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Integrity

Professionalism

Fairness

Respect



● ● ● **People, Confidence and
Equality Performance
Report**

**3rd Quarter 2011 / 12
1st October to 31st December 2011**

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Introduction

This People, Confidence and Equality Performance Report is designed to bring together a range of performance data associated with equality looking at both service delivery and employment.

The report is designed to provide sufficient information to highlight areas of potential concern or interest, but it is not intended to be a detailed analysis of all data sets.

The Equality Act 2010 General Duty requires public authorities in the delivery of their services to make sure that:

- Individuals are not unlawfully discriminated against
- Individuals are not harassed or victimised in using their premises, and
- Reasonable adjustments are made for disabled people

This report has been developed to support Dorset Police in the delivery of the Equality Standard for the Police Service which provides a system for monitoring performance and assessing progress on how the Equality, Diversity and Human Rights Strategy for the Police Service priorities are being delivered.

Analysis is often based on difficult to obtain figures, using small sample numbers, which are sometimes several years out of date (i.e. most comparisons use the latest census population figures; however these were obtained in 2001). It is accepted that any potential issues highlighted within the statistics or the comment box are not in themselves sole indicators of a problem. Reliable data sets are not available in relation to many diverse groups – including a number of those groups specified in relation to hate crime. This means that it is not possible to measure disproportionality for these groups.

It is important to note that as a county that attracts large numbers of visitors, all through the year, a proportion of all crimes and incidents will involve non-residents. Because major east-west routes pass through the county, a proportion of traffic incidents will also involve non residents.

The victim / offender related data presented in this document will therefore include an unknown number of non-residents.

We hope that the pack will prove useful in highlighting areas where, as a lead officer in an area of force business, you may be commissioned with further work.

Population Profile of Dorset

Ethnicity

	Bournemouth and Poole Division		Dorset County Division		Force	
	2001 Census	O.N.S 2009	2001 Census	O.N.S 2009	2001 Census	O.N.S 2009
White	280,420	271,900	390,057	374,600	670,280	646,500
White Non British	9,794	12,000	7,920	11,500	17,811	23,500
Mixed	2,836	4,500	2,000	4,300	4,869	8,800
Black & Black British	931	4,000	597	4,600	1,540	8,600
Asian & Asian British	1,847	8,900	981	5,600	2,856	14,500
Chinese & Other	2,210	4,700	1,491	3,600	3,728	8,300
Total	298,038	306,100	403,046	404,000	701,084	710,100
White	280,420	271,900	390,057	374,600	670,280	646,500
BME	17,618	34,100	12,989	29,600	30,804	63,700

BME represents all diverse groups including White Non British.

The use of ONS 2009 data on ethnicity as shown in the table above has been included in order to bring the figures up to date, rather than relying solely on 2001 Census data which is now over 10 years old. The ONS 2009 data by ethnic group is experimental however. This means that it has not yet been fully assessed to National Statistics status and should be treated with caution. Despite its experimental status however, it does offer an indication of how the local population has changed since the 2001 Census which is useful in informing our understanding of Dorset's community.

Age and Sex

Although the latest population data by ethnic group available is for 2009, more recent population data for 2010 is available when only looking at the age and sex of residents. The 2010 mid-year population estimates show that **Dorset (including Bournemouth and Poole) has a total resident population of 715,000. Females account for 51.4%** of the population (367,200 actual), with **males comprising the remaining 48.7%** (347,900 actual).

Data source: Office for National Statistics

Disability:

- **Blind and Partially Sighted**

Dorset has 2,905 residents who are registered blind, representing around 0.4% of the population. The majority of those people are aged 75 or over, equating to around 2.7% of the population within this age group.

2,710 Dorset residents are registered as being partially sighted, accounting for just under 0.4% of the population. As with blindness, the majority are aged 75 or over, representing 2.5% of the population within this age group.

Data source: Office for National Statistics, Registered Blind and Partially Sighted People - Year ending 31 March 2011, Crown Copyright

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- **Deaf and Hard of Hearing**

As at 31 March 2010, there were 5,235 people in Dorset registered as deaf or hard of hearing, representing around 0.7% of Dorset's resident population. This increases to 4.4% of the 75+ population.

There are 132,000 deafblind people across the UK. The condition known as "deafblind" is defined as "when neither sight nor hearing can compensate for the impairment of the other sense – in other words they cannot function as either a deaf person or a blind person". No local data exists on the number of deafblind persons in Dorset, but locally apportioning the UK figure suggests that there could be around 1,400 deafblind people in Dorset.

Data source: NHS Information Centre website

- **Mental Ill Health**

In 2011 it is estimated that a total of **66,376 people in Dorset aged between 18 and 64 years old suffer from a common mental disorder**. Common mental disorders (CMDs) are mental conditions that cause marked emotional distress and interfere with daily function, but do not usually affect insight or cognition. They comprise different types of depression and anxiety, and include obsessive compulsive disorder.

Data Sources: Adult psychiatric morbidity in England, 2007: Results of a household survey, published by the Health and Social Care Information Centre in 2009.

Clinical & Health Outcomes Knowledge Base from NCHOD, Crown Copyright 2010, Accessed from www.pansi.org.uk

- **Learning Disability**

It is estimated that a total of **2,235 people** aged 18-64 years old in Dorset have a **moderate or severe learning disability**.

Data Source: based on prevalence rates in a report by Eric Emerson and Chris Hatton of the Institute for Health Research, Lancaster University, entitled Estimating Future Need/Demand for Supports for Adults with Learning Disabilities in England, June 2004, Accessed from www.pansi.org.uk

Gender Reassignment

Based on new research conducted nationally on the transgender population, the prevalence of people presenting to health professionals with gender dysphoria has been estimated. The prevalence in Dorset is estimated to be 14 per 100,000 aged 16 and over; this **equates to around 83 people having presented with gender dysphoria in Dorset**. Many transgender people will not choose to seek medical treatment or speak about their gender variance with any health professionals however, and therefore **those presenting with gender dysphoria are likely to be only a small percentage of the total transgender population**. There is no validated estimate of the population of transgender people in the UK.

Data Source: Gender Identity Research & Education Society, Gender variance in the UK, July 2009

Culture/Religion/Belief

There is little by way or detailed data on culture, religion or beliefs. 2001 Census data from ONS provides a basic breakdown into the major religions, as shown in the table below.

Religion	Population count
Christian	523,191
No religion	105,495
Religion not stated	53,212
Muslim	2,926
Jewish	2,665
Any other religion	2,553
Buddhist	1,686
Hindu	775
Sikh	209

Sexual Orientation

Based on locally apportioning national experimental estimates of sexual identity for 2009/10, it is **estimated that Dorset could have around 5,400 gay/lesbian residents and almost 3,000 bisexual residents aged 16 and over**. This would reflect the national proportions of 0.9% of the adult population reporting that they were gay or lesbian, and 0.5% identifying themselves as bisexual.

Data Sources: Office for National Statistics, *New ONS Integrated Household Survey: Experimental Statistics, Measuring Sexual Identity: An Evaluation Report, September 2010*, <http://www.statistics.gov.uk/articles/nojournal/measuring-sexual-identity-report.pdf>

Office for National Statistics, *Table 3 Civil Partnerships (numbers): by area of formation, year and sex*, Crown Copyright

EMPLOYMENT

3rd Quarter 2011 / 12

Delivering the Workforce Plan

The overall aim of the Workforce Plan is to get the right people in the right place at the right time to support the delivery of the Dorset Police and Dorset Police Authority Three Year Strategy 2011/14 and Annual Policing Plan 2011/12. The Workforce Plan therefore supports the agreed strategic objectives for 2011/14 and operational priorities for 2011/12. The Workforce Plan is contained within the 2011-12 Annual Policing Plan and is available via the following link

http://webhqstg01/pdf/200_Full_Policing_plan0.10.pdf

From 27th April 2010 a restricted recruitment process has been in place to minimise redundancies in respect of the redeployment of Police Staff across the organisation and since this time we have not been advertising any posts outside the organisation. This restricted recruitment process also applies to Police Officers and currently we are not recruiting for Police Constables. The force will be reviewing this position in early 2013.

This summary provides details as to how the Force is meeting the requirements of the General and Specific Duties of the Equality Act 2010.

Employment Equality Targets	Current Position
% of officers that are female – No Target	23.8% of officers are female, which is consistent with the 2 nd quarter 2011 / 12
% of officers from BME currently 1.16% (17) – Target to exceed 2% by 2015 (Additional 12 officers)	1.2% of officers are BME, which is consistent with the 2 nd quarter 2011 / 12.
% of police staff that are female – No Target	59% of police staff are female, which is consistent with the 2 nd quarter 2011 / 12.
% of police staff from BME currently 1.12% (14) – Target to exceed 2% by 2015	1% of police staff are BME, which is consistent with the 2 nd quarter 2011 / 12.
% of PCSO that are female – No Target	43.1% of PCSOs are female, which is consistent with the 2 nd quarter 2011 / 12.
% of PCSO from BME – Target to exceed 2% by 2015	1% of PCSOs are BME, which is consistent with the 2 nd quarter 2011 / 12.
% of Special Constables that are female – No Target	31.16% of Special Constables are female, which is consistent with the 2 nd quarter 2011 / 12.
% of Special Constable that are BME – Target to continue to exceed 2% by 2015	1.5% of Special Constables are BME, which is consistent with the 2 nd quarter 2011 / 12.
To increase the proportion of officers above the rank of PC that are female – No Target	4.4% of officers above the rank of PC are female, which is consistent with the 2 nd quarter 2011 / 12.
To increase the proportion of female police staff above Scale G and above – No Target.	3.9% of police staff on Scale G and above are female, which is consistent with the 2 nd quarter 2011 / 12.

Eliminate Unlawful Discrimination, harassment and victimisation

1. Grievances

Table ER1 - All Grievances

As at 31.12.11	2nd Qtr 2011/12						TOTAL	2nd Qtr 2011 / 12	1st Qtr 2011 / 12	4th Qtr 2010 / 11	3rd Qtr 2010 / 11
	All Cases		of which are minority ethnic		of which are declared disabled						
	Male	Female	Male	Female	Male	Female					
Cases carried forward from previous quarter	2	2	0	0	0	0	4	4	5	2	4
New cases during Qtr being addressed	0	0	0	0	0	0	0	2	2	3	1
Total being dealt with in the quarter	2	2	0	0	0	0	4	6	7	5	5
Resolved - Stage One	0	0	0	0	0	0	0	0	1	0	0
Resolved - Stage Two	0	0	0	0	0	0	0	2	0	0	2
Resolved - Stage Three	0	0	0	0	0	0	0	0	0	0	0
Resolved - Stage Four	0	0	0	0	0	0	0	0	0	0	1
Total Resolved	0	0	0	0	0	0	0	2	1	0	3
Left Force before resolution	0	0	0	0	0	0	0	0	2	n/a	n/a
Ongoing cases at end of Qtr	2	2	0	0	0	0	4	4	4	5	2
2 nd Qtr 2011 / 12	0	2	0	0	0	0	2				
1st Qtr 2011 / 12	1	0	0	0	0	0	1				
4th Qtr 2010 / 11	0	0	0	0	0	0	0				
3rd Qtr 2010 / 11	2	1	0	0	0	0	3				

Source: HR Quarterly Performance Review – Employee Relations

Table ER2 - Resolved Grievances by Age

No table has been included on this occasion as no grievances have been resolved during this reporting period.

Narrative

The **Grievance Procedure** may be used by employees who have a complaint against the organisation rather than about another member of staff. This includes complaints about working practices, policies or management decisions. Officers who wish to make a complaint relating to a posting or promotion decision should do this through the appropriate policies in place and not the grievance procedure.

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- 4 grievances were carried forward from last quarter (2 male, 2 female)
- No new grievances have been reported this quarter
- No grievances have been resolved during this reporting period.
- No grievances involved BME or disabled staff.
- There are a total of 4 grievances carried forward into the next quarter.
- The number of grievances being dealt with this quarter is comparable to previous quarters.

2. Dignity at Work

Table ER3 - Dignity at Work Cases

As at 30.09.11	2nd Qtr 2011/12						TOTAL	2nd Qtr 2011 / 12	1st Qtr 2011 / 12	4th Qtr 2010 / 11	3rd Qtr 2010 / 11
	All Cases		of which are minority ethnic		of which are declared disabled						
	Male	Female	Male	Female	Male	Female					
Cases carried forward from previous quarter	1	1	0	0	0	0	2	0	1	1	1
New cases during Qtr being addressed	0	2	0	0	0	0	2	3	2	1	2
Total being dealt with in the quarter	1	3	0	0	0	0	4	3	3	2	3
Resolved - Informal Stage	0	1	0	0	0	0	1	1	2	1	1
Resolved - Formal Stage	0	0	0	0	0	0	0	0	1	0	1
Resolved - Referred to Discipline	0	0	0	0	0	0	0	0	0	0	0
Total Resolved	0	1	0	0	0	0	1	1	3	1	2
Ongoing cases at end of Qtr	1	2	0	0	0	0	3	2	0	1	1
2nd Qtr 2011 / 12	0	1	0	0	0	0	1				
1st Qtr 2011 / 12	2	1	0	0	0	0	3				
4th Qtr 2010 / 11	1	0	0	0	0	0	1				
3rd Qtr 2010 / 11	1	1	0	0	0	0	2				

Source: HR Quarterly Performance Review – Employee Relations

Table ER4 - Resolved Dignity at Work Cases by Age

As at 30.09.11 RESOLUTION STAGE	16 - 24		25 - 35		36 - 55		56 - 65		66+		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Informal	0	0	0	1	0	0	0	0	0	0	1
Formal	0	0	0	0	0	0	0	0	0	0	0
Referred to Discipline	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	1	0	0	0	0	0	0	1

Source: HR Quarterly Performance Review – Employee Relations

●●● Narrative

Staff facing disputes or difficulties with another employee can use the **Dignity at Work Procedure**. Examples of when it may be appropriate to use the procedure include, bullying, harassment or discrimination. The procedure consists of two stages: an informal and a formal stage. It is for the employee to decide which stage of the procedure they wish to use.

- There were 2 Dignity at Work cases carried forward from the last quarter (1 male, 1 female)
- 2 new Dignity at Work cases have been reported this quarter (females)
- Of the total number of Dignity at Work cases being dealt with this quarter 1 grievance was resolved at the Informal Stage. This involved a female aged between 25 and 35 years.
- No Dignity at Work cases involved BME or disabled staff.
- There is a total of 3 Dignity at Work cases carried forward into the next quarter.
- The number of Dignity at Work cases being dealt with this quarter is comparable with previous quarters.

3. Pay and Conditions

3.1 Police Officer Representation

Table D2 – Police Officer Ranks by Ethnicity and Disability

As at 31.12.11 RANK	TOTAL		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
Chief Officers	3	1	0	0	0	0	4
Chief Superintendent	5	0	0	0	0	0	5
Superintendent	8	2	0	0	0	0	10
Chief Inspector	21	4	1	0	0	0	25
Inspector	68	14	2	0	2	1	82
Sergeant	189	42	1	1	1	0	231
Constable	757	309	11	1	10	2	1066
TOTAL HEADCOUNT	1051	372	15	2	13	3	1423
TOTAL 2 nd qtr 2011-2012	1071	374	15	2	14	3	1445
TOTAL 1 st qtr 2011-2012	1083	376	15	2	15	3	1459

Table D9 – Police Officer Ranks by Age

As at 31.12.11 RANK	Age Bands						TOTAL
	18-25	26-35	36-45	46-55	56-65	66+	
Chief Officers	0	0	0	4	0	0	4
Chief Superintendent	0	0	1	4	0	0	5
Superintendent	0	0	5	5	0	0	10
Chief Inspector	0	3	13	9	0	0	25

*****NOT PROTECTIVELY MARKED*****

As at 31.12.11 RANK	Age Bands						TOTAL
	18-25	26-35	36-45	46-55	56-65	66+	
Inspector	0	2	39	39	2	0	82
Sergeant	0	32	121	76	2	0	231
Constable	15	389	422	230	10	0	1066
ALL RANKS	15	426	601	367	14	0	1423
TOTAL 2 nd qtr 2011-2012	19	433	621	359	13	0	1445
TOTAL 1 st qtr 2011-2012	24	446	618	359	12	0	1459

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

- There are a total of 372 female Police Officers, representing 23.8% of establishment.
- A total of 16 Police Officers have declared that they have a disability comprising of 13 males and 3 females, representing 1.2% of establishment.
- A total of 17 Police Officers have self defined their ethnicity as Black and Minority Ethnic (BME) comprising of 15 males and 2 females, representing 1.24% of establishment.
- The majority of Police Officers are 36 – 45 years.
- Monitoring has not identified any equality issues regarding Police Officer representation across the ranks.

3.2 Police Staff Representation

Table D33 – Police Staff Grades by Ethnicity and Disability

As at 31.12.11 GRADE	ALL STAFF		of which are Minority Ethnic		of which are disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
A - D	250	474	3	4	10	19	724
E - F	162	190	0	5	4	7	352
G - I	62	40	0	0	4	1	102
J & Above	14	7	0	0	1	0	21
TOTAL current quarter	488	711	3	9	19	27	1199
TOTAL 2 nd qtr 2011-2012	491	713	3	9	19	27	1204
TOTAL 1st qtr 2011-2012	499	728	3	11	19	28	1227

Table D31 – Police Staff Grades by Age

As at 31.12.11 GRADE	Age Bands						TOTAL
	16-24	25-35	36-45	46-55	56-65	66+	
A - D	63	168	171	199	115	8	732
E - F	12	75	96	104	63	2	349

*****NOT PROTECTIVELY MARKED*****

G - I	0	9	33	37	23	0	102
J & Above	0	1	4	12	4	0	21
ALL GRADES	75	253	304	352	205	10	1204
TOTAL 2nd qtr 2011-2012	77	261	304	350	202	10	1204
TOTAL 1st qtr 2011-2012	86	265	310	353	202	10	1227

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

NOTE: You will note that the number of staff by grade differs from the establishment data in Table D25. Tables D33 and D31 include PCSOs by grade and in addition some members of Police Staff have more than one role within the organisation.

- There are a total of 711 female Police Staff, representing 59% of establishment.
- A total of 43 Police Staff have declared that they have a disability comprising of 19 males and 25 females, representing 4.3% of establishment.
- A total of 10 Police Staff have self defined their ethnicity as Black and Minority Ethnic (BME) comprising of 1 male and 9 females, representing 1% of establishment.
- The majority of Police Staff are 46 – 55 years.
- Monitoring has not identified any equality issues regarding police staff representation across the grades.

4. Exit Forms

When a Police Officer, member of Police Staff, PCSO or Special Constable resigns, transfers or retires they are asked to complete an Exit Form so that the organisation can understand the reasons for them leaving, identify any areas for improvement and training and development requirements for staff. This is quality assured by the Strategic Confidence and Equality Manager, Corporate Development.

There are a number of reasons that can be given for leaving the organisation and the details following focus on those areas where responses have been received.

4.1 Police Officer Leavers

Table D11 – Police Officer Leavers by Sex, Ethnicity and Disability

As at 31.12.11 REASON LEFT	ALL OFFICERS		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
Retirement - Pension Age	3	1	0	0	1	0	4
Officers Retire Pension Full (30 years)	20	3	0	0	1	0	23
30 + Scheme Leaver	5	1	0	0	0	0	6
Ill Health Retirement	3	1	0	0	0	0	4
Dismissal	1	0	0	0	0	0	

*****NOT PROTECTIVELY MARKED*****

As at 31.12.11 REASON LEFT	ALL OFFICERS		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
Resignation - Domestic Reasons/Work-life Balance	4	1	0	0	0	0	5
Found another / Better Job	4	0	0	0	0	0	4
Resigned prior to hearing	1	0	0	0	0	0	1
Officer Transfer	1	0	0	0	0	0	1
Deceased	1	0	0	0	0	0	1
TOTAL HEADCOUNT 2011/12 YTD	43	7	0	0	1	0	50
TOTAL 2nd qtr 2011-2012	27	5	0	0	1	0	33
TOTAL 1st qtr 2011-2012	12	1	0	0	0	0	13

Table D12 – Police Officer Leavers by Age

As at 31.12.11 REASON LEFT	AGE BANDS												TOTAL
	18-25		26-35		36-45		46-55		56-65		66+		
	M	F	M	F	M	F	M	F	M	F	M	F	
Retirement - Pension Age					0	0	2	1	1	0	0	0	4
Officers Retire Pension Full (30 years)					0	0	20	3	0	0	0	0	23
30 + Scheme Leaver	0	0	0	0	0	0	4	1	1	0	0	0	6
Ill Health Retirement	0	0	0	0	2	0	1	1	0	0	0	0	4
Dismissal	0	0	1	0	0	0	0	0	0	0	0	0	1
Domestic Reasons/Work-life Balance	0	0	1	0	3	0	0	1	0	0	0	0	5
Found Another / Better Job	0	0	0	0	3	0	1	0	0	0	0	0	4
Resigned prior to hearing	0	0	1	0	0	0	0	0	0	0	0	0	1
Officer Transfer	1	0	0	0	0	0	0	0	0	0	0	0	1
Deceased	0	0	1	0	0	0	0	0	0	0	0	0	1
TOTAL	1	0	4	0	8	0	28	7	2	0	0	0	50
TOTAL 2nd qtr 2011-2012	0	0	3	0	4	0	19	5	1	0	0	0	32
TOTAL 1st qtr 2011-2012	0	0	0	0	1	0	11	1	0	0	0	0	13

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

- A total of 50 Police Officers have left to date (43 males, 7 females).
- Of those one Officer (male) declared that he has a disability.
- No BME Officers have left to date.
- The majority of Police Officers have left due to retiring on full pension.

*****NOT PROTECTIVELY MARKED*****

- Monitoring has not identified any equality issues regarding reasons for leaving the organisation.

4.2 Police Staff Leavers

Table D45 – Police Staff Leavers by Sex, Ethnicity and Disability

As at 31.12.11 REASON LEFT	All Staff		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
Dismissal	1	0	0	0	0	0	1
Voluntary redundancy / severance	24	76	0	3	1	0	100
Resignation - Domestic Reasons/Work-life Balance	1	0	0	0	0	0	1
Resignation - Organisational Culture	0	1	0	0	0	0	1
Resignation - Retirement (not ill health)	4	3	0	0	0	0	7
Resignation - Found Another / Better Job	2	4	0	1	0	0	6
End of Temporary Contract	0	1	0	0	0	0	0
TOTAL HEADCOUNT 2011/12	32	85	0	4	1	0	117
TOTAL 2nd qtr 2011-2012	30	81	0	4	1	1	111
TOTAL 1st qtr 2011-2012	11	15	0	0	2	0	26

Table D48 – Police Staff Leavers by Age

As at 31.12.11 REASON LEFT	AGE BANDS												TOTAL
	16-25		26-35		36-45		46-55		56-65		66+		
	M	F	M	F	M	F	M	F	M	F	M	F	
Retirement - Age	0	0	0	0	0	0	0	0	3	2	1	1	7
Dismissal	0	0	0	0	0	0	1	0	0	0	0	0	1
Voluntary redundancy / severance	0	8	3	24	1	8	5	18	12	14	3	4	100
Resignation - Domestic Reasons/Work- life Balance	0	0	0	0	0	0	1	0	0	0	0	0	1
Resignation – Organisational Culture	0	0	0	1	0	0	0	0	0	0	0	0	1
Resignation - Found Another / Better Job	0	1	1	0	0	1	1	2	0	0	0	0	6
End of Temporary Contract	0	0	0	0	0	1	0	0	0	0	0	0	1
TOTAL	0	9	4	25	1	10	8	20	15	16	4	5	117
TOTAL 2nd qtr 2011-2012	1	9	2	24	1	9	7	19	16	17	3	3	111
TOTAL 1st qtr 2011-2012	1	3	4	1	0	2	0	3	5	6	1	0	26

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

- A total of 117 Police Staff have left to date. The majority of those leaving the organisation are females. There is ongoing monitoring of all forms so that any issues identified can be addressed.
- Of those one individual (male) declared that he has a disability and 4 individuals (females) are BME.
- The majority of Police Staff (100) have left through the Voluntary Severance Scheme. The Voluntary Severance Scheme offered all police staff the opportunity to apply to leave the Force with a tax-free payment. A review is currently ongoing looking at the forms in detail any equality issues will be reported to the People, Confidence and Equality Board for consideration and action.
- The majority of those Staff leaving the organisation (31), are aged 56 to 65. No age equality issues have been identified however there is ongoing monitoring of all forms so that any issues identified can be addressed.
- Monitoring has not identified any equality issues regarding reasons for leaving the organisation.

4.3 PCSO Leavers

Table D61 – PCSO Leavers by Sex, Ethnicity and Disability

As at 31.12.11 REASON LEFT	All Staff		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
Resigned prior to hearing	0	1	0	0	0	0	1
Voluntary redundancy / severance	1	2	0	0	0	0	3
Resignation - Found Another / Better Job	1	0	0	0	0	0	1
Joined Regular Force	0	1	0	0	0	0	1
TOTAL HEADCOUNT 2011/12	2	4	0	0	0	0	6
TOTAL 2nd qtr 2011-2012	1	3	0	0	0	0	4
TOTAL 1st qtr 2011-2012	8	0	0	0	1	0	8

Table D64 – PCSO Leavers by Age

As at 31.12.11 REASON LEFT	AGE BANDS												TOTAL	
	16-25		26-35		36-45		46-55		56-65		66+			
	M	F	M	F	M	F	M	F	M	F	M	F		
Resigned prior to hearing	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Voluntary redundancy / severance	0	1	0	0	0	1	1	0	0	0	0	0	0	3
Resignation - Found Another / Better Job	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Resignation - Other	0	1	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL	0	3	1	0	0	1	1	0	0	0	0	0	0	6

*****NOT PROTECTIVELY MARKED*****

As at 31.12.11	AGE BANDS												TOTAL	
	16-25		26-35		36-45		46-55		56-65		66+			
	M	F	M	F	M	F	M	F	M	F	M	F		
TOTAL 2nd qtr 2011-2012	0	2	0	0	0	1	1	0	0	0	0	0	0	4
TOTAL 1st qtr 2011-2012	2	0	4	0	1	0	0	0	1	0	0	0	0	8

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

- A total of 6 Police Community Support Officers (PCOs) have left to date. The majority of those leaving the organisation are female (4).
- No PCOs who are BME or have a disability have left to date.
- The majority of PCOs (3) have left through the Voluntary Severance Scheme. A review is currently ongoing looking at the forms in detail any equality issues will be reported to the People, Confidence and Equality Board for consideration and action.
- The majority of those Staff leaving the organisation (3), are aged 18 to 25. No age equality issues have been identified however there is ongoing monitoring of all forms so that any issues identified can be addressed.
- Monitoring has not identified any equality issues regarding reasons for leaving the organisation.

4.4 Special Constabulary Leavers

Table D77 – Special Constabulary Leavers by Sex, Ethnicity and Disability

As at 31.12.11	All Staff		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
	REASON LEFT						
Resignation - Domestic Reasons/Work-life Balance	11	3	0	0	0	0	13
Resignation – Management issues	2	3	0	0	0	0	5
Resignation – Change in main work commitments	4	1	0	1	0	0	5
Resignation – Has not performed duties for some time	11	8	0	0	0	0	19
Resignation – No reason given	6	3	1	0	0	0	9
TOTAL HEADCOUNT 2011/12	34	18	1	1	0	0	52
TOTAL 2nd qtr 2011-2012	25	13	0	0	0	0	38
TOTAL 1st qtr 2011-2012	3	3	0	0	0	0	6

Table D80 – Special Constable Leavers by Age

*****NOT PROTECTIVELY MARKED*****

As at 31.12.11 REASON LEFT	AGE BANDS												TOTAL
	18-25		26-35		36-45		46-55		56-65		66+		
	M	F	M	F	M	F	M	F	M	F	M	F	
Resignation - Domestic Reasons/Work-life Balance	3	2	4	1	2	0	1	0	1	0	0	0	14
Resignation – Management Issues	0	0	0	1	0	0	2	2	0	0	0	0	5
Resignation – Change in main work commitments	4	1	0	0	0	0	0	0	0	0	0	0	5
Resignation – Has not performed duties for some time	5	4	4	3	1	1	0	0	1	0	0	0	19
Resignation – No reason given	1	2	1	0	2	0	1	0	1	0	0	1	9
TOTAL	13	9	9	5	5	1	4	2	3	0	0	1	52
TOTAL 2nd qtr 2011-2012	10	7	5	3	4	1	1	0	2	0	0	0	38
TOTAL 1st qtr 2011-2012	1	0	1	1	1	0	0	2	0	0	0	0	6

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

- A total of 52 Special Constabulary Officers have left to date. The majority of those leaving the organisation are males (34).
- 2 BME Special Constables have left to date.
- No Special Constables who have a disability have left to date.
- The majority of Special Constables (19) have left as they have not performed their duties for some time.
- The majority of Special Constables leaving the organisation (22), are aged 18 to 25
- Monitoring has not identified any equality issues regarding reasons for leaving the organisation.
- Five leavers to date have indicated their reason for leaving as Management Issues. The Volunteers Support Team will continue to research and report any adverse trends.

●●● Advance equality of opportunity between different groups

5. Current force establishment

5.1 Police Officer Establishment

Table D1 – Police Officer Establishment by Sex, Ethnicity and Disability

As at 31.12.11 COMMAND	TOTAL		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
TOTAL HEADCOUNT	1051	372	15	2	13	3	1423
Full Time Equivalent (FTE)	1049.2	327.0	15.0	2.0	13.0	2.9	
End of year 2010/11 FTE	1091.7	337.7	15.0	2.0	15.0	2.9	
End of year 2009/10 FTE	1118.0	344.6	15.0	2.0	15.0	2.9	
End of year 2008/09 FTE	1138.3	345.0	14.0	2.0	17.0	2.9	
End of year 2007/08 FTE	1156.2	336.7	13.0	2.0	17.0	2.8	
End of year 2006/07 FTE	1177.1	328.0	16.0	2.0	-	-	
No. of part time officers	11	131	0	0	0	1	

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

There are a total of 1423 Police Officers of those:

- 76.2% are male, 23.8% are female.
- 1.24% are BME. Representation is lower than the 5% target set in the Policing Plan which will continue to be affected due to current restrictions in recruitment.
- 1% declared that they have a disability.
- Monitoring has not identified any equality issues regarding establishment.

5.2 Police Staff Establishment

Table D25 – Police Staff Establishment by Sex, Ethnicity and Disability (excluding PCSOs)

As at 30.09.11 COMMAND	TOTAL		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
TOTAL HEADCOUNT	399	634	1	9	18	25	1034
Full Time Equivalent (FTE)	379.78	543.19	1.00	8.09	17.72	22.14	
End of year 2010/11 FTE	405.10	604.86	1.00	11.86	18.39	22.27	

*****NOT PROTECTIVELY MARKED*****

End of year 2009/10 FTE	430.82	638.17	1.00	10.96	22.67	21.98
End of year 2008/09 FTE	393.83	627.21	0.00	10.46	21.01	24.29
End of year 2007/08 FTE	387.35	607.24	1.00	9.00	24.07	26.22
End of year 2006/07 FTE	460.72	672.82	3.00	9.69	24.72	30.52
No. of part time staff	27	138	0	1	1	7

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

There are a total of 1034 Police Staff of those:

- 41% are male, 59% are female.
- 1% are BME. Representation is lower than the 2% target set in the Policing Plan which will continue to be affected due to current restrictions in recruitment.
- 4.3% have declared that they have a disability.
- Monitoring has not identified any equality issues regarding establishment.

5.3 PCSO Establishment

Table D50 – PCSO Establishment by Sex, Ethnicity and Disability

As at 31.12.11 COMMAND	ALL PCSOs		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
TOTAL HEADCOUNT	88	69	2	0	1	2	157
Full Time Equivalent (FTE)	87.00	65.92	1.43	0.00	1.00	2.00	
End of year 2010/11 FTE	91.31	71.28	1.74	0.00	1.00	2.00	
End of year 2009/10 FTE	94.77	67.97	2.00	0.00	2.00	3.00	
End of year 2008/09 FTE	97.77	63.89	2.00	0.00	2.00	3.00	
End of year 2007/08 FTE	87.77	68.09	1.00	0.77	2.00	3.00	
End of year 2006/07 FTE	67.00	54.72	1.00	2.00	1.00	3.00	
End of year 2005/06 FTE	37.00	25.00	1.00	1.00	1.00	1.00	

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

There are a total of 157 PCSOs of those:

- 56.9% are male, 43.1% are female.

*****NOT PROTECTIVELY MARKED*****

- 1% are BME. Representation is lower than the 2% target set in the Policing Plan which will continue to be affected due to current restrictions in recruitment.
- 2% have declared that they have a disability..
- Monitoring has not identified any equality issues regarding establishment.

5.4 Special Constable Establishment

Table D66 – Special Constable Establishment by Sex, Ethnicity and Disability

As at 31.12.11	All Special Constables		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
COMMAND							
TOTAL HEADCOUNT	184	83	2	2	1	0	267
End of Year 2010/11	200	92	3	3	1	0	292
End of Year 2009/10	185	100	2	2	1	1	285
End of Year 2008/09	197	106	3	3	3	1	303
End of Year 2007/08	183	104	3	3	3	1	287
End of Year 2006/07	179	112	3	1	-	-	291

Source: HR Quarterly Performance Review – Diversity

Narrative

There are a total of 267 Special Constables of those:

- 68.9% are male, 31.1% female.
- 1.5% are BME. Representation is lower than the 2% target set in the Policing Plan which will continue to be affected due to current restrictions in recruitment.
- 0.4% have declared a disability.
- Monitoring has not identified any equality issues regarding establishment.

5.5 Volunteers Establishment

A Volunteer is a non-uniformed member of staff who assists at police stations or administrative centres conducting a variety of roles. The role of a Volunteer is designed to enhance the work of the police and provide additional support in the area where the Volunteer lives or works.

Table D81 – Volunteers Establishment by Sex, Ethnicity and Disability

As at 30.09.11	All Volunteers		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
COMMAND							
TOTAL HEADCOUNT	57	53	1	0	2	1	110
End of year 2010/11	60	61	1	1	3	1	121

*****NOT PROTECTIVELY MARKED*****

As at 30.09.11 COMMAND	All Volunteers		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
End of year 2009/10	58	56	2	1	3	2	114
End of year 2008/09	52	49	2	4	3	2	101
End of year 2007/08	53	45	2	4	3	2	98
End of year 2006/07	46	34	2	4	-	-	80

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

There are a total of 110 Volunteers of those:

- 51.8% are male, 48.2% female.
- 0.9% are BME.
- 2.7% have declared a disability.
- Monitoring has not identified any equality issues regarding establishment.

6. Recruitment and Progression

6.1 Police Officer

6.1.1 Police Officer Recruitment

Table D14 - Intakes for 2011 / 12 by sex, ethnicity and disability

No table is included on this occasion as no data is available due to recruiting restrictions.

Table D15 - Transferees for 2011 / 12 by sex, ethnicity and disability

As at 31.12.11 COMMAND	All Intakes		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
April - 11	0	0	0	0	0	0	0
May - 11	0	0	0	0	0	0	0
June - 11	0	0	0	0	0	0	0
July - 11	0	0	0	0	0	0	0
August - 11	0	0	0	0	0	0	0
September - 11	0	0	0	0	0	0	0
October - 11	0	1	0	0	0	0	1
November - 11	0	0	0	0	0	0	0
December - 11	0	0	0	0	0	0	0

NOT PROTECTIVELY MARKED

TOTAL	0	1	0	0	0	0	1
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Table D22 - Recruitment for 2011 / 12 by age (includes Transferees)

As at 31.12.11 CATEGORY	AGE BANDS												TOTAL	
	16-25		26-35		36-45		46-55		56-65		66+			
	M	F	M	F	M	F	M	F	M	F	M	F		
Enquiries	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Applications	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Attended Assessment Centre	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointed	0	0	0	0	0	0	0	1	0	0	0	0	0	1
TOTAL	0	0	0	0	0	0	0	1	0	0	0	0	0	1

●●● Narrative

- During this reporting period 1 female transferee was appointed.
- Monitoring has not identified any equality issues regarding transferees.

6.1.2 Police Officer Promotion

Table D18 – Police Officer Promotion by sex, ethnicity and disability

No table is included on this occasion as no data is available due to recruiting restrictions.

Table D24 – Police Officer Promotion by age

No table is included on this occasion as no data is available due to recruiting restrictions.

Table D19 – Promotion Analysis by ethnicity and sex

No table is included on this occasion as no data is available due to recruiting restrictions.

Table D20 – Applications for Specialist Posts by sex, ethnicity, and disability

As at 31.12.11 DIVISION	TOTAL				of which are Minority Ethnic				of which are Declared Disabled				Total Applications
	Male		Female		Male		Female		Male		Female		
	Applications	Successful	Applications	Successful	Applications	Successful	Applications	Successful	Applications	Successful	Applications	Successful	
Success Rate 2010/12	25	40%	6	0%	0	0%	0	0%	0	0%	0	0%	31

Table D23 – Applications for Specialist Posts by age

As at 31.12.11	AGE BANDS												TOTAL
	18-25		26-35		36-45		46-55		56-65		66+		
	M	F	M	F	M	F	M	F	M	F	M	F	
Applications	0	0	4	1	13	4	8	1	0	0	0	0	31
Successful	0	0	2	0	7	0	2	0	0	0	0	0	11

Source: HR Quarterly Performance Review – Diversity

<p>●●● Narrative</p> <ul style="list-style-type: none"> • 25 applicants are male. • No applications have been received from those who have declared a disability or who are BME. • Overall success rate indicates that males applicants are more successful. • Monitoring has not identified any equality issues regarding applications for specialist posts.
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Table D21 - Applications for High Potential Development Scheme by sex and ethnicity

As at 31.12.11	TOTAL		of which are Minority Ethnic	
	Male	Female	Male	Female
Applications	7	0	0	0
Successful	2	0	0	0
No. currently on the scheme	2	3	0	0

Source: HR Quarterly Performance Review – Diversity

<p>●●● Narrative</p> <ul style="list-style-type: none"> • There are currently 2 male and 3 female officers on the scheme. • No applications have been received from those who have declared a disability or who are BME. • Monitoring has not identified any equality issues regarding applications for the High Potential Development Scheme.
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6.2 Police Staff

6.2.1 Police Staff Recruitment

Table D35 - By sex, ethnicity and disability

As at 31.12.11	TOTAL		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
RANK							
April - 11	0	0	0	0	0	0	0
May - 11	0	0	0	0	0	0	0
June - 11	0	0	0	0	0	0	0
July - 11	0	0	0	0	0	0	0
August - 11	0	0	0	0	0	0	0
September - 11	0	0	0	0	0	0	0
October - 11	1	0	0	0	0	0	1
November - 11	0	0	0	0	0	0	0
December - 11	1	0	0	0	0	0	1
TOTAL	2	0	0	0	0	0	0

Table D38 – Recruitment by age

As at 31.12.11	AGE BANDS											
	16-24		25-35		36-45		46-55		56-65		66+	
	M	F	M	F	M	F	M	F	M	F	M	F
CATEGORY												
Applications (internal & external)	3	0	2	0	2	0	2	0	0	0	0	0
Appointed	0	0	1	0	1	0	0	0	0	0	0	0
% Success Rate	0%	0%	50%	0%	50%	0%	0%	0%	0%	0%	0%	0%

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

- No appointments have been made. In this quarter all applications that were made came from male members of staff aged 25 - 45.
- No BME or disabled staff have been appointed during this period.
- Monitoring has not identified any equality issues.

6.2.2 Police Staff Progression

Table D39 - By sex and age

No table is included on this occasion as no data is available due to recruiting restrictions.

Table D37 - Recruitment Analysis by sex, ethnicity and disability

*****NOT PROTECTIVELY MARKED*****

No table is included on this occasion as no data is available due to recruiting restrictions.

6.3 PCSO's

6.3.1 PCSO Recruitment

Table D58 - Recruitment by sex, ethnicity and disability

No table is included on this occasion as no data is available due to recruiting restrictions.

6.4 Special Constabulary

6.4.1 Special Constabulary Recruitment

Table D73 - Recruitment by sex, ethnicity and disability

As at 31.12.11	TOTAL		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	
RANK							
April - 11	0	0	0	0	0	0	0
May - 11	0	0	0	0	0	0	0
June - 11	0	0	0	0	0	0	0
July - 11	8	1	0	0	0	0	9
August - 11	0	0	0	0	0	0	0
September - 11	0	0	0	0	0	0	0
October - 11	8	5	0	0	0	0	13
November - 11	1	0	0	0	0	0	1
December - 11	0	0	0	0	0	0	0
TOTAL	17	6	0	0	0	0	23
TOTAL 2010/11	38	22	1	0	0	0	60
TOTAL 2009/10	35	20	0	0	0	0	55
TOTAL 2008/09	37	13	0	0	0	0	50
TOTAL 2007/08	31	11	0	1	0	0	42
TOTAL 2006/07	30	34	0	1	0	0	64

Table D75 - Recruitment by Age

As at 31.12.11	AGE BANDS											
	16-24		25-35		36-45		46-55		56-65		66+	
CATEGORY	M	F	M	F	M	F	M	F	M	F	M	F
Enquiries	0	0	0	0	0	0	0	0	0	0	0	0
Applications	0	0	0	0	0	0	0	0	0	0	0	0
Attended Assessment Centre	0	0	0	0	0	0	0	0	0	0	0	0
Appointed	11	2	4	3	1	1	1	0	0	0	0	0

Source: HR Quarterly Performance Review – Diversity

●●● Narrative

- 23 Special Constables have been appointed (17 male, 6 female) to date, 14 of which were in the 3rd quarter.
- There have been no enquiries or applications received and no one has attended an assessment centre during the 3rd quarter.
- None of those appointed were BME or have declared a disability.
- Monitoring has not identified any equality issues.

7. Learning and Development

Table D11 – Police Officer External Training by Sex, Ethnicity and Disability

As at 31.12.11 POLICE OFFICERS	Number of officers trained, by gender		Average number of days' training received		of which are declared Minority Ethnic		of which are declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL current quarter	9	1	5.44	5.00	0	0	0	0	10
Total Year to Date (YTD)	49	8	3.20		2	0	1	0	57
TOTAL 2 nd Qtr 2011-2012	18	2	2.73		1	0	0	0	20
TOTAL 1 st Qtr 2011-2012	19	2	2.74		1	0	1	0	21

Table D12 – Police Officer External Training by Age

As at 31.12.11 POLICE OFFICERS	AGE BANDS			
	31-40		41-50	
	M	F	M	F
TOTAL current quarter	3	0	6	1
% of total	30.0%	0.0%	60.0%	10.0%
	30.0%		70.0%	

Source: HR Quarterly Performance Review – Learning and Development

●●● Narrative

- A total of 10 officers have attended external training this quarter.
- The majority of officers attending external training are males (80%).

*****NOT PROTECTIVELY MARKED*****

- Of those officers attending external training none have declared a disability or are BME.
- The majority of officers attending external training are aged 41 – 50 years.
- Monitoring has not identified any equality issues regarding attendance at external training.

Table D3 – Police Officer Internal Training by Sex, Ethnicity and Disability

As at 31.12.11 POLICE OFFICERS	Number of officers trained, by gender		Average number of days' training received		of which are declared Minority Ethnic		of which are declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL current quarter	990	221	1.97	2.87	17	0	7	0	1211
Total Year to Date (YTD)	2636	621	2.16		44	1	25	2	3257
TOTAL 2 nd Qtr 2011-2012	622	162	2.07		6	1	10	0	704
TOTAL 1 st Qtr 2011-2012	1024	238	2.23		21	0	8	2	1014
TOTAL 2009/10	5220	1616	N/A	N/A	63	13	54	9	6836
TOTAL 2010/11	6045	1773	N/A	N/A	82	5	55	6	7818
TOTAL 2008/09	6010	1644	N/A	N/A	75	8	65	14	7654

Table D4 – Police Officer Internal Training by Age

As at 31.12.11 POLICE OFFICERS	AGE BANDS									
	21-25		26-30		31-40		41-50		51-60	
	M	F	M	F	M	F	M	F	M	F
TOTAL current quarter	9	2	223	32	408	99	410	82	81	6
% of total	0.7%	0.2%	9.2%	2.6%	33.7%	8.2%	33.9%	6.8%	4.2%	0.5%
	0.9%		11.9%		41.9%		40.6%		4.7%	
TOTAL YTD	30	13	247	78	967	219	1022	212	122	18
TOTAL 2nd qtr 2011-2012	2	4	56	12	220	57	257	60	29	6
TOTAL 1st qtr 2011-2012	19	7	79	34	339	63	355	70	42	6

Source: HR Quarterly Performance Review – Learning and Development

●●● Narrative

Training provided to Police Officers incorporates refresher training and annual review training that is legally required in order for those Officers to carry out their role.

- A total of 1211 officers have attended external training this quarter.
- The majority of officers attending internal training are males (81.8%).
- 17 of those officers attending internal training are BME
- 7 officers attending internal training have declared a disability.

*****NOT PROTECTIVELY MARKED*****

- The majority of those officers attending internal training are aged 41 – 50 years.
- Monitoring has not identified any equality issues regarding attendance at internal training.

Table D13 - Police Staff – External Training by Sex, Ethnicity and Disability

As at 31.12.11	Number of officers trained, by gender		Average number of days' training received		of which are declared Minority Ethnic		of which are declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	
POLICE STAFF									
TOTAL current quarter	1	0	2.00	0.00	0	0	0	0	1
Total Year to Date (YTD)	5	7	2.49		0	0	0	0	12
TOTAL 2 nd Qtr 2011-2012	0	0	0.00		0	0	0	0	0
TOTAL 1 st Qtr 2011-2012	4	7	2.53		0	0	0	0	5
TOTAL 2010/11	14	38	n/a		0	0	0	5	52
TOTAL 2009/10	57	54	n/a		0	4	2	1	111
TOTAL 2008/09	97	90	n/a		0	1	1	0	187

Table D14 - Police Staff – External Training by Age

As at 31.12.11	AGE BANDS							
	31- 40		41 - 50		51 - 60		60+	
	M	F	M	F	M	F		
POLICE STAFF								
TOTAL current quarter	1	0	0	0	0	0	0	0
% of total	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	100.0%		0.0%		0.0%		0.0%	
TOTAL YTD	2	1	0	1	1	1	0	0
TOTAL 2nd qtr 2011-2012	0	0	0	0	0	0	0	0
TOTAL 1st qtr 2011-2012	1	1	0	1	1	1	0	0

Source: HR Quarterly Performance Review – Learning and Development

●●● Narrative

Training provided to Police Staff includes training provided to PCSOs and incorporates refresher training and annual review training that is legally required in order for those members of staff to carry out their role.

- 1 member of Police Staff (male, aged 31 - 40) has attended external training this quarter.
- Monitoring has not identified any equality issues regarding attendance at internal training.

Table D5 - Police Staff – Internal Training

As at 31.12.11	Number of staff trained, by gender		Average number of days' training received		of which are Minority Ethnic		of which are Declared Disabled		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	
POLICE STAFF									
TOTAL current quarter	304	520	0.71	0.78	4	9	11	10	824
Total Year to Date (YTD)	760	1283	0.80		8	22	35	35	2043
TOTAL 2 nd Qtr 2011-2012	151	293	0.89		0	7	2	10	398
TOTAL 1 st Qtr 2011-2012	305	470	0.80		4	6	22	15	609
TOTAL 2010/11	1109	1504	n/a	n/a	17	22	41	43	2613
TOTAL 2009/10	732	981	n/a	n/a	5	12	10	42	1723
TOTAL 2008/09	17	39	n/a	n/a	9	19	17	32	2510

●●● Narrative

Training provided to Police Staff includes training provided to PCSOs and incorporates refresher training and annual review training that is legally required in order for those members of staff to carry out their role.

- A total of 824 members of Police Staff have attended internal training this quarter.
- The majority of police staff attending internal training are female (63.1%).
- 13 of those police staff attending internal training are BME
- 21 police staff attending internal training have declared a disability.
- The majority of Police Staff attending internal training are aged 41 – 50 years.
- Monitoring has not identified any equality issues regarding attendance at internal training.

Foster good relations between different groups

8.0 Internal Staff Support Networks

➤ **Dorset Minority Ethnic Police Association**

No key issues have been identified and raised by members with the organisation. Due to organisational requirements around the Olympics and the One Team Review work is currently on hold and this will be reviewed in September 2012.

➤ **Disability Support Network**

Three new members have joined the Network during this reporting period. Advice has been provided to individuals regarding reasonable adjustments in relation to the One Team changes. One individual is seeking Access to Work support due to changes in their working environment.

➤ **Gay Police Association**

A number of new members have joined the GPA and advice has been provided to a number of individuals regarding issues in relation to sexual orientation. None of these issues relate to discrimination in the workplace.

➤ **Christian Police Association**

No key issues have been identified and raised by members with the organisation.

➤ **Dorset Action Women's Network**

DAWN is currently reviewing its activity and is actively recruiting for a new Police Staff Co-chair. Once this appointment has been made the Steering Group will set its priorities for the coming year.

SERVICE DELIVERY

3rd Quarter 2011 / 12

Delivering Our Policing Priorities

The Police Authority and Force agree a number of Policing Priorities each year. These are laid out in our Annual Policing Plan, which also sets out how the Force organizes itself and its activity in order to achieve these priorities. The 2011-12 annual plan and 2011-14 three year strategy is a public document and available via the following link

http://webhqstg01/pdf/200_Full_Policing_plan0.10.pdf

Our Priorities 2011 / 12

<p>Reduce Serious Violent Crime</p>	<p>Violence against the Person Over the reporting period there has been a slight decrease in the proportion of violence against the person offences that were alcohol related; this may reflect the focus given to night-time economy violence through Op Protect. Similarly, there has been a reduction in the repeat victimisation rate. Overall the number of Violence against the Person offences has stabilized following steep reductions to October 2010.</p> <p>Domestic Violence Since December 2009 the number of domestic violence incidents reported has consistently increased with the latest figures being the highest in recent months. Overall domestic violence incidents have increased by 5.3% during 2011 / 12 (284 more incidents).</p> <p>After a slightly increasing trend over the summer of 2010, the volume of domestic violence incidents recorded has stabilized. Overall domestic violence crimes have decreased by 2.7% during 2011 / 12 (61 fewer offences).</p> <p>Over the same period, the arrest rate has remained stable. The number of domestic violence crimes has reduced by 4.7%.</p> <p>Serious Sexual Crime Since April 2011 the force has seen a significant reduction in the volume of recorded serious sexual offences. The well publicised launch of the Op Protect campaign in Bournemouth in the summer is likely to have contributed towards this reduction. The reduction recorded is 25.2% or 114 less crimes and the detection rate has increased by 2.3 percentage points.</p>
<p>Deal effectively with the crime and anti-social behaviour most affecting local</p>	<p>Hate Crime Overall there has been an increase of 3.9% in</p>

communities	<p>the total volume of reported hate crime and incidents, this relates to 19 additional reports, although most of this increase relates to incidents rather than crimes.</p> <p>The number of repeat victims has increased with an additional 4 repeat victims over the first three quarters, however the repeat victimisation rate has remained stable.</p> <p>Arrests and Outcomes from Arrests Overall there were a total of 10,901 people arrested during the first three quarters of this year, a reduction of 11.8% when compared with the same period last year.</p>
Secure the trust and confidence of people in Dorset	<p>Stop and Search Black and Black British individuals are disproportionately stopped at a rate of 6:1 – the Force has looked into the reasons and identified that stop and search was taking place as a result of intelligence that there was drug dealing in the Boscombe area of Bournemouth. Intelligence shows that the majority of Black drug dealers are not local residents and are visitors to the county with the express intention of committing crime.</p> <p>Complaints Allegations of discriminatory behaviour were less than 1% of all allegations received by the Force. Since April 2010 50% of allegations were about racial discrimination.</p> <p>Trust and Confidence Framework The percentage of respondents agreeing that Dorset Police are doing a good / excellent job has continued to increase with the Q1-3 2011/12 results reaching 69%.</p> <p>Engagement The force has a number of existing mechanisms to engage with the community and has several established specifically to engage with minority communities. During this quarter consultation has taken place on the development of the Force's Equality Objectives.</p>

●●● Eliminate Unlawful Discrimination, harassment and victimisation

9. Hate Crimes and Incidents

Hate crimes are targeted at a person because of hostility or prejudice towards the person's:

- Disability
- Race or ethnicity
- Religion or belief
- Sexual orientation
- Transgender identity

	2010 / 11	2011 / 12	Change	
			Actual	%
OVERALL Total Hate Crime & Incidents	485	504	19	3.9%
TOTAL Repeat Victims	70	74	4	5.7%
% Repeats	14.4%	14.7%		0.3%

●●● Narrative

- Overall there has been an increase of 3.9% in the total volume of reported hate crime and incidents, this relates to 19 additional reports.
- The volume of 'repeat' victims has also increased with an additional 4 repeat victims over the first three quarters.
- Repeat victims are individuals who have been a victim of any crime during the past 12 months. SIGMA is enabling the Force to identify repeat victims who are repeat victims of the same type of crime.

Hate Type	2010 / 11			2011 / 12		
	Crimes	Incidents	TOTAL	Crimes	Incidents	TOTAL
Homophobic	28	36	64	18	64	82
Racial	210	171	381	196	190	386
Ageist	0	0	0	2	0	2
Disability	11	18	29	7	14	21
Transphobic	1	4	5	2	4	6
Faith	2	7	9	0	7	7
TOTAL	252	236	488	225	279	504

●●● Narrative

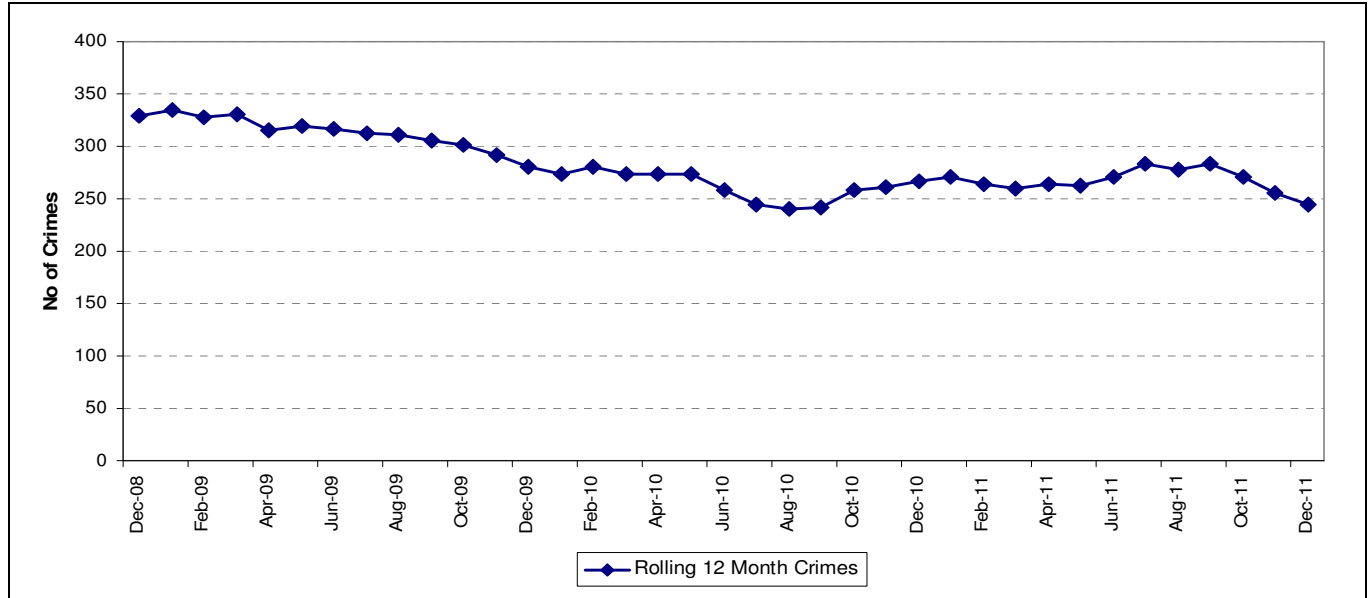
This table provides a summary of ALL crimes and incidents that have been given a hate flag and takes into account all Racially/Religiously Aggravated crimes, all other crimes given a hate flag and all hate incidents.

- The total recorded for this reporting period shows an increase of 3.9% when compared with the same period 2010 / 11.
- It is of note that some crimes and incidents may have more than one hate flag allocated.
- Disability, Trans and Faith related hate crimes and incidents continue to be the lowest recorded. This is being addressed through the multi agency partnership meetings.

- The Force is working in partnership to actively raise awareness of the various types of hate crimes and incidents and the various methods for reporting.

9.1 Racially and Religiously Aggravated Crimes

➤ Rolling 12 Months Crimes



- Narrative**
- Recorded racially and religiously aggravated crime levels have been following a largely stable trend over the past year. Since the 12 months to August 2011 however, there does appear to be a slight decreasing trend, with a moderate difference in volume.

➤ Crime Profile

Crime Profile	2010 / 11 (3 rd Quarter)	2011 / 12 (3 rd Quarter)
Assault	35	24
Common Assault	30	40
Criminal Damage	31	21
Harassment (Inc Public Fear, Alarm or Distress)	108	104
TOTAL	204	189
Repeat Victims	29	34
% Repeat Victims	14.2%	18.0%

- Narrative**
- To date there has been a decrease in the overall number of racially and religiously aggravated crimes however the number of repeat victims has continued to rise.
 - The volume of ‘repeat’ victims has increased by 5, resulting in an 18.0% ‘repeat’ victim rate, 3.8% higher than that of the same period last year.
 - Repeat victims are individuals who have been a victim of any crime during the past 12 months. SIGMA is enabling the Force to identify repeat victims who are repeat victims of the same type of crime.

➤ **Racially and Religiously Aggravated Crimes Detection Rate**

Year to Date Crime Comparison (Apr-Dec) Performance Recorded Crimes and Sanction Detection (SD) Rate

Crime Profile	2010 / 11 (3 rd Quarter)			2011 / 12 (3 rd Quarter)		
	Crimes	Detections	% Detected	Crimes	Detections	% Detected
Racially/Religiously Agg. Assault	35	14	40.0%	24	16	66.7%
Racially/Religiously Agg. Common Assault	30	12	40.0%	40	13	32.5%
Racially/Religiously Agg. Criminal Damage	31	4	12.9%	21	5	23.8%
Racially/Religiously Agg. Harassment	108	58	53.7%	104	48	46.2%
TOTAL	204	88	43.1%	189	82	43.4%
Repeat Victims	29			34		
% Repeat Victims	14.2%			18.0%		
TOTAL Crime Detection Rate	34,928	7,812	22.4%	35,247	7,451	21.1%

●●● **Narrative**

- Detection rates for racially and religiously aggravated crimes have risen by 0.3%; this is still far exceeding the Force overall sanctioned detection rate of 21.1%.
- Latest figures indicate that the sanctioned detection rates across all racially and religiously aggravated crimes are higher than the overall Force sanctioned detection rate.

➤ **Ethnicity and Age of Victims**

Racially Aggravated Crimes April 2011 to December 2011	No of Crimes	Per 1000 Pop [2007]
White	28	0.04
White Non British	32	1.32
Mixed	11	1.51
Black and Black British	20	3.51
Asian and Asian British	42	4.67
Chinese and Other	5	0.60
Unknown	51	
Total	189	0.27

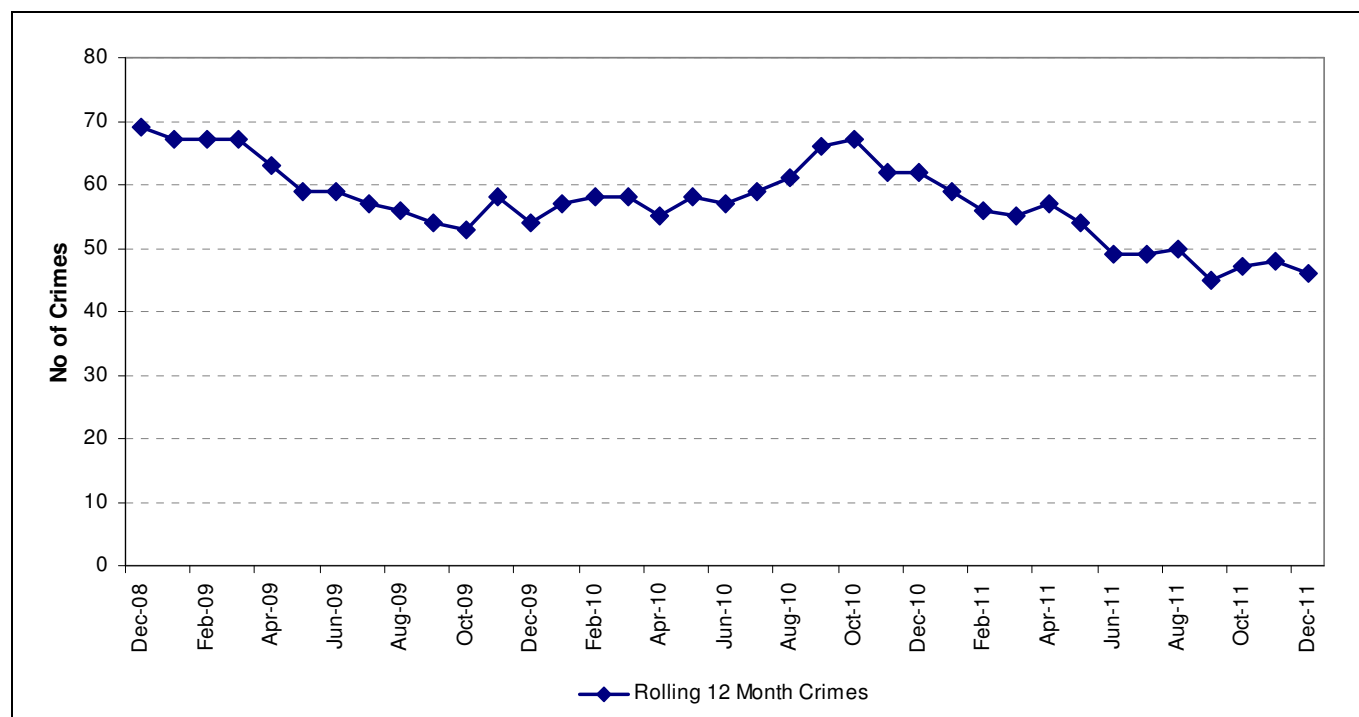
Age group	F	M	Grand Total
0-14	3	8	11
15-19	1	7	8
20-24	7	16	23
25-44	14	66	80
45-64	15	20	35
65-74	0	1	1
75-84	1	1	2
85 plus	0	0	0
Unknown			29
Grand Total	41	119	189

●●● **Narrative**

- The breakdown of racially and religiously aggravated crimes by ethnicity continues to indicate that Asian and Asian British individuals are currently more likely to be a victim based on their rate per 1000 population (based on mid 2007 estimates).
- The profile by age and gender indicates no significant variation from the expected victim profile for the Force.
- The longer-term trend also follows a consistent pattern with the normal seasonal fluctuation in crime levels but highlights no specific issues.
- 27% of records (51) have no ethnicity stated.
- 15.3% of records (29) have no sex or age stated.

9.2 Other Crimes with the Hate Flag

➤ Rolling 12 Month Crimes



●●● Narrative

- The graph indicates a downward trend in recorded crimes with a hate flag over the past year, from a peak in the 12 months to October 2010. This downward trend is reflected nationally.

➤ Hate Flagged Crime & Sanctioned Detection Rates

Year to Date Comparison (Apr-Dec) Performance Recorded Crimes and Sanction Detection Rate

Hate Flagged Crimes	2010 / 11 (3 rd Quarter)			2011 / 12 (3 rd Quarter)		
	Crimes	Detections	% Detected	Crimes	Detections	% Detected
Violent Crime	34	10	29.4%	24	11	45.8%
Acquisitive Crime	1	0	0.0%	4	1	25.0%
Criminal Damage	8	2	25.0%	6	1	16.7%
Other Crime	2	1	50.0%	2	1	50.0%
TOTAL	45	13	28.9%	36	14	38.9%
Repeat Victims	6			8		
% Repeat Victims	13.3%			22.2%		

●●● Narrative

- Over the same period, the sanction detection rate for these crimes has fluctuated, with the most recent data recording SD rates of 38.9%; 10.0% higher than the same period last year.
- Homophobia is shown to be the largest volume of hate flagged crime; accounting for half of all flags applied.
- The volume of 'repeat' victims has increased by 2, resulting in a 22.2% 'repeat' victim rate, 8.9% higher than that of the same period last year.

*****NOT PROTECTIVELY MARKED*****

- Repeat victims are individuals who have been a victim of any crime during the past 12 months. SIGMA is enabling the Force to identify repeat victims who are repeat victims of the same type of crime.

➤ **Ethnicity, Age and Sex of Victims**

Hate Flagged Crime April 2011 to December 2011	Number of Crimes	Per 1000 Pop (2007)
White	18	0.03
White Non British	1	0.04
Mixed	1	0.14
Black and Black British	0	0.00
Asian and Asian British	2	0.22
Chinese and Other	1	0.12
Not Stated	13	
Total	36	0.05

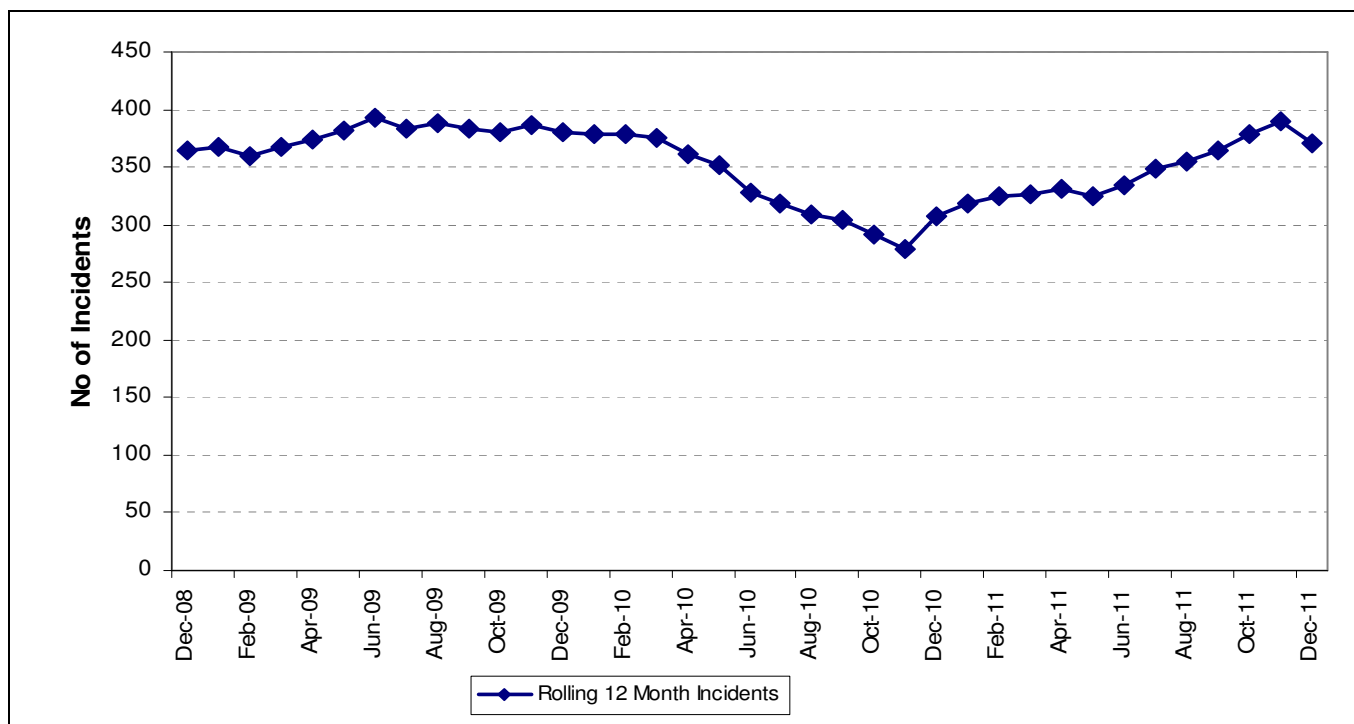
Age Group	Female	Male	Total
0-14	1	0	1
15-19	1	4	5
20-24	2	2	4
25-44	7	6	13
45-64	2	4	6
65-74	0	1	1
75-84	1	0	1
85 plus	0	1	1
Unknown			4
Total	14	18	36

●●● Narrative

- The majority of victims for hate flagged crime are White, reflecting the composition of the resident population. Males are slightly more likely to be a victim than females.

9.3 Hate Incidents

➤ **Rolling 12 Month Incidents**



●●● Narrative

- Since the 12 months to November 2010, it is noticeable that the previous decline in the volume of hate incidents recorded has been reversed, with the graph above currently showing an increasing trend. Over this same period, the overall repeat victim rate has

*****NOT PROTECTIVELY MARKED*****

been largely stable, so this does not appear to account for the increase. Instead, as the more detailed data overleaf shows, the rise in homophobic incidents has contributed to this increase, with the repeat rate for homophobic incidents also increasing over the reporting period.

- The relatively small numbers of hate incidents recorded for disability, faith and transphobic categories means that minimal changes in volume can have a significant impact on the repeat rate; this is the case in the graph for 'Year To Date'.
- Racial incidents however are more prevalent and it is worth noting that there has been a positive reduction in the repeat victimisation rate for this category of hate incident.

➤ **Incident Profile**

Incident Profile	2010 / 11	2011 / 12	Change	
			Actual	%
Disability	18	14	-4	-22.2%
Faith	7	7	0	0.0%
Homophobic	36	64	28	77.8%
Racial	171	187	16	9.4%
Racial (Harassment)	0	3	3	-
Transphobic	4	4	0	0.0%
TOTAL	236	279	43	18.2%
Repeat Victims	35	32	-3	-8.6%
% Repeat Victims	14.8 %	11.5 %		-3.4%

●●● **Narrative**

- Overall hate incidents have increased by 18.2% during the first two quarters of 2011/12.
- The largest increase is in homophobic hate incidents. However there is no identifiable trend or specifically targeted individual victims.
- The relatively small numbers of hate incidents recorded for disability, faith and transphobic categories means that minimal changes in volume can have a significant impact on the repeat rate; this is the case in the graph for 'Year To Date'. Racial incidents however are more prevalent and it is worth noting that there has been a positive reduction in the repeat victimisation rate for this category of hate incident.
- The number of repeat victims has decreased by 3.4% (3 victims).

➤ **Ethnicity, Age and Sex of Victims**

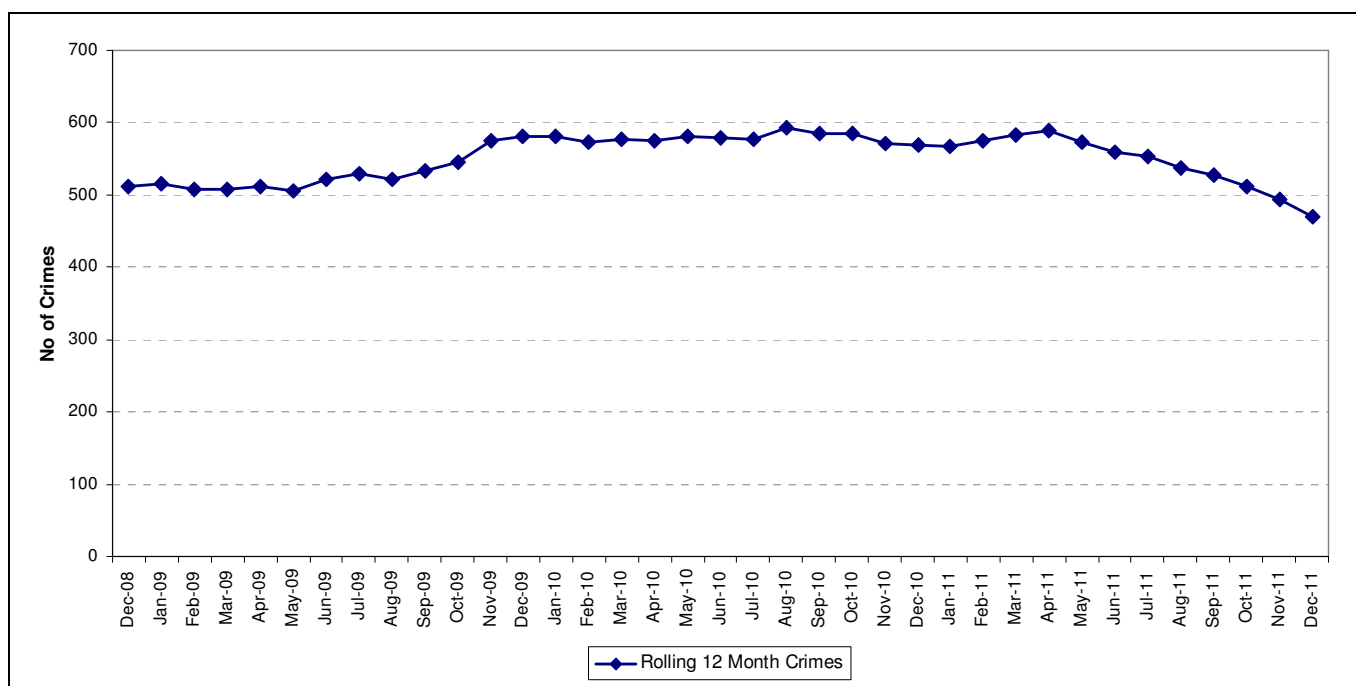
Hate Incidents	Number of Crimes	Per 1000 Pop (2007)
April 2011 to December 2011		
White	97	0.15
White Non British	31	1.28
Mixed	7	0.96
Black and Black British	22	3.86
Asian and Asian British	24	2.67
Chinese and Other	12	1.43
Not Stated	86	
Total	279	0.39

Age Group	Female	Male	Total
0-14	10	16	26
15-19	9	14	23
20-24	9	14	23
25-44	47	66	113
45-64	15	34	49
65-74	3	5	8
75-84	2	0	2
85 plus	0	0	0
Unknown			35
Total	95	149	279

- Narrative**
- The majority of victims of hate incidents are White, reflecting the composition of the resident population and hate flagged crimes.
 - The breakdown of hate incidents by ethnicity continues to indicate that Black & Black British and Asian & Asian British individuals are currently more likely to be a victim based on their rate per 1000 population (based on mid 2007 estimates).
 - The breakdown of hate incidents by sex and age indicates that males and those aged 25 – 44 years are more likely to be a victim.

10. Serious Sexual Crime

➤ Rolling 12 Month Breakdown of Performance



- Narrative**
- Since the 12 months to April 2011, the Force has seen a significant reduction in the volume of recorded serious sexual offences. The well-publicised launch of the Operation Protect Sexual Violence campaign in Bournemouth in the summer is likely to have contributed to this reduction.

➤ Crime Profile and Sanctioned Detection Rate

Year to Date Comparison (Apr-Dec) Performance Recorded Crimes and Sanction Detection Rates

Serious Sexual Offences	2010/11 (Apr 10 to Dec 10)		2011/12 (Apr 11 to Dec 11)		Change in Recorded CRIME		Change in SD Rate
	Crimes	SD Rate	Crimes	SD Rate	Actual	% +/-	% +/-
Serious Sexual Offences	453	18.3%	339	20.6%	-114	-25.2%	2.3%
Repeat Victims	24		13				
% Repeat Victims	5.3%		3.8%				

●●● Narrative

- Overall serious sexual offences have decreased by 25.2% during 2011/12 (114 fewer offences).
- The sanctioned detection rate has improved by 2.3% to its current level of 20.6%.
- The serious sexual offence repeat rate is stable at 3.8%. Just under a fifth of serious sexual offences are domestic. Crimes committed by strangers account for the largest proportion; 30.6%.
- The number of repeat victims has decreased by 1.5% during 2011/12 (9 fewer repeat victims).
- Repeat victims are individuals who have been a victim of any crime during the past 12 months. SIGMA is enabling the Force to identify repeat victims who are repeat victims of the same type of crime.

➤ **Ethnicity, Age and Sex of Victims**

Serious Sexual Offences Apr 11 to Dec 11	Number of Crimes	Per 1000 Pop (2007)
White	230	0.35
BME	15	1.28
Unknown	94	
Total	339	0.48

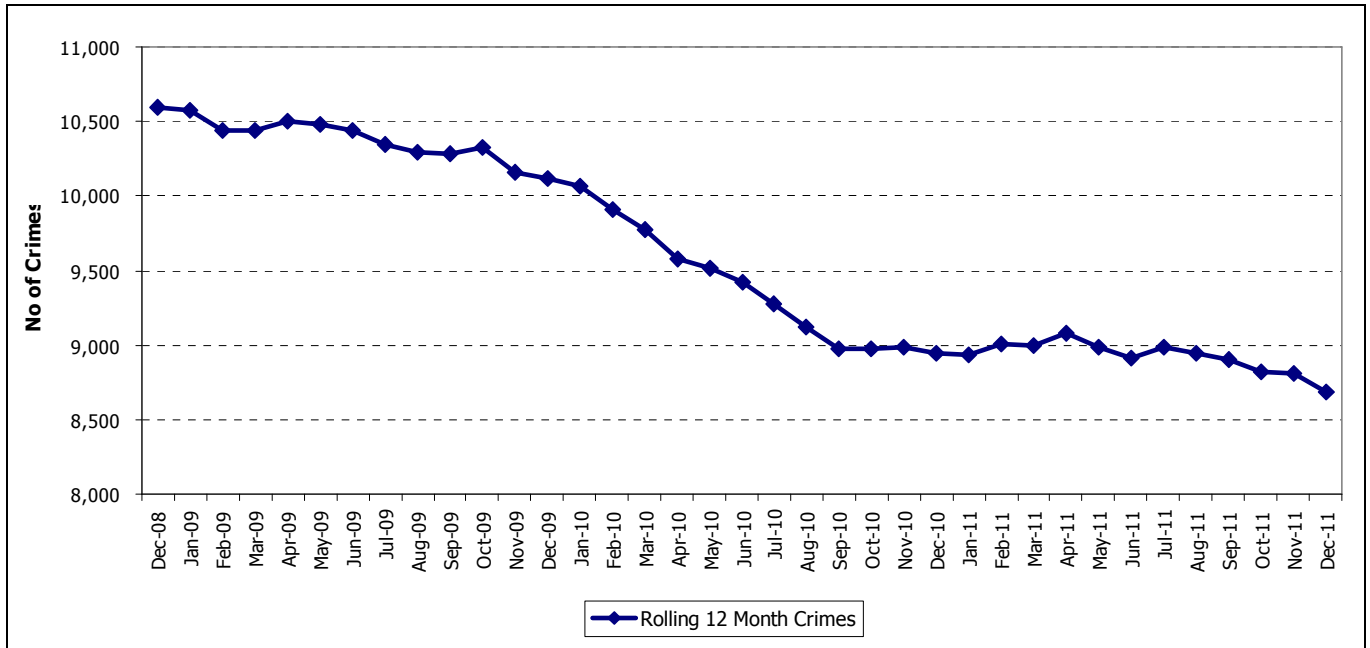
Age Group	Female	Male	Total
0 – 19	137	16	153
20 - 64	146	16	162
65 plus	5	0	5
Unknown			19
Total	288	32	339

●●● Narrative

- 68% of victims were White.
- The breakdown of serious sexual crime by ethnicity continues to indicate that BME individuals are currently more likely to be a victim based on their rate per 1000 population (based on mid 2007 estimates).
- 28% of records (19) have no ethnicity stated – this includes where their ethnicity is either not stated or not recorded.
- 2.7% of victims were White non British - this has reduced from 2.9% last quarter.
- The breakdown of serious sexual crime by sex indicates that females are more likely to be a victim.

11. Violence against the Person Crimes

➤ Rolling 12 Month Breakdown of Performance



●●● Narrative

- After a significant reduction in crimes since the 12 months to December 2008, the graph shows stability in the volume of violence against the person offences recorded over the past year. The previous reductions were largely due to decreases in the lower level violence categories, which account for a large proportion of total violent crime recorded; these reductions have now stabilised.
- Over the reporting period there has been a slight decrease in the proportion of violence against the person offences that were alcohol related; this may reflect the focus given to night-time economy violence through Operation Protect. Similarly, there has been a reduction in the repeat victimisation rate for violence against the person.

➤ Crime Profile and Sanctioned Detection Rate

Year to Date Comparison (Apr-Dec) Performance Recorded Crimes and Sanction Detection Rate

Violence Against the Person	2010/11		2011/12		Change in Recorded CRIME		Change in SD Rate
	Crimes	SD Rate	Crimes	SD Rate	Actual	% +/-	% +/-
Force	6,873	39.1%	6,553	38.9%	-320	-4.7%	-0.2%
Repeat Victims	1215		1031				
% Repeat Victims	17.7%		15.7%				

●●● Narrative

- Overall violence against the person offences have decreased by 4.7% during 2011/12 (320 fewer offences).
- The sanctioned detection rate has decreased very slightly by 0.2% to its current level of 38.9%.

*****NOT PROTECTIVELY MARKED*****

- The number of repeat victims has decreased by 2% during 2011/12 (184 fewer repeat victims).
- Repeat victims are individuals who have been a victim of any crime during the past 12 months. SIGMA is enabling the Force to identify repeat victims who are repeat victims of the same type of crime.

➤ **Ethnicity, Age and Sex of Victims**

Violence Against the Person April to September	2010/11		2011/12	
	Number of Crimes	Per 1000 Pop (2007)	Number of Crimes	Per 1000 Pop (2007)
White	4926	7.54	4876	7.46
White Non British	303	12.52	312	12.89
Mixed	59	8.08	66	9.04
Black and Black British	80	14.04	83	14.56
Asian and Asian British	100	11.11	144	16.00
Chinese and Other	41	4.88	26	3.10
Unknown	765		550	
Total	6274	8.86	6057	8.56

Age Group	Female	Male	Total
0-14	173	263	436
15-19	385	438	823
20-24	527	629	1156
25-44	1218	1329	2547
45-64	455	499	954
65-74	37	57	94
75-84	21	15	36
85 plus	5	3	8
Unknown			3
Total	2821	3233	6057

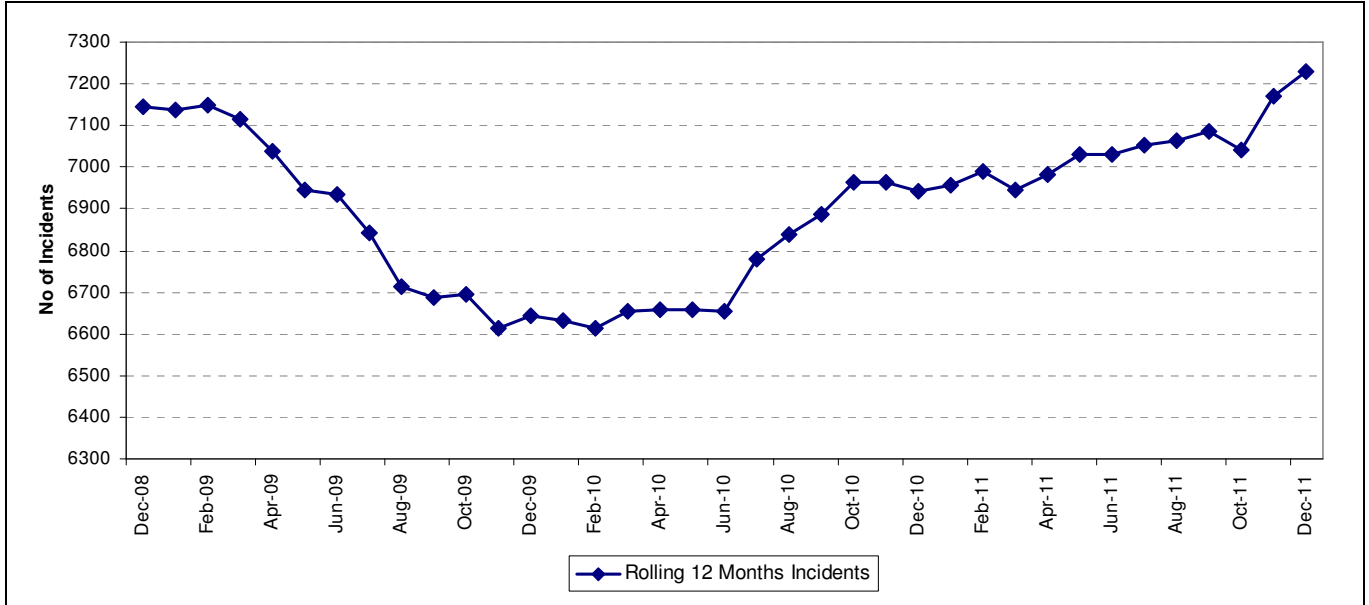
●●● Narrative

- 80% (4,876) of victims were White.
- The crime rate equates to 8.6 in every 1,000 resident population being a victim, it must be noted that the resident population figures taken do not account for the county's transient population.
- The breakdown of violence against the person crimes by ethnicity continues to indicate that Asian and Asian British individuals are currently more likely to be a victim based on their rate per 1000 population (based on mid 2007 estimates).
- 9.1% of records have no ethnicity stated (unknown) – this includes where their ethnicity is either not stated or not recorded.
- The breakdown of violence against the person crimes by sex and age indicates that males and those aged 25 – 44 are more likely to be a victim.

12. Domestic Violence

12.1 Domestic Violence Incidents

➤ Rolling 12 Month Breakdown of Performance



●●● Narrative

- After a significant reduction culminating in December 2009 the Force has shown a consistent increase in the volume of Domestic Violence Incidents with latest figures being the highest in recent months.

➤ Incident Profile and Arrest Rate

Year to Date Comparison (Apr-Dec) Performance Recorded Crimes and Sanction Detection Rate

Violence Against the Person	2010/11		2011/12		Change in Recorded CRIME		Change in SD Rate
	Crimes	SD Rate	Crimes	SD Rate	Actual	% +/-	% +/-
Force	5,321	46.3%	5,605	45.8%	284	+5.3%	-0.5%
Repeat Victims	2,464		2,569				
% Repeat Victims	46.3%		45.8%				

●●● Narrative

- Overall domestic violence incidents have increased by 5.3% during 2011/12 (284 more incidents).
- The sanctioned detection rate has decreased very slightly by 0.5% to its current level of 45.8%.
- The number of repeat victims has increased by 105 repeat victims however; data shows a 1% decrease when comparing with the same period 2010/11.
- Repeat victims are individuals who have been a victim of any crime during the past 12 months. SIGMA is enabling the Force to identify repeat victims who are repeat victims of the same type of crime.

➤ **Ethnicity, Age and Sex of Victims**

Violence Against the Person April to September	2010/11		2011/12	
	Number of Crimes	Per 1000 Pop (2007)	Number of Crimes	Per 1000 Pop (2007)
White	4716	7.22	4952	7.58
White Non British	268	11.07	246	10.17
Mixed	48	6.58	36	4.93
Black and Black British	65	11.40	63	11.05
Asian and Asian British	77	8.56	82	9.11
Chinese and Other	33	3.93	22	2.62
Unknown	114		204	
Total	5321	7.52	5605	7.92

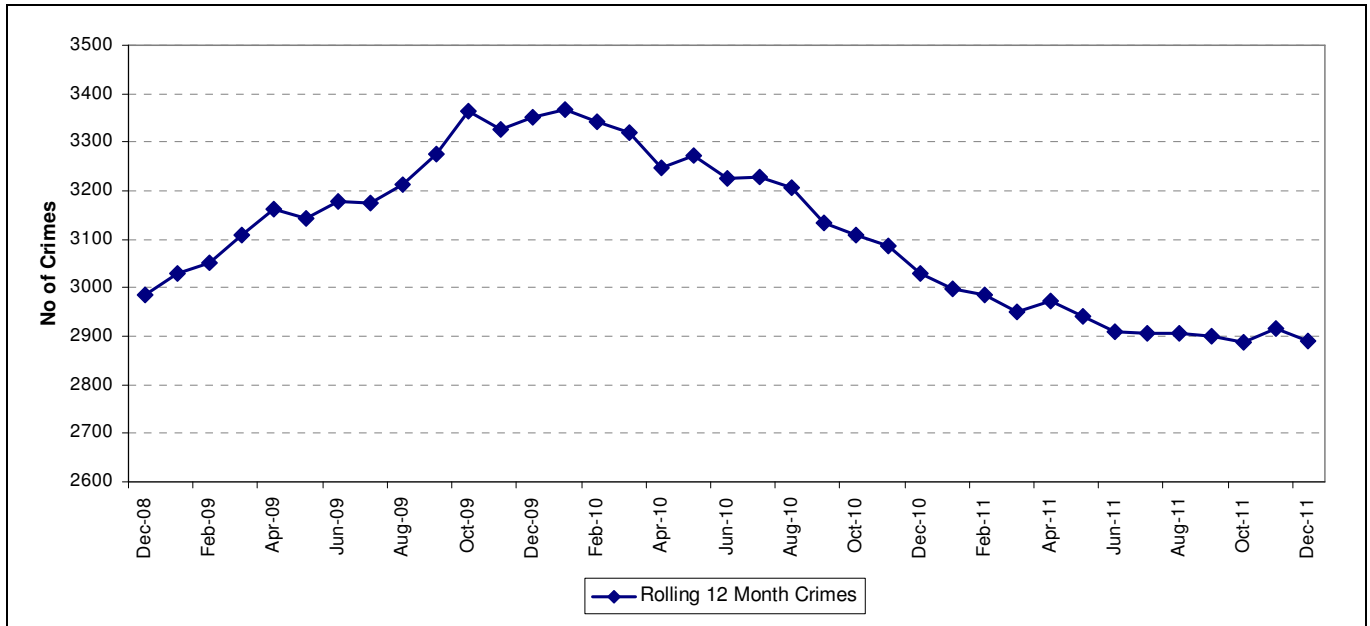
Age Group	Female	Male	Total
0-14	12	0	12
15-19	377	44	421
20-24	834	156	990
25-44	2118	419	2537
45-64	676	219	895
65-74	76	27	103
75-84	21	9	30
85 plus	8	2	10
Unknown			607
Total	4110	876	5605

●●● Narrative

- 88% of victims were White
- The crime rate equates to 8 in every 1,000 resident population being a victim, it must be noted that the resident population figures taken do not account for the county's transient population.
- The breakdown of domestic violence incidents by ethnicity continues to indicate that Black and Black British individuals are currently more likely to be a victim based on their rate per 1000 population (based on mid 2007 estimates).
- 3.6% of records (204) have no ethnicity stated (unknown) – this includes where their ethnicity is either not stated or not recorded.
- The breakdown of domestic violence incidents by sex and age indicates that females and those aged 25 – 44 are more likely to be a victim.

12.2 Domestic Violent Crimes

➤ Rolling 12 Month Breakdown of Performance



●●● Narrative

- Domestic violent crimes have been following a decreasing trend since early 2010, with this significant decline beginning to stabilise in recent months.

➤ Crime Profile and Sanctioned Detection Rate

Year to Date Comparison (Apr-Dec) Performance Recorded Crimes and Sanction Detection Rate

Domestic Violent Crime Breakdown	2010 / 11		2011 / 12		Change in Recorded CRIME		Change in SD Rate
	Crimes	SD Rate	Crimes	SD Rate	Actual	% + / -	% + / -
FORCE	2,278	35.9%	2,217	37.2%	-61	-2.7%	+1.3%
Repeat Victims	505		455				
% Repeat Victims	22.2%		20.5%				

●●● Narrative

- Overall domestic violence crimes have decreased by 2.7% during 2011/12 (61 fewer offences).
- The sanction detection rate has been largely constant over this reporting period.
- The number of repeat victims has decreased by 1.7% when comparing with the same period 2010/11 (50 fewer repeat victims).

➤ **Ethnicity, Age and Sex of Victims**

Domestic Violence Crimes April to December	2010/11		2011/12	
	Number of Crimes	Per 1000 Pop (2007)	Number of Crimes	Per 1000 Pop (2007)
White	1,887	2.89	1,852	2.83
White Non British	100	4.13	109	4.50
Mixed	19	2.60	20	2.74
Black and Black British	23	4.04	25	4.39
Asian and Asian British	23	2.56	36	4.00
Chinese and Other	12	1.43	12	1.43
Unknown	214		163	
Total	2,278	3.22	2,217	3.13

Age Group	Female	Male	Total
0-14	73	65	138
15-19	185	36	221
20-24	320	72	392
25-44	818	198	1,016
45-64	287	109	396
65-74	22	8	30
75-84	10	2	12
85 plus	2	1	3
Unknown			9
Total	1,717	491	2,217

●●● Narrative

- There were 2,217 domestic violent crime victims during this reporting period, a decrease of 61 on the comparable period 2010 / 11.
- There is a comparable rate per 1,000 resident population across all of the ethnic groups.
- 7.3% of records (163) have no ethnicity stated (unknown) – this includes where their ethnicity is either not stated or not recorded.
- The breakdown of domestic violence crimes by sex and age again indicates that females and those aged 25 – 44 are more likely to be a victim.

13. Stop and Search

➤ **Ethnicity, Stops and Arrests**

Ethnicity	Stop and Search	Stops per 1000 Pop	Disproportionality Ratio	Stop and Search Arrests	Arrest Rate
White	4302	6.6		530	12.3%
White Non British	211	8.7	1.3	32	15.2%
Mixed	106	14.5	2.2	13	12.3%
Black and Black British	220	38.6	5.9	33	15.0%
Asian and Asian British	79	8.8	1.3	19	24.1%

*****NOT PROTECTIVELY MARKED*****

Ethnicity	Stop and Search	Stops per 1000 Pop	Disproportionality Ratio	Stop and Search Arrests	Arrest Rate
Chinese and Other	24	2.9	0.4	1	4.2%
Not Stated	7			2	28.6%
Total	4949	7.0		205	4.1%

●●● Narrative

- Black and Black British individuals are disproportionately stopped at a rate of 6:1 – the Force has looked into the reasons and identified that stop and search was taking place as a result of intelligence that there was drug dealing in the Boscombe area of Bournemouth. Intelligence shows that the majority of Black drug dealers are not local residents and are visitors to the county with the express intention of committing crime.
- The Force has recently implemented a national framework designed to assess the appropriate use of Stop and Search in conjunction with the NPIA. The EHRC have also visited the Force recently to assess the use of stop and search locally. The NPIA has found that due to the low number of Black residents comparisons against their population profile to assess disproportionality can become skewed.

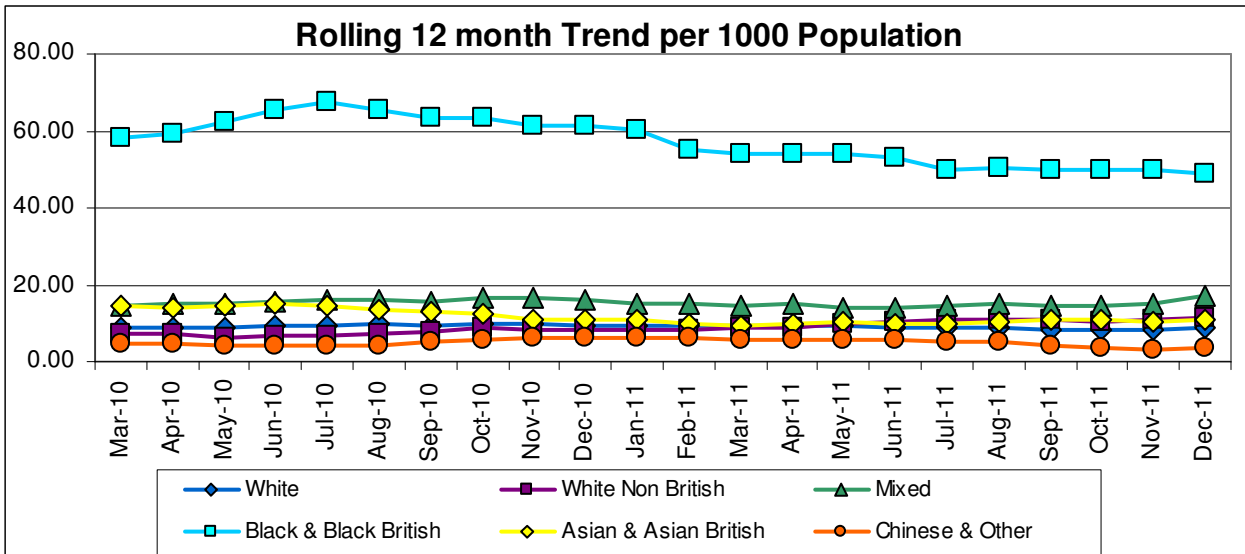
➤ **Ethnicity and Reason for Stop Search**

Ethnicity	Drugs	Stolen Property	Going Equipped	Offensive Weapons	Criminal Damage	Firearms	Grand Total
White	2251	1113	514	293	73	58	4302
White Non British	85	74	33	16	1	2	211
Mixed	65	22	5	9	3	2	106
Black and Black British	156	31	12	21	0	0	220
Asian and Asian British	52	13	2	12	0	0	79
Chinese and Other	14	6	2	2	0	0	24
Not Stated	4	2	0	1	0	0	7
TOTAL	2627	1261	568	354	77	62	4949

●●● Narrative

- Drug stop searched continue to account for the largest amount of all stop and search activity.

➤ Rolling 12 month trend



●●● Narrative

- The longer term trend shows that although Black individuals stop searched are by far the highest rate per 1,000 resident population, they are reducing.

14. Arrests and Outcome from Arrest

14.1 Arrests

➤ Sex, Age and Ethnicity

Apr – Dec 2011	Number of Arrests	% of Total	Per 1000 Pop. [2007]	Resulting in Charge		Resulting in Caution		Resulting in PND		Resulting in No Further Action	
				Volume	% of Arrests	Volume	% of Arrests	Volume	% of Arrests	Volume	% of Arrests
White	9,559	87.7%	14.6	4,233	44.3%	1,155	12.1%	344	3.6%	2,889	30.2%
White Non-British	571	5.2%	23.6	226	39.6%	86	15.1%	11	1.9%	198	34.7%
Mixed	168	1.5%	23.0	67	39.9%	24	14.3%	1	0.6%	61	36.3%
Black & Black British	307	2.8%	53.9	118	38.4%	29	9.4%	5	1.6%	118	38.4%
Asian & Asian British	129	1.2%	14.3	39	30.2%	18	14.0%	4	3.1%	55	42.6%
Chinese & Other	50	0.5%	6.0	9	18.0%	15	30.0%	1	2.0%	22	44.0%
Not Stated	117	1.1%		49	41.9%	13	11.1%	4	3.4%	42	35.9%
Total	10,901		15.4	4,741	43.5%	1,340	12.3%	370	3.4%	3,385	31.1%

Apr – Dec 2011	No of Arrests	Per 1000 Pop. [2001]	Resulting in Charge		Resulting in Caution		Resulting in PND		Resulting in No Further Action	
			Volume	% of Arrests	Volume	% of Arrests	Volume	% of Arrests	Volume	% of Arrests
Male	9,260	27.3	4,098	44.3%	1,056	11.4%	304	3.3%	2,866	31.0%
Female	1,641	4.5	643	39.2%	284	17.3%	66	4.0%	520	31.7%
Unknown	0		0	-	0	-	0	-	0	-
Under 20	1,970	12.6	657	33.4%	323	16.4%	99	5.0%	628	31.9%
20-24	2,367	64.7	977	41.3%	341	14.4%	113	4.8%	717	30.3%
25-44	4,864	29.3	2,306	47.4%	507	10.4%	124	2.5%	1,498	30.8%
45+	1,697	4.9	801	47.2%	169	10.0%	34	2.0%	541	31.9%
Unknown	3		0	0.0%	0	0.0%	0	0.0%	2	66.7%

Narrative

- Overall there were a total of 10,901 people arrested during the first 9 months of 2011/12, a reduction of 11.8% on the comparable period last year.
- Of these arrests, 85% were male.
- 44% of those arrested are aged 25-44.
- 88% of those individuals arrested were White.
- The force average is 15.4 arrests per 1000 resident population, which is comparable across all ethnic groups with the exception of those individuals who are Black where the rate is 53.9 per 1000 resident population, 3.5 times higher than the overall average.

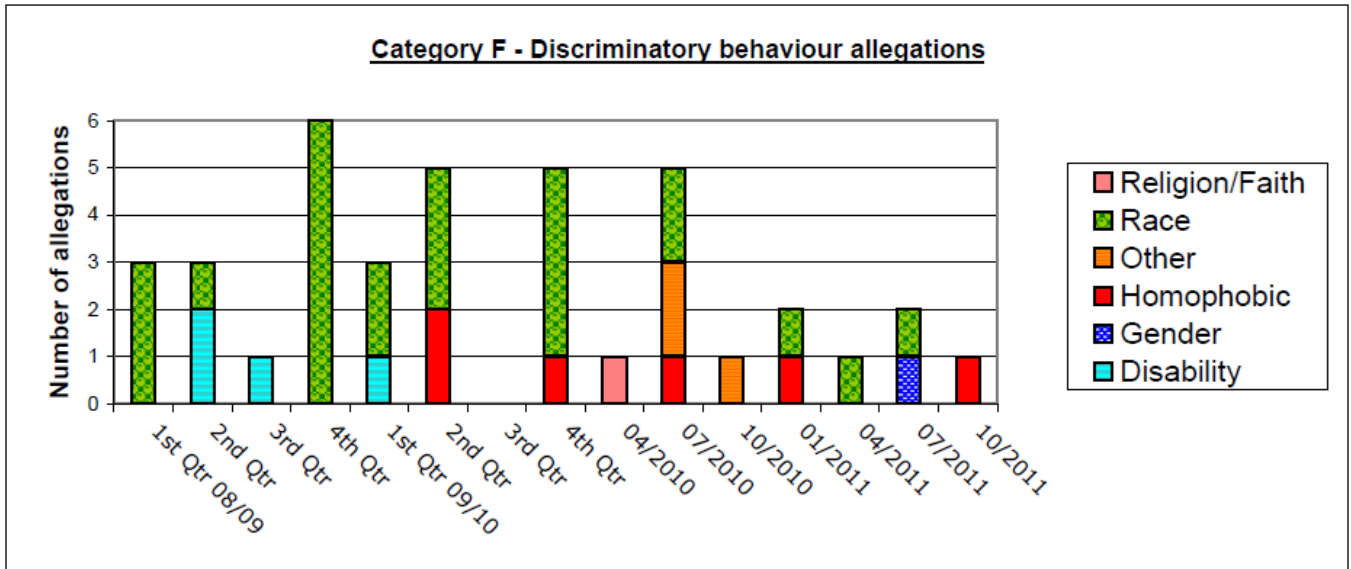
15. Complaints

The following performance information regarding complaints received from members of the public concerning the conduct of persons serving with Dorset Police, misconduct proceedings, direction and control complaints and civil litigation claims.

The following chart presents the number of received allegations that have been categorised as discriminatory behaviour, IPCC category F. IPCC guidance is that where there is an allegation which involves an element of discrimination this should be recorded separately from associated allegations. Dorset Police records the type of discrimination per IPCC guidelines - racial, gender, disability, homophobic or other (which can be described). 1 allegation alleging homophobic discrimination was made during the 3rd quarter 2011/12.

For the allegations in the table below, 10 were locally resolved, 4 withdrawn by the complainant and 7 either discontinued or dispensed with as the complainant did not wish to continue with the complaints process. 18 allegations were investigated and 1 upheld. Learning was identified for the individual officer to improve their communication skills.

➤ Discriminatory behaviour by protected characteristic - Quarterly Trend



Source: Professional Standards Department Quarterly Performance Report

➤ Allegations by location

N = number received. % = percentage of all allegations received in the command areas listed:

Location	2011 / 12	
	N	%
Territorial Policing	3	0.9%
Crime & Criminal Justice	-	-
Comms & Contact Services	-	-
Force	3	0.7%

Source: Professional Standards Department Quarterly Performance Report

●●● Narrative

- Allegations of discriminatory behaviour were less than 1% of all allegations received, compared to the national average of 2.5% recorded for 2010/11.
- Since April 2010 50% of allegations were about racial discrimination.

15.1 Complainant information

➤ Complainants by age, sex and ethnicity

Year	Percentage of known ethnicity										Total	BME
	White		Asian		Black		Other		Unknown			
	N	%	N	%	N	%	N	%	N	%		
04/05	177	89%	1	6%	9	5%	11	6%	75	27%	273	10.6%
05/06	212	90%	5	2%	10	4%	8	3%	100	30%	335	9.8%
06/07	282	92%	7	2%	8	3%	8	3%	53	15%	358	7.5%
07/08	346	91%	12	3%	12	3%	9	2%	31	8%	410	8.7%
08/09	310	91%	5	1%	18	5%	9	2%	28	8%	370	9.4%
09/10	348	93%	13	3%	13	3%	1	0%	34	8%	409	7.2%
10/11	356	93%	12	3%	9	2%	4	1%	53	12%	434	6.6%
11/12	261	95%	3	1%	6	2%	4	1%	45	14%	319	4.7%

Source: Professional Standards Department Quarterly Performance Report

●●● Narrative

- The number of BME individuals who made complaints appears to be higher than the resident population as outlined in the 2001 Census.
- 45 records show no details for ethnicity, representing 14% of complainants.

➤ Ethnicity of those subject to a complaint

Year	Percentage of known ethnicity										Total	BME
	White		Asian		Black		Other		Unknown			
	N	%	N	%	N	%	N	%	N	%		
04/05	330	99%	1	0.3%	0	0%	2	1%	23	6%	356	0.9%
06/07	461	99%	1	0%	0	0%	2	0%	66	11%	530	0.6%
07/08	542	99%	2	0.4%	2	0%	0	0%	44	8%	590	1.4%
08/09	513	99.8%	0	0%	0	0%	1	0.2%	34	6%	548	0.2%
09/10	584	99%	1	0%	2	0%	3	0.5%	49	8%	639	1.0%
10/11	597	99.5%	2	0.3%	0	0%	1	0.2%	45	7%	645	0.5%
11/12	509	99%	0	0%	2	0%	3	1%	37	6.7%	551	1.0%

Source: Professional Standards Department Quarterly Performance Report

●●● Narrative

- 7% of complaints made to date concerned employees whose identity is not known. Every effort is made to identify individuals from complainant's accounts.

15.2 Expressions of Dissatisfaction

<p>(1) Telephone calls into the Force by the Police Enquiry Centre (PEC).</p>	<p>There were a total of 778 registered expressions of dissatisfaction in the reporting period Apr - December 2011.</p> <p>The majority of dissatisfaction reflects lack of police action or attention and being kept informed. 10% of calls were quickly dealt with by the PEC who had sufficient information to deal with the caller's dissatisfaction by providing appropriate advice or information. The remainder were either passed to an officer identified as dealing with the matter (26%) or passed to the appropriate Command Area.</p> <p>Where categorised in the same manner as direction and control complaints 33% of calls expressing dissatisfaction were concerns about public safety and welfare issues, 17% were crime updates, 9% regarding anti-social behaviour and 5% were transport (road) related.</p>
<p>(2) Expressions of Dissatisfaction recorded in PSD</p>	<p>The Force has received 151 expressions of dissatisfaction via the Professional Standards Dept which were passed to Command Areas to manage and respond. Practically all relate to the police not reaching the expectation of the customer, some because they are unhappy to be told that their concerns are a civil matter, others fall into the category lack of police action or attention.</p>
<p>(3) Website Feedback – Online Surveys</p>	<p>Members of the public have posted 63 messages via the 'General', 'After Incident' and 'Victim of Abuse' surveys.</p> <p>The majority of these (27) were comments only; 14 expressed dissatisfaction with the service, 16 expressed praise for the service and 6 were general queries.</p>

Source: Professional Standards Department Quarterly Performance Report

Narrative

An expression of dissatisfaction is simply a record of dissatisfaction with an element of the service provided to the public by Dorset Police. In some instances expressions of dissatisfaction recorded (and shown in the totals below) may be subsequently and additionally recorded as a complaint against police if the officer dealing identifies issues concerning the conduct of individual officers or staff members. They would then be categorised and included in the main body of the complaints statistics.

The Force captures expressions of dissatisfaction made by members of the public by various means, including:

- (1) Telephone calls into the Force by the Police Enquiry Centre (PEC).
- (2) Letters / emails to the Force recorded in PSD and passed to the appropriate Command Area

to respond (last year many of these were categorised as direction and control complaints).
 (3) Website Feedback – Online Surveys.

The overall theme of the expressions of dissatisfaction is the lack of police action or attention.

A number of current Force projects aim to improve victim and customer satisfaction by resolving issues more quickly and effectively and improving the process of how victims are kept informed regarding their incident or crime (e.g. enhancing call handling and crime management processes).

16. Trust and Confidence Framework

‘The Trust and Confidence ‘Framework’ is constructed from the Community Safety Survey, British Crime Survey, User Satisfaction Surveys and Contact survey data that relates to the drivers for improving public confidence ie Community Perceptions, Community Focus, Professionalism, The Individual and Values.’

Community Perceptions:

How safe and content do people feel about living in their local community?

Community Focus:

Do the police understand and interact with the local community to sort their problems effectively?

Professionalism:

Do officers, and the force, act professionally at all times at all incidents?

Individual:

Do officers treat everyone the same, regardless of circumstance, and keep them informed?

Values:

Do officers treat people with fairness and respect at all times regardless of circumstances?

Staff Self Confidence:

Are all staff motivated, developed and kept informed?

16.1 Overarching Performance

➤ British Crime Survey

Confidence	Yr ending Mar 09	Yr ending Mar 10	Yr ending Mar 11	Yr ending Sept 11	Last MSG Position	Trend
Local police doing a good or excellent job	65.4%	62.3%	66.4%	65.2%	3rd	↔
The police dealing with what matters locally	61.5%	60.2%	63.1%	66.4%	2nd	↗
The police and local council deal with what matters locally	49.0%	52.2%	54.3%	58.0%	2nd	↗

*****NOT PROTECTIVELY MARKED*****

Confidence	Yr ending Mar 09	Yr ending Mar 10	Yr ending Mar 11	Yr ending Sept 11	Last MSG Position	Trend
Taking everything into account I have confidence in the local police	72.8%	74.4%	78.7%	77.2%	2nd	↔

Source: Home Office British Crime Survey, MSG results from Iquanta position for 12 months ending Sept 2011

●●● Narrative

- There are occasional differences from the British Crime Survey figures and the Community Safety Survey data. The British Crime Survey is used for benchmarking against other forces, however the data is time lagged and is normally a quarter behind the Community Safety Survey.
- The 'local police doing a good or excellent job' measure has slightly dropped for year ending September 2011 compared to year ending March 2011, however the trend remains stable.
- Performance for 'confidence in the local police' has dropped for year ending September 2011 to 77.2%, but it remains second within the most similar group, with Surrey in first position.

➤ **Community Safety Survey**

	2010/11 Qtr 3 Results		2011/12 Qtr 3 Results		Change
	Sample	Result	Sample	Result	
Agree that Dorset Police are doing a good/excellent job	2528	66%	3102	69%	+3%
Say that Dorset Police are doing a poor/very poor job	2528	5%	3102	5%	0%

Source: Community Safety Survey (Comparison of Cumulative Results Q1 - 3 2010/11 and Q1 - 3 2011/12)

●●● Narrative

- The table above provides the main headline measure of the 'local police are doing a good/excellent job', using the Community Safety Survey.
- The percentage of respondents agreeing that Dorset Police are doing a good /excellent job has continued to increase, with Q1 – 3 2011/12 at 69%, which is a 3% increase with the same period 2010/11. This is also an improvement on Q1 – 2 2011/12 with only 67%.
- Respondents who believe Dorset Police are doing a poor/very poor job remains stable at 5%.

16.2 Professionalism

	2010/11 Qtr 3 Results		2011/12 Qtr 3 Results		Change
	Sample	Result	Sample	Result	
Victims satisfied with whole experience (Merged crime)	2092	83%	2147	84%	+1%
Victims satisfied with how well kept Informed (Merged crime)	2077	67%	2129	68%	+1%
Victims satisfied with whole experience (Antisocial behaviour)	613	73%	595	77%	+4%
Victims satisfied with how well kept Informed (Antisocial behaviour)	601	55%	578	61%	+6%
Dorset Police can be relied on to be there when needed	2241	59%	2875	63%	+4%
Dorset Police performs effectively in emergencies	2372	80%	2810	80%	0%
Dorset Police is dealing with serious and organised crime	2082	61%	2512	66%	+5%

Source: Data from (Comparison of Cumulative Results Q1 - 3 2010/11 and Q1 - 3 2011/12)

Source: Data from User Satisfaction Survey (Comparison of RA Q4 - Q3 2010/11 and RA Q4 - Q3 2011/12)

●●● Narrative

- Respondents who agree that Dorset Police can be relied onto be there when needed and agree that Dorset Police is dealing with serious and organised crime have improved for Q1 – 3 2011/12 when compared to Q1 – 3 2010/11. Serious and Organised crime has increased to 66%. Respondents agreeing that Dorset Police can be relied on has increased to 63%.
- Respondents who agree that Dorset Police performs effectively in emergencies remains consistent with previous performance at 80%.
- Victims who are satisfied with whole experience and kept informed for merged crime has slightly increased, compared to the same time last year. ASB performance has increased for both kept informed (a rise of 6%) and whole experience (a rise of 4%).

16.3 The Individual

	2010/11 Qtr 3 Results		2011/12 Qtr 3 Results		Change
	Sample	Result	Sample	Result	
Agree that Dorset Police treats all people with appropriate care and understanding of their needs**	2068	60%	2674	71%	+11%
Dorset Police took account of your personal circumstances (Merged Crime)	1905	79%	1886	82%	+3%

NOT PROTECTIVELY MARKED

	2010/11 Qtr 3 Results		2011/12 Qtr 3 Results		Change
	Sample	Result	Sample	Result	
Satisfaction of racist incident victims with whole experience (small sample)	100	84%	116	86%	+2%

** for 2011/12 Community Safety Survey the word 'vulnerable' has been removed and replaced with the word 'all' in the question: 'Treat all people with appropriate care and understanding'.

Source: Data from Community Safety Survey (Comparison of Cumulative Results Q1 - 3 2010/11 and Q1 - 3 2011/12)

Source: Data from User Satisfaction Survey (Comparison of RA Q4 - Q3 2010/11 and RA Q4 - Q3 2011/12)

●●● Narrative

- The percentage of respondents who agree that Dorset Police treats all people with appropriate care and understanding of their needs has increased to 71% for Q1 – 3 2011/12. This is 11% above performance this time last year. This change could be linked to the slight rewording of the question in the 2011/12 CSS.
- Respondents who think that Dorset Police took account of their personal circumstances have increased to 82% for Rolling Annual (RA) Q3 2011/12, compared to 79% for RA Q3 2010/11.
- The percentage of respondents who are satisfied with the whole experience for racist incidents has increased slightly for RA Q3 2011/12 to 86% when compared with the same period the previous year.

Advance equality of opportunity between different groups

17. Representation of protected groups in force engagement processes

17.1 Independent Advisory Groups

In Dorset we currently have 2 Territorial Independent Advisory Groups and Independent Critical Incident Advisors (ICIAs). Their function is to provide independent advice on aspects of policing, both in terms of the functions and policies of the service and the way in which the police interact with the broader community.

There are currently 22 individuals who are members of the two territorial Independent Advisory Groups. Of those who responded to the recent skills audit:

- 70% (17) are male
- 64% (17) are White British
- 79% (17) are Heterosexual
- 79% (11) have no disability
- 45% (12) are Christian

A Business Case with proposals to enhance consultation with protected groups was presented to the Force on 28th November. It was agreed that a further meeting would be held on 11th January 2012 to discuss the proposals and for a final decision to be made.

17.2 Muslim Contact Group

Dorset Police established the Muslim Group in 2008. The Group comprises of members of the Muslim Community who have agreed to work in partnership with members of the Dorset Police to:

- Promote mutual understanding, communication and consultation between the two parties.
- Support the Force in ensuring that members of Muslim communities listened to, understood, informed, protected and safe.
- Encourage liaison between the police and 'hard to reach' members of society, specifically Muslim Women and young people.
- To support the planning for operational events through the identification of any Cultural and Religious requirements that should be considered, thereby promoting the Dorset Police values of, Integrity, Professionalism, Fairness and Respect.
- To provide assistance and independent advice at times of heightened tension caused by national or local events.
- To provide assistance and independent advice, where requested, in relation to specific incidents

Meetings are held on a quarterly basis and up until earlier this year were held on the premises of the Bournemouth Islamic Centre. However it was recognised that this precluded other Muslim communities in attending. Subsequently the meeting has been moved to police premises.

*****NOT PROTECTIVELY MARKED*****

Eleven community members on average have attended the meetings.

17.3 Gypsies, Travellers and Other Nomadic People Group

Dorset Police established the Gypsies, Travellers and Other Nomadic People Group in 2008. The Group comprises of members of the Gypsy and Travelling Communities who have agreed to work in partnership with members of the Dorset Police to:

- Promote mutual understanding, communication and consultation between the two parties.
- Support the Force in ensuring that members of Gypsy and Traveller communities are listened to, understood, informed, protected and safe.
- Encourage liaison between the police and 'hard to reach' members of society, specifically Gypsy and Traveller communities and young people.
- To promote understanding of cultural differences and practices within these communities to give Dorset Police a greater chance to practice integrity, professionalism, fairness and respect when working with these communities.
- To seek assistance and advice from have members of the group regarding the impact of national or local events affecting these communities.
- To provide assistance and independent advice, where requested, in relation to specific incidents, policy and/or procedure.

Meetings are held on a quarterly basis and held at Kingston Maurward College, Dorchester.

Five community members on average have attended the meetings representing, Romany Gypsies and New Travellers.

17.4 Reasonable Adjustments Provided

The Force has a number of mechanisms to enable individuals whose first language is not English or who require different formats to access key information:

➤ **Accessibility portal on the force website which provides:**

- British Sign Language Videos
- Easy Read documents
- Large Print
- Change to font size and page background colour
- Use of Google Language tool

Data for the period 1 April 2010 to 31 December 2011 shows:

- The translation tool has been accessed on 65,667 occasions.
- BSL video page views have been accessed on 17,409 occasions.
- The accessibility page has been accessed on 8,740 occasions, with the most commonly used contrast being black on white.
- The easy read page has been accessed on 2,668 occasions.

➤ **Provision of Interpreters and Translators**

To identify the most commonly requested languages financial information detailing the provision of interpreters and translators has been reviewed. Data for the period 1 April 2010 to 31

December 2011 shows that the following are the most commonly requested languages shown in order of frequency:

- Polish
- Turkish
- Lithuanian
- Romanian
- Portuguese

British Sign Language interpreters have been provided on 11 occasions.

18. Trust and Confidence Framework

18.1 Values

	2010/11 Qtr 3 Results		2011/12 Qtr 3 Results		Change
	Sample	Result	Sample	Result	
Say Dorset Police would treat them with respect if they had to contact them	2420	85%	3006	84%	-1%
Victims saying they were treated with fairness (Merged Crime)	2087	88%	2144	89%	+1%
Victims saying they were treated with fairness (Antisocial behaviour)	603	95%	593	94%	-1%
Victims saying they were treated with fairness (Racist Incidents)	100	85%	115	83%	-2%
Agree that Dorset Police as an organisation treats all sections of the community fairly	2208	68%	2641	73%	+5%

Source: Data from Community Safety Survey (Comparison of Cumulative Results Q1 - 3 2010/11

Source: Data from User Satisfaction Survey (Comparison of RA Q4 - Q3 2010/11 and RA Q4 - Q3 2011/12)

●●● Narrative

- Respondents who say that Dorset Police would treat them with respect if they had to contact them decreased slightly in performance when compared to this time last year.
- Performance for respondents who agree that Dorset Police as an organisation treats all sections of the community fairly has increased to 73% for Q1 – 3 2011/12. This is a 5% improvement on Q1 – 3 10/11 performance.
- Victims saying they were treated with fairness for merged crime improves in performance when compared to this time last year. RA Q3 11/12 reaches 89%. Victims saying they were treated with fairness for racist incidents, has slightly decreased to 83% when compared to last year. Antisocial behaviour continues to report the highest levels of being treated fairly at 94%.

Foster good relations between different groups

19. Outcomes from engagement

This section provides an overview on the key outcomes from engagement during this reporting period.

19.1 Independent Advisory Groups

No matters were arising from the IAG meetings held during this reporting period.

Members have been consulted on the development of the Force's Equality Objectives. Consultation ends 31 January 2012.

19.2 Muslim Contact Group

During this reporting period of 1 April 2010 to 31 December 2011 members attending the Group have discussed the following strategic matters:

- **Prevent** – members were invited to attend a conference, and as a result requested further talks with their community
- **Hate Crime** – members gave examples of their experiences of discrimination and harassment which were not reported to the Police. Advice on reporting and engagement with SNTs was provided by the force.
- **English Defence League** – members raised concerns over national and local activity and advice was given by the force.

No meeting was held during the 3rd quarter.

Members have been consulted on the development of the Force's Equality Objectives. Consultation ends 31 January 2012.

19.3 Gypsies, Travellers and Other Nomadic People Group

During this reporting period of 1 April 2010 to 31 December 2011 members attending the Group have discussed the following strategic matters:

- **Local Authority consultation on proposed sites** – Members are to invite Bakers Associates to their next meeting after the consultation period has closed.

Members have the opportunity to bring community issues to the meeting that relate to policing but to date none have been raised.


Members have been consulted on the development of the Force's Equality Objectives. Consultation ends 31 January 2012.

20. Trust and Confidence Framework

20.1 Community Focus

	2010/11 Qtr 3 Results		2011/12 Qtr 3 Results		Change
	Sample	Result	Sample	Result	
Have confidence in the Police in this area	2493	70%	3125	76%	+6%
Agree that Dorset Police and Local Council are dealing with crime and antisocial behaviour issues that matter locally	2271	56%	2570	53%	-3%
Agree that Dorset Police understands issues that matter to people in their community	2192	62%	2708	61%	-1%
Agree that Dorset Police provides them with the information they need	2340	37%	2814	69%	+32%
Know their local officers/PCSO's by name or sight	2608	29%	3169	30%	+1%

Source: Data from Community Safety Survey (Comparison of Cumulative Results Q1 - 3 2010/11 and Q1 - 3 2011/12)

 Narrative
<ul style="list-style-type: none"> Performance for Q1 – 3 2011/12 for having confidence in the police in this area has increased to 76%, showing a 6% increase on Q1 – 3 10/11 results. Performance for respondents agreeing that Dorset Police and local council are dealing with crime and antisocial behaviour issues that matter locally has decreased to 53% when compared with the same period last year (Q1 – 3 2010/11). Respondents who agree that Dorset Police provides them with the information they need, has increased to 69% for Q1 – 3 2011/12. This is 32% above performance this time last year which achieved 37%.

20.2 Community Perception

	2010/11 Qtr 3 Results		2011/12 Qtr 3 Results		Change
	Sample	Result	Sample	Result	
Feel safe in their local area	2712	96%	3225	96%	0%
Worried about antisocial behaviour**	2635	27%	3157	45%	+18%
Worried about crime**	2556	24%	2712	37%	+13%

NOT PROTECTIVELY MARKED

	2010/11 Qtr 3 Results		2011/12 Qtr 3 Results		Change
	Sample	Result	Sample	Result	
Feel tensions have increased (Community Cohesion)	1119	12%	1449	14%	+2%
Say they are less tolerant of other groups (Community Cohesion)	2544	7%	3098	7%	0%

** In the revised Community Safety Survey general questions i.e. worries of crime/anti social behaviour and disorder in general have been added, whereas in previous years, results were amalgamated from all questions related to each area.

Source: Data from Community Safety Survey (Comparison of Cumulative Results Q1 - 3 2010/11 and Q1 - 3 2011/12)

●●● Narrative

- The percentage of respondents feeling safe in their local area remains consistent when compared with performance this time last year and from Q1 – 2 2011/12 with 96%.
- The percentage of respondents who are worried about crime and antisocial behaviour have increased for Q1 – 3 2011/12:
 - Worries of crime have increased to 37% (+13%)
 - Antisocial behaviour worries have increased to 45% (+18%)
- The increase in respondent worries from 2010/11 performance is primarily due to the revised questions included in the CSS for crime and antisocial behaviour, whereas in previous years performance was amalgamated from all questions relating to each other.
- Feelings of tensions have increased to 14%. Respondents who feel that they are less tolerant of other groups remains stable.

Force Policy and Procedure Register

3rd Quarter 2011 – 2012

Force Policy and Procedure Register

Summary

There are a total of 9 policies and procedures that are of high risk and high relevance to equality and diversity. Of these:

- 6 are owned by Crime and Criminal Justice
- 1 is owned by Territorial Policing
- 2 are owned by Community Engagement

Update:

1. The Crime Investigation Policy has been rewritten and consultation is currently being undertaken. It is anticipated that this will be completed early 2012.
2. No further work has been undertaken on the remaining Crime and Criminal Justice policies as operational policing is currently the priority whilst going through the One Team change.
3. The Street Interventions Policy and Procedure is currently subject to review.
4. The Anti Social Behaviour Policy and Procedure has been drafted and work is currently underway with the Equality Impact Assessment. It is anticipated that this will be completed by 30 March 2012.
5. The Stalking and Harassment Policy and Procedure has been drafted and work is currently underway with the Equality Impact Assessment. It is anticipated that this will be completed by 30 March 2012.
6. The Safeguarding Children Combined Policy and Procedure has been drafted and work is currently underway with the Equality Impact Assessment. It is anticipated that this will be completed by 30 March 2012.

Force Policy and Procedure Register for relevance to Equality and Diversity – 3rd Quarter 2011 / 12

Policy Name	Policy reference No	Overall Diversity Audit Relevance	Owning Command
Crime Investigation & Recording Procedure	P07:2002	H	Crime and Criminal Justice
Repeat Victimisation Policy	P19:2003	H	Crime and Criminal Justice
Vulnerable and Intimidated Victim and Witnesses Procedure	P4:2007	H	Crime and Criminal Justice
Investigation of Rape and Serious Sexual Offences Procedure	P02:2009	H	Crime and Criminal Justice
Street Interventions or Encounters Policy	P05:2009	H	Community Engagement
Street Interventions or Encounters Procedure	P06:2009	H	Community Engagement
Anti Social Behaviour Policy and Procedure	P15:2011	H	Territorial Policing
Stalking and Harassment Policy and Procedure	P16:2011	H	Crime and Criminal Justice
Safeguarding Children Combined Policy and Procedure	P17:2011	H	Crime and Criminal Justice

To access our completed Equality Impact Assessments and view our policies go to - <http://www.dorset.police.uk/Default.aspx?page=289>