



NOTTINGHAMSHIRE
POLICE

Policing for you

Equity Monitoring

Half-Year Report
2008/9

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This is Nottinghamshire Police's Equity Monitoring Report (EMR). This is the half-year report for the period 1/4/08 ~ 30/9/08. The report is produced to support our Diversity Equality Scheme and to fulfil our legal duty to publish annual equality 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.

The report includes some data on sexual orientation, disability and religious belief, which is limited by the information currently held for our staff. 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 2007/8 Annual Report will be revisited in the next annual report.

This report sees a change in the way that data in graphs is presented. For some time, arrows have been included to show changes from the previous quarter to the most recent quarter's data. Equity Monitoring has been collating data for five years now and it has been recognised that significant changes in data actually occur over a longer timescale than three months. Following consultation, it has been decided to only use arrows in graphs to show changes over six-month periods. Consequently, arrows will only appear in the annual report (which will indicate change from the half-year position), the graphs in the half-year report by nature already showing change in this time frame.

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.

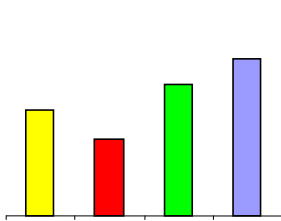
Where used, population figures have been updated to reflect the Home Office's latest figures (the ONS mid-2006 population estimates) so that EMR data is consistent with Notts Police statistics in national reports (e.g. Section 95 Criminal Justice Act). Categories using population data (e.g. stop and search) have been recalculated with the revised population figures and backdated, so that data in this report may vary slightly from that previously published. 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 does not, in isolation, answer the question of the organisation's equality. Rather, it is a tool that highlights particular outcomes, which may then be used to question how those outcomes arise and, ultimately, what this means for Nottinghamshire Police's equality.

David Alton, November 2008

The report contains colour-coded systems to provide visual representation of deviation from both the annual report and the half-year position, 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.

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) or the comparator figure against which other changes are assessed, e.g. White stop & search.

Arrows within the bar charts show changes from the half-year position (only included in the annual report):

↕ No change from the half year.

↓ Worse performance or decreased equitability compared to the half year.

↑ Better performance or increased equitability compared to the half year.

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 negative indicator - comment on lesser equitability or when a stated target is not met.

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 "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 3.0% in training compared to 3.5% representation in the staff profile, resulting in 85.7% comparative representation (i.e. $3\% \div 3.5\% \times 100 = 85.71\%$).

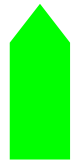
The report includes two types of recommendations for action:

ⓐ Tactical recommendations for short-term action made, as appropriate, in each EMR to address a specific issue based on the period'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 2007/8 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 more detectable on an annual basis.

Staffing

Recruitment and Retention



The period saw positive progress in several areas of recruitment and retention.

In respect of BME Police Officers, representation in the force reached a new high level of representation at 3.5% of the workforce, just 0.02% short of the national target. This achievement occurred as a result of very good recruitment (at almost 10% BME recruits) combined with excellent retention, which saw no BME officers leave. Consequently, BME officers actually increased in the period (and by a record number), a noteworthy achievement in a shrinking total complement of officers. The number of BME officers still required to achieve the national and local targets has been commensurately reduced, in the case of the Government's target to only one more BME officer.

For Police Staff, BME representation reached its highest level for fifteen months and actual BME staff numbers reached a record level. This progress was effected through very good recruitment, at over 10% BME representation, which outstripped the level of wastage for BME Police Staff. This combined to make the increase of BME Police Staff proportionately greater than for White Police Staff. It remains the case that BME Police Staff representation is above the Government's target for Police Officers.

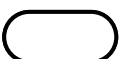
For the Special Constabulary there was also good news for BME representation: although total numbers of Specials declined in the period, there was a comparatively lesser reduction in BME Specials, as a result of which BME Special representation reached its highest half-year level yet recorded, at over 7%. This level exceeds both the Government's and Chief Constable's targets.

The past trend of positive progress on Police Officer gender representation continued unabated in the period; female officers reached their highest recorded figure. Both recruitment and retention were at better than existing representative levels and recruitment again outstripped wastage, all combining to make this impressive result. With male numbers at record low levels, female Police Officer representation is the best yet, at almost 23% of the workforce.


In the Special Constabulary female representation also reached record levels, due to a lesser reduction in female volunteer officers compared to males. Despite the steady improvement in female Police Officer levels, female Special representation remains significantly higher.

For PCSO's, female recruitment at parity with males and retention levels better than the current staff profile combined to make good progress on female representation in the period. The main cause for improved retention was that female PCSO's resigned at less than representative levels.

For the larger group of Police Staff, the main positive comment on gender is from retention, in that overall reasons for leaving for Police Staff were broadly representative of the staff gender profile in the half year, the same being true of voluntary leavers from the organisation



Recruitment and Retention cont.

 The main negative aspect for BME representation in the period concerns PCSO's, where both recruitment and retention were poor (at best); there were no BME PCSO's in the fourteen PCSO's recruited and BME PCSO's left at double the rate of the staff profile. This resulted in BME PCSO numbers reducing to their lowest figure yet. A greater comparative decrease in BME PCSO's than White resulted in the lowest level of BME PCSO representation yet recorded. This decline is particularly disappointing in the context of PCSO's being the most recent addition to the police family and therefore unencumbered by historical staffing issues.

Consequently, in the half year both Police Officers and PCSO's are failing to reach the Government's target for BME representation, which is a deterioration from the baseline, when only Police Officers were failing to reach this target.

For the more demanding Chief Constable's target for BME representation, it is the case that three out of four sections of the organisation (Police Officers, Police Staff and PCSO's) are failing to meet the target.


For Police Staff, the period continued the previous overall trend for BME Police Staff retention being significantly worse than the staff profile and, in particular, BME Police Staff were three times over-represented in resignations from the organisation.

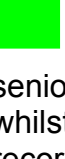
The main negative gender issue from the half year concerns Police Staff, where male recruitment and retention were both respectively worse than the existing staff profile and were worse than was achieved in 2007/8. The gender differential has therefore increased in the Police Staff profile.

For female Police Officers, although recruitment is notably better than the staff profile, the force is currently more than 14% below the target for female Police Officer recruitment in the year and is 5% worse than was achieved in 2007/8.

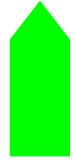
In the Special Constabulary, numbers of officers decreased by the largest number yet recorded, taking the total of Specials down to its lowest level seen in EMR.

Progression

 As with recruitment and retention, the half year produced much by way of positive progression to comment on.

 For BME Police Officers, representation increased at Sgt and Insp. and Ch. Insp. ranks. The improvement in Sgt rank delivered record BME officer representation. In the most senior ranks, BME officer presence remains higher than representative of the county population, whilst in the most junior rank (constable) the benefits of good recruitment and retention produced record increases in BME officers.

Progression for BME Police Staff produced less in achievement than for Police Officers, but a significant increase of BME Police Staff in Admin grades A7 to A4B ensured BME representation in that grade reached its highest level yet recorded.

Progression cont.

With regards to gender and progression, the period saw good results for female staff, both Police Officers and Police Staff.

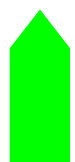
In the case of female Police Officers, numbers in Supt & Above ranks increased by one whilst male numbers remained static, thereby improving female representation. Particularly noteworthy is that there is gender parity in the very highest (Chief Officer) ranks in the force. Elsewhere in the rank structure, female representation at Sgt rank reached the highest level yet recorded. As with BME officers, female constables benefited from the performance in recruitment and retention, so that female representation in this rank reached record levels in the period too. The continuing improvement in female constable levels is noteworthy, having improved without break for the last four-and-a-half years.

For Police Staff, under-represented females increased in number in Management and Professional grades whilst males did not, as a result of which female representation in these grades reached peak levels.



For Police Officers' progression, the only adverse comment from the period is that, despite continued progress, female officers remain under-represented in all promoted rank groups in comparison to their overall staff profile.

In respect of Police Staff, BME representation in Management grade halved to the worst level recorded and it remains the case that there are no BME Police Staff in Chief Officer posts. Meanwhile, the gender differential increased in the most senior Police Staff grade (females under-represented) and in the most numerous Police Staff grade (Admin A4A to A1) (males under-represented) in the year-to-date.

Training

For the first time in three years' recording in EMR, BME Police Officer representation in training in the six-month period reflected the staff profile. Furthermore, within the limits imposed by low staff numbers, the training provision was representative of the staff ethnicity in rank profile.

There were also positive achievements for gender representation in training for Police Officers and Police Staff: for Police Officers, training of promoted officers was generally representative, whilst for Police Staff the overall gender training profile was broadly representative of the workforce. Importantly, within this headline, under-represented staff by gender in every grade were comparatively the most trained.

The training of Police Staff Chief Officers in the period was remarkable; more were trained in the first quarter than had been trained in the previous eighteen months combined (and it should be mentioned that minority female staff were represented equitably in this increased provision).

Training cont.



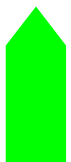
On Police Officer gender representation in training, although there was progress for female officers in promoted ranks, this was not the case for female constables, who were only represented at 85% of the staff profile in the period. This is worse than at the baseline and is the primary cause for female Police Officers continuing to be c.10% under-represented in overall training.

For Police Staff, BME representation in training was notably poor, at less than half the staff profile. It is unsurprising that, given such low overall BME attendance, there are several particular negative aspects of BME Police Staff training to report: no BME staff in Management grade were trained; BME staff in Professional grade were represented at just one quarter of the staff profile; whilst in the most numerous Admin grades BME staff representation dropped by 17% to c.70% of the staff profile in A4A to A1 grades and no BME staff were represented in the thirty-five A7 to A4B grade staff trained.

Finally, overall training provision for Police Staff reduced in the period, with a fifth fewer staff trained in comparison to the same period in 2007/8.

Use of Police Powers

Stop and Search




The extremely welcome news of the reduction in stop and search disproportionality for Black people at the annual report has continued in the half year, with a further 0.86x decrease in disproportionality. This means that stop and search disproportionality for Black people has decreased in every quarter for the last fifteen months. The half-year's improvement was in overall context of reducing stop and search numbers, in which the reduction in stop and searches of Black people was the largest of any group (almost halving in comparison to the same period in 2007/8).

In the wider context (and not a cause for complacency or an acceptance of disproportionality), stop and search disproportionality for Black, Asian and Other people are all below the latest national averages.

The period saw a moderate improvement in the force's arrest rate from stop and search, resulting in best performance for fifteen months and maintaining the force in accord with national performance levels. The improvement for arrest from searches was effected for White, Black and Asian people.

It is also positive to report that the achievement in driving down the number of stop and search forms with ethnicity recorded as unknown has been maintained in the half year, with just twelve forms in over two-and-a-half thousand having no ethnicity identified.

Stop and search cont.




Unlike stop and search disproportionality for Black people, stop and search disproportionality for Asian people actually increased (albeit by the relatively small margin of 0.15x) in the half year.

As indicated above, although no worse than the national average, it remains the fact that stop and search disproportionality for Black and Asian people in Nottinghamshire remains significant (at 5.86x and 2.08x respectively) and a cause for continued focus and action.

Although arrest rates for Black and Asian people following searches in the half year increased, they again remained broadly similar to that for White people despite a significantly differential (higher) rate of searching.

Finally on arrests following stop and search, as a result of the overall decreased use of the power the actual numbers of people being arrested has fallen by 129 in comparison to the same period in 2007/8, a reduction of almost 30%.

Stops




As with stop and search, there was improvement in the level of disproportionality of Black people stopped in comparison to White people in the half year: the level decreased by 0.81x to a record low level of 1.79x. Consequently, the current level of disproportionality for stops of Black people is less than half that for stop and search.


There was also positive news for stops of Asian people, which maintained their trend from the annual baseline of there being no adverse disproportionality with stops of White people.

These achievements though are based on highly unusual recorded numbers of stops (see below), which saw stops of Black people halved in comparison to the same period a year ago, and which was double the reduction experienced by other racial groups. It is therefore advised that, given the comment below, strong caution be exercised in the assessment of this improvement.

Finally, stops recording mirrored stop and search in the period in that the accuracy of ethnicity recording improved, with 1.2% (79/6,772) of total stops having ethnicity recorded as unknown.




The EMR 2007/8 Annual Report raised concern about the recording of stops, particularly in relation to Asian and Black people. This report reiterates those concerns: in the six months from the annual report Nottinghamshire Police recorded (on average) two Black people stopped per day and just one Asian person stopped per day. These figures in isolation, however unusual and questionable, are not the issue though (after all, it may be argued that in the case of Black people this stop rate is still higher pro rata than for White people); it is when they are viewed in conjunction with stop and search data for the same groups of people that they become highly significant. In the case of Black people, stops apparently occur less frequently than does stop and search. For Asian people, the rate of stops and stop and search is similar.


Stops cont.

This contrasts markedly with White people, who may expect to be stopped at least three times more than being stopped and searched.

There are several possible interpretations available: that there has been general disengagement with the process of recording stops (although this does not explain why only stops of Black and Asian people are reduced to similar levels of stop and search); there has been disengagement with the Black and Asian communities so that stops are not undertaken, or; that officers are predisposed to actually searching Black and Asian people in encounters with them. Given these possible interpretations (and whatever the explanation), there are obvious implications for these communities' trust and confidence in their policing that should be addressed.

Professional Standards**Police Complaints**

The signal achievement in complaints in the period was the reduction in numbers of Black people making complaints: these decreased by one quarter in comparison to the same period in 2007/8. With complaints from White people being virtually unchanged in comparison, complaints' disproportionality for Black people improved and is at its lowest annual rate yet recorded in EMR.



After a year of declining complainant numbers, the half year has seen an increase when compared to the same period in 2007/8. This increase was predicated very strongly on an increase in Asian people making complaints. The increase in Asian complainants in the period was substantial – up by more than 150%. The concern expressed in the annual report surrounding complaints from Asian people is therefore reiterated at the half year: this is the only group from whom complaints are consistently increasing. Inevitably, disproportionality for complaints from Asian people is also increasing, to the point where it has overtaken disproportionality for complaints from Black people and is reaching record levels (under the revised complaints' recording system).

Disproportionality for complaints from Black people, although improved in the period, still remains at a significant level (over 3x) and should not be overlooked.

The gains made in 2007/8 on the recoding of ethnicity for complaints was reversed in the half year, with ethnicity of complainants shown as unknown reverted to the level of 2006/7, although it should be noted that there is evidence that the ongoing management of complaints during the year tends to improve ethnicity records.

Service Delivery

Victim Satisfaction Surveys



It is extremely welcome to report that the positive progress on satisfaction noted in the annual report has been maintained in the half year, both in respect of general performance and relative performance between racial groups.

With regard to overall performance, satisfaction improved in every survey type in the half year causing five out of the six surveys to reach record satisfaction levels. Combining the surveys, total satisfaction also reached a record level. Within this overall headline, there were individual highlights: Anti-Social Behaviour survey continued the trend from the previous two years in showing the largest increases in satisfaction; Vehicle Crime satisfaction has shown continuous improvement for fifteen months, and; Burglary and Road Traffic Collision surveys are achieving the target satisfaction figure (85%).

This overall improvement in satisfaction was reflected for different racial groups; BME and White satisfaction improved in every survey in the half year. Consequently, new highest satisfaction levels were achieved for White people in four surveys and in three for BME people. Within BME satisfaction, although not every ethnic group improved in every survey, satisfaction for Black people notably did and every other ethnic group improved in at least four surveys.


Road Traffic Collision satisfaction for BME people merits individual comment: this improved by 24.0% in the half year from the baseline, significantly the largest total BME satisfaction improvement for any survey type and continues the trend of best BME improvement reported at the baseline. As a result, BME satisfaction in this survey is now at over 90%, more than 15% better than the next best survey type (Racist Incidents).

Improvements for total BME and total White satisfaction have now been experienced for at least fifteen months continuously.

As well as general improvement for different racial groups, there was very positive progress in reducing the satisfaction gap between BME and White people; in the five surveys subject to national comparison the gap improved by 4.9% in the half year, resulting in the smallest satisfaction gap (5.1%) for twenty-seven months. Putting this improvement in context, this represents a halving of the gap in just the last six months. For specific surveys, BME satisfaction increased sufficiently in Racist Incidents and Road Traffic Collisions to negate their previous adverse differential for BME satisfaction.




Despite undeniable improvement, there are still a number of negative indicators for satisfaction. On the headline target figure for overall satisfaction, the force is below target in four out of six surveys (ASB, Racist Incidents, Vehicle Crime and Violent Crime). In these, the gap to the target varies from 7.3% at best to 14.3% at worst.


Victim Satisfaction Surveys cont.

Of individual surveys, ASB continues to stand out for comment as it continues the trend from the baseline of having the worst overall satisfaction in the year-to-date, at 70.7%.

Although the overall satisfaction gap between BME and White people improved, it actually increased (by an average of 1.9%) in all of the four survey types in which there is a negative BME satisfaction gap. In these surveys the satisfaction gap is running at 9.35% (average). Of the surveys with an adverse BME satisfaction gap, ASB and Violent Crime deserve comment: ASB survey had the largest adverse swing in BME satisfaction compared to White and so changed from being the only survey to have better BME satisfaction at the baseline to having a 3.5% negative BME differential at the half year, and; Violent Crime continued to be the survey with the largest negative differential for BME satisfaction (and the lowest overall BME satisfaction), which actually increased slightly in the period.

Hate Crime & Racially/Religiously Aggravated Offences

The only positive achievement in the period for hate crime and aggravated offences was the improvement in C Division's aggravated offence detection rate. This division was the best performing in the force (albeit due in main to the dramatic reduction in D Division's performance - see below). As the division with around half of the force's aggravated offences, C Division's performance is critical to force results and this improvement is therefore of relevance to the wider force.



It is disappointing to report that the force's overall detection rate for aggravated offences fell in the period by 3.5% from the baseline. B and D Divisions were primarily the cause for this result, although the worst performing division at the baseline (A Division) also saw its detection rate reduce slightly. D Division's decline requires individual comment; the division's performance deteriorated by one third from the baseline, removing it from the position of best performing division for the first time in over two years.



Strategic Recommendations 2008/9 - Key Performance Indicators

Staffing

- Ⓢ The force improves its retention of BME Police Officers.

 - ▲ Nil BME Police Officer resignations
 - ▲ Proportion of BME Police Officer leavers decreased by 3.17% to 0%
 - ▲ BME Police Officer leavers decreased by 4 down to 0

- Ⓢ The force improves its recruitment of female Police Officers.

 - ▼ Proportion of female Police Officer joiners decreased by 4.92% to 35.38%
 - ▼ Female Police Officer joiners decreased by 4 down to 23
 - ▲ Female Police Officer joiners at 155% of staff profile

- Ⓢ The force improves its recruitment of BME Police Staff.

 - ▲ BME Police Staff joiners at 257% of staff profile
 - ▲ Proportion of BME Police Staff joiners increased by 5.14% to 10.07%
 - ▲ BME Police Staff joiners increased by 3 up to 14

- Ⓢ The force improves its retention of BME Police Staff.

 - ▼ BME Police Staff leavers at 253% of staff profile
 - ▲ Proportion of BME Police Staff leavers decreased by 1.04% to 9.9%
 - ▲ BME Police Staff leavers decreased by 11 down to 10

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

 - ▼ BME PCSO leavers at 255% of staff profile
 - ▲ Proportion of BME PCSO leavers decreased by 1.68% to 8%
 - ▲ BME PCSO leavers decreased by 1 down to 2

- Ⓢ The force improves its retention of female PCSO's.

 - ▲ Female PCSO leavers at 74% of staff profile
 - ▲ Proportion of female PCSO leavers decreased by 22.84% to 32%
 - ▲ Female PCSO leavers decreased by 9 down to 8

- Ⓢ 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.

 - ▲ Nil BME Police Officer resignations
 - ▲ Proportion of BME Police Officer resignations decreased by 10.5% to 0%
 - ▲ BME Police Officer resignations decreased by 4 down to 0

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

 - ▼ BME Police Staff resignations at 300% of staff profile
 - ▲ Proportion of BME Police Staff resignations decreased by 1.85% to 11.76%
 - ▲ BME Police Staff resignations decreased by 10 down to 10

Staffing cont.

- Ⓢ The force identifies and addresses reasons why BME PCSO's are more likely than White colleagues to resign from Nottinghamshire Police.
 - ▼ **BME PCSO resignations at 213% of staff profile**
 - ▲ **Proportion of BME PCSO resignations decreased by 5.33% to 6.67%**
 - ▲ **BME PCSO resignations decreased by 2 down to 1**

- Ⓢ The force identifies and addresses reasons why female PCSO's are more likely than male colleagues to resign from Nottinghamshire Police.
 - ▲ **Female PCSO resignations at 62% of staff profile**
 - ▲ **Proportion of female PCSO resignations decreased by 33.33% to 26.67%**
 - ▲ **Female PCSO resignations decreased by 11 down to 4**

- Ⓢ The force improves BME Police Officer representation in all promoted ranks.
 - ▶ BME Supt. & Above representation unchanged at 6.90%
 - ▲ **BME Insp. & Ch. Insp. representation increased 0.63% to 2.58%**
 - ▲ **BME Sgt representation increased 0.09% to 2.53%**

- Ⓢ The force improves female Police Officer representation in all promoted ranks.
 - ▼ **Female Insp. & Ch. Insp representation decreased 0.05% to 7.74%**
 - ▲ **Female Supt. & Above representation increased by 3.45% to 13.79%**
 - ▲ **Female Sgt representation increased 0.38% to 18.23%**

- Ⓢ The force improves BME representation in Police Staff Chief Officer grade.
 - ▶ No BME Chief Officers (no change)

- Ⓢ The force improves female representation in Police Staff Chief Officer grade.
 - ▼ **Representation decreased 2.56% to 30.77%**

Training

- Ⓢ The force improves access to Police Officer training for minority officers (BME and female).
 - ▼ **BME Police Officer representation decreased by 4.98% to 85.78% of staff profile**
 - ▼ **Female Police Officer representation decreased by 11.52% to 92.05% of staff profile**

- Ⓢ The force improves representation of female Police Officers in driver training.
 - ▶ 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 Officers in divisional training.
 - ▶ No data available in the half-year report

- Ⓢ The force improves representation of BME Management grade Police Staff in 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 0.15x to 2.08x**
 - ▲ **Black disproportionality decreased 0.86x to 5.86x**
- Ⓢ The force improves the arrest rate following stop and search.
 - ▲ **Arrest rate increased 0.34% to 12.55%**
- Ⓢ The force identifies and addresses reasons for significant disproportionality in Black stops.
 - ▲ **Black disproportionality decreased 0.81x to 1.79x**

Professional Standards

- Ⓢ The force identifies and addresses reasons for significant disproportionality in complaints from BME groups.
 - ▼ **Asian disproportionality increased 1.04x to 3.74x**
 - ▲ **Black disproportionality decreased 0.81x to 3.6x**
 - ▲ **Chinese & Other disproportionality decreased 0.07x to 2.82x**

Service Delivery

- Ⓢ The force improves BME satisfaction in all surveys to be equitable with White satisfaction.
 - ▼ **Negative BME satisfaction differential increased in four surveys (ASB, Burglary, Vehicle Crime & Violent Crime)**
 - ▲ **Negative BME satisfaction differential improved in two surveys (Racist Incidents & Road Traffic Collisions)**
 - ▲ **No negative BME satisfaction differential in two surveys (Racist Incidents & Road Traffic Collisions)**
 - ▲ **Total negative BME satisfaction differential decreased by 4.9% to 5.1%**
- Ⓢ The force improves overall satisfaction rates in racist incident surveys.
 - ▲ **Total satisfaction increased 4.3% to 76.9%**
- Ⓢ The force improves overall satisfaction rates in assault (Violent Crime) surveys.
 - ▲ **Total satisfaction increased 2.0% to 72.3%**
- Ⓢ A and C Divisions improve their aggravated offence detections.
 - ▼ **A Division's detections decreased 0.2% to 30.2%**
 - ▲ **C Division's detections increased 2.7% to 43.3%**
 - ▲ **C Division's detections highest in force**

T Tactical Recommendations Half year 2008/9

Staffing

- ① There are no Tactical Recommendations this report.

Training

- ① There are no Tactical Recommendations this report.

Use of Police Powers

- ① The force reviews stops practices to address significant recording reductions.

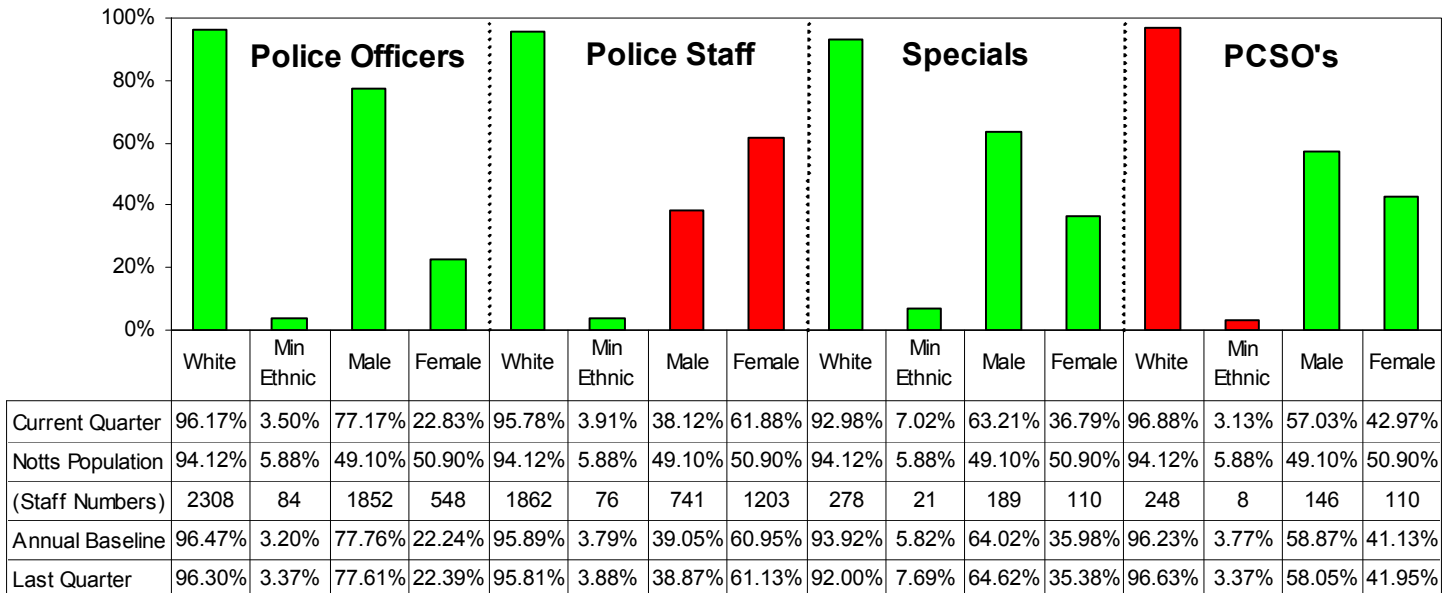
Professional Standards

- ① There are no Tactical Recommendations this report.

Service Delivery

- ① The force reviews Road Traffic Collision surveys for good practice in improving BME satisfaction.
- ① D Division reviews its aggravated offence performance to identify and address reasons for a significant decrease in its detection rate.

Information - Nottinghamshire Police Staff Complement by Gender & Ethnicity at 30/9/08



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).
- ▶▶ 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 decreased by 6 (0.24%) in the half year. Total Police Officer numbers (2400) are at their lowest level yet recorded in EMR.
- ▶▶ The total number of Police Staff has increased by 44 (2.31%) in the half year. Total Police Staff numbers (1944) are at their highest level yet recorded in EMR.
- ▶▶ The total number of PCSO's has decreased by 9 (3.51%) in the half year.

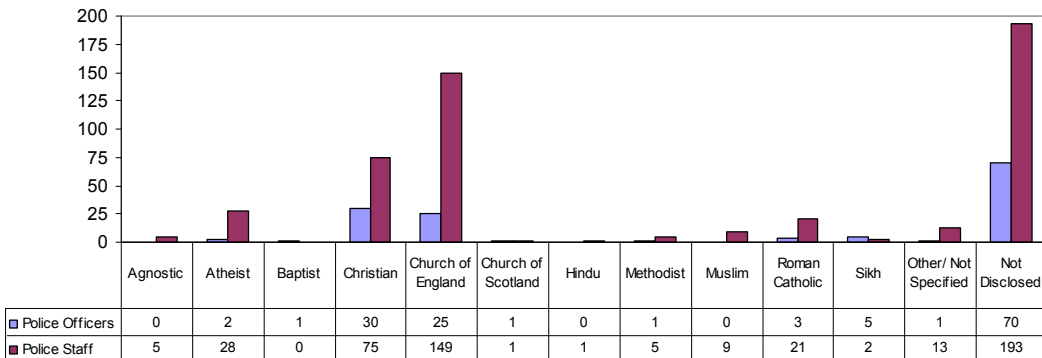
Comment cont.

- ▼ The total number of Specials has decreased by 79 (20.9%) in the half year. This is the largest reduction in volunteer officers yet recorded in EMR.
- ▼ The total number of Specials (299) is at its lowest yet recorded in EMR.
- ▼ In the half year, male Police Staff numbers and representation deteriorated (marginally) for the first time in twenty-one months.
- ▼ As a result of a greater decrease in BME PCSO's (20.0%) in the half year compared to white PCSO decrease (2.75%), BME PCSO representation is at its lowest level yet recorded in EMR (3.13%).
- ▼ BME PCSO numbers (8) are at their lowest level yet recorded in EMR.
- ▲ As a result of a 9% (7/77) increase in BME Police Officers, whilst White officers reduced by 0.6% (13/2321), BME Police Officer representation is at its highest level yet recorded in EMR at 3.5%.
- ▲ The half year produced the largest increase in BME Police Officer numbers (7) recorded in EMR.
- ▲ Total BME Police Officer numbers (84) are at their highest level for thirty-three months.
- ▲ As a result of a greater increase (5.6%) in BME Police Staff numbers compared to White staff increase (2.2%), BME Police Staff representation has reached its highest level (3.91%) for fifteen months.
- ▲ Total BME Police Staff numbers (76) are at their highest level yet recorded in EMR.
- ▲ BME Police Staff representation remains above the Government's target for Police Officers (3.52%).
- ▲ Female Police Officer numbers have reached their highest ever recorded figure (548), whilst male Police Officer numbers are at their lowest ever figure (1930), resulting in the best female Police Officer representation yet recorded at 22.83%.
- ▲ Female PCSO numbers actually increased (by one) in the half year whilst male PCSO numbers decreased by ten, resulting in the highest level of female PCSO representation for twelve months (42.97%).
- ▲ As a result of a lesser decrease in BME Specials (4.5%) in the half year compared to White decrease (21.9%), BME Special representation has reached its highest half-year level yet recorded in EMR (7.02%).
- ▲ As a result of a lesser decrease in female Specials (19.1%) in the half year compared to male decrease (21.9%), female Special representation has reached its highest level yet recorded in EMR (36.79%).

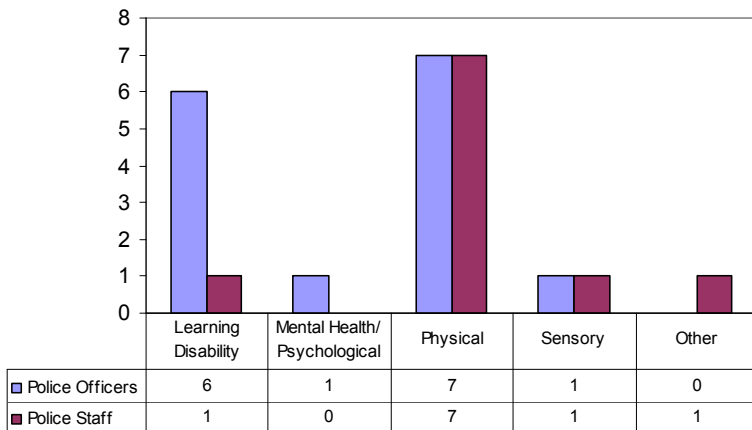
Comment cont.

- ▲ BME Special representation is above the Chief Constable's target (5.88%).
- ▲ Female Special representation remains significantly higher (>13%) than for Police Officers, despite an increasing representation in female Police Officers.

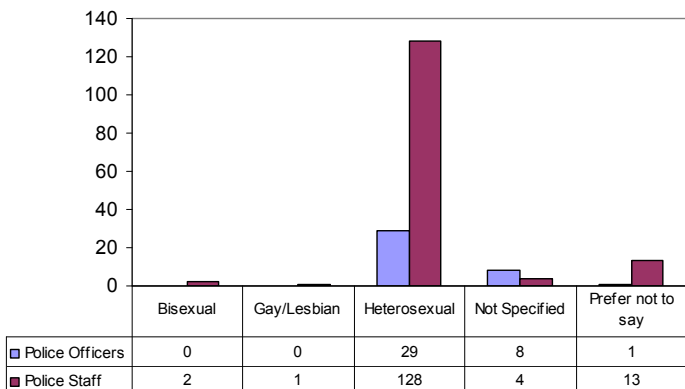
Information - Nottinghamshire Police Self-Declared Religious Belief at 30/9/08



Information - Nottinghamshire Police Self-Declared Disability at 30/9/08



Information - Nottinghamshire Police Self-Declared Sexual Orientation at 30/9/08



Comment

▶▶ 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.

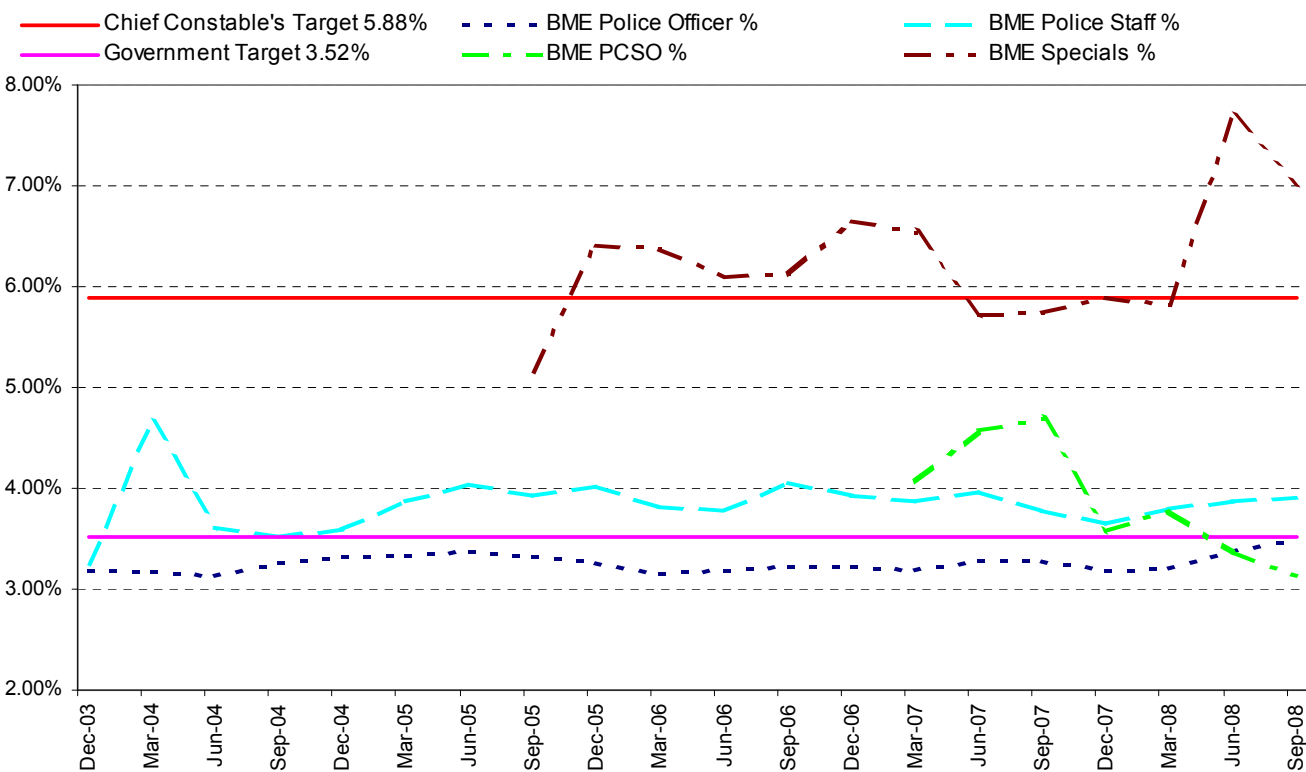
▶▶ Religious categories are selected from a Nottinghamshire Police defined list.

▶▶ Disability and sexual orientation categories are selected from a nationally defined list.

Information - Police Officer Recruitment Targets at 30/9/08

Nott's Police Current			Government Target			Local Target		
Force size	№ BME officers	% BME Officers	% BME officers	№ BME officers required	Change to meet target	% BME officers	№ BME officers required	Change to meet target
2400	84	3.50%	3.52%	85	+1 ↓	5.88%	142	+58 ↓

Information - Police Recruitment Target Progress Tracker 1/4/04 - 30/9/08



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.

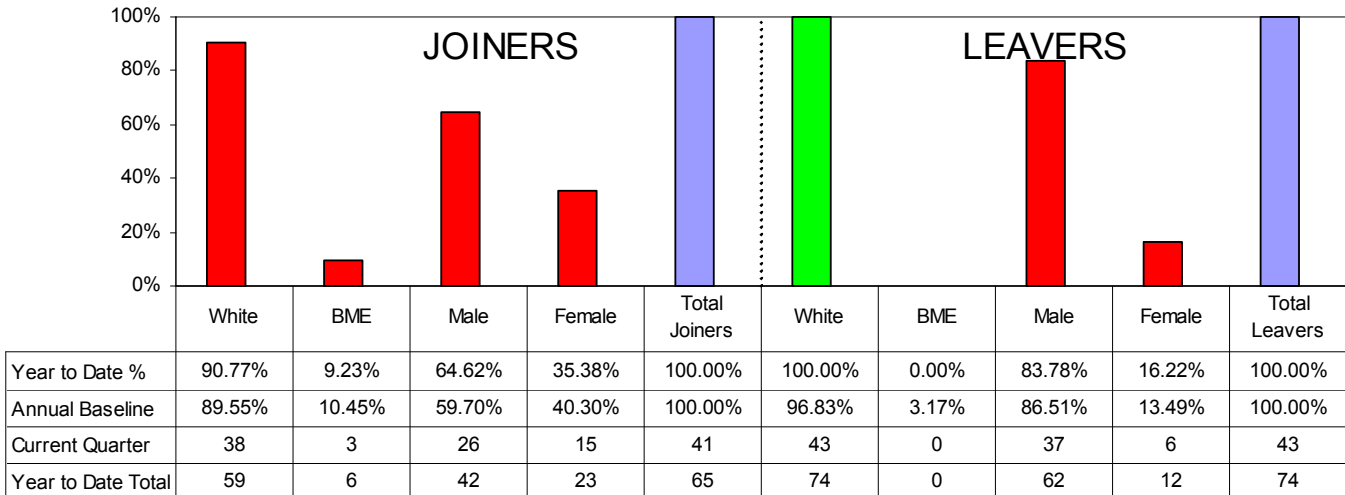
▶▶ When the Government's target was introduced, the force's BME officer representation was 2.64% (60/2269 officers).

▶▶ The previous Chief Constable set a local target for BME officers of 5.88% (based on the 2001 Census figure for the county's population). The current Chief Constable has maintained this as a local target.

Comment cont.

- ▶▶ The number of BME officers required is based on the current force size at the time of the report.
- ▶▶ 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 2008/9 is 50% female representation in Police Officer recruitment.
- ▶▶ Tracker information on BME PCSO and Special representation is included in EMR for the first time in this report.
- ▼ The force is below both the Government's and the Chief Constable's target for BME Police Officers.
- ▼ Three out of four sections of the organisation (Police Officers, Police Staff and PCSO's) are failing to meet the Chief Constable's target for BME representation (5.88%) in the half year.
- ▼ In the half year both Police Officers and PCSO's are failing to reach the Government's target for BME representation. This is a deterioration from the baseline, when only Police Officers were failing to reach this target.
- ▼ In the year-to-date, the force is more than 14% below the target (50%) for female Police Officer recruitment. This is worse than the overall figure for 2007/8 (9.3% below target).
- ▲ BME Police Officer representation is at its closest yet (within 0.02%) to the Government target.
- ▲ In the first half of the year the significant increase in the number of BME Police Officers has reduced the number of officers required to meet the Government's target to just one more BME officer.
- ▲ The improvement in BME Police Officer numbers in the half year has reduced the number of additional BME Police Officers required to meet the Chief Constable's target by seven from the baseline.
- ▲ The Special Constabulary is exceeding both the Government's and Chief Constable's targets for BME representation.

Information - Police Officers Joining & Leaving by Representation 1/4/08 - 30/9/08



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 rough parity with officer natural wastage.

▼ Female Police Officer representation in recruitment in the half year was decreased from the baseline and was c.14% below the target figure (50%).

▲ BME Police Officer recruitment in the year-to-date has been very good at 9.23% of total recruitment, which is significantly more than the Chief Constable’s target.

▲ BME Police Officer retention in the year-to-date is excellent, there being no BME Police Officers leaving the force.

▲ As a result of good BME Police Officer recruitment and excellent retention there was a net increase of 6 BME officers in the half year compared to a decrease of 14 White officers.

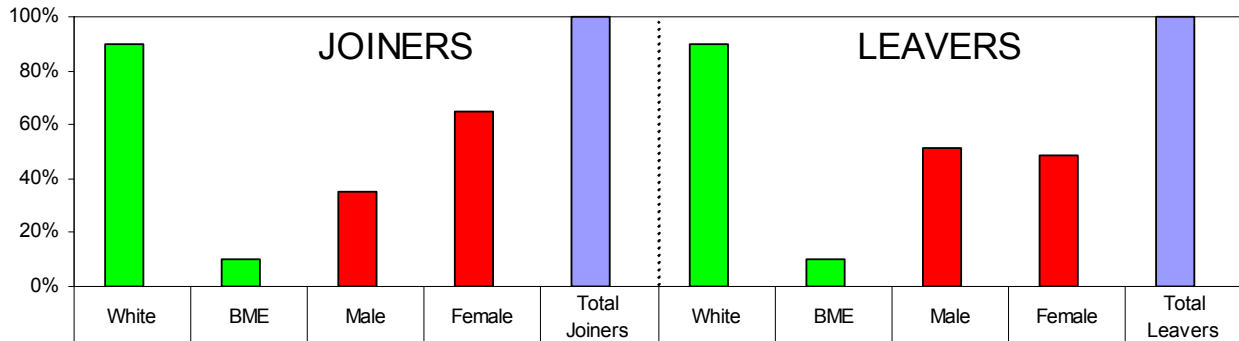
▲ Female Police Officer recruitment in the year-to-date is 13% above the existing level of female Police Officer representation.

Comment cont.

▲ Female Police Officer retention continues the long-term trend of female Police Officers leaving the force at significantly less than recruitment levels and at lower than current representative levels.

▲ The net result of Police Officer joiners and leavers in the half year is an increase of 11 female Police Officers, compared to a decrease of 20 male officers.

Information - Police Staff Joining & Leaving by Representation 1/4/08 - 30/9/08



	White	BME	Male	Female	Total Joiners	White	BME	Male	Female	Total Leavers
Year to Date %	89.93%	10.07%	35.25%	64.75%	100.00%	90.10%	9.90%	51.49%	48.51%	100.00%
Annual Baseline	95.07%	4.93%	49.33%	50.67%	100.00%	89.06%	10.94%	39.06%	60.94%	100.00%
Current Quarter	76	6	31	51	82	48	4	33	19	52
Year to Date Total	125	14	49	90	139	91	10	52	49	101

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 38 Police Staff from joiners and leavers. Unlike the increases in Police Staff numbers over the last two years, this increase is not predicated on the recruitment of PCSO's (see PCSO Joiners & Leavers, page 28).

▼ Police Staff recruitment by gender in the year-to-date is worse than the baseline and the existing staff profile.

▼ Police Staff retention by gender has deteriorated from the baseline and is worse than the staff profile in the half year.

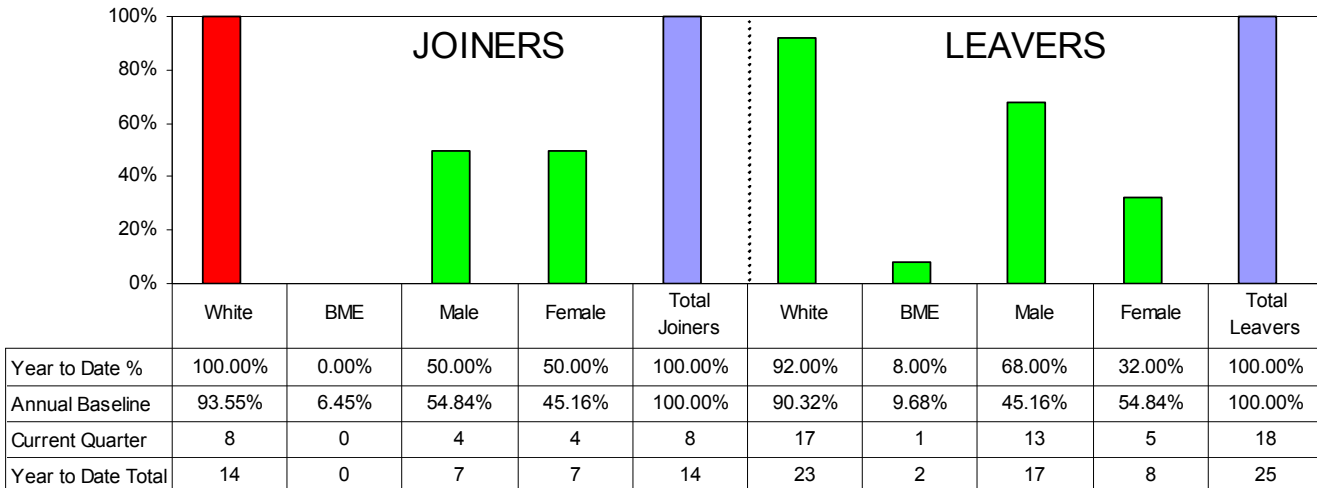
▼ The net result of Police Staff joiners and leavers in the half year is a decrease of 3 male staff, compared to an increase of 41 female staff, thereby increasing the gender differential in the Police Staff profile.

▼ Although improved from the baseline, BME Police Staff left at significantly higher than (more than double) current representative levels.

Comment cont.

- ▲ BME Police Staff representation in recruitment in the half year was very good at 10.07% of total recruitment, which is almost double the Chief Constable's target.
- ▲ BME Police Staff retention is improved from the baseline and is (slightly) lower than BME recruitment levels.
- ▲ The net increase of 4 BME Police Staff from joiners and leavers is approximately three times greater (pro-rata) than the net increase of 34 White Police Staff.

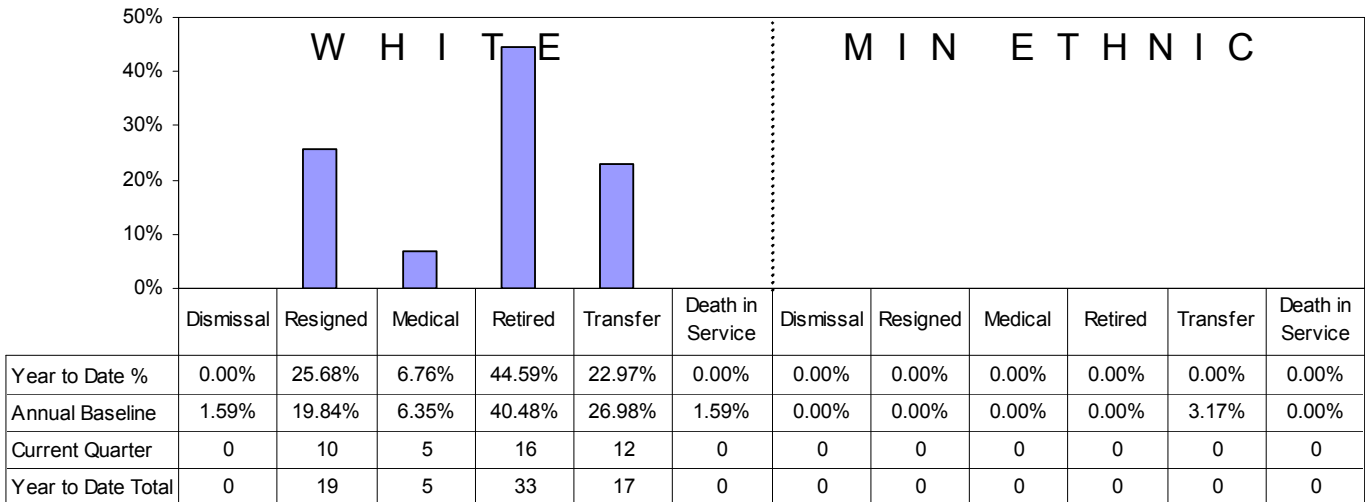
Information - PCSO's Joining & Leaving by Representation 1/4/08 - 30/9/08



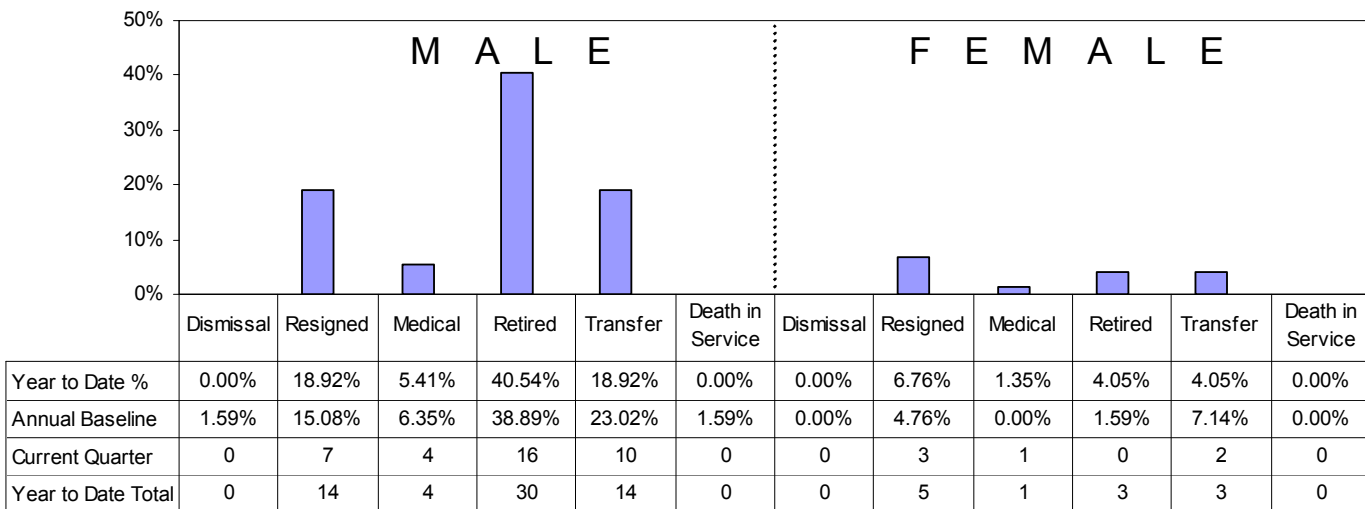
Comment

- ▶▶ 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.
- ▶▶ 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.
- ▶▶ For the first time in EMR, in the year-to-date there has been a net decrease of (11) PCSO's from joiners and leavers.
- ▼ There are no BME PCSO's in the fourteen PCSO's recruited in the year-to-date.
- ▼ Although slightly improved from the baseline, BME PCSO's are represented at more than double the staff profile in PCSO leavers in the half year.
- ▼ The net result of BME PCSO joiners and leavers in the half year was 18.2% (2/11) representation in the overall decrease, thereby worsening the staff profile.
- ▲ Female PCSO recruitment in the half year improved from the baseline and at exactly half of total recruitment, was representative of the county profile and the target for Police Officers.
- ▲ Female PCSO retention in the half year improved from the baseline and at 32% of all leavers was better than the existing staff profile.
- ▲ The net result of PCSO joiners and leavers in the year-to-date is 9.1% (1/11) female representation in the overall decrease, which improves representative levels.

Information - Police Officer Comparative Reasons for Leaving by Ethnicity 1/4/08 - 30/9/08



Information - Police Officer Comparative Reasons for Leaving by Gender 1/4/08 - 30/9/08



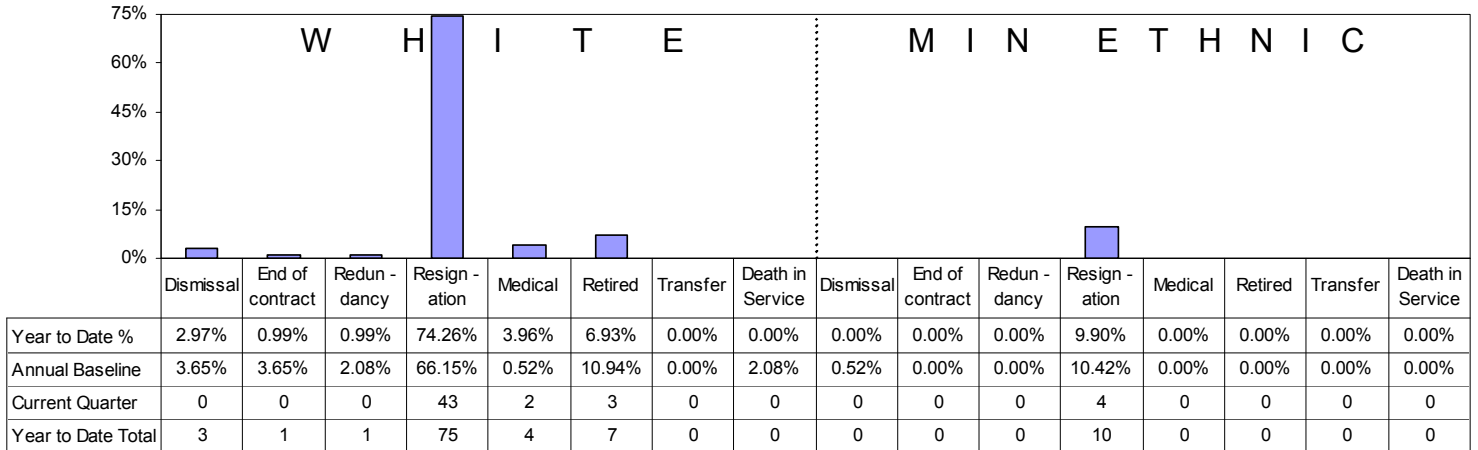
Comment

- ▶▶ 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) normally account for approximately half of all Police Officer leavers.

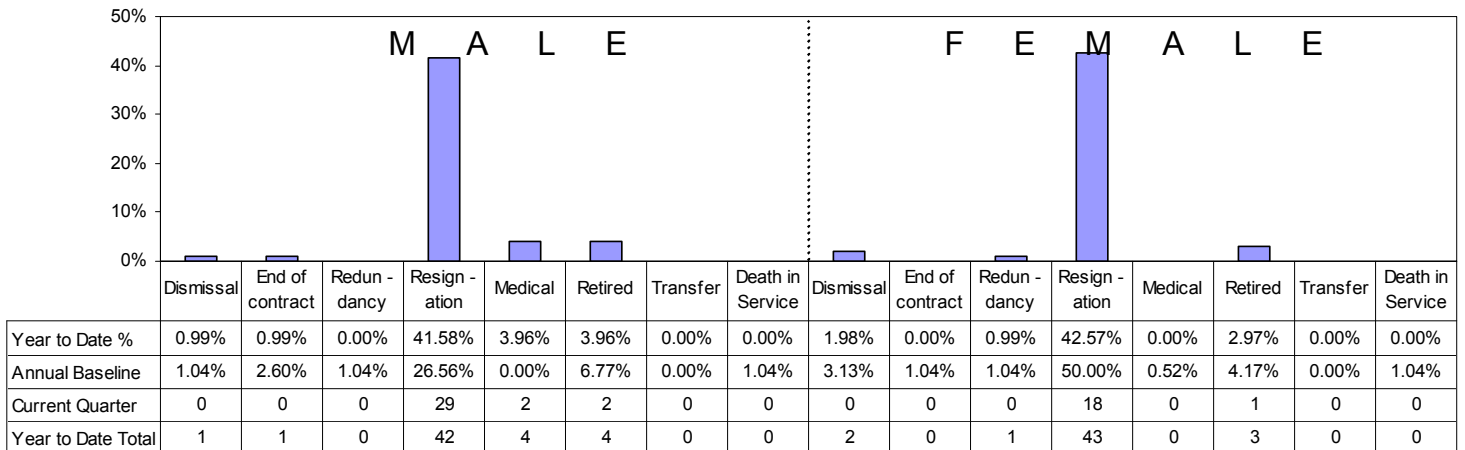
Comment cont.

- ▲ No BME Police Officers left the force for any reason in the half year.
- ▲ Continuing the trend from the baseline, the profile of total voluntary leavers (resignations and transfers) was almost exactly representative of the staff gender profile.

Information - Police Staff Comparative Reasons for Leaving by Ethnicity 1/4/08 - 30/9/08



Information - Police Staff Comparative Reasons for Leaving by Gender 1/4/08 - 30/9/08



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 normally account for the large majority of Police Staff leavers.

▼ Continuing the trend from the last two years, overall attrition rates for BME Police Staff in the half year were significantly above the staff profile at 9.9% (10/101).

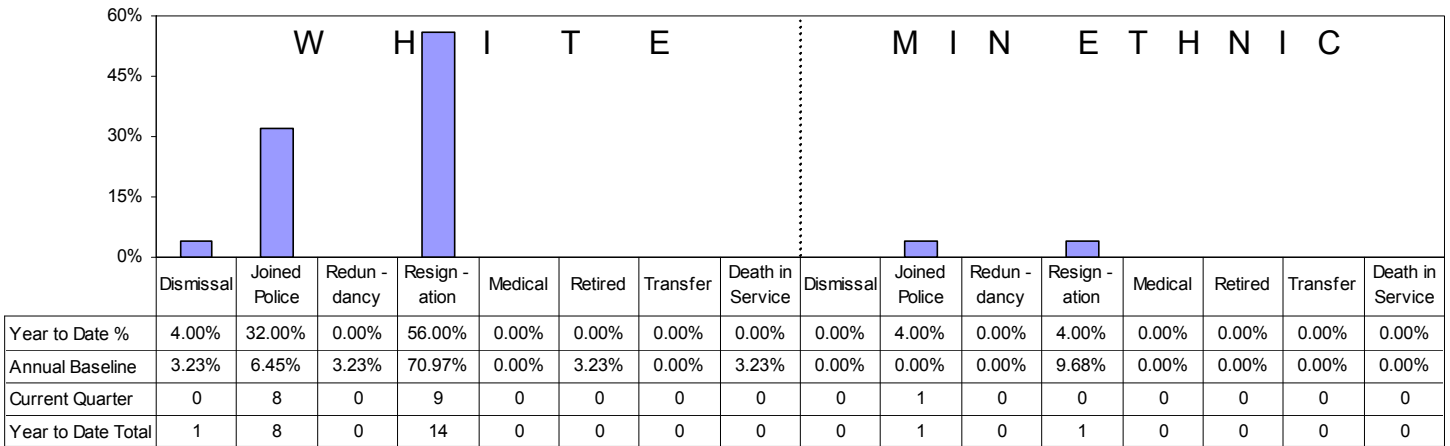
Comment cont.

▼ Continuing the trend from the last three years in the half year, BME Police Staff were significantly over-represented in resignations at almost exactly three times (11.76%) in comparison to the staff profile.

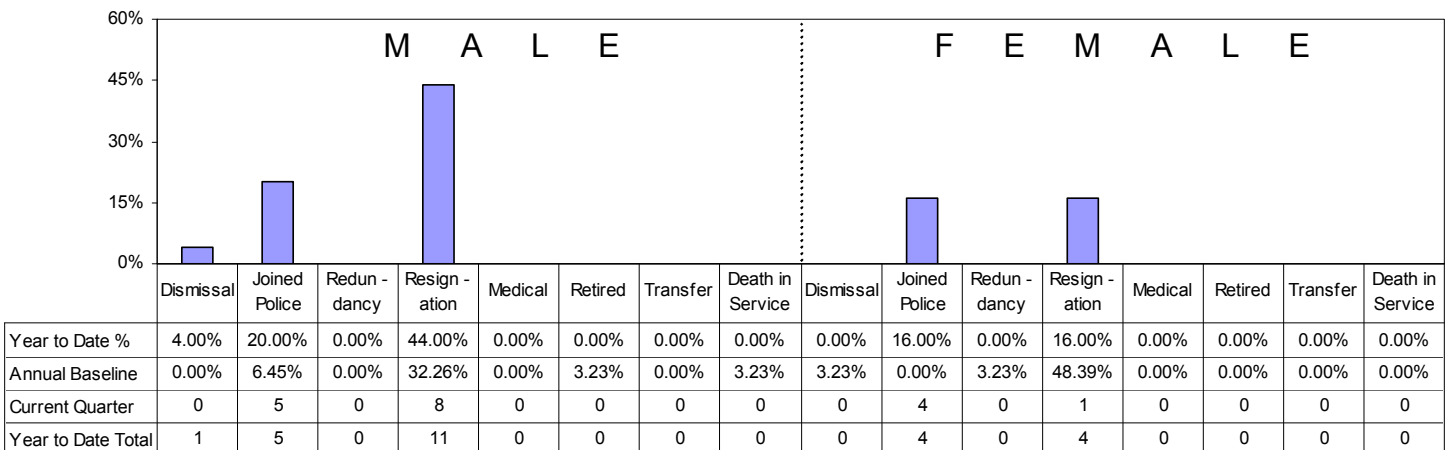
▲ Maintaining the trend from the last two years, overall reasons for leaving for Police Staff were broadly representative of the staff gender profile in the half year.

▲ 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 1/4/08 - 30/9/08



Information - PCSO's Comparative Reasons for Leaving by Gender 1/4/08 - 30/9/08



Comment

▶▶ Data on leavers is shown as cumulative year-to-date percentages to provide a larger data set for comparison.

▶▶ Due to the recent introduction of PCSO's, it may reasonably be anticipated that the large majority of PCSO's leaving the organisation for some years to come will do so through resignation.

▶▶ PCSO's leaving to join as Police Officers are counted separately to other resignations

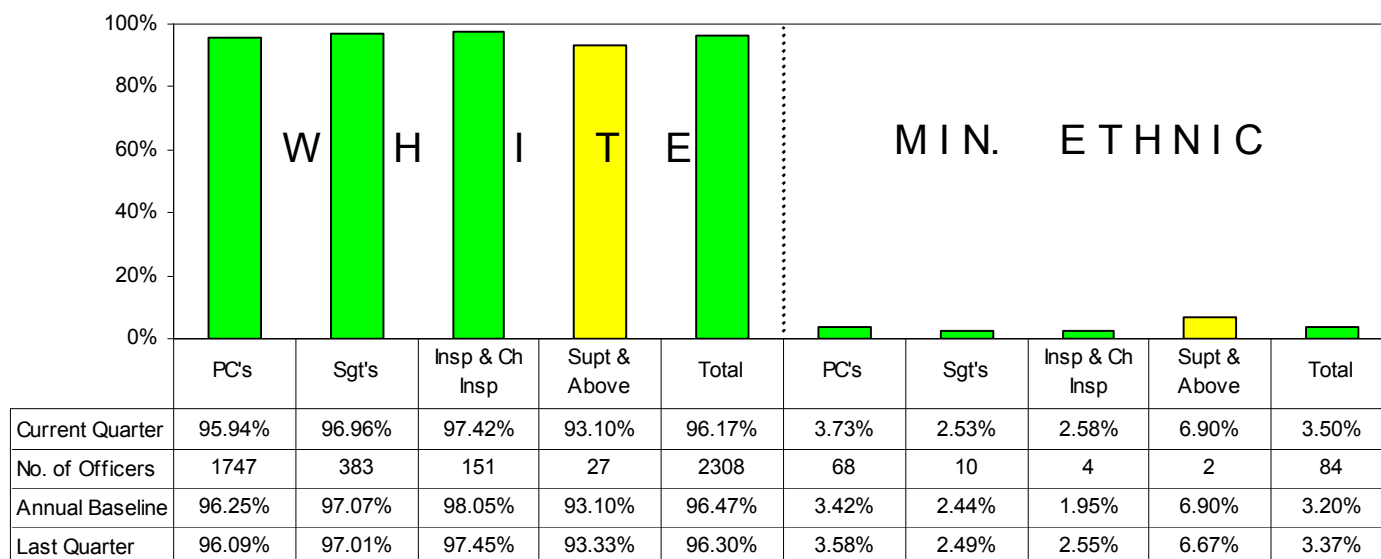
▲ Within the limitations of very small numbers (1), BME PCSO resignations were similar to the staff profile in the year-to-date.

▲ Within the limitations of very small numbers (1), BME PCSO's were represented above the staff profile in PCSO's leaving to become Police Officers in the half year.

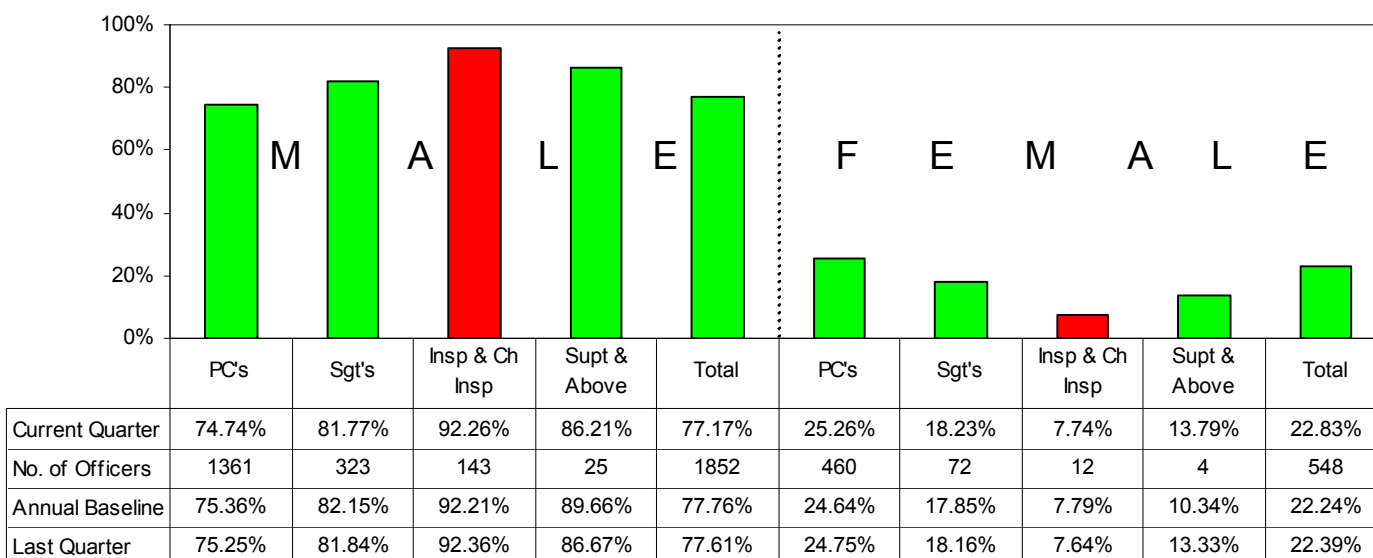
Comment cont.

- ▲ PCSO's who left to become Police Officers were closely reflective of the staff gender profile in the half year.
- ▲ Reversing the position from the last year, female PCSO's were represented at less than the staff profile in resignations in the half year.

Information - Police Officer Rank Profile by Ethnicity at 30/9/08



Information - Police Officer Rank Profile by Gender at 30/9/08



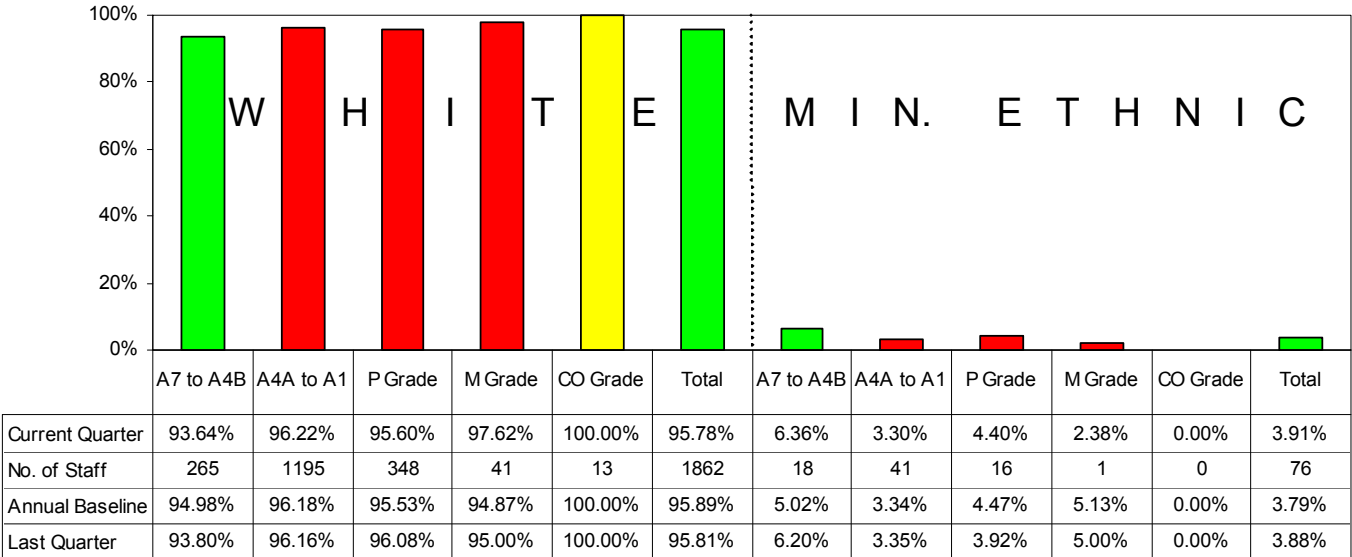
Comment

- ▶◀ The highest rank achieved by a female officer is Chief Constable.
- ▶◀ The highest rank achieved by BME officers (male and female) is Chief Superintendent and Inspector respectively.
- ▶◀ In the half year there was a decrease of 14 (3.4%) officers at Sgt rank, whilst other ranks increased by 1 (0.55%) overall.
- ▶◀ In the half year there was an increase of 7 (0.39%) constables.

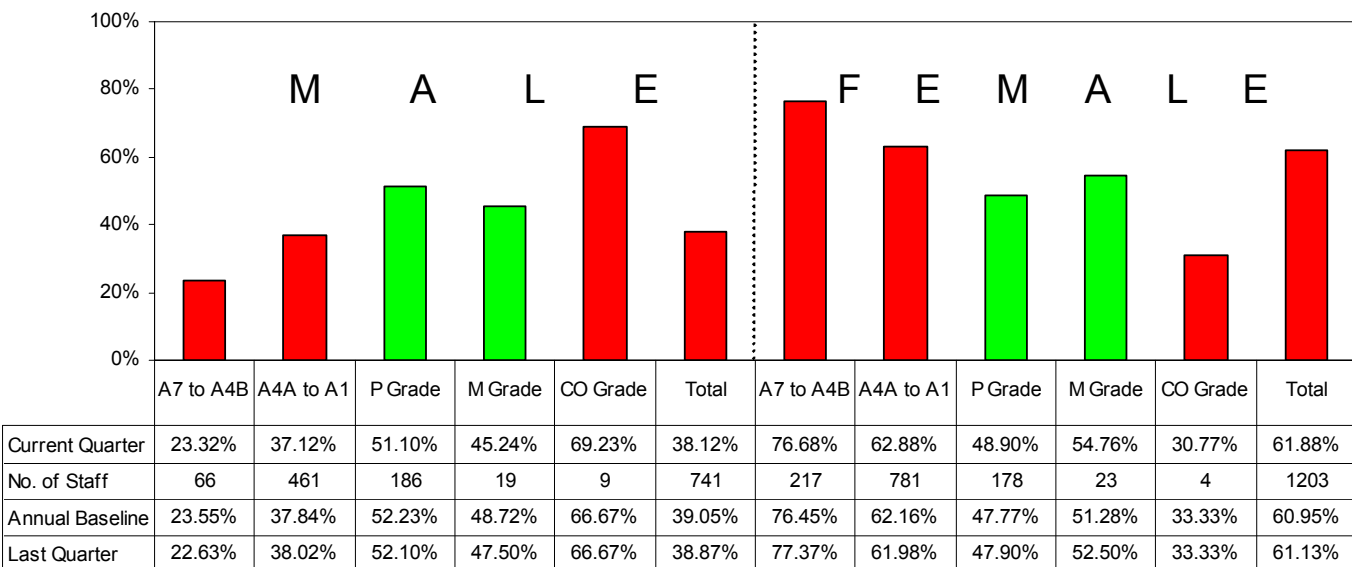
Comment cont.

- ▼ Female officers remain under-represented in all promoted rank groups in comparison to their overall staff profile.
- ▲ BME representation at senior officer level (Supt & Above) remains higher than representative of the county population.
- ▲ The number of BME Insp. and Ch. Insp's increased by 1 (33.3%) in the half year whilst white numbers have remained static, thereby improving BME representation in these ranks.
- ▲ White Sgts accounted for the total reduction in officers at this rank in the half year (BME Sgts remained static), thereby improving BME representation in the rank.
- ▲ BME representation at Sgt rank (2.53%) is the highest yet recorded in EMR.
- ▲ BME constables accounted for 85% (6/7) of the total increase in constables in the half year, significantly improving BME representation in the rank.
- ▲ The improvement in BME constable representation (by 0.31 percentage points) is the largest increase recorded in any six-month period in the rank in EMR.
- ▲ BME constable representation (3.73%) is the highest yet recorded in EMR.
- ▲ There is gender parity within the most senior Police Officer (chief officer) ranks in the force. (Note that this group is included within the Supt. & above rank data.)
- ▲ The number of female Supt & Above increased by 1 (33.3%) in the half year whilst male numbers remained static, thereby improving female representation in these ranks.
- ▲ Male Sgts accounted for almost the total (13/14) reduction in officers at this rank in the half year, thereby improving female representation in the rank.
- ▲ Female representation at Sgt rank (18.23%) is the highest yet recorded in EMR.
- ▲ Female constables increased by 13 (2.90%) in the half year, whilst male constables decreased by 6 (0.44%), resulting in an increased level of representation in the rank.
- ▲ There has been a quarter-on-quarter improvement in the level of female constable representation for the last four-and-a-half years, resulting in the last quarter in the highest level of female representation yet recorded in the rank (25.26%).

Information - Police Staff Grade Profile by Ethnicity at 30/9/08



Information - Police Staff Grade Profile by Gender at 30/9/08



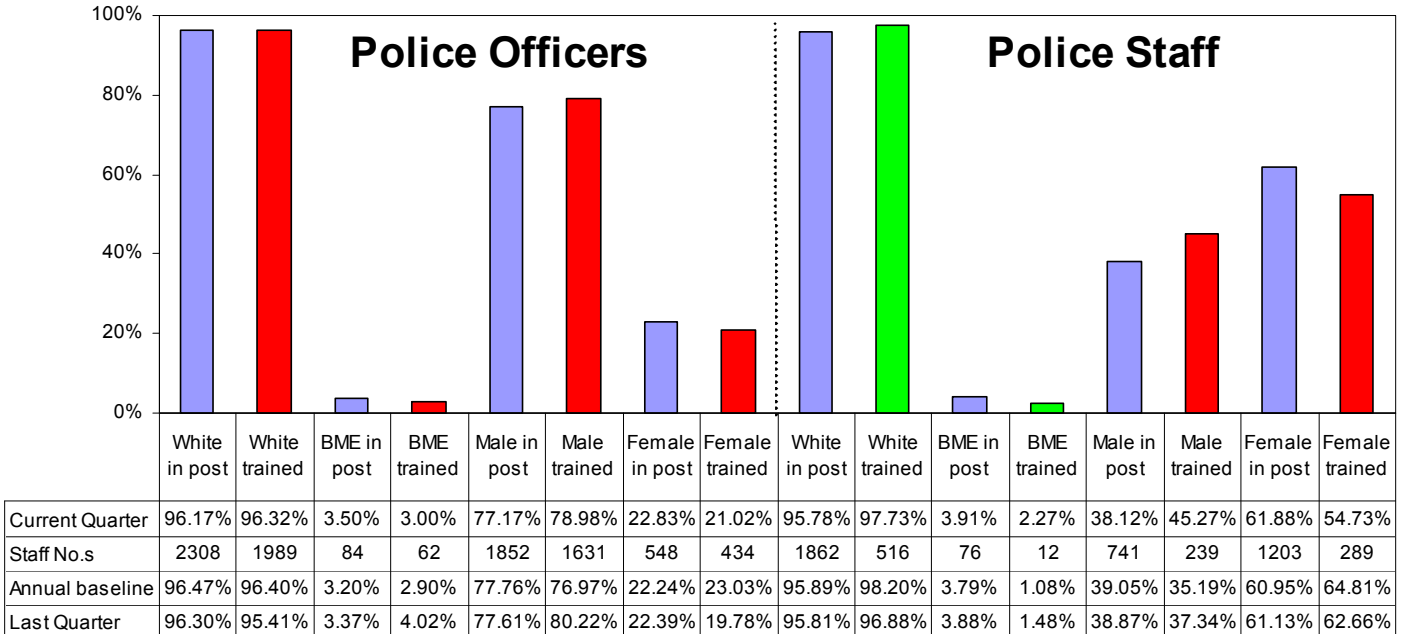
Comment

- ▶ Police Staff grades are (from junior grade to senior): A = Administrative, P = Professional, M = Managerial and CO = Chief Officer.
- ▶ Chief Officer posts decreased by 2 (13.3%) in the half year, whilst all other Police Staff grades increased by 46 (2.4%) in total.

Comment cont.

- ▼ There have been no BME Police Staff in Chief Officer posts since recording began in EMR.
- ▼ The reduction of one female and one male Chief Officer has increased the gender differential (adversely female) in the most senior Police Staff grade.
- ▼ White Police Staff in Management grade increased by 4 (10.8%) in the half year, whilst BME Police Staff decreased by 1 (50%), thereby more than halving BME representation in the grade.
- ▼ BME representation in Management grade (2.38%) is the worst yet recorded in EMR.
- ▼ Female numbers in the most numerous Police Staff grade (Admin A4A to A1) increased by 17 (2.2%) in the half year, whilst male numbers decreased by 4 (0.9%) as a result of which the gender differential deteriorated.
- ▲ Female numbers in Management grade increased by 3 (15%) in the half year, whilst male numbers remained static, thereby increasing female representation in the grade to close to the overall staff profile.
- ▲ Female representation in Management grade (54.76%) is at its highest level yet recorded in EMR.
- ▲ Female numbers in Professional grade increased by 7 (4.1%) in the half year, whilst male numbers decreased by 1 (0.5%), thereby increasing female representation in the grade.
- ▲ Female representation in Professional grade (48.9%) is at its highest level yet recorded in EMR.
- ▲ There was a significant increase of 38.5% (5/13) BME Police Staff in Admin grades A7 to A4B in the half year, as a result of which BME representation in the grade (6.36%) reached its highest level yet recorded.

Information - Training Attendance Profile vs. Staffing Profile at 30/9/08



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, on average three-quarters of the force's Police Officers were trained in each quarter.
- ▶▶ In the first six months of the year, on average approximately 30% of the force's Police Staff were trained in each quarter. This is ten percentage points fewer in comparison to the same period in 2007/8
- ▶▶ In the year-to-date 3,643 Police Officers have been trained. This is almost exactly the same as were trained in the same six-month period in 2007/8.
- ▼ In the year-to-date 1,136 Police Staff have been trained. This is 313 (21.6%) fewer than were trained in the same six-month period in 2007/8.
- ▼ The overall training profile of minority (BME and female) Police Officers relative to the staff profile has deteriorated at the half year (by 0.2% and 2.6% representation from the baseline respectively).

Comment cont.

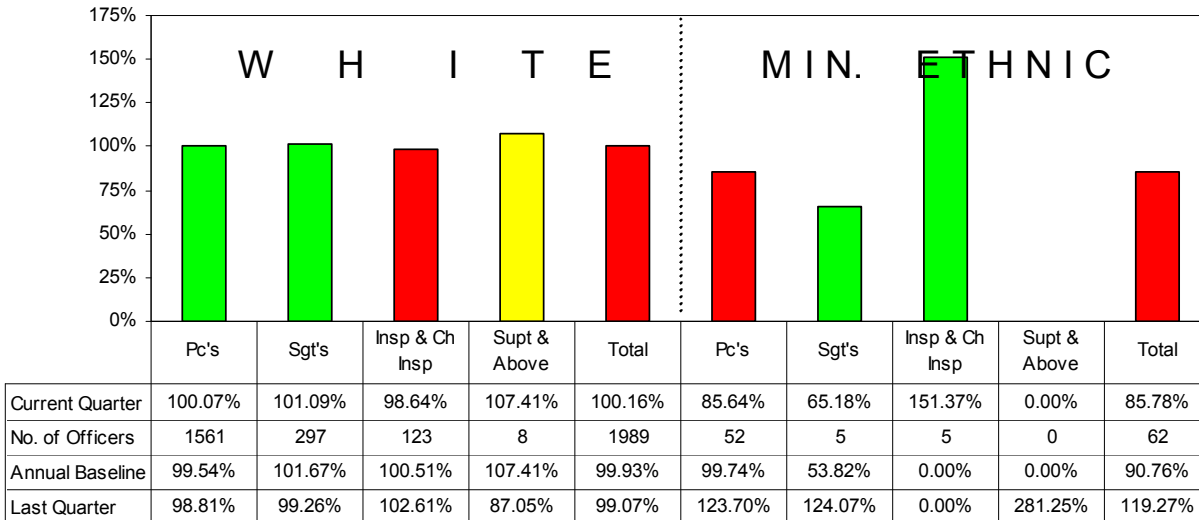
▼ At the half year, there is an adverse (negative) differential in training attendance for minority (BME and female) Police Officers in comparison to majority (White and male) Police officers.

▲ BME Police Officer representation in training in the first discreet quarter of the year exceeded the staff profile. This is the first time BME training attendance has achieved representative levels in eighteen months.

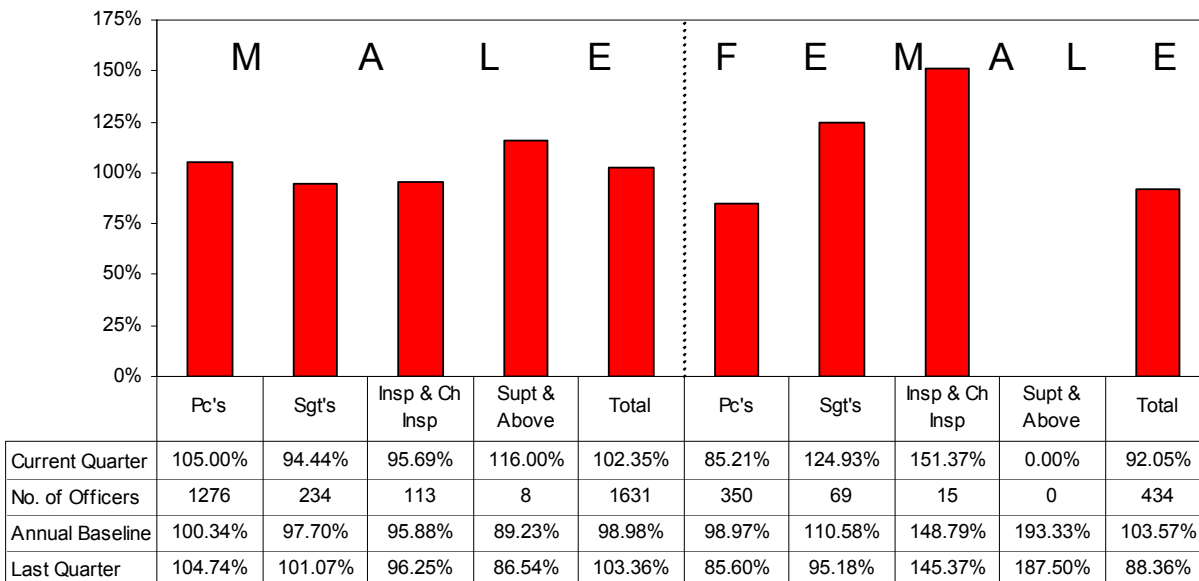
▲ BME Police Staff representation in training in the last discreet quarter more than doubled from the baseline.

▲ Under-represented (male) Police Staff's attendance in training has improved in both of the quarters from the baseline and is now more than representative of the staff profile.

Information - Police Officers Trained by Ethnicity & Rank Compared to Representative Level at 30/9/08



Information - Police Officers Trained by Gender & Rank Compared to Representative Level at 30/9/08



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.

▶▶ Continuing the previous trend, Sgts remain the most trained Police Officers of any rank in the half year and Supt and Above the least trained.

Comment cont.

▼ Female representation in Police Officer training in the six months from the baseline was at 90% of the staff profile, representing negligible improvement from the baseline and continuing the three-year trend of female under-representation in training.

▼ Female Police Officers in the most numerous rank (constable) were represented at 85% of the staff profile in the year-to-date. This is two percentage points lesser representation than at the baseline.

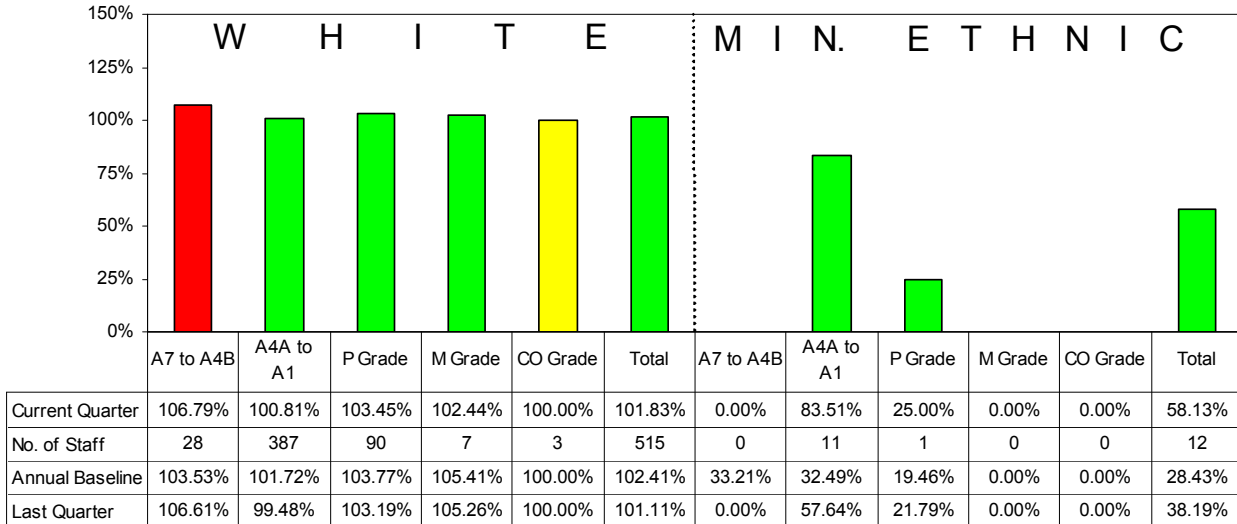
▲ In the first discreet quarter of the year, BME representation in Police Officer training was almost 20% above the staff profile. This is the first time BME representation has achieved the staff profile in eighteen months.

▲ BME representation in Police Officer training in the six months from the baseline was at 102.5% of the staff profile. This is the first recorded half-year period in which BME Police Officer training has achieved the staff profile and brings to an end a consecutive three-year period of BME Police Officer under-representation in training.

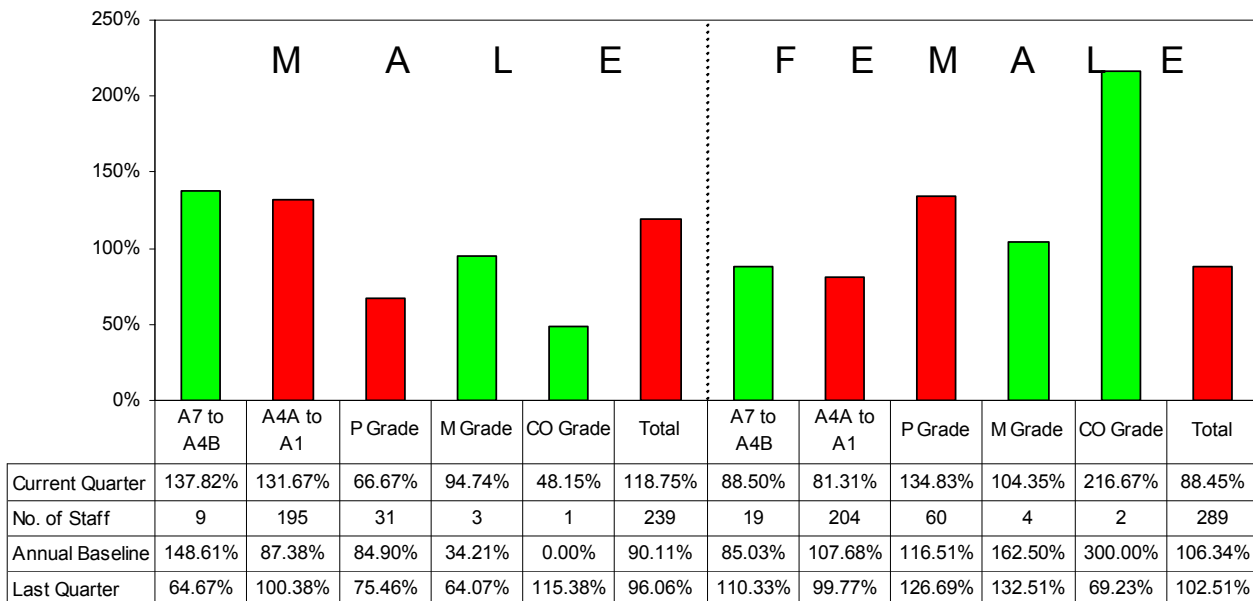
▲ In the six-month period from the baseline, BME presence in Police Officer training was closely (within limitations of low staff numbers in certain ranks) representative of the staff profile.

▲ In the six-month period from the baseline, promoted Female Police Officers were trained at generally representative levels.

Information - Police Staff Trained by Ethnicity & Grade Compared to Representative Level at 30/9/08



Information - Police Staff Trained by Gender & Grade Compared to Representative Level at 30/9/08



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.

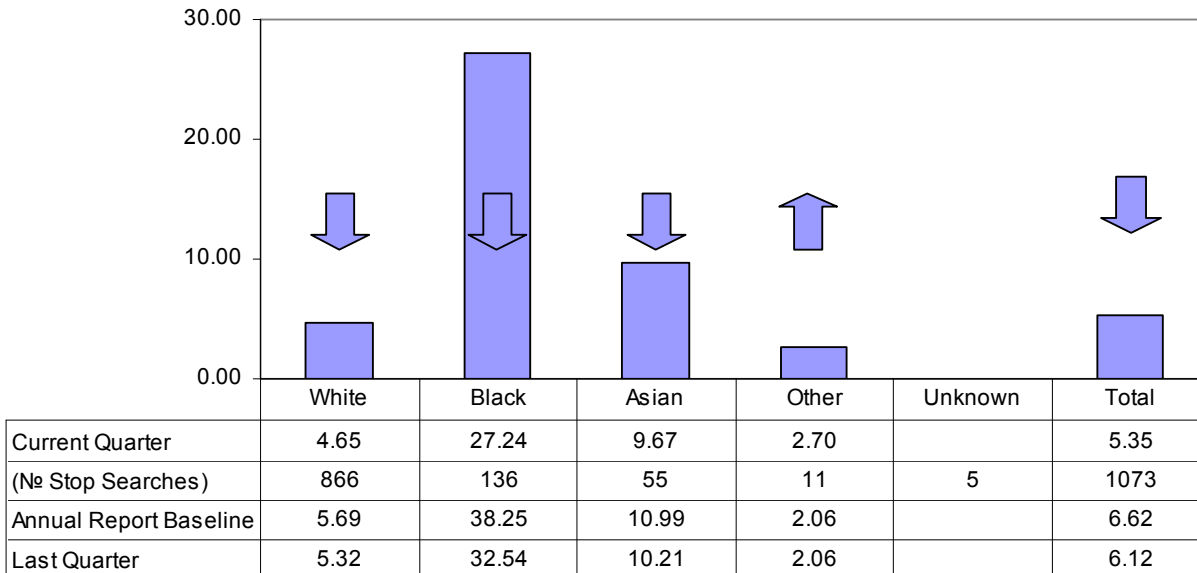
▶▶ There are no BME Police Staff in Chief Officer posts.

▶▶ In a complete reversal of previous trends, Chief Officers were the most trained Police Staff in the half year and Admin A7 to A4B the least trained.

Comment cont.

- ▼ Overall BME Police Staff representation in training in the year-to-date has been at less than half (47%) of the staff profile.
- ▼ Continuing the trend from 2007/8, there were no BME Police Staff in Management grades trained in the half year.
- ▼ BME Police Staff in Professional grade were represented at just 23.4% (averaged) of the staff profile in the half year. (Note that the graph's improvement from the baseline in BME Professional grade representation is caused by a similarly low and hitherto unprecedented low level of attendance in the final quarter of 2007/8.)
- ▼ BME Police Staff in the most numerous grade (Admin A4A to A1) were represented in training at c.70% of the staff profile in the half year. This represents a drop of more than seventeen percentage points from 2007/8.
- ▼ There have been no BME Police Staff trained in the total of 35 Admin A7 to A4B grade staff trained in the year-to-date.
- ▲ In the first quarter of the year there were more Chief Officers trained (13) than were trained in total in the previous eighteen months.
- ▲ Continuing the trend from the baseline, female Chief Officers were again represented in training at proportionate levels.
- ▲ 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 gender training profile was broadly representative of the staff profile in the half year.

Information - Stop & Searches by Ethnicity 1/10/07 - 30/9/08 (per 1000 population)



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-2006 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 half year. 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.
- ▶▶ The classification of ethnicity used is the Census Home Office Standard 4-point visual classification '4+1'.
- ▶▶ The latest available (2006/7) national average search rates/1000 pop were: White 15.9, Black 114.5, Asian 34.5, Other 26.8 and Total 20.1.
- ▶▶ The overall use of stop and search in the first half of the year decreased significantly in comparison to the same period in 2007/8, with 1,198 fewer searches being recorded, representing a 34% reduction.
- ▶▶ The overall use of stop and search in the half year has more than halved in comparison to the same period two years ago.
- ▶▶ The number of stop and searches in the last discreet quarter of the half year was the lowest (1,073) recorded for almost five years.

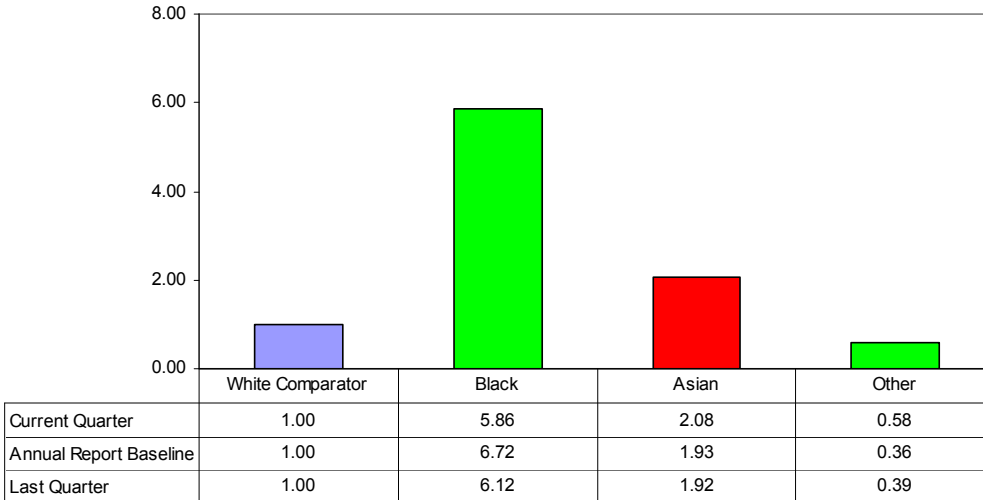
Comment cont.

▶◀ The force's use of stop and search in the half year remains significantly lower than the last national average. This was consistent across all ethnic groups.

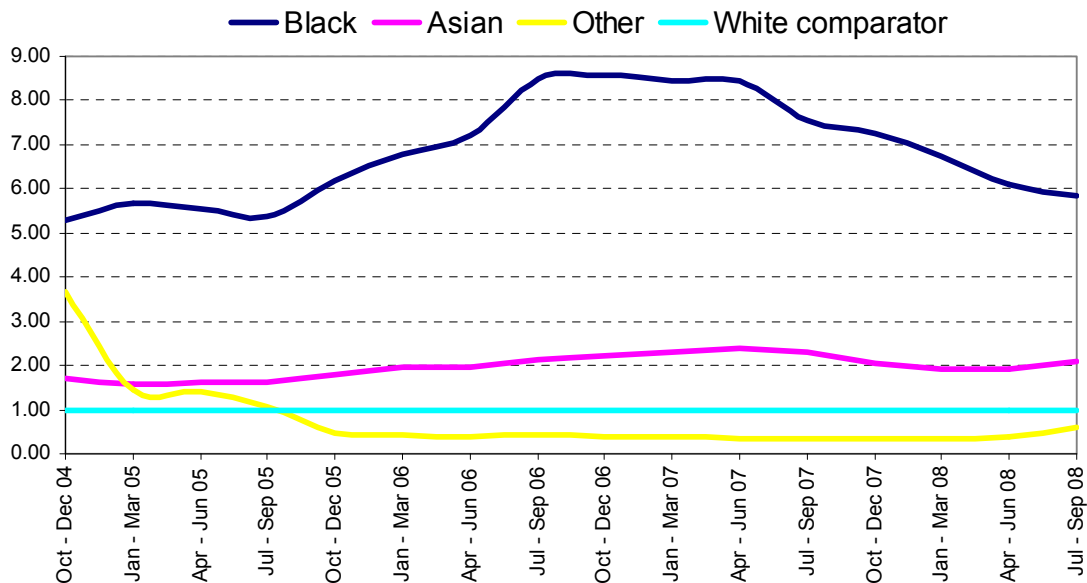
▲ Searches of Black people showed the greatest decrease of any group, almost halving (46%) in comparison to the same period in 2007/8.

▲ The previous year's positive achievement in the reduction of searches with ethnicity classed as unknown was maintained in the half year with 0.52% (12/2,296) of all searches having unknown ethnicity. This compares favourable with the same period in 2007/8, which had 1.75% unknown ethnicity.

Information - Stop & Search Proportionality 1/10/07 - 30/9/08 (White Comparator = 1)



Information - Stop & Search 12-Month Proportionality Tracker 1/10/04 - 30/9/08 (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.

▶▶ The lower table tracks the comparative stop and search proportionality over time using rolling 12-month data.

Comment cont.

▶▶ The latest (2006/7) national average disproportionality rates are: Black 7.2x, Asian 2.2x and Other 1.7x.

▼ Stop and search disproportionality for Asian people has increased by 0.15x in the half year from the baseline.

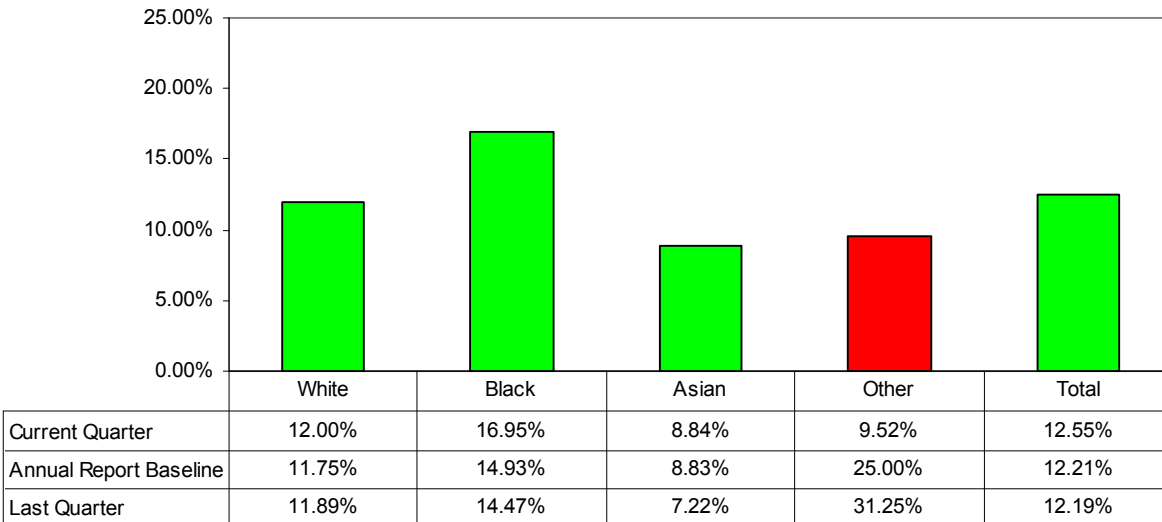
▼ Stop and search disproportionality for Black and Asian people remains significant in the half year at 5.86x and 2.08x respectively.

▲ Stop and search disproportionality for Black people has decreased by 0.86x in the half year from the baseline.

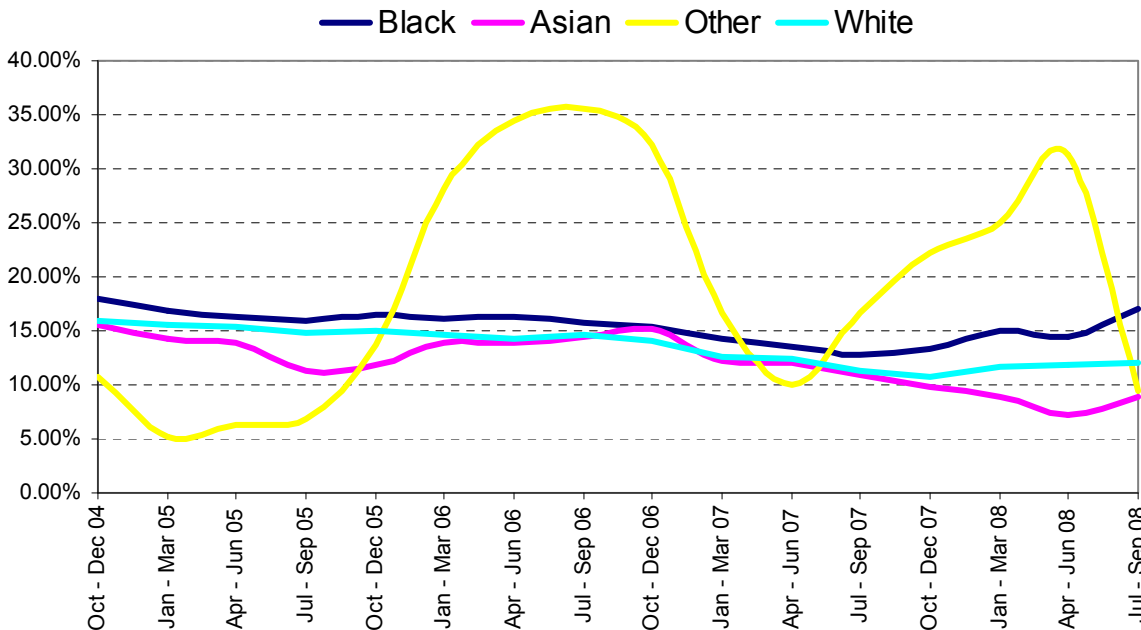
▲ Stop and search disproportionality for Black people has decreased quarter-on-quarter for fifteen months.

▲ Stop and search disproportionality for Black, Asian and Other people are all below the latest national averages.

Information - Percentage of Stop & Search Resulting in Arrest by Ethnicity 1/10/07 - 30/9/08



Information - Stop & Search 12-Month Arrest Rate by Ethnicity Tracker 1/10/04 - 30/9/08



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 (2006/7) were: White 12%, Black 12%, Asian 10%, Other 14%, and Total 12%.

Comment cont.

▶▶ Due to their respective weight of numbers, the total arrest rate closely reflects the White arrest rate.

▶▶ The significant variation in the Other arrest rate over time is primarily caused by very low numbers of searches and arrests in this category.

▼ Arrest rates for Black and Asian people following searches in the half year again remained broadly similar to that for White people, despite a significantly (higher) differential rate of searching.

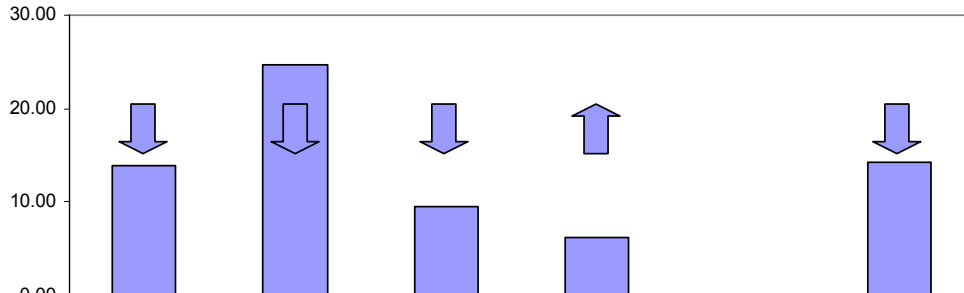
▼ Arrests resulting from stop and search are 29% (129) decreased in the half year in comparison to the same period in 2007/8.

▲ In the half year the force's overall annual arrest rate has increased by 0.34% from the baseline, reaching its highest level (12.55%) for fifteen months.

▲ In the half year, the arrest rate following searches of White, Black and Asian people has increased from the baseline.

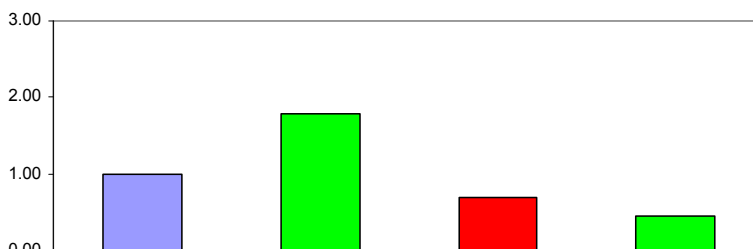
▲ The force arrest rate following stop and search in the half year is consistent with the national average.

Information - Stops by Ethnicity (per 1000 population) 1/10/06 - 30/9/08



	White	Black	Asian	Other	Unknown	Total
Current Quarter	13.83	24.72	9.51	6.17		14.27
(No Stops)	2927	129	119	27	40	3242
Annual Report Baseline	15.70	40.81	11.18	4.37		16.41
Last Quarter	13.87	33.27	9.13	3.60		3.75

Information - Stops Proportionality (White Comparator = 1) 1/10/06 - 30/9/08



	White Comparator	Black	Asian	Other
Current Quarter	1.00	1.79	0.69	0.45
Annual Report Baseline	1.00	2.60	0.71	0.28
Last Quarter	1.00	2.40	0.66	0.26

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-2006 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 half year. This is in line with the way similar data is presented nationally.

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

Comment cont.

▶◀ 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.

▶◀ The latest available (2006/7) national average stop rates/1000 pop were: White 37, Black 89, Asian 41, Other 32 and Total 39.

▶◀ In the half year the overall number of stops was 23% (2,023) reduced on the same period in 2007/8. This was not consistent for different ethnic groups (see below).

▶◀ The overall use of stops in the half year has decreased by 42% (4,947) in comparison to the same period two years ago.

▶◀ The force's use of stops in the half year remains significantly lower than the last national average. This was consistent across all ethnic groups.

▶◀ Over the half year, overall usage of stops continued the trend from the previous two years at approx. 2.5x more than stop and search.

▼ In the half year, stops of Black people actually occurred less frequently per head of population than did stop and searches of Black people. This contrasts markedly to stops of White people, which occur almost three times for every White person stopped and searched. This indicates that in Nottinghamshire in addition to the 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 more likely to be searched than not.

▼ In the half year, stops of Asian people occurred at almost exactly the same rate per head of population as stop and searches of Asian people. This indicates that in Nottinghamshire in an encounter with the police an Asian person is just as likely to be searched as not, something a White person is only a third as likely to experience.

▲ Stops of Black people halved in the half year in comparison to the same period in 2007/8. This was double the reduction experienced by other racial groups.

▲ Disproportionality for stops of Black people has decreased by 0.81x and is now at its lowest level (1.79x) since stops recording was introduced.

▲ Disproportionality for stops of Black people is less than half that for stop and search.

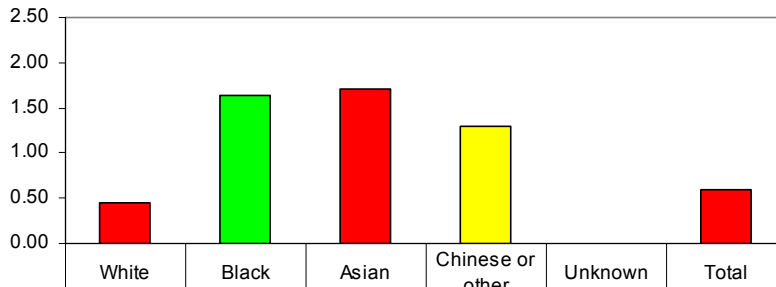
▲ Stops of Asian people in the half year continued to be less than proportionate with stops of White people at 0.69x.

▲ During the half year the level of ethnicity recorded as unknown improved from the baseline to 1.2% (79/6,772) of total stops.

Recommendations

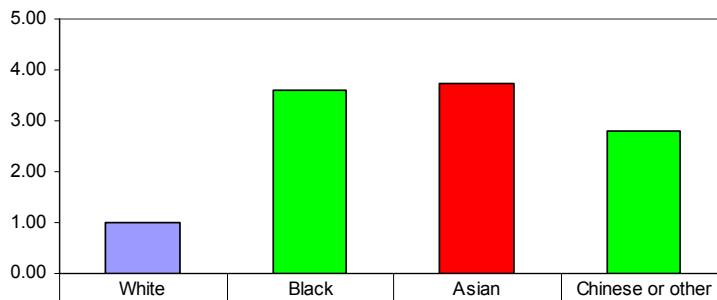
① **The force reviews stops practices to address significant recording reductions.**

Information - Complaints by Ethnicity (per 1000 population) 1/10/07 - 30/9/08



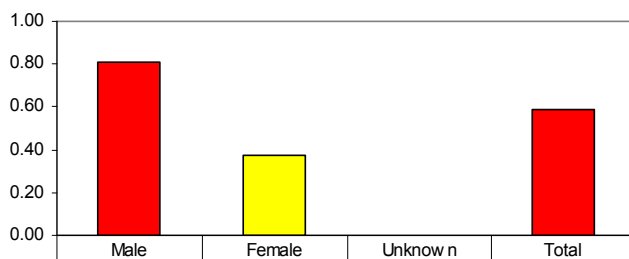
	White	Black	Asian	Chinese or other	Unknown	Total
Current Quarter	0.46	1.65	1.71	1.29		0.59
No. of Complainants	99	8	9	3	30	149
Annual Report Baseline	0.45	1.97	1.20	1.29		0.57
Last Quarter	0.43	1.83	1.44	1.41		0.56

Information - Complaints Proportionality (White Comparator = 1) 1/10/07 - 30/9/08



	White	Black	Asian	Chinese or other
Current Quarter	1.00	3.60	3.74	2.82
Annual Report Baseline	1.00	4.41	2.70	2.89
Last Quarter	1.00	4.25	3.34	3.29

Information - Complaints by Gender (per 1000 population) 1/10/07 - 30/9/08



	Male	Female	Unknown	Total
Current Quarter	0.81	0.38		0.59
No. of Complainants	95	47	0	142
Annual Report Baseline	0.77	0.38		0.57
Last Quarter	0.76	0.37		0.56

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-2006 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 half year. 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 are given a nominal value=1).

▼ In the half year, total complainants increased by 5.4% (15) in comparison to the same period in 2007/8, although this was not consistent for different ethnic groups (see below).

▼ In the year-to-date, disproportionality for all BME groups is c.3x in comparison to White complainants.

▼ Asian people making complaints increased by 162.5% (13) in the half year in comparison to the same period in 2007/8.

▼ In the half year, disproportionality for Asian people making complaints increased by 1.04x from the baseline and is at its highest level (3.74x) for thirty-three months.

▼ The percentage of complainants with ethnicity not known increased to 17.5% of the total in the half year, from 11.5% at the baseline.

▼ Male complainants increased by 15.8% (27) in the half year in comparison to the same period in 2007/8.

▲ Black people making complaints decreased by 26.9% (7) in the half year in comparison to the same period in 2007/8.

▲ Disproportionality for Black people making complaints has decreased by 0.81x from the baseline.

▲ Disproportionality for Black people making complaints is at its lowest annual rate (3.6x) yet recorded in EMR.

▲ Female complainants decreased by 1.9% (2) in the half year in comparison to the same period in 2007/8.

Information

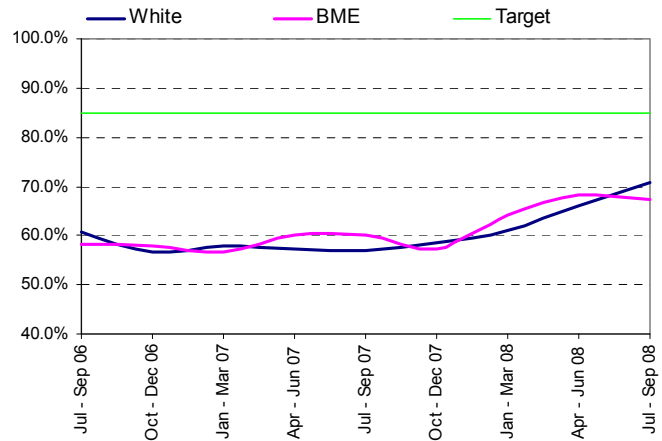
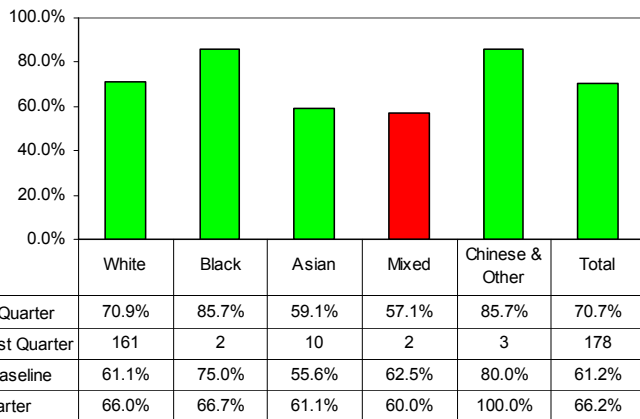
- ▶◀ The classification of ethnicity used is defined by the Home Office.
- ▶◀ Victim satisfaction data is shown as a cumulative 12-month rolling figure up to the end of the relevant period. This helps address the issue of statistically unreliably small data sets for BME respondents and is in line with the way similar data is presented nationally.
- ▶◀ Satisfaction interviews occur three months after the respective incident. It should therefore be noted that for this EMR period October 2007 – September 2008, the satisfaction data is based on incidents that occurred July 2007 - June 2008 respectively, being the most up-to-date data available.
- ▶◀ Long-term comparison “tracker” graphs of White and BME satisfaction based on rolling 12-month performance are provided for each survey, and one for total White and total BME satisfaction.
- ▶◀ 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 the national performance indicator of satisfaction with the whole experience. 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 national performance target for satisfaction with the whole experience 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.
- ▶◀ The national performance indicator includes all respondents who are completely satisfied, very satisfied or fairly satisfied with the whole experience. There is a local performance indicator limited to the first two categories of completely and very satisfied. The local target for this indicator is 65%. This target is not reported on in EMR.
- ▶◀ Satisfaction data in EMR is not directly comparable with other published satisfaction data for Nottinghamshire Police; the force’s internal management information publication reports on the local performance target (see above) rather than the national performance measure, and; the national data published by the Home Office, although using the same satisfaction criteria as EMR, does not use the same periods for its incident data - the vagaries of the Home Office reporting timescale result in an unusual one-month offset from the normal fiscal quarterly period used in other data returns and throughout in EMR, i.e. data in EMR will report on incidents Jan - Mar, whereas the Home Office return covers Feb – Apr (note too that the Home Office publication schedule is delayed in comparison to EMR).
- ▶◀ Unlike the other five survey types, Anti-Social Behaviour (ASB) survey is not a statutory performance indicator and is therefore excluded from nationally published satisfaction performance data. For this reason ASB is excluded from the final total satisfaction comparison.

Information cont.

▶◀ All surveys are undertaken by telephone rather than by postal questionnaire. Consequently survey response rates are not 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.

**Information - Anti-Social Behaviour (ASB) Survey
By Ethnicity 1/10/07 - 30/9/08 & BME/White Satisfaction Tracker 1/7/06 - 30/9/08**



Comment

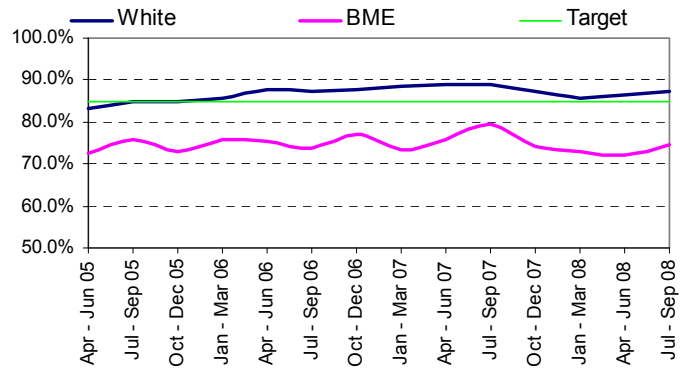
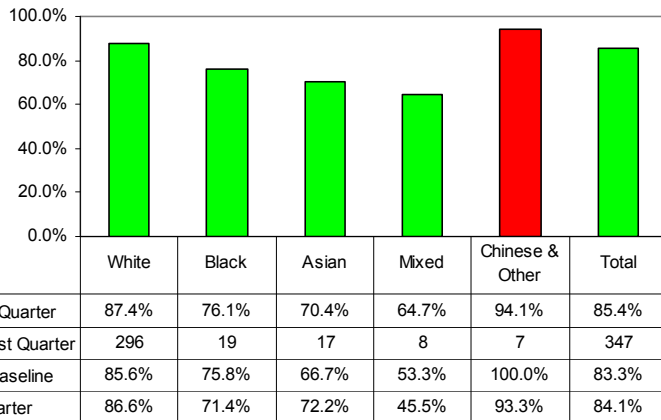
▶▶ ASB includes abandoned and nuisance vehicles, noise nuisance (including fireworks) and rowdiness, substance misuse and street drinking, street begging/vagrancy and prostitution, malicious communications and trespassing and animal problems. It does not include hate crime or hoax calls to emergency services.

▶▶ Unlike all other survey types, ASB survey is not a statutory performance indicator and is therefore excluded from nationally published satisfaction performance data. For this reason ASB is excluded from the final total satisfaction comparison.

- ▼ Overall annual ASB satisfaction is 14.3% below the force target figure (85%).
- ▼ Continuing the trend from the baseline, overall ASB satisfaction in the year-to-date (70.7%) is the lowest of all survey types (1.6% below the next worst, Violent Crime).
- ▼ ASB has changed from having 3% greater BME satisfaction compared to White at the baseline (being the only survey to have had better BME satisfaction), to having a 3.5% negative BME differential at the half year.
- ▼ The 6.5% adverse swing in BME ASB satisfaction compared to White is the largest negative change of any survey type in the half year.
- ▼ ASB satisfaction for White people (70.9%) is the lowest of any survey type for White respondents (2.6% less than the next worst, Violent Crime).
- ▲ The improvement in total satisfaction in ASB survey is the largest (9.5%) of any survey type in the half year.
- ▲ Total satisfaction at the end of the half year (70.7%) was the highest yet recorded in EMR for ASB.
- ▲ Satisfaction for Black and Chinese & Other respondents in the year-to-date is achieving the target figure (85%).

Information - Burglary Satisfaction Survey

By Ethnicity 1/10/07 - 30/9/08 & BME/White Satisfaction Tracker 1/4/05 - 30/9/08



Comment

▶ Satisfaction levels for Road Traffic Collisions and Burglary are normally higher than for personal attacks (Violent Crime and Racist Incidents). The overall survey data during the half year remains consistent with this.

▼ The satisfaction gap between BME and White respondents for Burglary satisfaction has increased (worsened) by 0.2% in the year-to-date.

▼ The (adverse) satisfaction gap between BME and White respondents for Burglary satisfaction in the year-to-date is 12.8%, the second largest of any survey type.

▲ Total satisfaction in Burglary survey in the half year has increased by 2.1% from the baseline.

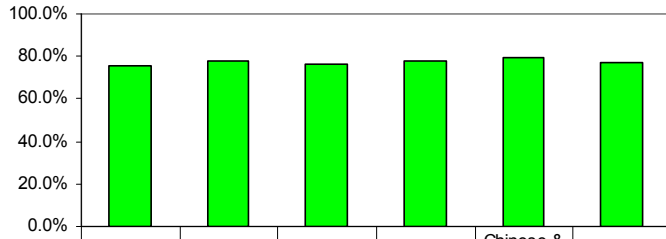
▲ The overall increase in Burglary satisfaction was relatively similar for BME and White respondents.

▲ Total Burglary satisfaction in the half year is achieving the target figure (85%).

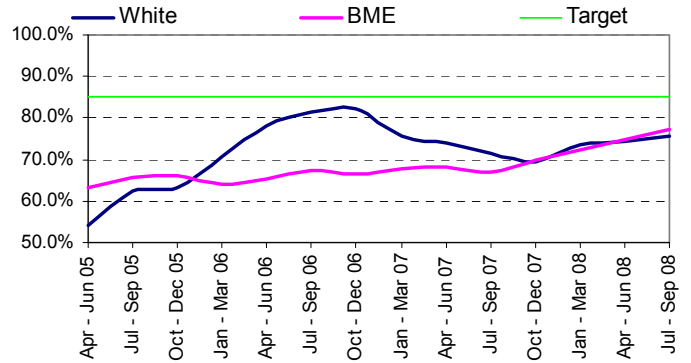
▲ Burglary satisfaction for White people (87.4%) is the best of any survey type for White respondents (1.6% better than the next best, Road Traffic Collisions).

Information - Racist Incidents Satisfaction Survey

By Ethnicity 1/10/07 - 30/9/08 & BME/White Satisfaction Tracker 1/4/05 - 30/9/08



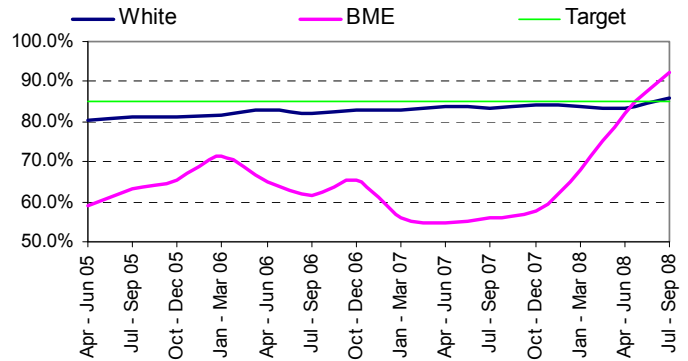
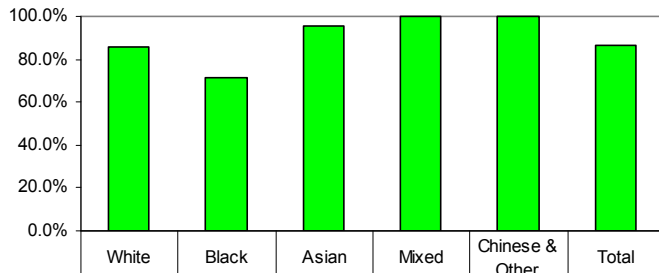
	White	Black	Asian	Mixed	Chinese & Other	Total
Year to Current Quarter	75.7%	78.1%	76.5%	78.1%	79.4%	76.9%
No. Surveyed Last Quarter	28	31	55	8	13	135
Annual Report Baseline	73.7%	77.8%	72.9%	68.9%	60.7%	72.6%
Year to Last Quarter	74.5%	77.3%	75.6%	70.6%	69.0%	74.8%



Comment

- ▼ Total annual Racist Incident satisfaction is 8.1% below the force target figure (85%).
- ▲ There has been a 4.3% improvement in total Racist Incident satisfaction in the year-to-date from the baseline.
- ▲ Total Racist Incident satisfaction has increased in every quarter for the last year and is now at its highest recorded level (76.9%).
- ▲ There has been a 3% greater improvement in BME satisfaction in Racist Incidents compared to White satisfaction in the year-to-date, as a result of which there is now no adverse BME satisfaction gap for Racist Incidents, with BME respondents being 1.6% more satisfied than White.
- ▲ BME Racist Incident satisfaction has increased in every quarter for the last year and is now at its highest recorded level (77.3%).
- ▲ Racist Incident satisfaction improved for all ethnic groups in the half year.
- ▲ Racist Incident satisfaction is within $\pm 3.7\%$ for all ethnic groups.

**Information - Road Traffic Collision Satisfaction Survey
By Ethnicity 1/10/07 - 30/9/08 & BME/White Satisfaction Tracker 1/4/05 - 30/9/08**



Year to Current Quarter	85.8%	71.4%	95.8%	100.0%	100.0%	86.2%
No. Surveyed Last Quarter	166	1	6	1	0	174
Annual Report Baseline	83.9%	66.7%	71.4%	50.0%	60.0%	82.7%
Year to Last Quarter	83.5%	75.0%	84.0%	100.0%	66.7%	83.4%

Comment

▶ Satisfaction levels for Road Traffic Collisions and Burglary are normally higher than for personal attacks (Violent Crime and Racist Incidents). The overall survey data during the half year remains consistent with this.

▲ Total Road Traffic Collision satisfaction is achieving the force target figure (85%) in the year-to-date. This is consistent for White and BME satisfaction.

▲ Total Road Traffic Collision satisfaction has improved by 3.5% from the baseline and has reached its highest yet recorded figure (86.2%).

▲ Total BME Road Traffic Collision satisfaction has improved by 24.0% in the half year from the baseline. This was significantly the largest total BME satisfaction improvement for any survey type and continues the trend of best BME survey improvement reported at the baseline.

▲ The huge improvement in BME satisfaction in Road Traffic collisions has effected a 22.1% swing in the gap between BME and White Road Traffic Collision satisfaction, as a result of which there is now no adverse BME satisfaction gap for Road Traffic Collisions; BME respondents are now 6.3% more satisfied than White.

▲ The 22.1% change in the satisfaction gap for Road Traffic Collisions is the greatest recorded in EMR by some margin and completely reverses the three-year trend of BME satisfaction in Road Traffic Collisions showing the largest adverse gap from White satisfaction in any survey.

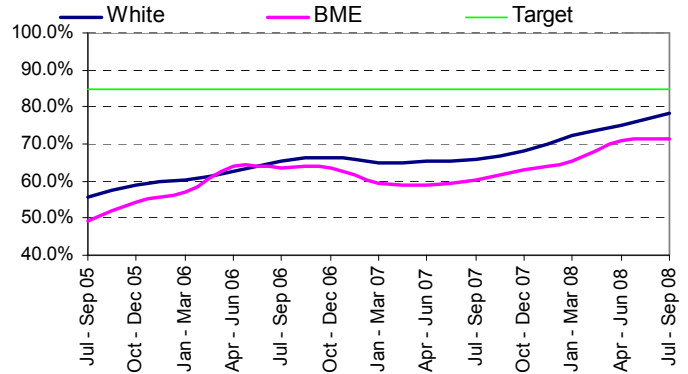
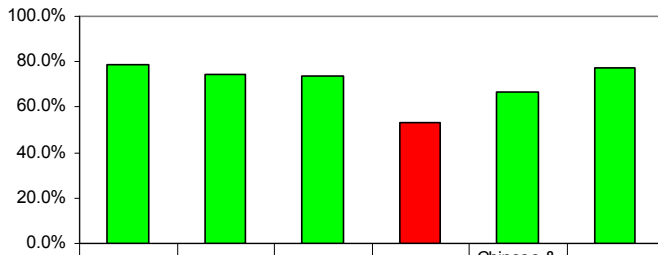
▲ BME Road Traffic Collision satisfaction in the half year is at its highest yet recorded figure (92.1%). This is the highest level of BME satisfaction in any survey by a considerable margin (some 15.2% higher than the next best, Racist Incidents).

▲ Total BME Road Traffic Collision satisfaction has increased by 36.1% in the last twelve months and by 9.9% in the last quarter alone.

▲ Road Traffic Collision satisfaction improved for all ethnic groups in the half year.

▲ Satisfaction of Asian respondents in Road Traffic Collisions has almost doubled in fifteen months.

**Information - Vehicle Crime Satisfaction Survey
By Ethnicity 1/10/07 - 30/9/08 & BME/White Satisfaction Tracker 1/7/05 - 30/9/08**

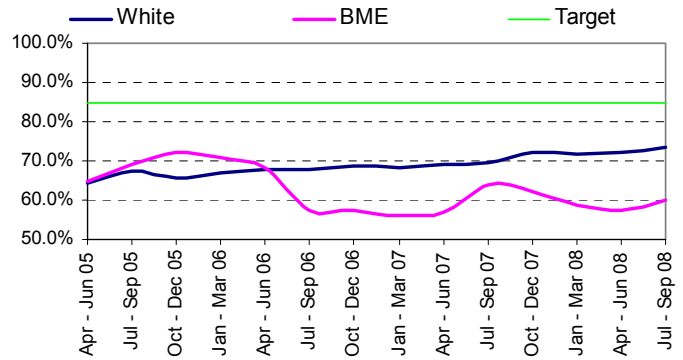
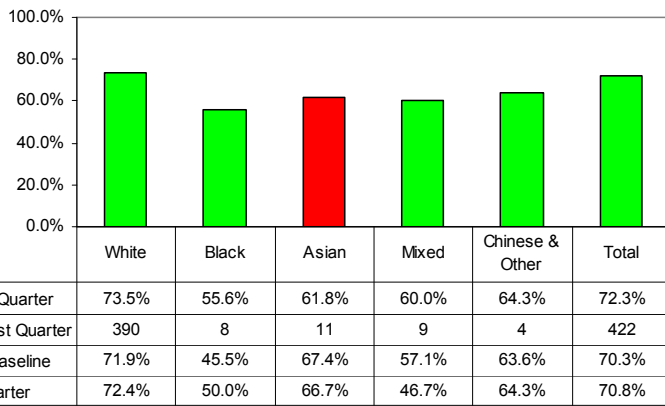


	White	Black	Asian	Mixed	Chinese & Other	Total
Year to Current Quarter	78.5%	74.6%	73.7%	52.9%	66.7%	77.7%
No. Surveyed Last Quarter	641	18	35	4	10	708
Annual Report Baseline	72.3%	70.2%	66.0%	54.2%	65.4%	71.4%
Year to Last Quarter	75.1%	80.0%	68.8%	61.9%	69.6%	74.6%

Comment

- ▶ ◀ Vehicle Crime satisfaction survey includes both theft from vehicles and theft of vehicles.
- ▼ Total Vehicle Crime satisfaction in the half year is 7.3% below the force target figure (85%).
- ▼ The adverse satisfaction differential for BME respondents in comparison to White for Vehicle Crime increased (worsened) by 0.3% in the half year.
- ▼ There is a 6.3% negative differential for BME Vehicle Crime satisfaction compared to White in the year-to-date.
- ▼ All BME groups are less satisfied than White respondents in Vehicle Crime in the half year.
- ▲ Total Vehicle Crime survey satisfaction improved by 6.3% in the half year to reach its highest yet recorded level (77.7%).
- ▲ Total Vehicle Crime satisfaction has improved in every quarter for fifteen months (by 13%). This is consistent for White and BME respondents.
- ▲ BME Vehicle Crime satisfaction has improved by 5.7% from the baseline to reach its highest yet recorded level (71.2%).

**Information - Violent Crime (Assault) Satisfaction Survey
By Ethnicity 1/10/07 - 30/9/08 & BME/White Satisfaction Tracker 1/4/05 - 30/9/08**

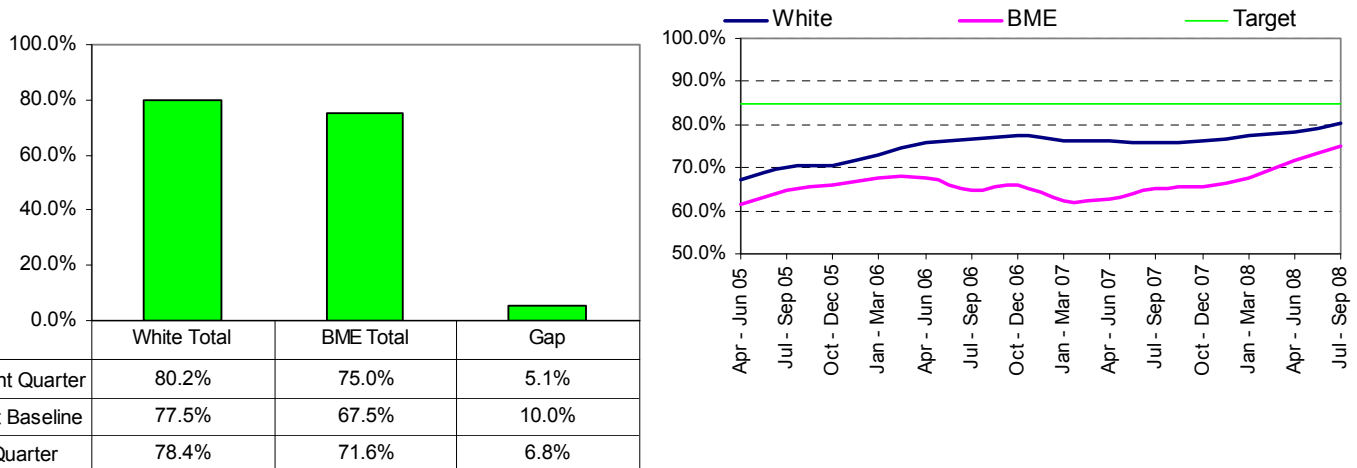


Comment

- ▼ Total Violent Crime satisfaction in the half year is 12.7% below the force target figure (85%).
- ▼ Violent Crime, the least satisfied performance indicator survey at the baseline, showed the smallest improvement (2.0%) in total satisfaction in any survey in the half year.
- ▼ The adverse satisfaction gap between BME and White Violent Crime respondents increased (worsened) by 0.3% in the half year.
- ▼ The 13.5% negative differential for BME Violent Crime satisfaction compared to White in the year-to-date is the largest of any survey type.
- ▼ Continuing the trend from the baseline, total BME satisfaction in Violent Crime survey (60%) was the lowest of any survey type (7.4% less than the next worst, Anti-Social Behaviour).
- ▼ All BME groups are less satisfied than White respondents in Violent Crime in the half year.
- ▲ Total Violent Crime satisfaction in the half year increased by 2.0% to reach its highest ever recorded figure (72.3%).

Information - Total Survey Satisfaction

By Ethnicity 1/10/07 - 30/9/08 & BME/White Satisfaction Tracker 1/4/05 - 30/9/08



Comment

▶▶ Information on total White and total BME satisfaction is provided 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.

▶▶ Following national practice and in line with the way satisfaction data is presented in other force documents, total White and BME satisfaction is derived by mean average of the satisfied percentages in the five national performance indicator surveys (Burglary, Racist Incidents, Road Traffic Collisions, Vehicle Crime and Violent Crime) and not by dividing total satisfied respondents by total number surveyed (i.e. each survey contributes 20% of the total regardless of respective numbers in the survey.)

▶▶ Total White, BME and Gap satisfaction data is not directly comparable with other published satisfaction data for Nottinghamshire Police (see Information, page 55).

▶▶ Anti-Social Behaviour (ASB) survey data is excluded from the total satisfaction graphs as the survey is not a national performance indicator and is excluded from national data, although reference is made to ASB survey in comment.

▼ In the half year the force is below its performance target (85%) for satisfaction with the whole experience (overall service) in four out of six surveys.

▼ There is a negative BME satisfaction gap (9.35% average) in four out of the six survey types (Anti-Social Behaviour, Burglary, Vehicle Crime and Violent Crime) in the half year.

▼ The satisfaction gap increased in the half year (by an average of 1.9%) in all of the four survey types in which there is a negative BME satisfaction gap.

Comment cont.

- ▲ The total satisfaction rate has improved in every survey type in the half year, on average improving by 4.6% from the baseline.
- ▲ Total satisfaction in all surveys combined is at its highest level yet recorded (average 78.2%).
- ▲ Total satisfaction is at its highest recorded figure in five out of the six surveys in the half year (Anti-Social Behaviour, Racist Incidents, Road Traffic Collisions, Vehicle Crime and Violent Crime).
- ▲ White respondents' satisfaction is at its highest recorded figure in four out of the six surveys in the half year (Anti-Social Behaviour, Road Traffic Collisions, Vehicle Crime and Violent Crime).
- ▲ BME respondents' satisfaction is at its highest recorded figure in three out of the six surveys in the half year (Racist Incidents, Road Traffic Collisions, and Vehicle Crime).
- ▲ The improvement in satisfaction performance in the half year was generally consistent for different racial groups, with all racial groups improving in at least four out of six surveys.
- ▲ Total White and total BME satisfaction in the five surveys subject to performance indicators are at their highest levels yet recorded (80.2% and 75% respectively).
- ▲ In the half year, BME satisfaction improved in every survey type (on average by 6.8%).
- ▲ Total BME satisfaction in the five surveys subject to performance indicators increased by 7.5% in the half year.
- ▲ Total White satisfaction in the five surveys subject to performance indicators increased by 2.7% in the half year.
- ▲ Total BME satisfaction levels have improved quarter-on-quarter for eighteen months (by 12.5%).
- ▲ Satisfaction of Black people increased in every survey type in the half year (on average by 5.1%).
- ▲ Satisfaction of White people increased in every survey type in the half year (on average by 3.9%).
- ▲ Total White satisfaction levels have improved quarter-on-quarter for fifteen months (by 4.4%).
- ▲ The total satisfaction gap between BME and White respondents in the five surveys subject to performance indicators has improved by 4.9% in the half year, resulting in the smallest satisfaction gap (5.1%) for twenty-seven months.

Comment cont.

▲ The total satisfaction gap between BME and White respondents in the five surveys subject to performance indicators has almost exactly halved in six months and has reduced by 8.5% in eighteen months.

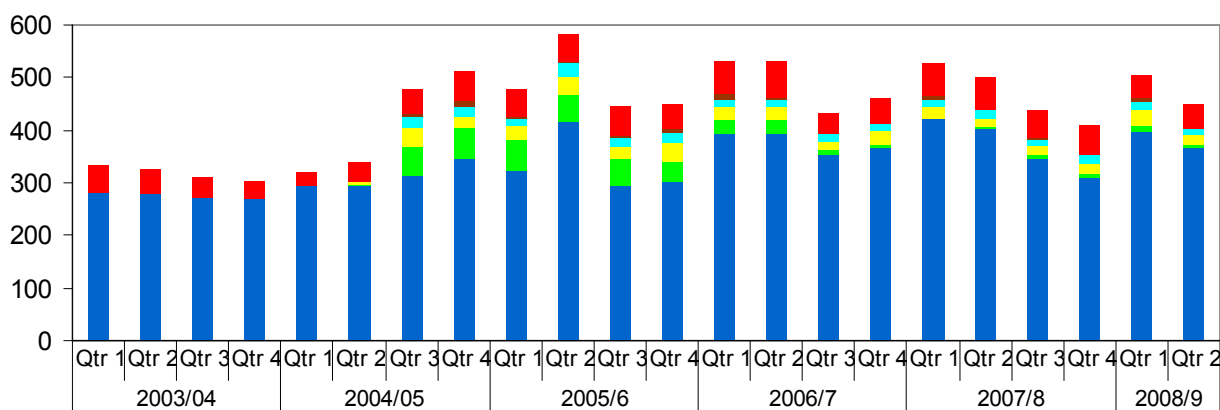
▲ BME satisfaction improved sufficiently in two surveys (Racist Incidents and Road Traffic Collisions) in the half year to negate their previous adverse differential for BME satisfaction.

▲ Continuing the trend from the previous two years, the least satisfied survey at the last baseline (Anti-Social Behaviour) has shown the largest increases in satisfaction in the half year (9.5% respectively).

Recommendations

- ① **The force reviews Road Traffic Collision surveys for good practice in improving BME satisfaction.**

Information - Number of Hate Crimes per Quarter 1/4/03 - 30/9/08



	2003/04				2004/05				2005/6				2006/7				2007/8				2008/9	
	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	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	50	62	62	53	57	46	44
Gender							7	8	5	6	3	6	8	3	1	1	8	1	4	1	6	1
Religion						1	19	20	11	24	16	20	13	15	11	12	12	17	14	16	15	9
Disability					1	6	37	22	26	33	25	35	28	24	18	25	23	15	15	18	31	22
Age						4	56	59	62	54	53	37	25	27	9	9	1	5	7	8	13	4
Race	281	281	270	270	294	293	314	345	322	415	292	303	393	393	353	365	422	401	346	310	395	367

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.”

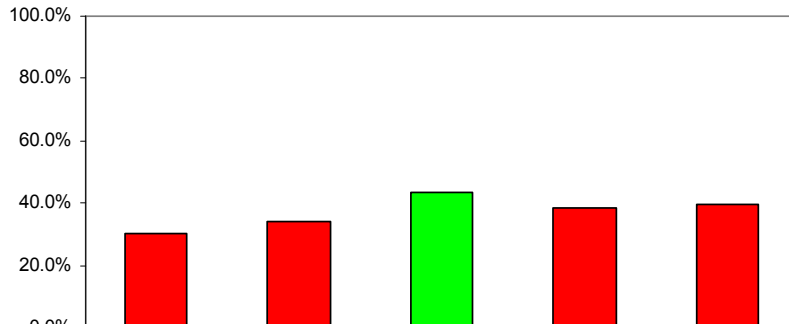
▶◀ Nottinghamshire Police introduced its hate crime policy in September 2004. Prior to this only racist and homophobic incidents were recorded.

▶◀ 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 total number of hate crimes in the half year is 7.4% (76) reduced on the same period in 2007/8.

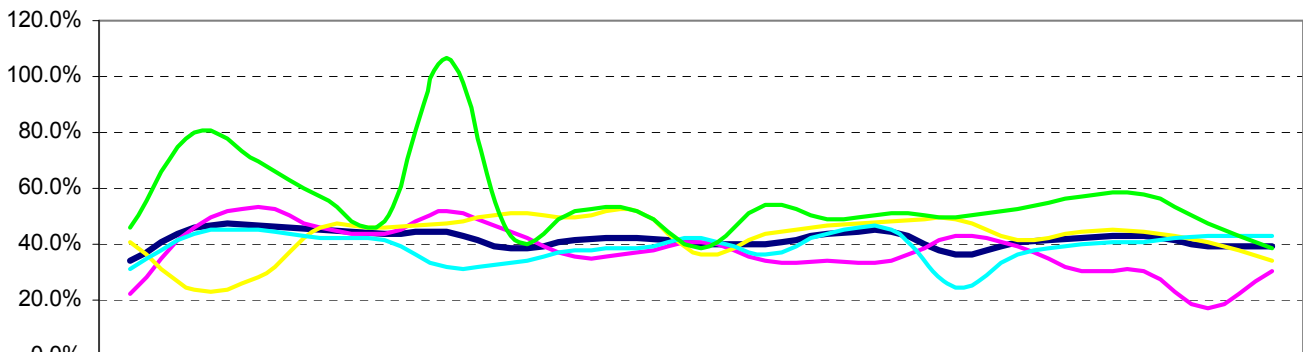
▲ The previous improvement made in age-related hate crime recording has been maintained in the half year.

Information - Detection of Racially & Religiously Aggravated Offences by Division at 30/9/08



	A	B	C	D	Force
Current Quarter	30.2%	34.0%	43.3%	38.5%	39.4%
Annual Report Baseline	30.4%	44.5%	40.6%	58.0%	42.9%
Last Quarter	16.7%	40.7%	42.7%	47.6%	39.2%

Information - Racially & Religiously Aggravated Offence Detection Tracker 1/3/04 - 30/9/08



	Jan - Mar 04	Apr - Jun 04	Jul - Sep 04	Oct - Dec 04	Jan - Mar 05	Apr - Jun 05	Jul - Sep 05	Oct - Dec 05	Jan - Mar 06	Apr - Jun 06	Jul - Sep 06	Oct - Dec 06	Jan - Mar 07	Apr - Jun 07	Jul - Sep 07	Oct - Dec 07	Jan - Mar 08	Apr - Jun 08	Jul - Sep 08
Force	34.0	46.0	47.0	45.0	43.7	44.4	38.5	41.4	42.2	40.2	40.2	43.6	44.8	36.5	40.7	42.3	42.9	39.2	39.4
A Div	22.0	46.0	53.0	46.0	44.0	52.0	44.2	35.9	36.7	40.6	34.3	34.4	34.4	42.9	39.3	30.1	30.4	16.7	30.2
B Div	41.0	24.0	28.0	46.0	46.2	47.1	51.4	50.0	51.5	36.4	43.9	46.8	48.5	48.6	41.6	44.8	44.5	40.7	34.0
C Div	31.0	44.0	45.0	42.0	41.7	31.6	33.7	38.1	38.2	42.0	36.6	43.9	45.0	24.8	36.1	39.8	40.6	42.7	43.3
D Div	46.0	80.0	70.0	57.0	48.3	106.3	43.1	52.1	51.9	38.5	54.0	49.0	51.1	50.0	52.9	57.1	58.0	47.6	38.5

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 3.5% from the baseline in the year-to-date.
- ▼ Three out of four divisions' (A, B and D) aggravated offence detection rate decreased in the half year from the baseline (on average by 10.1%).
- ▼ D Division's aggravated offence detection rate has dropped by almost twenty percentage points in the year-to-date, representing a fall of one third from the baseline rate.
- ▼ D Division's aggravated offence detection rate has fallen below 40% for only the second time in EMR. The division is no longer the best performing division, the first time this has occurred in over two years.
- ▼ The worst performing division at the baseline (A Division) has failed to improve its detection rate in the half year.
- ▼ In the first quarter of the year, A Division's aggravated offence detection rate was just 16.7%. This is the lowest detection rate for any division in any quarter recorded in EMR.
- ▲ C Division's aggravated offence detection rate increased by 2.7% in the half year, making the division the best performing in the force. As C Division accounts for approximately half of the total aggravated offences in the force, this division's performance significantly affects force performance.

Recommendations

- Ⓢ **D Division reviews its aggravated offence performance to identify and address reasons for a significant decrease in its detection rate.**