

Equality & Diversity Information 2013



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

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Introduction

Nottinghamshire Police's vision is to be the best performing police force in England and Wales and we recognise that how we deal with issues of equality, diversity and inclusion underpins our achievement of this vision.



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

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

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

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

Age	Race
Disability	Religion and Belief
Gender Reassignment	Sex
Pregnancy and Maternity	Sexual Orientation

Equality Objectives

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

Equality Objective 1 – Proportionality

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

Equality Objective 2 – Engagement

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

Equality Objective 3 – Culture

We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.

Equality Objective 4 – Representation

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

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

For a copy of our equality objectives please click [here](#)

Equality Information

So that we know whether we are succeeding in our objectives and our duty, we need to gather and use information about people and equality. We do this in a number of ways:

- Asking people about their age, gender, sexual orientation, ethnicity etc... when they call us or when we interact with them.
- Talking to different groups of people inside and outside the police about their needs and the needs of their communities
- Listening to what people tell us
- Thinking about how the way we do things might affect different people and different communities in different ways
- Reading local and national reports and surveys and using the information we get to improve our services

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

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



Summary

The People of Nottinghamshire

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

Our Service Delivery

- Although the number of Hate Crime (crimes and non crimes) has decreased between 2011/12 and 2012/13 by just over 7%, detection of Hate Crime has improved from 51.6% to 59.1%.
- While there has been a slight drop in the overall number of Domestic Violence incidents recorded (1%) there has been a significant increase, 12%, in the number of recorded male victims.
- We have significantly exceeded our target to reduce the number of young people entering the youth justice system for the first time.
- Satisfaction rates from victim of crime surveys showed 86% of all respondents for all surveys were satisfied with the service they received, however BME victims showed a slightly lower satisfaction rate when compared with White victims.
- Speakers of 56 languages required translators during 2012/13 with Polish, Romanian and Lithuanian remaining the most commonly requested languages. Overall the number of translation requests decreased by nearly 10% from the previous year.

Our People and Culture

- At the end of March 2013 Nottinghamshire Police employed 1664 staff, 2137 Police Officers and 381 Special Constables.
- 28.08% of our officers are women; which is broadly in line with the national average for the Police Service in England and Wales

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

- BME representation for the whole organisation is 4.23% with the highest representation being found amongst Special Constables at 6.04%.
- Both BME and Female representation are at their lowest at the rank of Chief Inspector, Detective Chief Inspector. (page 33)
- Those roles described classified as “Specialist Posts” by the Home Office showed higher representation for both women (39.26%) and BME Officers (4.79%) compared with representation figures for all officers.
- 1 in 4 officers and staff working part time are women compared with only 1 in 40 male staff.

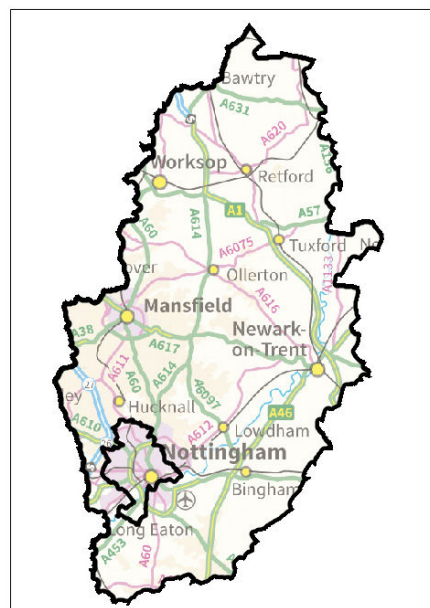


The People of Nottinghamshire

To understand how the work we do might affect the different people we serve we need to know the make up of the communities we work within. The following tables provide information under a number of the protected characteristics from the Equality Act 2010.

In the majority of cases the information given below has been taken from the Office of National Statistics 2011 census data, however where certain information was not available alternative sources have been used. These are identified beside individual tables.

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



Total population figures

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

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

Source ONS Census 2011

Protected Characteristic - Age

The following table shows the population by age groups

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

Source ONS Census 2011

Protected Characteristic - Disability

The table below shows the number and proportion of people of working age who have self reported that they have disability in the Annual Population Survey (APS). (2011-12 Oct)

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

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

Protected Characteristic - Gender Reassignment

There is no definitive figure for the number of people in the UK experiencing some form of gender variance or for those who may, at some stage, undergo transition. However research carried out by the Gender Identity Research and Education Society (GIREs) in 2009², which was updated in 2011, states: “that organisations should assume that 1% of their staff and service users may be experiencing some degree of gender variance. At some stage about 0.2% may undergo transition. The number who have so far sought medical care is likely to be around 0.025%, and about 0.015% are likely to have undergone transition.”

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

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

Protected Characteristic - Race and Ethnicity

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

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
White	218698	71.5%	750803	95.5%	969501	88.8%
Multiple Heritage	20265	6.6%	10716	1.4%	30981	2.8%
Black	22185	7.3%	5102	0.6%	27287	2.5%
Asian	34051	11.1%	14197	1.8%	48248	4.4%
Chinese	10481	3.4%	4984	0.6%	15465	1.4%
BME Totals	86982	28.5%	86982	4.4%	121981	11.2%

Source ONS Census 2011

² “Gender variance in the UK” GIREs 2009.

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

Source ONS Census 2011

Protected Characteristic - Religion & Belief

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

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
Buddhist	2,051	0.7%	1,860	0.2%	3,911	0.4%
Christian	135,216	44.2 %	481,994	61.3%	617,210	56.5%
Hindu	4,498	1.5%	3,480	0.4%	7,978	0.7%
Jewish	1069	0.3%	717	0.1%	1,786	0.2%
Muslim	26,919	8.8%	6,963	0.9%	33,882	3.1%
Sikh	4,312	1.4%	3,132	0.4%	7,444	0.7%
Other religion	1483	0.5%	2,689	0.3%	4,172	0.4%
No religion	106,954	35.0%	230,138	29.3%	337092	30.9%
Not stated	23,178	7.6%	54,829	7.0%	78,007	7.1%

Source ONS Census 2011

Protected Characteristic – Sex

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

Source ONS Census 2011

Protected Characteristic - Sexual Orientation

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

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

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Our Service Delivery



Our Service Delivery

This section of the report is mainly about the external aspects of what we do. It includes:

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

Our service delivery is underpinned by two of our equality objectives

Equality Objective 1 – Proportionality

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

Equality Objective 2 – Engagement

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

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

Hate Crime

Nottinghamshire Police uses the following definition for hate crime:

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

This is a broad and inclusive definition and includes both crime and non-crime incidents.



However in the “hate category” tables below it is necessary, for technical reasons, to refer specifically to hate crimes that do not constitute a criminal offence and these are referred to as ‘hate incidents’

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

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

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

	2011/12	2012/13	Vol. Change	% Change
City	698	606	-92	-13.2%
County	625	622	-3	0.5%
Total	1,323	1,228	-95	-7.2%

Number of hate crimes and incidents by hate category

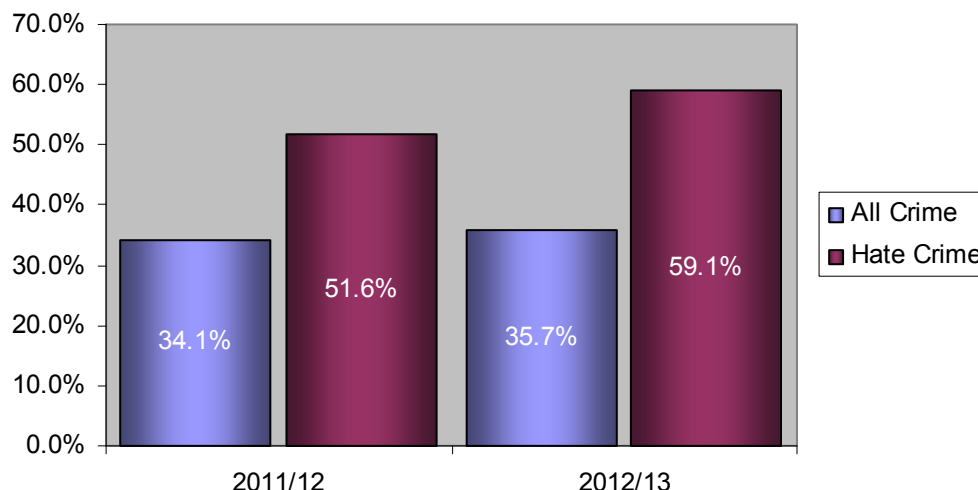
Note:- Some crimes may involve more than one hate element and therefore subtotals for the different hate elements may not add up to the overall total

Category	Incidents			
	2011/12	2012/13	Vol. Change	% Change
Disability	41	55	14	34.15%
Race	427	490	63	14.75%
Religion	4	5	1	25%
Sexual Orientation	82	78	-4	-4.88%
Transgender	1	6	4	500%
Total	555	634	79	14.23%

Category	Crimes			
	2011/12	2012/13	Vol. Change	% Change
Disability	41	23	-18	-43.90%
Race	636	513	-123	-19.34%
Religion	20	17	-3	-15.00%
Sexual Orientation	78	49	-29	-37.18%
Transgender	2	2	0	0.00%
Total	777	604	-173	-22.56%

Hate Crime Detections

Although the number of hate crimes has fallen between the two periods, the detection rate has increased from 51.6% to 59.1% and remains higher than the rate of detection for all crimes.



Racially and Religious aggravated offences

Racially and Religious aggravated offences are specific offences created within the Crime and Disorder Act (as amended) where the offender is motivated by hostility or hatred towards the victim's race or religious beliefs. These offences carry higher maximum penalties than the basic offence equivalents.

	2011/12	2012/13	+/-	+/- %
City	319	240	-79	-24.8%
County	247	184	-63	-25.5%
Total	566	424	-142	-25.1%

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

	2011/12	2012/13
Assault with injury	49	30
Assault without injury	61	62
Criminal Damage	44	44
Harassment	≤10	≤10
Public Fear, Alarm or Distress	409	284

Domestic Violence

The tables below provide information in relation to domestic violence offences and victims. The data is based on all Violence Offences classed as Domestic Violence according to Assessments of Policing and Community Safety (APACS) definitions. This covers violence offences involving current or ex partners where both parties are aged over 16 years or above and offences involving family members where both parties are aged 18 years or above.

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

Location	Crimes			
	2011/12	2012/13	Vol. Change	% Change
City	2,154	2,134	-20	-1%
County	3,100	3,088	-12	0%
Total	5,254	5,222	-32	-1%

Location	Detections		
	2012/13	Detection Rate	Difference From Last Year
City	1,089	51%	-1%
County	1,655	54%	-1%
Total	2,744	53%	-1%

The following tables provide a breakdown of domestic violence victims by gender, age and ethnicity.

Gender	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
Female	4,403	84%	4267	82%	-136	-3%
Male	851	16%	955	18%	104	12%
Total	5,254	-	5,222		-32	-1%

Age	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
16-24	1,721	32.8%	1,636	31.3%	-85	-5
25-44	2,721	51.8%	2,660	50.9%	-61	-2
45-64	743	14.1%	834	16.0%	91	12
65-74	39	0.7%	58	1.1%	19	49
75+	18	0.3%	30	0.6%	12	67
Not Stated	12	0.2%	4	0.1%	-8	-67
Total	5,254	-	5,222		-32	-1

Ethnicity	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
White	4,575	87.08%	4,563	87.40%	-11	0%
Multiple Heritage	133	2.53%	95	1.82%	-38	-29%
Black or Black British	177	3.37%	204	3.91%	27	15%
Asian or Asian British	156	2.97%	180	3.45%	24	15%
Chinese or Other	32	0.61%	31	0.59%	-1	-3%
Not Stated	181	3.44%	149	2.83%	-33	-18%
Total	5,254	-	5,222	-	-32	-1%

Note – Ethnicity data is provided on a voluntary basis. The heading not stated includes where an individual may have chosen not to provide this information (prefer not to say).

Victims of Crime

The tables below provide information on victims of crime based on the protected characteristics currently available. This information relates to those who have been a victim of “victim based crimes as defined by Her Majesty’s Inspectorate of Constabulary (HMIC)

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

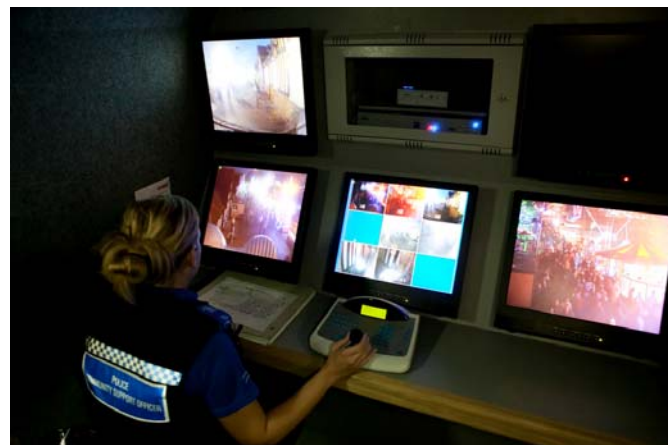


The percentages given in the tables below are calculated on the basis of the total number, excluding the not stated figure. This has been done to provide an easier comparison with the population figures provided above.

Age	2011/12	Proportion	2012/13	Proportion
0-15	2,123	4.2%	2,124	4.7%
16-24	11,635	22.8%	10,786	23.9%
25-44	20,835	40.7%	18,141	40.2%
45-64	12,444	24.3%	10,834	24.0%
65-74	2,405	4.7%	1,950	4.3%
75+	1,698	3.3%	1,317	2.9%
Not Stated	2,419	-	3,700	-
Crimes against an organisation	15,495	-	11,887	-

Gender	2011/12	Proportion	2012/13	Proportion
Female	27,207	51.5%	24,860	52.0%
Male	25,652	48.5%	22,941	48.0%
Not Stated	701	-	1,051	-
Crimes against an organisation	15,495	-	11,887	-

Ethnicity	2011/12	Proportion	2012/13	Proportion
White	45,631	89.5%	40,168	88.7%
Multiple Heritage	823	1.6%	622	1.4%
Black or Black British	1,558	3.1%	1,546	3.4%
Asian or Asian British	2,326	4.6%	2,363	5.2%
Chinese or Other	669	1.3%	596	1.3%
Not Stated	2,552	-	3,557	-
Crimes against an organisation	15,495	-	11,887	-



Due to the small numbers declared for religion a percentage breakdown has not been given

Religion	2011/12	2012/13
Buddhist	≤10	≤10
Christian	26	34
Hindu	≤10	≤10
Jain	≤10	≤10
Jewish	≤10	≤10
Muslim	22	13
Sikh	≤10	≤10
None	25	26
Other	≤10	≤10
Not Stated	68,966	60,654

Use of Powers - Stop and Search

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



Disproportionality in the use of powers within the BME community has been raised as a concern, but this is now being addressed through ongoing training and the development of systems and processes. It is worth noting that although there has been an increase in the total number of stop and searches carried out year on year; there has been a decrease in the disproportionality ratio between the two groups of just over 19%.

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

To calculate the 'per 1000 population' figure in the tables below, the number of stop and searches conducted by Nottinghamshire Police has been divided by the number within the population for that ethnic grouping³, and then multiplied by 1,000.

The following two tables show the number of stop and searches carried out by Nottinghamshire Police broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013 and are for the whole of the Nottinghamshire area.

	2011/2012		
	Volume	Per 1000 population	Proportionality ratio
White	2,297	2.369	-
BME	737	6.042	2.550

	2012/2013		
	Volume	Per 1000 population	Proportionality ratio
White	2,643	2.726	-
BME	685	5.616	2.060

The following tables show the number of stop and searches carried out by Nottinghamshire Police broken down by geographical division using the more detailed ONS 5+1 ethnic group categories. The tables cover the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013.

In all cases where the location of the stop and search has been recorded this has been used to determine the stop location, otherwise the base location of the officer conducting the search has been used. However where the officer is a member of the Operational Support department and no exact location can be determined, the stop and search record has been included in the overall Nottinghamshire Police data but not in either the City or County Statistics.

	Nottinghamshire Police		
	2011/2012		
	Volume	Per 1000 population	Proportionality ratio
White	2,297	2.369	-
Dual Heritage	163	5.261	2.2
Asian	240	4.974	2.1
Black	313	11.471	4.8
Chinese	21	2.352	1.0
Total	3,034		

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

City of Nottingham			
2011/2012			
	Volume	Per 1000 population	Proportionality ratio
White	1,308	5.981	-
Dual Heritage	128	6.316	1.1
Asian	189	5.550	0.9
Black	248	11.471	1.9
Chinese	15	2.505	0.4
Total	1,888		

Nottinghamshire County			
2011/2012			
	Volume	Per 1000 population	Proportionality ratio
White	750	0.999	-
Dual Heritage	12	1.120	1.1
Asian	10	0.704	0.7
Black	5	0.980	1.0
Chinese	0	0.000	0.0
Total	777		

Nottinghamshire Police			
2012/2013			
	Volume	Per 1000 population	Proportionality ratio
White	2643	2.726	-
Dual Heritage	130	4.196	1.5
Asian	231	4.788	1.8
Black	322	11.800	4.3
Chinese	2	0.224	0.1
Total	3328		

City of Nottingham			
2012/2013			
	Volume	Per 1000 population	Proportionality ratio
White	1128	5.158	-
Dual Heritage	90	4.441	0.9
Asian	204	5.991	1.2
Black	273	12.306	2.4
Chinese	2	0.334	0.1
Total	1697		

Nottinghamshire County			
2012/2013			
	Volume	Per 1000 population	Proportionality ratio
White	1489	1.983	
Dual Heritage	39	3.639	1.8
Asian	25	1.761	0.9
Black	42	8.232	4.2
Chinese	0	0.000	0.0
Total	1595		

Use of Powers - Arrest Rates

The following tables show the number of arrests carried out by Nottinghamshire Police during the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013. Arrests shown are for the whole of the Nottinghamshire area.

The number of arrests has been divided by the number within the population for that ethnic grouping, as provided by the Office for National Statistics 2011 census population figures, and then multiplied by 1,000. Note – the recorded volume and calculated proportionality ratios exclude records where the voluntary ethnicity is recorded as “Not Stated”

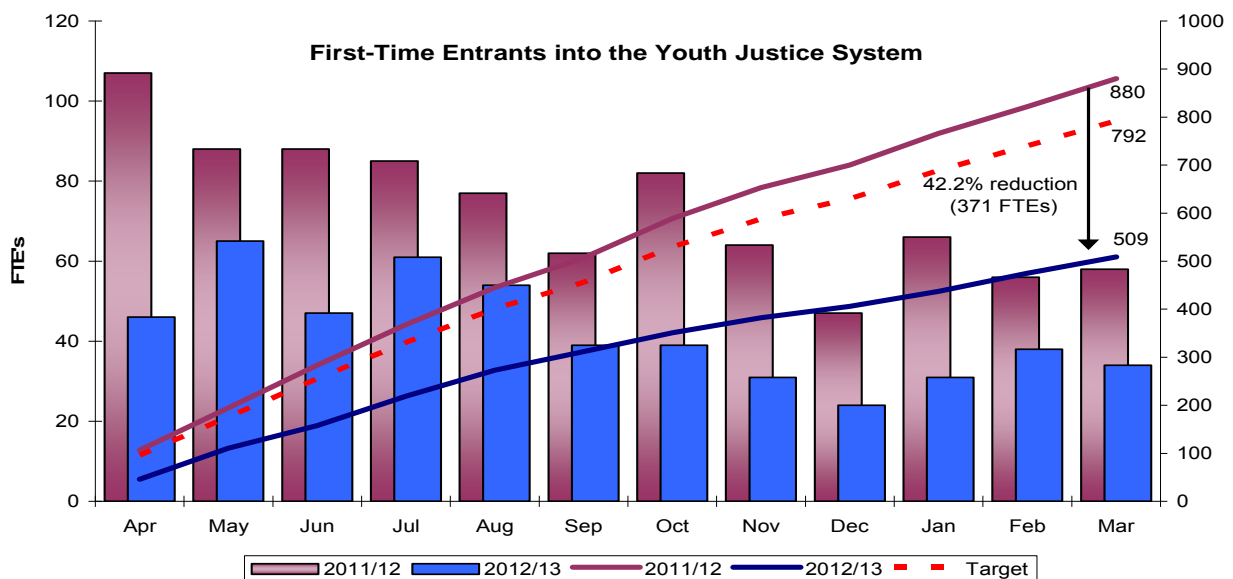
2011/2012			
	Volume	Per 1000 population	Proportionality ratio
White	30647	31.611	-
BME	5772	47.319	1.497

	2012/2013		
	Volume	Per 1000 population	Proportionality ratio
White	24545	25.320	-
BME	4952	40.600	1.603

Young people – First-Time entrants

One of our specific objectives for the year 2012/13 was to reduce the number of first-time entrants (FTEs) into the youth justice system by 10% in 2012/13, where first-time entrants are defined as young people (aged 10-17) who receive their first substantive outcome (relating to a reprimand, a final warning with or without an intervention, or a court disposal for those who go directly to court without a reprimand or final warning)

There have been 509 first-time entrants this year. This is a reduction of 42.2% (371 FTEs) compared to last year.



The majority of entrants are male, (78.8%) with the number of female entrants falling at a much faster rate than their male counterparts (female entrants have fallen 59.7% year-on-year, while male entrants have fallen by 34.5%). The majority of the entrants are aged between 15-17 years of age, and the number of entrants who describe their ethnicity as BME is slightly disproportionate to the ethnic make-up of the Force area⁴. Around 20% of FTEs in 2012/13 were BME, compared with around 17% in the previous year; however the majority of entrants are of a white ethnicity.

⁴ Source: 2011 Census Population Estimates (ONS published 11 December 2012).

Victim Satisfaction Surveys

We regularly survey victims of crime and antisocial behaviour (ASB) to find out how happy they are with the service they have received.

Our telephone interviewers carry out approximately 650 surveys every month with victims of antisocial behaviour, dwelling burglary, racist incidents, vehicle crime and violent crime.



They speak with members of the public and ask them to rate the service they have received from us during their incident.

Satisfaction is determined by the number of respondents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews. The 'All Surveys' figure is a simple calculation using the sum of all responses across all surveyed crime types, i.e. no weighting is applied.

Those highlighted indicate a statistically significant difference when satisfaction for this group is compared with that of the remainder of the sample base for the same surveyed crime type (at the 95% confidence level). So, for example, it can be seen that the 65-74 age group has significantly higher satisfaction than that for all other respondents for All Surveys

The tables below show overall victim satisfaction and comparative satisfaction of victims by protected characteristics. Information shown covers incidents reported in the 12 months to the end of March 2013.

	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
All respondents	86.0%	92.8%	87.3%	83.4%	84.1%	81.1%	82.8%

Gender	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
Male	85.8%	92.3%	86.9%	84.9%	84.2%	80.36%	83.5%
Female	86.2%	93.4%	88.1%	77.8%	83.8%	82.1%	82.2%

Disability	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
Yes	84.0%	91.3%	88.2%	78.8%	80.5%	71.4%	83.5%
No	86.4%	93.1%	87.3%	83.9%	84.8%	82.3%	82.5%

Ethnicity	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
BME	80.2%	87.5%	79.8%	74.0%	80.1%	81.5%	69.6%
White	87.0%	93.4%	88.2%	84.2%	84.6%	79.1%	84.1%

	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
16 to 24	85.6%	93.4%	83.2%	86.8%	85.1%	79.5%	80.0%
25 to 34	85.2%	92.1%	87.1%	83.4%	82.4%	81.2%	82.9%
35 to 44	85.2%	90.8%	85.3%	81.5%	83.8%	84.3%	83.7%
45 to 54	84.3%	91.4%	89.3%	81.9%	80.1%	74.2%	78.7%
55 to 64	86.9%	91.8%	86.7%	82.6%	87.1%	81.8%	84.2%
65 to 74	93.1%	97.9%	92.3%	82.6%	94.6%	100.0%	89.9%
75 or above	97.2%	98.5%	100.0%	85.7%	100.0%	100.0%	92.0%

Comparison of agreement levels for victims of ASB incidents reported in the 12 months to the end of January 2013

Agreement that the police and local council are working in partnership to deal with antisocial behaviour and crime in your area

All respondents		62.3%
Gender	Male	61.6%
	Female	62.9%
Disability	Yes	61.6%
	No	62.5%
Ethnicity	BME	58.0%
	White	62.9%

Age Range	16 to 24	74.0%
	25 to 34	62.3%
	35 to 44	61.2%
	45 to 54	58.3%
	55 to 64	60.2%
	65 to 74	60.8%
	75 or above	72.0%

Agreement is determined by the number of victims of ASB incidents who either strongly agree, or agree with the statement: 'Moving on to think about your local area, it is the responsibility of the police and local council working in partnership to deal with antisocial behaviour and crime in your area. Please say how much you agree or disagree that ...'

Highlighted areas on the table above indicate a statistically significant difference when satisfaction for this group is compared with that for the remainder of the sample base for the same surveyed crime type (at the 95% confidence level). So, for example, it can be

seen that the 16-24 age group has a significantly higher agreement with the statement than that for all other respondents.



The table on the following pages shows a Year-on-Year comparison which provides a comparison of satisfaction rates for incidents reported in the 12 months to the end of March 2013, with the same period in the previous year.

Satisfaction is determined by the number of respondents who are either completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.

Satisfaction with whole experience, comparing incidents reported in the 12 months to the end of March 2012 versus incidents reported in the 12 months to the end of March 2013

		All Surveys		Racist Incidents	
		March 2012	March 2013	March 2012	March 2013
All respondents		86.3%	86.0%	82.4%	81.1%
Gender	Male	85.4%	85.8%	82.4%	80.6%
	Female	87.7%	86.2%	82.6%	82.1%
Disability	Yes	85.1%	84.0%	87.2%	71.4%
	No	86.5%	86.4%	81.9%	82.3%
Ethnicity	BME	82.3%	80.2%	81.8%	81.5%
	White	87.0%	87.0%	87.0%	79.1%
Age Range	16 to 24	86.3%	85.6%	84.3%	79.5%
	25 to 34	82.9%	85.2%	76.4%	81.2%
	35 to 44	84.6%	85.2%	84.3%	84.3%
	45 to 54	87.2%	84.3%	83.6%	74.2%
	55 to 64	88.9%	86.9%	93.5%	81.8%
	65 to 74	94.1%	93.1%	100.0%	100.0%
	75 or above	93.8%	97.2%	100.0%	100.0%

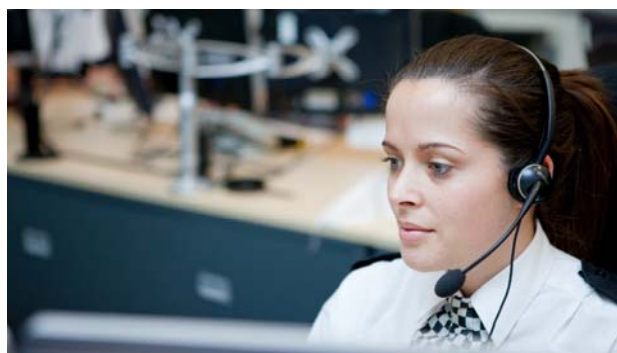
Note: The 'All Surveys' figure is a simple calculation using the sum of all responses across all surveyed crime types, i.e. no weighting is applied.

↑ ↓ indicates a statistically significant difference in satisfaction between the two periods, either higher or lower respectively (at the 95% confidence level). So, with All Surveys for example, it can be concluded that the 45-54 age group has seen a fall in satisfaction when comparing March 2013 with March 2012.

Accessibility and Communication

Use of interpreters

Nottinghamshire Police uses interpreting services in a variety of circumstances. In the main these will be in contacts with victims, witnesses and suspects but will also include the translation of documents, training of officers and staff and engagement with community members.



The translation providers for face to face and document translation for Nottinghamshire Police are 'Cintra', whilst "Language Line" provides a telephone-based translation service.

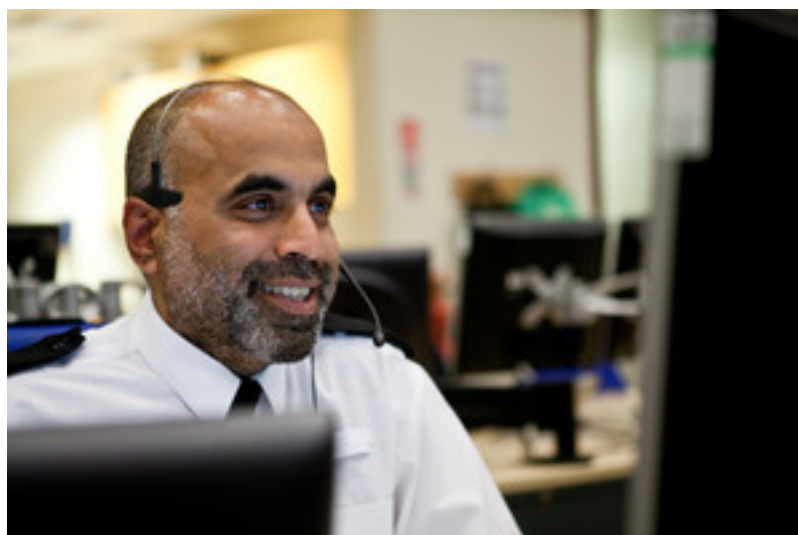
Source: The information below from management information reports provided by the service providers.

Total number of contacts 1 April 2011 – 31 March 2012

Rank	Language	Source		Total
		Cintra	Language Line	
1	Polish	882	2,063	2,945
2	Romanian	153	401	554
3	Lithuanian	150	288	438
4	Russian	201	160	361
5	Urdu	174	150	324
6	Czech	81	210	291
7	Latvian	34	109	143
8	Hungarian	22	52	74
= 9	Kurdish - Sorani	73	0	73
	Vietnamese	27	46	73
11	Slovak	0	71	71
12	Mandarin	0	70	70
= 13	Arabic	22	47	69
	Turkish	30	39	69
= 15	British Sign	65	0	65
	Chinese Mandarin	65	0	65
	Remainder (53 languages)	300	483	783
Totals		2279	4,189	6,468

Total number of contacts 1 April 2011 – 31 March 2012

Rank	Language	Source		Total
		Cintra	Language Line	
1	Polish	841	1,803	2644
2	Romanian	186	263	449
3	Lithuanian	145	273	418
4	Urdu	180	124	304
5	Russian	138	119	257
6	Czech	56	102	158
7	Kurdish - Sorani	75	82	157
8	Chinese Mandarin	57	82	139
9	Latvian	50	86	136
10	Punjabi – India / P. Mipuri	62	45	107
11	Farsi – Iranian / Dari	41	63	104
12	Slovak	28	72	100
13	Hungarian	19	78	97
14	Arabic	40	45	85
15	Turkish	47	33	80
	Remainder (41 languages)	263	333	596
Totals		2228	3,603	5831



Pegasus

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



When a person registers with Pegasus they are issued with a personal identification number – or ‘PIN’ that they are able to use in two ways; by phone where the user provides their Pegasus PIN to the police controller who can then access the information submitted by the user so that they do not have to spend valuable time trying to give personal details; or face to face – where they can tell or show the officer their Pegasus PIN and the officer can then contact the control room for information to give them a better understanding of any communication issues the user might have, enabling them to give the best possible assistance appropriate to their needs.

Between 1 April 2012 and the 31 March 2013 there were 260 contacts from Pegasus covering a wide variety of incidents and there are now over 750 users registered on the database.

The Pegasus system has now been expanded to help people with disabilities and other vulnerable people contact Nottinghamshire Police, Nottinghamshire Fire & Rescue Service and Nottinghamshire East Midlands Ambulance Service.

Neighbourhood Alert

The Neighbourhood Alert electronic communication system is designed to help people communicate with their local Neighbourhood Policing Team and other teams from Nottinghamshire Police.



The aim of the system is to provide up-to-date information direct to registered members to support two-way communication between them and Nottinghamshire Police to work together to reduce crime in their area.

The following data is available regarding the identity of the users of the Neighbourhood alert system. It should be noted that for historical reasons there are a significant number of users for whom no equality data has been gathered. This issue is currently being addressed.

Total number of registered users for the whole of Nottinghamshire as of March 2013: 18,648

	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or above	Prefer Not to Say	Not Stated
Age Range	147	632	1086	1162	1060	937	266	3684	9674

	Yes	No	Prefer Not to Say	Not Stated
Disability	383	3808	3770	10687

	White	Multiple Heritage	Black	Asian	Chinese	Prefer not to say	Not Stated
Ethnicity	4027	117	16	68	15	3679	10726

	Male	Female	Not Stated
Gender	2759	2613	13276



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NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

Our People and Culture



Our People and Culture

This section of the report is mainly about the internal aspects of who we are and how we work. It includes:

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



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

Equality Objective 3 – Culture

We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination

Equality Objective 4 – Representation

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

Workforce Data

The following tables provide a variety of information on the make up of the workforce of Nottinghamshire Police.

All information includes those on career breaks, maternity leave etc and externally funded posts but excludes volunteers, agency staff and partnership workers. All of the figures, unless otherwise stated, are based on actual headcount and are in relation to establishment on 31 March 2013.

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

Overall workforce – 31st March 2013	
Police Officers	2137
PCSO	309
Police Staff	1355
Specials	381
Total	4182

Overall workforce by protected characteristic groups

Age - Number of employees 25 yrs & under and Over 55

Age Range	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
25 & Under	399	9.54%	27	1.26%	81	26.21%	211	55.38%
Over 55	258	6.17%	12	0.56%	14	4.53%	8	2.10%
Grand Total	657	15.71%	39	1.82%	95	30.74%	219	57.48%

Disability - Number of employees who recorded themselves as disabled

Disability	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Yes	104	2.49%	49	2.29%	5	1.62%	8	2.10%
No	3799	90.84%	2079	97.29%	245	79.29%	363	95.28%
Undisclosed	279	6.67%	9	0.42%	59	19.09%	10	2.62%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Pregnancy and Maternity Number of Employees who went on maternity leave between 1st April 2012 and 31st March 2013

Disability	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Yes	74	4.29%	47	7.83%	6	4.23%	0	0.00%
Grand Total	74	100.00%	47	100.00%	6	100.00%	0	100.00%

Note: The percentage rates given above have been calculated as percentage of the number of female staff in each group.

Race and Ethnicity Number of Employees by Ethnicity

Ethnicity	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
White	3971	94.95%	2044	95.65%	298	96.44%	358	93.96%
Ethnic Minority	177	4.23%	85	3.98%	9	2.91%	23	6.04%
Not Stated	34	0.81%	8	0.37%	2	0.65%	0	0.00%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Sex - Number of Employees by Gender

Gender	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Male	2457	58.75%	1537	71.92%	167	54.05%	252	66.14%
Female	1725	41.25%	600	28.08%	142	45.95%	129	33.86%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Sexual Orientation - Number of Employees by Sexual Orientation

Sexual Orientation	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Heterosexual	1916	90.37%	820	90.61%	175	90.21%	230	89.15%
LGB	59	2.78%	22	2.43%	8	4.12%	11	4.26%
Prefer not to say	145	6.85%	63	6.96%	11	5.67%	17	6.59%
No / % responded	2120	50.69%	905	42.35%	194	62.78%	258	67.72%

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

Religion and Belief - Number of Employees by 2011 Census Religion and Belief Categories

Religion	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Christian	1472	35.20%	688	32.19%	119	38.51%	120	31.50%
Muslim	37	0.88%	15	0.70%	2	0.65%	2	0.52%
Sikh	28	0.67%	16	0.75%	1	0.32%	6	1.57%
Hindu	6	0.14%	2	0.09%	0	0.00%	0	0.00%
Jewish	4	0.10%	2	0.09%	0	0.00%	0	0.00%
Buddhist	5	0.12%	4	0.19%	0	0.00%	0	0.00%
Any other Religion	92	2.20%	36	1.68%	8	2.59%	5	1.31%
No Religion	235	5.62%	110	5.15%	23	7.44%	13	3.41%
Undeclared	2303	55.07%	1264	59.15%	156	50.49%	235	61.68%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Note: The religions specifically identified in the above table reflect the options used in the voluntary religion question in the 2011 and 2001 censuses carried out by the Office of National Statistics.

Distribution of workforce by department and protected characteristics group

The following tables details how our workforce is distributed across the various departments of the force, by specialist post and in the case of police officers by rank.

Gender of workforce by department and division

	Male	%	Female	%
Chief Officer Team	3	0.10%	2	0.07%
City Division	661	15.81%	322	7.70%
County Division	870	20.80%	483	11.55%
Crime & Justice	339	8.11%	334	7.99%
Contact Management	105	2.51%	256	6.12%
Operational Support	179	4.28%	47	1.12%
Corporate Services	186	4.45%	229	5.48%
Region 2012	113	2.70%	51	1.22%
Grand Total	2456	58.75%	1724	41.25%

Ethnicity of workforce by department and division

	White	%	Ethnic Minority	%	Not Stated	%
Chief Officer Team	5	0.17%	0	0.00%	0	0.00%
City Division	919	21.98%	61	1.46%	3	0.07%
County Division	1300	31.09%	45	1.08%	8	0.19%
Crime & Justice	645	15.42%	22	0.53%	6	0.14%
Contact Management	352	8.42%	7	0.17%	2	0.05%
Operational Support	220	5.26%	4	0.10%	2	0.05%
Corporate Services	374	8.94%	29	0.69%	12	0.29%
Region 2012	154	3.68%	9	0.22%	1	0.02%
Grand Total	3969	94.95%	177	4.23%	34	0.81%

Age of workforce by department and division

	25 & Under	%	Over 55	%
Chief Officer Team	0	0.00%	0	0.00%
City Division	124	2.97%	10	0.24%
County Division	204	4.88%	36	0.86%
Crime & Justice	22	0.53%	80	1.91%
Contact Management	34	0.81%	44	1.05%
Operational Support	0	0.00%	17	0.41%
Corporate Services	13	0.31%	61	1.46%
Region 2012	2	0.05%	10	0.24%
Grand Total	399	9.54%	258	6.17%

Declared disability amongst workforce by department and division

	Yes	%	No	%	Not Stated	%
City Division	21	0.50%	924	22.09%	38	0.91%
County Division	31	0.74%	1257	30.06%	65	1.55%
Crime & Justice	23	0.55%	614	14.68%	36	0.86%
Contact Management	11	0.26%	320	7.65%	30	0.72%
Operational Support	4	0.10%	209	5.00%	13	0.31%
Corporate Services	10	0.24%	312	7.46%	93	2.22%
Region 2012	3	0.07%	157	3.75%	4	0.10%
Grand Total	103	2.46%	3793	90.69%	279	6.67%



Distribution of Police Officers by rank and protected characteristics group

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

	Male	%	Female	%
Superintendent and above	17	70.83%	7	29.17%
Chief Inspector / Detective Chief Inspector	33	89.19%	4	10.81%
Inspector / Detective Inspector	97	86.51%	22	13.49%
Sergeant / Detective Sergeant	286	86.02%	67	13.98%
Constable / Detective Constable	1104	68.83%	500	31.17%
Totals	1537	71.92%	600	28.08%

	White	%	BME	%
Superintendent and above	23	95.83%	1	4.17%
Chief Inspector / Detective Chief Inspector	37	100.00%	0	0.00%
Inspector / Detective Inspector	115	96.64%	4	3.36%
Sergeant / Detective Sergeant	337	96.01%	14	3.99%
Constable / Detective Constable	1532	95.87%	66	4.13%
Totals	2052	96.02%	85	3.98%

The above table does not include eight officers for whom ethnicity was not stated

Specialist Posts

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

Air, Asset Confiscation, Child/Sex/Domestic/Missing Persons, CID, CID Specialist Units, Complaints and Discipline, Dogs, Drugs,



Firearms – Tactical, Firearms/ Explosives, Fraud,
Special Branch /Protection /Immigration /National, Surveillance, Traffic, Vice.

In Nottinghamshire Police at the end of March 2013 there were 731 officers in these posts.

The tables below shows the percentage distribution of officers in these roles by protected characteristic, compared with the overall representation of that characteristic amongst all Nottinghamshire Police Officers.

	Age		Gender		Race & Ethnicity		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S
Volume	10	28	444	287	687	35	9
% Specialist	1.37%	3.83%	60.74%	39.26%	93.98%	4.79%	1.23%
% All Officers	1.26%	0.56%	71.92%	28.08%	95.65%	3.98%	0.37%

	Disability			Maternity
	Yes	No	N.S.	1/4/12 to 31/3/13
Volume	10	689	32	16
% Specialist	1.37%	94.25%	4.38%	5.57%
% All Officers	2.29%	97.29%	0.42%	7.83%

Part Time Working

Staff working part time during the period by gender and role

	All Staff		Police Officers		PCSO	
	Total	% of all Staff	Total	% of all Police Officers	Total	% of all PCSO
Male	65	2.65%	6	0.39%	2	0.79%
Female	448	25.97%	155	25.83%	29	22.48
Grand Total	513	12.27%	161	7.53%	31	8.14%

Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2012 and the 31 March 2013. The percentages given in each case are as a proportion of all leavers in that group (Officers/Staff)

During the specified period, 96 police officers and 237 police staff left the organisation.

Police Officer Leavers

	Age		Gender		Ethnicity			Disability		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S	Yes	No	N.S.
Vol	4	3	76	20	94	2	0	3	93	0
%	4.17%	3.13%	79.17%	20.83%	97.92%	2.08%	0.00%	3.13%	96.88%	0.00%

Police Staff Leavers

	Age		Gender		Ethnicity			Disability		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S	Yes	No	N.S.
Vol	16	71	69	168	225	10	2	7	196	34
%	6.75%	29.96%	29.11%	70.89%	94.94%	4.22%	0.84%	2.95%	82.70%	14.35%

Grievances

The table below shows a breakdown of grievances taken out by officers and staff under the fairness at work policy. The table lists the number of live grievances in any given month for the period 1 April 2012 to 31 March 2013. The “other” category under reason for grievance includes issues such as pay, local management, recruitment and selection appeals, and procedural matters amongst others. The table also provides information in relation to the aggrieved’s gender, ethnicity and disability status.

	Number of Live Cases	Reason for Grievance		
		Discrimination	Bullying & Harassment	Other
Apr-12	6	0	1	5
May-12	6	0	0	6
Jun-12	3	1	0	2
Jul-12	8	2	1	5
Aug-12	9	2	2	5
Sep-12	11	2	2	7
Oct-12	7	1	0	6
Nov-12	11	1	2	8
Dec-12	9	1	2	6
Jan-13	8	1	2	5
Feb-13	7	1	4	2
Mar-13	1	0	0	1

	Number of Live Cases	Complainant Protected Characteristics							
		Male	%	Female	%	BME	%	Recorded Disability	%
Apr-12	6	4	67	2	33	0	0	0	0
May-12	6	2	34	4	66	0	0	2	34
Jun-12	3	1	33	2	67	1	33	1	33
Jul-12	8	4	50	4	50	1	13	1	13
Aug-12	9	6	67	3	33	1	11	1	11
Sep-12	11	7	64	4	36	1	9	1	9
Oct-12	7	3	43	4	57	0	0	0	0
Nov-12	11	4	36	7	64	0	0	2	18
Dec-12	9	4	44	5	56	0	0	2	22
Jan-13	8	2	25	6	75	0	0	2	25
Feb-13	7	2	29	5	71	0	0	4	57
Mar-13	1	1	100	0	0	0	0	0	0

Benchmarking - Stonewall Workplace Equality Index

The Stonewall Workplace Equality Index (WEI) is a benchmarking tool which enables the organisation to assess its work on LGB equality against best practice.



The WEI measures organisations against the following 26 categories

Diversity policy
Diversity team
Policy audit
Employee benefits
Employment tribunal
Bullying prevention
Senior champion
Network group
Network functions

Staff engagement
Training – access
Training – topic
Training – coverage
Manager development
Career development
Monitoring – collection
Monitoring – analysis
Monitoring - declared

Monitoring – action
Procurement policy
Supplier initiatives
Community engagement
Pink plateau
LGB role models
Additional evidence
Staff attitude feedback

376 organisations entered the 2013 index from across the private, public and third sectors and the entry point for the top 100 employers was 140/200 points

Nottinghamshire Police's submission for the 2013 index was based on evidence relating to activities, policies, training and engagement in place or occurring during the period September 2011 and September 2012.

Nottinghamshire Police scored 97 out of a possible 200 points and was ranked 226th out of 376 and this was recognised as a significant score and position for a first time entrant.

The maximum marks were gained in the following areas of the index; diversity policy, diversity team, policy audit, employment tribunal, network group and procurement policy and the Senior Champion category scored particularly well, with Nottinghamshire Police scoring above the average score for top 100 companies.

Areas identified as strengths include the senior champion category and also community engagement and training. Areas highlighted for future development included wider all staff engagement, equality monitoring and policies on employee benefits and bullying prevention.