



NOTTINGHAMSHIRE  
**POLICE**

# Equity Monitoring

Half-Year Report  
2007/8

	<b>Pages</b>
<b>Contents</b>	<b>2/3</b>
<b>Introduction</b>	<b>4</b>
<b>Key</b>	<b>5</b>
<b>Executive Summary</b>	<b>6/11</b>
<b>Recommendations</b>	<b>12/15</b>
<b>Strategic Recommendations ~ 2007/8 KPI's</b>	<b>12/14</b>
<b>Tactical Recommendations</b>	<b>15</b>
<b>Staffing</b>	<b>16/33</b>
<b>Recruitment &amp; Retention ~ Staff Profiles</b>	<b>16/18</b>
<b>Recruitment &amp; Retention ~ Targets</b>	<b>19/20</b>
<b>Recruitment &amp; Retention ~ Joiners &amp; Leavers</b>	<b>21/29</b>
<b>Progression ~ Police Officer Profile</b>	<b>30/31</b>
<b>Progression ~ Police Staff Profile</b>	<b>32/33</b>
<b>Training</b>	<b>34/38</b>
<b>Staff Profile</b>	<b>34</b>
<b>Police Officers</b>	<b>35/36</b>
<b>Police Staff</b>	<b>37/38</b>
<b>Use of Police Powers</b>	<b>39/45</b>
<b>Stop and Search</b>	<b>39/43</b>
<b>Stops</b>	<b>44/45</b>

	<b>Pages</b>
<b>Professional Standards</b>	<b>46/47</b>
<b>Police Complaints</b>	<b>46/47</b>
<b>Service Delivery</b>	<b>48/55</b>
<b>Victim Satisfaction Surveys</b>	<b>48/52</b>
<b>Hate Crimes</b>	<b>53</b>
<b>Racially/Religiously Aggravated Offences</b>	<b>54/55</b>

This is Nottinghamshire Police's Equity Monitoring Report (EMR). This is the half-year report for the period 1/4/07 ~ 30/9/07.

The report was originally produced as part of the force's work towards its Race Equality Scheme. 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. This report introduces (limited) data on sexual orientation, disability and religious belief for the first time. As the organisation's sophistication in gathering diversity data develops, this will be reflected in EMR.

As the half-year update, this report does not include all of the data sets provided in our annual report, those omitted either only having data collated annually or being of a nature where, sensibly, only a year's output or longer carries meaning. All the data provided in the 2006/7 Annual Report will be revisited in the next annual report.

There are some changes to the report: PCSO information - included for the first time in EMR as a discreet section in the annual report - is now "mainstreamed" through incorporation into the relevant sections; several areas have had "tracker" graphs (showing progress over a period of years) added after their initial, limited inclusion in the annual report, and; mid-year key performance indicator's (KPI's) against current strategic recommendations are included for the first time.

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 ensures that EMR is in line with the way the same Notts Police data is produced in national reports (stop and search being the most obvious example). The 12-month data sets are indicated in the commentary.

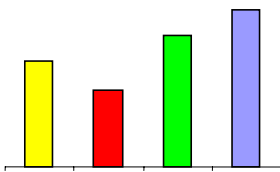
Population figures used are updated to the latest figures used by the Home Office (the population percentages derived from the 2001 Census were applied to the ONS mid-2004 population estimates) so that, again, EMR data is consistent with Notts Police statistics in national reports (e.g. Section 95 Criminal 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's equality.

David Alton, November 2007

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

Bar chart colours show changes from the annual report baseline:



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 quarter:

↕ No change from the previous quarter.

↓ Worse performance or decreased equitability compared to the last quarter.

↑ Better performance or increased equitability compared to the last quarter.

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. The latest "Tracker" graphs do not have colour coding, providing a direct visual comparison of relative performance over time.

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. BME Police Officers accounted for 2.76% in training compared to 3.28% representation in the staff profile, resulting in 84.11% comparative representation.

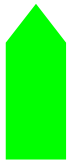
The report includes two types of recommendations for action:

Ⓣ 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 2006/7 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.

## Staffing

## Recruitment and Retention



The period produced positive results for BME Police Officers: recruitment levels were more than double the Chief Constable's (higher) target, whilst retention was good too (leaving at around half the staff profile). There were commensurate improvements in overall BME Police Officer representation and targets for BME officers.

There were similar, good results for BME PCSO's, where recruitment was above the target level and retention was excellent (no BME PCSO's left the organisation in the period).

BME Police Staff representation remains above the Government's target for Police Officers.

Gender representation has continued to improve in all sections of the organisation (Police Officers, Police Staff and Specials) in the last six months. For female Police Officers, recruitment was significantly higher (15%) than the staff profile and retention continued the trend from last year of female Police Officers leaving the force at significantly less than both recruitment levels and current representative levels; female Police Officer representation is the best yet recorded.

For PCSO's, female recruitment was closely representative of the county profile, although improvements in representation were ameliorated by poor retention (see below).

For Police Staff, recruitment was closely representative of the county gender profile and retention was generally typical of the staff profile, resulting in increased male representation to record levels.

Female Specials representation has also improved in the half-year and remains significantly higher than for Police Officers, despite the increasing representation in female Police Officers.

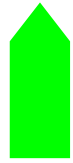


There was less positive news about BME Police Staff, primarily due to relatively poorer retention than recruitment. Although BME recruitment was better than the existing staff profile, retention was worse and outstripped any advance made through recruitment. The continuing high attrition rate (in which resignation is the overwhelming reason) for BME Police Staff is a source of concern as it is undermining positive recruitment efforts.

Female PCSO retention was poor in the half-year, accounting for more than three fifths of total leavers - higher than both current representative and recruitment levels. As with BME Police Staff's poor retention, resignations are the primary issue for female PCSO's. (This is also the case for female Police Officers, even though their overall retention is good.)

Female Police Officer recruitment in the period was 13% below the national target figure of 50%.

Finally, it must be reminded that, notwithstanding positive progress made in the period, the force remains below the government's target for BME Police Officers and that no sector of the organisation is meeting the Chief Constable's target for BME representation.

**Progression**

The outcome for BME Police Officer progression in the period was good with representation improved in every rank group. The improvement generally occurred as a result of largely static BME numbers in comparison to declining white officers.

This situation is largely mirrored (with the exception of Sgts) by positive female Police Officer progression, which improved on the basis of declining male numbers.

For BME Police Staff, the only progress in the period occurred in Professional grade, as a result of a relatively greater increase in BME numbers in comparison to white.

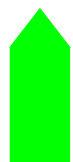
There was more progress in Police Staff gender progression, which saw Female Chief Officer representation increase, gender parity in Management grade and increased male representation in all Admin grades.



In respect of female Police Officer progression, despite good progress in the period it remains the case that female officers are under-represented in all promoted rank groups in comparison to their overall staff profile.

As alluded to above, the period did see the first down-turn in female representation in Sergeant rank recorded in EMR.

For Police Staff, the continued lack of progress of BME staff to the highest positions is concerning; there have been eight increases in white Chief Officer numbers since EMR reports began without any BME representation recorded. Consequently there remains no BME Police Staff in Chief Officer posts in the force whilst white numbers have increased by 150%.

**Training**

Training provision has increased in the last six months for both Police Staff and Police Officers in comparison to the same period last year. In the case of Police Officers, the increase is by 25%.


In respect of the training provided, for Police Staff it was broadly representative of both the staff ethnicity and gender profiles. For Police Officers, BME presence in training was generally representative of the staff profile in the most numerous rank (constable).

The period saw a welcome inclusion of Female Chief Officers in training for the first time in EMR.



The training profile for Police Officers did not see the same equality as for Police Staff, as the previous two-year trend of minority (BME & female) Police Officers being under-represented in training compared to their staff profile continued; BME and female representation in Police Officer training decreased in the six months from the baseline.


### Training cont.



Most obviously for Police Officers, there was a significant down-turn in BME Sgt's representation in training (at only 37% of the staff profile) and male (over) representation in constable training was the highest of any six-month period yet recorded at that rank.


### Use of Police Powers

#### Stop and Search



This report sees a welcome, albeit relatively modest (i.e. by 0.67x overall), improvement in the critical area of Black disproportionality. Improvement has been sustained for three consecutive quarters. This improvement occurs in the context of reductions in the use of stop and search where Black searches saw the largest reduction. Asian disproportionality decreased in the last quarter for the first time in two-and-a-half years. Ethnicity recording continues to be good.


The force arrest rate following stop and search in the year maintains parity with the national average and this is consistent for all ethnic groups. (However, it should be noted that until this report the force's figure has always been higher than the national average.)



Notwithstanding the small improvements made in disproportionality, it remains the case that Black disproportionality continues at a rate of over seven-and-a-half times and Black and Asian disproportionality are both higher than the latest national figures (released October 2007).

The arrest rate following stop and search continues to be cause for concern, having fallen continuously for the last eighteen months; each EMR sees new lowest rates. The reduction in four years' recording in EMR is dramatic – 42%. Of particular note was Asian stop and search in the last discreet quarter, in which the arrest rate was just 5.8%. Allied to this reducing arrest rate is the continuing similarity in arrest rates for non-White searches, despite the significantly (higher) differential rate of searching.

#### Stops

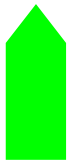


The positive headline for Stops is that at the end of the half-year Asian stops are almost exactly proportionate to White stops.

As with stop and search, ethnicity recording remains good for stops.

**Stops cont.**

Unfortunately, the positive headline for Asian Stops is not replicated for Black Stops, which increased in the period whilst White stops decreased dramatically, thereby increasing Black disproportionality to its highest level yet recorded. The final quarter's results reinforced this with the highest disproportionality figure yet recorded for a discreet quarter.

**Professional Standards****Police Complaints**

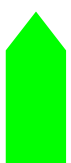
Overall complaints were down in the period, to the extent that in the last discreet quarter total complainants were the lowest for two-and-a-half years. The overall reduction in complainants was reflected with equal reductions in the gender profile.

In respect of race, although this wasn't consistent across different groups, Asian complaints had positive results, showing a slight improvement in disproportionality and in one quarter achieving parity with White.

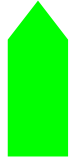


As with stops, the positive results for Asian complaints was not replicated for Black: these increased by nearly a fifth in comparison to the same period in 2006/7, whilst all other ethnic groups decreased and in the last discreet quarter Black complaints were the highest yet recorded in EMR. Not surprisingly, Black complaints disproportionality has reached its highest rate for twenty-one months.

Although not a significant change, the ethnicity recording of complaints did deteriorate in the period.

**Service Delivery****Victim Satisfaction Surveys**

There is positive progress to report from the period in respect of racial equality in satisfaction surveys: The (negative) differential between total BME satisfaction in all surveys compared to White has decreased from 8.1% at the baseline to 6.6% now; there have been improvements in four out of the five surveys in which there is a negative differential. Worthy of note is that the newly added ASB survey is the one survey in which BME satisfaction exceeds White.

**Victim Satisfaction Surveys cont.**

Of the other surveys, Burglary deserves mention where total BME satisfaction is the highest (BME) of any survey type and in the last discreet quarter achieved the target level (85%). This was achieved through Mixed and Chinese & Other satisfaction both being at 92.9%, the highest of all groups in all surveys, and Black satisfaction increasing by a fifth from the baseline (and in the last discreet quarter being no less than 100% satisfied).

There were also some more general improvements in performance: the overall satisfaction rate improved in four out of six survey types (although by an admittedly small margin of only 0.9% on average) and with Assault satisfaction reaching its highest level yet recorded.

Meanwhile, overall Burglary satisfaction continues to meet the force's performance target.

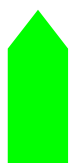


Although racial equality improved in a number of surveys, it remained the case that overall BME satisfaction was less than White in five out of the six survey types in the period. In particular, Black and Asian respondents continue to be less satisfied than White in every survey type (with the singular exception of Black satisfaction in the new ASB survey).

Of particular concern is the performance on Road Traffic Collisions: total BME satisfaction decreased by 6.9% from the baseline to 48.9%. This is the lowest total BME survey satisfaction by a significant margin. As a result of this, Road Traffic Collision is the only survey type in which the negative satisfaction differential between White and BME groups has increased; it now stands at 35%.

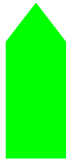
The other notable concern surrounds Racist Incidents: it is the only survey to see universal deterioration in satisfaction for different groups, as a result of which overall satisfaction levels (which have been in consistent decline for a year) are now more than 20% below target. Additionally, all BME groups were less satisfied than White respondents, which has been the case for the last eighteen months.

Finally, it should also be noted that at the end of the period the force remains below its performance target for the overall service in five out of six survey types (ASB, Assault, Racist Incidents, Road Traffic Collision & Vehicle Crime).

**Hate Crime & Racially/Religiously Aggravated Offences**

Although reduced from the baseline, the force's overall detection rate is at its highest level for three years in comparison to the same periods previously (although obviously there is no guarantee that the detection rate will improve through the year as has happened in the past).

'A' Division's performance on aggravated detections - subject of an individual 2007/8 strategic recommendation for improvement - has improved by 4.9%, with the corresponding gap in performance from the other three divisions also improving significantly.

**Hate Crime & Racially/Religiously Aggravated Offences cont.**

The previously highest performing division (D) has not only maintained its premier position but has also improved its detection rate.

Hate crime recording practices continue to improve, as evidenced by the reduction in age-related hate crimes in the last twelve months.



The force's overall detection rate has fallen by 4.1% from the baseline in the year-to-date (although see comment above for contextual performance). The significant factor in this was 'C' Division's performance, which has decreased by 8.9% from the baseline. As this division accounts for more than half of the force's total aggravated offences and has performed worst of all divisions, it is adversely affecting the force's overall performance.



## Strategic Recommendations 2007/8 - Key Performance Indicators

### Staffing

- The force improves its recruitment and retention of BME Police Officers.
  - ▲ BME representation up by 0.09%
  - ▲ BME recruitment improved at 13.04%
  - ▲ BME retention improved at 1.96% of leavers
  
- The force improves its recruitment and retention of BME Police Staff.
  - ▲ BME retention (leavers) improved by 0.28%
  - ▼ BME representation down by 0.1%
  - ▼ BME recruitment decreased to 5.26%
  - ▼ BME retention worse than staff profile at 6.19%
  
- 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.
  - ▼ BME representation in transferees above staff profile at 9.09%
  
- The force identifies and addresses reasons why BME Police Staff are more likely than white colleagues to resign from Nottinghamshire Police.
  - ▲ BME representation in resignations reduced by 0.61%
  - ▼ BME representation in resignations above staff profile at 5.15%
  
- The force improves its recruitment and retention of BME PCSO's.
  - ▲ BME recruitment improved by 1.86%
  - ▲ BME recruitment at 6.67%
  - ▲ No BME leavers
  
- The force improves BME Police Officer promotion at all ranks.
  - ▲ BME Sgt representation increased by 0.23%
  - ▲ BME Insp. & Ch. Insp. representation increased by 0.05%
  - ▲ BME Supt. & Above representation increased by 0.23%
  
- The force improves female Police Officer promotion at all ranks.
  - ▲ Female Insp. & Ch. Insp representation increased by 0.17%
  - ▲ Female Supt. & Above representation increased by 0.34%
  - ▼ Female Sgt representation decreased by 0.04%
  
- The force improves BME representation in senior Police Staff grades.
  - ▲ BME representation in Professional grade increased by 0.17%
  - ▶ No change in Management grade representation
  - ▼ No BME Chief Officers
  
- The force improves female representation in Police Staff Chief Officer grade.
  - ▲ Representation increased by 2.56%

### Training

- The force improves access to Police Officer training for minority officers (BME and female).
  - ▼ **BME representation decreased by 5% to 13% below staff profile**
  - ▼ **Female representation decreased by 8% to 15% below staff profile**
- The force improves representation on driver training for BME and female Police Officers.
  - ▶ No data available in the half-year report
- The force improves representation of female Police Officers in external training.
  - ▶ No data available in the half-year report
- The force improves representation of female Police Staff Chief Officers in training.
  - ▶ No data available in the half-year report
- The force improves representation of white Police Staff on Diversity training.
  - ▶ No data available in the half-year report
- The force improves representation of white Police Staff on Management training.
  - ▶ No data available in the half-year report

### Use of Police Powers

- The force identifies and addresses reasons for significant disproportionality in Black and Asian stop and searches.
  - ▼ **Asian disproportionality increased 0.01x**
  - ▲ **Black disproportionality reduced 0.67x**
- The force improves the arrest rate following stop and search.
  - ▼ **Arrest rate reduced by 0.82%**
- The force identifies and addresses reasons for significant disproportionality in Black stops.
  - ▼ **Black disproportionality increased 0.5x**

### Professional Standards

- The force identifies and addresses reasons for significant disproportionality in complaints from BME groups.
  - ▼ **Black disproportionality increased 0.77x**
  - ▼ **Chinese & Other disproportionality increased 0.01x**
  - ▲ **Asian disproportionality decreased 0.07x**

### Service Delivery

- The force improves BME satisfaction in all surveys to be equitable with White satisfaction.
  - ▼ **Negative differential increased in one survey (Road Traffic Collisions)**
  - ▲ **Negative differential improved in four surveys (Assault, Burglary, Racist Incidents & Vehicle Crime)**
  - ▲ **No negative BME differential in Anti-Social Behaviour survey**
  - ▲ **Total negative differential decreased by 1.5% to 6.6%**

**Service Delivery cont.**

- The force improves overall satisfaction rates in racist incident surveys.  
▼ **Total satisfaction decreased 5%**
- The force improves overall satisfaction rates in assault surveys.  
▲ **Total satisfaction improved 2.8%**
- 'A' Division improves its aggravated offence detections.  
▲ **Detections increased 4.9%**

## **T** Tactical Recommendations Quarter 1&2/07

### **Staffing**

- There are no Tactical Recommendations this report.

### **Training**

- There are no Tactical Recommendations this report.

### **Use of Police Powers**

- There are no Tactical Recommendations this report.

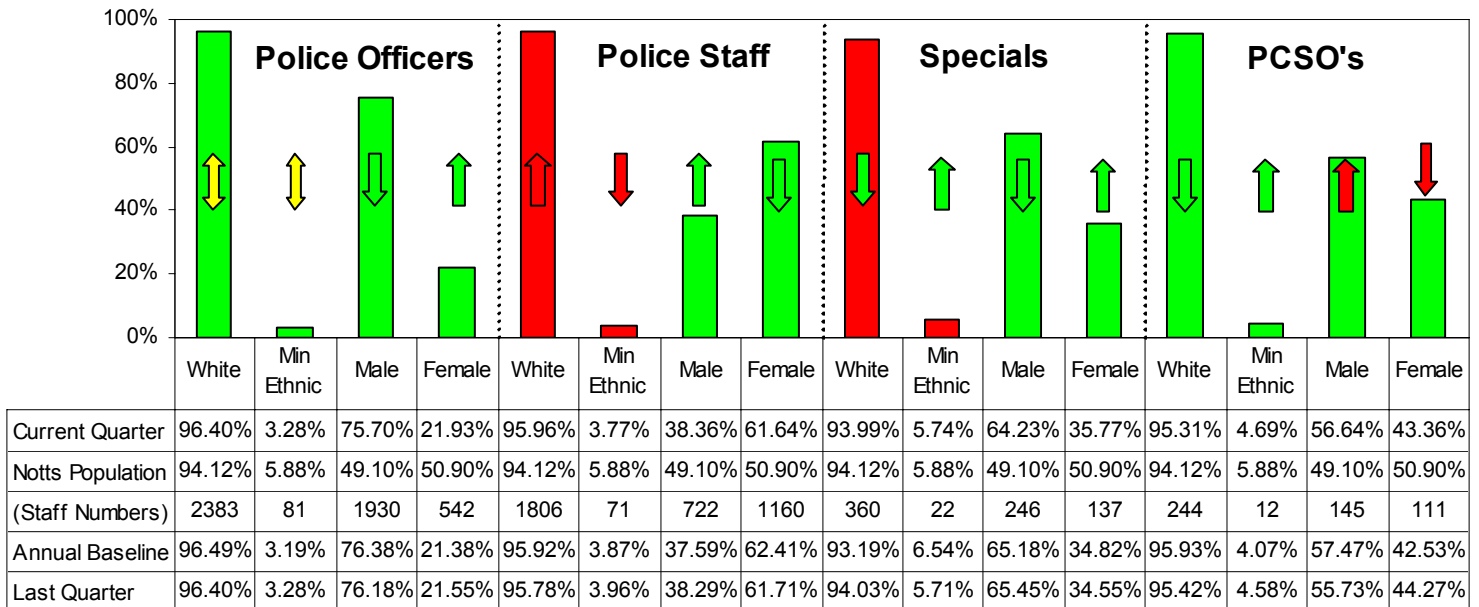
### **Professional Standards**

- There are no Tactical Recommendations this report.

### **Service Delivery**

- The force reviews Road Traffic Collision surveys for reasons of lesser BME satisfaction.
- 'C' Division reviews its 2006/7 aggravated offences for possible additional detections.

Information - Nottinghamshire Police Staff Complement by Gender & Ethnicity at 30/9/07



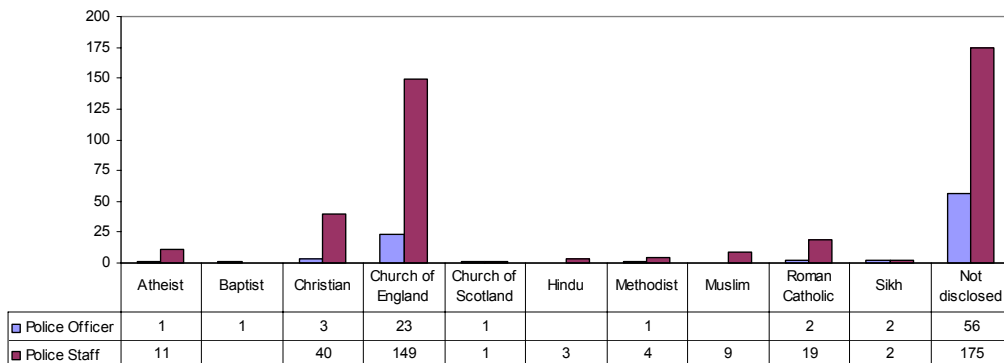
Comment

- ▶▶ The gender profile for the working-age population of the county varies by less than 1% from the overall population.
- ▶▶ Police Staff numbers include Police Community Support Officers (PCSO's).
- ▶▶ Information on PCSO's has previously been included as a discreet section in EMR. PCSO data is included alongside other staff profile data for the first time in this report.
- ▶▶ Police Community Support Officers (PCSO's) were first employed in Nottinghamshire in March 2003.
- ▶▶ 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.
- ▶▶ The total number of Police Officers has reduced by 7 (0.28%) in the half-year.
- ▶▶ The total numbers of Police Staff has increased by 20 (1.07%) in the half-year. As Police Staff numbers include PCSO's, their recruitment influences this increase.
- ▶▶ The total number of PCSO's has increased by 35 (15.84%) in the half-year.

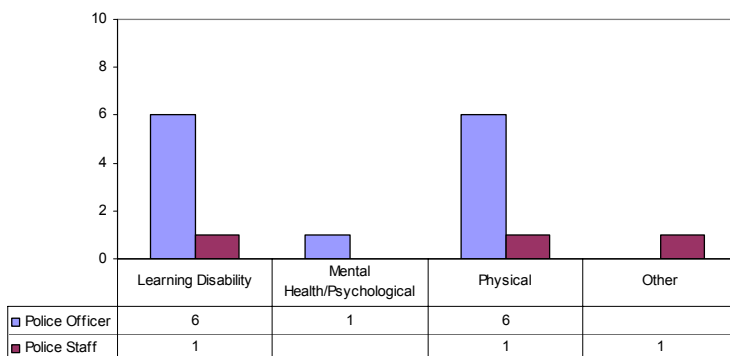
**Comment cont.**

- ▶◀ The total number of Specials has remained virtually static in the half-year.
- ▼ As a result of relatively static BME Police Staff numbers in an expanding Police Staff complement, BME Police Staff representation has decreased in both of the last two quarters, resulting in the lowest level of representation (3.77%) for thirty-three months.
- ▼ In the last discreet quarter BME Police Staff numbers decreased by 5.35% (4/75).
- ▼ BME representation in the Special Constabulary has decreased by 12% (3/25) in the half-year and is now below the Chief Constable's target for Police Officers (5.88%).
- ▲ BME Police Officer representation is at its highest (3.28%) for two years as a result of a 2.53% (2/79) increase in BME Police Officers in comparison to a 0.38% (9/2392) decrease in white officers.
- ▲ BME PCSO's have increased by 33.33% (3/9) in the half-year, whilst white PCSO's increased by 15.09% (32/212).
- ▲ BME Police Staff representation remains above the Government's target for Police Officers (3.52%).
- ▲ Gender representation has continued to improve in all sections of the organisation (Police Officers, Police Staff and Specials) in both of the last two quarters.
- ▲ For the second consecutive EMR, female Police Officer numbers have reached their highest recorded figure (542), whilst male Police Officer numbers are at their lowest figure (1930), resulting in the best female Police Officer representation yet recorded at 21.93%.
- ▲ Male Police Staff representation (38.36%) is at its highest level recorded in EMR.
- ▲ In the first quarter of the half-year the number of male Police Staff reached the highest yet recorded (726).
- ▲ Although the increased number of PCSO's in the half-year was split evenly between male and female, this has produced a 19.15% increase in female PCSO numbers in comparison to a 14.17% increase in males and hence increased female proportion.
- ▲ Female Specials representation has improved in the half-year as a result of a 3% (4/133) increase in females compared to a 2.38% (6/252) decrease in males.
- ▲ Female Special representation remains significantly higher (>13%) than for Police Officers, despite an increasing representation in female Police Officers.

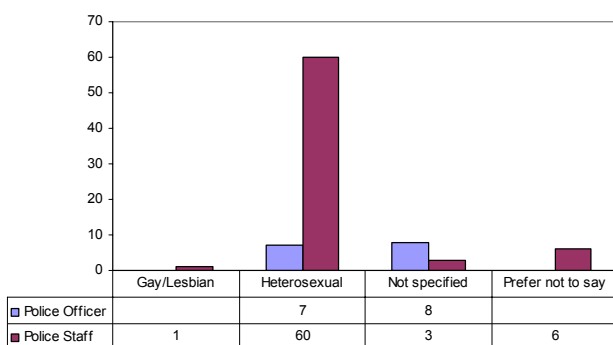
Information – Nottinghamshire Police Self-Declared Religious Belief at 30/9/07



Information - Nottinghamshire Police Self-Declared Disability at 30/9/07



Information - Nottinghamshire Police Self-Declared Sexual Orientation at 30/9/07



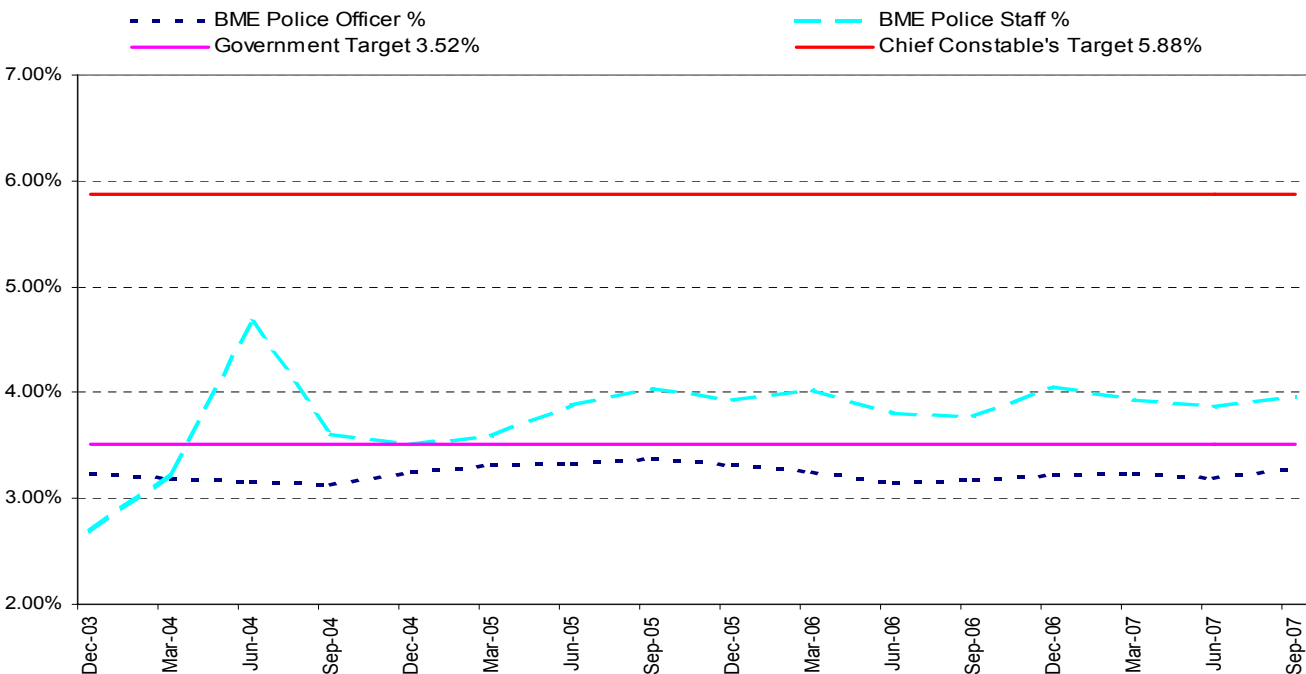
Comment

- ▶▶ Information on staff's self-declared religion, disability and sexual orientation is included in EMR for the first time.
- ▶▶ Data on religion, disability and sexual orientation is limited to information from joiners. Arrangements for existing staff to "self-service" personnel records with this information are in development.
- ▶▶ Religious categories are selected from a Nottinghamshire Police defined list.
- ▶▶ Disability and sexual orientation categories are selected from a nationally defined list.

Information - Police Officer Recruitment Targets at 30/9/07

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
2472	81	3.28%	3.52%	88	+7 ↓	5.88%	146	+65 ↓

Information - Police Recruitment Target Progress Tracker 1/4/04 - 30/9/07



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 number of BME officers required is based on the current force size at the time of the report.

**Comment cont.**

▶▶ 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 2007/8 is 50% female representation in Police Officer recruitment.

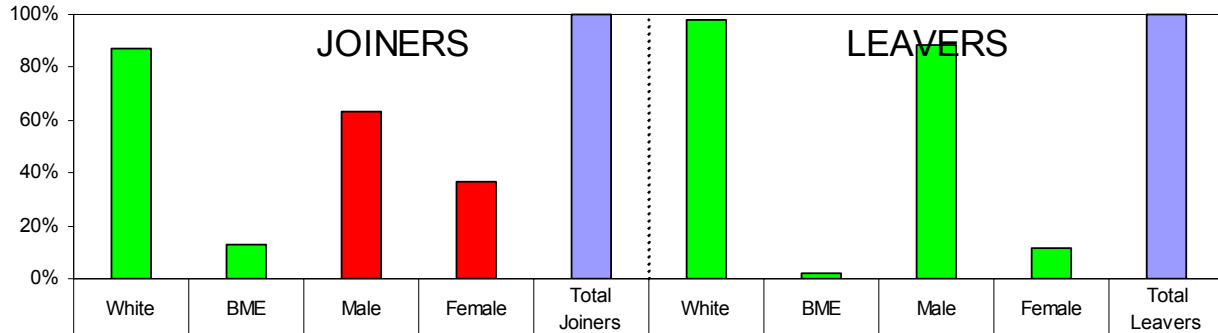
▼ The force was 13% below the target (50%) for female Police Officer recruitment in the first half of the year. This is worse than the overall figure for 2006/7 (8.9% below target).

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

▼ No sector of the organisation is meeting the Chief Constable's target for BME representation, although Police Staff, Specials and PCSO's are meeting the Government's target.

▲ In the first half of the year the number of BME Police Officers has increased by 2 (2.53%), decreasing the number of officers required to meet the both Government's and Chief Constables targets by 2 officers.

Information - Police Officers Joining & Leaving by Representation 1/4/07 - 30/9/07



	White	BME	Male	Female	Total Joiners	White	BME	Male	Female	Total Leavers
Current Quarter	18	2	11	9	20	20	1	17	4	21
Year to Date %	86.96%	13.04%	63.04%	36.96%	100.00%	98.04%	1.96%	88.24%	11.76%	100.00%
Annual Baseline	98.63%	1.37%	58.90%	41.10%	100.00%	97.93%	2.07%	86.90%	13.10%	100.00%
Year to Date Total	40	6	29	17	46	50	1	45	6	51

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. Leavers includes all ranks.

▶▶ 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.

▶▶ In the year-to-date, Police Officer recruitment has maintained general parity with officer natural wastage.

▼ Female Police Officer representation in recruitment in the half-year was decreased from the baseline and was c.13% below the target figure (50%).

▲ BME Police Officer recruitment in the year-to-date has been very good at 13.04% of total recruitment, which is more than double the Chief Constable’s target.

▲ BME Police Officer retention is improved in the year-to-date, accounting for just 1.96% of total leavers, which is less than 60% of representative of the staff profile.

▲ As a result of good BME Police Officer recruitment and retention there was a net increase of 5 BME officers in the half-year compared to a decrease of 10 white officers.

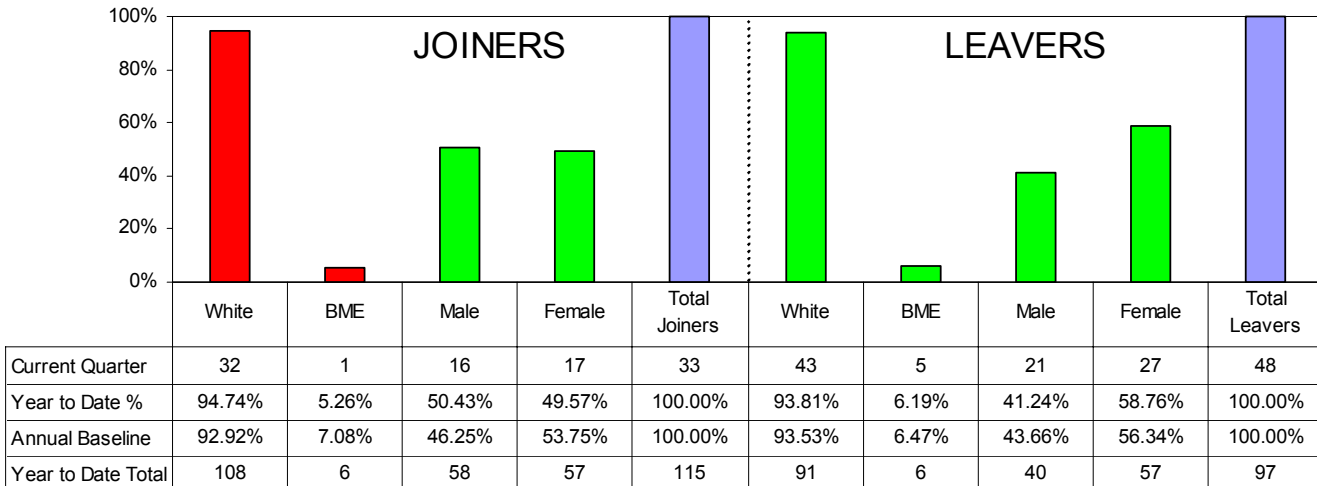
▲ Female Police Officer recruitment in the year-to-date is over 15% above the existing level of female Police Officer representation.

▲ Female Police Officer retention is improved from the baseline and continues the trend from the last year of female Police Officers leaving the force at significantly less than recruitment levels and at significantly lower (approx. half) than current representative levels.

**Comment cont.**

▲ The net result of Police Officer joiners and leavers in the half-year is an increase of 11 female Police Officers, compared to a male decrease of 16.

Information - Police Staff Joining & Leaving by Representation 1/4/07 - 30/9/07



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.

▶▶ Police Staff join at all grades. Leavers includes all grades.

▶▶ Police Staff numbers include Police Community Support Officers (PCSO's).

▶▶ 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.

▶▶ In the year-to-date there has been a net increase of 18 Police Staff from joiners and leavers. This continues the trend from the last two years, which has seen a total net increase of 166 Police Staff. This is primarily caused by PCSO recruitment.

▲ The net result of Police Staff joiners and leavers in the half-year is an increase of 18 male Police Staff, compared to a nil change in female.

▲ Police Staff gender recruitment in the year-to-date is better than the existing staff profile and is representative of the county profile.

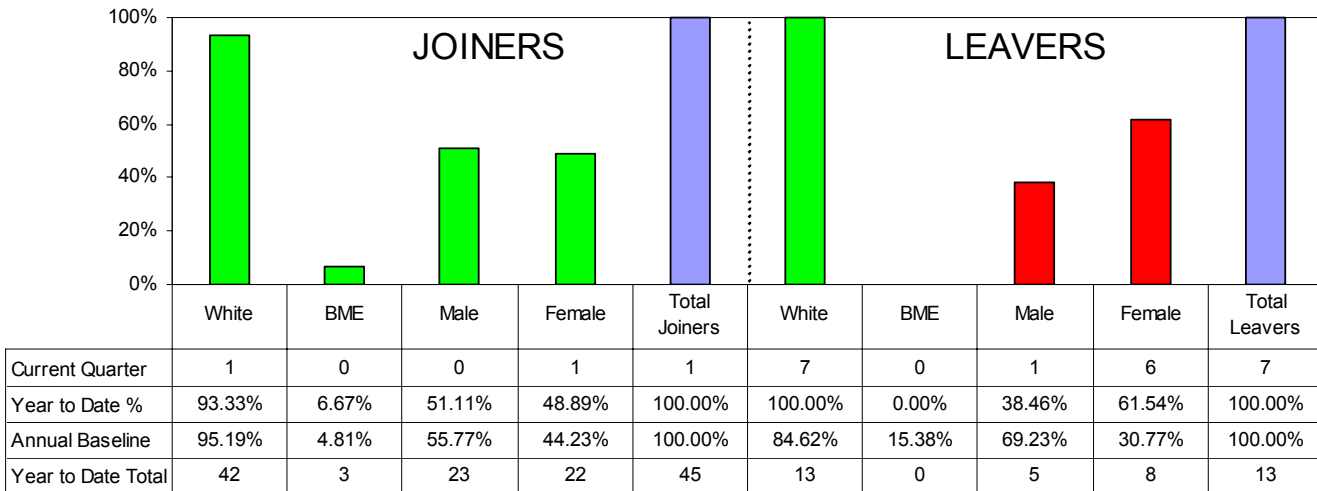
▲ Police Staff gender retention is closely representative of the staff profile in the period.

▼ BME Police Staff representation in recruitment (5.26%) in the half-year was down from the baseline and is below the Chief Constable's target.

▼ Although improved from the baseline, BME Police Staff leavers were higher than current representative levels.

▼ The net result of BME Police Staff joiners and leavers is a nil change in an overall increase of 18 staff.

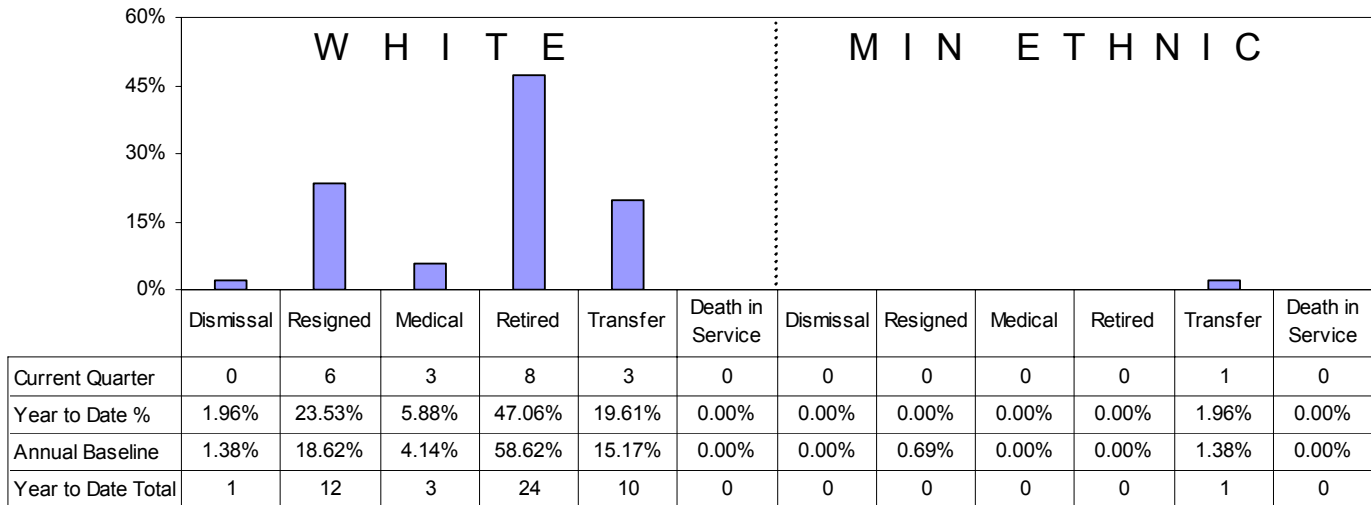
Information – PCSO’s Joining & Leaving by Representation 1/4/07 - 30/9/07



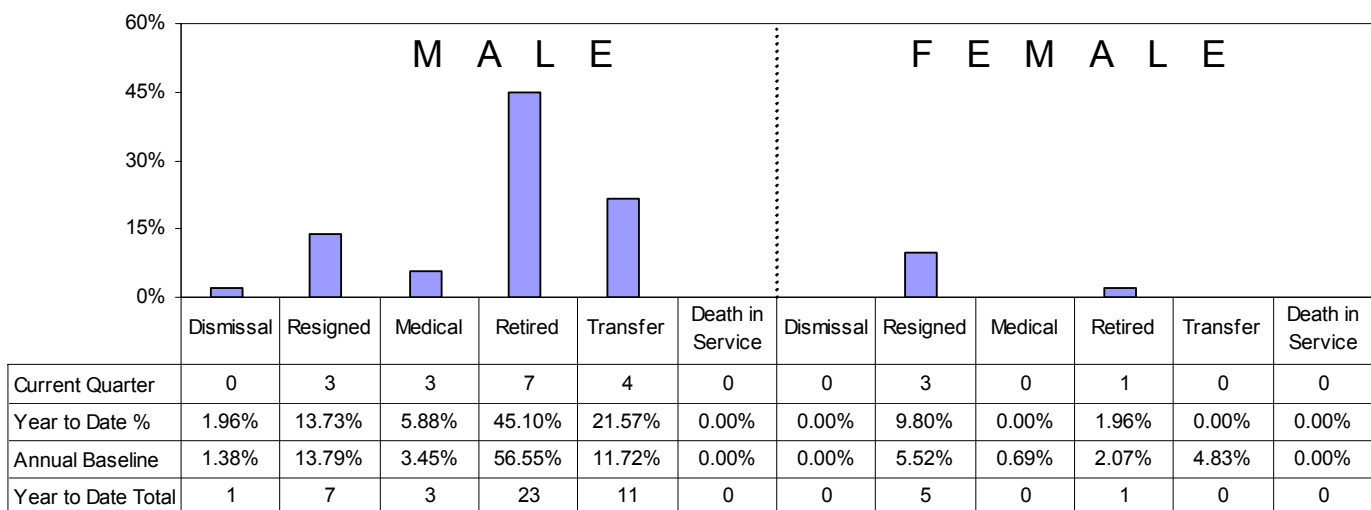
Comment

- ▶▶ 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.
- ▶▶ Information on PCSO’s has previously been included as a discreet section in EMR. PCSO data is included alongside other staff profile data for the first time in this report.
- ▶▶ 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.
- ▶▶ In the year-to-date there has been a net increase of 32 PCSO’s from joiners and leavers. This is a slight slowdown in recruitment from the last year, in which there was a total net increase of 86 PCSO’s.
- ▶▶ The net result of PCSO joiners and leavers in the year-to-date is 43.75% (14/32) female representation in the overall increase, which maintains existing representative levels (43.36%).
- ▼ Female PCSO retention was poor in the half-year, accounting for more than 60% of total leavers, which is higher than current representative and recruitment levels.
- ▲ Recruitment of BME PCSO’s was improved from the baseline in the half-year and at 6.67% of total recruitment was above the Chief Constable’s target.
- ▲ There were no BME PCSO’s represented in the 13 total leavers.
- ▲ The net result of BME PCSO joiners and leavers in the half-year was 9.38% (3/32) representation in the overall increase.
- ▲ Female PCSO recruitment in the half-year was improved from the baseline and at 48.89% of total recruitment, was closely representative of the county profile and the target for Police Officers.

**Information - Police Officer Comparative Reasons for Leaving by Ethnicity 1/4/07 - 30/9/07**



**Information - Police Officer Comparative Reasons for Leaving by Gender 1/4/07 - 30/9/07**



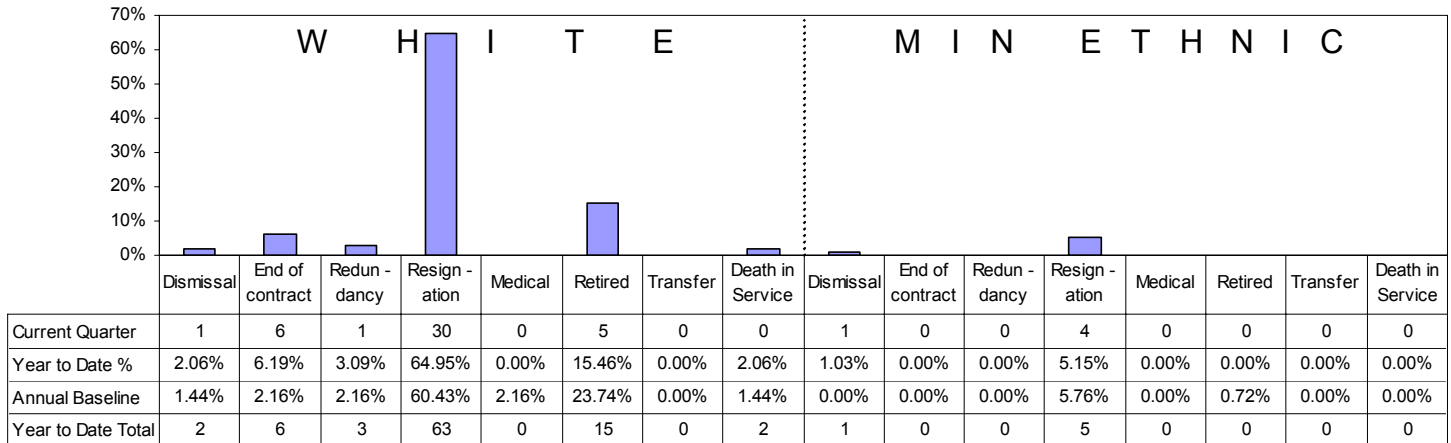
**Comment**

- ▶▶ 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.
- ▶▶ Retirements (including medical retirements) account for approximately half of all Police Officer leavers.

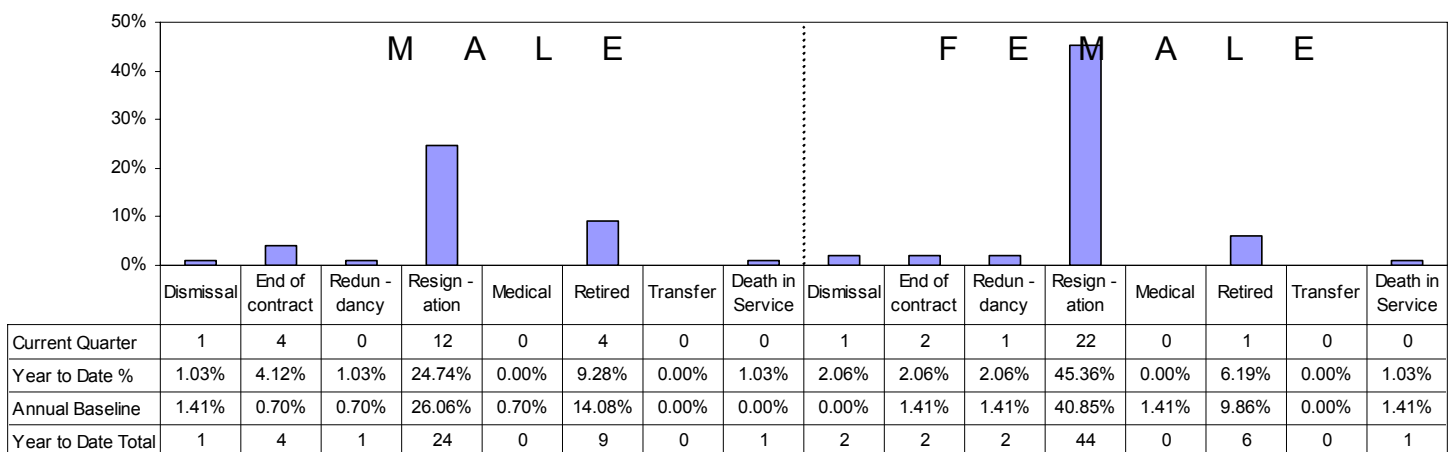
**Comment cont.**

- ▼ The half-year continues the trend from the last two years in that BME Police Officers voluntarily left the force (resigned or transferred to another force) at greater than representative levels, at 4.35% (1/23) of voluntary leavers.
- ▼ Although very few in number (1), BME Police Officers again left Nottinghamshire Police in favour of other forces at noticeably over-representative rates (9.09%).
- ▼ Continuing the trend from the last two years, female Police Officers were over-represented in officers who left the service entirely through resignation at 41.66% (5/12) of the total.
- ▲ The year-to-date continues the past trend of BME Police Officer retention being better than for white counterparts, although it should be noted that this situation is predicated on white retirements.
- ▲ There were no BME Police Officer resignations in the first six months of the year.
- ▲ The profile of total voluntary leavers (resignations and transfers) was almost exactly representative of the staff gender profile.
- ▲ There were no female Police Officers transferring to other police forces in the first six months of the year.

Information - Police Staff Comparative Reasons for Leaving by Ethnicity 1/4/07 - 30/9/07



Information - Police Staff Comparative Reasons for Leaving by Gender 1/4/07 - 30/9/07



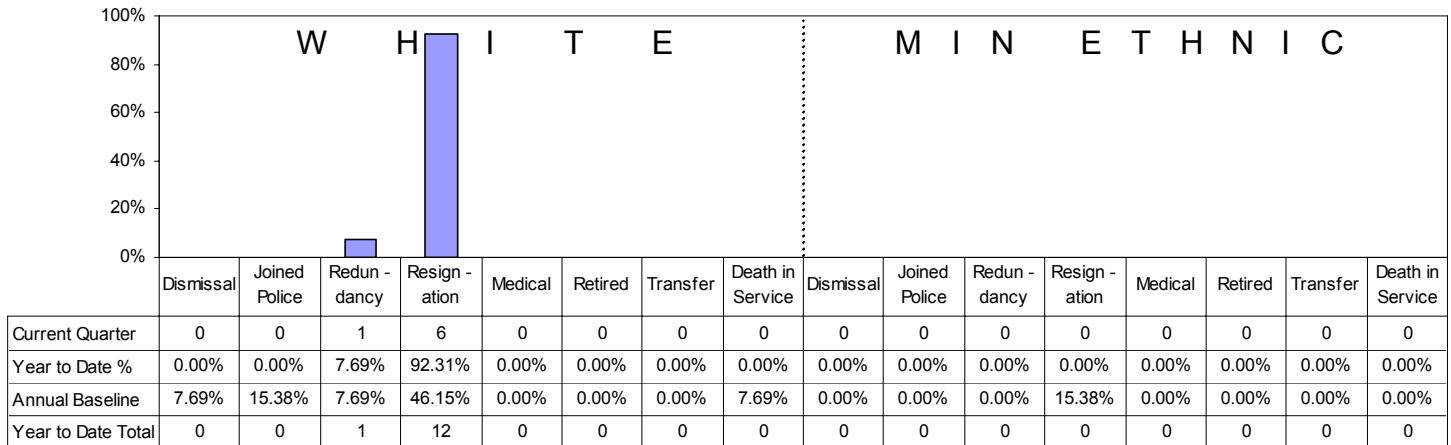
Comment

- ▶▶ Data on leavers is shown as cumulative year-to-date percentages to provide a larger data set for comparison.
- ▶▶ Leavers are from all Police Staff grades.
- ▶▶ Police Staff leavers' data includes Designated Investigation Officers, Designated Detention Officers, Designated Escort Officers, Traffic Wardens and Police Community Support Officers.
- ▶▶ In contrast to Police Officers who mostly retire, resignations account for the large majority of Police Staff leavers (70.1% in the first half-year).
- ▼ Continuing the trend from 2006/7, overall attrition rates for BME Police Staff in 2006/7 were significantly above the staff profile at 6.19% (6/97).

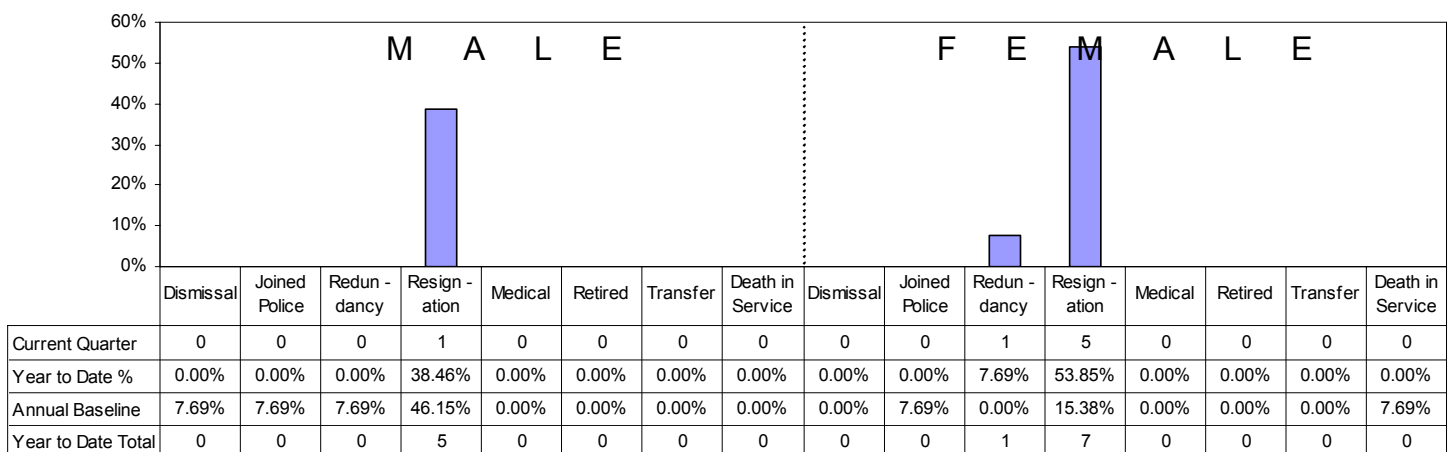
**Comment cont.**

- ▼ Continuing the trend from the last two years, BME Police Staff were over-represented in resignations at around double (7.35%) the staff profile.
- ▼ Although numbers are extremely low, BME Police Staff accounted for 33% (1/3) of dismissals in the half-year.
- ▲ Continuing the trend from 2006/7, overall attrition rates for Police Staff were generally representative of the staff gender profile in the half-year.
- ▲ Gender representation in Police Staff who resigned from the force, were dismissed or made redundant was close to the staff profile in the first six months of the year.
- ▲ No Police Staff have left the force to transfer to another force in the year-to-date.

**Information - PCSO's Comparative Reasons for Leaving by Ethnicity 1/4/07 - 30/9/07**



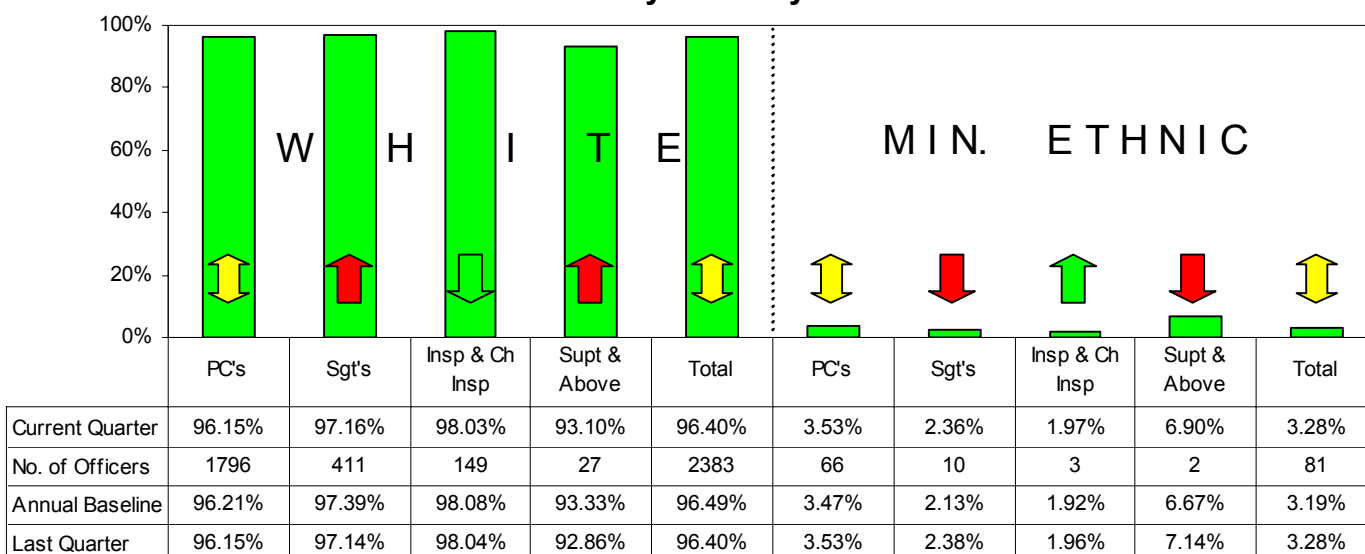
**Information - PCSO's Comparative Reasons for Leaving by Gender 1/4/07 - 30/9/07**



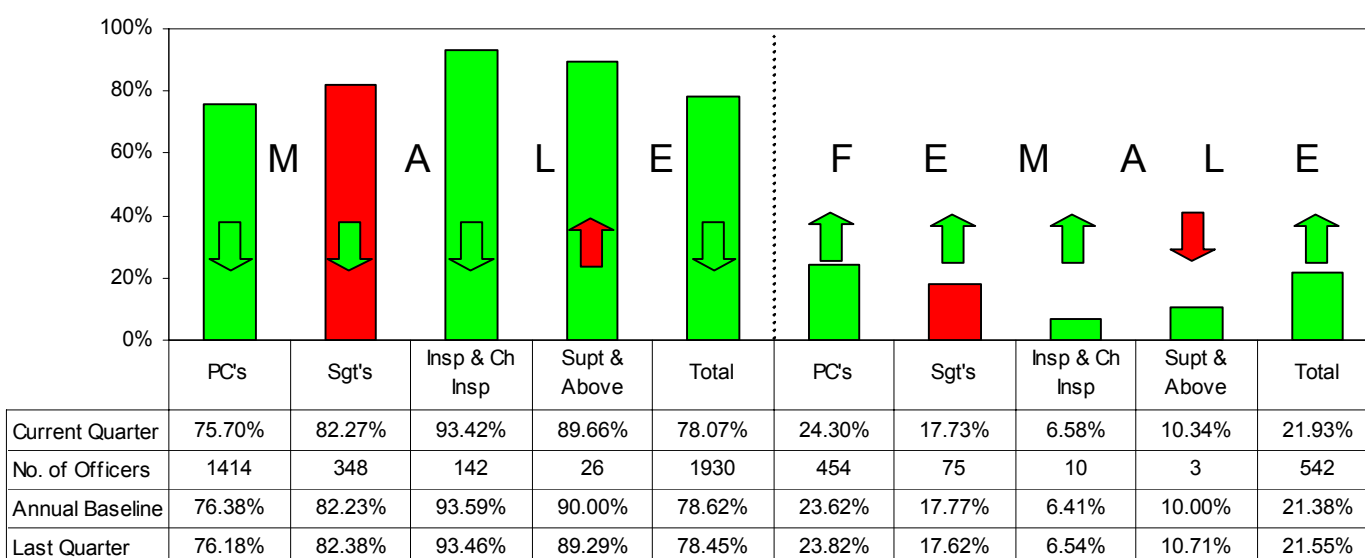
**Comment**

- ▶▶ Data on PCSO reasons for leaving is shown for the first time in EMR in this report
- ▶▶ Data on leavers is shown as cumulative year-to-date percentages to provide a larger data set for comparison.
- ▶▶ No PCSO's left to join as Police Officers in the half-year.
- ▶▶ All PCSO's leaving the organisation (except one redundancy) in the half-year resigned.
- ▼ Female PCSO's were represented at 15% above the staff profile in resignations in the half-year.
- ▲ No BME PCSO's left the organisation in the first six months of the year.

Information - Police Officer Rank Profile by Ethnicity at 30/9/07



Information - Police Officer Rank Profile by Gender at 30/9/07



Comment

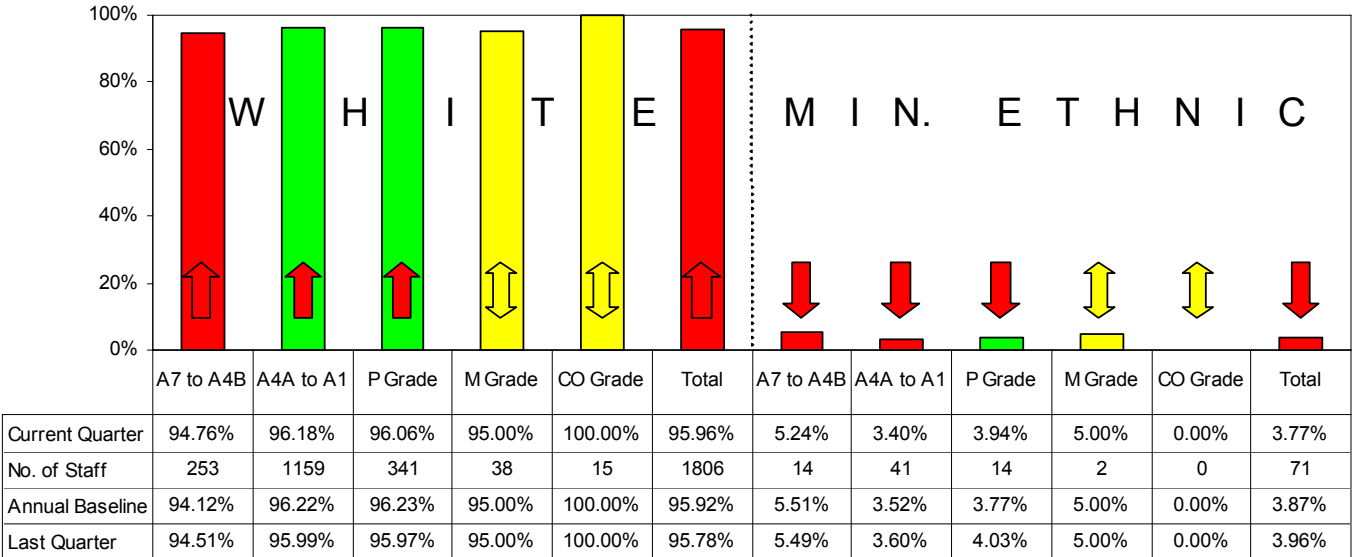
- ▶◀ The highest rank achieved by a female officer is Assistant Chief Constable.
- ▶◀ The highest rank achieved by BME officers (male and female) is Chief Superintendent and Inspector respectively.
- ▶◀ In the half-year there was an overall decrease of 4 officers in all promoted ranks.
- ▶◀ The number of constables (1868) is the lowest recorded in EMR.

**Comment cont.**

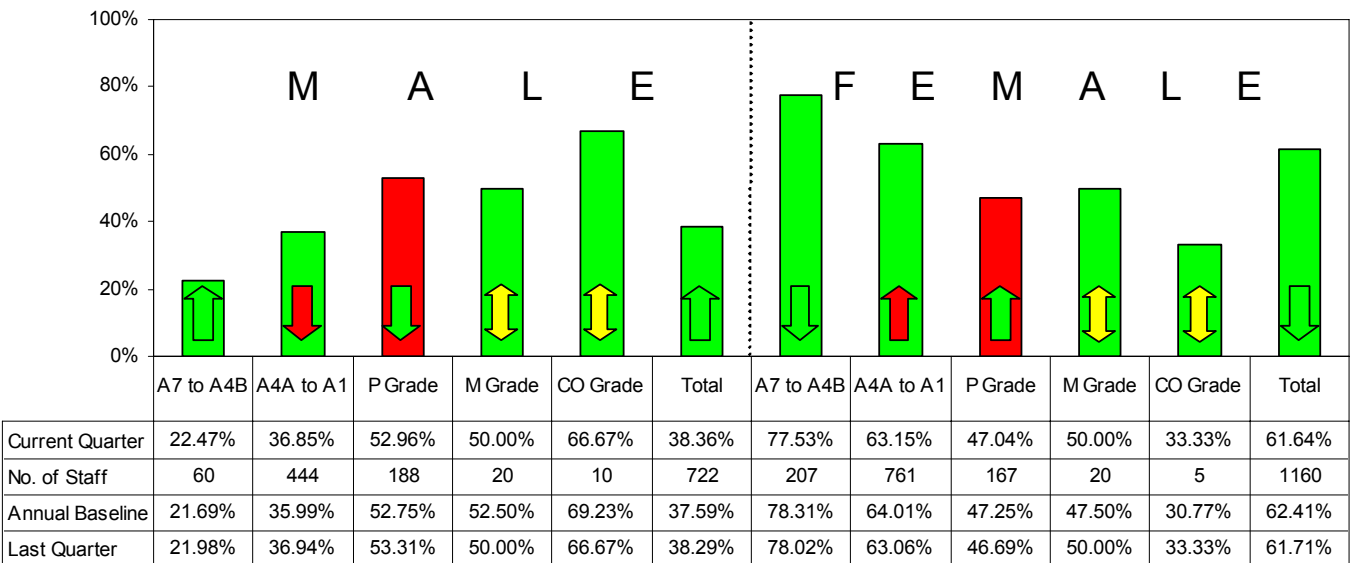
▶◀ The ratio of first-line supervisors (Sergeants) to constables has risen slightly in the half-year and is at the highest (1:4.42) yet recorded in EMR.

- ▼ Female representation in Sergeant rank decreased in the half-year for the first time in EMR.
- ▼ Female officers remain under-represented in all promoted rank groups in comparison to their overall staff profile.
- ▲ The number of white senior officers (Supt. & Above) has decreased by 1 (3.5%) in the half-year whilst BME numbers have remained unchanged (as they have done since EMR began), thereby improving BME representation in these ranks.
- ▲ BME representation at senior officer level (Supt & Above) remains higher than representative of the county population.
- ▲ The number of white Insp. and Ch. Insp's has decreased by 4 (2.6%) in the half-year whilst BME numbers have remained unchanged, thereby improving BME representation in these ranks.
- ▲ BME Sergeants increased by 1 (11.1%) in the half-year whilst white numbers remained unchanged, thereby improving BME representation in these ranks.
- ▲ For the first time in two years, the number of BME constables increased (by 1) in the half-year, whilst in the period white constables decreased by 4 (0.22%).
- ▲ The number of male senior officers (Supt. & Above) has decreased by 1 (3.7%) in the half-year whilst female numbers have remained unchanged, thereby improving female representation in these ranks.
- ▲ The number of male Insp. and Ch. Insp's has decreased by 4 (2.7%) in the half-year whilst female numbers have remained unchanged, thereby improving female representation in these ranks.
- ▲ Female constables increased by 13 (2.9%) in the half-year, whilst male constables decreased by 15 (1.1%), resulting in an increased level of representation from the baseline.
- ▲ There has been a quarter-on-quarter improvement in the level of female constable representation for the last three-and-a-half years, resulting in the last quarter in the highest level of female representation yet recorded in the rank (24.3%).

Information - Police Staff Grade Profile by Ethnicity at 30/9/07



Information - Police Staff Grade Profile by Gender at 30/9/07



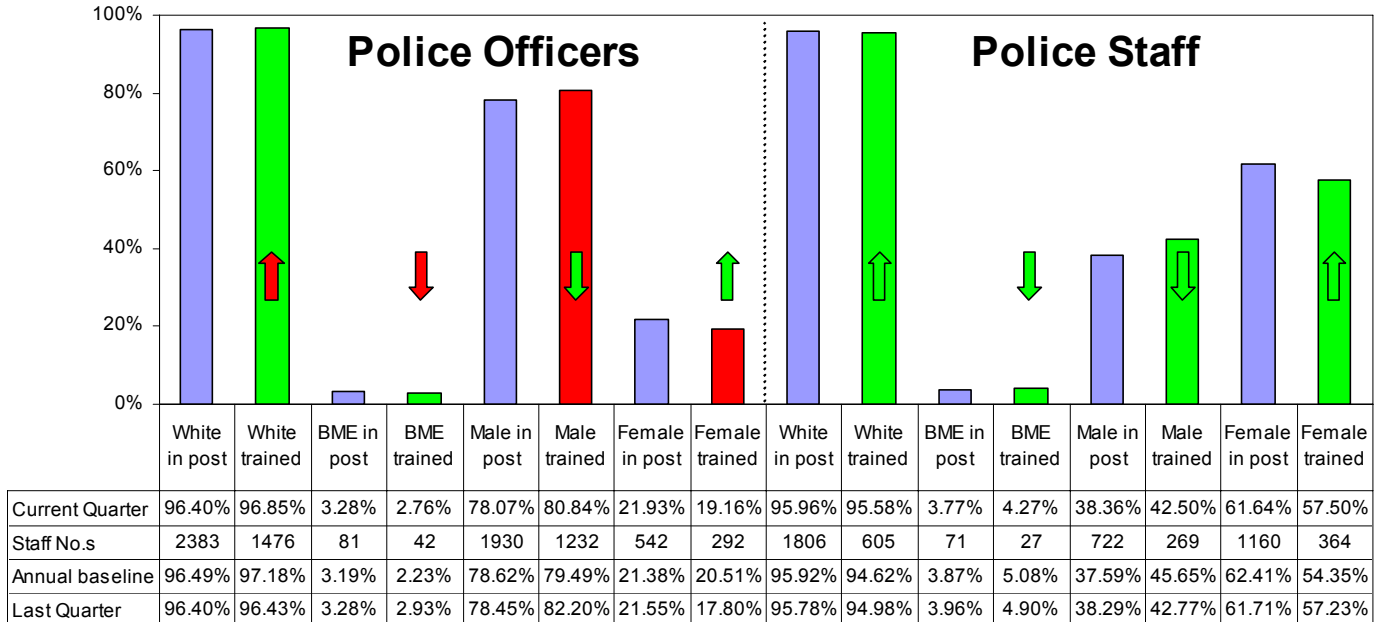
Comment

- ▶ 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 Admin A4A to A1 grades are caused by incomplete ethnicity recording in these grades.
- ▶ There has been no change in the numbers of BME and white staff in Management grade in the half-year.

**Comment cont.**

- ▼ Numbers of white staff in Chief Officer posts increased by 2 (15.4%) in the first six months of the year, with no increase in BME numbers.
- ▼ There have been eight increases in white Chief Officer numbers since EMR reports began without any BME representation recorded. Consequently there remains no BME Police Staff in Chief Officer posts in the force whilst white numbers have increased by 150%.
- ▼ BME numbers in all Admin grades decreased by 2 (2.98%) in the half-year whilst total white numbers increased by 9 (0.64%).
- ▼ Although female numbers in Professional grade increased by 4 (2.45%) in the half-year, this was less than the 3.3% (6) increase in male numbers, resulting in decreased female representation from the baseline.
- ▲ BME representation in Professional grade improved in the half-year as a result of a greater increase in BME numbers (7.69%) in comparison to white (2.71%).
- ▲ Female Chief Officer representation increased in the half-year as a result of a 25% increase in female numbers (1) compared to an 11% increase in male (1).
- ▲ There was gender parity in Management grade in the half-year. This is the first time female representation has equalled male in this grade since EMR began.
- ▲ Male numbers increased in both Admin categories in the half-year whilst female numbers decreased in both categories, resulting in increased male representation in all Admin grades.

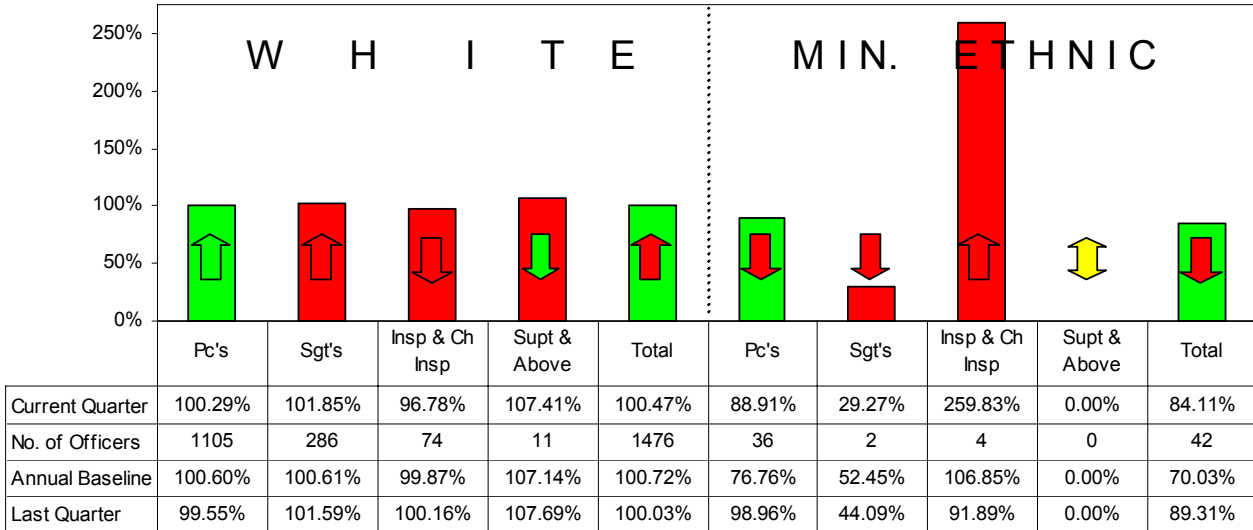
Information - Training Attendance Profile vs. Staffing Profile at 30/9/07



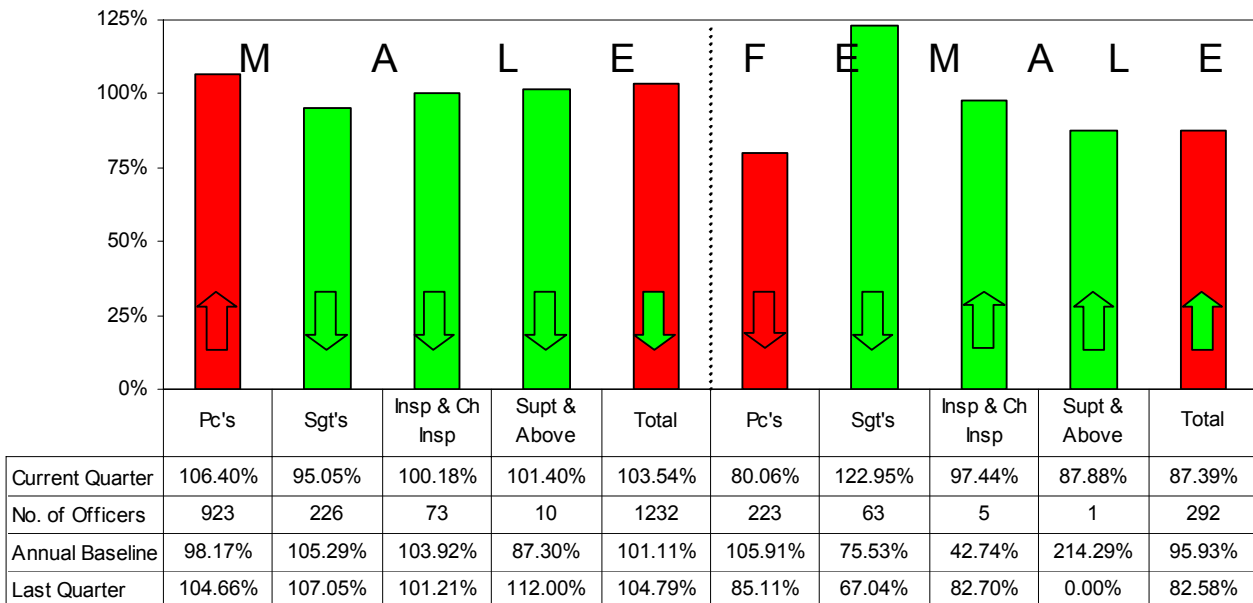
Comment

- ▶▶ 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 profile includes only training provided through the force training department. It does not include divisional or departmental training provision or e-learning.
- ▶▶ In the first six months of the year approximately 70% of the force’s Police Officers were trained in each quarter.
- ▶▶ In the first six months of the year approximately 40% of the force’s Police Staff were trained in each quarter.
- ▲ In the year-to-date 3,541 Police Officers have been trained. This is 25% more than was trained in the same six-month period in 2006/7.
- ▲ In the year-to-date 1,449 Police Staff have been trained. This is 4.5% more than was trained in the same six-month period in 2006/7.

**Information - Police Officers Trained by Ethnicity & Rank Compared to Representative Level at 30/9/07**



**Information - Police Officers Trained by Gender & Rank Compared to Representative Level at 30/9/07**



**Comment**

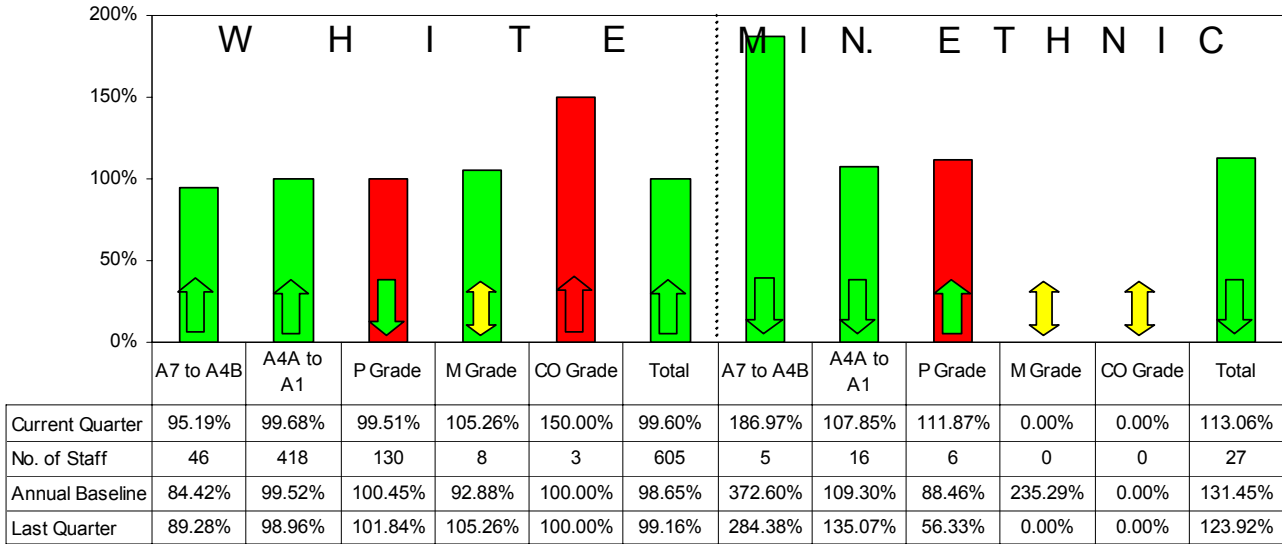
▶▶ Training comparison tables assess attendance on training against their respective levels of representation in the organisation, so that 100% means a group is represented in training at the same level as they are represented in the organisation.

▶▶ Sgts remain the most trained Police Officers of any rank in the half-year and Supt and Above the least trained.

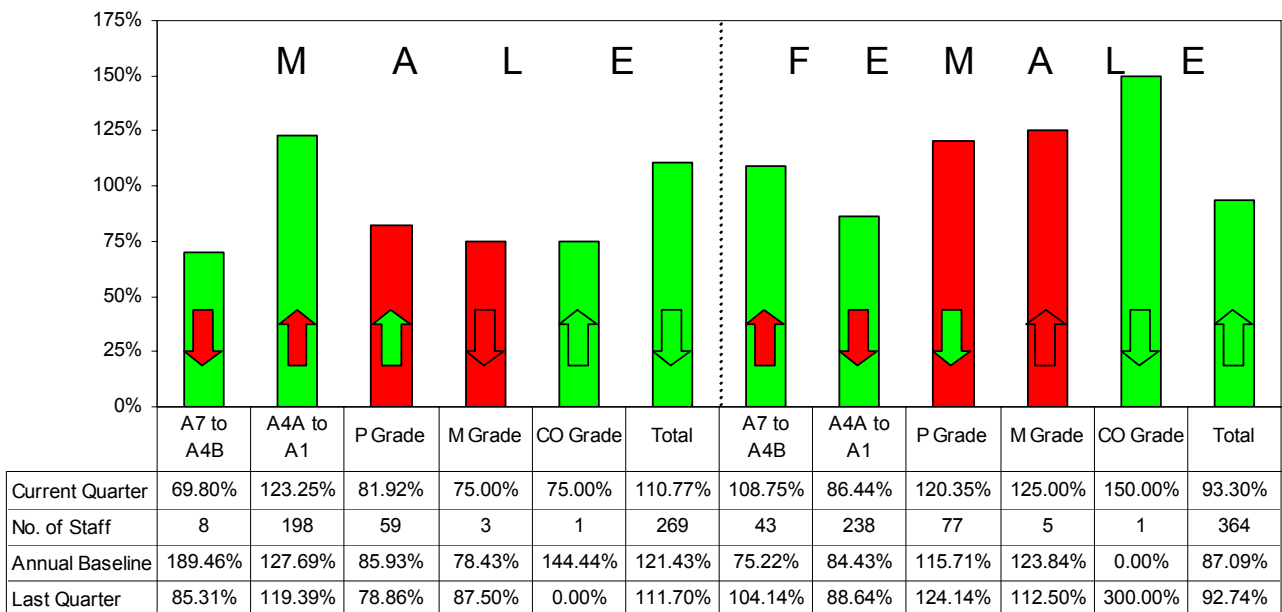
**Comment cont.**

- ▼ The previous two-year trend of minority (BME & female) Police Officers being under-represented in training compared to their staff profile continued in the first six months of the year.
- ▼ BME representation in Police Officer training decreased in the six months from the baseline, on average at 87% representation in quarter periods compared to 92% in 2006/7.
- ▼ Female representation in Police Officer training decreased in the six months from the baseline, on average at 85% representation in quarter periods compared to 93% in 2006/7.
- ▼ The half-year has seen a down-turn in BME Sgt's representation in training, at only 37% (averaged) of the staff profile.
- ▼ In the year-to-date male (over) representation in constable training was the highest of any six-month period yet recorded at that rank.
- ▲ BME presence in training was generally representative of the staff profile in the most numerous rank (constable).

**Information - Police Staff Trained by Ethnicity & Grade Compared to Representative Level at 30/9/07**



**Information - Police Staff Trained by Gender & Grade Compared to Representative Level at 30/9/07**



**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.

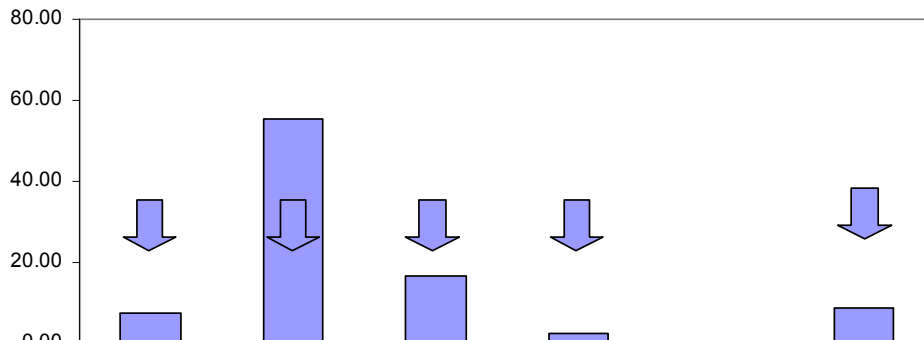
▶▶ There are no BME Police Staff in Chief Officer posts.

▶▶ Admin A4A to A1 grade staff were the most trained Police Staff of any grade in the half-year and Chief Officers were the least trained.

**Comment cont.**

- ▼ There was a return to nil BME representation in Management grade training in the half-year.
- ▲ Female Chief Officers were represented in training for the first time in EMR in the half-year.
- ▲ With the single exception of the most junior Admin grade (A7 to A4B), under-represented Police Staff by gender were comparatively the most trained in the half-year in every grade (i.e. female Chief Officer, Management and Professional and male Admin).
- ▲ The overall Police Staff ethnicity training profile was broadly representative of the staff profile in the half-year.
- ▲ The overall Police Staff gender training profile was broadly representative of the staff profile in the half-year.

**Information - Stop & Searches by Ethnicity 1/10/06 - 30/9/07 (per 1000 population)**

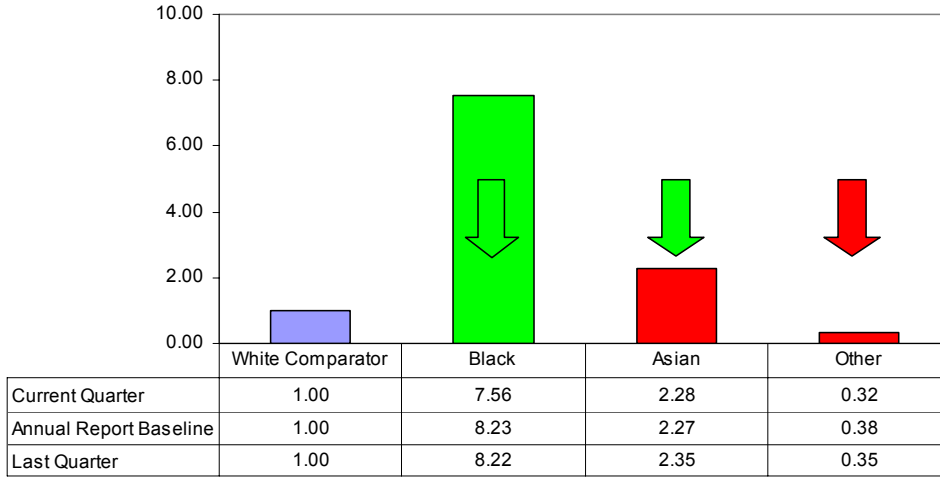


	White	Black	Asian	Other	Unknown	Total
Current Quarter	7.33	55.38	16.73	2.37		8.71
(No Stop Searches)	1459	252	69	6	12	1798
Annual Report Baseline	8.62	70.95	19.60	3.29		10.41
Last Quarter	7.87	64.64	18.48	2.76		9.50

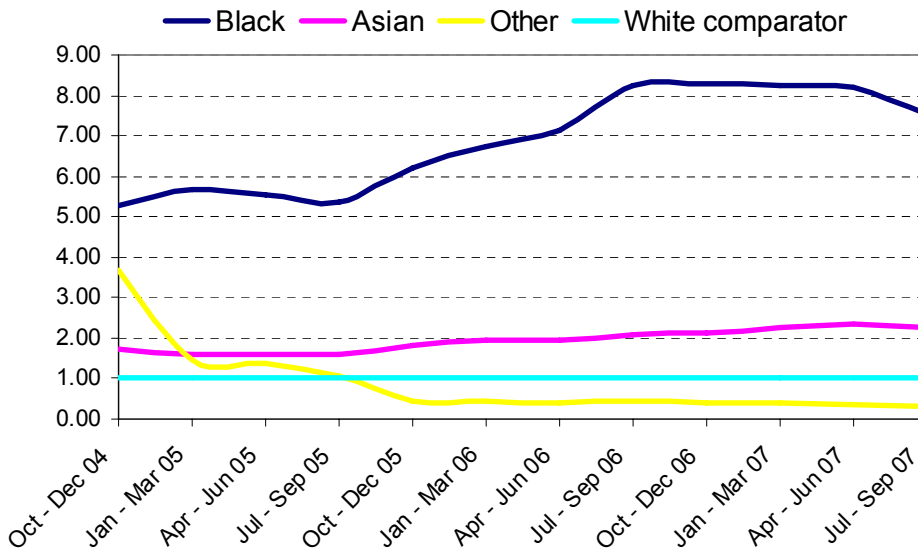
**Comment**

- ▶▶ 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).
- ▶▶ 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 (2005/6) national average search rates/1000 pop were: White 14.7, Black 102.5, Asian 31.0, Other 25.8, Total 18.6.
- ▶▶ The overall use of stop and search in the first half of the year decreased significantly in comparison to the same period in 2006/7, with 1,565 fewer searches being recorded, representing a 31% reduction.
- ▶▶ The number of stop and searches in the first discreet quarter of the year was the lowest (1,696) recorded for over two years.
- ▶▶ The force's use of stop and search in the half-year remains lower than the last national average. This was consistent across all ethnic groups.
- ▲ The decrease in searches was relatively similar for White and Asian (c. 30%), whilst Black searches decreased the most (39%).
- ▲ In the half-year the number of searches with ethnicity classed as "Unknown" was 0.54% (19/3,494) of all searches. This is comparable to stops recording.

**Information - Stop & Search Proportionality 1/10/06 - 30/9/07 (White Comparator = 1)**



**Information - Stop & Search 12-Month Proportionality Tracker 1/10/04 - 30/9/07 (White Comparator = 1)**



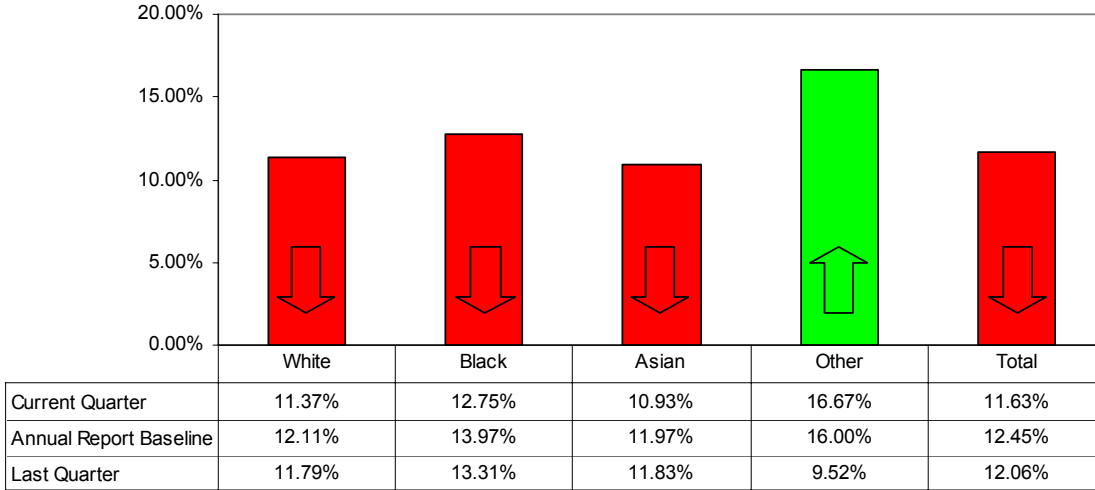
**Comment**

- ▶▶ To assist comparison of the relative proportionality of stop & search use, the upper table compares other groups against the majority (white) group against baseline and last quarter performance. White searches are given a nominal value = 1.
- ▶▶ Unless otherwise stated, proportionality is based on 12-month rolling data.
- ▶▶ A new (lower) table is included in this EMR which tracks the comparative proportionality over time using rolling 12-month data.
- ▶▶ The national average disproportionality rates (2005/6) were: Black 6.8x, Asian 2.1x, and Other 1.7x.

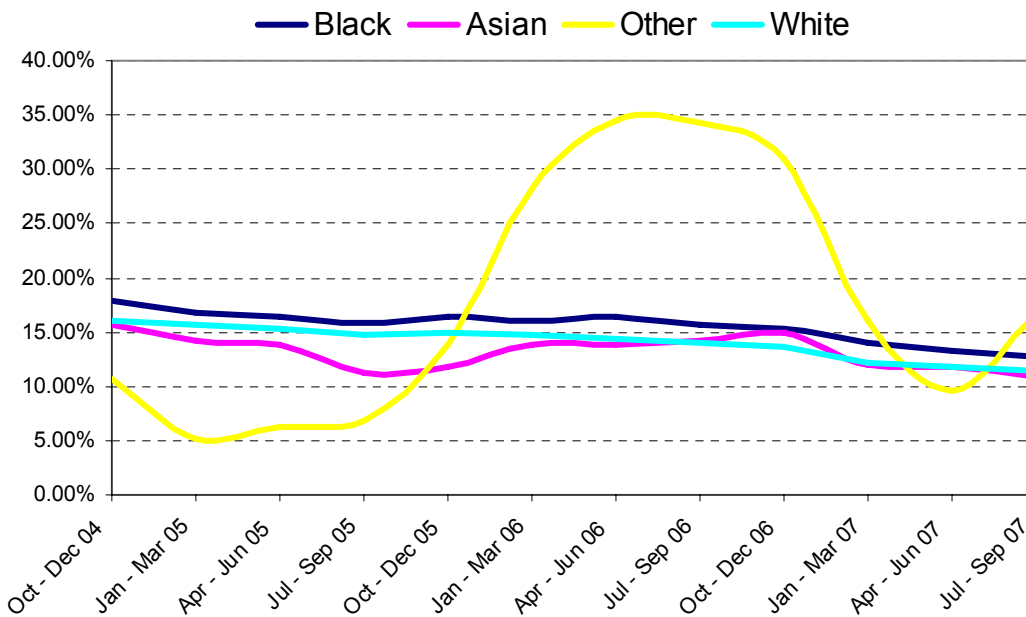
**Comment cont.**

- ▼ In the first quarter of the year Asian disproportionality was at its highest level yet recorded (2.35x).
- ▼ Black and Asian disproportionality remains significant and both remain higher than the national average in the year-to-date (by 0.76x and 0.18x respectively).
- ▲ Black disproportionality has decreased from the baseline (by 0.67x) in the half-year.
- ▲ Black disproportionality has decreased in each of the last three quarter-periods.
- ▲ Asian disproportionality decreased in the last quarter for the first time in two-and-a-half years.

**Information - Percentage of Stop & Search Resulting in Arrest by Ethnicity 1/10/06 - 30/9/07**



**Information - Stop & Search 12-Month Arrest Rate by Ethnicity Tracker 1/10/04 - 30/9/07**



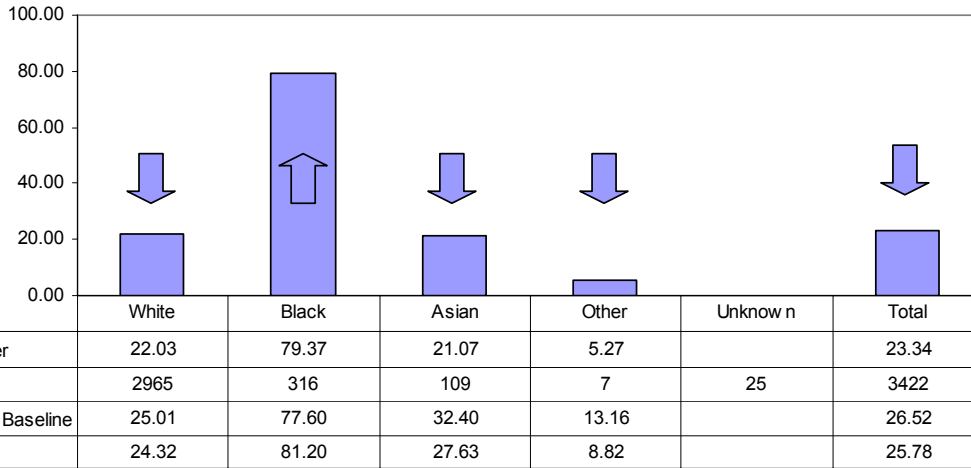
**Comment**

- ▶▶ 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.
- ▶▶ Arrest rates are shown as a comparative performance indicator, based on an increased arrest rate being a positive indicator of effective searching practices.
- ▶▶ The national average arrest rates following stop and search (2005/6) were: White 11%, Black 13%, Asian 10%, Other 15%, and Total 12%.
- ▶▶ Due to their respective weight of numbers, the total arrest rate closely reflects the White arrest rate.

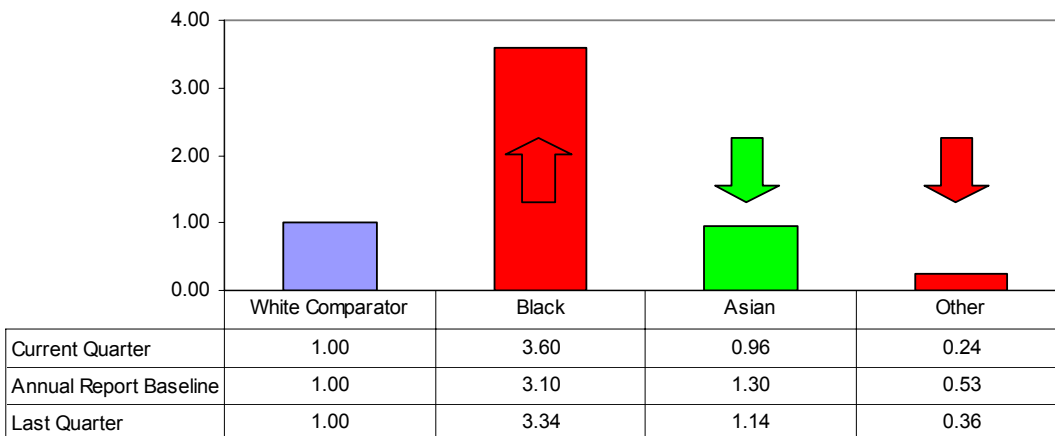
**Comment cont.**

- ▼ The overall arrest rate following stop and search has fallen in every quarter for the last eighteen months.
- ▼ At the end of the half-year, the force's overall arrest rate (11.63%) is the lowest ever recorded in EMR. This was consistent for White, Black and Asian searches.
- ▼ The force's annual arrest rate following stop and search has now fallen by 8.35 percentage points since first reported in EMR. This represents a 42% reduction.
- ▼ Black and Asian arrest rates following searches in the half-year again remained similar to White despite a significantly (higher) differential rate of searching.
- ▼ The last discreet quarter saw an arrest rate for Asian searches of 5.8%.
- ▲ The force arrest rate following stop and search in the year is consistent with the national average. This was consistent for all ethnic groups. (However, it should be noted that until this report the force's figure has always been higher than the national average.)

**Information - Stops by Ethnicity (per 1000 population) 1/10/06 - 30/9/07**



**Information - Stops Proportionality (White Comparator = 1) 1/10/06 - 30/9/07**



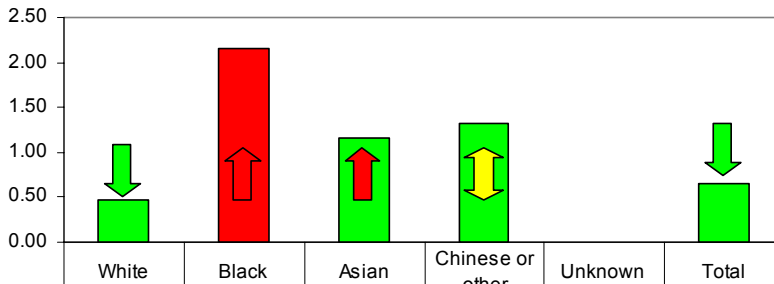
**Comment**

- ▶▶ 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.
- ▶▶ 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.

**Comment cont.**

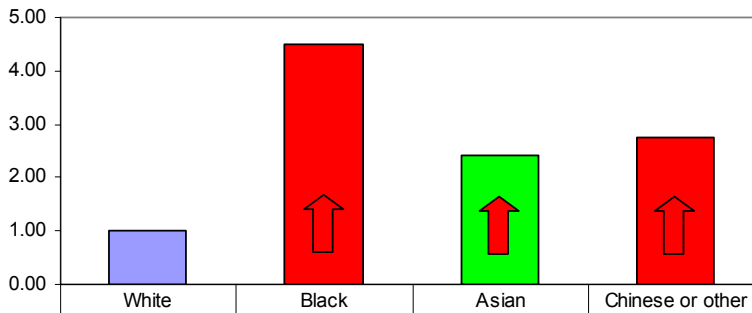
- ▶▶ Stops recording started force-wide on 1/4/05.
- ▶▶ To assist comparison of the relative proportionality of stops, a table showing this comparing other groups against the majority (white) group is provided (white stops are given a nominal value = 1).
- ▶▶ Overall stops rates are not shown as a performance indicator.
- ▶▶ In the half-year the overall number of stops was 25% (2,924) reduced on the same period in 2006/7. This was not consistent for different ethnic groups (see below).
- ▶▶ In the last quarter the number of stops (3,422) was the lowest yet recorded in any quarter. This number is virtually halved from the same period two years ago and 40% reduced from the same period last year.
- ▶▶ Over the half-year, overall usage of stops continued the trend from the previous year at approx. 2.5x more than stop and search.
- ▼ In the half-year Black stops increased by 5.7% (38/669) in comparison to the same period in 2006/7, whilst White stops decreased by 25%.
- ▼ Black disproportionality in stops is now at the highest level (3.6x) yet recorded.
- ▼ In the last discreet quarter Black disproportionality was at 4.3x in comparison to White stops. This is the highest figure yet recorded for a discreet quarter.
- ▲ At the end of the half-year Asian stops are (almost exactly) proportionate to White stops.
- ▲ Disproportionality for Black stops is less than for stop and search.
- ▲ During the half-year the level of ethnicity recorded as "Unknown" was at 0.7% (58/8,795) of total stops.

**Information - Complaints by Ethnicity (per 1000 population) 1/4/07 - 30/9/07**



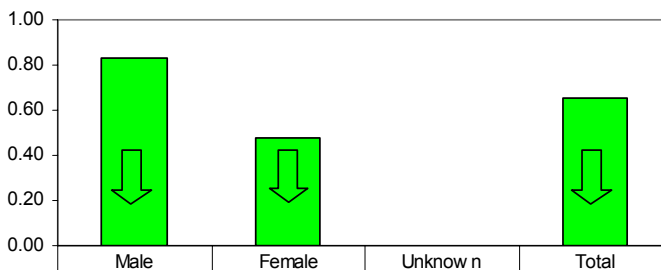
	White	Black	Asian	Chinese or other	Unknown	Total
Current Quarter	0.48	2.15	1.15	1.32		0.65
No. of Complainants	73	15	5	2	21	116
Annual Report Baseline	0.53	1.96	1.31	1.45		0.71
Last Quarter	0.50	1.92	1.07	1.32		0.69

**Information - Complaints Proportionality (White Comparator = 1) 1/4/07 - 30/9/07**



	White	Black	Asian	Chinese or other
Current Quarter	1.00	4.49	2.41	2.75
Annual Report Baseline	1.00	3.72	2.48	2.74
Last Quarter	1.00	3.80	2.13	2.61

**Information - Complaints by Gender (per 1000 population) 1/4/07 - 30/9/07**



	Male	Female	Unknown	Total
Current Quarter	0.83	0.47	0.00	0.65
No. of Complainants	71	45	0	116
Annual Report Baseline	0.90	0.51		0.71
Last Quarter	0.87	0.50		0.69

**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.

**Comment cont.**

▶◀ 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).

▶◀ Other diversity information, such as disability, is now collected from complainants. The national software to retrieve this data is being developed and is anticipated to become available for the next EMR.

▼ Black complainants increased by 18.2% (4) in the half-year in comparison to the same period in 2006/7, whilst all other ethnic groups decreased.

▼ The number of Black complainants in the last discreet quarter (15) was the highest yet recorded in EMR.

▼ Black complaints disproportionality has increased from the baseline to its highest rate (4.49x) for twenty-one months.

▼ In the last discreet quarter, Black disproportionality was at 8.33x, its second highest level recorded in EMR.

▼ The percentage of complainants with ethnicity not known increased to 18.8% of the total in the half-year, from 16.3% at the baseline.

▲ In the half-year, total complainants decreased by 14.9% (30) in comparison to the same period in 2006/7, although this was not consistent for different ethnic groups (see above).

▲ Total complainants (116) in the last discreet quarter were the lowest for two-and-a-half years.

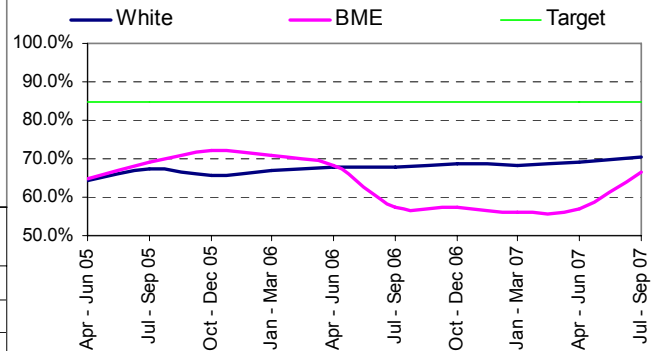
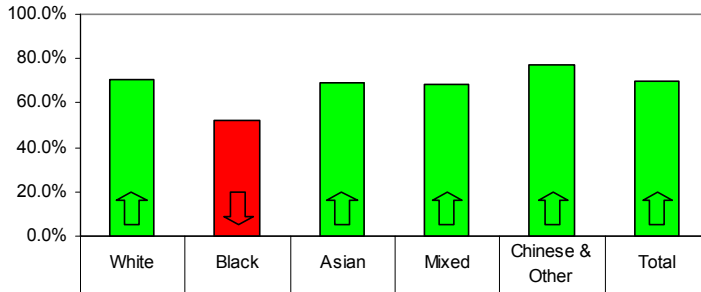
▲ In the half-year Asian disproportionality has improved slightly from the baseline (by 0.07x).

▲ In the first discreet quarter of the year, Asian complaints were on parity with White.

▲ The overall reduction in complainants was reflected with equal reductions in the gender profile.

**Information - Assault Satisfaction Survey**

**By Ethnicity 1/10/06 - 30/9/07 & BME/White Satisfaction Tracker 1/4/05 - 30/9/07**



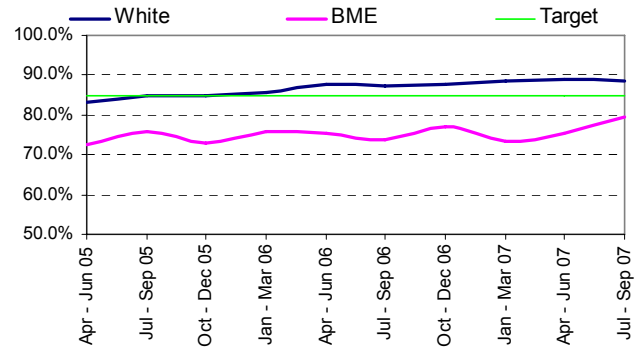
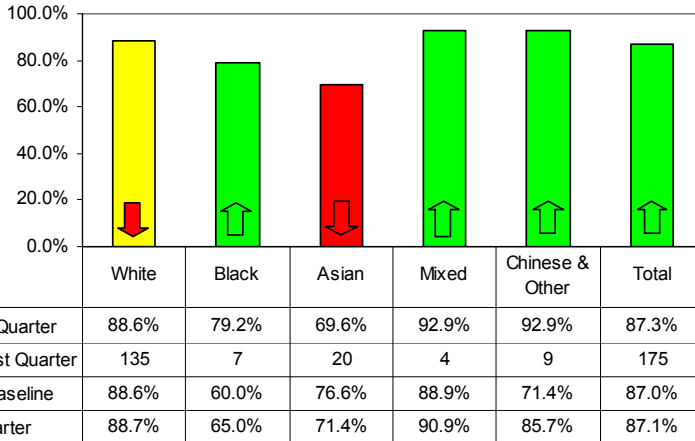
Year to Current Quarter	70.3%	52.0%	69.2%	68.4%	76.9%	69.8%
No Surveyed Last Quarter	194	10	24	5	4	237
Annual Report Baseline	68.1%	58.8%	60.0%	50.0%	53.8%	67.0%
Year to Last Quarter	69.2%	52.4%	62.0%	50.0%	58.3%	67.9%

**Comment**

- ▶▶ The classification of ethnicity used is defined by the Home Office.
- ▶▶ 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.
- ▶▶ A long-term comparison “tracker” graph of White and (total) BME satisfaction based on rolling 12-month performance is provided for the first time in all surveys.
- ▶▶ As a consequence of the low data sets for BME respondents, meaningful comparative data is not available at divisional level.
- ▶▶ 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.
- ▶▶ All surveys are now undertaken by telephone rather than by postal questionnaire (formerly only racist incidents was a telephone survey). As this significantly alters (improves) response rates, these are no longer included in EMR.
- ▶▶ Overall satisfaction rates closely reflect 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.
- ▲ Total Assault satisfaction in the half-year is at its highest level yet recorded (69.8%) and the last discreet quarter total satisfaction was the highest yet recorded (73.8%).
- ▲ White Assault satisfaction in the half-year is at its highest level yet recorded (70.3%) and the last discreet quarter White satisfaction was the highest yet recorded (74.2%).

**Information - Burglary Satisfaction Survey**

**By Ethnicity 1/10/06 - 30/9/07 & BME/White Satisfaction Tracker 1/4/05 - 30/9/07**



**Comment**

▶▶ 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 half-year remains consistent with this. (There are, however, adverse comments on BME Road Traffic Collision satisfaction.)

▲ In the year-to-date the total Burglary satisfaction level is meeting the force’s performance target (85%) for overall service. (Note though that Black and Asian satisfaction is below target.)

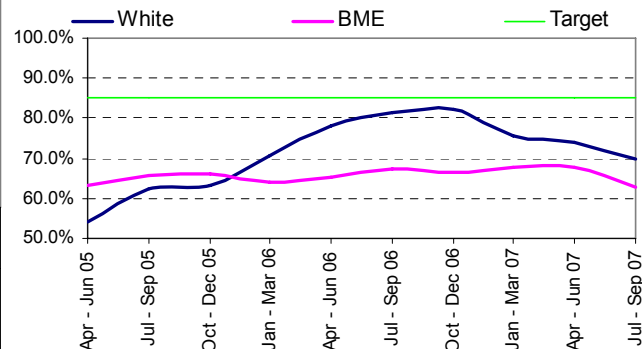
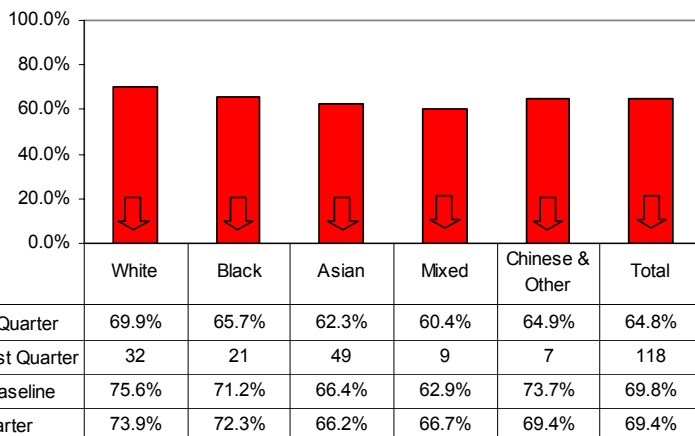
▲ Black satisfaction in Burglary surveys has increased by 19.2% from the baseline and in the last disreet quarter was 100% satisfied.

▲ Satisfaction of Mixed and Chinese & Other groups in Burglary surveys in the year-to date are both at 92.9%, the highest of all groups in all surveys.

▲ Total BME satisfaction in Burglary surveys in the year-to-date is 79.5%, the highest of any BME survey group, and in the last disreet quarter achieved the target level (85%).

**Information - Racist Incidents Satisfaction Survey**

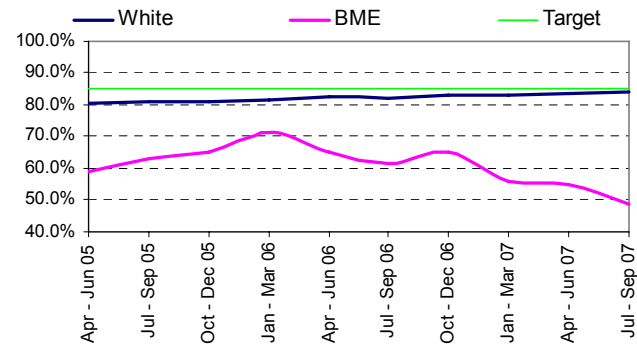
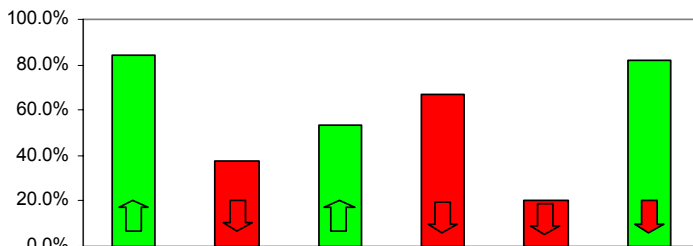
**By Ethnicity 1/10/06 - 30/9/07 & BME/White Satisfaction Tracker 1/4/05 - 30/9/07**



**Comment**

- ▼ In the year-to-date all BME groups were less satisfied than White respondents for Racist Incidents. This has been the situation for the last eighteen months. In total, BME groups were 7% less satisfied than White.
- ▼ Racist Incident satisfaction has decreased for all groups since the baseline. No other survey type has seen universal deterioration in satisfaction between different groups.
- ▼ Overall Racist incident satisfaction levels have decreased by 5% in the half-year and are now more than 20% below the force target level.
- ▼ Overall Racist Incident satisfaction has decreased in the last four consecutive quarters (by 6.2% in total).

**Information - Road Traffic Collision Satisfaction Survey  
By Ethnicity 1/10/06 - 30/9/07 & BME/White Satisfaction Tracker 1/4/05 - 30/9/07**



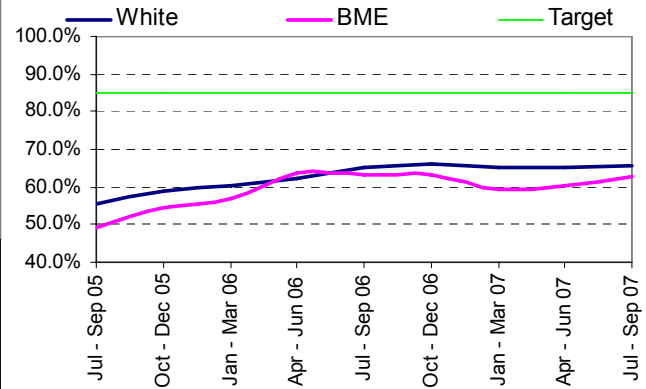
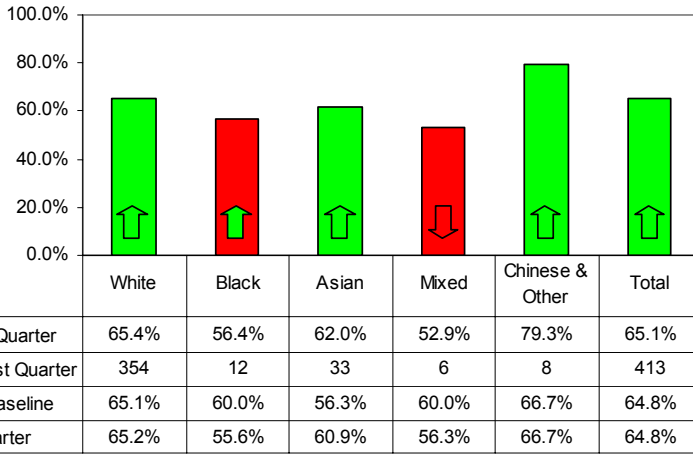
	White	Black	Asian	Mixed	Chinese & Other	Total
Year to Current Quarter	83.9%	37.5%	53.6%	66.7%	20.0%	82.0%
N <sup>o</sup> Surveyed Last Quarter	133	2	9	1	0	145
Annual Report Baseline	83.1%	61.5%	50.0%	85.7%	25.0%	81.8%
Year to Last Quarter	83.7%	54.5%	51.9%	85.7%	33.3%	82.2%

**Comment**

- ▶ 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 half-year remains consistent with this. (Note, however, that there are adverse comments on BME Road Traffic Collision satisfaction.)
- ▼ Black satisfaction in Road Traffic Collisions has decreased by 24% from the baseline to 37.5% in the year-to-date.
- ▼ Total BME satisfaction in Road Traffic Collision survey has decreased by 6.9% from the baseline to 48.9% in the year-to-date. This is the lowest total BME survey satisfaction by a significant margin (13.8% worse than the second lowest).
- ▼ The differential satisfaction between White and BME groups in Road Traffic Collisions has increased from 27.3% at the baseline to 35% in the year-to-date. This continues the trend from the last two years for this survey to show the largest differential. This means that Black satisfaction is now almost 50% lower than White, and Asian 30% less in Road Traffic Collisions.

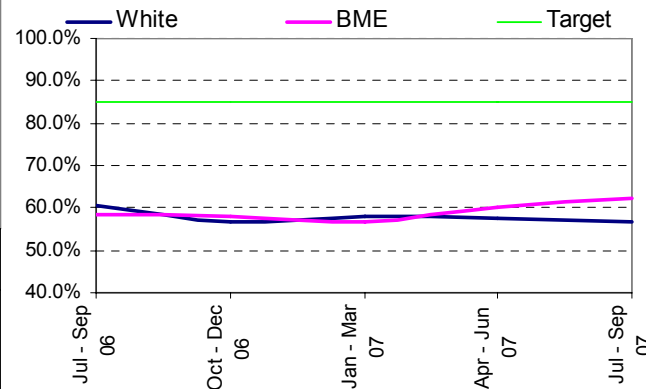
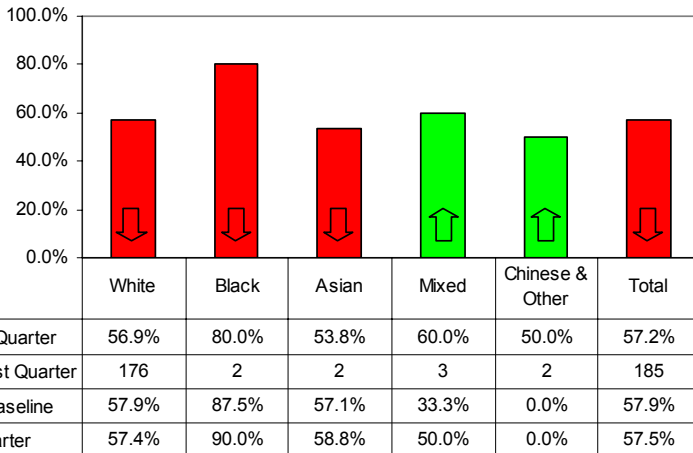
**Information - Vehicle Crime Satisfaction Survey**

**By Ethnicity 1/10/06 - 30/9/07 & BME/White Satisfaction Tracker 1/7/05 - 30/9/07**



**Information - Anti-Social Behaviour (ASB) Survey**

**By Ethnicity 1/10/06 - 30/9/07 & BME/White Satisfaction Tracker 1/7/06 - 30/9/07**

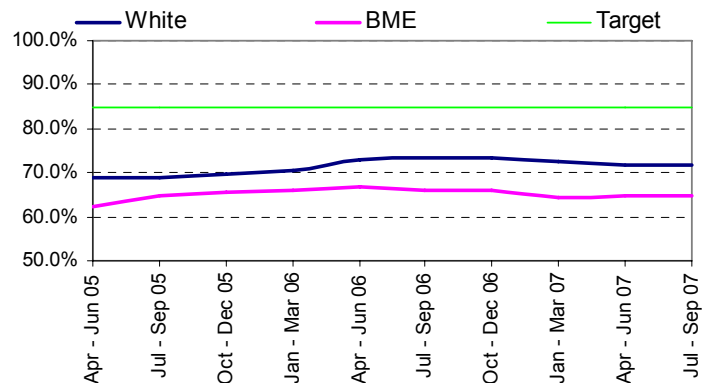


**Comment**

- ▶▶ Anti-Social Behaviour (ASB) survey is included in EMR for the first time.
- ▶▶ ASB includes abandoned and nuisance vehicles, noise nuisance (including fireworks) and rowdiness, substance misuse and street drinking, street begging/vagrancy and prostitution, malicious communications and trespassing and animal problems. It does not include hate crime or hoax calls to emergency services.
- ▶▶ Unlike all other survey types, ASB survey is not a statutory performance indicator and is therefore excluded from nationally published satisfaction performance data.
- ▲ BME satisfaction in ASB survey exceeds White by 5.3%. This is the only survey in which BME satisfaction surpasses White.

**Information - Total Survey Satisfaction**

**By Ethnicity 1/10/06 - 30/9/07 & BME/White Satisfaction Tracker 1/4/05 - 30/9/07**



**Comment**

Information on total White and total BME satisfaction in all six surveys combined is provided for the first time in EMR in the form of a baseline and last-quarter graph and a long-term “tracker” graph of total White and total BME satisfaction based on rolling 12-month performance.

Overall BME satisfaction was less than White in five out of the six survey types in the year-to-date.

Black and Asian respondents are less satisfied than White in every survey type in the year to-date, with the single exception of Black ASB.

Continuing the trend from the last two years, a category of BME respondents (Black/Asian/Mixed/Chinese & Other) is the least satisfied in every survey type.

The force is below its performance target for the overall service (85%) in five out of six survey types (ASB, Assault, Racist Incidents, Road Traffic Collision & Vehicle Crime).

The overall satisfaction rate has improved in four out of six survey types since the baseline (by an average of 0.9%).

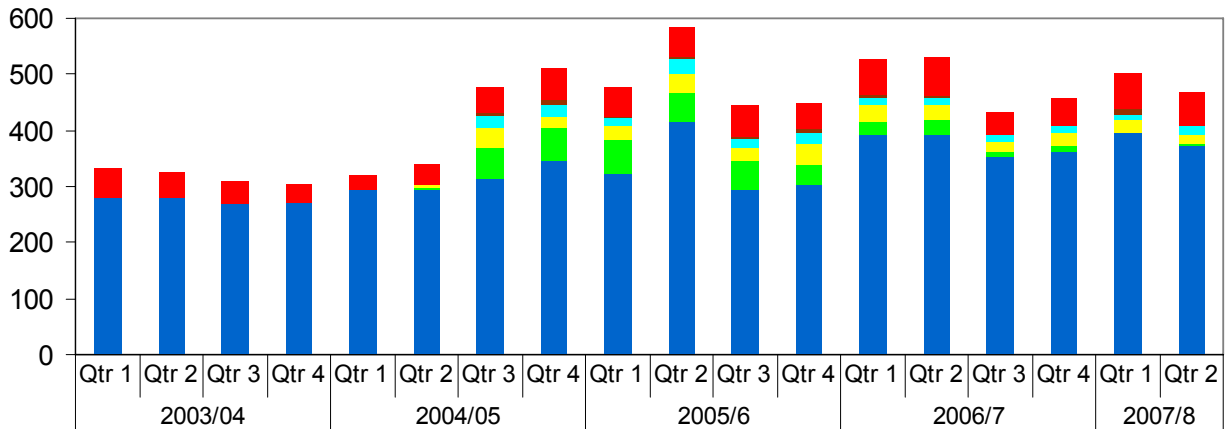
The (negative) differential between total BME satisfaction in all surveys compared to White has decreased from 8.1% at the baseline to 6.6% in the year-to-date. (Note that the baseline for total differential stated in the 2006/7 EMR Annual Report [8.4%] has been amended as a result of the inclusion of ASB survey.)

In the five surveys in which there remains a negative differential for total BME satisfaction compared to White, this has improved in four out of the five surveys in the year-to-date (by an average of 4.55%).

**Recommendations**

The force reviews Road Traffic Collision surveys for reasons of lesser BME satisfaction.

Information - Number of Hate Crimes per Quarter 1/4/03 - 30/9/07

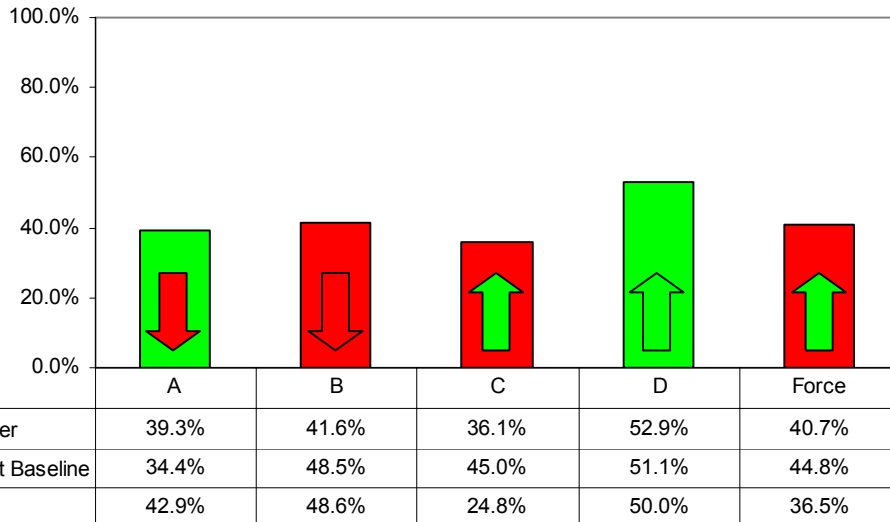


	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2
Sexual orientation	52	47	41	32	25	36	45	56	52	52	57	47	63	69	39	49	62	61
Gender							7	8	5	6	3	6	8	3	1	0	8	0
Religion						1	19	20	11	24	16	20	13	15	11	12	12	17
Disability					1	6	37	22	26	33	25	35	28	24	18	25	23	15
Age						4	56	59	62	54	53	37	25	27	9	9	1	5
Race	281	281	270	270	294	293	314	345	322	415	292	303	392	393	353	363	394	371

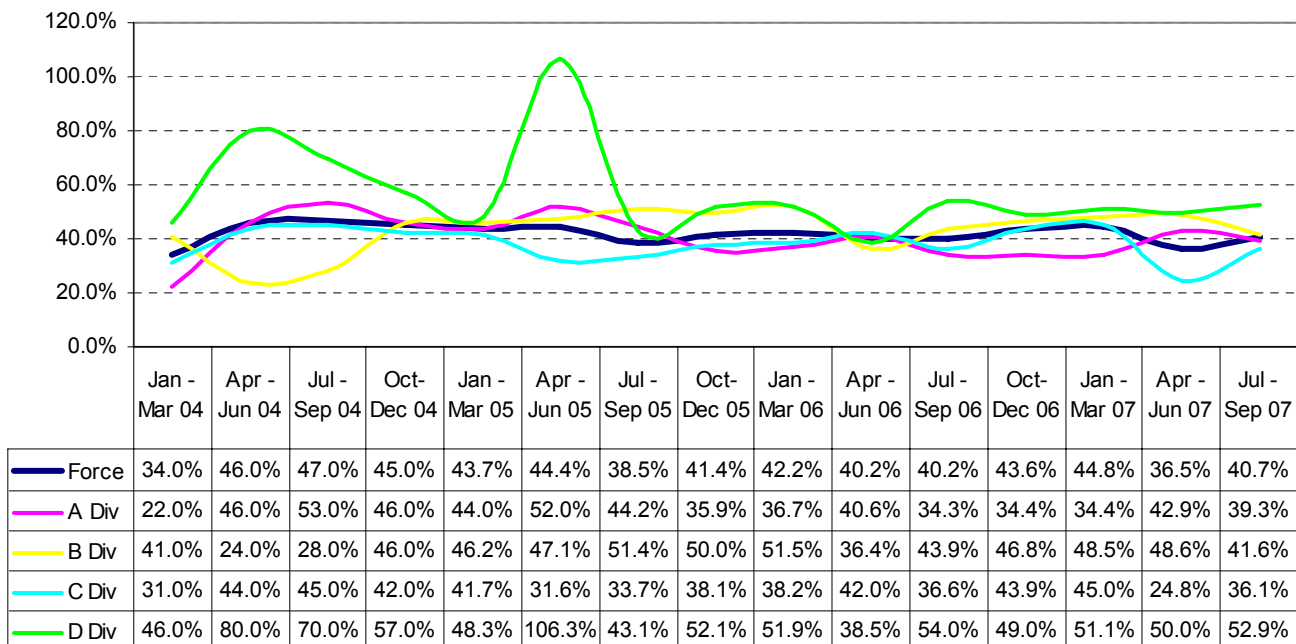
Comment

- ▶▶ 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.
- ▶▶ 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 the last twelve months 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 at 30/9/07**



**Information - Racially & Religiously Aggravated Offence Detection Tracker 1/3/04 - 30/9/07**



**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.**

▼ The force's overall detection rate has fallen by 4.1% from the baseline in the year-to-date (although see comment below for contextual performance).

▼ 'C' Division's performance in the half-year has decreased by 8.9% from the baseline, the most of any division.

▼ 'C' Division accounts for more than half of the force's total aggravated offences and has performed worst of all divisions in the half-year. This is adversely affecting the force's overall performance.

▲ Although reduced from the baseline, the force's overall detection rate is at its highest level (40.7%) for three years in comparison to the same periods previously. (Due to the lag between reports and subsequent detections, there is usually a natural increase in the detection rate as the year progresses.)

▲ 'A' Division's performance on aggravated detections has improved by 4.9% from the baseline in the year-to-date.

▲ 'A' Division's gap in performance from the other three divisions has improved from 13.8% at the baseline to 4.2% in the half-year.

▲ The highest performing division at the baseline (D) has improved its detection rate by 1.8% in the half-year and remains the best performing division in the force for aggravated offence detections.

**Recommendations**

① 'C' Division reviews its 2006/7 aggravated offences for possible additional detections.