



Equality Report 2013

Avon and Somerset Constabulary

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Foreword

Avon and Somerset Constabulary provides a policing service to over 1.6 million people. We can only provide an effective service to all those people if we recognise the diversity within the communities and we ensure our services meet a very wide range of needs and concerns.

We also have over 6,000 employees, officers and volunteers within the Constabulary and they too are a diverse community from a range of different backgrounds who must be equipped, skilled and supported to provide an excellent policing service.

This report reflects our work with, and within, our diverse external and internal communities, including specific progress over the past year. It demonstrates our commitment to ensuring that equality and diversity is at the heart of our work, and it also shows how we fulfil our duties under the Equality Act 2010.

The police service has made significant progress in embracing and progressing equality and diversity but there is always further work to be done. A series of high-profile inquiries has brought about a public awareness of how important fairness is to law enforcement agencies. All successful organisations understand the business case for equality and diversity. In a policing context, this means understanding and meeting the needs of increasingly diverse communities so that they are safe and they feel safe.

As an employer, our aim is to develop a workforce which reflects the increasing diversity of the Avon and Somerset area. This will help us deliver services to meet diverse needs. We also aim to ensure our workforce can work with dignity and free from any type of discrimination.

The Chief Officer Team in Avon and Somerset Constabulary is committed to providing the best possible service and successfully meeting the challenges of promoting equality and diversity. These challenges we are proud to undertake, and our commitment to equality is imbued in everything we do.



Deputy Chief Constable John Long

Executive Summary

As a public body, we are required to publish Equality Information which demonstrates our compliance with the General Equality Duty. This report contains information about:

- The protected characteristics of our workforce
- The protected characteristics of our communities
- An overview of our equality-related activities
- Information about how protected groups are affected by our policies and practices

This report also provides a progress update on our Equality Objectives for 2013-2014, and much of the activity and areas for improvement contained within this report will form the basis of our new Equality Objectives which will be published in April 2014.

The report is broken down into three strategic themes:

- Operational Delivery
- People and Culture
- Organisational Processes

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Overview of Avon and Somerset Constabulary

The Avon and Somerset Constabulary area covers 1,855 square miles and has a population of around 1.6 million, with approximately 679,000 households.

It contains a very diverse range of economic, social and policing environments, from Bristol, with a population of approximately 406,000 living in the City and just under one million people living in the Bristol conurbation as a whole, to the more rural areas of South Gloucestershire and Somerset. The M4 and M5 cut through the area, which is also served by the main rail routes from London to South Wales and the South West, and by Bristol International Airport and the Avonmouth Docks.

Demographically, the 2007 mid-term estimates from the Office of National Statistics (ONS) found that black and minority ethnic (BME) groups, which are concentrated in the Bristol conurbation, made up approximately 6% of the resident population. In the City of Bristol that figure is 12%. Bristol has several large, long-standing BME communities from the Caribbean, Pakistan and other Indian sub-continent areas, with more recent Kurdish and Iranian communities. There has been a recent significant immigration of Somalis into the city. Other large national groups in the Avon and Somerset area include people from Poland and Portugal, the latter living mainly around the town of Chard.

The area contains a mix of four unitary authorities (City of Bristol, South Gloucestershire, Bath and North-East Somerset, and North Somerset) and one two-tier authority (Somerset County Council) and its four constituent councils (South Somerset, West Somerset, Sedgemoor, Mendip and Taunton Deane).

The area attracts a large number of visitors, including students attending the four universities and other higher education institutions, with a seasonal effect on policing needs. A great many people come into the area to visit holiday destinations in Bristol, Bath, Wells, Weston-super-Mare and Minehead, or to pass through to other resorts. The Constabulary also hosts some significant annual events, centred on both the metropolis of Bristol such as St Pauls Carnival, and the more rural environs of Somerset such as the Glastonbury music festival.

Total staff strength comprises 2894 Police Officers, 2367 Police Staff and 352 PCSOs supported by 528 members of the Special Constabulary¹. The Constabulary HQ is at Portishead in North Somerset. The Chief Officers Group includes the Chief Constable, Deputy Chief Constable, three Assistant Chief Constables (ACCs) and the Directors of Finance and Strategic Human Resources. The Constabulary is organised into 3 Local Command Areas which are headed by Chief Superintendents and 8 Local Policing Areas which are headed by Chief Inspectors.

¹ SW1 FTE and Headcount by Dist and Dept 30-Nov-2013

Summary of equalities duties and legislation

Like other public bodies, Avon and Somerset Constabulary has legal responsibilities to tackle discrimination and promote equality on the grounds of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation. We have to consider these in everything we do. These responsibilities are referred to as the public sector equality duty.

The general equality duty requires us to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act
- Promote equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Promote good relations between people who share a protected characteristic and those who do not share it

In addition to these general duties, the police service and some other public bodies have a number of specific duties. The specific duties require public bodies to:

- publish information to show their compliance with the Equality Duty, at least annually;

and

- set and publish equality objectives, at least every four years.

Equality, Diversity and Human Rights Strategy for the Police Service

The first Equality, Diversity and Human Rights Strategy was published in September 2009 and represented the commitment of the Association of Chief Police Officers, Association of Police Authorities and the Home Office to promote a fairer society that benefits everyone.

The Strategy sets out an approach which acknowledges that the effect of inequality and discrimination varies depending on individual experience and circumstances. It recognises that the differences within communities are as wide as the differences between communities and acknowledges the need for strategies and solutions that tackle inequality in an increasingly complicated and diverse society. A new national strategy is currently under discussion and will supersede the current strategy next year.

The current strategy sets out three themes which provide the framework for improving performance and delivering specific equality results at every level of the police service. The themes are as follows:

Operational delivery

Delivering services that are easy to access and that respond to and meet the needs of all communities.

Organisational processes

Building equality into the organisation's processes and how the service manages its performance.

People and culture

Building a working environment that includes everyone and that encourages all staff to develop and make progress.

Equality Standard for the Police Service

The Standard provides a system for monitoring performance and assessing progress on how the Strategy's priorities are being delivered. Put simply, the Strategy sets the direction for change, and the Standard measures local achievements.

The three main sections of the Standard match the three themes of the strategy. Using the Standard will allow police constabularies and authorities to:

- Collect and analyse appropriate information on performance
- Set equality priorities and aims
- Monitor and assess progress and
- Achieve and review equality targets

The standard was launched in December 2009 and Avon and Somerset Constabulary achieved baseline standard in 2010. Further work on the Equality Standard was suspended in 2011 due to budgetary constraints. In addition, a new and simplified version of the Equality Standard is under negotiation at a national level.

Equality Objectives

In April 2013, we set Equality Objectives for the year 2013-2014. We have reported on our progress on these objectives throughout this report. In line with the specific duties, we will be publishing a new set of Equality Objectives in April 2014 using the equality information that is detailed within this report.

Equality Objectives 2013-2014

Operational Delivery

1. Understanding and involving diverse communities:

- 1.1. Increase participation of younger people in policing through volunteering and improving links with colleges and universities (such as the Weston College scheme)
- 1.2. Develop the practical contribution of Independent Advisory Groups to improving services delivered by the Constabulary
- 1.3. Increase the diversity of people accessing information and policing services through introduction of a new website, the new force appointment system, our information centre and a re-launch of Track-my-Crime
- 1.4. Review findings of disproportionate victimisation analysis across crime types which affect individuals, and implement an action plan to address concerns

2. Supporting vulnerable victims, witnesses, suspects and detainees:

- 2.1. Introduce the 'Safe Places' scheme for people with learning disabilities to seek help from police and partners
- 2.2. Introduce and promote autism and disability 'Alert' cards to increase the capability of police officers and staff in direct contact with the public to identify their needs and deal with them appropriately
- 2.3. Increase the number of women from Asian communities reporting domestic violence and honour based violence
- 2.4. Ensure the detection rate where BME females are victims of domestic violence is comparable to the detection rate of all female domestic violence victims
- 2.5. Improve flagged hate crime group (race/faith, disability and homophobic) detection rates against the 2012 baseline
- 2.6. Implement an action plan to improve our response to vulnerable persons issues, in particular disability hate crime, in light of the outcomes from the

Equality and Human Rights Commission (“EHRC”) 'Hidden in Plain Sight' report
and the Serious Case Review into Winterbourne View Hospital

Organisational Processes

3. Improving quality and use of management data on equality issues

- 3.1. Introduce new tools and training for Communications staff to better identify and prioritise attendance for vulnerable people who are victims of crime or ASB or in need of help
- 3.2. Improve monthly data reporting on stop and search:
 - 3.2.1. To show ethnicity breakdown by the 5+1 census categories (rather than white vs BME)
 - 3.2.2. To show district and sub-district level disproportionality
 - 3.2.3. To reduce the number of records showing gender as ‘unknown’
- 3.3. Improve quality and comprehensiveness of Equality Monitoring Data recorded in a single application (SAP)

4. Integrating equality across all of our business/functions:

- 4.1. Promote our Equality Analysis Toolkit for managers and leaders
- 4.2. Train, advise and monitor our Strategic Procurement Services on equality duties in procurement processes and practices

People and Culture

5. Developing a workforce which represents our diverse communities:

- 5.1. Coordinate a programme of work to promote recruitment, retention and progression of groups underrepresented in the workforce
- 5.2. Coordinate a programme of work to promote recruitment and retention of volunteers from underrepresented groups

6. Promoting a fair and equitable working environment for all employees:

- 6.1. Continue to reduce the gap in satisfaction between disabled and non-disabled staff, as measured by the staff survey
- 6.2. Create and promote a comprehensive ‘Maternity Toolkit’ for managers and staff/officers

Operational Delivery - Understanding and involving diverse communities

This section includes information about how we deliver services that are easy to access and respond to and meet the needs of all communities. This section is about:

- Understanding and involving diverse communities

As part of our Citizen Focused Policing activity we have developed neighbourhood profiles which identify the different communities in particular localities. We have also identified lists of ‘key individuals’ in communities - these are people who are particularly helpful in ensuring that we understand what our communities need. Population data is constantly being refreshed and collected from a variety of sources so that we can tailor our services appropriately.

Service Satisfaction

A key part of understanding our communities comes from the satisfaction levels. These are key performance indicators for our organisation, and are included in our Diversity Scorecard, which is submitted to Performance Review Meeting and the Office of the Police and Crime Commissioner. Performance monitoring of satisfaction data has resulted in further work being done to address concerns identified. For example, we regularly review, seek to understand and address any gaps in Black and Minority Ethnic (“BME”) customer satisfaction.

The following tables include information on our satisfaction levels by ethnicity, age, disability and gender for 2012/13, and are further broken down by key crime types and aspect of service.

FORCE

Mar-13
Apr-12

SATISFACTION LEVELS BY ETHNICITY

Percentage of Respondents Fairly, Very or Completely Satisfied

Aspect of Service	Survey Type									
	Burglary		Racist		Vehicle		Violent		ASB	
	BME	White	BME	White	BME	White	BME	White	BME	White
Contact	93.0	97.8	98.3	<i>100.0</i>	97.5	96.1	92.9	97.6	98.7	95.6
Actions	72.0	91.2	80.5	85.3	60.9	76.7	77.1	75.8	68.8	74.2
Follow Up	78.0	86.0	85.7	88.2	69.8	79.6	85.4	80.2	70.5	68.7
Treatment	88.2	97.2	96.4	97.1	93.5	94.8	95.9	92.2	88.3	93.9
Whole Experience	78.4	93.5	87.8	88.6	80.0	85.1	79.6	83.4	79.5	81.0

No Data indicates a zero base | Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

FORCE

Mar-13
Apr-12

SATISFACTION LEVELS : YOUNGER AGE GROUP

Percentage of Respondents Fairly, Very or Completely Satisfied

Aspect of Service	Survey Type									
	Burglary		Racist		Vehicle		Violent		ASB	
	16-24	All other	16-24	All other	16-24	All other	16-24	All other	16-24	All other
Contact	95.7	97.4	<i>100.0</i>	97.3	97.7	95.6	99.3	95.7	97.4	95.5
Actions	77.6	90.8	<i>84.2</i>	81.9	68.4	77.5	77.5	74.4	73.2	74.1
Follow Up	78.8	73.4	<i>78.9</i>	86.9	74.7	80.1	80.1	80.5	67.3	69.0
Treatment	92.5	96.9	<i>94.7</i>	96.3	95.8	94.7	94.0	91.4	93.5	93.6
Whole Experience	84.8	92.9	<i>84.2</i>	88.7	82.8	85.1	87.9	80.0	83.4	80.7

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FORCE

Mar-13
Apr-12

SATISFACTION LEVELS : OLDER AGE GROUP

Percentage of Respondents Fairly, Very or Completely Satisfied

Aspect of Service	Survey Type									
	Burglary		Racist		Vehicle		Violent		ASB	
	65+	All other	65+	All other	65+	All other	65+	All other	65+	All other
Contact	98.6	96.9	<i>100.0</i>	97.7	95.8	95.9	100.0	97.0	98.0	95.3
Actions	98.1	87.1	100.0	82.0	89.9	74.0	89.5	74.9	83.3	72.5
Follow Up	94.1	73.0	100.0	85.5	91.9	77.4	83.8	80.2	73.6	68.0
Treatment	98.6	95.9	100.0	96.0	98.0	94.4	94.7	92.3	95.7	93.2
Whole Experience	98.1	90.5	100.0	87.8	92.7	83.7	91.9	82.7	86.0	80.1

No Data indicates a zero base | Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

FORCE

Mar-13
Apr-12

SATISFACTION LEVELS BY DISABILITY

Percentage of Respondents Fairly, Very or Completely Satisfied

Aspect of Service	Survey Type									
	Burglary		Racist		Vehicle		Violent		ASB	
	Disabled	Not	Disabled	Not	Disabled	Not	Disabled	Not	Disabled	Not
Contact	97.8	97.3	<i>100.0</i>	97.6	92.8	96.1	95.9	97.2	95.9	95.6
Actions	86.2	90.4	<i>88.9</i>	81.7	71.8	76.2	74.4	75.7	76.0	73.6
Follow Up	84.9	85.6	<i>88.9</i>	85.5	72.9	79.7	79.1	80.5	67.6	69.1
Treatment	93.1	97.2	100.0	95.8	89.5	95.3	93.1	92.4	92.1	93.9
Whole Experience	89.0	92.8	100.0	87.1	77.9	85.3	83.7	83.0	81.0	80.9

No Data indicates a zero base | Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

SATISFACTION LEVELS BY GENDER

Percentage of Respondents Fairly, Very or Completely Satisfied

Aspect of Service	Survey Type									
	Burglary		Racist		Vehicle		Violent		ASB	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Contact	96.3	98.2	96.1	100.0	95.9	96.0	96.1	99.2	94.3	96.8
Actions	88.7	90.7	78.9	87.5	74.3	79.0	77.2	72.0	72.2	75.5
Follow Up	84.2	86.7	86.8	84.0	78.5	80.6	81.2	78.4	69.4	68.4
Treatment	96.1	97.0	94.8	98.0	94.8	95.0	95.8	84.8	93.7	93.5
Whole Experience	90.0	94.4	85.5	91.8	82.4	89.3	85.1	78.4	79.7	81.9

No Data indicates a zero base | Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

Understanding Demand

Objective: Review findings of disproportionate victimisation analysis across crime types which affect individuals, and implement an action plan to address concerns

Disproportionate victimisation data was presented to the Strategic Independent Advisory Group (SIAG) in November 2013 and as a result further data is being collated and sent out to the leads for the following areas: Anti-Social Behaviour, Victims, Burglary, Violence against Women and Children. An update will be provided to the SIAG on changes to actions plans as a result of the findings from the data.

Engagement

Objective: Increase participation of younger people in policing through volunteering and improving links with colleges and universities (such as the Weston College scheme)

In August 2013 a first wave of engagement took place with students on the Public Service course at Strode College to invite them to undertake voluntary work at Avon and Somerset Constabulary. A second wave of engagement took place at Weston College in November 2013 and during 2014 engagement events at UWE and other colleges is planned. A cadet scheme was planned to launch in December 2013 in conjunction with Strode College but instead, the East Somerset Police Cadets Unit opened in November 2013 at Street Children and Young People's Centre.

Objective: Develop the practical contribution of Independent Advisory Groups to improving services delivered by the Constabulary

In addition to our community-based contacts, we have a number of Independent Advisory Groups (IAGs) who are set up to act as 'critical friends' in the delivery of our services to diverse or 'seldom-heard' groups.

A comprehensive review of IAGs was presented to the SIAG in January 2013 (which are contained in the report IAG Review). In June 2013 the SIAG agreed to the recommendations. The current practices of IAGs are being mapped against what they should be doing (which are in the recommendations).

We are now working with IAGs to fill the gaps. The restructure and of the Disability Independent Advisory Group (DIAG) took place in April 2013 and their working practices are in line with the recommendations.

A conference will take place in March 2014 to re-launch IAGs and celebrate their contribution to the Constabulary (with an award ceremony).

Case Study: Liaising with faith communities

The Christian Police Association (CPA) has held a number of 'Roadshows' across the force area, where representatives from various agencies hosted stalls along with the CPA to promote their work. They provide information to the public on how the Constabulary helps in the community, how the community can help them achieve this and the application forms for any 'volunteer' roles that are available. Based on the success of these events, there is currently work underway to organise similar 'roadshows' in Black and Polish churches. There has also been a conference at Police Headquarters for members of Christian faith community leaders, with information about Roadshows and Street Pastors.

Online

A new version of our website is due to be released in 2014, which will make it easier for communities to access timely information that is relevant to them, and interact with their local neighbourhood officers.

Our website is managed by a specialist professional team within our Strategic Service Improvement Department. They ensure that good practice in website design is applied so that relevant information is easy to find. The website also provides a gateway to many other forms of communication such as common social networking sites and mobile phone text messaging. Versions of the website are also available on cable and

satellite television and on 'kiosks' in some public sites. Members of the public can subscribe to a variety of 'email alerts'.

Links signpost users to specific sections such as the section which helps users of British Sign Language to access information (video clips) on topics including:

- The emergency and non-emergency text message services
- PLOD officers (Police Link Officers for Deaf people)
- Working in the police

Objective: Increase diversity of people accessing information and policing services through introduction of a new website, the new force appointment system, our information centre and a re-launch of Track-my-Crime

The new website will have built-in community messaging capabilities, capability for voice messaging, and have links to audio newsletters. Information about visually impaired groups and newsletter services across Avon and Somerset has been gathered, and will form a key part of the planned publicity around the launch of the new website. The Disability Independent Advisory Group and other key stakeholders have also been consulted with on the accessibility of the website.

CASE STUDY: New Website

We are in the process of building an exciting new website platform for Avon and Somerset Constabulary in-house within our eServices Team.

As this will be the Constabulary's fourth website version its working title is "V4". The platform will provide an innovative new way for us to engage and support our local communities, partner organisations and specific individuals with an easy-to-use accessible approach.

The website will also deliver real-time services to residents across the whole force area and be available through the channel of their choice, be it on a mobile device, desktop computer or through existing and any future social media channels.

When the site launches in 2014, it will be the start of an ongoing commitment to extend and grow the platform to make more services available in the future that make us more accessible to the public, as well as increasing efficiencies through our on-line service delivery.

Face-to-face and meetings

We have a number of police officers and police community support officers who are able to speak languages other than English that are spoken in the neighbourhoods where they work. All officers have access to a translation service called 'Language Line' which can be used on their phones. If requested in advance, we can provide translation services for meetings attended by members of the public and we can also provide mobile 'hearing loops'.

CASE STUDY:

We have a network of Police Link Officers for deaf people around the Force area, who are trained in British Sign Language and deaf awareness. They are not interpreters, but act as a first point of contact for many deaf, deafened, hard of hearing and deaf-blind people who come into contact with the police. They also attend deaf groups, schools, venues and events to provide crime prevention advice and talk to anyone who might have concerns.

All Local Command Areas have PLOD officers who can be asked to help communicate in British Sign Language.

CASE STUDY: Polish PCSOs – Jakub Pietroczyk, PCSO & Community Liaison Officer

There are a number of Polish PCSOs at the moment in our force who work as ‘general’ PCSOs available to all, but with the advantage of being able to speak fluent Polish.

The nature of their work sometimes requires quite a lot of travel around Avon and Somerset in order to identify where Polish communities are and engaging with them. Polish PCSOs meet regularly to discuss the key issues Poles living in Avon and Somerset encounter and work on ways to resolve them.

Crime prevention

Wherever possible we like to work with members of the public and other agencies to try to reduce the risk of crime and help people to feel safe. For example, older people who, statistically, are least likely to be victims of crime are more likely to be fearful of it.

Types of crime where older people (and some other vulnerable people) are particular targets include distraction burglary, where tricks or distractions are used to enter a home to steal property, and rogue trading, where people are over-charged for services provided (or not provided). These services are usually related to the repair or maintenance of their homes and trading laws are often flouted.

In 2011 we held a themed seminar called ‘Policing a Society for All Ages’ where we brought together police officers, partner agencies and organisations representing older people. As a result of this seminar we are now working more closely with these partners to protect older people from crimes including elder abuse and distraction burglary.

CASE STUDY: Senior Citizen Liaison Team (SCLT)

The Senior Citizen Liaison Team (SCLT) was established in 2010, and received charity status from the Charity Commission in July 2012, in recognition of its ongoing efforts to provide a crime prevention, victim support and social advocacy service for the older adults of the Avon and Somerset area.

The ethos of the SCLT is simple: if you have contact with the Senior Citizen Liaison Team, you are far less likely to become a victim of crime. Over the last year, crime-beating presentations have been made to thousands of seniors at various community gatherings. They additionally spread the message of their work through the Senior Siren Newsletter which is published quarterly in electronic and hard-copy format and is read by 50,000 - 100,000 people. The publication is privately funded and in 2011 it won the Best Community Engagement Initiative category in the national public Service Communication Awards.

The SCLT has taken the opportunity to assist with other aspects of social improvement by joining other statutory and voluntary agencies to make referrals which have significantly improved people's lives. This includes board membership of the South West Forum on Ageing and a number of other influential, social improvement organisations.

Stop Search

We know that the way that the police use their powers to stop and search people can sometimes create tensions within our communities. We aim to ensure that every person knows what their rights are when they are stopped by a police officer and what they can do if they feel they have been treated unfairly.

Legislative changes in April 2011 allowed the Constabulary to make changes to recording of Stop and Search encounters and also withdrew the requirement for police officers to make a record of stop and account encounters. Avon and Somerset Constabulary has chosen not to continue recording stop and account.

We monitor Stop and Search disproportionality through our Diversity Scorecard, which can be found at Appendix A.

Disproportionality in respect of Stop and Search remains a concern when viewed one dimensionally, and rates have remained largely unchanged for the last 16 years in the Avon and Somerset area. We consider effective local management of Stop and Search disproportionality to be most appropriate, and have recently started producing detailed local reports that triangulate recency, frequency and ethnicity that allow local managers

to ask appropriate but probing questions where there may be disproportionality concerns.

A report is automatically produced and sent to Local Command Areas each quarter. The report identifies disproportionality of BME stop searches at police officer level. This report provides reassurance that all police officers are doing their job properly and helps them feel supported. Any disproportionate differences for individual police officers, when explored, are in line with the diverse community population.

Objective: Improve monthly data reporting on stop and search to show; ethnicity breakdown by the 5+1 census categories (rather than white vs BME), district and sub-district level disproportionality and to reduce the number of records showing gender as 'unknown'

Management data is now available showing 5+1 census categories, with disproportionality shown for each sub-category, as well as arrest rate, showing district and sub district level disproportionality and arrest rate (only sub-district level in Bristol outstanding). The quality of gender records has improved greatly and no longer presents an issue.

Operational Delivery - Supporting vulnerable victims, witnesses, suspects and detainees

This section includes information about how we deliver services that are easy to access and respond to and meet the needs of all communities. This section is about:

- Supporting vulnerable victims, witnesses, suspects and detainees

Emergencies and calls for assistance

Service Centre

All of our emergency calls (999) and non-emergency calls for assistance are received and logged by our central Service Centre which is based at police headquarters. Operators are trained to help callers in ways that are appropriate to their needs and can make use of 'Language Line' to translate where necessary.

Emergency and non-emergency calls (101) can also be sent via text message. This is designed to help people with impaired hearing or speech. Information about how to register for the service is provided on our website. There is also the facility to send calls by completing a form on the website but this is recommended for non-emergency calls only.

Operators receive special training on identifying vulnerable victims and making sure that the right specialist officers and agencies are involved as quickly as possible. This includes all forms of hate crime and abuse.

In all cases, people are asked to provide information about themselves (e.g. their ethnicity and age) which will enable us to ensure that we can show we provide a service that is fair to all communities.

Objective: Introduce new tools and training for Communications staff to better identify and prioritise attendance for vulnerable people who are victims of crime or ASB or in need of help

Our Public First Programme, as well as internal process reviews, has resulted in some improvements to the system used by Communications staff. Additional clarification on diagnostic questions has been provided during 2013 to understand the nature of the impact of the call. This will be enhanced by plans being considered in our new 'Operating Model' which will be phased in over 2014 for our First Point of Contact Strategy.

Objective: Introduce the 'Safe Places' scheme for people with learning disabilities to seek help from police and partners

Plans are now in place for all areas, and partners (councils and 3rd sector partners) are progressing the work in each area. The 'soft launch' took place on the 2nd December 2013 in North Somerset and West Somerset. The Constabulary-wide launch will take place on 7th February 2014. This approach has the full support of the Police and Crime Commissioner.

CASE STUDY: Safe Place

A 'Safe Place' is a public space such as a shop or area of shops where members of the public can go who need support. For example someone with learning difficulties may have lost confidence to travel or may be a victim of assault, theft or robbery, hate crime, harassment or anti-social behaviour. The staff in the shop have been given an information pack and are asked to use their customer skills to help the person in the situation.

Objective: Introduce and promote the use of 'I Need Help' cards which will enable police officers and staff in direct contact with the public to identify their needs and deal with them appropriately

Our Disability Independent Advisory Group (DIAG) were consulted and guarded against this action. Instead they asked for the 'I need Help' cards (as part of Safe Places scheme) to have that information as well as information about other disabilities. They now contain an 'other information' section.

Confidential reporting

There are some situations where victims, or people who know them, prefer to be able to report crimes and incidents anonymously or directly to people who will understand their problems. There is the facility to report crimes anonymously via our website.

Victims, witnesses, suspects and detainees

Investigation

We provide a number of services to enable victims and witnesses with particular needs or vulnerabilities to feel safe and ensure offenders are brought to justice.

Each Local Policing Area has a group of officers who specialise in dealing with cases of hate crime, sexual assault, domestic abuse and child abuse.

For example, they are highly trained in dealing with cases of rape and sexual assault, and can arrange for victims to visit a Sexual Assault Referral Centre (SARC). The SARC in Avon and Somerset is called The Bridge and is located in Bristol. The doctors and nurses at The Bridge can conduct a forensic medical examination, treat any injuries and gather any evidence that may help the police with their investigation, e.g. items of clothing. The Bridge also provides counselling and support both during and after a visit to the centre.

We have access to a number of other specialist support and advocacy services - for example for male rape victims, gay victims and victims of different faiths and ethnicities.

The Bobby Van Scheme or Safer Homes Scheme was set up to provide extra security for those people within the community who are vulnerable or who have been victims of a burglary, domestic violence or hate crime. It is operated by qualified carpenters who can check and improve the safety of houses (for example fitting door chains, alarms and better locks). They can also supply personal attack alarms and give specialist advice to victims of domestic violence.

Prosecution

Our Criminal Justice Department is responsible for working with the courts and provides special services to enable victims and witnesses to give evidence in court.

The Witness Care Unit allocates a dedicated witness care officer who acts as a single point of contact to each victim. They assess the needs of all victims and prosecution witnesses to identify specific support requirements, such as child care, transport, language difficulties, and medical issues and to highlight areas of concern, for example where there is fear of intimidation.

They continuously assess the victims needs throughout the duration of the case. They will also, along with volunteers from Victim Support, provide practical and emotional support.

The Witness Intermediary Programme was set up to enable vulnerable witnesses with communication difficulties to give their best evidence throughout the criminal justice process.

Vulnerable witnesses may include children and young people under 17 and people with physical, mental or learning disabilities or disorders. Intermediaries are selected for their specialist communication facilitation skills and experience, and may include speech and language therapists, psychologists, teachers, health professionals, children's guardians and social care workers.

Domestic Abuse

Avon and Somerset Constabulary has specialist officers who are trained in the dynamics of domestic abuse. We maintain a victim-focused approach, ensuring that we treat victims of domestic abuse with sensitivity, care and concern.

Where criminal offences have occurred we will normally arrest the perpetrator and investigate each incident fully. We will ensure that both victims and witnesses feel confident enough to report offences and give evidence in court.

We will prosecute offenders where appropriate and we will also seek other means at our disposal which are effective in preventing further violence.

Objective: Increase the number of women from Asian communities reporting domestic violence and honour based violence

The Constabulary has worked with more victims since the implementation of a specific role dedicated to improve reporting from Asian communities. The work has developed a good reputation both inside and outside the Constabulary. This work is being tied in with our Domestic Abuse work plan. Following an internal review consideration is being given to where the above-mentioned member of staff would be best based to maximise the opportunity to further this activity.

Objective: Ensure the detection rate where BME females are victims of domestic violence is comparable to the detection rate of all female domestic violence victims

As at the end of Dec 2013 (12 month rolling figure) the detection rate for all female Domestic Abuse victims is 42.7% and female BME Domestic Abuse victims is 31.2%.

Work is currently being carried out to approach partners to canvas their opinions on why reporting of Domestic Abuse by BME females is low (as this no doubt has a knock on effect with the detection rate). We have received feedback and actions will be incorporated into the revised Domestic Abuse work plan and the Police and Crime Commissioners Violence Against Women and Children priority plan.

CASE STUDY: National Domestic Abuse Week, November 2013

We gave staff and the public an insight into the work done to tackle domestic abuse as part of a national awareness week.

Several activities were run to enable people to find out more about our domestic abuse investigation teams and related services. These included a web-chat, a short film and a chance to find out more about the types of cases officers deal with on an average shift.

CASE STUDY: Community liaison with South Asian women

We have a dedicated Community Liaison Officer that works specifically with BME (and particularly South Asian) women across the Force area. This work focuses mainly on these women's experiences of domestic abuse or honour based abuse – and she provides an accessible and culturally sensitive service, and speaks a range of South Asian languages. This officer also escalates any trends and concerns to relevant departments within the organisation, and plays a key role in developing strategies around domestic abuse and honour based abuse.

Information on our rates of Domestic Violence detection for BME victims can be found at Appendix A in the Diversity Scorecard.

The Constabulary also recognises its duties towards its own staff and as such has made a pledge under the Public Health Responsibility Deal to support and protect our own staff from domestic violence. A supportive work environment can give officers and staff the opportunity to seek the help they need and maintain employment.

We will do this by boosting the content of our Domestic Violence and Abuse policy by: incorporating the Equality and Human Rights Commission guidance into it, making available to line managers guidance specific to them and publicising it widely, making available to staff/officers guidance specific to them and publicising it widely and reporting every year on what we have done.

Hate Crime

Avon and Somerset Constabulary understands that hate crimes and incidents can have a serious impact on victims and their quality of life. It has a negative impact on the communities in which we live. We are committed to stamping out all incidents and crimes motivated by prejudice and hate.

The Protecting Vulnerable People's Hate Crime e-learning package has now been released Constabulary-wide and the uptake has been positive. Over half our members of staff have undertaken the voluntary Hate Crime e-learning module. This focuses on highlighting the different types of hate abuse and clarifies the difference between Hate Crimes and Incidents. The module also emphasises disability Hate Crime which is currently the lowest form of hate abuse reported within the Constabulary.

Information on our compliance with the National Crime Recording Standards, and our detection rates for Hate Crimes, can be found on the Diversity Scorecard at Appendix A.

Objective: Improve flagged hate crime group (race/faith, disability and homophobic) detection rates against the 2012 baseline

This objective forms part of the Hate Crime workstream which is overseen by the Public Protection Policy and Support Unit. The work is sub divided into processes, training, intelligence, performance, partnership, learning and publicity and represents a comprehensive commitment to address all aspects of hate crime.

Overall reporting rates for hate crime have increased over the previous period by 10.6%. This positively shows an increase in reporting and number of detections even though there is a slight decrease in the rate.

CASE STUDY: Hate Crime Officers

We have dedicated Hate Crime Officers across the Force area. The role of these officers varies according to local need, with some maintaining a more investigative role, where others have a larger community engagement focus.

CASE STUDY – Lee Paterson, Beat Manager, Southmead

Planet Southmead was set up in response to Race Hate Crime in the Southmead area. Southmead has an estate with high deprivation, unemployment, domestic abuse and substance and alcohol abuse. Some ethnic minorities live in and around the area and have been the victim of Race Hate Crime. Planet Southmead was set up as the victims are isolated as there are few ethnic minorities in the area (as compared with areas where there are significant ethnic minorities).

I set up Planet Southmead with SARI (Support Against Racist Incidents). We hire a room in a local community centre once a month and invite all victims of Race Hate Crime in Southmead to talk to us about any issues they have. We go in plain clothes so people feel more able to talk to us. People that attend can be quite emotional and unhappy with the service our colleagues have provided. In this situation it is vital not to be defensive but to listen to what is being said and act upon it if necessary.

So what happens is people arrive and sit around the room to discuss the concerns or issues they have. It is a bit like a counselling session. People can choose to have a 1:1 with either us or SARI or speak in a group.

We have been able to deal with several issues as a result of this set-up and people have given us information/intelligence that they would not ordinarily have done. As a result reports of Race Hate Crime have increased in the area.

People also feel that they are supported and get a better service from us.

It is called Planet Southmead as it is for people across the planet but the name does not imply it is a race hate support group.

Young people

The Constabulary has been working with Lesbian, Gay, Bisexual and Transgender (LGBT) young people. Evidence has shown that for some young people a mentor can be a lifeline to achieving potential. This can be measured in terms of academic attainment and social and emotional well-being.

The aim of the mentor is to provide a one-to-one supportive relationship with a young person within whom the young person is able to set the agenda relevant to their current needs, talk about, and possibly resolve concerns related to their education, and personal development. The aim is to be a positive role model, an advisor, an experienced friend that takes a special interest in that individual who is outside the

person's immediate circle. To empower the young person to achieve their potential and be inspired to take action on their own behalf.

The aim is to mentor pupils within further education at the 16+ age range perhaps up to first year of University. This is often a difficult time for LGBT people as they struggle to come to terms with their sexual/gender identity and they would benefit greatly from having some guidance and support. The mentoring arrangement would be set up with a school/college/university and will be hourly meetings once a month between the mentor and the mentee during term time held at the educationally facility.

Training of our mentors has begun and we started to contact schools during the early part of 2013 and now have a scheduled programme in place.

CASE STUDY: LGBT (Lesbian, Gay, Bisexual and Transgender) Liaison Officers

LGBT Liaison Officers provide a liaison service which enables Avon and Somerset Constabulary to engage with the local LGBT community, encourage individuals to report homophobic and transphobic hate crime and provide an effective and specialist link to improve the LGBT community's trust and confidence in the police service.

There are 12 LGBT Liaison Officers covering the Force area. These officers have received specific training in LGBT awareness and have close links with their local LGBT community. The role of the LGBT Liaison Officer is performed by both police officers and police staff members in a voluntary part time capacity.

A new social media account on Twitter has been set up to support this work and is proving very successful. We have a large number of followers and using the Twitter account is a great way of communicating with our community. The LGBT community has large presence in the virtual world and using social media to connect with them is unparalleled in its level of access. We are able to share information, inform them of events we will be attending and also promote our presence as a liaison team.

EHRC Inquiry into Disability Related Harassment

In 2010, the EHRC started their Inquiry into Disability Related Harassment, which investigated the causes of disability related harassment and the actions of public authorities to prevent and eliminate it. "Hidden in Plain Sight" was published by the EHRC with a series of recommendations for all constabularies. Since the publication the Constabulary has performed a gap analysis against the recommendations made and submitted this to the Association of Chief Police Officers and the National Policing Improvement Agency to contribute to the national police response.

Objective: Implement an action plan to improve our response to vulnerable persons issues, in particular disability hate crime, in light of the outcomes from the Equality and Human Rights Commission (“EHRC”) 'Hidden in Plain Sight' report and the Serious Case Review into Winterbourne View Hospital

Action plans are in place for both the Safeguarding Vulnerable Adult and Hate Crime workstreams. They incorporate the recommendations from EHRC 'Hidden in Plain Sight' report and the Serious Case Review into Winterbourne View Hospital. A network of Safeguarding Champions has been established across the force and force-wide training is to be rolled out by SARI (Support Against Racist Incidents) with a particular emphasis on disability hate crime.

This comprises training for all front line staff on hate crime and safeguarding vulnerable people; the first conference is due on 18 March 2014, and thereafter again on 6 May.

They will run again on 9th September and 11th November. 130 attendees are expected each day. In addition, the DIAG has had one dedicated meeting on the work that is taking place on Vulnerable Adults which has contributed to the work being done in this area. The Safer Places scheme has also been launched.

Suspects and offenders

The Constabulary must obtain legally-accredited translators for people who do not speak English to enable statements to be taken for evidential purposes. This protects the rights of the victims and suspects. (These translation services may also be used in court.)

Custody

When a suspect is taken into custody a risk assessment is performed and their needs are assessed. For example, caring responsibilities may be identified so that relevant agencies can be informed.

Provision is made for special diets, needs associated with the observance of faith and personal hygiene requirements. A DVD is available in each custody suite to explain rights and procedures to users of British Sign Language.

Organisational Processes - Improving quality and use of management data on equality issues

This section includes information on how we building equality into the organisation's processes and how the Constabulary manages its performance. This includes information about:

- Performance and Accountability
- Equality Impact Assessments

Performance and Accountability

A diversity scorecard is produced every month, which monitors a range of key diversity performance indicators, both in service delivery and within our workforce. The Diversity Scorecard is actively monitored within the Constabulary's performance framework and by the Police and Crime Commissioner in the Equalities Review Meeting. Further research or action is sometimes generated through these mechanisms, for example recent work exploring topics such as BME Customer Satisfaction and Stop Search.

The Constabulary's Chief Officers (i.e. senior leaders) are ultimately accountable for equality and diversity within the organisation. The Deputy Chief Constable takes primary accountability for these issues, and chairs a Diversity Strategic Co-ordination Group, which sets and monitors the performance of our equality objectives, and which co-ordinates related equality activity between each Chief Officer's portfolio of work.

Equality Impact Assessment

Equality Impact Assessment is built into both our policy review process and our business planning process. High relevance EIAs that have been completed within the last two years include:

- Amendments to our Stop Search policy
- Adopting a new National Police Promotions Framework
- Investigating the feasibility of online pre-test recruitment
- Reviewing provision of interpretation and translation services
- New Enquiry Office projects

Objective: Create and promote an Equality Analysis Toolkit for managers and leaders

Promotion of the toolkit continues to take place in the meetings. Human Resources are also having meetings with the leads for each Change Programme Brief. Advice is also sought and given on an ad hoc basis from an in-house expert available to coach managers.

Despite considerable improvements in the last two years, it is acknowledged that Equality Impact Assessments are neither carried out as comprehensively as required, nor is the quality robust enough. Steps have recently been taken to address this, and a new 'Equality Analysis Toolkit' has been created and promoted.

Further information on specific Equality Impact Assessments can be requested at any time.

For planned operations and major incidents, we produce Community Impact Assessments and involve community members wherever possible.

Case Study: Equality Impact Assessments on our Change Programme

One of the potential savings identified in our programme of change was to eliminate or reduce our helicopter capacity. An equality impact assessment identified that this would present a disproportionate impact on community members with mental ill-health, because one of the key tasks of the helicopter function is to identify missing persons, particularly in the dark (with infra-red). The outcome was that it was decided that any such impact should be minimised by reducing (rather than eliminating) the helicopter capacity, in addition to deploying more ground-based search staff where this need arises.

The Equality Impact Assessments for our recent change proposals indicate that there is an adverse and disproportionate impact on female and disabled staff. As police officers cannot be made redundant, and women are over-represented as police staff, reductions in staffing are having a disproportionate impact on females within the organisation.

Many disabled police officers are also adversely affected by the deletion of police officer posts that could be performed by police staff, requiring changes to their roles and places of work. The closure of various police buildings also has a disproportionate effect on disabled staff, and staff with caring responsibilities, as they may have to move their place of work.

Where disproportionality has been identified as part of an Equality Impact Assessment, it must be justified, mitigated or eliminated.

Some positive impacts have also been identified as part of the equality impact assessment process for the Change Programme. For example, some reviews are large 'Workforce Modernisation' projects, which is where business processes are improved and typically where posts that have historically been performed by police officers are converted to police staff posts. As the police staff establishment is, broadly speaking, more diverse than the police officer establishment – this could make the entire staff establishment more representative.

In addition, process improvements should improve the quality of our service to the public. For example, a review of the Public Protection Unit should provide an improvement to the service for victims of domestic abuse and honour based abuse.

Organisational Processes - Integrating equality across all of our business/functions

This section includes information on how we building equality into the organisation's processes and how the Constabulary manages its business. This includes information about:

- Procurement
- Our Premises and Facilities
- Complaints

Procurement

Equality issues are taken into account when we buy goods or services from external organisations, both in the processes that we use, and the organisations that we work with.

Case Study: Equalities in Procurement Toolkit

All contracts are subject to an equality risk assessment, which determines the extent to which organisations must demonstrate their commitment to equality and diversity. This will be dependent on both the size of the contract, and whether the goods and services to be bought are of high equality relevance. Most of our contracts fall into low risk categories, but higher risk contracts have more sophisticated equalities requirements built into our pre-qualification questionnaire. The new equalities toolkit also requires tenderers to consider the full range of protected characteristics, to reflect the changes to the public sector equality duty.

Objective: Train, advise and monitor our Strategic Procurement Services on equality duties in procurement processes and practices

Information has been provided on best practice. Arrangements for a workshop are in progress. Some "coaching" meetings have taken place with individual managers in Strategic Procurement Services on how to undertake an equality analysis.

Our Premises and Facilities

We have always sought to improve the accessibility of our premises whenever possible, for example whenever refurbishments or repairs are undertaken.

The constabulary now operates a partnership with and within a company called Southwest One, and one of the benefits of this is that our facilities and premises will be improved much more quickly than was possible before.

This is being done as part of the 'Accommodation Strategy' which aims to "move towards occupying a modern, cost effective property portfolio that is better able to respond to customer needs and future changes". Custody facilities are being improved as part of this project.

Complaints

We aim to learn lessons from complaints that are made about issues related to equality or discrimination, or from particular sections of the community. We involve partners and advocates as appropriate.

The table below shows data on the number of complaints received for discriminatory behaviour. The categories are based on the same categories used by the Independent Police Complaints Commission.

Number of allegations of discriminatory behaviour recorded in the last two financial years						
Allegation Type	2011/12		2012/13		2011/12+2012/13	
	Allegations	Percentage	Allegations	Percentage	Allegations	Percentage
Race	9	64.3%	25	78.1%	34	73.9%
Disability	2	14.3%	3	9.4%	5	10.9%
Other	1	7.1%	2	6.3%	3	6.5%
Homophobic	1	7.1%	1	3.1%	2	4.3%
Mental Health	0	0.0%	1	3.1%	1	2.2%
Gender	1	7.1%	0	0.0%	1	2.2%
Total	14	100.0%	32	100.0%	46	100.0%

The total number of complaints recorded in 2011/2012 was 898 generating 1437 allegations, and in 2012/2013 897 complaints generating 1569 allegations. This means the proportion of allegations relating to discriminatory behaviour in these years was 1.0% and 2.0% respectively.

The following table shows data of the number of complainants broken down by Gender, Age, Apparent Ethnicity and Self-Classified Ethnicity. Other protected characteristics of complainants are not collected.

Analysis of complainants in the last two financial years

	2011/12			2012/13		
	No	% of all	% of known	No	% of all	% of known
Gender						
Male	636	66.9%	67.4%	596	62.5%	62.9%
Female	307	32.3%	32.6%	351	36.8%	37.1%
Unknown	7	0.7%		7	0.7%	

	No	% of all	% of known	No	% of all	% of known
Age						
0-19	50	5.3%	6.6%	40	4.2%	5.6%
20-29	157	16.5%	20.7%	138	14.5%	19.3%
30-39	179	18.8%	23.6%	155	16.2%	21.7%
40-49	198	20.8%	26.1%	183	19.2%	25.6%
50-59	107	11.3%	14.1%	106	11.1%	14.8%
60+	68	7.2%	9.0%	92	9.6%	12.9%
unknown	191	20.1%		240	25.2%	

	No	% of all	% of known	No	% of all	% of known
Apparent Ethnicity						
White	643	67.7%	83.5%	576	60.4%	84.0%
Black	64	6.7%	8.3%	59	6.2%	8.6%
Asian	29	3.1%	3.8%	34	3.6%	5.0%
Other	34	3.6%	4.4%	17	1.8%	2.5%
Unknown	180	18.9%		268	28.1%	

	No	% of all	% of known	No	% of all	% of known
Self Classified Ethnicity						
White British	618	65.1%	80.7%	570	59.7%	82.0%
White Irish	4	0.4%	0.5%	2	0.2%	0.3%
Other White	22	2.3%	2.9%	14	1.5%	2.0%
White and Black Caribbean	18	1.9%	2.3%	9	0.9%	1.3%
White and Black African	3	0.3%	0.4%	0	0.0%	0.0%
White and Asian	5	0.5%	0.7%	4	0.4%	0.6%
Other Mixed	7	0.7%	0.9%	5	0.5%	0.7%
Asian Indian	3	0.3%	0.4%	6	0.6%	0.9%
Asian Pakistani	11	1.2%	1.4%	19	2.0%	2.7%
Other Asian	11	1.2%	1.4%	5	0.5%	0.7%
Black Caribbean	36	3.8%	4.7%	28	2.9%	4.0%
Black african	9	0.9%	1.2%	21	2.2%	3.0%
Other Black	13	1.4%	1.7%	8	0.8%	1.2%
Chinese	2	0.2%	0.3%	0	0.0%	0.0%
Other Ethnic	4	0.4%	0.5%	4	0.4%	0.6%
Unknown	184	19.4%		259	27.1%	
Total	950	100.0%		954	100.0%	

Our Professional Standards Department has good relationships with local community groups, such as Support Against Racist Incidents (SARI). Professional Standards are also currently further developing plans to improve reporting rates of complaints amongst under-represented groups. This builds on work undertaken by the Constabulary and the Police Authority (as it then was) at community events such as Pride Bristol and St Paul's Carnival which included providing information about how to raise complaints.

People and Culture – Developing a workforce which represents our diverse communities

This section includes information about how we are building an inclusive working environment. This includes information about:

- Staff profile
- Recruitment

Staff Profile

We have made some improvements to our systems for the collection of accurate equality information relating to staff, but more improvements are in progress. These are critical to our ability to shape our improvement plans in this area. Considerable work has been undertaken to adapt one of our systems to collect information on the full range of 'protected characteristics', and we now have centrally collected workforce equality information relating to gender, age, ethnicity, religion, disability and sexual orientation. We have been able to publish a wider range of reports for 2013 than ever before.

Further work is being undertaken to allow for more detailed information about the 'employment journey' to be collected and disaggregated by the full range of protected characteristics. We have been able to collect and publish more comprehensive information on recruitment, promotions, grievance, disciplinary, capability and leavers in 2013 than in previous years. However, this work is ongoing, and future reports should be easier to collate and analyse, which in turn makes their use in our improvement plans easier and more transparent.

Objective: Improve quality and comprehensiveness of Equality Monitoring Data recorded in a single application (SAP)

Equality monitoring recorded in SAP has been improved for some processes (establishment, distribution, applicants, recruits, promotions, sickness, leavers), and improvements are in progress for other processes (grievances, discipline, capability). Testing of the new functionality took place in October 2013, and new reports have been produced for January 2014. Reports are included in Appendix E at the end of this report.

Recruitment

Objective: Coordinate a programme of work to promote recruitment, retention and progression of groups underrepresented in the workforce

Outreach work into schools and universities with the aim of attracting BME candidates in progress. Two open evenings held at HQ. Data analysis produced to target further educational establishments with high proportions of potential BME candidates likely to gain level 3 qualifications. An independent review of recruitment practices is now underway, performed by external BME community members, to improve inclusion and take-up rates from BME communities. It is due to report at the end of January 2014.

People and Culture – Promoting a fair and equitable working environment for all employees

This section includes information about how we build a working environment that encourages all staff to develop and make progress. This includes information about:

- Retention, development and progression

Retention and progression

Objective: Coordinate a programme of work to promote recruitment and retention of volunteers from underrepresented groups

A pilot is underway in Somerset East targeting organisations representing disabled people. A partially sighted volunteer has been trained to use e-Sibs to help us in supporting our Specials. Work is underway with the Disabled Police Association and the Black Police Association to plan a calendar of joint events to attract disabled and BME volunteers. There is a significant amount of work taking place in this area which is coordinated under the Volunteer Programme Development Plan.

Our three-year retention and development plan is being refreshed and will be published by April 2014. Many of the actions on the plan were completed, although some will need to be carried forward.

All staff can request flexible working arrangements and we recognise that the ability to achieve work-life balance is an important factor in helping us retain staff.

Different equality groups within the Constabulary are supported by staff support groups. The groups include the Disabled Police Association, Black Police Association, Gay Police Association, and Christian Police Association. The two most recently established groups within the Constabulary are the Eastern European Network and a Women's Network.

CASE STUDY: Staff Support Groups

The leads of the different Staff Support Groups and the equality representatives for the Police Federation and Unison meet every quarter to discuss their work, raise any issues and explore ways of working together. Every other meeting is also attended by our Deputy Chief Constable and Strategic Director of HR, so that groups can directly raise concerns to our most senior leaders.

A relatively new group, the first meeting of the Women's Network took place in April 2012 and Terms of Reference and objectives for the group agreed. A sub-group to address maternity issues was also set up. Already work has been undertaken to provide

collective 'keeping in touch' days for women on maternity leave, and to work in partnership with colleagues in Human Resources to create a maternity toolkit for managers and staff.

Objective: Create and promote a comprehensive 'Maternity Toolkit' for managers and staff/officers

A working group was formed to review the current process and all related documentation. The process was subsequently revised (3 policies and 11 related documents (forms/checklists/guidance)) and mapped. Revisions were consulted on with Police and Staff Unions, Occupational Health and other stakeholders. Final versions of all documents will be uploaded onto the Intranet in February 2014 and publicised thereafter.

We have a Constabulary-level champion for some diversity 'strands'. Some of the Local Command Areas and Departments have their own diversity groups to ensure that they are providing appropriate support to their staff, for example the Communications Diversity Group.

Representatives of Unison and the Police Federation and a diversity lead from Human Resources are members of the Uniform and Personal Equipment Committee. This committee helps to ensure that staff (and community) needs are met when making decisions about uniform, dress code and equipment. For example, it has approved uniform head scarves for female officers visiting mosques and is continuously working to improve the suitability and comfort of the standard female uniform.

We have harassment and bullying policies and a grievance procedure. These are closely monitored for any equalities issues that arise.

Line Managers, supported by Human Resources and the Occupational Health department, are able to assess and implement reasonable adjustments for employees with disabilities.

We undertake an annual staff survey part of which asks about perceptions of fairness and equality. In 2010, there was a significant disparity in the satisfaction of disabled and non-disabled staff within the organisation. Focus groups were held with disabled staff in the organisation to discuss their perceptions of key issues such as reasonable adjustments, their views on how the organisation could improve.

Objective: Continue to reduce the gap in satisfaction between disabled and non-disabled staff, as measured by the staff survey

Over 65 workshops for managers on disability management have been undertaken across the force, with over 600 line managers having attended. More workshops took

place in October/November to capture managers outstanding. Staff survey results came out November 2013, and results show that this work needs to continue, as the gap has not yet reduced.

Information on the results of our Staff Survey for 2012/2013 can be found at Appendices C and D.

Appendices

Appendix A: Diversity Scorecard

Equality and Diversity Scorecard

Developed to support the Equality Objectives and Action Plan for 2012/13

Citizen Focused Policing

(Interviews for the 12 months of Apr-12 to Mar-13)

Racist Incident Victim Satisfaction				
Measure	Last Year	Actual	Chge (%pt)	Sig?
Racist Incidents Overall Experience	88.7%	88.0%	-0.7%	No
Racist Incidents Treatment	95.2%	96.1%	+0.9%	No

Overall Crime Satisfaction				
Ethnicity	BME	White	Diff (%pt)	Sig?
		81.5%	87.7%	-6.2%
Gender	Male	Female	Diff (%pt)	Sig?
		85.7%	88.5%	-2.8%
Disability	Disab	Not Disab	Diff (%pt)	Sig?
		87.7%	87.0%	+0.6%
Younger Victims	16-24	All Other	Diff (%pt)	Sig?
		84.9%	86.7%	-1.7%
Older Victims	65+	All Other	Diff (%pt)	Sig?
		95.7%	86.1%	+9.5%

Overall ASB Satisfaction				
Ethnicity	BME	White	Diff (%pt)	Sig?
		79.5%	81.0%	-1.5%
Gender	Male	Female	Diff (%pt)	Sig?
		79.7%	81.9%	-2.2%
Disability	Disab	Not Disab	Diff (%pt)	Sig?
		81.0%	80.9%	+0.1%
Younger Victims	16-24	All Other	Diff (%pt)	Sig?
		83.4%	80.7%	+2.7%
Older Victims	65+	All Other	Diff (%pt)	Sig?
		86.0%	80.1%	+5.9%

Significance (Sig?) is derived from applying a statistical test that takes into account the representative sample sizes to ensure differences within the results actually reflect true differences. Low sample numbers can influence results disproportionately; the statistical test accounts for this.

Reducing Crime & OBTJ / Protective Services

Year to Date: Apr-12 to Mar-13 (Unless Otherwise Stated)

Stop Searches (YTD)			
Measure	BME	White	Diff
Stop Searches per 1000 population	31.5	17.3	14.2
Disproportionality Ratio (BME/White)	1.82		n/a
% of Searches Resulting in Arrest	10.0%	7.0%	3.0%

Hate Crime Reduction			
Measure	Prev YTD	Current YTD	Change (%)
Racially Aggravated Offences	970	861	-11.2%
Race/Faith Flagged	1211	1012	-16.4%
Homophobic Flagged	150	107	-28.7%
Disability Flagged	113	73	-35.4%
Measure	Last Year	Actual	Change (%pt)
Hate Crime - NCRS Compliance	91.5%	95.0%	3.5%

Hate Crime Detection			
Measure	Last Year	Current YTD	Change (%pt)
Racially Aggravated Offences	41.9%	48.3%	6.4%
Race/Faith Flagged	25.8%	45.3%	19.5%
Homophobic Flagged	40.1%	39.3%	-0.8%
Disability Flagged	40.2%	32.9%	-7.3%

Equality Action Plan Measure			
Measure	Last Year	Current YTD	Change (%pt)
BME Women DV Detection rate	39.2%	35.2%	-4.0%

Complaints			
Measure	Last Year (YTD)	Actual	Change
Discriminatory Behaviour	15	33	18

BME Workforce Representation			
Measure	Mar-11	Mar-12	Change (%pt)
Police Officers	2.49%	2.43%	-0.06%
Police Staff excludes SWOne	2.36%	2.47%	0.11%
PCSOs	4.28%	4.66%	0.38%

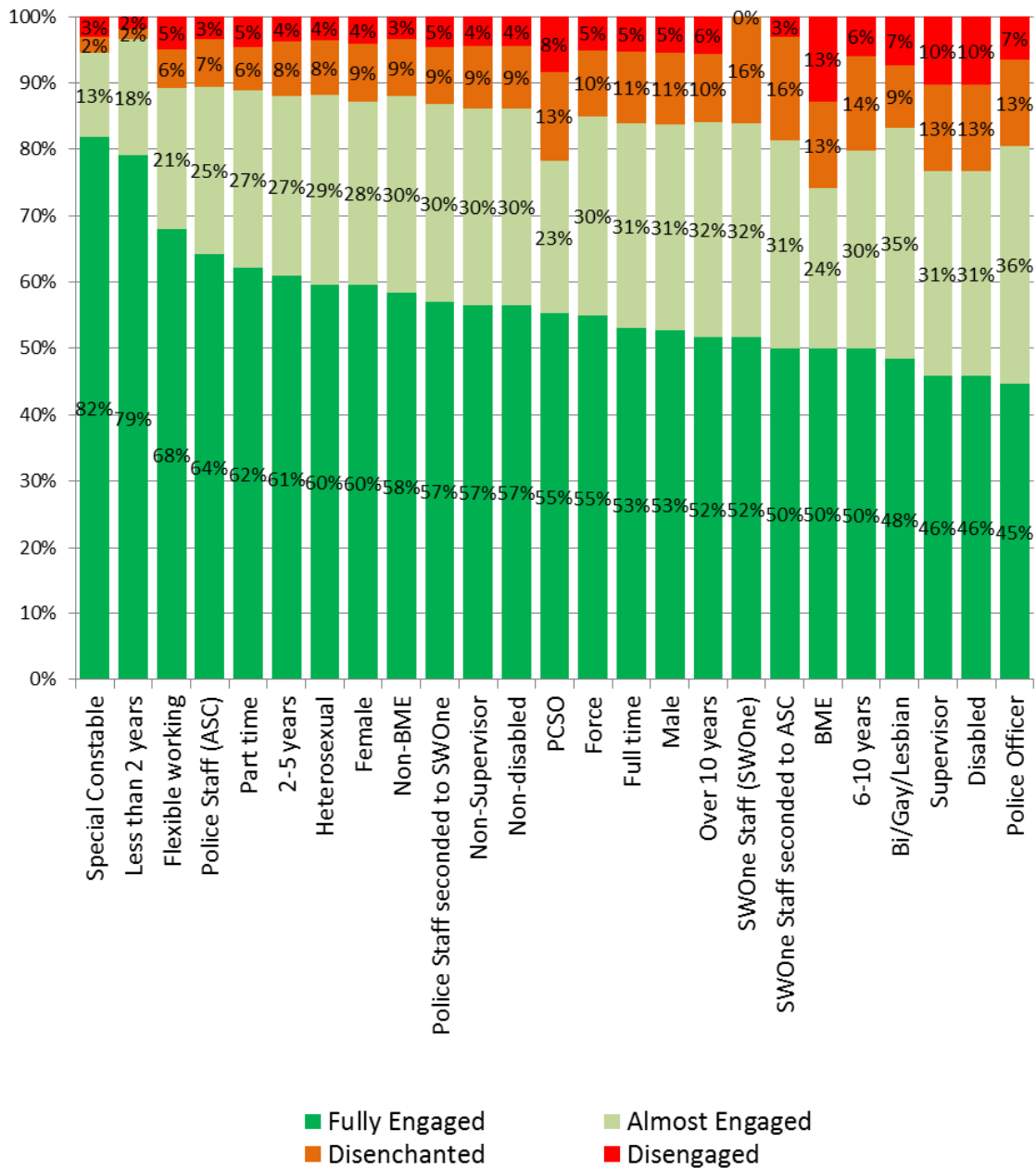
Published 10/04/2013

Appendix B: Retention and Development Plan

The Retention and Development Plan is currently under review and will be published by April 2014.

Appendix C: Demographic Differences within the Staff Survey

Employee Engagement Distribution By Demographic



Appendix D: Employee Engagement Distribution by Demography

Staff Survey 2013

Demographic Differences

A summary, by satisfaction index, of significant differences between key staff types, providing a comparison with differences in the previous year and noting whether any difference between the staff types has grown, remained the same, or has lessened.

Where there is significant difference between staff groups the more positive figure is shown green. Sample sizes are taken into account when calculating "weighted difference". Where the difference between years is one percentage point (1%) or less, no change is supposed.

Demographic comparisons included:

1. Gender - Male / Female
2. Length of Service - Under Two Years / Over Ten Years
3. Working Arrangements - Full Time / Part Time
4. Supervisory Roles / Non-Supervisory Roles
5. Disabled / Non-Disabled
6. Black and Minority Ethnic (BME) / White
7. Sexual Orientation - Bi-sexual, Gay, Lesbian / Heterosexual

1. Gender - Male / Female

Index	Male	Female	Weighted Difference	Difference last year	Change
Communication	54%	60%	-5.97	-4.84	grown
Citizen Focus / Values	74%	80%	-8.80	-4.86	grown
PCC Priorities	71%	71%	not significant	New for 2013	
Leadership	45%	53%	-14.46	-8.73	grown
Immediate Supervisor	72%	75%	-3.19	not significant	grown
Welfare	51%	59%	-8.22	-4.07	grown
Equality and Diversity	79%	84%	-5.25	not significant	grown
Facilities	55%	67%	-11.77	-9.11	grown
Workload	29%	24%	+4.19	not significant	grown
Personal Performance Review	39%	48%	-6.94	not significant	grown
Change Management	33%	40%	-9.35	-3.29	grown
Organisational Learning	51%	57%	-9.12	-3.33	grown
Learning the Lessons	73%	78%	-6.80	-2.78	grown
EMPLOYEE ENGAGEMENT	67%	71%	-6.65	-2.31	grown

2. Length of Service - Under Two Years / Over Ten Years

Index	Under Two Years	Over Ten Years	Weighted Difference	Difference last year	Change
Communication	69%	54%	+9.33	+8.66	grown
Citizen Focus / Values	86%	74%	+13.38	+11.47	grown
PCC Priorities	68%	73%	-2.35	New for 2013	
Leadership	65%	47%	+21.16	+20.15	grown
Immediate Supervisor	80%	73%	+5.47	not significant	grown
Welfare	77%	50%	+17.59	+14.48	grown
Equality and Diversity	92%	79%	+12.58	+8.82	grown
Facilities	78%	57%	+13.61	+11.39	grown
Workload	41%	23%	+8.59	+12.42	lessened
Personal Performance Review	56%	40%	+6.19	+6.59	lessened
Change Management	55%	33%	+16.39	+11.60	grown
Organisational Learning	70%	53%	+16.77	+9.46	grown
Learning the Lessons	85%	73%	+11.50	+8.51	grown
EMPLOYEE ENGAGEMENT	85%	66%	+20.00	+20.85	lessened

3. Working Arrangements - Full Time / Part Time

Index	Full Time	Part Time	Weighted Difference	Difference last year	Change
Communication	55%	63%	-4.76	-3.65	grown
Citizen Focus / Values	76%	80%	-5.08	-2.54	grown
PCC Priorities	72%	67%	+2.86	New for 2013	
Leadership	46%	53%	-8.43	-6.08	grown
Immediate Supervisor	73%	75%	-1.99	+2.25	lessened
Welfare	50%	70%	-13.47	-9.01	grown
Equality and Diversity	80%	86%	-5.68	-2.05	grown
Facilities	58%	71%	-8.99	-7.84	grown
Workload	25%	29%	-2.55	-7.80	lessened
Personal Performance Review	42%	48%	-2.78	not significant	grown
Change Management	35%	40%	-4.97	-5.29	lessened
Organisational Learning	53%	58%	-5.54	-5.00	grown
Learning the Lessons	74%	80%	-5.12	not significant	grown
EMPLOYEE ENGAGEMENT	67%	73%	-6.80	-4.40	grown

4. Supervisory Roles / Non-Supervisory Roles

Index	Supervisor	Non Supervisor	Weighted Difference	Difference last year	Change
Communication	60%	55%	+4.67	+5.57	lessened
Citizen Focus / Values	80%	75%	+9.20	+12.46	lessened
PCC Priorities	83%	65%	+15.88	New for 2013	
Leadership	55%	45%	+17.61	+17.71	lessened
Immediate Supervisor	75%	72%	+3.86	+5.31	lessened
Welfare	57%	53%	+2.87	+3.44	lessened
Equality and Diversity	83%	80%	+4.01	+4.48	lessened
Facilities	59%	62%	-2.77	not significant	grown
Workload	18%	31%	-10.76	-9.68	grown
Personal Performance Review	46%	42%	+2.80	+2.02	grown
Change Management	41%	34%	+8.89	+12.04	lessened
Organisational Learning	61%	50%	+16.55	+16.97	lessened
Learning the Lessons	76%	74%	+2.59	+2.87	lessened
EMPLOYEE ENGAGEMENT	72%	66%	+8.82	+9.92	lessened

5. Disabled / Non-Disabled

Index	Disabled	Non Disabled	Weighted Difference	Difference last year	Change
Communication	48%	58%	-4.80	-4.35	grown
Citizen Focus / Values	68%	77%	-7.91	-5.29	grown
PCC Priorities	66%	71%	-2.49	New for 2013	
Leadership	39%	49%	-10.45	-10.04	grown
Immediate Supervisor	68%	74%	-3.90	-4.73	lessened
Welfare	45%	56%	-5.74	-3.49	grown
Equality and Diversity	68%	82%	-8.27	-7.72	grown
Facilities	54%	61%	-3.57	-4.48	lessened
Workload	22%	27%	-2.26	-2.43	lessened
Personal Performance Review	33%	44%	-4.82	-4.54	grown
Change Management	25%	37%	-10.36	-5.74	grown
Organisational Learning	47%	55%	-6.29	-6.17	grown
Learning the Lessons	72%	76%	-2.71	-2.38	grown
EMPLOYEE ENGAGEMENT	60%	69%	-7.02	-6.35	grown

6. Black and Minority Ethnic (BME) / White

Index	BME	White	Weighted Difference	Difference last year	Change
Communication	51%	59%	-2.01	not significant	grown
Citizen Focus / Values	71%	79%	-3.17	-2.94	grown
PCC Priorities	68%	72%	not significant	New for 2013	
Leadership	49%	51%	not significant	not significant	same
Immediate Supervisor	67%	74%	-2.15	-3.32	lessened
Welfare	52%	57%	not significant	not significant	same
Equality and Diversity	73%	83%	-3.01	-3.24	lessened
Facilities	62%	63%	not significant	not significant	same
Workload	31%	27%	not significant	not significant	same
Personal Performance Review	38%	45%	not significant	-2.47	lessened
Change Management	36%	38%	not significant	not significant	same
Organisational Learning	51%	56%	-2.27	-2.07	grown
Learning the Lessons	71%	77%	not significant	not significant	same
EMPLOYEE ENGAGEMENT	64%	71%	-2.85	-3.35	lessened

7. Sexual Orientation - Bi-sexual, Gay, Lesbian / Heterosexual

Index	Gay	Straight	Weighted Difference	Difference last year	Change
Communication	48%	59%	-3.70	-2.01	grown
Citizen Focus / Values	74%	79%	-3.09	-5.65	lessened
PCC Priorities	67%	72%	not significant	New for 2013	
Leadership	44%	51%	-4.48	-5.44	lessened
Immediate Supervisor	75%	75%	not significant	-3.02	lessened
Welfare	51%	58%	-2.50	not significant	grown
Equality and Diversity	80%	84%	not significant	-4.15	lessened
Facilities	58%	64%	-2.00	-2.56	lessened
Workload	22%	27%	not significant	not significant	same
Personal Performance Review	43%	45%	not significant	not significant	same
Change Management	33%	39%	-3.10	-3.05	grown
Organisational Learning	51%	57%	-2.97	-4.08	lessened
Learning the Lessons	74%	77%	not significant	-2.37	lessened
EMPLOYEE ENGAGEMENT	67%	71%	-2.06	-5.28	lessened

Appendix E: Annual Employment Diversity Reports 2011/12

- **Ethnicity**
- **Gender**
- **Age**
- **Sexual Orientation**
- **Disability**
- **Religion**



Equality Report 2012/13

Avon and Somerset Constabulary

Ethnicity Statistics

V 1.00

Produced by:



INTRODUCTION

This report covers the time period 1st April 2012 to 31st March 2013. During this period the following activities were undertaken:

- Data collection on employee/officer diversity information via ESS (Employee Self Service). This enabled improved data as the number of “not specified” responses has reduced.
- Limited recruitment in the areas of Police Officers, Special and PCSO’s which is reflected in the “recruitment” data. There were some appointments in these areas from existing applicants within the selection process and these are shown within the “starters” data.

The sources of data within these reports are numerous, employee data is from SAP, alternative sources include NSPIS and internal spreadsheets. In some tables, due to the low numbers in certain categories a relatively large percentage change may only relate to 1 or 2 staff. This is highlighted where it is relevant. In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Current and further activities since April 2013 and ongoing, which will be reflected in next years report include:

- Case management data will be captured and available via SAP. This will improve consistency.
- Recruitment information for Police Officers and Specials will be captured through an online assessment tool to improve management information.
- A review of exit information, which may lead to improved data and analysis.

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CURRENT WORKFORCE DISTRIBUTION

Note: Sickness excludes leavers

FTE/Headcount includes people who left on last day of reporting period

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

The number of Police Officers (FTE) decreased during 2012/2013 from 3016.18 as at 31st March 2012 to 2855.25 as at 31st March 2013. Although there had been a slight decrease in the number of retirements, there had been an increase of resignations. The Constabulary experienced an increase in the representation of Officers both white and BME, which can be attributed to an increase in data from Officers completing their ethnicity information.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
White	*-	10.93	19.40	46.00	134.83	354.08	1,877.21	2,447.44	85.72%	83.89%	⬆️
BME	*-	*-	*-	*-	6.00	14.00	55.74	76.74	2.69%	2.38%	⬆️
Not Specified	*-	*-	*-	*-	13.00	69.14	246.93	331.07	11.60%	13.73%	⬆️
Total	5.00	11.93	19.40	48.00	153.83	437.22	2,179.88	2,855.25	100.00%	100.00%	

Table 1-Police Officers: 2012/13 Workforce FTE

Police Staff

The number of Police Staff increased during the past year from 1651.48 as at 31st March 2012 to 1767.87 as at 31st March 2013. This change is a reflection of the decrease in leavers and increase of recruitment within the Constabulary during the past year. The increase is represented by the recruitment of Police Staff who stated their ethnicity as white. There had been a small percentage decrease of Police Staff employed who stated their ethnicity as BME.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
White	*-	127.55	185.31	1,248.52	1,561.38	88.43%	83.65%	⬆️
BME	*-	*-	*-	30.70	30.70	2.09%	2.16%	⬆️
Not Specified	*-	9.81	16.14	141.65	167.60	9.48%	14.19%	⬆️
Total	2.00	139.55	205.45	1,420.87	1,759.68	100.00%	100.00%	

Table 2-Police Staff: 2012/13 Workforce FTE

PCSOs

The number of PCSOs reduced during the period from 364.09 (FTE) as at 31st March 2012 to 354.01 as at 31st March 2013. The overall decrease of PCSOs in the Constabulary's workforce population can be accounted for by internal moves of PCSOs to Police Staff, changes of contractual working hours, employees who had started or returned from career breaks and those who left the Constabulary on 31st March 2013, as these individuals will be included in the workforce headcount but will not be included in the leavers section of this report. Representation of those who stated their ethnicity as BME has decreased and representation from those who stated their ethnicity as white has increased. Those PCSOs who stated their ethnicity as white or did not specify were recruited.

Specials

There was a decrease in Specials during 2012/2013 from 598.00 (FTE) as at 31st March 2012 to 541.00 as at 31st March 2013. This decrease is due to the low levels of new starters over the past year and an increase in leavers.

	PCSOs	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
White	300.40	84.86%	78.73%	⬆
BME	14.61	4.13%	4.19%	⬇
Not Specified	38.99	11.01%	17.09%	⬇
Total	354.01	100.00%	100.00%	

Table 3-PCSO: 2012/13 Workforce FTE

	Specials	% of Total Headcount Current Year	% of Total Headcount Previous Year	Change
White	329	60.81%	67.06%	⬇
BME	7	1.29%	1.84%	⬇
Not Specified	205	37.89%	31.10%	⬆
Total	541.00	100.00%	100.00%	

Table 4-Specials: 2012/13 Workforce Headcount

RECRUITMENT – Starters and Applicants

Applicants

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

No data available for 2012/2013 as no recruitment of Police Officers took place during the time period covered by this report.

Police Staff

During 2012/2013, the Constabulary received 3981 applications for vacant Police Staff positions. The number of applicants who stated their ethnicity as white was slightly above the workforce profile of white Police Officers. 4.80% of applicants stated they were BME which is above the workforce profile and 7.96% did not wish to specify which was below the workforce profile. The distribution of those who stated their ethnicity as white, BME and those who did not wish to specify is relatively even across clerical and Senior posts in terms of the percentage based on the total applicants for each stated ethnic origin.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Applicants	% of Total FTE - Current Year
White	*	99.00	465.00	2,909.00	3,473.00	87.24%	88.43%
BME	*	7.00	25.00	159.00	191.00	4.80%	2.09%
Not Specified	*	10.00	53.00	254.00	317.00	7.96%	9.48%
Total	*	116.00	543.00	3,322.00	3,981.00	100.00%	100.00%

Table 5-Police Staff: 2012/13 Applicants Headcount

PCSOs

No data available for 2012/2013 as no recruitment of PCSOs took place during the time period covered by this report.

Specials

No data available for 2012/2013. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

Starters

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 26 Student Officers were recruited from a pre-existing bank of applicants who had passed the initial recruitment stages and represented 0.91% of the total Police Officers in post as at 31st March 2013. In total 31 Police Officers were recruited in 2012/2013. 80.65% of Officers recruited stated their ethnicity as white which is slightly below the existing workforce profile. There has been a slightly higher percentage of BME Officers recorded as new starters, in percentage terms, against the workforce profile but due to the low numbers this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Starters	% of Total FTE - Current Year
White	*	*	*	*	*	*	23.00	23.00	80.65%	85.72%
BME	*	*	*	*	*	*	*	*	3.23%	2.69%
Not Specified	*	*	*	*	*	*	*	*	16.13%	11.60%
Total	*	*	*	*	*	*	26.00	31.00	100.00%	100.00%

Table 6-Police Officers: 2012/13 Starters FTE

Police Staff

The Constabulary recruited 239.37 (FTE) Police Staff during 2012/2013, all of whom stated their ethnicity as either white or did not wish to specify. No applicants were appointed who stated they were BME.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Starters	% of Total FTE - Current Year
White	*	*	15.00	49.73	69.73	29.13%	88.43%
BME	*	*	*	*	*	*	2.09%
Not Specified	*	*	12.95	152.09	169.64	70.87%	9.48%
Total	*	9.59	27.95	201.82	239.37	100.00%	100.00%

Table 7-Police Staff: 2012/13 Starters FTE

PCSOs

During 2012/2013, the Constabulary recruited 34 (FTE) PCSOs. No applicants were appointed who stated they were BME.

Specials

In comparison to last years recruitment statistics for Specials, the number recruited has significantly reduced. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

	PCSOs	% of Total Starters	% of Total FTE - Current Year
White	11.00	32.35%	84.86%
BME	*	*	4.13%
Not Specified	23.00	67.65%	11.01%
Total	34.00	100.00%	100.00%

Table 8-PCSO: 2012/13 Starters FTE

	Specials	% of Total Starters	% of Total Headcount Current Year
White	-	-	60.81%
BME	-	-	1.29%
Not Specified	74	100.00%	37.89%
Total	74.00	100.00%	100.00%

Table 9-Special: 2012/13 Starters Headcount

TURNOVER - Leavers

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 177.27 (FTE) Police Officers left the Constabulary (including career breaks) representing 5.88% of the total workforce as at 31st March 2012. Similarly to last years statistics, the majority of leavers stated their ethnicity as white and accounted for 84.34% of the total Police Officer leavers, which reflects the higher number of retirements during this period. The proportionality of leavers is relatively equal in comparison to the current workforce profile. All BME leavers left due to retirement or ill-health.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Leavers	% of Total FTE - Current Year
White	*-	*-	*-	*-	12.00	22.00	106.52	140.52	84.34%	85.72%
BME	*-	*-	*-	*-	*-	*-	*-	*-	2.82%	2.69%
Not Specified	*-	*-	*-	*-	*-	*-	15.76	15.76	12.84%	11.60%
Total	*-	*-	*-	*-	15.00	26.00	127.27	177.27	100.00%	100.00%

Table 10-Police Officers: 2012/13 Leavers FTE

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
White	26.77	89.20	27.85	*-	*-	*-	*-	*-	*-	149.52	84.34%
BME	*-	*-	*-	*-	*-	*-	*-	*-	*-	5.00	2.82%
Not Specified	6.76	8.00	7.00	*-	*-	*-	*-	*-	*-	22.76	12.84%
Total	33.53	101.20	35.85	*-	*-	*-	*-	*-	*-	177.28	100.00%

Table 11-Police Officers: 2012/13 Leavers FTE by Reason

Police Staff

During 2012/2013, 128.04 (FTE) Police Staff employees left the Constabulary, accounting for 7.75% of the total Police Staff workforce as at 31st March 2012. Police Staff who stated their ethnicity as white accounted for 77.72% of Police Staff leavers and had the most varied reasons for leaving. BME leavers accounted for 3.90% which is disproportionately high in comparison to the workforce profile but due to the low numbers, this is not statistically significant. All BME leavers left due to resignation, retirement or redundancy.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Leavers	% of Total FTE - Current Year
White	*-	6.59	9.81	83.10	99.51	77.72%	88.43%
BME	*-	*	*	*	*	3.90%	2.09%
Not Specified	*-	*	*	20.93	20.93	18.38%	9.48%
Total	*	9.19	9.81	109.04	128.04	100.00%	100.00%

Table 12-Police Staff: 2012/13 Leavers FTE

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
White	43.96	17.76	*	16.67	*	*	10.00	*	*	99.51	77.72%
BME	*	*	*	*	*	*	*	*	*	5.00	3.91%
Not Specified	10.95	*	*	*	*	*	*	*	*	23.53	18.38%
Total	59.92	22.76	*	21.54	*	*	12.00	*	*	128.04	100.00%

Table 13-Police Staff: 2012/13 Leavers by Reason

PCSOs

31.23 (FTE) PCSOs left the Constabulary during 2012/2013 representing 8.58% of the total PCSO workforce as at 31st March 2012. 77.59% of leavers stated they were white which is disproportionately low in comparison to the workforce profile. BME leavers were disproportionately high in comparison to the workforce profile but due to the low numbers, this is not statistically significant. The majority of these leavers stated their reason for leaving as being resignation.

Specials

131 Specials left the Constabulary during 2012/2013, of which 72 stated their ethnicity as white which represented 54.96% of the total Specials leavers and 21.88% of the total Specials workforce. 3.05% of Specials leavers stated they were BME which is disproportionately high in comparison to the workforce profile but due to the low numbers, this is not statistically significant.

	PCSOs	% of Total Leavers	% of Total FTE - Current Year
White	24.23	77.59%	84.86%
BME	*	6.40%	4.13%
Not Specified	*	16.01%	11.01%
Total	31.23	100.00%	100.00%

Table 14-PCSO: 2012/13 Leavers FTE

	Specials	% of Total Leavers	% of Total Headcount Current Year
White	72	54.96%	60.81%
BME	*	3.05%	1.29%
Not Specified	55	41.98%	37.89%
Total	131.00	100.00%	100.00%

Table 15-Specials: 2012/13 Leavers Headcount

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
White	16.53	*	*	*	*	*	*	*	*	24.23	77.59%
BME	*	*	*	*	*	*	*	*	*	*	6.40%
Not Specified	*	*	*	*	*	*	*	*	*	*	16.01%
Total	19.53	*	*	*	*	*	6.00	*	*	25.53	100.00%

Table 16-PCSO: 2012/13 Leavers by Reason FTE

PROGRESSION – Promotions

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, there were 134.52 (FTE) promotions which is an increase of 147.82% in comparison to last years statistics. 88.85% of all promotions were gained by white Officers, affecting 4.88% of the total Police Officer workforce (FTE). Similarly to last year, Officers who stated their ethnicity as white or who did not wish to state were disproportionately promoted in greater numbers than their colleagues who stated they were BME but due to the low numbers, this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Promotions	% of Total FTE - Current Year
White	*-	*-	7.60	9.00	25.19	71.73	*-	119.52	88.85%	85.72%
BME	*-	*-	*-	*-	*-	*-	*-	*-	0.74%	2.69%
Not Specified	*-	*-	*-	*-	6.00	8.00	*-	14.00	10.41%	11.60%
Total	*-	*-	7.60	9.00	31.19	80.73	*-	128.52	100.00%	100.00%

Table 17-Police Officers: 2012/13 Promotions FTE

Police Staff

120.56 (FTE) Police Staff were promoted during 2012/2013, representing 6.82% of the total FTE. Employees who stated their ethnic origin as white were most likely to be promoted with 89.22% of the total promotions being within this ethnic group and accounting for 6.08% of the total workforce (FTE). BME Police Staff received 1.66% of all Police Staff promotions which is disproportionately low to the workforce profile, however, due to the low numbers this is not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Promotions	% of Total FTE - Current Year
White	*-	8.00	13.41	86.15	107.56	89.22%	88.43%
BME	*-	*	*	*	*	1.66%	2.09%
Not Specified	*-	*	*	10.00	11.00	9.12%	9.48%
Total	*	9.00	14.41	97.15	118.56	100.00%	100.00%

Table 18-Police Staff: 2012/13 Promotions FTE

EMPLOYEE RELATIONS

Misconduct/Disciplinaries

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

The Constabulary investigated 27 cases of misconduct during 2012/2013. 85.19% of cases were against Officers who stated their ethnic origin as white which is in line with the workforce profile, as is the percentage of cases against those who did not wish to specify their ethnicity in comparison to the workforce profile. 3.70% of cases were against BME Officers which was disproportionately high in comparison to the workforce profile but due to the low case numbers, this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
White	*-	*-	*-	*-	*-	*-	19.00	23.00	85.19%	85.72%
BME	*-	*-	*-	*-	*-	*-	*-	*-	3.70%	2.69%
Not Specified	*-	*-	*-	*-	*-	*-	*-	*-	11.11%	11.60%
Total	*-	*-	*-	*-	*-	*-	22.00	27.00	100.00%	100.00%

Table 19-Police Officer: 2012/13 Misconduct/Disciplinaries Headcount

Police Staff

The Constabulary disciplined 16 Police Staff during 2012/2013. Police staff who stated their ethnicity as white were the only group disciplined during this period, which is disproportionately high in comparison to the workforce profile but due to the low numbers, this is not statistically significant

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
White	*-	*-	*-	15.00	16.00	100.00%	88.43%
BME	*-	*-	*-	*-	*-	*-	2.09%
Not Specified	*-	*-	*-	*-	*-	*-	9.48%
Total	*	*	*	15.00	16.00	100.00%	100.00%

Table 20-Police Staff: 2012/13 Misconduct/Disciplinaries Headcount

PCSOs

White PCSOs were disciplined at a disproportionately low rate in comparison to the workforce profile and those who did not specify their ethnicity were disciplined at a disproportionately high rate, however, due to the low case numbers, this is not statistically significant. No PCSOs were disciplined who stated they were BME.

	PCSOs	% of Total Cases	% of Total FTE - Current Year
White	*	50.00%	84.86%
BME	*	*-	4.13%
Not Specified	*	50.00%	11.01%
Total	*	100.00%	100.00%

**Table 21-PCSO: 2012/13
Misconduct/Disciplinaries Headcount**

Grievances

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 10 Officers submitted grievances, representing 0.35% of Police Officers in post as at 31st March 2013. 70% of all grievances were submitted by white Officers. 80% of grievances submitted were by Officers at the rank of Constable. 30% of grievances raised were from BME Officers which is disproportionately higher than the percentage of the workforce profile but due to the low case numbers, this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
White	*-	*-	*-	*-	*-	*-	*-	7.00	70.00%	85.72%
BME	*-	*-	*-	*-	*-	*-	*-	*-	30.00%	2.69%
Not Specified	*-	*-	*-	*-	*-	*-	*-	*-	*-	11.60%
Total	*-	*-	*-	*-	*-	*-	8.00	10.00	100.00%	100.00%

Table 22-Police Officer: 2012/13 Grievances Headcount

Police Staff

All grievances were received from staff on pay Scales 1 to 6 with 50% from those who stated their ethnicity as white and 50% from those who stated they were BME. For BME Police Staff, this is disproportionately higher than the percentage of the workforce profile but due to the low case numbers this is not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
White	*	*	*	*	*	50.00%	88.43%
BME	*	*	*	*	*	50.00%	2.09%
Not Specified	*	*	*	*	*	*-	9.48%
Total	*	*	*	*	*	100.00%	100.00%

Table 23-Police Staff: 2012/13 Grievances Headcount

SICKNESS ABSENCE

Police Officers

Police Officers in post as at 31st March 2013 were absent due to illness for an average of 8.35 working days per FTE during 2012/2013. Officers who stated their ethnic origin as BME had the highest absence levels losing on average 11.81 days per FTE to sickness. Officers who stated their ethnic origin as white had the lowest levels of absence due to sickness taking an average of 8.12 days per FTE.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	Total FTE as at 31 March	Average days Sick per FTE
White	*-	*-	51.88	339.13	752.00	1,857.40	16,880.02	19,880.42	2,447.44	8.12
BME	*-	*-	*-	*-	46.50	146.50	713.31	906.31	76.74	11.81
Not Specified	*-	*-	*-	*-	211.56	366.81	2,489.31	3,067.69	331.07	9.27
Total	*-	*-	51.88	339.13	1,010.06	2,370.71	20,082.65	23,854.42	2,855.25	8.35

Table 24-Police Officers: 2012/13 Sickness days per FTE

Police Staff

Police Staff employees in post as at 31st March 2013 were absent due to sickness for an average of 8.19 days during the period 2012/2013. Employees who stated their ethnic origin as white experienced the highest level of sickness losing on average 8.4 days per FTE. Those who did not wish to specify their ethnicity took the least amount of sickness absence with employees losing 6.42 days on average. Employees from a BME background lost 7.27 days on average per FTE.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	Total FTE as at 31 March	Average days Sick per FTE
White	*-	501.26	622.50	12,016.39	13,140.15	1,561.38	8.42
BME	*-	7.00	*	261.30	268.30	30.70	8.74
Not Specified	*-	77.74	122.08	876.32	1,076.15	167.60	6.42
Total	*-	586.00	744.59	13,154.01	14,484.60	1,759.68	8.23

Table 25-Police Staff: 2012/13 Sickness days per FTE

PCSOs

Despite the average working days lost due to sickness absence dramatically reducing for PCSOs in comparison to last years statistics, PCSOs still experienced the highest levels of sickness absence of all staffing groups, losing 8.54 days on average per FTE during 2012/2013. Employees who stated their ethnic origin as white had the highest levels of sickness absence averaging 9.33 days per FTE. Those who did not wish to specify their ethnicity had the least amount of sickness with absence levels for this group averaging at 3.77 days per FTE.

	PCSOs	Total FTE as at 31 March	Average days Sick per FTE
White	2,804.08	300.40	9.33
BME	71.31	14.61	4.88
Not Specified	147.08	38.99	3.77
Total	3,022.47	354.01	8.54

Table 26-PCSO: 2012/13 Sickness days per FTE

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Data extracted from: G:\Personnel_4\statistics and information\!Reporting Systems\d3-Diversity Age Report.xls



Equality Report 2012/13

Avon and Somerset Constabulary

Gender Statistics

V 1.00

Produced by:



INTRODUCTION

This report covers the time period 1st April 2012 to 31st March 2013. During this period the following activities were undertaken:

- Data collection on employee/officer diversity information via ESS (Employee Self Service). This enabled improved data as the number of “not specified” responses has reduced.
- Limited recruitment in the areas of Police Officers, Special and PCSO’s which is reflected in the “recruitment” data. There were some appointments in these areas from existing applicants within the selection process and these are shown within the “starters” data.

The sources of data within these reports are numerous, employee data is from SAP, alternative sources include NSPIS and internal spreadsheets. In some tables, due to the low numbers in certain categories a relatively large percentage change may only relate to 1 or 2 staff. This is highlighted where it is relevant.

Current and further activities since April 2013 and ongoing, which will be reflected in next years report include:

- Case management data will be captured and available via SAP. This will improve consistency.
- Recruitment information for Police Officers and Specials will be captured through an online assessment tool to improve management information.
- A review of exit information, which may lead to improved data and analysis.

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CURRENT WORKFORCE DISTRIBUTION

Note: Sickness excludes leavers

FTE/Headcount includes people who left on last day of reporting period

Police Officers

The number of Police Officers (FTE) decreased during 2012/2013 from 3016.18 as at 31st March 2012 to 2855.25 as at 31st March 2013. Although there had been a slight decrease in the number of retirements, there had been an increase of resignations. Overall there was a slight increase in the representation of female Officers in percentage terms against last year due to the overall decrease of the workforce being proportionately higher than the decrease of representation of female Officers. The majority of the Police Officer workforce was still primarily male.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Male	5.00	7.00	18.00	40.00	125.00	370.32	1,550.62	2,115.94	74.11%	74.48%	⬇️
Female	-	4.93	1.40	8.00	28.83	66.90	629.26	739.31	25.89%	25.52%	⬆️
Not Specified	-	-	-	-	-	-	-	-	-	-	⬆️
Total	5.00	11.93	19.40	48.00	153.83	437.22	2,179.88	2,855.25	100.00%	100.00%	

Table 1-Police Officers: 2012/13 Workforce FTE

Police Staff

The number of Police Staff increased during the past year from 1651.48 as at 31st March 2012 to 1767.87 as at 31st March 2013. This change is a reflection of the decrease in leavers and increase of new starters within the Constabulary during the past year. The workforce distribution is showing a slight move towards becoming more equal between males and females but is broadly similar to last year.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Male	1.00	69.08	107.44	532.83	710.35	40.18%	39.83%	⬆️
Female	1.00	70.47	98.01	888.05	1,057.53	59.82%	60.17%	⬆️
Not Specified	-	-	-	-	-	-	-	⬆️
Total	2.00	139.55	205.45	1,420.87	1,767.87	100.00%	100.00%	

Table 2-Police Staff: 2012/13 Workforce FTE

PCSOs

The number of PCSOs reduced during the period from 364.09 (FTE) as at 31st March 2012 to 354.01 (FTE) as at 31st March 2013. The overall decrease of PCSOs in the Constabulary's workforce population can be accounted for by internal moves of PCSOs to Police Staff, changes of contractual working hours, employees who had started or returned from career breaks and those who left the Constabulary on 31st March 2013 as these individuals will be included in the workforce headcount but will not be included in the leavers section of this report. Representation in female PCSOs had increased due to the higher percentage of starters of this gender in comparison to the percentage of leavers, however, the workforce distribution is still relatively even between males and females.

Specials

There was a decrease in Specials during 2012/2013 from 598.00 (FTE) as at 31st March 2012 to 541.00 (FTE) as at 31st March 2013. This decrease is represented by the low levels of new starters over the past year and an increase in leavers. The split between male and female leavers is more even this year in comparison to last years figures. 60 of the 131 Specials leavers were male which accounted for 45.8% of the total Specials who left during this period. There had been a significant increase in those who do not wish to specify their gender.

	PCSOs	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Male	167.75	47.39%	50.96%	⬇️
Female	186.26	52.61%	49.04%	⬆️
Not Specified	-	-	-	⚙️
Total	354.01	100.00%	100.00%	

Table 3-PCSO: 2012/13 Workforce FTE

	Specials	% of Total Headcount Current Year	% of Total Headcount Previous Year	Change
Male	254	46.95%	67.22%	⬇️
Female	100	18.48%	32.78%	⬇️
Not Specified	187	34.57%	-	⬆️
Total	541.00	100.00%	100.00%	

Table 4-Specials: 2012/13 Workforce Headcount

RECRUITMENT – Starters and Applicants

Applicants

Police Officers

No data available for 2012/2013 as no recruitment of Police Officers took place during the time period covered by this report.

Police Staff

During 2012/2013, the Constabulary received 3981 applications for vacant Police Staff positions. The Force attracted a higher number of potential candidates who were female with 52.60% of the total Police Staff applicants being of this gender. 39.21% of applicants were male and 8.19% did not specify their gender.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Applicants	% of Total FTE - Current Year
Male	-	48.00	221.00	1,292.00	1,561.00	39.21%	40.18%
Female	-	58.00	278.00	1,758.00	2,094.00	52.60%	59.82%
Not Specified	-	10.00	44.00	272.00	326.00	8.19%	0.00%
Total	-	116.00	543.00	3,322.00	3,981.00	100.00%	100.00%

Table 5-Police Staff: 2012/13 Applicants Headcount

PCSOs

No data available for 2012/2013 as no recruitment of PCSOs took place during the time period covered by this report.

Specials

No data available for 2012/2013. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

Starters

Police Officers

During 2012/2013, 26 Student Officers were recruited from a pre-existing bank of applicants who had passed the initial recruitment stages and represented 0.91% of the total Police Officers in post as at 31st March 2013. In total 31 Police Officers were recruited in 2012/2013 which represents 1.09% of the total Police Officers in post as at 31st March 2013. 61.29% of Officers recruited were male which is below the current workforce profile and 38.71% were female which is above the current workforce profile. No Officers were recruited that did not specify their gender.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Starters	% of Total FTE - Current Year
Male	1.00	-	-	-	2.00	1.00	15.00	19.00	61.29%	74.11%
Female	-	-	-	1.00	-	-	11.00	12.00	38.71%	25.89%
Not Specified	-	-	-	-	-	-	-	-	-	-
Total	1.00	-	-	1.00	2.00	1.00	26.00	31.00	100.00%	100.00%

Table 6-Police Officers: 2012/13 Starters FTE

Police Staff

The Constabulary recruited 239.37 (FTE) Police Staff during 2012/2013. Of the new starters who specified their gender, both male and female recruits were disproportionate to the current workforce profile. Employees who stated their gender as male disproportionately obtained Senior Officer roles in comparison to those who stated their gender as female taking into account the current workforce profile. Overall, there was a higher percentage of male Police Staff starters compared to the workforce profile.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Starters	% of Total FTE - Current Year
Male	-	2.00	18.00	81.23	101.23	42.29%	40.18%
Female	-	5.59	9.01	105.08	119.69	50.00%	59.82%
Not Specified	-	2.00	0.94	15.51	18.45	7.71%	-
Total	-	9.59	27.95	201.82	239.37	100.00%	100.00%

Table 7-Police Staff: 2012/13 Starters FTE

PCSOs

During 2012/2013, the Constabulary recruited 34 (FTE) PCSOs. The highest proportion of PCSOs recruited were female, representing 61.76% of the total PCSOs recruited during this period which was above the existing workforce profile. No Officers were recruited that did not specify their gender.

Specials

In comparison to last years recruitment statistics for Specials, the number recruited has significantly reduced. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

	PCSOs	% of Total Starters	% of Total FTE - Current Year
Male	13.00	38.24%	47.39%
Female	21.00	61.76%	52.61%
Not Specified	-	-	-
Total	34.00	100.00%	100.00%

Table 8-PCSO: 2012/13 Starters FTE

	Specials	% of Total Starters	% of Total Headcount Current Year
Male	-	-	46.95%
Female	-	-	18.48%
Not Specified	74	100.00%	34.57%
Total	74.00	100.00%	100.00%

Table 9-Special: 2012/13 Starters Headcount

TURNOVER - Leavers

Police Officers

During 2012/2013, 177.27 (FTE) Police Officers left the Constabulary (Including career breaks) representing 5.88% of the total workforce as at 31st March 2012. The balance between male and female leavers was more even in comparison to last financial years figures however it is not in line with the existing workforce profile with a disproportionately high number of female Police Officer leavers. The highest category of resignations was from those who stated their gender as female.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Leavers	% of Total FTE - Current Year
Male	1.00	-	2.00	1.00	5.00	12.00	64.02	85.02	47.96%	74.11%
Female	-	2.00	1.00	2.00	9.00	11.00	49.94	74.94	42.28%	25.89%
Not Specified	-	-	-	-	1.00	3.00	13.32	17.32	9.77%	-
Total	1.00	2.00	3.00	3.00	15.00	26.00	127.27	177.27	100.00%	100.00%

Table 10-Police Officers: 2012/13 Leavers FTE

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Male	12.37	49.80	19.85	-	-	-	3.00	-	-	85.02	47.96%
Female	13.84	44.40	13.00	-	-	-	2.00	-	1.70	74.94	42.28%
Not Specified	7.32	7.00	3.00	-	-	-	-	-	-	17.32	9.77%
Total	33.53	101.20	35.85	-	-	-	5.00	-	1.70	177.27	100.00%

Table 11-Police Officers: 2012/13 Leavers FTE by Reason

Police Staff

During 2012/2013, 128.04 (FTE) Police Staff employees left the Constabulary, accounting for 7.75% of the total Police Staff workforce as at 31st March 2012. Female Police Staff accounted for 38.81% of Police Staff leavers which is disproportionately low compared to the existing workforce profile and had the most varied reasons for leaving. The most common reason for leaving for this gender was resignation. Male Police Staff accounted for 47.62% of Police Staff leavers which was disproportionately high compared to the existing workforce profile and most commonly stated their reason for leaving as resignation also. There were more dismissals of female Police Staff than males and those who did not wish to state their gender.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Leavers	% of Total FTE - Current Year
Male	-	4.60	5.81	50.56	60.97	47.62%	40.18%
Female	-	3.59	2.00	44.10	49.70	38.81%	59.82%
Not Specified	-	1.00	2.00	14.37	17.37	13.57%	-
Total	-	9.19	9.81	109.04	128.04	100.00%	100.00%

Table 12-Police Staff: 2012/13 Leavers FTE

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Male	28.96	14.15	0.87	10.00	-	2.60	4.00	-	0.39	60.97	47.62%
Female	18.98	7.61	1.61	7.63	1.00	0.69	8.00	1.68	2.50	49.70	38.81%
Not Specified	9.97	1.00	1.00	3.91	0.49	-	-	-	1.00	17.37	13.57%
Total	57.92	22.76	3.48	21.54	1.49	3.29	12.00	1.68	3.89	128.04	100.00%

Table 13-Police Staff: 2012/13 Leavers by Reason

PCSOs

31.23 (FTE) PCSOs left the Constabulary during 2012/2013 representing 8.58% of the total PCSO workforce as at 31st March 2012. Male PCSO leavers were disproportionately high in comparison to the workforce profile. The highest figure in the reason for leaving for males was dismissal.

Specials

131 Specials left the Constabulary during 2012/2013, of which 60 were male which represented 45.80% of the total Specials leavers and is in line with the existing workforce profile. 44.27% of the total Specials leavers were female which was disproportionately high in comparison to the workforce profile.

	PCSOs	% of Total Leavers	% of Total FTE - Current Year
Male	14.67	46.97%	47.39%
Female	10.72	34.34%	52.61%
Not Specified	5.84	18.69%	-
Total	31.23	100.00%	100.00%

Table 14-PCSO: 2012/13 Leavers FTE

	Specials	% of Total Leavers	% of Total Headcount Current Year
Male	60	45.80%	46.95%
Female	58	44.27%	18.48%
Not Specified	13	9.92%	34.57%
Total	131.00	100.00%	100.00%

Table 15-Specials: 2012/13 Leavers Headcount

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Male	5.67	-	1.00	-	-	-	6.00	1.00	1.00	14.67	46.97%
Female	8.94	0.79	1.00	-	-	-	-	-	-	10.72	34.34%
Not Specified	4.92	0.92	-	-	-	-	-	-	-	5.84	18.69%
Total	19.53	1.70	2.00	-	-	-	6.00	1.00	1.00	31.23	100.00%

Table 16-PCSO: 2012/13 Leavers by Reason FTE

PROGRESSION – Promotions

Police Officers

During 2012/2013, there were 134.52 (FTE) promotions which was an increase of 147.82% in comparison to last years statistics. Both male and female Officers were promoted at a rate which was roughly in line and proportionate to the workforce profile.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Promotions	% of Total FTE - Current Year
Male	1.00	3.00	7.00	7.00	21.85	62.00	-	101.85	75.72%	74.11%
Female	-	2.00	0.60	2.00	9.34	18.73	-	32.67	24.28%	25.89%
Not Specified	-	-	-	-	-	-	-	-	-	-
Total	1.00	5.00	7.60	9.00	31.19	80.73	-	134.52	100.00%	100.00%

Table 17-Police Officers: 2012/13 Promotions FTE

Police Staff

120.56 (FTE) Police Staff were promoted during 2012/2013, representing 6.82% of the workforce FTE. 68.48% of female Police Staff were promoted which is above the workforce profile. 31.52% of all promotions were employees who stated their gender as male, which was disproportionately low in comparison to the workforce profile.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Promotions	% of Total FTE - Current Year
Male	-	1.00	3.00	34.00	38.00	31.52%	40.18%
Female	-	8.00	11.41	63.15	82.56	68.48%	59.82%
Not Specified	-	-	-	-	-	-	-
Total	-	9.00	14.41	97.15	120.56	100.00%	100.00%

Table 18-Police Staff: 2012/13 Promotions FTE

EMPLOYEE RELATIONS

Misconduct/Disciplinaries

Police Officers

The Constabulary investigated 27 cases of misconduct during 2012/2013. 88.89% of cases were against Officers that were male which was above the workforce profile. Male Constables received a disproportionately high number of misconduct charges in comparison to the workforce profile but due to the low case numbers this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
Male	-	-	-	-	-	4.00	20.00	24.00	88.89%	74.11%
Female	-	-	-	-	-	1.00	2.00	3.00	11.11%	25.89%
Not Specified	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	5.00	22.00	27.00	100.00%	100.00%

Table 19-Police Officer: 2012/13 Misconduct/Disciplinaries Headcount

Police Staff

The Constabulary disciplined 16 Police Staff during 2012/2013. **Both** male and female Police Staff were disproportionately disciplined in comparison to the workforce profile but due to the low case numbers this is not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
Male	-	-	1.00	8.00	9.00	56.25%	40.18%
Female	-	-	-	7.00	7.00	43.75%	59.82%
Not Specified	-	-	-	-	-	-	-
Total	-	-	1.00	15.00	16.00	100.00%	100.00%

Table 20-Police Staff: 2012/13 Misconduct/Disciplinaries Headcount

PCSOs

The Constabulary disciplined 4 PCSOs during 2012/2013. Employees who stated their gender as male were disproportionately disciplined in comparison to the workforce profile, however, due to the low case numbers this is not statistically significant.

	PCSOs	% of Total Cases	% of Total FTE - Current Year
Male	3.00	75.00%	47.39%
Female	1.00	25.00%	52.61%
Not Specified	-	-	-
Total	4.00	100.00%	100.00%

**Table 21-PCSO: 2012/13
Misconduct/Disciplinaries Headcount**

Grievances

Police Officers

During 2012/2013, 10 Officers submitted grievances, representing 0.35% of Police Officers in post as at 31st March 2013. In comparison to the workforce profile and the number of grievances submitted by Officers who stated their gender as either male and female, females submitted a disproportionately high number. 80% of grievances submitted were by Officers at the rank of Constable, of which out of the 8 grievances submitted by Constables, 62.5% were by male Officers but due to the low case numbers this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
Male	-	-	-	-	-	-	5.00	5.00	50.00%	74.11%
Female	-	-	-	-	-	2.00	3.00	5.00	50.00%	25.89%
Not Specified	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	2.00	8.00	10.00	100.00%	100.00%

Table 22-Police Officer: 2012/13 Grievances Headcount

Police Staff

During 2012/2013, 4 employees submitted grievances representing 0.23% of Police Staff in post as at 31st March 2013. All cases were received from staff who stated their gender as being male which is not in line with the existing percentage workforce profile but due to the low case numbers this is not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
Male	-	-	-	4.00	4.00	100.00%	40.18%
Female	-	-	-	-	-	-	59.82%
Not Specified	-	-	-	-	-	-	-
Total	-	-	-	4.00	4.00	100.00%	100.00%

Table 23-Police Staff: 2012/13 Grievances Headcount

SICKNESS ABSENCE

Police Officers

Police Officers in post as at 31st March 2013 were absent due to illness for an average of 8.35 days per FTE during 2012/2013. Female Officers had higher absence levels losing on average 10.14 days per FTE to sickness. Male Officers had the least amount of absence due to sickness taking an average of 7.73 days per FTE.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	Total FTE as at 31 March	Average days Sick per FTE
Male	-	-	51.00	317.13	490.44	2,011.25	13,490.59	16,360.41	2,115.94	7.73
Female	-	-	0.88	22.00	519.63	359.46	6,592.05	7,494.01	739.31	10.14
Not Specified	-	-	-	-	-	-	-	-	-	-
Total	-	-	51.88	339.13	1,010.06	2,370.71	20,082.65	23,854.42	2,855.25	8.35

Table 24-Police Officers: 2012/13 Sickness days per FTE

Police Staff

Police Staff employees in post as at 31st March 2013 were absent due to sickness for an average of 8.19 days during the period 2012/2013. Female employees experienced the highest levels of sickness, losing on average 9.16 days per FTE. Male employees took the least amount of sickness losing 6.75 days on average per FTE.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	Total FTE as at 31 March	Average days Sick per FTE
Male	-	252.52	314.67	4,225.84	4,793.03	710.35	6.75
Female	-	333.48	429.92	8,928.17	9,691.57	1,057.53	9.16
Not Specified	-	-	-	-	-	-	-
Total	-	586.00	744.59	13,154.01	14,484.60	1,767.87	8.19

Table 25-Police Staff: 2012/13 Sickness days per FTE

PCSOs

Despite the average days lost due to sickness absence dramatically reducing for PCSOs in comparison to last years statistics, PCSOs still experienced the highest levels of sickness absence of all staffing groups, losing 8.54 days on average per FTE during 2012/2013. Female PCSOs had the highest levels of sickness averaging 11.31 days per FTE. Male PCSOs had the least amount of sickness losing on average 5.46 days per FTE.

	PCSOs	Total FTE as at 31 March	Average days Sick per FTE
Male	915.63	167.75	5.46
Female	2,106.84	186.26	11.31
Not Specified	-	-	-
Total	3,022.47	354.01	8.54

Table 26-PCSO: 2012/13 Sickness days per FTE

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Data extracted from: G:\Personnel_4\statistics and information\!Reporting Systems\d3-Diversity Age Report.xls



Equality Report 2012/13

Avon and Somerset Constabulary

Age Statistics

V 1.00

Produced by:



INTRODUCTION

This report covers the time period 1st April 2012 to 31st March 2013. During this period the following activities were undertaken:

- Data collection on employee/officer diversity information via ESS (Employee Self Service). This enabled improved data as the number of “not specified” responses has reduced.
- Limited recruitment in the areas of Police Officers, Special and PCSOs which is reflected in the “recruitment” data. There were some appointments in these areas from existing applicants within the selection process and these are shown within the “starters” data.

The sources of data within these reports are numerous, employee data is from SAP, alternative sources include NSPIS and internal spreadsheets. In some tables, due to the low numbers in certain categories, a relatively large percentage change may only relate to 1 or 2 staff. This is highlighted where it is relevant.

Current and further activities since April 2013 and ongoing, which will be reflected in next years report include:

- Case management data will be captured and available via SAP. This will improve consistency.
- Recruitment information for Police Officers and Specials will be captured through an online assessment tool to improve management information.
- A review of exit information, which may lead to improved data and analysis.

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CURRENT WORKFORCE DISTRIBUTION

Note: Sickness excludes leavers

(FTE)/Headcount includes people who left on last day of reporting period

Police Officers

The number of Police Officers (FTE) decreased during 2012/2013 from 3016.18 as at 31st March 2012 to 2855.25 as at 31st March 2013. Although there had been a slight decrease in the number of retirements, there had been an increase of resignations. The Constabulary experienced an increase in representation of Officers in younger age bands which can be attributed to an increase in new starters.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
16 - 24	-	-	-	-	-	-	14.00	14.00	0.49%	0.27%	↔
25 - 35	-	-	-	-	8.68	47.35	749.66	805.68	28.22%	27.03%	↔
36 - 45	1.00	4.93	9.80	24.00	68.63	223.07	855.34	1,186.77	41.56%	40.03%	↔
46 - 55	4.00	7.00	9.60	23.00	71.53	160.80	535.88	811.80	28.43%	30.50%	↘
56 - 65	-	-	-	1.00	5.00	6.00	25.00	37.00	1.30%	2.15%	↘
66+	-	-	-	-	-	-	-	-	-	0.03%	↘
Total	5.00	11.93	19.40	48.00	153.83	437.22	2,179.88	2,855.25	100.00%	100.00%	

Table 1-Police Officers: 2012/13 Workforce (FTE)

Police Staff

The number of Police Staff (FTE) increased during the past year from 1651.48 as at 31st March 2012 to 1767.87 as at 31st March 2013. This change is a reflection of the decrease in leavers and increase of recruitment within the Constabulary during the past year. There has been an increase in the number of Police Staff within the younger age bands.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
16 - 24	-	1.00	1.00	137.51	139.51	7.89%	3.90%	↔
25 - 35	-	26.07	72.98	412.08	511.13	28.91%	28.28%	↔
36 - 45	1.00	45.74	53.87	307.07	407.68	23.06%	23.89%	↘
46 - 55	-	42.24	45.54	359.25	447.03	25.29%	25.54%	↘
56 - 65	1.00	24.50	31.26	196.87	253.62	14.35%	17.75%	↘
66+	-	-	0.80	8.09	8.89	0.50%	0.64%	↘
Total	2.00	139.55	205.45	1,420.87	1,767.87	100.00%	100.00%	

Table 2-Police Staff: 2012/13 Workforce (FTE)

PCSOs

The number of PCSOs reduced from 364.09 (FTE) as at 31st March 2012 to 354.01 (FTE) as at 31st March 2013. The overall decrease of PCSOs in the Constabulary's workforce population can be accounted for by internal moves of PCSOs to Police Staff, changes of contractual working hours, employees who had started or returned from career breaks during this period and those who left the Constabulary on 31st March 2013, as these individuals will be included in the workforce headcount but will not be included in the leavers section of this report. Representation in older age bands had decreased due to the higher percentage of leavers within the age bands from 36+, in comparison to the percentage of starters within these age bands.

Specials

There was a decrease in Specials during 2012/2013 from 598 (FTE) as at 31st March 2012 to 541 (FTE) as at 31st March 2013. This decrease is represented by the low levels of new starters over the past year and an increase in leavers. Specials aged between 25 and 35 represented the highest number of leavers. 57 of the 131 Specials leavers were aged between 25 and 35, which accounted for 43.51% of the total Specials who left during this period.

	PCSOs	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
16 - 24	35.00	9.89%	6.88%	↔
25 - 35	152.84	43.17%	43.46%	↔
36 - 45	74.16	20.95%	21.45%	↔
46 - 55	76.09	21.49%	23.25%	↔
56 - 65	15.92	4.50%	4.97%	↔
66+	-	-	-	↔
Total	354.01	100.00%	100.00%	

Table 3-PCSO: 2012/13 Workforce (FTE)

	Specials	% of Total Headcount Current Year	% of Total Headcount Previous Year	Change
16 - 24	187	34.57%	37.63%	↔
25 - 35	200	36.97%	33.28%	↔
36 - 45	97	17.93%	19.40%	↔
46 - 55	41	7.58%	7.19%	↔
56 - 65	14	2.59%	2.34%	↔
66+	2	0.37%	0.17%	↔
Total	541.00	100.00%	100.00%	

Table 4-Specials: 2012/13 Workforce Headcount

RECRUITMENT – Starters and Applicants

Applicants

Police Officers

No data available for 2012/2013 as no recruitment of Police Officers took place during the time period covered by this report.

Police Staff

During 2012/2013, the Constabulary received 3981 applications for vacant Police Staff positions. The Force attracted a higher number of potential candidates from younger age bands with 28.18% of applicants under the age of 25, 58.60% under the age of 36 and 74.30% under the age of 46. 4.04% of applicants were aged 56 or above and 6.66% did not wish to specify which age band they were within. Younger applicants applied for clerical positions more than older applicants, with 95% of applicants aged between 16 and 24 applying for clerical roles, as opposed to 5% applying for senior positions.

	AGPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Applicants	% of Total FTE - Current Year
16 - 24	-	-	111.00	1,011.00	1,122.00	28.18%	7.89%
25 - 35	-	25.00	182.00	1,004.00	1,211.00	30.42%	28.91%
36 - 45	-	28.00	89.00	508.00	625.00	15.70%	23.06%
46 - 55	-	43.00	97.00	457.00	597.00	15.00%	25.29%
56+	-	11.00	22.00	128.00	161.00	4.04%	14.35%
Not Specified	-	9.00	42.00	214.00	265.00	6.66%	0.50%
Total	-	116.00	543.00	3,322.00	3,981.00	100.00%	100.00%

Table 5-Police Staff: 2012/13 Applicants Headcount

PCSOs

No data available for 2012/2013 as no recruitment of PCSOs took place during the time period covered by this report.

Specials

No data available for 2012/2013. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

Starters

Police Officers

During 2012/2013, 26 Student Officers were recruited from a pre-existing bank of applicants who had passed the initial recruitment stages. Those recruited from the bank represented 0.91% of the total Police Officers in post as at 31st March 2013. In total 31 Police Officers were recruited in 2012/2013 which represented 1.09% of the total Police Officers in post as at 31st March 2013. 19.35% of Officers recruited were aged between 16 and 24 and 48.39% were aged between 25 and 35. No Officers were recruited who stated their age to be 66 or above.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Starters	% of Total FTE - Current Year
16 - 24	-	-	-	-	-	-	6.00	6.00	19.35%	0.49%
25 - 35	-	-	-	-	-	-	15.00	15.00	48.39%	28.22%
36 - 45	-	-	-	1.00	-	-	3.00	4.00	12.90%	41.56%
46 - 55	1.00	-	-	-	1.00	1.00	2.00	5.00	16.13%	28.43%
56 - 65	-	-	-	-	1.00	-	-	1.00	3.23%	1.30%
66+	-	-	-	-	-	-	-	-	-	-
Total	1.00	-	-	1.00	2.00	1.00	26.00	31.00	100.00%	100.00%

Table 6-Police Officers: 2012/13 Starters (FTE)

Police Staff

The Constabulary recruited 239.37 (FTE) Police Staff during 2012/2013 across all age bands excluding any whose age would have been 66 or above. 51.59% of all Police Staff recruited for a senior officer position were aged between 25 and 35 and the remaining 48.41% of Police Staff recruited into a senior officer role stated they were aged 36 or above. None of the 111 Police Staff applicants were recruited to a senior officer position or above whose age was between the ages of 16 and 24.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Starters	% of Total FTE - Current Year
16 - 24	-	-	-	78.24	78.24	32.69%	7.89%
25 - 35	-	1.00	14.42	56.62	72.03	30.09%	28.91%
36 - 45	-	5.00	6.59	18.02	29.61	12.37%	23.06%
46 - 55	-	3.59	5.40	37.67	46.66	19.49%	25.29%
56 - 65	-	-	1.54	11.28	12.82	5.35%	14.35%
66+	-	-	-	-	-	-	0.50%
Total	-	9.59	27.95	201.82	239.37	100.00%	100.00%

Table 7-Police Staff: 2012/13 Starters (FTE)

PCSOs

During 2012/2013, the Constabulary recruited 34 (FTE) PCSOs across a range of age bands. The highest proportion of PCSOs recruited were aged between 16 and 24, representing 55.88% of the total PCSOs recruited during this period. No PCSOs above the age of 56 were recruited.

Specials

In comparison to last year's recruitment statistics for Specials, the number recruited has significantly reduced. Of the Specials recruited in 2012/2013, 56.76% were aged between 16 and 24 and 31.08% were aged between 25 and 35. No Specials were recruited who stated they were aged 56 or above.

	PCSOs	% of Total Starters	% of Total FTE - Current Year
16 - 24	19.00	55.88%	9.89%
25 - 35	12.00	35.29%	43.17%
36 - 45	1.00	2.94%	20.95%
46 - 55	2.00	5.88%	21.49%
56 - 65	-	-	4.50%
66+	-	-	-
Total	34.00	100.00%	100.00%

Table 8-PCSO: 2012/13 Starters (FTE)

	Specials	% of Total Starters	% of Total Headcount Current Year
16 - 24	42	56.76%	34.57%
25 - 35	23	31.08%	36.97%
36 - 45	8	10.81%	17.93%
46 - 55	1	1.35%	7.58%
56 - 65	-	-	2.59%
66+	-	-	0.37%
Total	74.00	100.00%	100.00%

Table 9-Specials: 2012/13 Starters Headcount

TURNOVER - Leavers

Police Officers

During 2012/2013, 177.27 (FTE) Police Officers left the Constabulary (including career breaks) representing 5.88% of the total workforce as at 31st March 2012. Similar to last years statistics, the majority of leavers were aged between 46 and 55 and accounted for 60.47% of the total Police Officer leavers, which reflected the high number of retirements during this period.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Leavers	% of Total FTE - Current Year
16 - 24	-	-	-	-	-	-	-	-	-	0.49%
25 - 35	-	-	-	-	-	1.00	16.30	17.30	9.76%	28.22%
36 - 45	-	-	-	1.00	-	-	25.97	26.97	15.21%	41.56%
46 - 55	-	2.00	3.00	2.00	14.00	21.00	65.20	107.20	60.47%	28.43%
56 - 65	1.00	-	-	-	-	4.00	19.80	24.80	13.99%	1.30%
66+	-	-	-	-	1.00	-	-	1.00	0.56%	
Total	1.00	2.00	3.00	3.00	15.00	26.00	127.27	177.27	100.00%	100.00%

Table 10-Police Officers: 2012/13 Leavers (FTE)

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
16 - 24	-	-	-	-	-	-	-	-	-	-	-
25 - 35	13.60	-	1.00	-	-	-	2.00	-	0.70	17.30	9.76%
36 - 45	14.13	-	8.85	-	-	-	3.00	-	1.00	26.97	15.21%
46 - 55	5.80	77.40	24.00	-	-	-	-	-	-	107.20	60.47%
56 - 65	-	22.80	2.00	-	-	-	-	-	-	24.80	13.99%
66+	-	1.00	-	-	-	-	-	-	-	1.00	0.56%
Total	33.53	101.20	35.85	-	-	-	5.00	-	1.70	177.27	100.00%

Table 11-Police Officers: 2012/13 Leavers (FTE) by Reason

Police Staff

During 2012/2013, 128.04 (FTE) Police Staff employees left the Constabulary, accounting for 7.75% of the total Police Staff workforce as at 31st March 2012. Police Staff aged between 56 and 65 had the most varied reasons for leaving. The most common reason for this age band was retirement.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Leavers	% of Total FTE - Current Year
16 - 24	-	-	-	6.50	6.50	5.08%	7.89%
25 - 35	-	1.00	4.00	26.35	31.35	24.48%	28.91%
36 - 45	-	2.59	-	15.77	18.36	14.34%	23.06%
46 - 55	-	3.00	2.00	18.29	23.29	18.19%	25.29%
56 - 65	-	2.60	3.81	40.63	47.05	36.74%	14.35%
66+	-	-	-	1.50	1.50	1.17%	0.50%
Total	-	9.19	9.81	109.04	128.04	100.00%	100.00%

Table 12-Police Staff: 2012/13 Leavers (FTE)

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
16 - 24	4.50	-	-	-	-	1.00	1.00	-	-	6.50	5.08%
25 - 35	24.28	-	-	1.88	-	0.69	3.00	-	1.50	31.35	24.48%
36 - 45	12.40	-	1.00	2.16	-	-	1.00	0.81	1.00	18.36	14.34%
46 - 55	8.15	-	1.00	7.65	0.49	1.00	4.00	-	1.00	23.29	18.19%
56 - 65	8.59	21.26	1.48	9.86	1.00	0.60	3.00	0.86	0.39	47.05	36.74%
66+	-	1.50	-	-	-	-	-	-	-	1.50	1.17%
Total	57.92	22.76	3.48	21.54	1.49	3.29	12.00	1.68	3.89	128.04	100.00%

Table 13-Police Staff: 2012/13 Leavers by Reason

PCSOs

31.23 (FTE) PCSOs left the Constabulary during 2012/2013 representing 8.58% of the total PCSO workforce as at 31st March 2012. PCSOs aged between 25 and 35 had the highest proportion of leavers with 43.57% of the total leavers being within this age group. The majority of these leavers stated their reason for leaving as resignation.

Specials

131 Specials left the Constabulary during 2012/2013, of which 57 were aged between 25 and 35 which represented 43.51% of the total Specials leavers and 28.5% of the total Specials workforce. 29.01% of the total Specials leavers were aged between 16 and 24.

	PCSOs	% of Total Leavers	% of Total FTE - Current Year
16 - 24	6.00	19.21%	9.89%
25 - 35	13.61	43.57%	43.17%
36 - 45	4.00	12.81%	20.95%
46 - 55	5.00	16.01%	21.49%
56 - 65	2.62	8.40%	4.50%
66+	-	-	-
Total	31.23	100.00%	100.00%

Table 14-PCSO: 2012/13 Leavers (FTE)

	Specials	% of Total Leavers	% of Total Headcount Current Year
16 - 24	38	29.01%	34.57%
25 - 35	57	43.51%	36.97%
36 - 45	25	19.08%	17.93%
46 - 55	9	6.87%	7.58%
56 - 65	2	1.53%	2.59%
66+	-	-	0.37%
Total	131.00	100.00%	100.00%

Table 15-Specials: 2012/13 Leavers Headcount

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
16 - 24	4.00	-	-	-	-	-	1.00	-	1.00	6.00	19.21%
25 - 35	11.61	-	-	-	-	-	2.00	-	-	13.61	43.57%
36 - 45	2.00	-	1.00	-	-	-	1.00	-	-	4.00	12.81%
46 - 55	1.00	-	1.00	-	-	-	2.00	1.00	-	5.00	16.01%
56 - 65	0.92	1.70	-	-	-	-	-	-	-	2.62	8.40%
66+	-	-	-	-	-	-	-	-	-	-	-
Total	19.53	1.70	2.00	-	-	-	6.00	1.00	1.00	31.23	100.00%

Table 16-PCSO: 2012/13 Leavers by Reason

PROGRESSION – Promotions

Police Officers

During 2012/2013, there were 134.52 (FTE) promotions which was an increase of 147.82% in comparison to last year's statistics. The promotions in 2012/2013 accounted for 13.51% of the overall Police Officer workforce FTE. 59.11% of all promotions were gained by Officers aged between 36 and 45. Similarly to last year, younger Officers were disproportionately promoted in greater numbers than their older colleagues.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Promotions	% of Total FTE - Current Year
16 - 24	-	-	-	-	-	-	-	-	-	0.49%
25 - 35	-	-	-	-	4.68	30.73	-	35.40	26.32%	28.22%
36 - 45	-	3.00	5.00	8.00	20.52	43.00	-	79.52	59.11%	41.56%
46 - 55	1.00	2.00	2.60	1.00	6.00	7.00	-	19.60	14.57%	28.43%
56 - 65	-	-	-	-	-	-	-	-	-	1.30%
66+	-	-	-	-	-	-	-	-	-	-
Total	1.00	5.00	7.60	9.00	31.19	80.73	-	134.52	100.00%	100.00%

Table 17-Police Officers: 2012/13 Promotions (FTE)

Police Staff

120.56 (FTE) Police Staff were promoted during 2012/2013, representing 6.82% of the total workforce FTE. 45.06% of the total promotions were gained by staff aged between 25 and 35. 6.64% of all promotions were gained by Police Staff aged 56 or over.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Promotions	% of Total FTE - Current Year
16 - 24	-	-	1.00	14.00	15.00	12.44%	7.89%
25 - 35	-	3.00	7.00	44.33	54.33	45.06%	28.91%
36 - 45	-	4.00	2.00	24.46	30.46	25.27%	23.06%
46 - 55	-	1.00	2.41	9.36	12.77	10.59%	25.29%
56 - 65	-	1.00	2.00	5.00	8.00	6.64%	14.35%
66+	-	-	-	-	-	-	0.50%
Total	-	9.00	14.41	97.15	120.56	100.00%	100.00%

Table 18-Police Staff: 2012/13 Promotions (FTE)

EMPLOYEE RELATIONS

Misconduct/Disciplinaries

Police Officers

The Constabulary investigated 27 cases of misconduct during 2012/2013. 44.44% of cases were against Officers aged between 36 and 45. 33.33% of cases were against Officers aged between 25 and 35. 3.7% of cases were against Officers aged 56+ which is disproportionate to the workforce profile, however, due to the low case numbers, this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
16 - 24	-	-	-	-	-	-	-	-	-	0.49%
25 - 35	-	-	-	-	-	-	9.00	9.00	33.33%	28.22%
36 - 45	-	-	-	-	-	3.00	9.00	12.00	44.44%	41.56%
46 - 55	-	-	-	-	-	2.00	3.00	5.00	18.52%	28.43%
56+	-	-	-	-	-	-	1.00	1.00	3.70%	1.30%
Not Specified	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	5.00	22.00	27.00	100.00%	100.00%

Table 19-Police Officer: 2012/13 Misconduct/Disciplinaries Headcount

Police Staff

The Constabulary disciplined 16 Police Staff during 2012/2013. 43.75% of disciplinaries were actioned against Police Staff aged between 46 and 55 which is disproportionately high in comparison to the workforce profile, however, due to low case numbers, it is not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
16 - 24	-	-	-	1.00	1.00	6.25%	7.89%
25 - 35	-	-	-	1.00	1.00	6.25%	28.91%
36 - 45	-	-	-	4.00	4.00	25.00%	23.06%
46 - 55	-	-	1.00	6.00	7.00	43.75%	25.29%
56+	-	-	-	3.00	3.00	18.75%	14.35%
Not Specified	-	-	-	-	-	-	0.50%
Total	-	-	1.00	15.00	16.00	100.00%	100.00%

Table 20-Police Staff: 2012/13 Misconduct/Disciplinaries Headcount

PCSOs

The Constabulary disciplined 4 PCSOs during 2012/2013. 50% of the total cases were against PCSOs who stated their age as being between 46 and 55, which in percentage terms is disproportionate to the workforce profile, however, due to the low case numbers this is not statistically significant.

	PCSOs	% of Total Cases	% of Total FTE - Current Year
16 - 24	-	-	9.89%
25 - 35	1.00	25.00%	43.17%
36 - 45	-	-	20.95%
46 - 55	2.00	50.00%	21.49%
56+	1.00	25.00%	4.50%
Not Specified	-	-	-
Total	4.00	100.00%	100.00%

**Table 21-PCSO: 2012/13
Misconduct/Disciplinaries Headcount**

Grievances

Police Officers

During 2012/2013, 10 Officers submitted grievances, representing 0.35% of the total Police Officers in post as at 31st March 2013. 70% of all grievances were submitted by Officers aged between 25 and 35, which is disproportionate to the workforce profile, however, due to the low number of cases, this is not statistically significant. 80% of grievances submitted were by Officers at the rank of Constable.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
16 - 24	-	-	-	-	-	-	-	-	-	0.49%
25 - 35	-	-	-	-	-	2.00	5.00	7.00	70.00%	28.22%
36 - 45	-	-	-	-	-	-	2.00	2.00	20.00%	41.56%
46 - 55	-	-	-	-	-	-	1.00	1.00	10.00%	28.43%
56+	-	-	-	-	-	-	-	-	-	1.30%
Not Specified	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	2.00	8.00	10.00	100.00%	100.00%

Table 22-Police Officer: 2012/13 Grievances Headcount

Police Staff

During 2012/2013, 4 Police Staff submitted grievances accounting for 100% of all cases being submitted by staff aged between 36 and 45, which in comparison to the workforce profile is disproportionately high, however, due to low case numbers, this is not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
16 - 24	-	-	-	-	-	-	7.89%
25 - 35	-	-	-	-	-	-	28.91%
36 - 45	-	-	-	4.00	4.00	100.00%	23.06%
46 - 55	-	-	-	-	-	-	25.29%
56+	-	-	-	-	-	-	14.35%
Not Specified	-	-	-	-	-	-	0.50%
Total	-	-	-	4.00	4.00	100.00%	100.00%

Table 23-Police Staff: 2012/13 Grievances Headcount

SICKNESS ABSENCE

Police Officers

Police Officers in post as at 31st March 2013 were absent due to illness for an average of 8.35 days per FTE during 2012/2013. Officers aged between 46 and 55 had the highest average absence levels losing on average 11.51 days per FTE to sickness. Officers aged between 16 and 24 had the highest levels of absence due to sickness taking an average of 2.58 days per FTE.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	Total FTE as at 31 March	Average days Sick per FTE
16 - 24	-	-	-	-	-	-	36.06	36.06	14.00	2.58
25 - 35	-	-	-	-	3.00	214.25	4,925.75	5,143.00	805.68	6.38
36 - 45	-	-	5.88	37.00	197.38	901.27	7,970.26	9,111.78	1,186.77	7.68
46 - 55	-	-	46.00	297.13	809.69	1,176.69	7,011.83	9,341.33	811.80	11.51
56 - 65	-	-	-	5.00	-	78.50	138.75	222.25	37.00	6.01
66+	-	-	-	-	-	-	-	-	-	-
Total	-	-	51.88	339.13	1,010.06	2,370.71	20,082.65	23,854.42	2,855.25	8.35

Table 24-Police Officers: 2012/13 Sickness FTE days

Police Staff

Police Staff employees in post as at 31st March 2013 were absent due to sickness for an average of 8.19 days per FTE during the period 2012/2013. Employees within the age band 56 and 65 experienced the highest average levels of sickness losing on average 10.47 days per FTE. The youngest and oldest employees took the least amount of sickness with employees under 25 losing 2.91 days on average per FTE and employees aged 66 or above losing 3.17 days on average per FTE.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	Total FTE as at 31 March	Average days Sick per FTE
16 - 24	-	3.00	-	402.77	405.77	139.51	2.91
25 - 35	-	49.82	176.43	2,962.11	3,188.36	511.13	6.24
36 - 45	-	213.51	202.75	3,409.67	3,825.93	407.68	9.38
46 - 55	-	97.52	139.25	4,142.96	4,379.73	447.03	9.80
56 - 65	-	222.15	226.15	2,208.36	2,656.66	253.62	10.47
66+	-	-	-	28.15	28.15	8.89	3.17
Total	-	586.00	744.59	13,154.01	14,484.60	1,767.87	8.19

Table 25-Police Staff: 2012/13 Sickness days per (FTE)

PCSOs

Despite the average days lost due to sickness absence dramatically reducing for PCSOs in comparison to last years statistics, PCSOs still experienced the highest levels of sickness absence of all staffing groups, losing 8.54 days on average per FTE during 2012/2013. Employees aged 56 and over had the highest levels of sickness averaging 15.19 days per FTE. The youngest employees had the least amount of sickness with absence levels for the under 25 age band averaging at 2.02 days per FTE.

	PCSOs	Total FTE as at 31 March	Average days Sick per FTE
16 - 24	70.79	35.00	2.02
25 - 35	866.51	152.84	5.67
36 - 45	903.91	74.16	12.19
46 - 55	939.53	76.09	12.35
56 - 65	241.73	15.92	15.19
66+	-	-	-
Total	3,022.47	354.01	8.54

Table 26-PCSO: 2012/13 Sickness days per (FTE)

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Data extracted from: G:\Personnel_4\statistics and information\!Reporting Systems\d3-Diversity Age Report.xls



Equality Report 2012/13

Avon and Somerset Constabulary

Sexual Orientation Statistics

V 1.00

Produced by:



INTRODUCTION

This report covers the time period 1st April 2012 to 31st March 2013. During this period the following activities were undertaken:

- Data collection on employee/officer diversity information via ESS (Employee Self Service). This enabled improved data as the number of “not specified” responses has reduced.
- Limited recruitment in the areas of Police Officers, Special and PCSO’s which is reflected in the “recruitment” data. There were some appointments in these areas from existing applicants within the selection process and these are shown within the “starters” data.

The sources of data within these reports are numerous, employee data is from SAP, alternative sources include NSPIS and internal spreadsheets. In some tables, due to the low numbers in certain categories a relatively large percentage change may only relate to 1 or 2 staff. This is highlighted where it is relevant. In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Current and further activities since April 2013 and ongoing, which will be reflected in next years report include:

- Case management data will be captured and available via SAP. This will improve consistency.
- Recruitment information for Police Officers and Specials will be captured through an online assessment tool to improve management information.
- A review of exit information, which may lead to improved data and analysis.

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CURRENT WORKFORCE DISTRIBUTION

Note: Sickness excludes leavers

FTE/Headcount includes people who left on last day of reporting period

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

The number of Police Officers (FTE) decreased during 2012/2013 from 3016.18 as at 31st March 2012 to 2855.25 as at 31st March 2013. Although there had been a slight decrease in the number of retirements, there had been an increase of resignations. The Constabulary experienced an increase in representation of Officers who stated their sexual orientation as bisexual, gay/lesbian and heterosexual which can be attributed to an increase in new starters and an increase of the Police Officer workforce updating/completing their equalities data. Those who did not specify their sexual orientation had decreased due to the amount of Officers who left the Constabulary who did not specify their sexual orientation and an increase of the Police Officer workforce updating/completing their equalities data.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Bisexual	*-	*-	*-	*-	*-	7.00	19.00	28.00	0.98%	0.90%	⬆️
Gay / Lesbian	*-	*-	*-	*-	*-	6.00	40.00	48.00	1.68%	1.56%	⬆️
Heterosexual	*-	9.93	17.40	42.00	105.83	256.56	1,368.38	1,803.10	63.15%	58.49%	⬆️
Not Specified	*-	*-	*-	6.00	45.00	167.66	752.49	976.15	34.19%	39.06%	⬇️
Total	*-	11.93	19.40	48.00	153.83	437.22	2,179.88	2,855.25	100.00%	100.00%	

Table 1-Police Officers: 2012/13 Workforce FTE

Police Staff

The number of Police Staff (FTE) increased during the past year from 1651.48 as at 31st March 2012 to 1767.87 as at 31st March 2013. This change is a reflection of the decrease in leavers and increase of recruitment within the Constabulary during the past year. The increase of those who stated they were bisexual, gay/lesbian or heterosexual was due to Police Staff updating/completing their equalities data which also reflects in the decrease in those who did not specify.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Bisexual	*-	*-	*-	9.80	10.80	0.61%	0.59%	↻
Gay / Lesbian	*-	*-	*-	26.13	30.13	1.70%	1.70%	↻
Heterosexual	*-	111.38	162.52	1,048.57	1,324.46	74.92%	68.30%	↻
Not Specified	*-	27.18	38.93	336.38	402.48	22.77%	29.40%	↻
Total	*	139.55	205.45	1,420.87	1,767.87	100.00%	100.00%	

Table 2-Police Staff: 2012/13 Workforce FTE

PCSOs

The number of PCSOs reduced during the period from 364.09 (FTE) as at 31st March 2012 to 354.01 as at 31st March 2013. The overall decrease of PCSOs in the Constabulary's workforce population can be accounted for by internal moves of PCSOs to Police Staff, changes of contractual working hours, employees who had started or returned from career breaks and those who left the Constabulary on 31st March 2013 as these individuals will be included in the workforce headcount but will not be included in the leavers section of this report. Representation in those who did not specify their sexual orientation had decreased due to an increase of recruitment of employees who specified their sexual orientation, in comparison to those who left that did not specify and an increase of the workforce updating/completing their equalities data.

Specials

There was also a decrease in Specials during 2012/2013 from 598.00 FTE as at 31st March 2012 to 541.00 as at 31st March 2013. This decrease is represented by the low levels of new starters over the past year and an increase in leavers.

	PCSOs	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Bisexual	*	0.85%	0.60%	↻
Gay / Lesbian	10.68	3.02%	2.39%	↻
Heterosexual	266.29	75.22%	70.27%	↻
Not Specified	74.05	20.92%	26.74%	↻
Total	354.01	100.00%	100.00%	

Table 3-PCSO: 2012/13 Workforce FTE

	Specials	% of Total Headcount Current Year	% of Total Headcount Previous Year	Change
Bisexual	*	0.55%	0.84%	↻
Gay / Lesbian	10	1.85%	2.34%	↻
Heterosexual	319	58.96%	64.88%	↻
Not Specified	209	38.63%	31.94%	↻
Total	541.00	100.00%	100.00%	

Table 4-Specials: 2012/13 Workforce Headcount

RECRUITMENT – Starters and Applicants

Applicants

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

No data available for 2012/2013 as no recruitment of Police Officers took place during the time period covered by this report.

Police Staff

During 2012/2013, the Constabulary received 3981 applications for vacant Police Staff positions. The Force attracted a higher number of potential candidates from those who stated their sexual orientation as heterosexual, with 81.66% of the applicants stating this as their sexual orientation which was above the existing workforce profile. There were fewer applicants from candidates who stated their sexual orientation as either bisexual or gay/lesbian however in percentage terms, the applicant numbers in these groups were above the existing workforce profile.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Applicants	% of Total FTE - Current Year
Bisexual	*	*	*	36.00	42.00	1.06%	0.61%
Gay / Lesbian	*	*	22.00	114.00	139.00	3.49%	1.70%
Heterosexual	*	96.00	451.00	2,704.00	3,251.00	81.66%	74.92%
Not Specified	*	16.00	65.00	468.00	549.00	13.79%	22.77%
Total	*	116.00	543.00	3,322.00	3,981.00	100.00%	100.00%

Table 5-Police Staff: 2012/13 Applicants Headcount

PCSOs

No data available for 2012/2013 as no recruitment of PCSOs took place during the time period covered by this report.

Specials

No data available for 2012/2013. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

Starters

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 26 Student Officers were recruited from a pre-existing bank of applicants who had passed the initial recruitment stages and represented 0.91% of the total Police Officers in post as at 31st March 2013. In total 31 Police Officers were recruited in 2012/2013 which represented 1.09% of the total Police Officers in post as at 31st March 2013. No data was available regarding Police Officer new starters sexual orientation.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Starters	% of Total FTE - Current Year
Bisexual	*	*	*	*	*	*	*	*	*	0.98%
Gay / Lesbian	*	*	*	*	*	*	*	*	*	1.68%
Heterosexual	*	*	*	*	*	*	*	*	*	63.15%
Not Specified	*	*	*	*	*	*	26.00	31.00	100.00%	34.19%
Total	*	*	*	*	*	*	26.00	31.00	100.00%	100.00%

Table 6-Police Officers: 2012/13 Starters FTE

Police Staff

The Constabulary recruited 239.37 (FTE) Police Staff during 2012/2013 across all the sexual orientation groups shown in the table below. 83.83% of all Police Staff recruited for a clerical position did not state their sexual orientation. Only those who stated their sexual orientation as heterosexual or did not specify, were successful in gaining a Senior or Principal Officer role.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Starters	% of Total FTE - Current Year
Bisexual	*	*	*	*	*	0.84%	0.61%
Gay / Lesbian	*	*	*	*	*	0.84%	1.70%
Heterosexual	*	*	12.00	28.64	44.64	18.65%	74.92%
Not Specified	*	5.59	15.95	169.18	190.73	79.68%	22.77%
Total	*	9.59	27.95	201.82	239.37	100.00%	100.00%

Table 7-Police Staff: 2012/13 Starters FTE

PCSOs

During 2012/2013, the Constabulary recruited 34 (FTE) PCSOs. The highest proportion of PCSOs recruited stated their sexual orientation as heterosexual or did not specify, which

represented 97.06% of the total PCSOs recruited during this period. No PCSOs who stated they were bisexual were recruited.

Specials

In comparison to last years recruitment statistics for Specials, the number recruited had significantly reduced. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

	PCSOs	% of Total Starters	% of Total FTE - Current Year
Bisexual	*	*-	0.85%
Gay / Lesbian	*	2.94%	3.02%
Heterosexual	14.00	41.18%	75.22%
Not Specified	19.00	55.88%	20.92%
Total	34.00	100.00%	100.00%

Table 8-PCSO: 2012/13 Starters FTE

	Specials	% of Total Starters	% of Total Headcount Current Year
Bisexual	*	*-	0.55%
Gay / Lesbian	*	*-	1.85%
Heterosexual	*	*-	58.96%
Not Specified	74	100.00%	38.63%
Total	74.00	100.00%	100.00%

Table 9-Special: 2012/13 Starters Headcount

TURNOVER - Leavers

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 177.27 (FTE) Police Officers left the Constabulary (including career breaks) representing 5.88% of the total workforce as at 31st March 2012. 2.71% of leavers were bisexual which was disproportionately high in comparison to the workforce profile however, due to the low number of leavers, this is not statistically significant. The majority of leavers were heterosexual and accounted for 55.41% of the total Police Officer leavers, and this can also be seen in the high number of retirements during this period.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Leavers	% of Total FTE - Current Year
Bisexual	*	*	*	*	*	*	*	*	2.71%	0.98%
Gay / Lesbian	*	*	*	*	*	*	*	*	1.69%	1.68%
Heterosexual	*	*	*	*	8.00	16.00	70.23	94.23	55.41%	63.15%
Not Specified	*	*	*	*	7.00	10.00	49.24	66.24	40.19%	34.19%
Total	*	*	*	*	15.00	26.00	127.27	177.27	100.00%	100.00%

Table 10-Police Officers: 2012/13 Leavers FTE

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Bisexual	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	2.71%
Gay / Lesbian	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	1.69%
Heterosexual	17.53	59.00	19.00	*-	*-	*-	*-	*-	*-	98.23	55.41%
Not Specified	15.00	38.40	13.85	*-	*-	*-	*-	*-	*-	71.24	40.19%
Total	33.53	101.20	35.85	*-	*-	*-	*-	*-	*-	177.27	100.00%

Table 11-Police Officers: 2012/13 Leavers FTE by Reason

Police Staff

During 2012/2013, 128.04 (FTE) Police Staff employees left the Constabulary, accounting for 7.75% of the total Police Staff workforce as at 31st March 2012. Police Staff who did not state their sexual orientation accounted for 60.91 (FTE) out of the total Police Staff leavers of 128.04 and had the most varied reasons for leaving along with those who stated they were heterosexual. The most common reason for leaving for both those who stated they were heterosexual and those who did not specify was retirement. Police Staff leavers who stated their sexual orientation as bisexual was disproportionately high in comparison to the workforce profile, however, due to the low numbers, this is not statistically significant.

	AGPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Leavers	% of Total FTE - Current Year
Bisexual	*	*	*	*	*	1.56%	0.61%
Gay / Lesbian	*	*	*	*	*	1.80%	1.70%
Heterosexual	*	5.59	*	52.31	60.91	47.57%	74.92%
Not Specified	*	*	6.81	52.42	62.83	49.07%	22.77%
Total	*	9.19	9.81	109.04	128.04	100.00%	100.00%

Table 12-Police Staff: 2012/13 Leavers FTE

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Bisexual	*	*	*	*	*	*	*	*	*	*	1.56%
Gay / Lesbian	*	*	*	*	*	*	*	*	*	*	1.80%
Heterosexual	25.99	12.46	*	9.53	*	*	7.00	*	*	60.91	47.57%
Not Specified	30.72	10.30	*	9.91	*	*	*	*	*	62.83	49.07%
Total	57.92	22.76	*	21.54	*	*	12.00	*	*	128.04	100.00%

Table 13-Police Staff: 2012/13 Leavers by Reason FTE

PCSOs

31.23 FTE PCSOs left the Constabulary during 2012/2013 representing 8.58% of the total PCSO workforce as at 31st March 2012. PCSO leavers who stated they were heterosexual were disproportionately low in percentage terms in comparison to the workforce profile, with 52.69% of the total leavers being within this group. The remaining 47.31% of leavers were those who did not specify their sexual orientation and were disproportionately high in comparison to the workforce profile. The majority of these leavers stated their reason for leaving as resignation.

Specials

131 Specials left the Constabulary during 2012/2013. The number of Specials leavers who stated their sexual orientation as either bisexual or gay/lesbian is disproportionately high in comparison to the workforce headcount but due to the low numbers this is not statistically significant. .

	PCSOs	% of Total Leavers	% of Total FTE - Current Year
Bisexual	*	*-	0.85%
Gay / Lesbian	*	*-	3.02%
Heterosexual	16.45	52.69%	75.22%
Not Specified	14.78	47.31%	20.92%
Total	31.23	100.00%	100.00%

Table 14-PCSO: 2012/13 Leavers FTE

	Specials	% of Total Leavers	% of Total Headcount Current Year
Bisexual	*	1.53%	0.55%
Gay / Lesbian	*	3.82%	1.85%
Heterosexual	62	47.33%	58.96%
Not Specified	62	47.33%	38.63%
Total	131.00	100.00%	100.00%

Table 15-Specials: 2012/13 Leavers Headcount

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Bisexual	*	*	*	*	*	*	*	*	*	*	*
Gay / Lesbian	*	*	*	*	*	*	*	*	*	*	*
Heterosexual	11.67	*	*	*	*	*	*	*	*	16.45	52.67%
Not Specified	7.86	*	*	*	*	*	*	*	*	14.78	47.33%
Total	19.53	*	*	*	*	*	6.00	*	*	31.23	100.00%

Table 16-PCSO: 2012/13 Leavers by Reason

PROGRESSION – Promotions

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, there were 134.52 (FTE) promotions which was an increase of 147.82% in comparison to last years statistics. The promotions in 2012/2013 accounted for 13.51% of the overall Police Officer FTE. 67.04% of all promotions were gained by Officers who stated their sexual orientation as heterosexual, affecting 5% of the total Police Officer workforce FTE. This was above the existing workforce profile. Similarly to last years statistics, no Officers were recruited who stated they were bisexual.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Promotions	% of Total FTE - Current Year
Bisexual	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.98%
Gay / Lesbian	*-	*-	*-	*-	*-	*-	*-	*-	1.49%	1.68%
Heterosexual	*-	*-	7.60	8.00	15.58	53.00	*-	90.18	67.04%	63.15%
Not Specified	*-	*-	*-	*-	15.62	25.73	*-	42.34	31.48%	34.19%
Total	*-	*-	7.60	9.00	31.19	80.73	*-	134.52	100.00%	100.00%

Table 17-Police Officers: 2012/13 Promotions FTE

Police Staff

120.56 (FTE) Police Staff were promoted during 2012/2013, representing 6.82% of the total FTE. 83.83% of the total promotions were gained by Police Staff who stated their sexual orientation as heterosexual, which was disproportionately high in comparison to the workforce profile. No Police Staff were promoted who stated they were gay/lesbian.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Promotions	% of Total FTE - Current Year
Bisexual	*	*	*	*	*	0.83%	0.61%
Gay / Lesbian	*	*	*	*	*	*-	1.70%
Heterosexual	*	9.00	13.41	78.65	101.06	83.83%	74.92%
Not Specified	*	*	*	17.50	18.50	15.35%	22.77%
Total	*	9.00	14.41	97.15	120.56	100.00%	100.00%

Table 18-Police Staff: 2012/13 Promotions FTE

EMPLOYEE RELATIONS

Misconduct/Disciplinaries

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

The Constabulary investigated 27 cases of misconduct during 2012/2013. 59.26% of cases were against Officers who stated they were heterosexual which is disproportionately low in comparison to the workforce profile. 33.33% of cases were against Officers who did not specify their sexual orientation which is roughly in line with the workforce profile. Misconduct charges against those who stated their sexual orientation as either bisexual or gay/lesbian in percentage terms were disproportionately high in comparison to the existing workforce profile. The higher percentage figures for cases against staff in the categories of bisexual or gay/lesbian in this table should be considered carefully as they relate to very low case numbers and therefore not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
Bisexual	*-	*-	*-	*-	*-	*-	*-	*-	3.70%	0.98%
Gay / Lesbian	*-	*-	*-	*-	*-	*-	*-	*-	3.70%	1.68%
Heterosexual	*-	*-	*-	*-	*-	*-	12.00	16.00	59.26%	63.15%
Not Specified	*-	*-	*-	*-	*-	*-	9.00	9.00	33.33%	34.19%
Total	*-	*-	*-	*-	*-	*-	22.00	22.00	100.00%	100.00%

Table 19-Police Officer: 2012/13 Misconduct/Disciplinaries Headcount

Police Staff

The Constabulary disciplined 16 Police Staff during 2012/2013, which accounted for 5.38% of the workforce headcount. Police staff who stated they were heterosexual were disciplined in disproportionately low numbers in comparison to the workforce profile. The higher percentage figures in the category gay/lesbian in this table should be considered carefully as they relate to very low case numbers and therefore are not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
Bisexual	*	*_	*	*_	*	*	0.61%
Gay / Lesbian	*	*_	*	*_	*	6.25%	1.70%
Heterosexual	*	*_	*	7.00	8.00	50.00%	74.92%
Not Specified	*	*_	*	7.00	7.00	43.75%	22.77%
Total	*	*	*	15.00	16.00	100.00%	100.00%

Table 20-Police Staff: 2012/13 Misconduct/Disciplinaries Headcount

PCSOs

The Constabulary disciplined 4 PCSOs during 2012/2013. 75% of the total misconduct/disciplinary cases were against those who stated their sexual orientation as heterosexual and was proportionate to the workforce profile. The higher percentage figures for cases across this table should be considered carefully as they relate to very low actual case numbers and therefore not statistically significant.

	PCSOs	% of Total Cases	% of Total FTE - Current Year
Bisexual	*	*_	0.85%
Gay / Lesbian	*	*_	3.02%
Heterosexual	*	75.00%	75.22%
Not Specified	*	25.00%	20.92%
Total	4.00	100.00%	100.00%

Table 21-PCSO: 2012/13 Misconduct/Disciplinaries Headcount

Grievances

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 10 Officers submitted grievances, representing 0.35% of the total Police Officers in post as at 31st March 2013. 50% of the total submitted grievances were made by Police Officers who stated their sexual orientation as heterosexual which is disproportionately low in comparison to the workforce profile and the other 50% was submitted by Officers who did not wish to specify which is disproportionately high in comparison to the workforce profile. 80% of grievances submitted were by Officers at the rank of Constable. The higher percentage figures for cases across this table should be considered carefully as they relate to very low actual case numbers and therefore not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
Bisexual	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.98%
Gay / Lesbian	*-	*-	*-	*-	*-	*-	*-	*-	*-	1.68%
Heterosexual	*-	*-	*-	*-	*-	*-	*-	*-	50.00%	63.15%
Not Specified	*-	*-	*-	*-	*-	*-	*-	*-	50.00%	34.19%
Total	*-	-	-	-	-	-	8.00	10.00	100.00%	100.00%

Table 22-Police Officer: 2012/13 Grievances Headcount

Police Staff

During 2012/2013, 75% of the grievances submitted were from Staff who stated their sexual orientation as heterosexual and the remaining 25% were submitted by those who did not wish to specify. In comparison to the workforce profile this is proportionate. The higher percentage figures for cases across this table should be considered carefully as they relate to very low actual case numbers and therefore are not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
Bisexual	*	*	*	*	*	*	0.61%
Gay / Lesbian	*	*	*	*	*	*	1.70%
Heterosexual	*	*	*	*	*	75.00%	74.92%
Not Specified	*	*	*	*	*	25.00%	22.77%
Total	*	*	*	*	*	100.00%	100.00%

Table 23-Police Staff: 2012/13 Grievances Headcount

SICKNESS ABSENCE

Police Officers

Police Officers in post as at 31st March 2013 were absent due to illness for an average of 8.35 days per FTE during 2012/2013. Officers who stated they were gay/lesbian had the highest absence levels losing on average 13.62 days per FTE to sickness. Officers who stated they were heterosexual had the lowest levels of sickness absence, taking an average of 7.05 days per FTE.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	Total FTE as at 31 March	Average days Sick per FTE
Bisexual	*-	*-	*-	*-	7.50	72.00	173.50	253.00	28.00	9.04
Gay / Lesbian	*-	*-	*-	*-	12.75	200.38	440.44	653.56	48.00	13.62
Heterosexual	*-	*-	50.88	333.13	453.19	1,081.96	10,789.43	12,708.57	1,803.10	7.05
Not Specified	*-	*-	*-	6.00	536.63	1,016.38	8,679.28	10,239.28	976.15	10.49
Total	*-	*-	51.88	339.13	1,010.06	2,370.71	20,082.65	23,854.42	2,855.25	8.35

Table 24-Police Officers: 2012/13 Sickness FTE days

Police Staff

Police Staff employees in post as at 31st March 2013 were absent due to sickness for an average of 8.19 days during the period 2012/2013. Employees who stated they were gay/lesbian experienced the highest level of sickness losing on average 9.15 days per FTE. Employees who stated they were bisexual took the least amount of sickness absence losing 2.40 days on average due to sickness.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	Total FTE as at 31 March	Average days Sick per FTE
Bisexual	*	*	*	20.96	25.96	10.80	2.40
Gay / Lesbian	*	*	*	275.68	275.68	30.13	9.15
Heterosexual	*	477.27	536.73	10,075.87	11,089.87	1,324.46	8.37
Not Specified	*	108.73	202.85	2,781.50	3,093.09	402.48	7.69
Total	*	586.00	744.59	13,154.01	14,484.60	1,767.87	8.19

Table 25-Police Staff: 2012/13 Sickness days per FTE

PCSOs

Despite the average days lost due to sickness absence dramatically reducing for PCSOs in comparison to last years statistics, PCSOs still experienced the highest levels of sickness absence of all staffing groups, losing 8.54 days on average per FTE during 2012/2013. Employees who stated they were gay/lesbian had the highest levels of sickness absence averaging 20.13 days per FTE. Employees who stated they were bisexual had the least amount of sickness with absence levels averaging at 5.29 days per FTE.

Produced by: HR Admin and Payroll

Organisational Management Information Team

	PCSOs	Total FTE as at 31 March	Average days Sick per FTE
Bisexual	15.88	3.00	5.29
Gay / Lesbian	214.92	10.68	20.13
Heterosexual	2,152.12	266.29	8.08
Not Specified	639.55	74.05	8.64
Total	3,022.47	354.01	8.54

Table 26-PCSO: 2012/13 Sickness days per FTE

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Data extracted from: G:\Personnel_4\statistics and information\!Reporting Systems\d3-Diversity Age Report.xls



Equality Report 2012/13

Avon and Somerset Constabulary

Disability Statistics

V 1.00

Produced by:



INTRODUCTION

This report covers the time period 1st April 2012 to 31st March 2013. During this period the following activities were undertaken:

- Data collection on employee/officer diversity information via ESS (Employee Self Service). This enabled improved data as the number of “not specified” responses has reduced.
- Limited recruitment in the areas of Police Officers, Special and PCSO’s which is reflected in the “recruitment” data. There were some appointments in these areas from existing applicants within the selection process and these are shown within the “starters” data.

The sources of data within these reports are numerous, employee data is from SAP, alternative sources include NSPIS and internal spreadsheets. In some tables, due to the low numbers in certain categories a relatively large percentage change may only relate to 1 or 2 staff. This is highlighted where it is relevant.

Current and further activities since April 2013 and ongoing, which will be reflected in next years report include:

- Case management data will be captured and available via SAP. This will improve consistency.
- Recruitment information for Police Officers and Specials will be captured through an online assessment tool to improve management information.
- A review of exit information, which may lead to improved data and analysis.

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CURRENT WORKFORCE DISTRIBUTION

Note: Sickness excludes leavers

(FTE)/Headcount includes people who left on last day of reporting period

Police Officers

74.46 (FTE) Police Officers stated they had a disability as at 31st March 2013, which accounted for 2.61% of the total FTE. In comparison to last years statistics, this was an increase of 0.21% that had stated they had a disability. 83.44% of the total Police Officer workforce FTE had stated that they did not have a disability and 13.95% did not specify. There had been an overall increase in Officers who stated whether or not they had a disability and subsequently a decrease in those who did not wish to specify.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Yes	-	-	1.00	-	6.00	11.90	55.56	74.46	2.61%	2.40%	⬆️
No	5.00	10.93	18.40	45.00	133.83	350.51	1,818.90	2,382.56	83.44%	81.54%	⬆️
Not Specified	-	1.00	-	3.00	14.00	74.81	305.42	398.22	13.95%	16.06%	⬇️

Table 1-Police Officers: 2012/13 Workforce (FTE)

Police Staff

Of the 1767.87 (FTE) Police Staff employed by the Constabulary as at 31st March 2013, 61.63 (FTE) Police Staff stated they had a disability which accounted for 3.49% of the total FTE. 86.69% of the total FTE stated that they did not have a disability and 9.82% did not specify. There had been an overall decrease in those who did not specify and therefore an increase in both those employees who stated one way or another whether they have a disability or not.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Yes	1.00	8.18	4.90	47.56	61.63	3.49%	2.91%	⬆️
No	1.00	119.57	182.76	1,229.24	1,532.56	86.69%	80.74%	⬆️
Not Specified	-	11.81	17.79	144.08	173.68	9.82%	16.35%	⬇️
Total	2.00	139.55	205.45	1,420.87	1,767.87	100.00%	100.00%	

Table 2-Police Staff: 2012/13 Workforce (FTE)

PCSOs

The overall decrease of PCSOs in the Constabulary's workforce population can be accounted for by internal moves of PCSOs to Police Staff, changes of contractual working hours, employees who had started or returned from career breaks and those who left the Constabulary on 31st March 2013, as these individuals will be included in the workforce headcount but will not be included in the leavers section of this report. During 2012/2013, 86.79% of the total FTE of PCSOs employed by the Constabulary had stated that they did not have a disability and 2.76% had stated that they did have a disability. The total (FTE) percentage of those who did not wish to specify whether or not they had a disability had decreased in comparison to last years statistics.

Specials

As at 31st March 2013, 354 (FTE) Specials had stated that they did not have a disability and the remaining 187 (FTE) did not specify. There were no Specials who had stated that they had a disability.

	PCSOs	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Yes	9.79	2.76%	2.33%	↔
No	307.23	86.79%	80.00%	↗
Not Specified	36.99	10.45%	17.67%	↘
Total	354.01	100.00%	100.00%	

Table 3-PCSO: 2012/13 Workforce (FTE)

	Specials	% of Total Headcount Current Year	% of Total Headcount Previous Year	Change
Yes	-	-	-	↻
No	354	65.43%	72.41%	↘
Not Specified	187	34.57%	27.59%	↗
Total	541.00	100.00%	100.00%	

Table 4-Specials: 2012/13 Workforce Headcount

RECRUITMENT – Starters and Applicants

Applicants

Police Officers

No data available for 2012/2013 as no recruitment of Police Officers took place during the time period covered by this report.

Police Staff

During 2012/2013, 3388 applicants, out of 3981, stated they did not have a disability which accounted for 85.10% of applicants who applied for a Police Staff position. 4.9% stated they did have a disability and 10% did not specify. No applicants who stated they had a disability were recruited.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Applicants	% of Total FTE - Current Year
Yes	-	3.00	21.00	171.00	195.00	4.90%	3.49%
No	-	102.00	473.00	2,813.00	3,388.00	85.10%	86.69%
Not Specified	-	11.00	49.00	338.00	398.00	10.00%	9.82%
Total	-	116.00	543.00	3,322.00	3,981.00	100.00%	100.00%

Table 5-Police Staff: 2012/13 Applicants Headcount

PCSOs

No data available for 2012/2013 as no recruitment of PCSOs took place during the time period covered by this report.

Specials

No data available for 2012/2013. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

Starters

Police Officers

During 2012/2013, all 31 (FTE) Police Officers were recruited from a pre-existing bank of applicants who had passed the initial recruitment stages and stated they did not have a disability. This accounted for 100% of Police Officer starters and is disproportionately high in comparison to the workforce profile, however due to the low number of new starters, this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Starters	% of Total FTE - Current Year
Yes	-	-	-	-	-	-	-	-	-	2.61%
No	1.00	-	-	1.00	2.00	1.00	26.00	31.00	100.00%	83.44%
Not Specified	-	-	-	-	-	-	-	-	-	13.95%
Total	1.00	-	-	1.00	2.00	1.00	26.00	31.00	100.00%	100.00%

Table 6-Police Officers: 2012/13 Starters (FTE)

Police Staff

During 2012/2013, no one was recruited who stated they had a disability. 92.29% of the total number of Police Staff who were recruited stated they did not have a disability, which in percentage terms, is disproportionately high in comparison to the percentage workforce profile. 7.71% of the total new starters did not specify whether or not they had a disability, which in comparison to the workforce profile is disproportionately low.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Starters	% of Total FTE - Current Year
Yes	-	-	-	-	-	-	3.49%
No	-	7.59	27.01	186.31	220.92	92.29%	86.69%
Not Specified	-	2.00	0.94	15.51	18.45	7.71%	9.82%
Total	-	9.59	27.95	201.82	239.37	100.00%	100.00%

Table 7-Police Staff: 2012/13 Starters (FTE)

PCSOs

During 2012/2013, 34 (FTE) PCSOs were recruited, of which all stated they did not have a disability, which in comparison to the workforce profile is disproportionately high, however, due to the low numbers of new starters, this is not statistically significant.

Specials

Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

	PCSOs	% of Total Starters	% of Total FTE - Current Year
Yes	-	-	2.76%
No	34.00	100.00%	86.79%
Not Specified	-	-	10.45%
Total	34.00	100.00%	100.00%

Table 8-PCSO: 2012/13 Starters (FTE)

	Specials	% of Total Starters	% of Total Headcount Current Year
Yes	-	-	-
No	-	-	65.43%
Not Specified	74	100.00%	34.57%
Total	74.00	100.00%	100.00%

Table 9-Specials: 2012/13 Starters Headcount

TURNOVER - Leavers

Police Officers

As at 31st March 2013, 14 of the Police Officer leavers stated they had a disability, which is disproportionately high in comparison to the percentage of the workforce profile, however, due to low numbers, this is not statistically significant. 74.86% of leavers stated they did not have a disability and a majority of these leavers who stated they did not have a disability were Constables. 49.79% of ill health retirements were Officers who stated they did not have a disability in comparison to the 27.89% of Officers who took ill health retirement who had stated they had a disability.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Leavers	% of Total FTE - Current Year
Yes	-	-	-	-	3.00	2.00	9.00	14.00	7.90%	2.61%
No	1.00	2.00	1.00	2.00	10.00	21.00	95.72	132.72	74.86%	83.44%
Not Specified	-	-	2.00	1.00	2.00	3.00	22.56	30.56	17.24%	13.95%
Total	1.00	2.00	3.00	3.00	15.00	26.00	127.27	177.27	100.00%	100.00%

Table 10-Police Officers: 2012/13 Leavers (FTE)

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Yes	1.00	2.00	10.00	-	-	-	1.00	-	-	14.00	7.90%
No	24.77	86.40	17.85	-	-	-	3.00	-	0.70	132.72	74.86%
Not Specified	7.76	12.80	8.00	-	-	-	1.00	-	1.00	30.56	17.24%
Total	33.53	101.20	35.85	-	-	-	5.00	-	1.70	177.27	100.00%

Table 11-Police Officers: 2012/13 Leavers (FTE) by Reason

Police Staff

During 2012/2013, the majority of Police Staff leavers were employed in roles on Scales 1 to 6 and had specified they did not have a disability. 17.99% of Police Staff leavers did not specify their disability status. 4.25% of leavers stated they had a disability which was disproportionately high compared to the existing workforce profile, however, due to the low numbers this is not statistically significant. Out of the 3.48 (FTE) ill health retirements, there were more ill health retirements for those who either stated they did not have a disability or did not wish to state, than of those who stated they did had a disability.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Leavers	% of Total FTE - Current Year
Yes	-	-	-	5.44	5.44	4.25%	3.49%
No	-	6.59	9.81	83.16	99.57	77.76%	86.69%
Not Specified	-	2.60	-	20.44	23.04	17.99%	9.82%
Total	-	9.19	9.81	109.04	128.04	100.00%	100.00%

Table 12-Police Staff: 2012/13 Leavers (FTE)

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Yes	1.57	-	0.87	2.00	-	-	1.00	-	-	5.44	4.25%
No	45.76	20.76	1.00	14.67	1.49	2.69	9.00	0.81	3.39	99.57	77.76%
Not Specified	10.59	2.00	1.61	4.87	-	0.60	2.00	0.86	0.50	23.04	17.99%
Total	57.92	22.76	3.48	21.54	1.49	3.29	12.00	1.68	3.89	128.04	100.00%

Table 13-Police Staff: 2012/13 Leavers by Reason

PCSOs

83.99% of PCSO leavers had not declared a disability which is broadly in line with the workforce profile. All ill health retirements during this period were from PCSOs who did not wish to specify whether or not they had a disability.

Specials

During 2012/2013, 131 Specials left the Constabulary. 60.31% of the Specials leavers had stated they did not have a disability which was broadly in line with the existing profile.

	PCSOs	% of Total Leavers	% of Total FTE - Current Year
Yes	1.00	3.20%	2.76%
No	26.23	83.99%	86.79%
Not Specified	4.00	12.81%	10.45%
Total	31.23	100.00%	100.00%

Table 14-PCSO: 2012/13 Leavers (FTE)

	Specials	% of Total Leavers	% of Total Headcount Current Year
Yes	-	-	-
No	79	60.31%	65.43%
Not Specified	52	39.69%	34.57%
Total	131.00	100.00%	100.00%

Table 15-Specials: 2012/13 Leavers Headcount

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Yes	1.00	-	-	-	-	-	-	-	-	1.00	3.20%
No	17.53	1.70	-	-	-	-	6.00	-	1.00	26.23	83.99%
Not Specified	1.00	-	2.00	-	-	-	-	1.00	-	4.00	12.81%
Total	19.53	1.70	2.00	-	-	-	6.00	1.00	1.00	31.23	100.00%

Table 16-PCSO: 2012/13 Leavers by Reason FTE

PROGRESSION – Promotions

Police Officers

As at 31st March 2013, 88.85% of the total promotions gained were by Police Officers who had stated they did not have a disability which is disproportionately high compared to the existing workforce profile. Out of the total percentage of promotions gained, 0.74% were by Officers who had stated they had a disability which is disproportionately low in comparison to the workforce profile and 10.41% were gained by those who did not specify whether or not they had a disability.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Promotions	% of Total FTE - Current Year
Yes	-	-	-	-	-	1.00	-	1.00	0.74%	2.61%
No	1.00	5.00	7.60	9.00	26.19	70.73	-	119.52	88.85%	83.44%
Not Specified	-	-	-	-	5.00	9.00	-	14.00	10.41%	13.95%
Total	1.00	5.00	7.60	9.00	31.19	80.73	-	134.52	100.00%	100.00%

Table 17-Police Officers: 2012/13 Promotions (FTE)

Police Staff

During 2012/2013, the majority of promotions gained were by Police Staff who stated they did not have a disability. The percentage of the total number of promotions received by those who stated they did not have a disability was 91.79% which is disproportionately high compared to the existing workforce profile. 1.57% of Police Staff who stated they had a disability gained a promotion which was disproportionately low in comparison to the workforce profile.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Promotions	% of Total FTE - Current Year
Yes	-	-	-	1.90	1.90	1.57%	3.49%
No	-	9.00	13.41	88.26	110.66	91.79%	86.69%
Not Specified	-	-	1.00	7.00	8.00	6.64%	9.82%
Total	-	9.00	14.41	97.15	120.56	100.00%	100.00%

Table 18-Police Staff: 2012/13 Promotions (FTE)

EMPLOYEE RELATIONS

Misconduct/Disciplinaries

Police Officers

The Constabulary investigated 27 cases of misconduct during 2012/2013 of which 18 were of Officers who had stated they did not have a disability, 5 who had stated they had a disability and 4 who did not specify whether or not they had a disability. Those who stated they had a disability were more likely to receive a misconduct charge than those who stated they did not have a disability and those who did not specify. The 5 cases investigated of Police Officers who stated they had a disability (18.52% of cases) was disproportionately high in comparison to the workforce profile, however due to the low case numbers this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
Yes	-	-	-	-	-	2.00	3.00	5.00	18.52%	2.61%
No	-	-	-	-	-	3.00	15.00	18.00	66.67%	83.44%
Not Specified	-	-	-	-	-	-	4.00	4.00	14.81%	13.95%
Total	-	-	-	-	-	5.00	22.00	27.00	100.00%	100.00%

Table 19-Police Officer: 2012/13 Misconduct/Disciplinaries Headcount

Police Staff

The Constabulary disciplined 16 Police Staff during 2012/2013. 12.5% of disciplinaries were against those who stated they had a disability, which in comparison to the workforce profile is disproportionately high, however, due to the low case numbers, this is not statistically significant. There were no Police Staff disciplined that did not specify whether or not they had a disability during this period.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
Yes	-	-	-	2.00	2.00	12.50%	3.49%
No	-	-	1.00	13.00	14.00	87.50%	86.69%
Not Specified	-	-	-	-	-	-	9.82%
Total	-	-	1.00	15.00	16.00	100.00%	100.00%

Table 20-Police Staff: 2012/13 Misconduct/Disciplinaries Headcount

PCSOs

The Constabulary disciplined 4 PCSOs during 2012/2013. 75% of all cases were against PCSOs who stated they did not have a disability. No PCSOs were disciplined who had declared a disability.

	PCSOs	% of Total Cases	% of Total FTE - Current Year
Yes	-	-	2.76%
No	3.00	75.00%	86.79%
Not Specified	1.00	25.00%	10.45%
Total	4.00	100.00%	100.00%

**Table 21-PCSO: 2012/13
Misconduct/Disciplinaries Headcount**

Grievances

Police Officers

During 2012/2013, 10 Police Officers submitted grievances, representing 0.35% of Police Officers in post as at 31st March 2013. The majority of submitted grievances were for the rank of Constable and for those who stated they did not have a disability. There were no grievances submitted for anyone of the rank of Inspector or above, or for those who stated they had a disability or those who did not specify.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
Yes	-	-	-	-	-	-	-	-	-	2.61%
No	-	-	-	-	-	2.00	8.00	10.00	100.00%	83.44%
Not Specified	-	-	-	-	-	-	-	-	-	13.95%
Total	-	-	-	-	-	2.00	8.00	10.00	100.00%	100.00%

Table 22-Police Officer: 2012/13 Grievances Headcount

Police Staff

During 2012/2013, there were 4 submitted grievances, representing 0.23% of Police Staff in post as at 31st March 2013. The majority of submitted grievances were for those who stated they had no disability. 25% of submitted grievances were for Police Staff that had declared a disability, which is disproportionately high in comparison to the workforce profile, however, due to low numbers, this is not statistically significant. There were no grievances submitted for anyone of Scale 6 or above or for those who did not wish to specify whether or not they had a disability.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
Yes	-	-	-	1.00	1.00	25.00%	3.49%
No	-	-	-	3.00	3.00	75.00%	86.69%
Not Specified	-	-	-	-	-	-	9.82%
Total	-	-	-	4.00	4.00	100.00%	100.00%

Table 23-Police Staff: 2012/13 Grievances Headcount

SICKNESS ABSENCE

Police Officers

Police Officers in post as at 31st March 2013 were absent due to sickness for an average of 8.35 days per FTE during 2012/2013. Officers who stated they had a disability had the highest absence levels losing on average 22.83 days per FTE to sickness. Officers who stated they did not have a disability had the least amount of absence due to sickness taking an average of 7.68 days per FTE.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	Total FTE as at 31 March	Average days Sick per FTE
Yes	-	-	-	-	205.00	419.06	1,075.78	1,699.84	74.46	22.83
No	-	-	51.88	339.13	783.00	1,515.58	15,615.12	18,304.70	2,382.56	7.68
Not Specified	-	-	-	-	22.06	436.06	3,391.75	3,849.88	398.22	9.67
Total	-	-	51.88	339.13	1,010.06	2,370.71	20,082.65	23,854.42	2,855.25	8.35

Table 24-Police Officers: 2012/13 Sickness days per FTE

Police Staff

Police Staff employees in post as at 31st March 2013 were absent due to sickness for an average of 8.19 days per FTE during the period 2012/2013. Employees who stated they had a disability experienced the highest levels of sickness, losing on average 19.81 days per FTE. Those who stated they did not have a disability took the least amount of absence due to sickness with employees losing 7.71 days on average per FTE.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	Total FTE as at 31 March	Average days Sick per FTE
Yes	-	33.01	1.00	1,187.13	1,221.14	61.63	19.81
No	-	475.27	599.86	10,739.39	11,814.52	1,532.56	7.71
Not Specified	-	77.72	143.73	1,227.49	1,448.94	173.68	8.34
Total	-	586.00	744.59	13,154.01	14,484.60	1,767.87	8.19

Table 25-Police Staff: 2012/13 Sickness days per FTE

PCSOs

Despite the average days lost due to sickness absence dramatically reducing for PCSOs in comparison to last years statistics, PCSOs still experienced the highest levels of sickness absence of all staffing groups, losing 8.54 days on average per FTE during 2012/2013. PCSOs who stated they had a disability had the highest levels of sickness absence averaging 12.13 days per FTE. Those who did not state whether or not they had a disability had the lowest levels of sickness absence averaging at 7.12 days per FTE.

	PCSOs	Total FTE as at 31 March	Average days Sick per FTE
Yes	118.68	9.79	12.13
No	2,640.52	307.23	8.59
Not Specified	263.28	36.99	7.12
Total	3,022.47	354.01	8.54

Table 26-PCSO: 2012/13 Sickness days per FTE

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Data extracted from: G:\Personnel_4\statistics and information\!Reporting Systems\d3-Diversity Age Report.xls



Equality Report 2012/13

Avon and Somerset Constabulary

Religion Statistics

V 1.00

Produced by:



INTRODUCTION

This report covers the time period 1st April 2012 to 31st March 2013. During this period the following activities were undertaken:

- Data collection on employee/officer diversity information via ESS (Employee Self Service). This enabled improved data as the number of “not specified” responses has reduced.
- Limited recruitment in the areas of Police Officers, Special and PCSO’s which is reflected in the “recruitment” data. There were some appointments in these areas from existing applicants within the selection process and these are shown within the “starters” data.

The sources of data within these reports are numerous, employee data is from SAP, alternative sources include NSPIS and internal spreadsheets. In some tables, due to the low numbers in certain categories a relatively large percentage change may only relate to 1 or 2 staff. This is highlighted where it is relevant. In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Current and further activities since April 2013 and ongoing, which will be reflected in next years report include:

- Case management data will be captured and available via SAP. This will improve consistency.
- Recruitment information for Police Officers and Specials will be captured through an online assessment tool to improve management information.
- A review of exit information, which may lead to improved data and analysis.

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CURRENT WORKFORCE DISTRIBUTION

Note: Sickness excludes leavers

FTE/Headcount includes people who left on last day of reporting period

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

The number of Police Officers (FTE) decreased during 2012/2013 from 3016.18 as at 31st March 2012 to 2855.25 as at 31st March 2013. Although there had been a slight decrease in the number of retirements, there had been an increase of resignations. The Constabulary experienced an increase in representation of Officers of all the stated religions below, apart from those whose religious beliefs were Sikh and those who did not wish to specify their religion. The majority of the workforce was either Christian or did not specify their religion.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Buddhist	*-	*-	*-	*-	*-	*-	17.00	25.00	0.88%	0.76%	⬇️
Christian	*-	*-	14.40	28.00	70.83	176.53	816.19	1,110.94	38.91%	35.20%	⬆️
Hindu	*-	*-	*-	*-	*-	*-	*-	6.00	0.21%	0.17%	⬇️
Jewish	*-	*-	*-	*-	*-	*-	*-	*-	-	0.13%	⬆️
Muslim	*-	*-	*-	*-	*-	*-	10.00	12.00	0.42%	0.40%	⬆️
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	-	0.20%	⬇️
Other	*-	*-	*-	*-	*-	9.60	62.00	76.60	2.68%	2.49%	⬆️
None	*-	*-	*-	9.00	28.00	57.73	448.68	549.34	19.24%	16.21%	⬆️
Not Specified	*-	*-	*-	11.00	46.00	181.37	818.00	1,067.36	37.38%	44.44%	⬆️
Total	*-	11.93	19.40	48.00	153.83	437.22	2,179.88	2,855.25	99.72%	100.00%	

Table 1-Police Officers: 2012/13 Workforce FTE

Police Staff

The number of Police Staff (FTE) increased during the past year from 1651.48 as at 31st March 2012 to 1767.87 as at 31st March 2013. This change is a reflection of the decrease in leavers and increase of recruitment within the Constabulary during the past year. There was an increase in the numbers of Police Staff who stated their religions as Buddhist, Christian, Muslim, None or Other.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Buddhist	*-	*-	*-	*-	*	0.32%	0.28%	↔
Christian	*-	63.87	89.33	582.19	735.39	41.65%	38.41%	↔
Hindu	*-	*-	*-	*-	*-	0.06%	0.06%	↘
Jewish	*-	*-	*-	*-	*-	0.06%	0.06%	↘
Muslim	*-	*-	*-	*-	*-	0.25%	0.12%	↔
Sikh	*-	*-	*-	5.80	5.80	0.33%	0.41%	↘
Other	*-	7.00	6.10	49.37	62.48	3.53%	3.22%	↔
None	*-	29.46	59.17	382.44	471.07	26.70%	21.66%	↔
Not Specified	*-	37.62	48.85	392.67	479.14	27.10%	35.77%	↘
Total	*	139.55	205.45	1,420.87	1,767.87	100.00%	100.00%	

Table 2-Police Staff: 2012/13 Workforce FTE

PCSOs

The number of PCSOs (FTE) reduced during the period from 364.09 as at 31st March 2012 to 354.01 as at 31st March 2013. Representation in employees who had stated their religion was Hindu, Jewish or did not specify had decreased due to those employees progressing and or becoming Police Officers. Overall there has been a percentage increase in the number of more employees stating their religion.

Specials

There was also a decrease in Specials during 2012/2013 from 598 (FTE) as at 31st March 2012 to 541 (FTE) as at 31st March 2013. This decrease is due to the low levels of new starters over the past year and an increase in leavers.

	PCSOs	% of Total FTE - Current Year	% of Total FTE - Previous Year	Change
Buddhist	6.00	1.69%	1.20%	↔
Christian	148.83	42.04%	34.08%	↔
Hindu	*	0.28%	0.30%	↘
Jewish	*	0.28%	0.30%	↘
Muslim	6.00	1.69%	1.49%	↔
Sikh	*	*-	*-	↔
Other	11.39	3.22%	2.39%	↔
None	91.24	25.77%	20.18%	↔
Not Specified	88.55	25.01%	40.07%	↘
Total	354.01	100.00%	100.00%	

Table 3-PCSO: 2012/13 Workforce FTE

	Specials	% of Total Headcount Current Year	% of Total Headcount Previous Year	Change
Buddhist	*	*	*	↔
Christian	167	30.87%	33.78%	↘
Hindu	*	*	*	↔
Jewish	*	*	*	↔
Muslim	*	*	*	↔
Sikh	*	*	*	↔
Other	8	1.48%	1.84%	↘
None	149	27.54%	31.10%	↘
Not Specified	217	40.11%	33.28%	↔
Total	541.00	100.00%	100.00%	

Table 4-Specials: 2012/13 Workforce Headcount

RECRUITMENT – Starters and Applicants

Applicants

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

No data available for 2012/2013 as no recruitment of Police Officers took place during the time period covered by this report.

Police Staff

During 2012/2013, the Constabulary received 3981 applications for vacant Police Staff positions. The Force attracted a higher number of potential candidates from individuals who stated their religious beliefs as being Christian or none and accounted for 77.77% of the total Police Staff applicants. The Force also attracted a significant increase in applicants who stated their religious belief as being Hindu or Sikh in comparison to the existing workforce profile.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Applicants	% of Total FTE - Current Year
Buddhist	*	*	*	15.00	20.00	0.50%	0.32%
Christian	*	53.00	223.00	1,266.00	1,542.00	38.73%	41.65%
Hindu	*	*	*	14.00	16.00	0.40%	0.06%
Jewish	*	*	*	*	*	0.08%	0.06%
Muslim	*	*	7.00	19.00	26.00	0.65%	0.25%
Sikh	*	*	*	19.00	25.00	0.63%	0.33%
Other	*	*	*	39.00	44.00	1.11%	3.53%
None	*	33.00	195.00	1,326.00	1,554.00	39.04%	26.70%
Not Specified	*	25.00	105.00	621.00	751.00	18.86%	27.10%
Total	*	116.00	543.00	3,322.00	3,981.00	100.00%	100.00%

Table 5-Police Staff: 2012/13 Applicants Headcount

PCSOs

No data available for 2012/2013 as no recruitment of PCSOs took place during the time period covered by this report.

Specials

No data available for 2012/2013. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

Starters

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 26 Student Officers were recruited from a pre-existing bank of applicants who had passed the initial recruitment stages and represented 0.91% of the total Police Officers in post as at 31st March 2013. In total 31 Police Officers were recruited in 2012/2013 which represented 1.09% of the total Police Officers in post as at 31st March 2013. The only successful applicants were those who stated their religious beliefs as none or not specified.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Starters	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.88%
Christian	*-	*-	*-	*-	*-	*-	*-	*-	*-	38.91%
Hindu	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.21%
Jewish	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Muslim	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.42%
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Other	*-	*-	*-	*-	*-	*-	*-	*-	*-	2.68%
None	*-	*-	*-	*-	*-	*-	*-	*-	3.23%	19.24%
Not Specified	*-	*-	*-	*-	*-	*-	25.00	25.00	96.77%	37.38%
Total	*-	*-	*-	*-	*-	*-	26.00	31.00	100.00%	100.00%

Table 6-Police Officers: 2012/13 Starters FTE

Police Staff

The Constabulary recruited 239.37 (FTE) Police Staff during 2012/2013. 179.69 (FTE) of the total of 239.37 (FTE) Police Staff recruited did not specify their religion and accounted for 75.07% of all Police Staff recruited. Those applicants who stated their religious beliefs to be Christian or not specified were more successful in obtaining a Police Staff role. A small number of those who stated their religion to be either Muslim or other were recruited to clerical roles.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Starters	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	0.32%
Christian	*-	*-	8.00	22.58	32.58	13.61%	41.65%
Hindu	*-	*-	*-	*-	*-	*-	0.06%
Jewish	*-	*-	*-	*-	*-	*-	0.06%
Muslim	*-	*-	*-	*-	*-	0.42%	0.25%
Sikh	*-	*-	*-	*-	*-	*-	0.33%
Other	*-	*-	*-	*-	*-	0.84%	3.53%
None	*-	*-	*	19.10	24.10	10.07%	26.70%
Not Specified	*-	7.59	14.95	157.14	179.69	75.07%	27.10%
Total	*-	7.59	22.95	198.82	239.37	100.01%	100.00%

Table 7-Police Staff: 2012/13 Starters FTE

PCSOs

During 2012/2013, the Constabulary recruited 34 (FTE) PCSOs. Of those 34 recruited, 20 did not wish to specify their religion, representing 58.82% of the total PCSOs recruited during this period. Only those who stated their religious beliefs as Christian, none or other were recruited.

Specials

In comparison to last years recruitment statistics for Specials, the number recruited had significantly reduced. Specials data is limited as for non-employees only certain data was collected in order for them to claim expenses. This is being revisited for 2013/2014.

	PCSOs	% of Total Starters	% of Total FTE - Current Year
Buddhist	*	*	1.69%
Christian	*	8.82%	42.04%
Hindu	*	*	0.28%
Jewish	*	*	0.28%
Muslim	*	*	1.69%
Sikh	*	*	*
Other	*	*	3.22%
None	11.00	32.35%	25.77%
Not Specified	20.00	58.82%	25.01%
Total	34.00	100.00%	100.00%

Table 8-PCSO: 2012/13 Workforce FTE

	Specials	% of Total Starters	% of Total Headcount Current Year
Buddhist	*	*	*
Christian	*	*	30.87%
Hindu	*	*	*
Jewish	*	*	*
Muslim	*	*	*
Sikh	*	*	*
Other	*	*	1.48%
None	*	*	27.54%
Not Specified	74	100.00%	40.11%
Total	74.00	100.00%	100.00%

Table 9-Specials: 2012/13 Workforce Headcount

TURNOVER - Leavers

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 177.27 (FTE) Police Officers left the Constabulary (including career breaks) representing 5.88% of the total workforce as at 31st March 2012. Out of the total leavers of 177.27 (FTE), 70.99 (FTE) did not wish to specify their religion which accounted for 40.04% of the total leavers during this period. A high number of Police Officer leavers stated their reason for leaving to be retirement and this accounted for the majority of leavers who stated their religion to be either Christian, Muslim, other, none or not specified. 0.56% of the total leavers stated their religious beliefs as Muslim, which is a disproportionately high in comparison to the existing workforce profile, however, due to the small numbers this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Leavers	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.88%
Christian	*-	*-	*-	*-	*-	11.00	30.38	46.38	26.16%	38.91%
Hindu	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.21%
Jewish	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Muslim	*-	*-	*-	*-	*-	*-	*-	*-	0.56%	0.42%
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Other	*-	*-	*-	*-	*-	*-	*-	6.00	3.38%	2.68%
None	*-	*-	*-	*-	7.00	*-	39.91	52.91	29.84%	19.24%
Not Specified	*-	*-	*-	*-	6.00	9.00	50.99	70.99	40.04%	37.38%
Total	*-	*-	*-	*-	15.00	26.00	127.27	177.27	100.00%	100.00%

Table 10-Police Officers: 2012/13 Leavers FTE

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Christian	7.68	28.00	9.00	*-	*-	*-	*-	*-	*-	46.38	26.16%
Hindu	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Jewish	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Muslim	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.56%
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Other	*-	*-	*-	*-	*-	*-	*-	*-	*-	6.00	3.38%
None	7.11	33.80	10.00	*-	*-	*-	*-	*-	*-	52.91	29.85%
Not Specified	17.74	37.40	12.85	*-	*-	*-	*-	*-	*-	70.99	40.05%
Total	33.53	101.20	35.85	*-	*-	*-	*-	*-	*-	177.27	100.00%

Table 11-Police Officers: 2012/13 Leavers FTE by Reason

Police Staff

During 2012/2013, 128.04 (FTE) Police Staff employees left the Constabulary, accounting for 7.75% of the total Police Staff workforce as at 31st March 2012. Police Staff who stated they did not have any religious beliefs accounted for 27.38% of Police Staff leavers which is in line with the existing workforce profile. The same group also had the most varied reasons for leaving and accounted for the highest number of dismissals. The most common reason for leaving for this group was resignation.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Leavers	% of Total FTE - Current Year
Buddhist	*	*	*	*	*	0.78%	0.32%
Christian	*	*	*	25.25	25.25	22.06%	41.65%
Hindu	*	*	*	*	*	*	0.06%
Jewish	*	*	*	*	*	*	0.06%
Muslim	*	*	*	*	*	0.83%	0.25%
Sikh	*	*	*	*	*	*-	0.33%
Other	*	*	*	*	*	1.10%	3.53%
None	*	*	*	31.46	31.46	27.38%	26.70%
Not Specified	*	4.60	6.81	49.87	61.28	47.86%	27.10%
Total	*	9.19	9.81	109.04	128.04	100.00%	100.00%

Table 12-Police Staff: 2012/13 Leavers FTE

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Buddhist	*	*	*	*	*	*	*	*	*	*	0.78%
Christian	9.62	8.50	*	5.65	*	*	*	*	*	28.25	22.06%
Hindu	*	*	*	*	*	*	*	*	*	*	*
Jewish	*	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*	0.83%
Sikh	*	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	*	*	*	*	*	1.10%
None	12.56	5.77	*	*	*	*	6.00	*	*	35.05	27.37%
Not Specified	33.13	8.49	*	11.18	*	*	*	*	*	61.28	47.86%
Total	57.92	22.76	*	21.52	*	*	12.00	*	*	128.04	100.00%

Table 13-Police Staff: 2012/13 Leavers by Reason FTE

PCSOs

31.23 (FTE) PCSOs left the Constabulary during 2012/2013 representing 8.58% of the total PCSO workforce as at 31st March 2012. PCSOs who had not stated their religion had the highest number of leavers with 37.71% of the total leavers being within this group. This group was closely followed by those who stated they did not have any religious beliefs with 34.54% of the total leavers. Both of these were disproportionately high in relation to the existing workforce profile. The majority of these leavers stated their reason for leaving as resignation.

Specials

131 Specials left the Constabulary during 2012/2013, of which the percentage of leavers in comparison to the workforce profile was relatively proportionate.. 29.01% of the total Specials leavers stated their religion as Christian.

	PCSOs	% of Total Leavers	% of Total FTE - Current Year
Buddhist	*	*	1.69%
Christian	8.67	27.76%	42.04%
Hindu	*	*	0.28%
Jewish	*	*	0.28%
Muslim	*	*	1.69%
Sikh	*	*	*
Other	*	*	3.22%
None	10.79	34.54%	25.77%
Not Specified	11.78	37.71%	25.01%
Total	31.23	100.00%	100.00%

Table 14-PCSO: 2012/13 Leavers FTE

	Specials	% of Total Leavers	% of Total Headcount Current Year
Buddhist	*	0.76%	*-
Christian	38	29.01%	30.87%
Hindu	*	*	*-
Jewish	*	*	*-
Muslim	*	0.76%	*-
Sikh	*	*	*
Other	*	1.53%	1.48%
None	33	25.19%	27.54%
Not Specified	56	42.75%	40.11%
Total	131.00	100.00%	100.00%

Table 15-Specials: 2012/13 Leavers Headcount

	Resignation	Retirement	Retirement: Ill Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Total	% of Total Leavers
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Christian	*-	*-	*-	*-	*-	*-	*-	*-	*-	8.67	27.76%
Hindu	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Jewish	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Muslim	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
Other	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-
None	9.00	*-	*-	*-	*-	*-	*-	*-	*-	10.79	34.54%
Not Specified	5.86	*-	*-	*-	*-	*-	*-	*-	*-	11.78	37.71%
Total	19.53	*	*	*	*	*	6.00	*	*	31.23	100.01%

Table 16-PCSO: 2012/13 Leavers by Reason

PROGRESSION – Promotions

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, there were 134.52 (FTE) promotions which is an increase of 147.82% in comparison to last years statistics. 44.53% of all promotions were gained by Officers who stated their religious beliefs to be Christian, affecting 5.39% of the total Police Officer FTE. The Officers promoted during this period stated their religious beliefs to be either, Christian, other, none or not specified. The percentage of promotions made were relatively proportionate with the workforce profile.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Promotions	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.88%
Christian	*-	*-	7.60	*-	10.58	33.73	*-	59.90	44.53%	38.91%
Hindu	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.21%
Jewish	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Muslim	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.45%
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Other	*-	*-	*-	*-	1.00	4.00	*-	5.00	3.72%	2.68%
None	*-	*-	*-	*-	8.77	8.00	*-	20.77	15.44%	19.24%
Not Specified	*-	*-	*-	*-	10.85	35.00	*-	48.85	26.32%	37.38%
Total	*-	*-	7.60	9.00	31.19	80.73	*-	134.52	100.00%	100.03%

Table 17-Police Officers: 2012/13 Promotions FTE

Police Staff

120.56 (FTE) Police Staff were promoted during 2012/2013, representing 6.82% of the total FTE. 37.32% of the total promotions were gained by Police Staff who stated their religious beliefs as Christian, which is disproportionately low in percentage terms in comparison to the workforce profile. The percentage of total promotions were relatively even in comparison to the workforce profile. No Police Staff gained a promotion who stated their religion to be either Buddhist, Hindu, Jewish, Muslim or Sikh.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Promotions	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	0.32%
Christian	*-	*-	7.00	33.99	40.99	37.32%	41.65%
Hindu	*-	*-	*-	*-	*-	*-	0.06%
Jewish	*-	*-	*-	*-	*-	*-	0.06%
Muslim	*-	*-	*-	*-	*-	*-	0.25%
Sikh	*-	*-	*-	*-	*-	*-	0.33%
Other	*-	*-	*-	*-	*-	2.99%	3.53%
None	*-	*-	6.00	30.19	36.19	33.34%	26.70%
Not Specified	*-	*-	*-	29.36	29.36	26.35%	27.10%
Total	*-	9.00	14.41	97.15	120.56	100.00%	100.00%

Table 18-Police Staff: 2012/13 Promotions FTE

EMPLOYEE RELATIONS

Misconduct/Disciplinaries

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

The Constabulary investigated 27 cases of misconduct during 2012/2013. 44.44% of cases were against Officers who stated their religion as being Christian and 40.74% of cases were against Officers who did not specify, both of which are disproportionately high in comparison to the existing workforce profile. In percentage terms, Officers who stated their religious beliefs as either Jewish or Muslim disproportionately received misconduct charges in comparison to the workforce profile, however, due to the small number of cases, this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.88%
Christian	*-	*-	*-	*-	*-	*-	9.00	12.00	44.44%	38.91%
Hindu	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.21%
Jewish	*-	*-	*-	*-	*-	*-	*-	*-	3.70%	0.14%
Muslim	*-	*-	*-	*-	*-	*-	*-	*-	3.70%	0.42%
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Other	*-	*-	*-	*-	*-	*-	*-	*-	*-	2.68%
None	*-	*-	*-	*-	*-	*-	*-	*-	7.41%	19.24%
Not Specified	*-	*-	*-	*-	*-	*-	10.00	11.00	40.74%	37.38%
Total	*-	*-	*-	*-	*-	*-	22.00	27.00	100.00%	100.00%

Table 19-Police Officer: 2012/13 Misconduct/Disciplinaries Headcount

Police Staff

The Constabulary disciplined 16 Police Staff during 2012/2013. 56.25% of disciplinaries were actioned against those who stated their religious beliefs as Christian which is disproportionately high in comparison to the existing workforce profile. Disciplinaries against those who did not specify their religious beliefs were disproportionately low in comparison to the workforce profile, however, due to the low case numbers, this is not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	0.32%
Christian	*-	*-	*-	9.00	9.00	56.25%	41.65%
Hindu	*-	*-	*-	*-	*-	*-	0.06%
Jewish	*-	*-	*-	*-	*-	*-	0.06%
Muslim	*-	*-	*-	*-	*-	*-	0.25%
Sikh	*-	*-	*-	*-	*-	*-	0.33%
Other	*-	*-	*-	*-	*-	*-	3.53%
None	*-	*-	*-	*-	*-	31.25%	26.70%
Not Specified	*-	*-	*-	*-	*-	12.50%	27.10%
Total	*-	*-	*-	15.00	16.00	100.00%	100.00%

Table 20-Police Staff: 2012/13 Misconduct/Disciplinaries Headcount

PCSOs

50% of the total disciplinary cases were against those who stated their religious beliefs as Christian which in comparison to the workforce profile is disproportionately high. 25% of cases were against those who stated their religious beliefs as Hindu, which is also disproportionately high, however, due to the small number of cases, this is not statistically significant.

	PCSOs	% of Total Cases	% of Total FTE - Current Year
Buddhist	*-	*-	1.69%
Christian	*-	50.00%	42.04%
Hindu	*-	25.00%	0.28%
Jewish	*-	*-	0.28%
Muslim	*-	*-	1.69%
Sikh	*-	*-	*-
Other	*-	*-	3.22%
None	*-	*-	25.77%
Not Specified	*-	25.00%	25.01%
Total	*-	100.00%	100.00%

Table 21-PCSO: 2012/13 Misconduct/Disciplinaries Headcount

No data available for 2012/13

Grievances

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

During 2012/2013, 10 Officers submitted grievances, representing 0.35% of Police Officers in post as at 31st March 2013. 40% of all grievances were submitted by Officers who stated their religious beliefs as Christian which is broadly in line with the workforce profile. Grievances against those who stated their religious beliefs as Hindu or Other were disproportionately high in comparison to the workforce profile, however, due to the low case numbers this is not statistically significant.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	% of Total Cases	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.88%
Christian	*-	*-	*-	*-	*-	*-	*-	*-	40.00%	38.91%
Hindu	*-	*-	*-	*-	*-	*-	*-	*-	10.00%	0.21%
Jewish	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Muslim	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.42%
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	*-	0.14%
Other	*-	*-	*-	*-	*-	*-	*-	*-	20.00%	2.68%
None	*-	*-	*-	*-	*-	*-	*-	*-	10.00%	19.24%
Not Specified	*-	*-	*-	*-	*-	*-	*-	*-	20.00%	37.38%
Total	*-	*-	*-	*-	*-	*-	8.00	10.00	100.00%	100.00%

Table 22-Police Officer: 2012/13 Grievances Headcount

Police Staff

All cases were received from staff who stated their religion as Christian and therefore the percentage of cases is disproportionately high in comparison to the workforce profile, however, due to the low case numbers, this is not statistically significant.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	% of Total Cases	% of Total FTE - Current Year
Buddhist	*-	*-	*-	*-	*-	*-	0.32%
Christian	*-	*-	*-	*-	*-	100.00%	41.65%
Hindu	*-	*-	*-	*-	*-	*-	0.06%
Jewish	*-	*-	*-	*-	*-	*-	0.06%
Muslim	*-	*-	*-	*-	*-	*-	0.25%
Sikh	*-	*-	*-	*-	*-	*-	0.33%
Other	*-	*-	*-	*-	*-	*-	3.53%
None	*-	*-	*-	*-	*-	*-	26.70%
Not Specified	*-	*-	*-	*-	*-	*-	27.10%
Total	*-	*-	*-	*-	*-	100.00%	100.00%

Table 23-Police Staff: 2012/13 Grievances Headcount

SICKNESS ABSENCE

In order to protect the identity of individuals, within the tables included in the report, any number of 5 or lower is shown as *. This * symbol is also shown in tables where there is no data under the specific category.

Police Officers

Police Officers in post as at 31st March 2013 were absent due to illness for an average of 8.35 days per FTE during 2012/2013. Officers who stated their religion as Sikh had the highest absence levels losing on average 23.25 days per FTE to sickness. Officers who stated their religion as Muslim had the least amount of absence due to sickness, taking an average of 5.46 days per FTE.

	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	Total FTE as at 31 March	Average days Sick per FTE
Buddhist	*-	*-	*-	*-	7.50	59.06	184.00	250.56	25.00	10.02
Christian	*-	*-	47.88	288.00	382.06	952.21	6,796.18	8,466.00	1,110.94	7.62
Hindu	*-	*-	*-	*-	*-	*-	94.75	94.75	6.00	15.79
Jewish	*-	*-	*-	*-	*-	44.38	*-	44.38	4.00	11.09
Muslim	*-	*-	*-	*-	36.00	*-	27.44	65.56	12.00	5.45
Sikh	*-	*-	*-	*-	*-	92.00	*-	93.00	4.00	23.25
Other	*-	*-	*-	*-	10.00	154.25	446.00	610.25	76.60	7.97
None	*-	*-	*-	26.13	33.31	349.38	3,934.72	4,343.53	549.34	7.91
Not Specified	*-	*-	*-	25.00	541.19	717.31	8,598.56	9,886.06	1,067.36	9.26
Total	*-	*-	51.88	339.13	1,010.06	2,370.71	20,082.65	23,854.42	2,855.25	8.35

Table 24-Police Officers: 2012/13 Sickness days per FTE

Police Staff

Police Staff employees in post as at 31st March 2013 were absent due to sickness for an average of 8.19 days during the period 2012/2013. Employees who stated their religion as Buddhist experienced the highest levels of sickness absence losing on average 22.74 days per FTE. Those employees who stated their religion as Jewish did not lose any average days per FTE to sickness.

	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Total	Total FTE as at 31 March	Average days Sick per FTE
Buddhist	*-	*-	*-	124.32	127.32	5.60	22.74
Christian	*-	186.93	176.36	5,729.71	6,093.00	735.39	8.27
Hindu	*-	*-	*-	*-	*-	1.00	1.00
Jewish	*-	*-	*-	*-	*-	1.00	*-
Muslim	*-	*-	*-	36.49	36.49	4.41	8.28
Sikh	*-	*-	*-	10.16	10.16	5.80	1.75
Other	*-	64.25	15.77	505.21	585.23	62.48	9.37
None	*-	117.65	250.90	2,880.12	3,248.66	471.07	6.88
Not Specified	*-	214.18	301.55	3,867.00	4,382.73	479.14	9.15
Total	*-	586.00	744.59	13,154.01	14,484.60	1,767.87	8.19

Table 25-Police Staff: 2012/13 Sickness days per FTE

PCSOs

Despite the average days lost due to sickness absence dramatically reducing for PCSOs in comparison to last years statistics, PCSOs still experienced the highest levels of sickness absence of all staffing groups, losing 8.54 days on average per FTE during 2012/2013. Employees who stated their religion as other had the highest levels of sickness absence averaging 26.17 days per FTE. Those who stated their religion as Jewish had the least amount of sickness with absence levels for this group averaging at 1.15 days per FTE.

	PCSOs	Total FTE as at 31 March	Average days Sick per FTE
Buddhist	26.11	6.00	4.35
Christian	1,287.22	148.83	8.65
Hindu	*	1.00	4.05
Jewish	*	1.00	1.15
Muslim	38.65	6.00	6.44
Sikh	*	*	*
Other	298.14	11.39	26.17
None	601.49	91.24	6.59
Not Specified	765.67	88.55	8.65
Total	3,017.27	354.01	8.54

Table 26-PCSO: 2012/13 Sickness days per FTE

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