all leavers.
- ▼ The net result of PCSO joiners and leavers in the year is a 3.3% (3/91) BME representation in the net increase, which is lower than current BME representation levels and therefore has decreased overall BME representation.
- ▼ There were no BME PCSO's represented in the (2) PCSO's whose reason for leaving was to resign to join as Police Officers.
- ▲ BME PCSO recruitment in 2006/7 was above existing rates of BME representation at 4.81% of joiners.
- ▲ Female PCSO recruitment in 2006/7 was above existing rates of female representation at 44.23% of joiners.
- ▲ The net result of PCSO joiners and leavers in the year is a 46.2% (42/91) female representation in the net increase, which is higher than current representation levels and therefore has increased overall female representation.

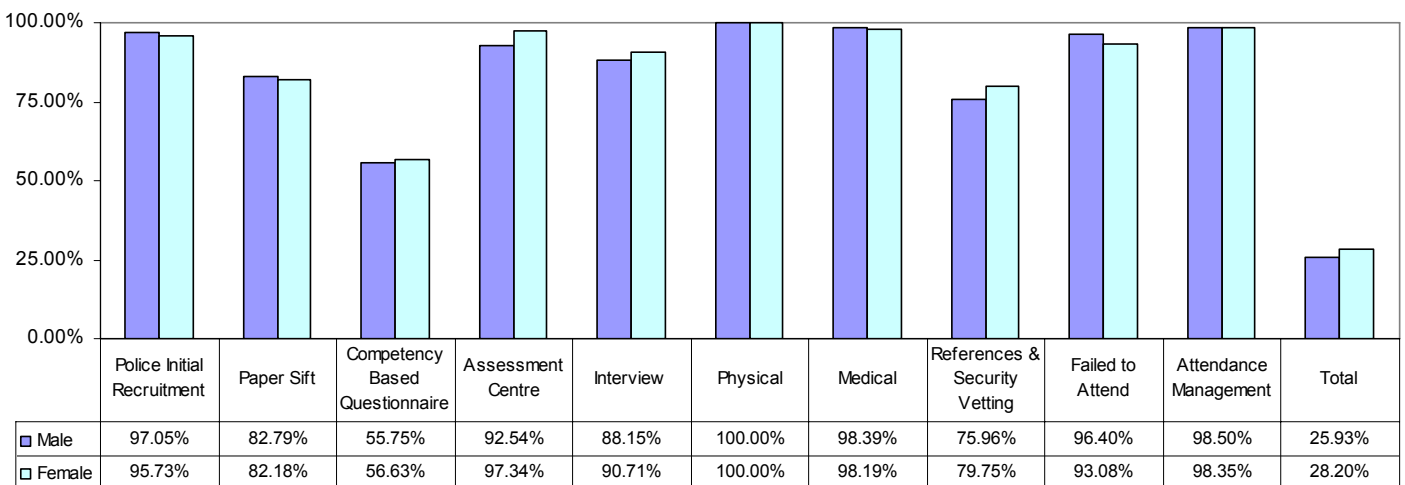
Recommendations

- Ⓣ The force reviews female PCSO recruitment and retention for good practice.

Information - Success by Ethnicity for Each Stage of PCSO Recruitment Stage 1/4/06 - 31/3/07



Information - Success by Gender for Each Stage of PCSO Recruitment Stage 1/4/06 - 31/3/07



Comment

- ▶▶ PCSO recruitment success baseline data is not available for comparison.
- ▶▶ The stages of selection on the charts reflects the chronology of the selection process.
- ▶▶ Information provided details the success rate at each stage for particular groups. It does not reflect their relative overall numbers in selection. Fair procedures should produce relatively similar success rates for different groups at each stage of selection, but not the same percentages for different stages.

Comment cont.

▶◀ In 2006/7 there were 934 applications received for PCSO posts. Of these 880 (94.2%) were white and 38 (5.8%) BME, and 509 (54.5%) were males, 422 (45.2) females and 3 (0.3%) not stated.

▶◀ In 2006/7 there were 254 successful candidates in total out of 934 applicants, resulting in an overall success rate of 27.2%. This is approximately 10% lower than for Police Officer selection.

▶◀ The Competency Based Questionnaire (CBQ) accounted for almost half (325/680) of all unsuccessful candidates. This area is therefore critical to the overall fairness of the process.

▶◀ Almost 8% (73/934) of all applicants failed the conviction criteria. This compares with 1.7% (8/460) of Police Officer candidates.

▼ The Competency Based Questionnaire produced the largest differential (17%) in success, occurring between white and BME applicants, with minority candidates fairing worse.

▼ In 2006/7 there was a significant, adverse gap (>10%) between BME applicants' success for PCSO posts and white applicant's success. It is not possible to state at present whether this is a product of short-term natural variation or an indicator of unfairness in the process.

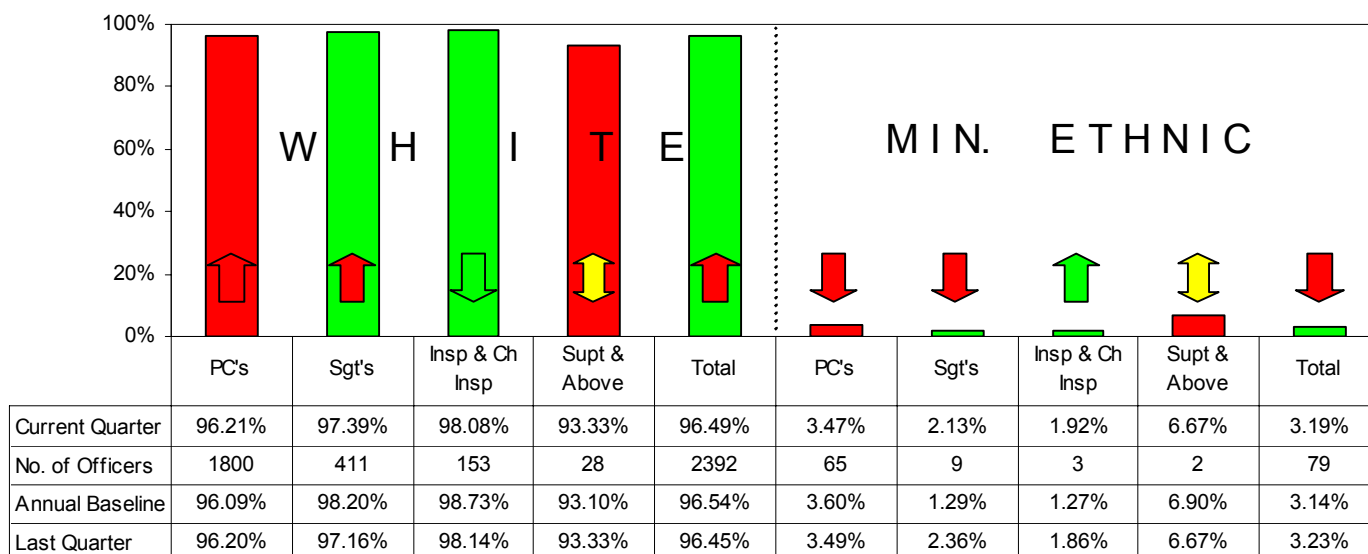
▲ In 2006/7 the overall selection process produced very similar success rates for men and women (\pm c.2.3), suggesting that the process is basically fair across gender.

▲ As for Police Officers, the PCSO Assessment Centre produced similar (\pm 6%) results for majority and minority candidates (white/BME and male/female), suggesting that this stage of the selection process has little, if any, bias.

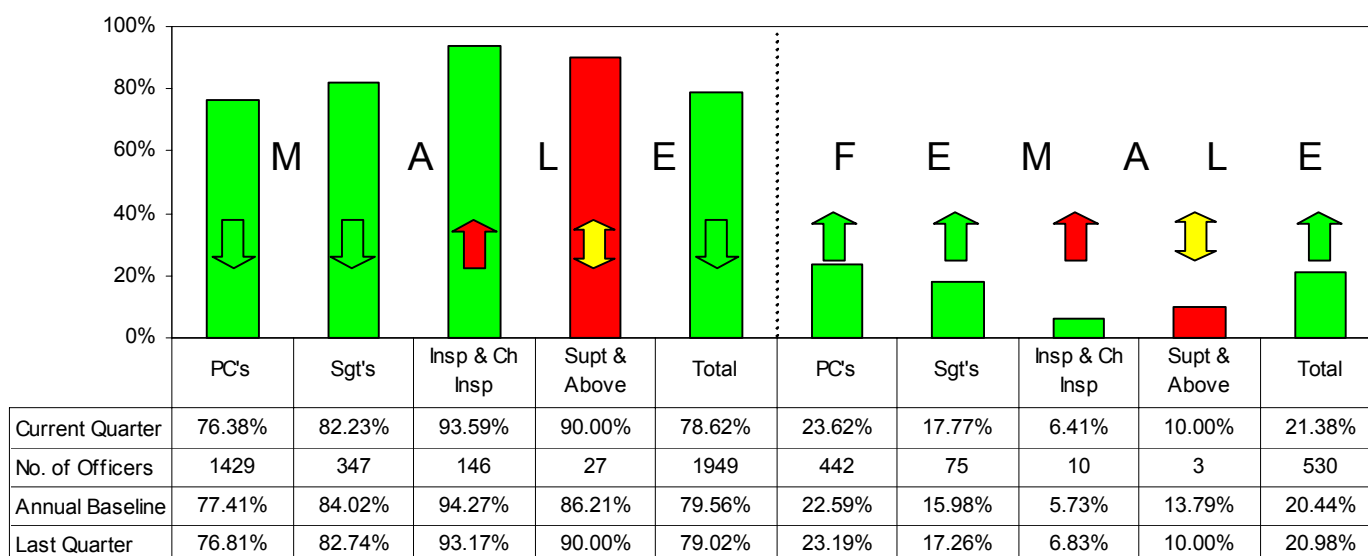
Recommendations

- Ⓣ **The force reviews results from PCSO Competency Based Questionnaire for reasons for differential success between White and BME applicants.**

Information - Police Officer Rank Profile by Ethnicity 31/3/07



Information - Police Officer Rank Profile by Gender 31/3/07



Comment

- ▶▶ The highest rank achieved by a female officer is Assistant Chief Constable.
- ▶▶ The highest rank achieved by BME officers (male and female) is Chief Superintendent and Inspector respectively.
- ▶▶ In 2006/7 there was an overall increase of 34 officers in all promoted ranks.
- ▶▶ The decrease in the total number of constables during the last six months of the previous year continued in each quarter of 2006/7, finishing at 99 officers less than last year's baseline.

Comment cont.

- ▶◀ The numbers of constables (1871) is the lowest recorded in EMR.
- ▶◀ The ratio of first-line supervisors (Sergeants) to constables is at the highest (1:4.4) yet recorded in EMR.
- ▼ There was an increase of 1 (3.5%) white Supt and Above in 2006/7. This is the fifth increase of white officers in these ranks recorded in EMR whilst there have been no additional BME officers in these ranks since EMR began.
- ▼ BME numbers of Sergeants reduced by 1 (10%) in the final quarter of the year.
- ▼ BME numbers at constable rank have remained static or decreased in every quarter for the last 21 months.
- ▼ BME constables decreased by 6 (8.45%) in 2006/7 and are now at the lowest number (65) yet recorded in EMR. This reduction was compounded in representation levels by a lesser relative decrease in white constables of 4.9% (93), producing the worst proportion of BME constables since the first EMR at 3.47%.
- ▼ Female officers remain under-represented in all promoted rank groups in comparison to their overall staff profile.
- ▼ Female Supt and Above decreased by 1 (25%) in 2006/7 whilst there was an increase of 2 (8%) male officers in these ranks, resulting in reduced female representation from the baseline.
- ▼ In the last quarter, female numbers in Insp. and Ch. Insp. ranks fell by 2 (16.7%).
- ▲ BME representation at senior officer level (Supt & Above) remains higher than representative of the county population.
- ▲ BME representation at Insp. and Ch. Insp. Ranks increased in the year to the highest level recorded for 3 years (1.92%) as a result of 1 (50%) additional BME officer compared to a decrease of 2 (1.29%) white officers in these ranks.
- ▲ Female representation at Insp. and Ch. Insp ranks increased by 1 (11.1%) in the year, compared to a decrease of 2 (1.37%) males in these ranks resulting in an increased level of female representation from the baseline.
- ▲ BME Sergeants increased by 4 (80%) in the year, compared to an increase of 30 (7.9%) white Sergeants, resulting in greater BME representation from the baseline.
- ▲ Female representation at Sergeant rank increased by 13 (21.0%) in the year, whilst male Sergeants increased by 21 (6.44%), resulting in an increased level of female representation from the baseline and the highest level of representation yet recorded in the rank at the end of 2006/7 (17.77%).
- ▲ There has been a quarter-on-quarter improvement in the level of female Sergeant representation for the last three and a half years.

Comment cont.

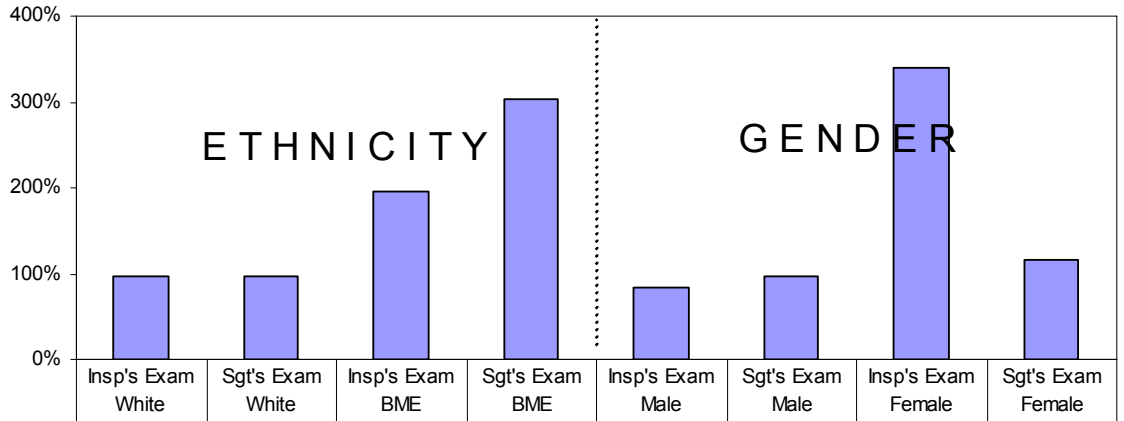
▲ Although female constables decreased by 3 (0.7%) in the year, male constables decreased by 96 (6.3%), resulting in an increased level of representation from the last baseline.

▲ There has been a quarter-on-quarter improvement in the level of female constable representation for the last three years, resulting in the last quarter of the year in the highest level of female representation yet recorded in the rank at the end of 2006/7 (23.62%).

Recommendations

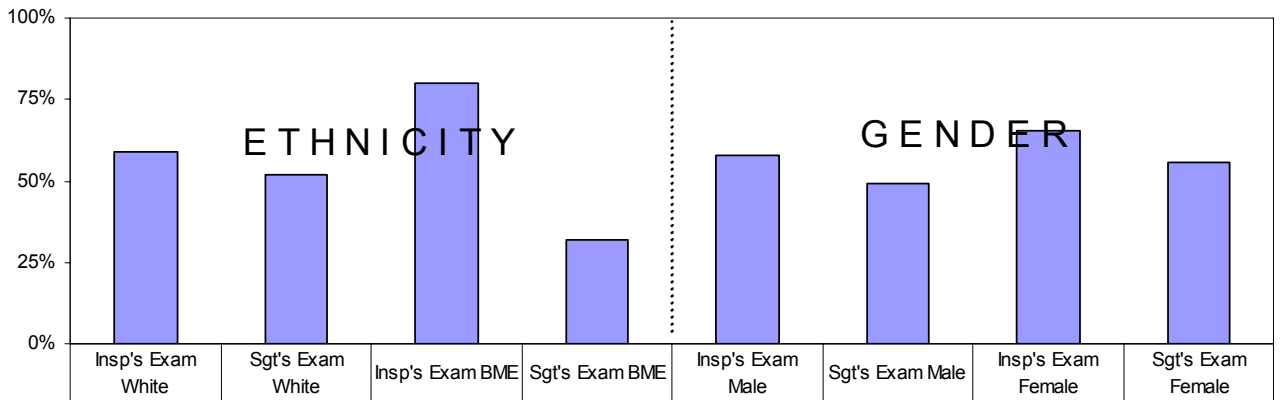
- ⑤ **The force improves BME Police Officer promotion at all ranks.**
- ⑤ **The force improves female Police Officer promotion at all ranks.**

Information - Police Officer in Promotion Exams by Ethnicity & Gender Compared to Representative Levels 1/4/06 - 31/3/07



	Insp's Exam White	Sgt's Exam White	Insp's Exam BME	Sgt's Exam BME	Insp's Exam Male	Sgt's Exam Male	Insp's Exam Female	Sgt's Exam Female
Representation Compared to Staff Profile	97.36%	95.75%	195.49%	302.51%	83.55%	96.65%	340.15%	115.50%
No. of Officers	127	318	5	22	104	271	29	70
Annual Baseline	99.85%	94.92%	111.35%	510.74%	90.28%	97.54%	259.81%	112.94%

Information - Police Officer Success in Promotion Exams by Ethnicity & Gender 1/4/06 - 31/3/07



	Insp's Exam White	Sgt's Exam White	Insp's Exam BME	Sgt's Exam BME	Insp's Exam Male	Sgt's Exam Male	Insp's Exam Female	Sgt's Exam Female
Success Rate	59.06%	51.89%	80.00%	31.82%	57.69%	49.45%	65.52%	55.71%
No. of Officers	75	165	4	7	60	134	19	39
Annual Baseline	64.75%	46.47%	50.00%	38.71%	62.50%	43.52%	76.19%	56.47%

Comment

- ▶▶ Data on promotion exams is produced only annually in EMR.
- ▶▶ Promotion exams data only relates to Police Officers.
- ▶▶ Promotion to Sergeant requires passing the Sgt's promotion exam followed by a successful selection process (referred to as "boards"). Subsequent promotion to Inspector requires passing the Insp's exam followed by a successful board. Promotions thereafter are by selection boards.

Comment cont.

▼ BME candidates in Sgt's exams were the least successful of any exam and group for the second successive year.

▲ For the second consecutive year, minority officers (BME and female) were over-represented in both Sgt's and Insp's exams in 2006/7.

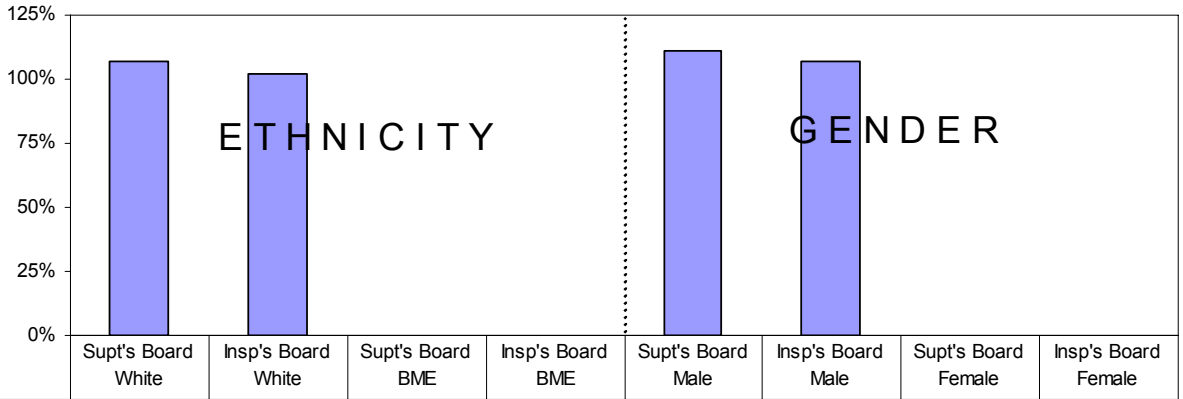
▲ Female representation in all promotion exams increased from the last baseline.

▲ For the second consecutive year female success in all promotion exams exceeded that of male counterparts.

Recommendations

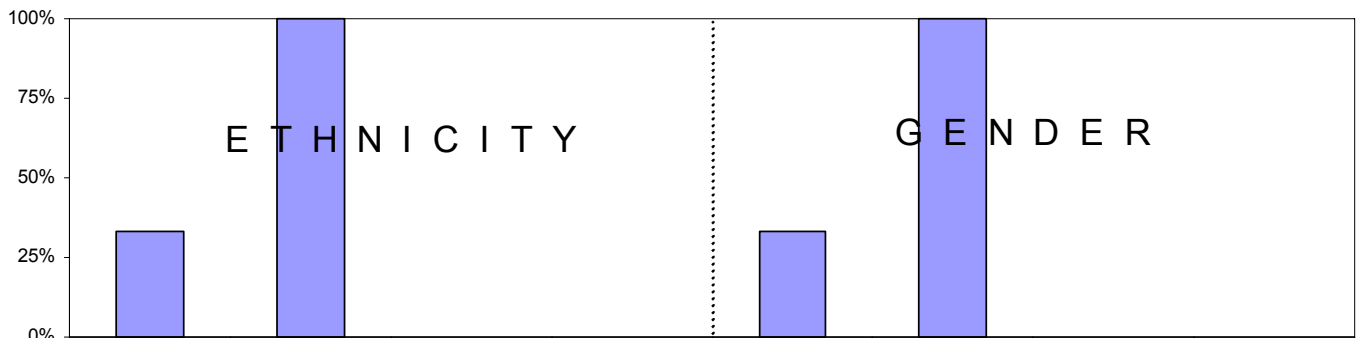
- ① The force reviews for reasons for differential success between White and BME candidates in Sgts exams.

Information - Police Officer in Promotion Boards by Ethnicity & Gender Compared to Representative Level 1/4/06 - 31/3/07



	Supt's Board White	Insp's Board White	Supt's Board BME	Insp's Board BME	Supt's Board Male	Insp's Board Male	Supt's Board Female	Insp's Board Female
Representation Compared to Staff Profile	107.14%	101.96%	0.00%	0.00%	111.11%	106.85%	0.00%	0.00%
No. of Officers	15	1	0	0	15	1	0	0
Annual Baseline		99.34%		150.96%		89.76%		268.38%

Information - Police Officer Success in Promotion Boards by Ethnicity & Gender 1/4/06 - 31/3/07

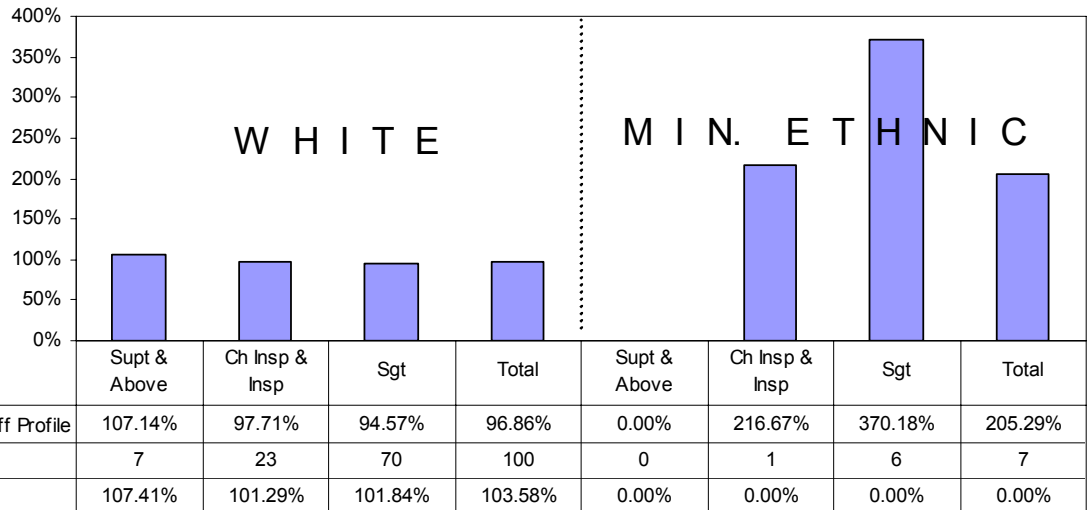


	Supt's Board White	Insp's Board White	Supt's Board BME	Insp's Board BME	Supt's Board Male	Insp's Board Male	Supt's Board Female	Insp's Board Female
Success Rate	33.33%	100.00%	0.00%	0.00%	33.33%	100.00%	0.00%	0.00%
No. of Officers	5	1	0	0	5	1	0	0
Annual Baseline		56.86%		100.00%		56.82%		62.50%

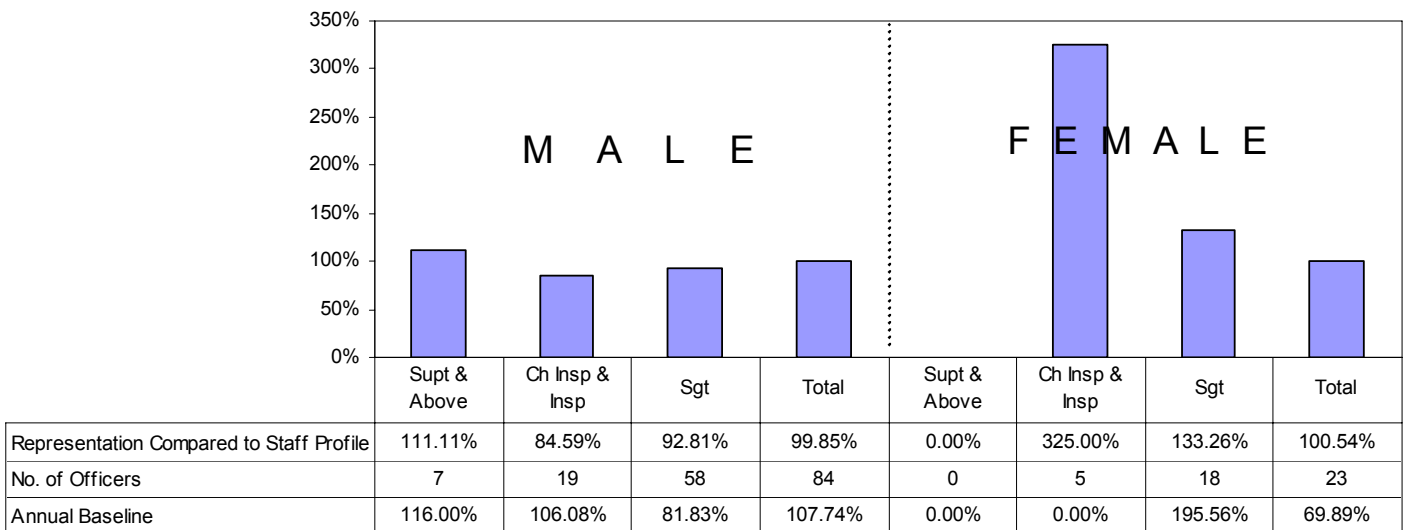
Comment

- ▶ ◀ Data on promotion boards is produced only annually in EMR.
- ▶ ◀ Promotion board data only relates to Police Officers.
- ▶ ◀ Promotion to Sergeant requires passing the Sgt's promotion exam followed by a successful selection process (referred to as "boards"). Subsequent promotion to Inspector requires passing the Insp's exam followed by a successful board. Promotions thereafter are by selection boards.
- ▶ ◀ In 2006/7 there were boards for Supt and Insp. In the 2005/6 baseline there were no Supt's boards.
- ▼ There were no minority officers (BME or female) as promotion board candidates in 2006/7.

Information - Police Officer Promotions by Rank & Ethnicity Compared to Representative Level 1/4/06 - 31/3/07



Information - Police Officer Promotions by Rank & Gender Compared to Representative Level 1/4/06 - 31/3/07



Comment

- ▶▶ Data on promotions is produced only annually in EMR.
- ▶▶ Promotion data only relates to Police Officers.
- ▶▶ Promotion to Sergeant requires passing the Sgt’s promotion exam followed by a successful selection process (referred to as “boards”). Subsequent promotion to Inspector requires passing the Insp’s exam followed by a successful board. Promotions thereafter are by selection boards.

Comment cont.

▶▶ The improved representation of minority (BME and female) officers in promotions is (mostly) a delayed consequence of successful promotion boards in 2005/6.

▼ For the second successive year there were no minority (BME and female) promotions to Supt. Their absence in 2006/7 reflects their absence as candidates in promotion boards.

▲ BME promotions to Sgt and Insp. in the year represent 100% of the successful promotion boards from 2005/6, whereas white promotions in those ranks represent c.80% of promotion boards.

▲ Female promotions to Insp. in the year represents 100% of the successful promotion boards from 2005/6, whereas white promotions in this ranks represent c.80% of promotion boards.

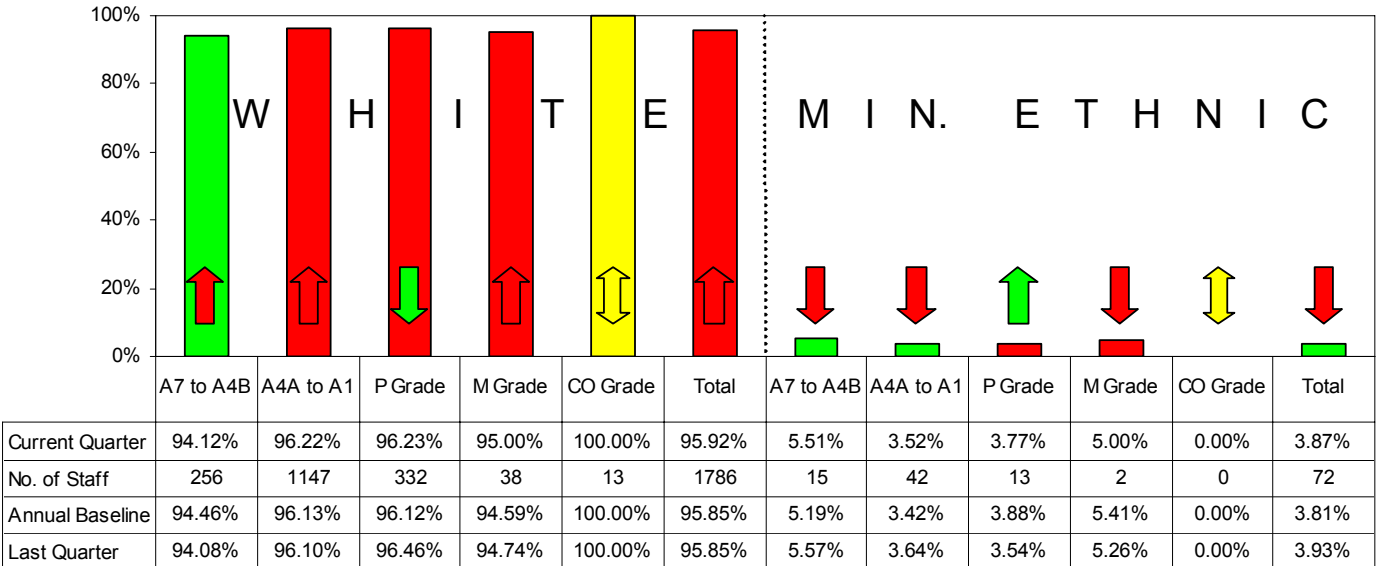
▲ BME Police officers were represented at higher than proportionate levels in overall promotions in 2006/7. This compares favourably to the previous year when there were no BME promotions.

▲ Gender representation in overall promotions was reflective of the staff profile. This represents an improvement in female representation, which was below the staff profile in the previous year.

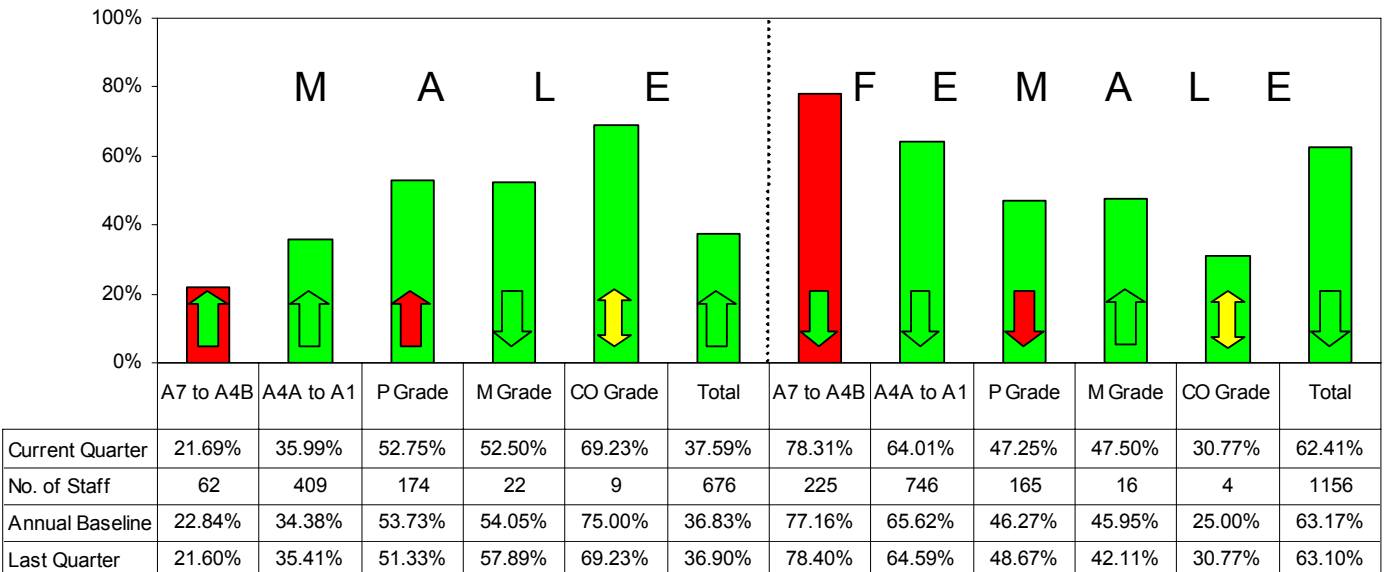
Recommendations

- ⑤ **The force improves BME Police Officer promotion at all ranks.**
- ⑤ **The force improves female Police Officer promotion at all ranks.**

Information - Police Staff Grade Profile by Ethnicity at 31/3/07



Information - Police Staff Grade Profile by Gender at 31/3/07



Comment

▶◀ Police Staff grades are (from junior grade to senior): A = Administrative, P = Professional, M = Managerial and CO = Chief Officer.

▶◀ Apparent contradictions in BME and white changes from the baseline in total Police Staff figures and Admin A4A to A1 grades are caused by improvements in ethnicity recording which has increased both white and BME levels.

Comment cont.

▼ Numbers of Chief Officer posts increased by 1 (8.33%) in 2006/7. This is the third consecutive year that Chief Officer numbers have increased without BME representation. Consequently there remains no BME staff in Chief Officer posts in the force since EMR reports began.

▼ For the second consecutive year, BME Police Staff numbers in senior grades (Management and Professional) have remained static, whilst white staff have increased (3 and 10 respectively) in those grades, resulting in worsened levels of BME representation from the previous baseline.

▼ BME Police Staff numbers in Management grade have not increased since being recorded in EMR, during which period white staff have increased by 40.7% (11).

▲ There were modest improvements in BME Police Staff representation in all Admin grades in 2006/7. These were the only Police Staff grades to show an improvement in BME representation.

▲ Female Chief Officer numbers increased by 1 (33.3%) in the year, whilst males remained static, as a result of which female representation is at its highest (30.77%) for two years.

▲ For the second consecutive year the number of female Police Staff in Management grade increased by more than males, resulting in the highest female Management representation yet recorded in EMR (47.5%).

▲ Female representation in Management grade increased by over 5% in the last quarter of 2006/7. Female representation in this grade currently shows the largest increase (c.10%) for any staff group since being recorded in EMR and is now almost at gender parity.

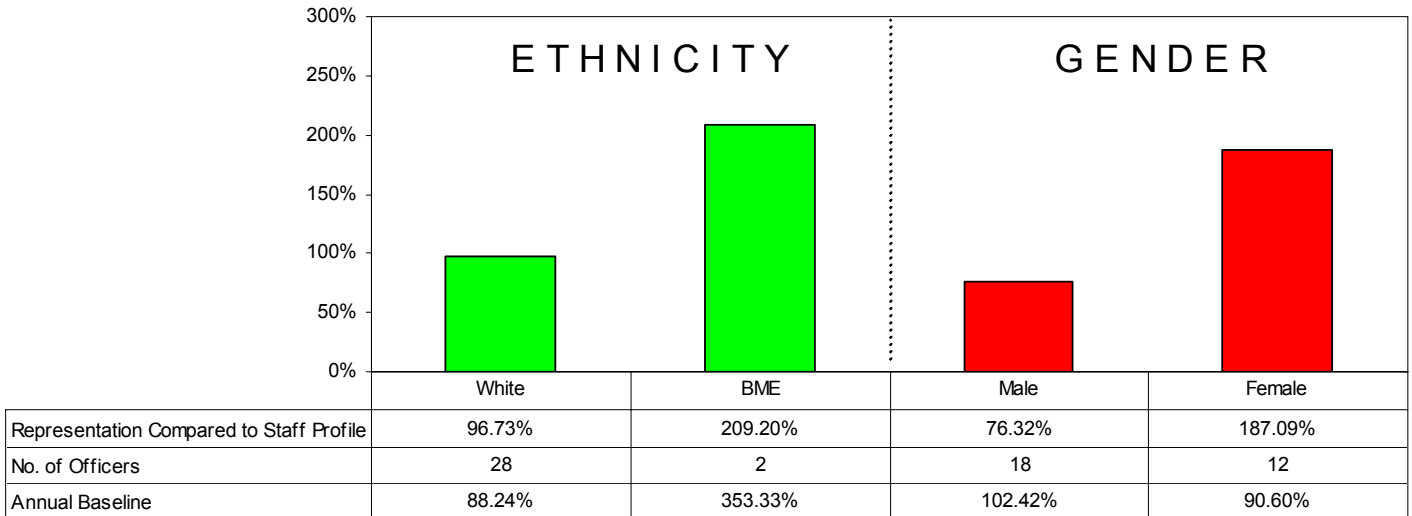
▲ In 2006/7 female representation in Professional posts increased by 8 (5.2%), whilst male Professional staff only increased by 2 (1.1%). This effectively reversed the decline in female representation in this grade experienced in 2005/6.

▲ In 2006/7 increase in male Police Staff numbers in Admin grades A4A to A1 outstripped female increases, resulting in the highest level of male representation yet seen in these grades (35.99%).

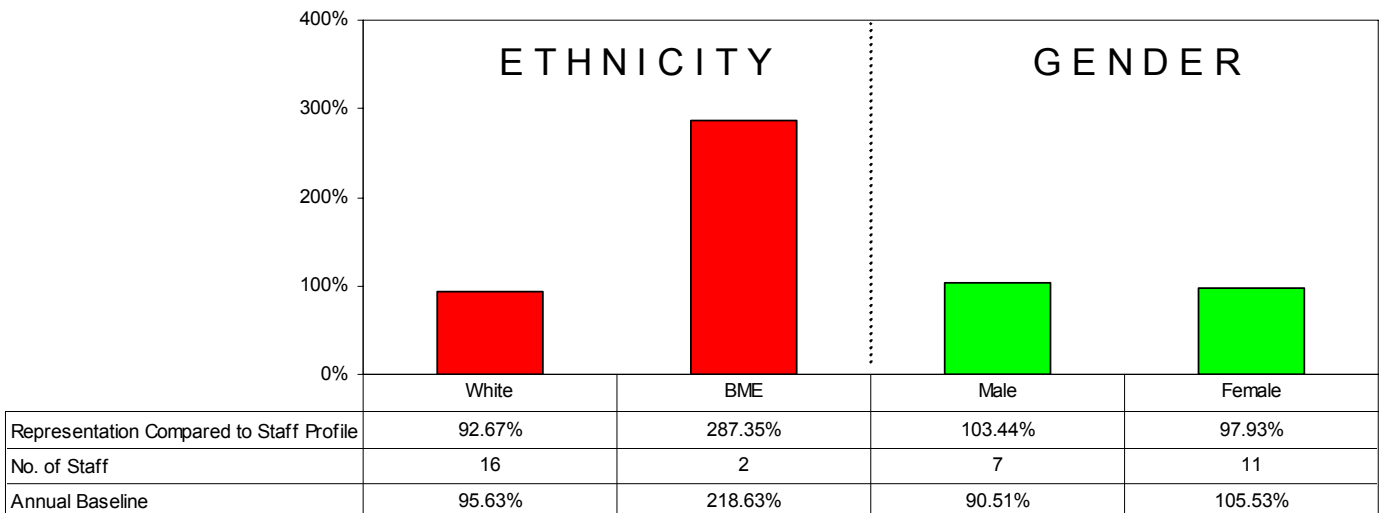
Recommendations

- ⑤ **The force improves BME representation in senior Police Staff grades.**
- ⑤ **The force improves female representation in Police Staff Chief Officer grade.**

Information - Police Officer Grievances by Ethnicity and Gender Compared to Representative Level 1/4/06 - 31/3/07



Information - Police Staff Grievances by Ethnicity and Gender Compared to Representative Level 1/4/06 - 31/3/07



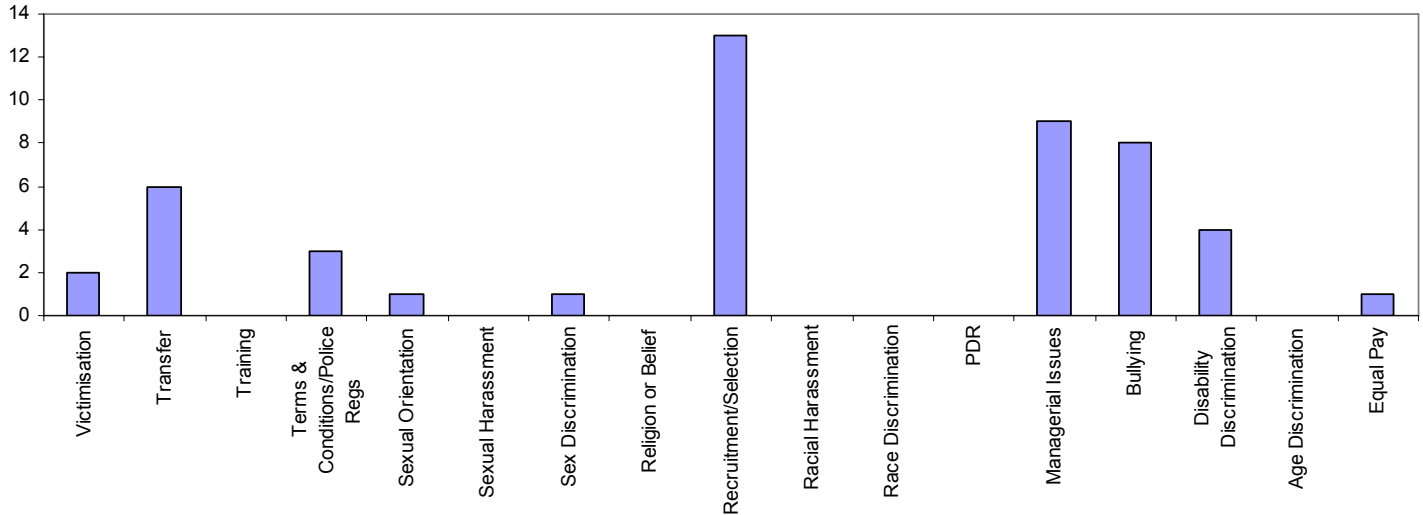
Comment

- ▶▶ Data on grievances is produced only annually in EMR.
- ▶▶ Performance representation on the charts reflects movement in the year to/from equal representation in staff profiles from the baseline and not changes in actual numbers of grievances.
- ▶▶ There was an increase of 3 (11.1%) in Police Officer grievances in the year from the baseline.
- ▶▶ There was an increase of 6 (50%) in Police Staff grievances in the year from the baseline.

Comment cont.

- ▼ For the second consecutive year, BME Police Officers and Police Staff were both significantly over-representative (more than twice as represented as white staff) in grievances in the year, although actual numbers of grievances remain too low to be statistically meaningful.
- ▼ Female Police Officers changed from almost gender parity in 2005/6 to being twice as likely to have a grievance as male officers in 2006/7.
- ▲ Police Staff grievances were closely representative of the gender profile in 2006/7.
- ▲ For the second consecutive year, overall levels of grievance per total staff were low for both Police Officers and Police Staff (1.2% and 1.0% respectively).

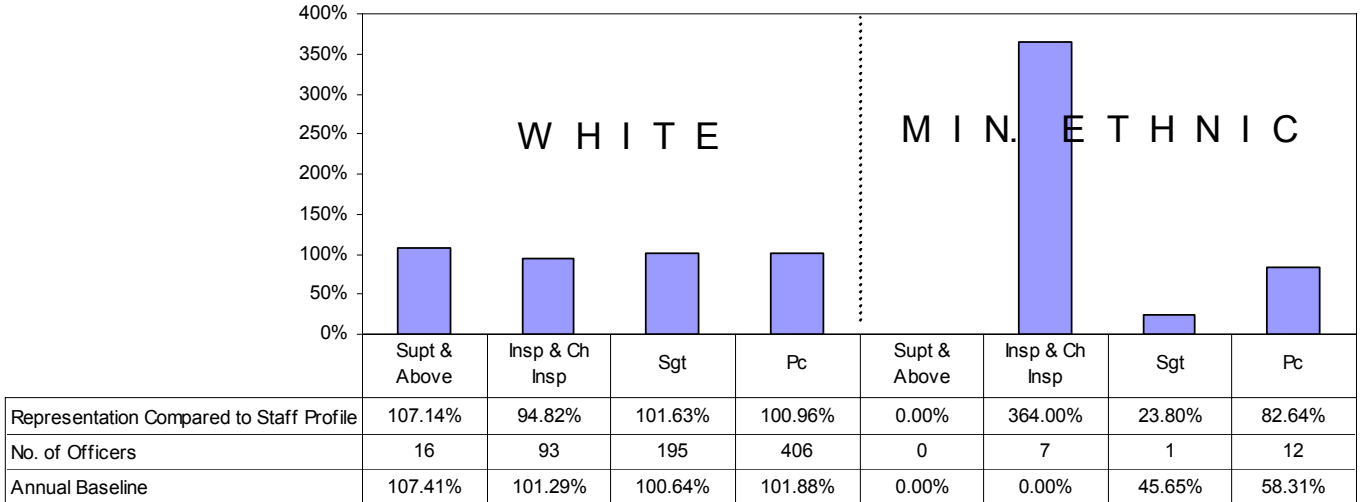
Information - Reasons for Grievance 1/4/06 - 31/3/07



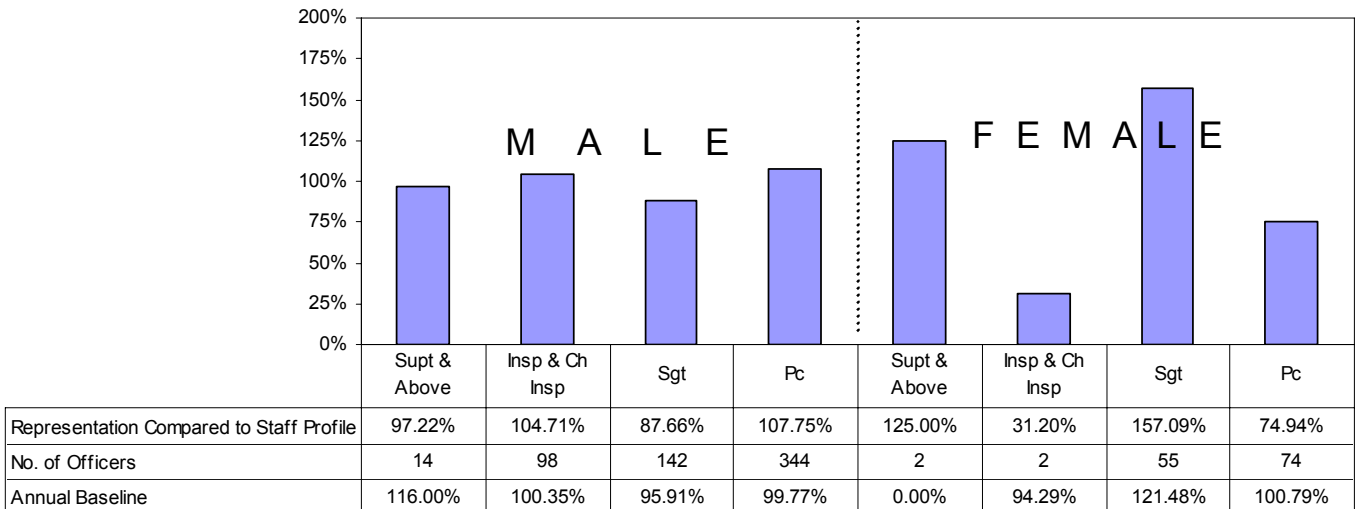
Comment

- ▶▶ Data on grievances is produced only annually in EMR.
- ▶▶ The number (1) of sexual harassment and discrimination grievances in 2006/7 is the same as the last baseline.
- ▼ The number of sexual orientation related grievances has increased by 1 in the year.
- ▼ The number of disability discrimination related grievances has increased by 2 in the year.
- ▲ There are no race related (harassment & discrimination) grievances in 2006/7. This is a reduction of 3 on the previous year.
- ▲ For the second consecutive year there are no age related grievances.
- ▲ For the second consecutive year there are no belief or religion related grievances.

Information - Police Officer Development Requests from Appraisal by Rank & Ethnicity Compared to Representative Level 1/4/06 - 31/3/07



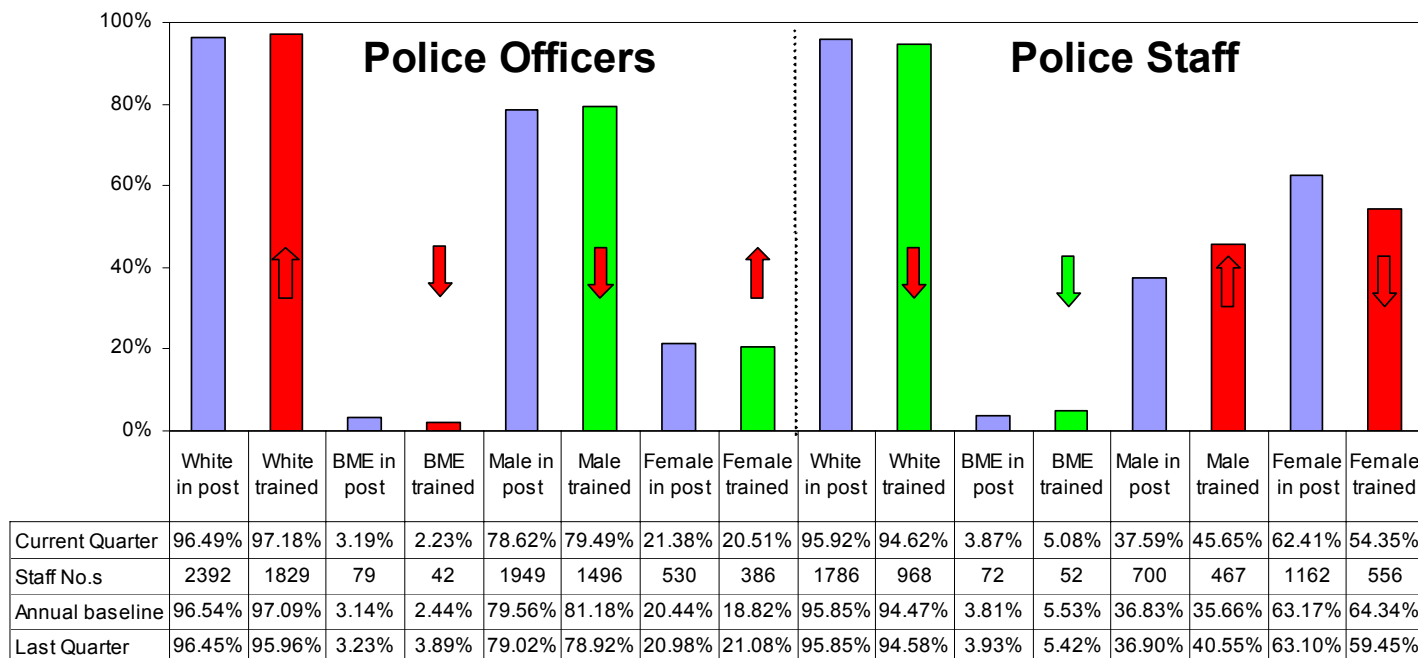
Information - Police Officer Development Requests from Appraisal by Rank & Gender Compared to Representative Level 1/4/06 - 31/3/07



Comment

- ▶◀ Data on development requests is produced only annually in EMR.
- ▶◀ Data on development activity received as a result of approved requests is not available.
- ▶◀ All development requests in 2006/7 were approved with the exception of one white male Supt and one white male constable.
- ▶◀ It is not possible to indicate from the data whether varying levels of development requests from different groups is a positive indicator of there being fewer actual development needs or a negative indicator of fewer identified development needs.
- ▲ For the second consecutive year development requests were broadly representative of Police Officer gender profiles.

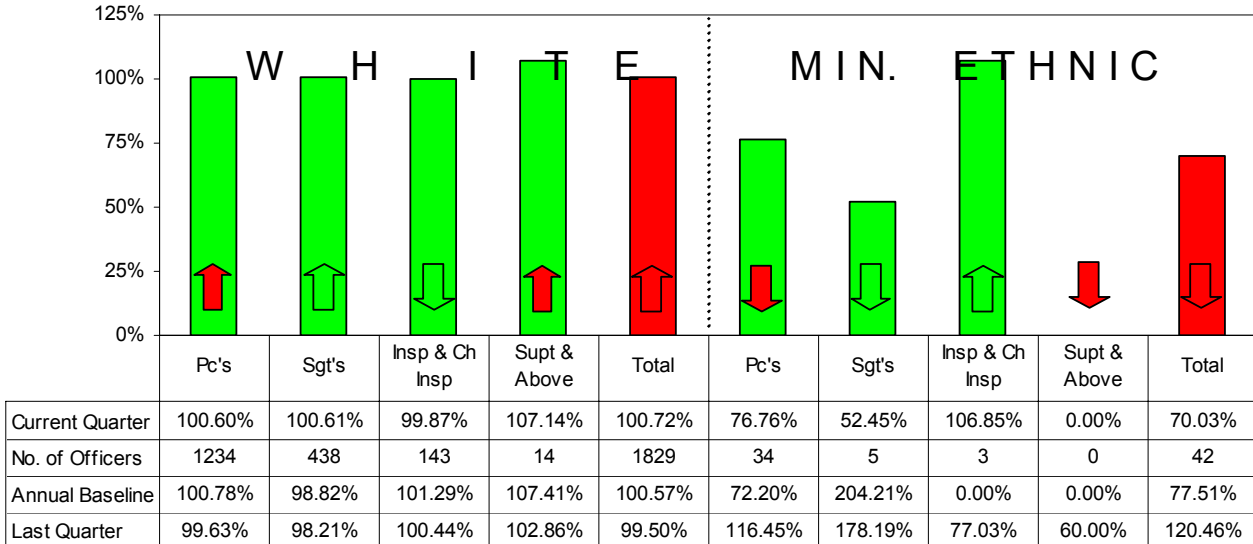
Information - Training Attendance Profile vs. Staffing Profile at 31/3/07



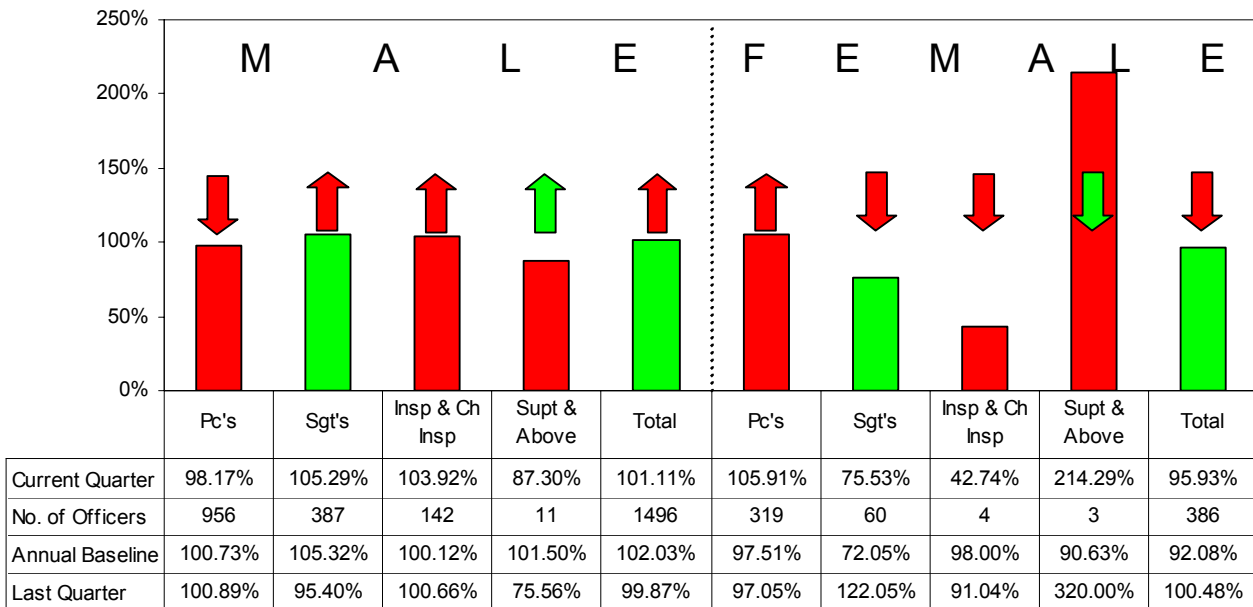
Comment

- ▶ Training data is counted as per individual per course, irrespective of course duration.
- ▶ Training data does not include probationary training courses for Police Officers that are mandatory and which would simply reflect prevailing recruitment levels.
- ▶ Training data includes only training provided through the force training department. It does not include divisional or departmental training provision or e-learning, which is detailed later.
- ▶ In 2006/7 approximately three quarters of the force’s Police Officers were trained in each quarter of the year, providing approximately 3 training events per officer.
- ▶ In 2006/7, on average 43% of Police Staff were trained in each quarter of the year, providing approximately 1.75 training events per member of staff.
- ▲ In 2006/7 7,487 Police Officers (excluding probationary training) were trained, which represents an increase of 14.9% (969) in training events on the previous year. This is in context of an average 2.6% decrease in the overall numbers of Police Officers.
- ▲ In 2006/7 3,166 Police Staff were trained, which represents an increase of 61.5% (1206) in training events on the previous year. This is in context of an average 3.6% increase in the overall numbers of Police Staff.

Information - Police Officers Trained by Ethnicity & Rank Compared to Representative Level



Information - Police Officers Trained by Gender & Rank Compared to Representative Level



Comment

▶▶ Training comparison tables assess attendance on training against their respective levels of representation in the organisation, so that 100% means a group is represented in training at the same level as they are represented in the organisation.

▶▶ For the second consecutive year, in 2006/7 Sgts were the most trained Police Officers of any rank in the year and Supt and above the least trained.

Comment cont.

▼ For the second consecutive year, minority (BME & female) Police Officers remain under-represented in training compared to the staff profile.

▲ There was an improvement in BME Police Officers representation in training in 2006/7, on average being represented at over 92% of the staff profile.

▲ There was an improvement in female Police Officers representation in training in 2006/7, on average being represented at over 93% of the staff profile.

▲ On average during the year, BME representation in training in all ranks except Supt & Above (where there only 2 BME officers) was generally representative of the staff profile.

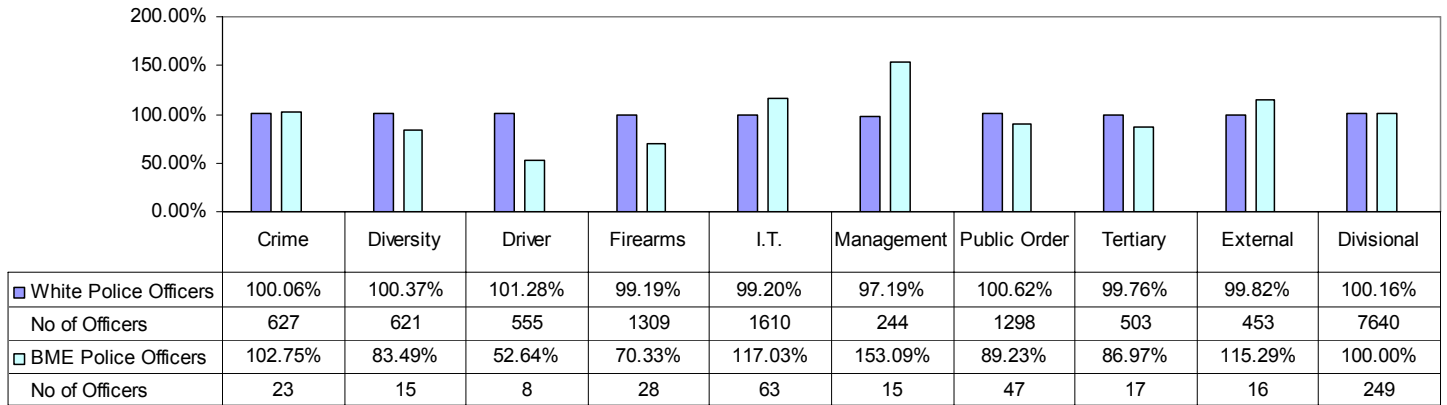
▲ On average during the year, female representation in training in all ranks was approaching the staff profile.

▲ In 2006/7 there was a 700% (&) increase in BME Insp. or Chief Insp. trained in the year, resulting in similar representation to the staff profile.

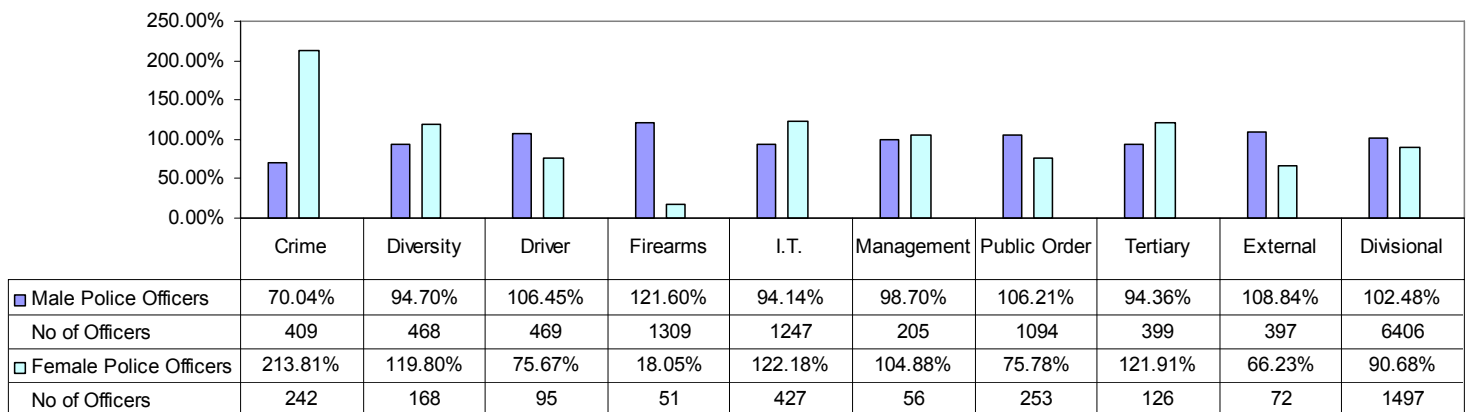
Recommendations

- ④ **The force improves access to Police Officer training for minority officers (BME and female).**

Information - Police Officers Trained by Ethnicity & Category Compared to Representative Level 1/4/06 - 31/3/07



Information - Police Officers Trained by Gender & Category Compared to Representative Level 1/4/06 - 31/3/07



Comment

- ▶▶ Data on training categories is produced only annually in EMR.
- ▶▶ It is important to note that information on training categories compares attendance to the overall Police Officer profile and not the profile of individual departments. A number of the training categories are predominantly (but not entirely) delivered to officers from specialist departments (e.g. crime training to CID/Force Crime Directorate) and are therefore heavily influenced by the staff profiles of those departments, which may vary significantly from the overall staff profile. However, at present it is not possible to differentiate training provision by departmental profile.
- ▶▶ Divisional training accounts for more training places than all centrally provided training courses combined.
- ▶▶ Divisional training is expected to be more closely representative of staff profiles due to its more generalised provision to staff in post.

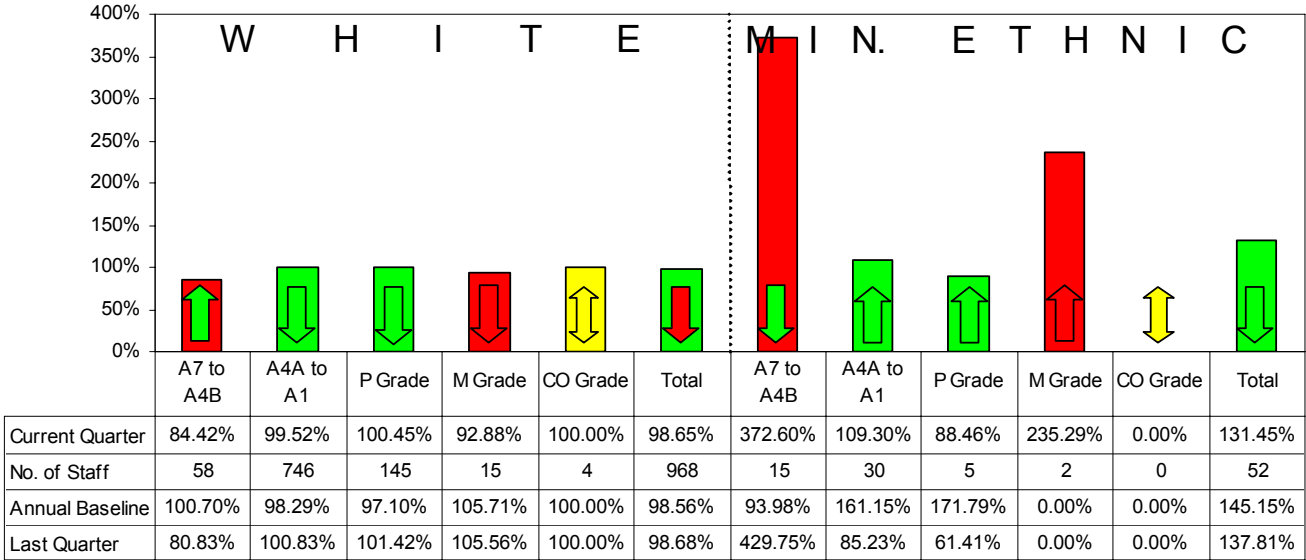
Comment cont.

- ▼ For the second consecutive year BME and female Police Officers remain significantly under-represented in firearms training. This is likely to reflect minority under-representation in specialised departments.
- ▼ In 2006/7 BME Police Officer representation in driver training has fallen to almost half the staff profile.
- ▼ For the second consecutive year female Police Officers were only represented at c.75% of the staff profile in driver training.
- ▼ For the second consecutive year female Police Officers were significantly under-represented (i.e. >35% than the staff profile) in external training.
- ▲ In 2006/7 there has been an improvement in Diversity training attendance in white Police Officers, bringing their representation up to the staff profile.
- ▲ There was a significant improvement in minority (female and BME) Police Officer representation in Management training in the year (94% and 23% respectively). This may reflect the minority improvement in promoted ranks in the year.
- ▲ In most categories of training (with the particular exception of driver training, which is not limited to specialised department staff), BME Police Officers are represented in training categories at a generally representative level.
- ▲ Divisional training provision was closely representative of the staff ethnicity profile.
- ▲ For the second consecutive year Female) Police Officers are significantly over-represented in crime training in the year, thereby increasing opportunity for gender diversity within specialised crime investigation departments.

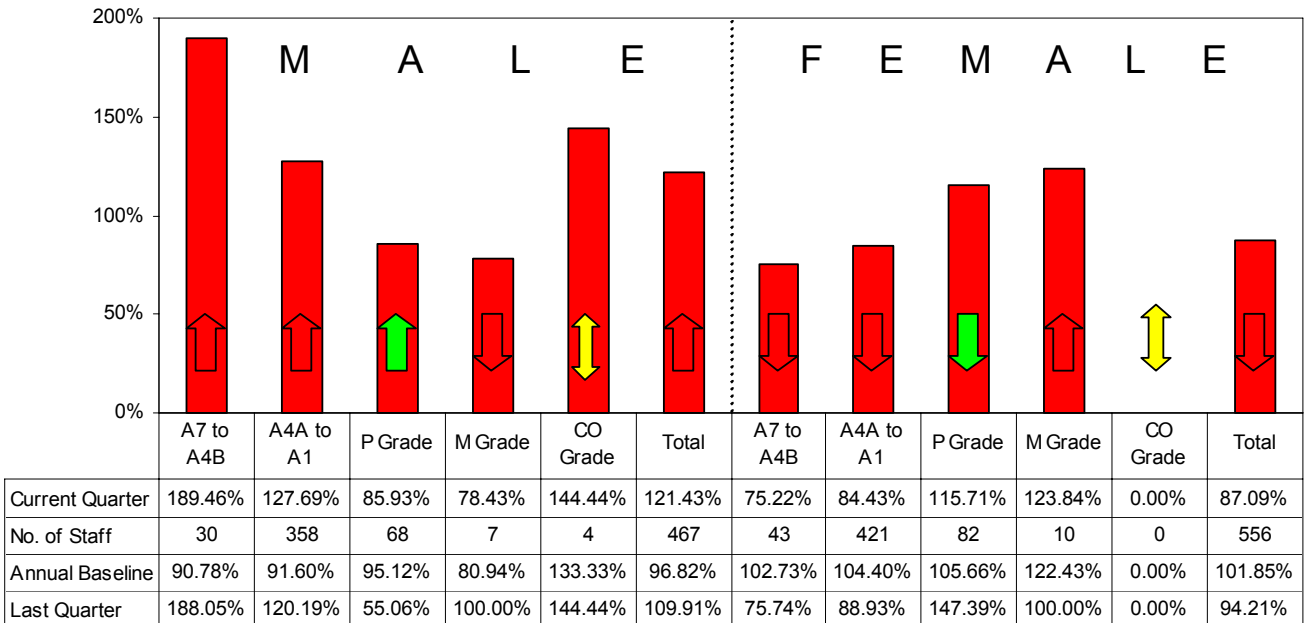
Recommendations

- Ⓢ **The force improves representation on driver training for BME and female Police Officers.**
- Ⓢ **The force improves representation of female Police Officers in external training.**

Information - Police Staff Trained by Ethnicity & Grade Compared to Representative Level



Information - Police Staff Trained by Gender & Grade Compared to Representative Level



Comment

▶▶ Training comparison tables assess attendance on training against their respective levels of representation in the organisation, so that 100% means a group is represented in training at the same level as they are represented in the organisation.

▶▶ There are no BME Police Staff in Chief Officer posts.

Comment cont.

▶◀ Management grade staff were the most trained Police Staff of any grade in 2006/7 and for the second consecutive year, Chief Officers were the least trained.

▼ There were no women represented in the significant (350%) increase in Chief Officers trained in the year.

▼ There has been no Female Police Staff in Chief Officer posts represented in training for the last 30 months.

▲ For the second consecutive year, the overall Police Staff ethnicity training profile was broadly representative of the staff profile in 2006/7.

▲ The overall Police Staff gender training profile was broadly representative of the staff profile in 2006/7.

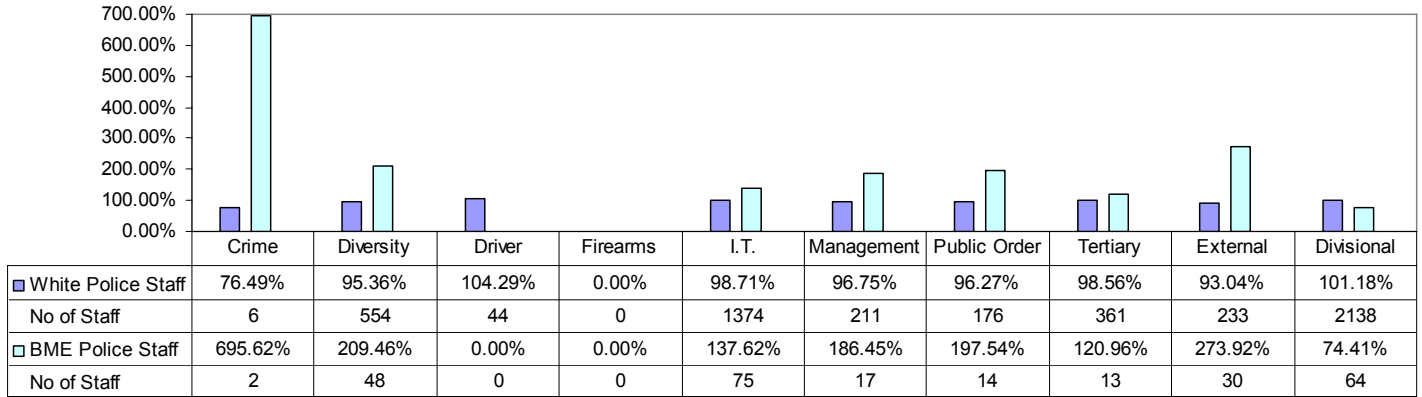
▲ With the notable exception of Chief Officers, under-represented Police Staff by gender in every grade (i.e. female Management and Professional and male Admin) were comparatively the most trained in the year for those grades.

▲ There was a 350% (9) increase in Chief Officers trained in 2006/7 compared to the previous year.

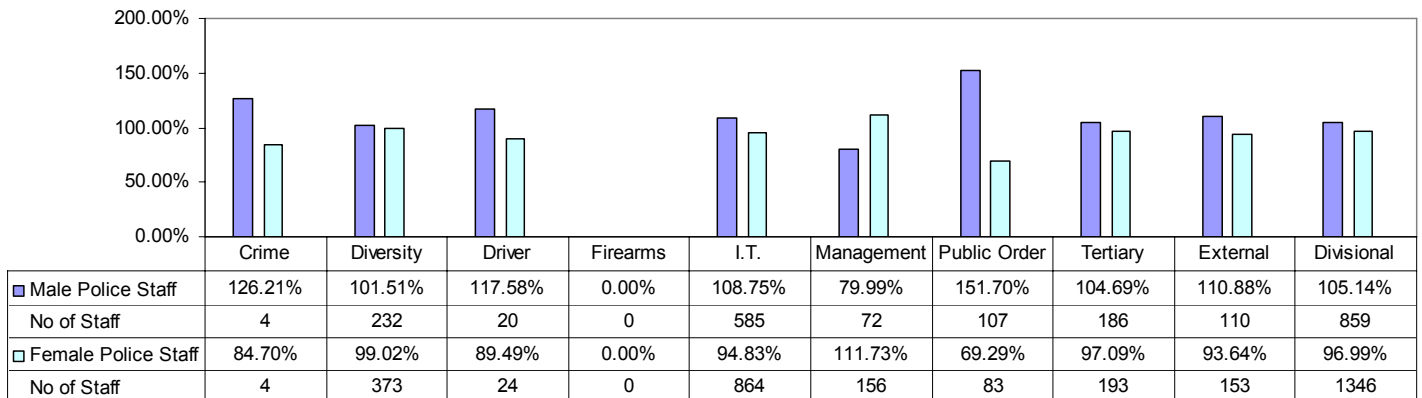
Recommendations

Ⓢ **The force improves representation of female Police Staff Chief Officers in training.**

Information - Police Staff Trained by Ethnicity & Category Compared to Representative Level 1/4/06 - 31/3/07



Information - Police Staff Trained by Gender & Category Compared to Representative Level 1/4/06 - 31/3/07



Comment

- ▶▶ Data on training categories is produced only annually in EMR.
- ▶▶ Several centrally-provided training categories are primarily limited to Police Officer roles (e.g. firearms) and so attendance from Police Staff is limited or non-existent.
- ▶▶ It is important to note that information on training categories compares attendance to the overall Police Staff profile and not the profile of individual departments. A number of the training categories are predominantly (but not entirely) delivered to staff from specialist departments (e.g. crime training to CID/Force Crime Directorate) and are therefore heavily influenced by the staff profiles of those departments, which may vary significantly from the overall staff profile. However, at present it is not possible to differentiate training provision by departmental profile.
- ▶▶ Unlike Police Officers, centrally provided training accounts for more Police Staff training places than divisional training.

Comment cont.

▶▶ The number of Police Staff attending Crime training in the year (8) make representative levels statistically meaningless.

▼ For the second consecutive year, BME Police Staff are significantly and consistently over-represented (double the staff profile) in Diversity training in 2006/7 (i.e. conversely white staff are under-represented in the specific area of equality training). Pertinently, Diversity training is not a category that is limited to specific departments and not therefore affected by departmental staff profiles.

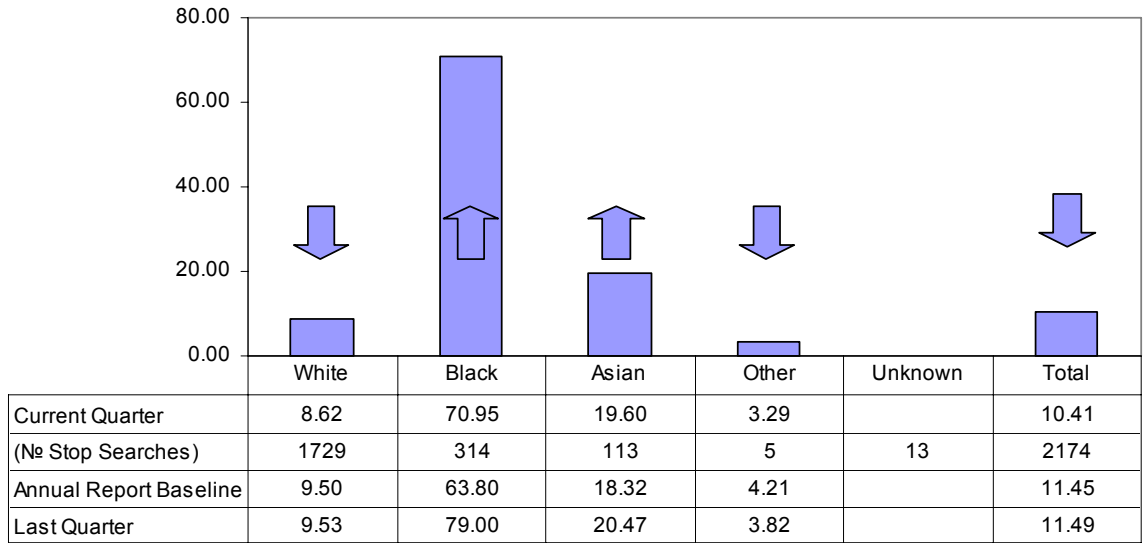
▼ For the second consecutive year, BME Police Staff are significantly over-represented (approx. double the staff profile) in Management training in 2006/7 (i.e. conversely white staff are under-represented in the specific area of training).

▲ In most categories of training in 2006/7, male and female Police Staff are represented in training categories at a generally proportionate rate.

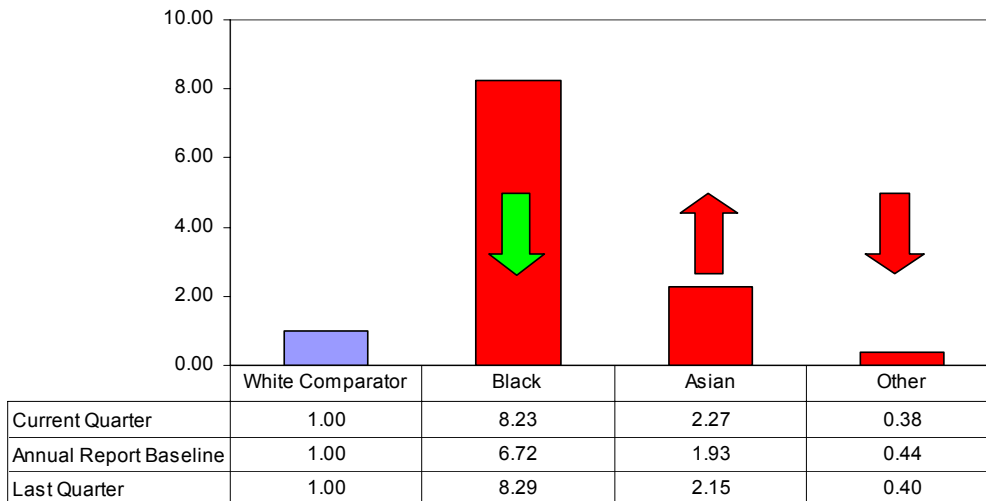
Recommendations

- ④ The force improves representation of white Police Staff on Diversity training.
- ④ The force improves representation of white Police Staff on Management training.

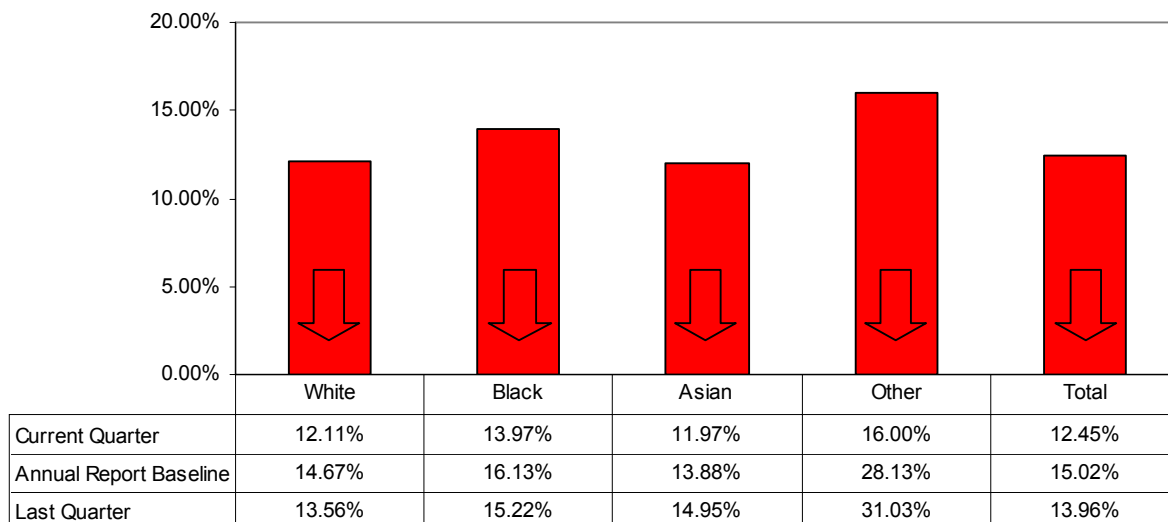
Information - Stop & Searches by Ethnicity 1/4/06 - 31/3/07 (per 1000 population)



Information - Stop & Search Proportionality 1/4/06 - 31/3/07 (White Comparator = 1)



Information - Percentage of Stop & Search Resulting in Arrest by Ethnicity 1/4/06 - 31/3/07



Comment

- ▶◀ Population figures used reflect the latest figures used by the Home Office (population percentages derived from the 2001 Census, applied to the ONS mid-2004 population estimates) so that EMR data is consistent with the Nottinghamshire statistics for race in the criminal justice system provided by Section 95 Criminal Justice Act publications.
- ▶◀ Stop and search data is shown as a cumulative 12-month rolling figure up to the end of the relevant quarter. This is in line with the way similar data is presented nationally (i.e. Section 95).
- ▶◀ To assist comparison of the relative proportionality of stop & search use, a table showing this comparing other groups against the majority (white) group is provided (White searches are given a nominal value = 1).
- ▶◀ Arrests are shown as a percentage of searches rather than the rate per 1000 population. This is in line with Home Office Section 95 publications.
- ▶◀ In line with national guidance overall search rates are not shown as a performance indicator. Arrest rates are shown as a comparative performance indicator, based on an increased arrest rate being a positive indicator of effective searching practices.
- ▶◀ The classification of ethnicity used is the Census Home Office Standard 4 point visual classification '4+1'.
- ▶◀ The latest available (2004/5) national average search rates/1000 pop were: White 14.7, Black 90.2, Asian 27.1, Other 23.8.
- ▶◀ The national average arrest rates following stop and search (2004/5) were: White 11%, Black 11%, Asian 10%, Other 15%, Total 11%
- ▶◀ The national average disproportionality rates (2004/5) were; Black 6.2x, Asian 1.8x, Other 1.6x.
- ▶◀ The overall use of stop and search in 2006/7 was similar (-3.8%) to the previous year, with 9,588 searches in total.
- ▶◀ The number of stop and searches decreased by 10.5% in the last six months of the year compared to the first six months.
- ▶◀ For the second consecutive year the force's use of stop and search in the year was lower than the last national average. This was consistent across all ethnic groups.
- ▼ Although the 2006/7 overall stop and search numbers were relatively similar to the previous year, this disguises changes between ethnic groups; White searches actually decreased by over 9%, whilst Asian searches increased by 7% and Black searches increased by more than 11%.
- ▼ For the second consecutive year, Black and Asian disproportionality have both increased from the last baseline (by 1.51x and 0.34x respectively).

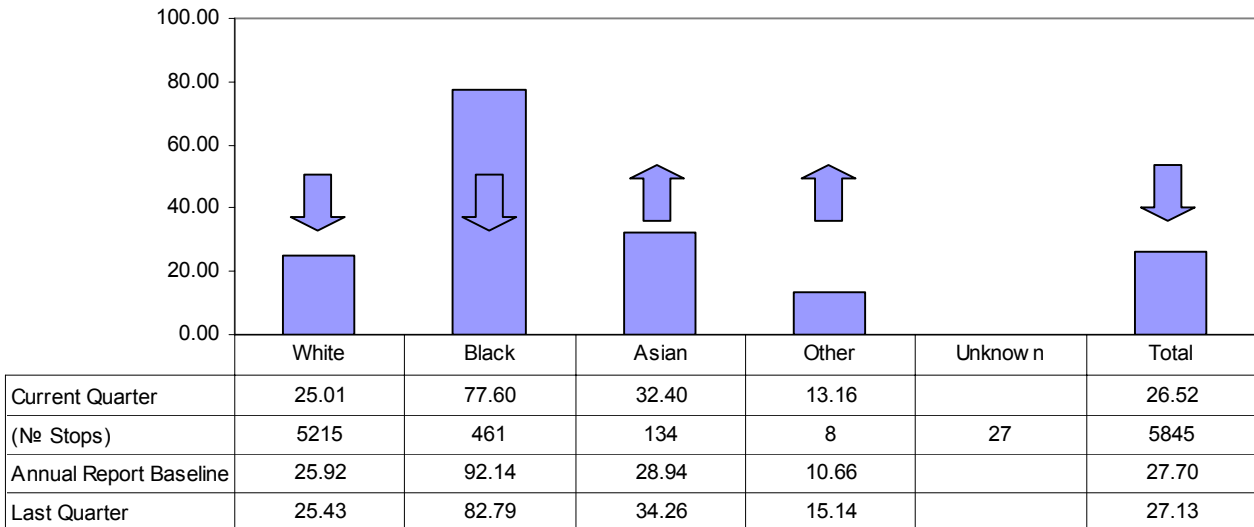
Comment cont.

- ▼ Black disproportionality (8.23x) is the highest end-of-year figure recorded in EMR.
- ▼ Asian disproportionality has increased quarter-on-quarter for two years, resulting in the highest level of disproportionality yet recorded (2.27x).
- ▼ For the second consecutive year Black and Asian disproportionality are both higher than the national average (by 2.03x and 0.47x respectively)
- ▼ The overall arrest rate following stop and search fell in every quarter of 2006/7, producing a net decrease of 2.57% in the arrest rate from the last baseline.
- ▼ At the end of 2006/7, the force's overall arrest rate (12.45%) is the lowest ever recorded in EMR.
- ▼ The force's annual arrest rate following stop and search has decreased by 7.53 percentage points since first reported in EMR. This represents a 37.7% reduction.
- ▼ Black and Asian arrest rates following searches in the year again remained similar to White despite a significantly (higher) differential rate of searching.
- ▼ The last discreet quarter saw an overall arrest rate of 8.1%. This was similar for all ethnic groups.
- ▼ Numbers of arrest following stop and search in the last discreet quarter are the lowest ever recorded in EMR (176).
- ▲ The last discreet quarter saw the first reduction (0.06x) in Black disproportionality in 18 months.
- ▲ In 2006/7 the number of searches with ethnicity classed as "Unknown" was significantly improved on previous years, accounting for 0.86% (82/9,588) of all searches. This is comparable to stops recording.
- ▲ The force arrest rate following stop and search in the year remains higher (1.45%) than the national average. This was consistent for all ethnic groups. (However, as a cautionary note it should be recognised that the final quarter's arrest rates are below national averages.)

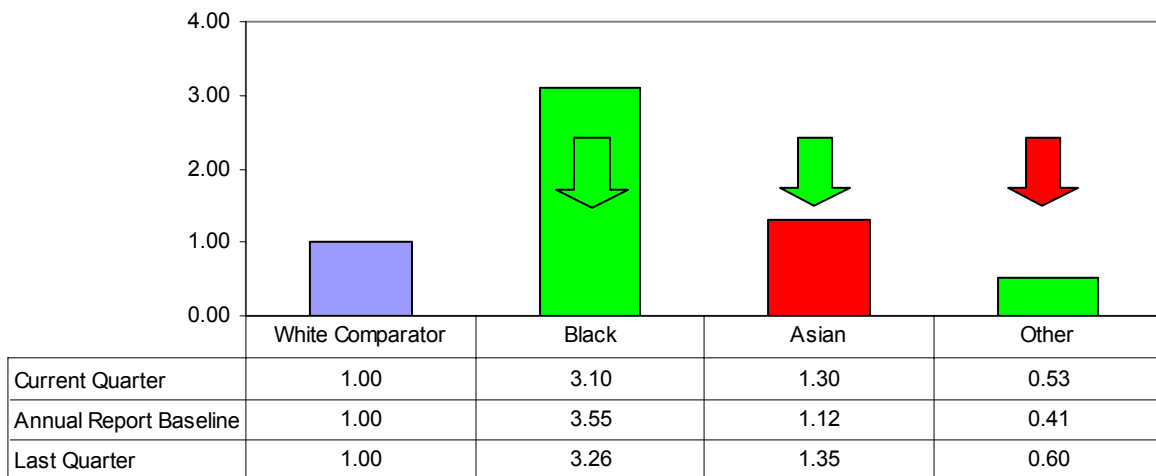
Recommendations

- Ⓢ **The force identifies and addresses reasons for significant disproportionality in Black and Asian stop and searches.**
- Ⓢ **The force improves the arrest rate following stop and search.**

Information - Stops by Ethnicity (per 1000 population) 1/4/06 - 31/3/07



Information - Stops Proportionality (White Comparator = 1) 1/4/06 - 31/3/07



Comment

- ▶▶ Stops are defined by the Home Office as “where an officer requests a person in a public place to account for themselves, i.e. their actions, behaviour, presence in an area or possession of anything”.
- ▶▶ Stops are recorded on the same police form as stop and search.
- ▶▶ The classification of ethnicity used is the Census Home Office Standard 4 point visual classification ‘4+1’.
- ▶▶ Population figures used reflect the latest figures used by the Home Office (population percentages derived from the 2001 Census, applied to the ONS mid-2004 population estimates) so that EMR data is consistent with the Nottinghamshire statistics for race in the criminal justice system provided by Section 95 Criminal Justice Act publications.

Comment cont.

▶▶ Stops data is shown as a cumulative 12-month rolling figure up to the end of the relevant quarter. This is in line with the way similar data is presented nationally.

▶▶ Stops recording started force-wide on 1/4/05.

▶▶ To assist comparison of the relative proportionality of stops, a table showing this comparing other groups against the majority (white) group is provided (white stops are given a nominal value = 1).

▶▶ Overall stops rates are not shown as a performance indicator.

▶▶ In 2006/7 the overall number of stops was 4.3% (1086) reduced on the previous year's.

▶▶ Over the year, overall usage of stops was approx. 2.5x more than stop and search.

▶▶ During the year there were relatively large variations ($\pm 17\%$) in stops numbers between quarter periods.

▼ In 2006/7 Black stops occurred at almost exactly the same rate per head of population as Black stop and searches. This contrasts markedly to white stops, which occur almost 3 times for every white stop and search. This indicates that in Nottinghamshire in addition to the greatly increased likelihood of an encounter with the police for a Black person, that person is significantly more likely to be searched than a white person; in fact as likely to be searched as not.

▼ During 2006/7, Black stops were consistently disproportionate to White and Asian stops at approx. 3x more likely to be stopped.

▲ During the year Asian stops were consistently (almost) proportionate to White stops.

▲ Black stops disproportionality has reduced in three out of four quarters in 2006/7, resulting in a 0.45x reduction from the baseline.

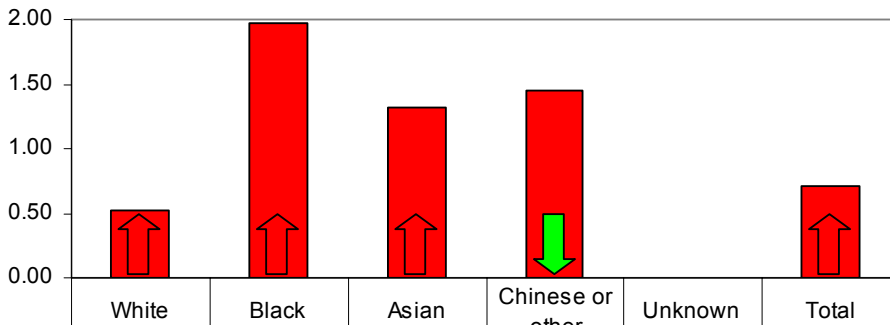
▲ Disproportionality for Black stops is less than for stop and search.

▲ During the year the level of ethnicity recorded as "Unknown" was at 0.7% (171/24,413) of total stops.

Recommendations

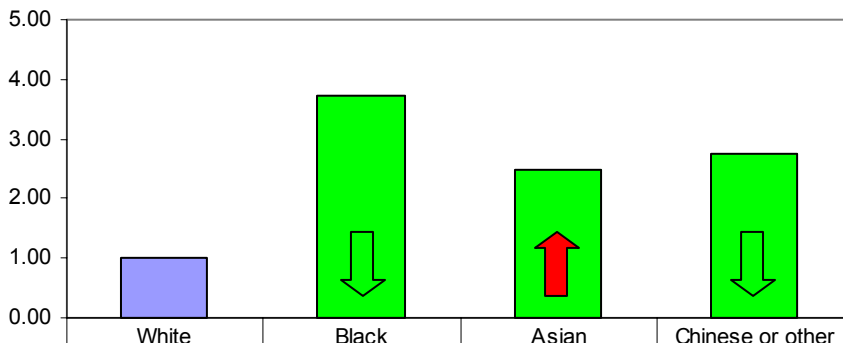
Ⓢ **The force identifies and addresses reasons for significant disproportionality in Black stops.**

Information - Complaints by Ethnicity (per 1000 population) 1/4/06 - 31/3/07



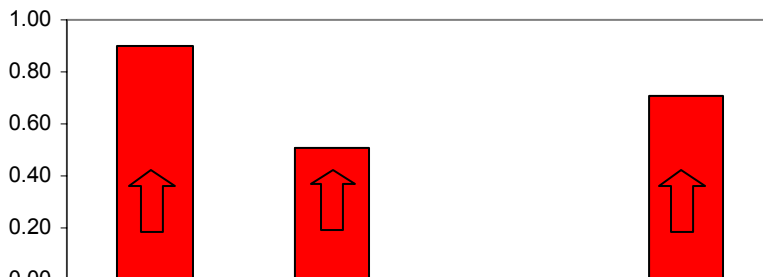
	White	Black	Asian	Chinese or other	Unknown	Total
Current Quarter	0.53	1.96	1.31	1.45		0.71
No. of Complainants	142	11	13	2	17	185
Annual Report Baseline	0.29	1.26	0.91	0.92		0.61
Last Quarter	0.46	1.87	0.87	1.58		0.68

Information - Complaints Proportionality (White Comparator = 1) 1/4/06 - 31/3/07



	White	Black	Asian	Chinese or other
Current Quarter	1.00	3.72	2.48	2.74
Annual Report Baseline	1.00	4.36	3.16	3.18
Last Quarter	1.00	4.10	1.92	3.47

Information - Complaints by Gender (per 1000 population) 1/4/06 - 31/3/07



	Male	Female	Unknown	Total
Current Quarter	0.90	0.51		0.71
No. of Complainants	113	71	1	185
Annual Report Baseline	0.74	0.46		0.61
Last Quarter	0.86	0.48		0.68

Comment

▶◀ Complaints numbers shown reflect the numbers of people who have made a complaint. Complaints are also counted by the types of complaint made, which may be multiple from each complainant.

▶◀ The classification of ethnicity used is the Census Home Office Standard 4 point visual classification '4+1'.

▶◀ Population figures used reflect the latest figures used by the Home Office (population percentages derived from the 2001 Census, applied to the ONS mid-2004 population estimates) so that EMR data is consistent with the Nottinghamshire statistics for race in the criminal justice system provided by Section 95 Criminal Justice Act publications.

▶◀ Complaints data is shown as a cumulative 12-month rolling figure up to the end of the relevant quarter. This helps address the issue of statistically unreliably small data sets for BME complainants and is in line with the way similar data is presented nationally (i.e. Section 95).

▶◀ To assist comparison of the relative proportionality of complaints by ethnicity, a table showing this comparing other groups against the majority (white) group is provided (white complaints each quarter are given a nominal value=1).

▶◀ During the year the gender breakdown of complainants has remained relatively consistent to the baseline, notwithstanding a significant increase in overall complaints.

▼ In 2006/7 total complainants increased by 15.2% (86), resulting in the highest annual number of complainants yet recorded in EMR (650). The increase was experienced by all racial groups, with white complainants showing the largest increase (82.5%) and BME groups showing smaller but relatively similar increases (Black 55.5%, Asian 43.5 and Chinese & Other 57.1%). (The reason the overall increase is not of the same order to individual groups is caused by the reduction in Unknown recording adding to those numbers.)

▼ Total complainant numbers (185) in the last quarter of 2006/7 was the highest yet recorded in any quarter period.

▼ For the second consecutive year Black complaints remained significantly disproportionate, occurring at a relatively static rate of c.4x more likely than White.

▼ After reducing for 6 consecutive quarters, Asian disproportionality has increased again in both of the last quarters of 2006/7.

▼ In the last discreet quarter of the year, Asian complaints were the highest per head of population (0.51) of any racial group. This was the highest level of Asian complaints recorded for 2 years.

▲ Complaints disproportionality has decreased for all BME groups in 2006/7.

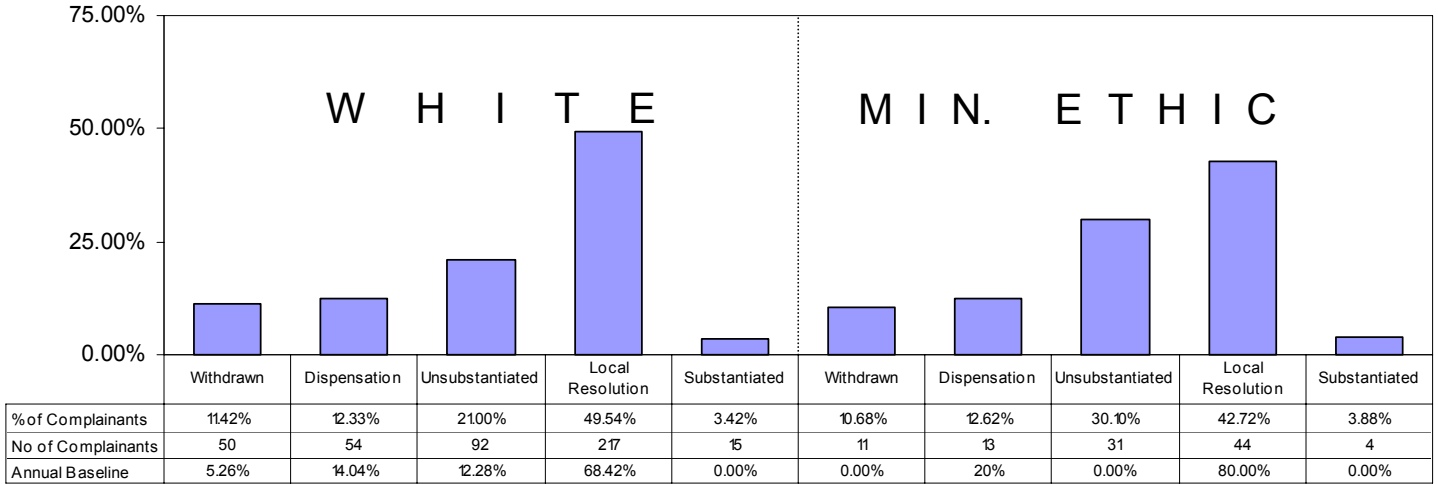
Comment cont.

- ▲ Black disproportionality in the year (3.72x) is at its lowest yet recorded in EMR (although note that this is caused by the greater increase in White complaints and not a reduction in Black complaints).
- ▲ Black disproportionality has decreased in every quarter of 2006/7.
- ▲ In the year there was a significant improvement in the recording of complainants' ethnicity; "Unknowns" declined from 44.1% (249/564) in 2005/6 to 16.3% (106/650) of complainants in 2006/7.
- ▲ The number of complaints with "Unknown" ethnicity in the last discreet quarter of the year was the lowest (17) ever recorded in EMR and also represents the lowest percentage (9.2%) yet recorded.

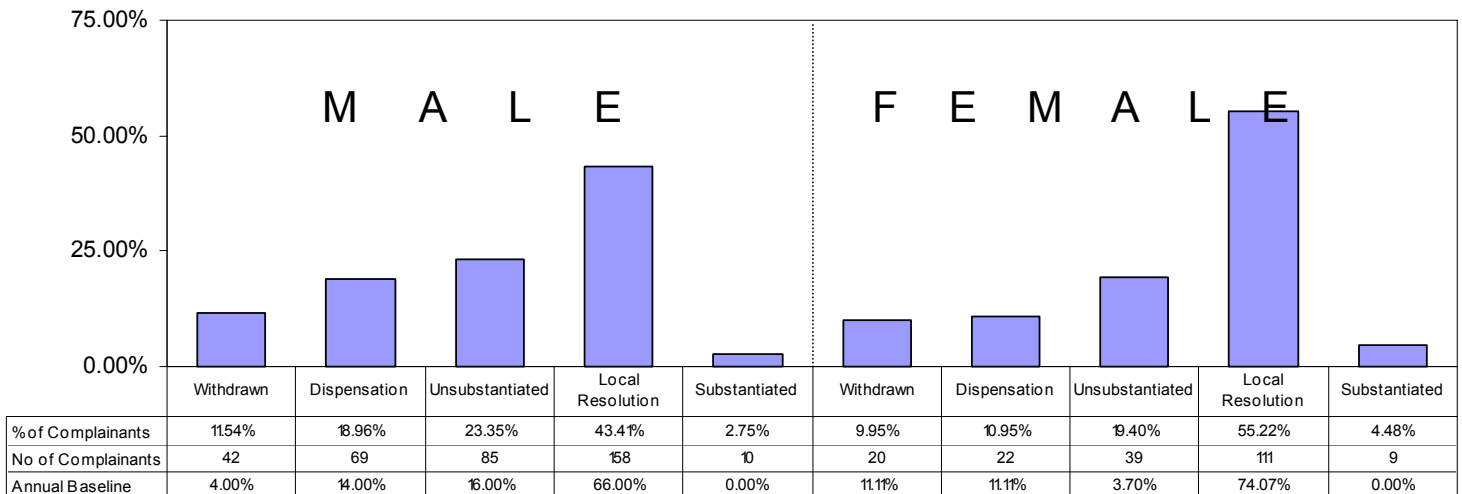
Recommendations

- ④ **The force identifies and addresses reasons for consistent disproportionality in complaints from BME groups.**

Information - Outcomes of Police Complaints by Ethnicity of Complainant 1/4/06 - 31/3/07



Information - Outcomes of Police Complaints by Gender of Complainant 1/4/06 - 31/3/07



Comment

- ▶▶ Data on complaints outcomes is produced only annually in EMR.
- ▶▶ Complaints outcomes reflect the result for numbers of people who have made a complaint. Complaints are also counted by the types of complaint made, which may be multiple from each complainant.
- ▶▶ Dispensation includes complaints where the complainant has failed to co-operate with the investigation, 12 months have elapsed between the incident and making of the complaint without good reason for the delay, the matter is already subject of a complaint or the complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with a complaint.
- ▶▶ Due to low numbers of BME complainants with outcomes, numbers for different ethnic groups are aggregated.
- ▲ For the second consecutive year, the outcome of complaints in 2006/7 was broadly similar for different racial groups and genders.

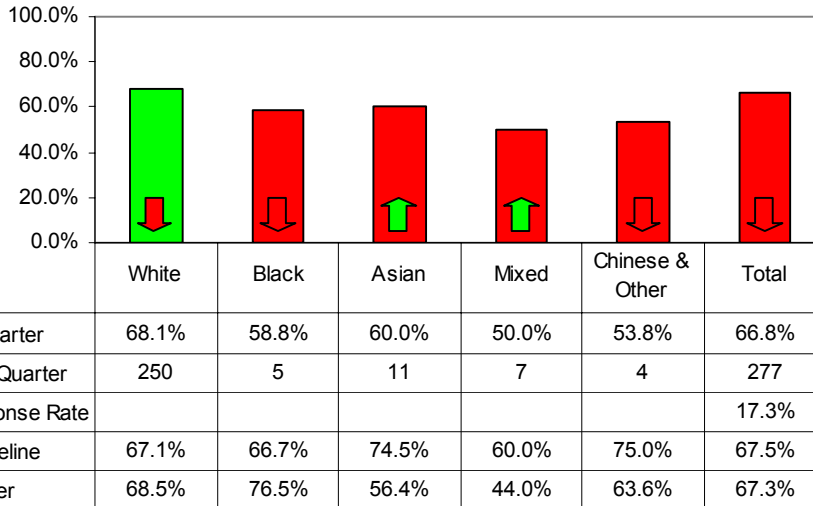
Information - Misconduct Hearings 1/4/06 - 31/3/07

Ethnicity	Gender	Reason	Outcome	Penalty
White	Male	Honesty & Integrity	Pleaded Guilty	Required to Resign
White	Male	Criminal Offence Discreditable Conduct	Pleaded Guilty Found Guilty	Dismissed Required to Resign
White	Male	Politeness & Tolerance x 11 counts	Found Guilty (on all counts)	Dismissed from Force forthwith

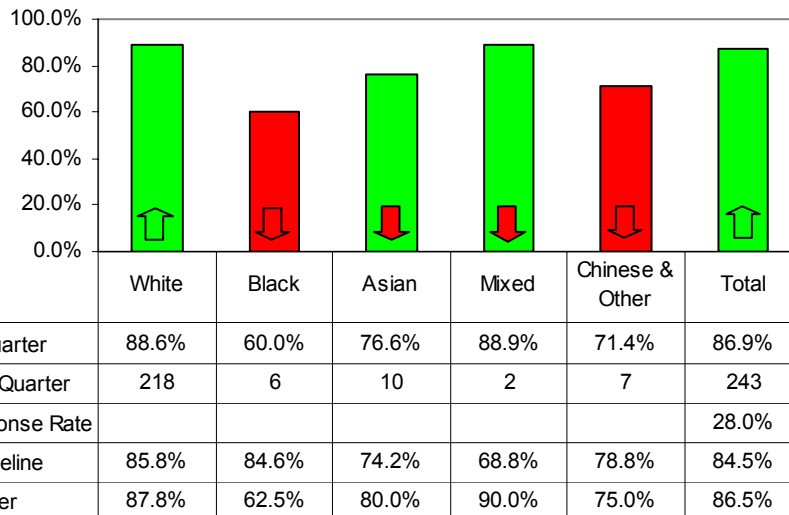
Comment

- ▶▶ Data on misconduct hearings is produced only annually in EMR.
- ▶▶ Numbers of staff involved in misconduct proceedings are too small to meaningfully represent in comparison to staff profiles.
- ▼ For the second consecutive year, all Nottinghamshire Police misconduct hearings in 2006/7 were for male Police Officers.
- ▲ The number of misconduct hearings in 2006/7 was halved from the baseline.

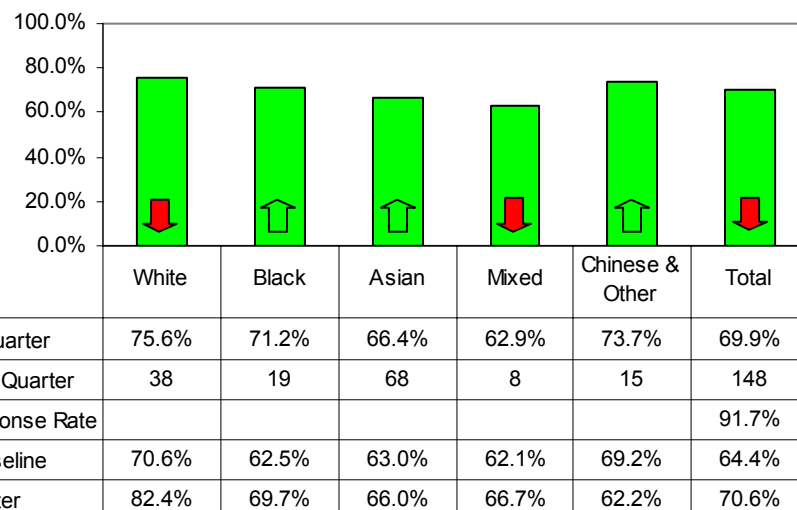
Information - Assault Satisfaction Survey by Ethnicity 1/4/06 - 31/3/07



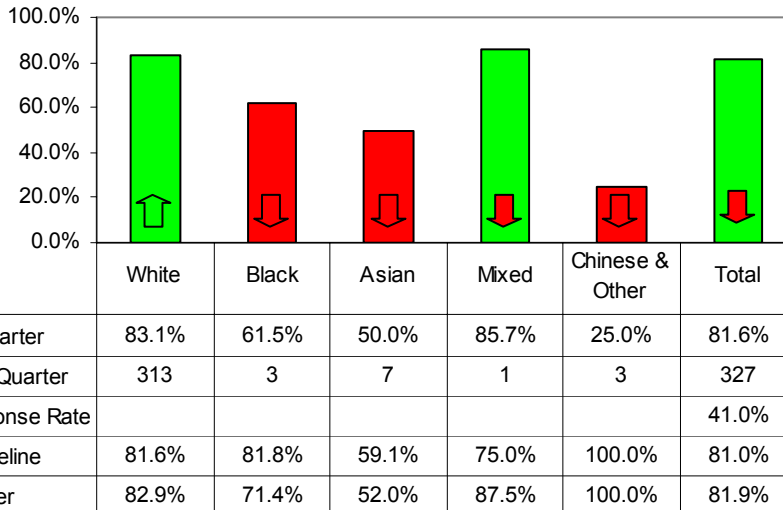
Information - Burglary Satisfaction Survey by Ethnicity 1/4/06 - 31/3/07



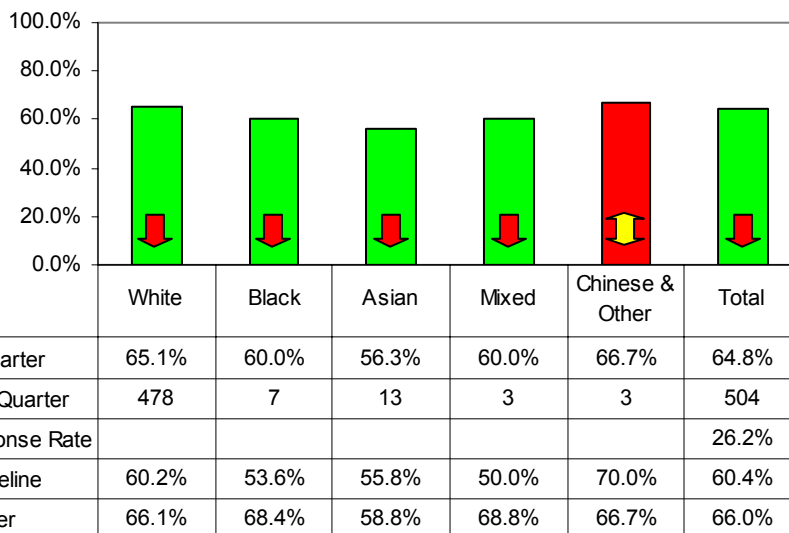
Information - Racist Incidents Satisfaction Survey by Ethnicity 1/4/06 - 31/3/07



Information - Road Traffic Collision Satisfaction Survey by Ethnicity 1/4/06 - 31/3/07



Information - Vehicle Crime Satisfaction Survey by Ethnicity 1/4/06 - 31/3/07



Comment

- ▶◀ The classification of ethnicity used is that required by the Home Office.
- ▶◀ A blank entry in the data table indicates that there were no respondents for that group in the survey, not a nil satisfaction rate.
- ▶◀ Victim satisfaction data is shown as a cumulative 12-month rolling figure up to the end of the relevant quarter. This helps address the issue of statistically unreliable small data sets for BME respondents and is in line with the way similar data is presented nationally.
- ▶◀ As a consequence of the low data sets for BME respondents, meaningful comparative data is not available at divisional level.

Comment cont.

▶▶ The satisfaction rates shown are for overall satisfaction. Within satisfaction surveys there are also “diagnostics” for specific aspects of service delivery, including ease of contact, action taken, being kept informed and treatment by staff. These sub-categories are not provided in EMR.

▶▶ Satisfaction surveys are subject of police performance indicators. The performance target for overall satisfaction is 85%. There is also a performance indicator for no differential in satisfaction between different racial groups in survey subjects. Due to the nature of EMR reports, commentary has greater emphasis on differential satisfaction than on outright performance.

▶▶ Satisfaction levels for Road Traffic Collisions and Burglary are normally higher than for personal attacks (assaults and racist incidents). The overall survey data during the year is consistent with this. (However, note that there are adverse comments on BME Road Traffic Collision satisfaction.)

▶▶ Overall satisfaction rates almost inevitably mirror White satisfaction rates due to the large majority of total respondents this group represents. Racist Incidents are the notable exception to the statistical domination of White respondents.

▶▶ Racist incident survey response is significantly higher than other survey types because it is undertaken as a telephone survey, rather than postal questionnaire as the other surveys are. In 2007/8 all surveys are being undertaken by telephone.

▼ Overall BME satisfaction was less than White in every survey type in 2006/7. This is a deterioration from 2005/6, when BME satisfaction was worse than White in 4 out of 5 surveys.

▼ The negative differential between overall BME satisfaction and White increased in every survey in the year, with overall BME satisfaction being 8.4% less than White in 2006/7 (averaged for all surveys), compared to 5.3% in the previous year.

▼ Black and Asian respondents are less satisfied than White in every survey type in 2006/7. This is in comparison to the previous year, when Black satisfaction was on parity with White in 3 out of 5 surveys

▼ A category of BME respondents (Black/Asian/Mixed/Chinese & Other) is the least satisfied in every survey type for the second consecutive year.

▼ The overall improvement in satisfaction levels has not been achieved consistently across racial groups; whilst White satisfaction has improved in every survey, Asian satisfaction has improved only in 3 out of 5, Black satisfaction improved in 2 and Chinese and Other satisfaction improved in just 1 out of 5.

▼ For the second consecutive year Road Traffic Collisions show the greatest differential in satisfaction between White (83.1%) and BME groups (55.77%), with an adverse differential of 27.3% for BME respondents in 2006/7. Of particular concern is that Asian satisfaction is now more than 30% below White, and Black satisfaction has dropped from parity with White to more than 20% below White.

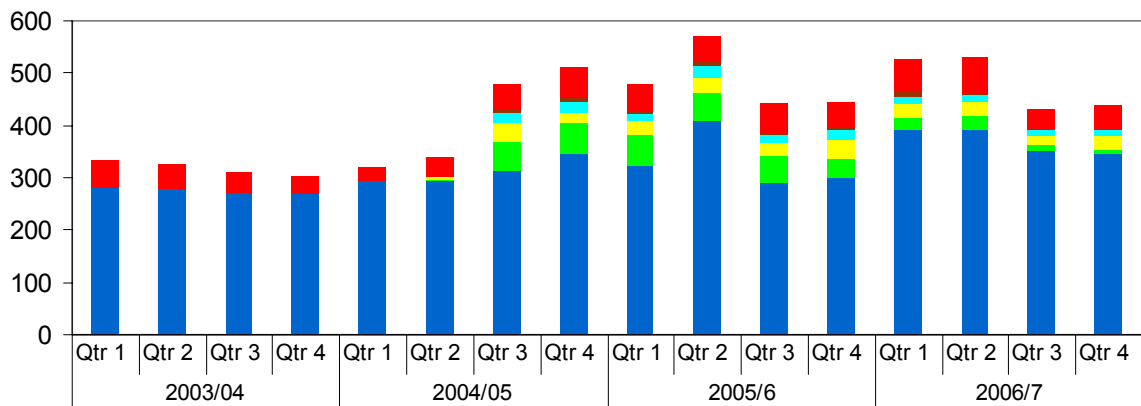
Comment cont.

- ▼ All BME groups were less satisfied than White respondents for Racist Incidents throughout 2006/7. In total, BME groups were 8% less satisfied than White.
- ▼ Although the overall performance target of 85% satisfaction for Burglary is being achieved, Black satisfaction decreased significantly (by 24.6%) in the last year.
- ▼ In the one survey (Assault) to decline in overall satisfaction in 2006/7, only BME groups' satisfaction decreased. Assault satisfaction is now 18.2% below the force target figure.
- ▼ The force is below its performance target for the overall service (85%) in 4 out of 5 survey types (Assault, Racist Incidents, Road Traffic Collision & Vehicle Crime).
- ▼ Although overall racist incident satisfaction levels have improved by 5.5% in the year since the last baseline, they remain significantly (15.1%) below the force target level.
- ▼ In the last quarter 4 out of 5 survey types (Assault, Racist Incidents, Road Traffic Collisions and Vehicle Crime) decreased in satisfaction.
- ▼ In the last quarter total Racist Incident satisfaction decreased (by 0.7%) for the first time in 2 years.
- ▲ The overall satisfaction rate has improved in 4 out of 5 survey types since the baseline (by an average of 3.2%).
- ▲ The least satisfied survey types at the last baseline (Vehicle Crime & Racist Incidents) have shown the biggest increase in satisfaction (4.5% and 5.5% respectively) in 2006/7.
- ▲ In 2006/7 the total Burglary satisfaction level is meeting the force's performance target (85%) for the overall service. (Note though that this is effected through White satisfaction and that Black, Asian and Chinese & Other Burglary satisfaction is below target.)
- ▲ Overall Burglary satisfaction level in the last discreet quarter of the year exceeded 90%.
- ▲ White satisfaction levels are increased in every survey (by an average of 3.0%) in the year compared to last year's baseline.
- ▲ Satisfaction levels for Racist Incidents showed the largest increase (5.5%) of all surveys in 2006/7, with all racial groups showing an improvement.

Recommendations

- Ⓢ **The force improves BME satisfaction in all surveys to be equitable with White satisfaction.**
- Ⓢ **The force improves overall satisfaction rates in racist incident surveys.**
- Ⓢ **The force improves overall satisfaction rates in assault surveys.**

Information - Number of Hate Crimes per Quarter 1/4/03 - 31/3/07



	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4
	2003/04				2004/05				2005/6				2006/7			
Sexual orientation	52	47	41	32	25	36	45	56	52	51	57	47	63	69	39	47
Gender							7	8	5	6	3	6	8	3	1	0
Religion						1	19	20	11	23	16	19	13	15	11	12
Disability					1	6	37	22	26	31	25	35	28	24	18	25
Age						4	56	59	62	50	53	37	24	27	9	9
Race	281	281	270	270	294	293	314	345	322	410	289	300	391	393	353	345

Comment

▶◀ Nottinghamshire Police define hate crime as “any criminal offence or other incident that is perceived by the victim or any other person to be motivated by the offender’s prejudice against people because of their age, disability, gender, race, religion, sexual orientation or other reason.”

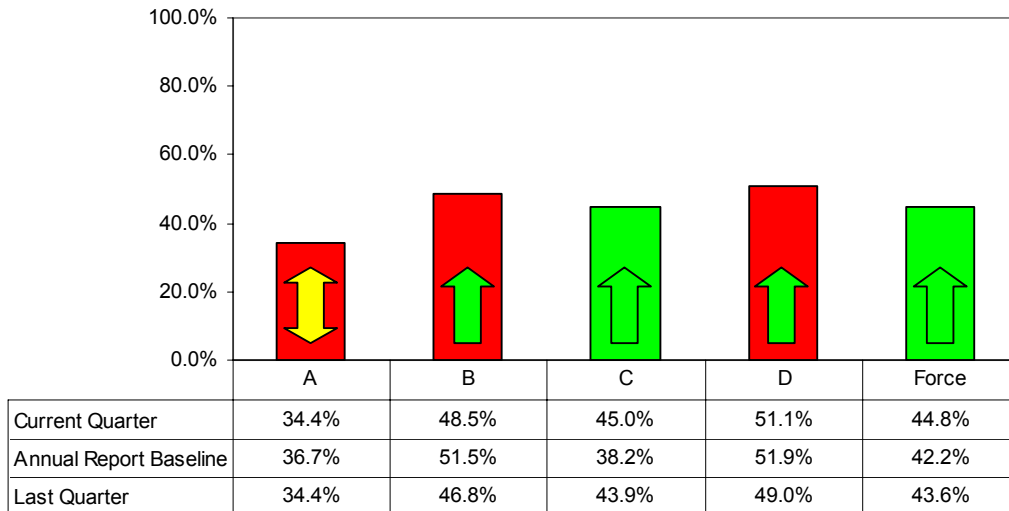
▶◀ Nottinghamshire Police introduced its hate crime policy in September 2004. Prior to this only racist and homophobic incidents were recorded.

▶◀ The number of racist incidents in Quarter 2 2005/6 (410) was the highest ever recorded by the force and is raised by c.30% on typical numbers. International events affect racist incident numbers and that quarter includes the period of the London bombings and an increased number of racist incidents was anticipated.

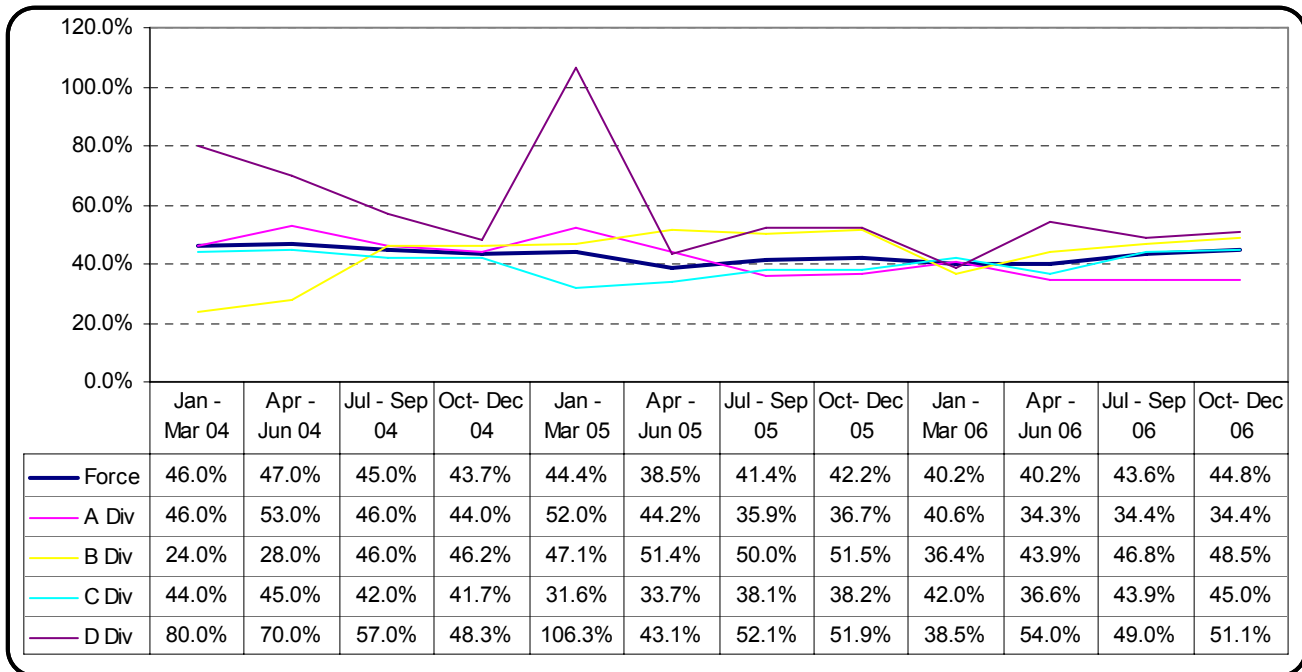
▶◀ Changes in hate crime numbers are not shown as a performance indicator, although it has been recognised nationally that increased numbers tends to be a positive indicator.

▲ The overall reduction in age-related hate crimes in 2006/7 was anticipated as a result of work to improve mistakes in recording practices in the force and constitutes an improvement in performance.

Information - Detection of Racially & Religiously Aggravated Offences by Division 1/4/06 - 31/3/07



Information - Detection of Racially & Religiously Aggravated Offences 1/3/04 - 31/3/07



Comment

▶▶ A racially or religiously aggravated offence is one where racial or religious hostility is demonstrated to the victim at the time of the offence or the offence is motivated by racism or religious hatred (Crime & Disorder Act 1998).

▶▶ The report shows detections as a cumulative rate during the year, rather than discreet quarter periods. This is consistent with the way detections are counted by the Home Office.

Comment cont.

▼ Three out of four divisions' (A, B and D) aggravated offence detection rate decreased in 2006/7.

▼ For the second consecutive year, A Division's annual detection rate has decreased on last year's rate and is the only division to have declined in both of the last two years.

▼ For the second consecutive year, A Division's annual detection rate is the lowest in the force and is now an average of 13.8 percentage points lower than the three other divisions.

▲ The force overall detection rate has increased by 2.6% in the year from the annual baseline. (Note though that this improvement only occurred as a result of the division [C] with the largest number of aggravated crimes improving its detection rate.)

▲ The force's detection rate at the end of 2006/7 is at its highest level (44.8%) for 27 months.

▲ For the third consecutive year, D Division's annual detection rate is the highest in the force.

▲ All divisions either maintained or improved their aggravated offence detection rate in the last quarter of the year.

Recommendations

⑤ 'A' Division improves its aggravated offence detections.