Safer Neighbourhoods

Equality and Diversity

Annual Report

2011 - 2012

Delivering modern policing in a traditional way

Safer Neighbourhoods

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Governance Structure

North Yorkshire Police (NYP) have revised the governance structure around equalities and diversity. Previously a Confidence and Equality Board has operated from which task and finish groups were identified for specific pieces of work. Independent Advisory Groups provided external contacts with minority groups and acted as a 'critical friend' and internally we had a Working Together Group made up of officers and staff across the NYP representing people with protected characteristics.

In 2011, NYP reviewed this structure and as a result have developed a Equality, Diversity and Human Rights (EDHR) Leadership Board.

The EDHR Leadership Board is a high level, internal forum which will provide the strategic direction for NYP's EDHR agenda. It drives improvement and monitors progress in EDHR across all areas of performance.

Chaired by the Deputy Chief Constable, the EDHR Leadership Board stands as a visible demonstration of NYP's commitment to embedding EDHR within the workplace and service delivery.

The group focuses on significant opportunities and risks associated with this agenda and problem solves, commissions activity and tracks progress of actions to be delivered. Attendees include Directors from across all business areas and representatives from Black Police Association, Chaplaincy, Superintendents Association, Unison and Federation. This allows attendees to use this forum to raise risks and opportunities and to contribute to solutions and plans connected with them. The group makes strategic decisions with regard to this agenda with the Chair allocating action owners and resources as felt appropriate.

The group also links into the monthly themed agenda of the Strategic Advisory Group.

People and Culture

Working Together Group

The Working Together Group (WTG) is an internal consultation forum that seeks to identify and address issues of importance to the workforce including issues of dignity and respect. Members of this group will represent a number of the protected characteristics. The group supports the commitment of NYP on protected characteristics in the workplace with the aim of creating an enhanced working culture and complying with relevant legislation.

The WTG has been reviewed in line with the mainstreaming work and new terms of reference has been agreed. There is currently active representation from the Black Police Association, UNISON, Volunteers and the Chaplaincy.

This consultation process has worked well and the group will be acting as an internal consultation forum for Equality Analysis with a view to improving their quality and meaningfulness.

Work is being undertaken to ensure greater visibility of the group and increasing membership to ensure the most important and relevant issues to the workforce are being discussed and addressed.

Although not directly commissioned through the Group, the Police Federation and HR have recently worked together to produce Equality Analysis on the implementation of a specific recommendation from Part 1 of the Winsor review.

Human Resources

The Human Resource and Internal work stream lead took responsibility for the setting of the People and Culture objectives on behalf of NYP. In addition to this, the work stream has supported other areas of objective setting in line with the EHRC Guidance. This has included attendance at the Strategic Advisory Group to brief Directors and Strategic Leadership Team on the process and purpose of objective setting as well as one to one discussions on the approach.

The objective setting was approached systematically and involved internal consultation through the WTG. Initially, the group considered national trends in relation to the EDHR agenda. Retention and promotion of Black and Minority Ethnic (BME) officers was raised as a key issue.

A local analysis of retention rates was conducted that identified that BME leavers as a percentage of the BME population in the workforce was lower than the same assessment in non BME groups (can be seen at figure 1). Although this was the case, it was felt that due to the reduced levels of recruitment, the impact the leaver rate had in full time equivalent terms was significant. As such, the following objective was set:

To take steps to increase the number of Black and Minority Ethnic (BME) staff, officers, PCSO's, volunteers and specials in our teams year on year over the next four years from 1 April 2012. We will seek to achieve this by identifying and removing any actual or perceived barriers to equality of opportunity in recruitment, retention and progression and by identifying and acting upon ways to attract people from as diverse a range of backgrounds as possible, to our organisation.

BME Rention Data				
		Officers	Staff/PCSOs	Special Constables
Apr 06 - Mar 07	Starters	1	3	
	Leavers	2 (1 resg, 1 trans)	1 (resg)	
	Headcount	19	14	3
Apri 07 - Mar 08	Starters	0	0	
	Leavers	1 (trans)	3 (1 dism, 2 resg)	
	Headcount	18	11	3
April 08 - Mar 09	Starters	1	2	
	Leavers	2 (2 resg)	0	
	Headcount	17	13	3
April 09 - Mar 10	Starters	1	3	
	Leavers	1(dism)	1 (resg)	
	Headcount	17	15	3
April 10 Mar 11	Starters	0	2	
	Leavers	0	2 (2 resg)	
	Headcount	17	15	3
April 11 - Mar 12	Starters	0	2	
	Leavers	1	2	
	Headcount	16	15	3

Figure 1

Although this is an important area for the force, the WTG felt it was appropriate to consider further areas.

Most significantly, the group felt that there were gaps in data currently available to enable a full analysis for objective setting to take place. As a result, a further objective was agreed upon as follows:

To review the current system of Applicant's self declaration and equality and diversity monitoring forms, ensuring that North Yorkshire Police gain focussed, relevant equalities information about candidates. Once collected this will enable these Objectives to be reviewed to ensure that the most pressing and relevant areas are addressed by them. This work is to be progressed as soon as practicable and in any event by the end of the current financial year.

Training

As part of the mainstreaming activity the initial analysis of training requirements has identified the following as areas for further development:

1. Equality analysis development
2. Grievance and Discipline Investigation
3. General EDHR awareness
4. Mediation skills for line managers
5. Recruitment interviewing

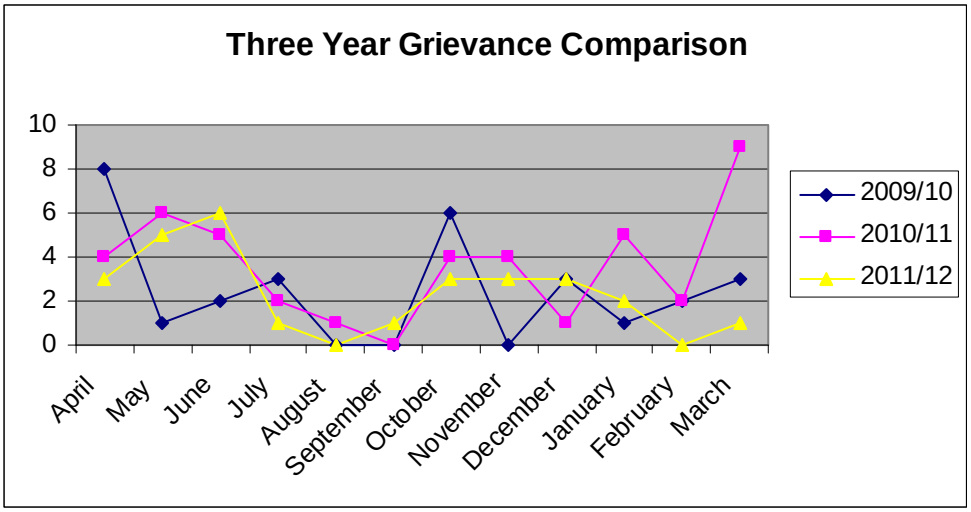
Work is now being progressed to identify how these areas will be progressed and development activities commissioned. A further, more detailed analysis will take place after the Olympic period and will be support by the WTG to identify further areas for development.

Grievances and Mediation

NYP has an internal grievance procedure which follows ACAS guidelines. Analysis of grievance data is carried out being mindful of the need to protect individuals identity.

It should be noted that there are overlaps in the nature of the grievance as often there are personal relationship difficulties intertwined with application of policy.

From April 2011 to March 2012, 28 grievances were received, when comparing to the number received in 2010/11, this has reduced. Due to the small numbers involved it is difficult to ascertain any trends over a small period therefore the graph below details the trends over the last three years.



Regarding role and gender the figures below show 19 (67%) of grievances were received from police staff and 9 (33%) from police officers. Previous data shows these figures are proportionately similar to last year. In respect of gender 18 (64%) are from females and 10 (36%) are from males.

Police Officers		Police Staff	
Male	Female	Male	Female
6	3	4	15

Recording the nature of the grievance enables potential problems to be identified and appropriate action taken. The graph below shows the nature of the grievance received from April to March 2012. It should be noted that this is categorised by the complainants perception of the issues and therefore there are often overlaps in the nature of the grievance.

The categories of 'bullying' and 'application of procedure' are the highest. Regarding bullying, NYP is in the process of finalising a Bullying and Harassment Policy with information leaflets providing guidance and advice for managers on how to deal with conflict.

Further analysis and discussion has taken place regarding the individual cases where application of procedure is cited as a reason for submitting a grievance. No pattern has been identified as each one is different and in all cases the procedures were correctly adhered to.

Throughout 2011/12, in order to meet required financial savings set by the Government, NYP has had a major review programme across all directorates resulting in 400 staff being put at risk of redundancy. Most of the staff were successfully redeployed into other positions, however, the increase in grievances in this area can be related to this period in time. This also links to the third highest category of 'career development' where analysis shows that this is cited where individuals have been redeployed into new roles, again all procedures have been correctly adhered to.

The internal workplace mediation approach has been reviewed. A number of people who could act as mediators across the force area are currently being identified. Initially there work will be co-ordinated through Corporate Human Resources. They are to receive training in partnership with other regional forces in May 2012 which will allow them to not only assist in addressing conflicts within North Yorkshire Police but also become a shared resource.

The following objective has been developed to assist in matters of retention as well as complement the mainstreaming activity. In addition to this it complements the overall approach to dispute resolution.

To embed an enhanced Internal Dispute Resolution scheme within NYP by September 2012. This will lead to the selection and training of an appropriate number of mediators, equipped with the necessary skills to assist in the resolution of workplace concerns and disputes including any which include diversity, equality or human rights issues. Additional steps will be taken to equip line managers with complementary skills with a view to reducing instances of escalation of such issues and maximising the retention of staff.

In addition to this, a specific training initiative has been commissioned to support line managers in developing basic mediation techniques. It is intended that this work will be progressed after the Olympic period.

Professional Standards – Complaints

From April 2011 to March 2012, there were a total of 496 complaint cases, containing a total of 915 complaint allegations recorded by NYP Professional Standards Directorate.

In order to assess the fairness and equality of policing services delivered by NYP, the Professional Standards Directorate conduct ongoing equality related monitoring of recorded complaints. Equality related monitoring of complaints has revealed that between April 2011 and March 2012 there were a total of 534 complainants associated with the 496 complaint cases that were recorded .

Of the 534 complainants, nine were ethnically self-categorised as “Black”, seven were ethnically self-categorised as “Asian”, one was ethnically self-categorised as “Mixed race”, one was ethnically self-categorised as “Chinese” and 516 were ethnically self- categorised as “White”.

It would be misleading to draw any firm conclusions from a comparison of the ethnic mix of complainants with the ethnic mix of the resident population of the policing area, owing to the fact that, the North Yorkshire policing area annually attracts a large volume of visitors from other parts of the UK and other countries in the world

and the fact that a proportion of complaints emanate from people who are visiting or passing through the North Yorkshire policing area.

It would however be appropriate to conclude that the ethnicity related equality monitoring of recorded complaints does not indicate a disproportionate representation of any particular ethnic group amongst those people by whom complaints against police have been made, nor is it indicative of any apparent unfairness or discrimination on the part of NYP in respect of the manner that policing services are provided.

Of the 534 complainants, 190 were recorded as female and 344 were recorded as male. The available gender related equality monitoring information, given that the proportion of males and females in the resident and visiting population is likely to reflect gender proportions within the United Kingdom as a whole - indicating disproportionate number of male complainants.

In order to continue to assess the fairness and equality of policing services delivered by members of NYP, the Professional Standards Directorate will continue to conduct equality related monitoring of recorded complaints.

Employment Data Collection

By collecting, analysing and using employment data NYP is able to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2012
- Identify any barriers to recruitment, progression and retention of staff
- Identify what the key priority equality issues are for NYP.

Such data has been used in determining initial people and culture objectives.

NYP does not currently record data on sexual orientation or religion and belief. Note all employment data refers to actual headcount rather than full time equivalent figures.

❖ Ethnicity

Ethnicity (this includes Secondments and Career break Officers and Staff)

	Asian	%	Black	%	Chinese or Other	%	Mixed	%	White	%	Not Stated	%	Total	%BME
Police Officers	6	0.4%	0	0.0%	0	0.0%	10	0.7%	1446	98.9%	0	0%	**1462**	1.1%
Police Staff	7	0.7%	2	0.2%	1	0.1%	3	0.3%	994	98.7%	0	0%	**1007**	1.3%
Specials	3	1.8%	0	0.0%	0	0.0%	0	0.0%	163	98.2%	0	0%	**166**	1.8%
PCSOs	0	0.0%	1	0.5%	0	0.0%	1	0.5%	186	98.4%	1	1%	**189**	1.1%

Rank or Grade by Ethnicity

Police Officers	Asian	%	Black	%	Chinese or Other	%	Mixed	%	White	%	Not Stated	%	Total
PC	2	0%	0	0%	0	0%	3	0%	1079	100%	0	0%	**1084**
Sergeant	2	1%	0	0%	0	0%	4	2%	226	97%	0	0%	**232**
Inspector	0	0%	0	0%	0	0%	0	0%	72	100%	0	0%	**72**
Chief Inspector	0	0%	0	0%	0	0%	3	17%	15	83%	0	0%	**18**
Superintendent	1	7%	0	0%	0	0%	0	0%	13	93%	0	0%	**14**
Chief Superintendent	1	25%	0	0%	0	0%	0	0%	3	75%	0	0%	**4**
ACPO	0	0%	0	0%	0	0%	0	0%	3	100%	0	0%	**3**
Secondments	0	0%	0	0%	0	0%	0	0%	24	100%	0	0%	**24**
Career Break	0	0%	0	0%	0	0%	0	0%	11	100%	0	0%	**11**

Rank or Grade by Ethnicity

Police Staff	Asian	%	Black	%	Chinese or Other	%	Mixed	%	White	%	Not Stated	%	Total
Scale 1 to 6	2	0%	2	0%	1	0%	1	0%	656	99%	0	0%	**662**
SO Grade	4	2%	0	0%	0	0%	2	1%	214	97%	0	0%	**220**
PO Grade	1	1%	0	0%	0	0%	0	0%	96	99%	0	0%	**97**
JNCC	0	0%	0	0%	0	0%	0	0%	13	100%	0	0%	**13**
PCSOs	0	0%	1	1%	0	0%	1	1%	186	98%	1	1%	**189**
Secondments	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	**0**
Career Break	0	0%	0	0%	0	0%	0	0%	3	100%	0	0%	**3**
Agency	0	0%	0	0%	0	0%	0	0%	12	100%	0	0%	**12**

The data above shows the overall workforce strength as at 31 March 2012 broken down into Police Officers, Police Staff, Special Constables and Police Community Support Officers (PCSOs). The data shows that of 1,485 Police Officers 16 (1.1%) are from Black and Minority Ethnic Communities (BME) and of 1007 Police Staff 13 (1.3%) are BME, 3 (1.8%) Special Constables and 2 (1.1%) PCSOs are BME. These figures equate to 1.2% of the overall workforce.

When considering officer by rank by ethnicity, the data shows that 11 of 16 (68%) are in managerial positions i.e. sergeant or above. No conclusion can be drawn from the data regarding police staff in managerial positions as the grade is not significant to whether the role holder manages staff.

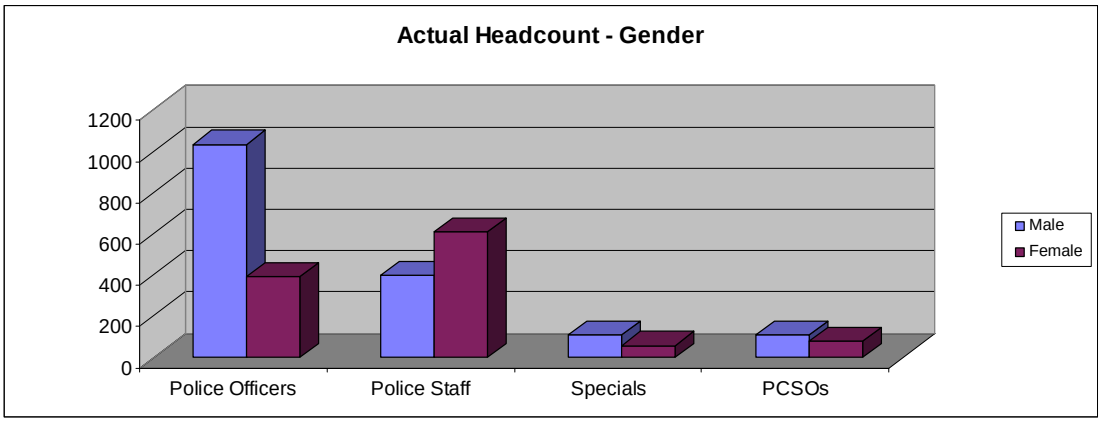
NYP HR Directorate is currently working with the Black Police Association to identify how the BME retention objective can best be achieved. They are also assisting in the compilation of an Equality Analysis relating to recruitment and have actively been engaged in promotion boards.

Police Officers who work less than 40 hours and Police Staff who work less than 37 hours per week are considered to be part-time, these figures include those who job share. The figures below show a breakdown by ethnicity of Police Officers and Police Staff who work part time.

	Asian	%	Black	%	or Other	%	Mixed	%	White	%	Stated	%	Total
Police Officers	0	0.0%	0	0.0%	0	0.0%	0	0.0%	102	100.0%	0	0%	**102**
Police Staff	0	0.0%	0	0.0%	0	0.0%	2	0.9%	219	99.1%	0	0%	**221**
PCSOs	0	0.0%	0	0.0%	0	0.0%	0	0.0%	16	0.0%	0	0%	**16**

❖ **Gender**

	Male	%	Female	%	Total
Police Officers	1034	72.5%	393	27.5%	**1427**
Police Staff	397	39.5%	607	60.5%	**1004**
Specials	108	65.1%	58	34.9%	**166**
PCSOs	110	58.2%	79	41.8%	**189**



Regarding gender, the data shows a greater proportion of male Police Officers and conversely a larger proportion of female Police Staff. Of 1, 427 (figure excludes secondments and those on career break) Police Officers 1,034 (72%) are male and 393 (28%) are female. Of 1,004 (figure excludes secondments and those on career break) Police Staff 297 (39%) are male and 607 (61%) are female. This split has remained constant over a number of years.

	Police Officers					Police Staff				
Functions	Male	%	Female	%	**Total**	Male	%	Female	%	**Total**
Corporate Communications	1	100.0%	0	0.0%	1	5	41.7%	7	58.3%	12
Crime Directorate	212	63.1%	124	36.9%	336	83	41.3%	118	58.7%	201
Financial Services	0	0.0%	0	0.0%	0	53	31.4%	116	68.6%	169
Futures Directorate	0	0.0%	0	0.0%	0	5	33.3%	10	66.7%	15
Human Resources	13	86.7%	2	13.3%	15	25	32.5%	52	67.5%	77
Information Systems	0	0.0%	0	0.0%	0	35	81.4%	8	18.6%	43
Legal and Compliance	0	0.0%	0	0.0%	0	7	18.4%	31	81.6%	38
Professional Standards	2	100.0%	0	0.0%	2	17	63.0%	10	37.0%	27
Response & Reassurance HQ	1	100.0%	0	0.0%	1	70	34.7%	132	65.3%	202
Response & Reassurance SNA	530	70.5%	222	29.5%	752	0	0.0%	2	100.0%	2
Senior Leadership Team	4	66.7%	2	33.3%	6	0	0.0%	6	100.0%	6
Specialist Ops	262	87.9%	36	12.1%	298	59	43.1%	78	56.9%	137
Support Services	0	0.0%	0	0.0%	0	22	71.0%	9	29.0%	31
Tasking & Logistics	9	56.3%	7	43.8%	16	16	36.4%	28	63.6%	44
Career Break	1	9.1%	10	90.9%	11	0	0.0%	3	100.0%	3
Secondments	20	83.3%	4	16.7%	24	0	0.0%	0	0.0%	0
Total	**1055**	72.2%	**407**	27.8%	**1462**	**397**	39.4%	**610**	60.6%	**1007**

Functions	PCSO					Specials				
	Male	%	Female	%	**Total**	Male	%	Female	%	**Total**
Response & Reassurance SNA	110	58.2%	79	41.8%	189	108	65.1%	58	34.9%	166

The data below shows the breakdown by gender of part- time officers and staff.

	Male	%	Female	%	Total
Police Officers	4	3.9%	98	96.1%	**102**
Police Staff	45	20.4%	176	79.6%	**221**
PCSOs	3	0%	13	0%	**16**

The data below shows Police Officers and Police Staff ranks by Gender. For the purposes of identifying data for managerial roles, for Police Officers, sergeant and above are considered managerial. No conclusion can be drawn from the Police Staff data as grading does not signify a managerial role. From the data it can be determined that of 393 (excluding secondments and those on a career break) female Police Officers 63 (16%) are in managerial positions. In comparison, of 1,034 male Police Officers 280 (27%) are in managerial roles.

Rank by Gender

Police Officers	Male	%	Female	%	Total
PC	754	69.6%	330	30.4%	**1084**
Sergeant	185	79.7%	47	20.3%	**232**
Inspector	62	86.1%	10	13.9%	**72**
Chief Inspector	16	88.9%	2	11.1%	**18**
Superintendent	12	85.7%	2	14.3%	**14**
Chief Superintendent	3	75.0%	1	25.0%	**4**
ACPO	2	66.7%	1	33.3%	**3**
Secondments	20	83.3%	4	16.7%	**24**
Career Break	1	9.1%	10	90.9%	**11**

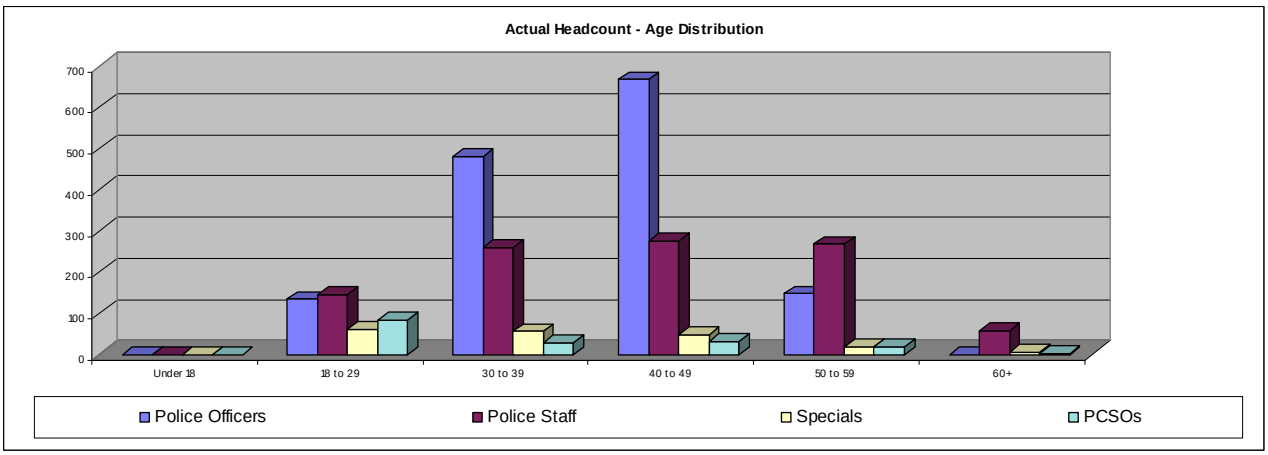
Grade by Gender

Police Staff	Male	%	Female	%	Total
Scale 1 to 6	225	34.0%	437	66.0%	**662**
SO Grade	119	54.1%	101	45.9%	**220**
PO Grade	41	42.3%	56	57.7%	**97**
JNCC	6	46.2%	7	53.8%	**13**
PCSOs	110	58.2%	79	41.8%	**189**
Career Break	0	0.0%	3	100.0%	**3**
Secondments	0	0.0%	0	0.0%	**0**
Agency	6	0.0%	6	0.0%	**12**

❖ Age

Age (excludes Career Breaks & Secondments)

	Under 18	%	18 to 29	%	30 to 39	%	40 to 49	%	50 to 59	%	60+	%	Total
Police Officers	0	0.0%	134	9.4%	479	33.6%	667	46.7%	147	10.3%	0	0.0%	**1427**
Police Staff	0	0.0%	144	14.3%	260	25.9%	275	27.4%	267	26.6%	58	5.8%	**1004**
Specials	0	0.0%	62	32.8%	56	29.6%	48	25.4%	18	9.5%	5	2.6%	**189**
PCSOs	0	0.0%	84	50.6%	29	17.5%	32	19.3%	18	10.8%	3	1.8%	**166**



The graph above illustrates age distribution for the whole workforce. The data shows that for Police Officers age brackets covering 30 – 49 are the highest, whereas, figures are more consistent across most of the age ranges for Police Staff.

The figures below show the number of part time workers against each of the age brackets.

	Under 18	%	18 to 29	%	30 to 39	%	40 to 49	%	50 to 59	%	60+	%	Total
Police Officers	0	0.0%	6	5.9%	57	55.9%	36	35.3%	3	2.9%	0	0.0%	**102**
Police Staff	0	0.0%	18	8.1%	52	23.5%	73	33.0%	55	24.9%	23	10.4%	**221**
PCSOs	0	0%	2	0%	10	0%	3	0%	0	0%	1	33%	**16**

❖ Disability

	Yes	%	No	%	Total
Police Officers	29	2.0%	1398	98.0%	**1427**
Police Staff	28	2.8%	976	97.2%	**1004**
Specials	0	0.0%	0	0.0%	**0**
PCSOs	5	2.6%	184	97.4%	**189**

Excluding secondments and those on career break, 62 people declared themselves as having a disability.

The data below shows the number of people who work part-time who also declared themselves a having a disability.

	Yes	%	No	%	**Total**
Police Officers	3	2.9%	99	97.1%	**102**
Police Staff	11	5.0%	210	95.0%	**221**
PCSOs	0	0%	0	0%	**0**

Leavers

Regarding individuals who leave the organisation, the reason for leaving is recorded and can be seen below.

From April 11 to March 2012, 382 individuals left NYP. Of 60 Police Officers who left, 17 were due to voluntary resignation, 6 medical retirement, 35 retirement and 2 transferred.

Of 275 Police Staff, 5 were dismissed, 145 were voluntary resignation, 2 took medical retirement, 16 retired, 58 took voluntary redundancy, 40 through redundancy and 9 whose contract had expired.

	Dismissal		Voluntary Resignation		Medical Retirement		Retirement		Transfers		Redundancy		Voluntary Redundancy		Expiration of Contract	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Police Officers																
White	0	0	12	4	3	3	31	4	2	0	0	0	0	0	0	0
Minority Ethnic	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Stated	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Police Staff																
White	1	3	56	65	1	1	11	5	0	0	12	28	25	33	6	3
Minority Ethnic	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Not Stated	1	0	12	10	0	0	0	0	0	0	0	0	0	0	0	0
Specials																
White	0	0	19	14	0	0	3	0	0	0	0	0	0	0	0	0
Minority Ethnic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Stated	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PCSOs																
White	1	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0
Minority Ethnic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Stated	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Operational Delivery

Independent Advisory Groups

An IAG is a group of local people who have an interest in policing and its effect upon different community groups. Its members act as critical friend to the police with the aim of improving the quality of policing services delivered across the county. The group has a key role to play in helping to increase the public's trust and confidence in the police, particularly amongst minority communities.

Within North Yorkshire and the City of York there are four Independent Advisory Groups (IAGs) covering Scarborough/Ryedale, Harrogate/Craven, York/Selby and Hambleton/Richmondshire.

The IAGs are well attended with representatives from minority groups across the force area. Through the Hambleton/Richmondshire IAG MENCAP were able to introduce the 'Stand by Me' Police Promises campaign against disability related hate crime. This has become a driver along with the Equality, Diversity and Human Rights Commission's report Hidden in Plain Sight for NYP to review all its procedures and practices.

NYP have developed a strong working relationship with MENCAP who have assisted in delivering key message regarding disability related harassment across NYP. They have worked with Officers and PCSOs to create DVD clips of the difficulties people with learning disability face especially around communication and reporting hate crime.

NYP is also host to the Regional IAG where representatives from Humberside, South and West Yorkshire, Durham and Cleveland are invited to attend a meeting where emerging issues are discussed and best practice is shared.

Hate Crime

North Yorkshire Police take all reports of hate crime seriously and are committed to delivering a high quality service to all victims of such crime and vulnerable victims.

The Force has the third lowest level of hate crime nationally and has the highest sanctioned detection rate in England and Wales. The Force however recognises that it is important to ensure that their response to hate crime incidents meets the expectations of victims and their needs.

North Yorkshire Police has signed up to the MENCAP 'Stand By Me' Police Promise and has adopted the draft recommendations from the Equality & Human Rights Commission Report – Hidden In Plain Sight (Inquiry of Disability Related Harassment).

To do this, the Force recognised the need to review its current procedures to meet the Police Promise and to implement changes in working practices.

Chaired by the Assistant Chief Constable (ACC), with the Head of Major & Specialist Crime having portfolio responsibility a Hate Crime Working Group has been established. Governance arrangements were implemented with the ACC Safer Neighbourhoods having strategic direction for the Hate Crime Working Group.

The Diversity Consultant produced a Gap Analysis for both 'Stand By Me' and 'Hidden In Plain Sight' to identify an action plan against the recommendations. This has led to the development of a overarching Vulnerability Policy which is underpinned by the different procedures and operating practices all of which have been linked through the policy.

Business mapping of the hate crime process was completed and a new process identified to implement the findings of the action plan. The new business process was subject to consultation with operational staff and was used to create a new Hate Crime Procedure.

From the outset the Hate Crime Working Group identified internal and external communication as a key issue. A strategy to deliver key messages was identified and delivered across all Directorates.

Strong partnerships have been created, foremost amongst them with MENCAP, who have been instrumental in the delivery of key messages regarding disability related hate crime. The Force also recognises the importance of Independent Advisory Groups and Community Safety Partnerships in building strong relationships to deliver an effective service.

To support the introduction of the new processes and to raise staff awareness training needs have been identified and a programme of delivery is scheduled for December 2012.

In implementing the business procedures, a new Hate Crime Form was designed and the staff feedback obtained was positive. The form is victim led and designed to incorporate risk assessments, referrals and development of plans to support victims.

North Yorkshire Police recognises the importance of organisational learning and reviewing incidents. A Hate Crime Case Review Procedure has been produced which has mechanisms whereby lessons can be identified and learnt.

Work undertaken, including a Hate Crime Problem Profile and annual performance data, indicates that hate crime has reduced throughout 2011/12. There is a need to establish what the barriers are to reporting hate crime and to work to eliminate them so that the capability of victims to report crimes increases; that confidence in the ability of the police to respond increases and improved data quality is captured.

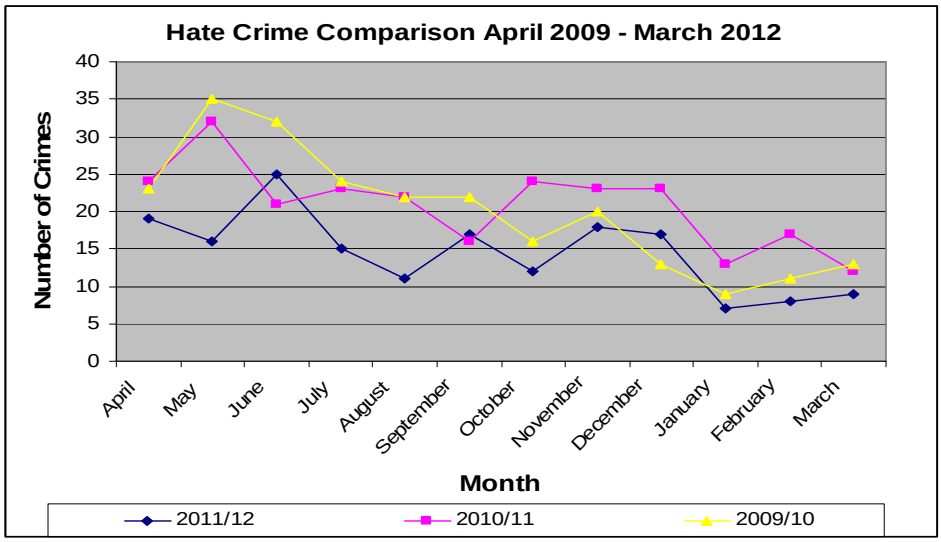
The Force therefore has set itself an objective of increasing the knowledge and confidence of North Yorkshire Police officers and staff in dealing with Hate Crime

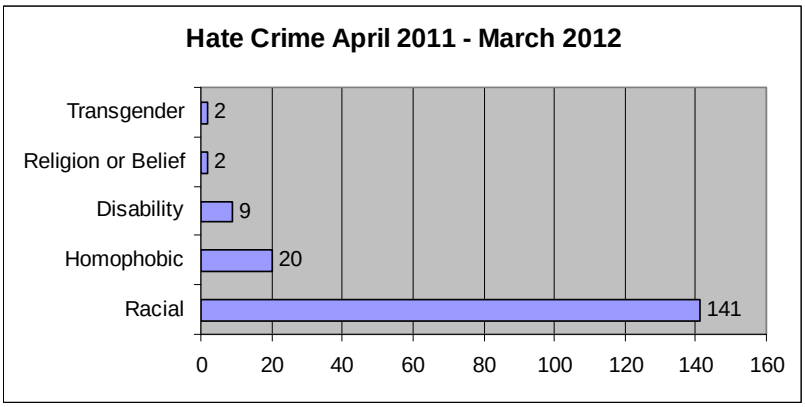
and Hate Incidents, ensuring they fully understand their role and the assistance they can provide to victims and witnesses.

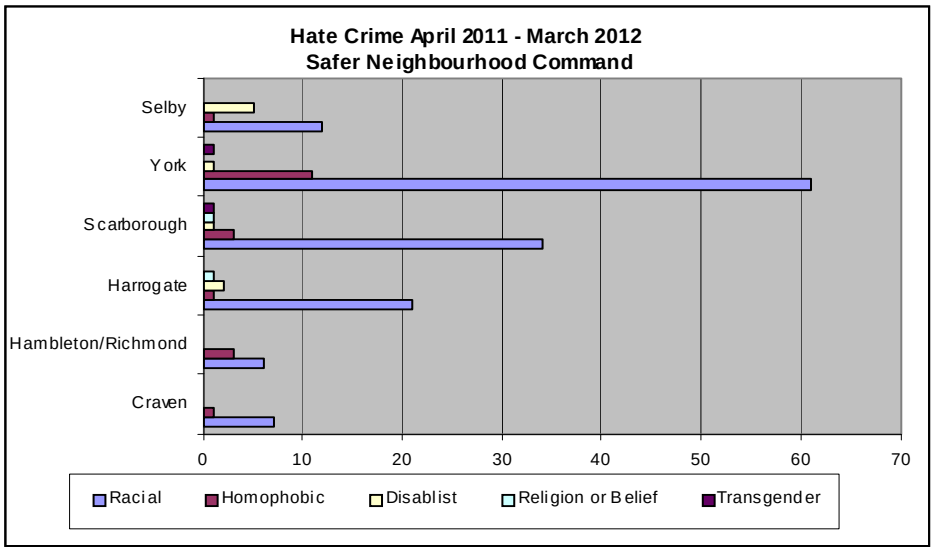
To review and develop the organisational approach towards Hate Crimes and Hate Incidents. This includes care and assistance provided to victims and witnesses and encompasses;

- ***Establishing and communicating clear reporting channels to communities so that victims and witnesses know how to report Hate Crimes and Hate Incidents to NYP.***
- ***Promoting and explaining the service standards that victims and witnesses can expect from NYP.***
- ***Promoting and explaining how NYP will work with partner agencies to support victims and witnesses.***
- ***Clearly outlining how NYP will utilise Independent Advisory Groups as a critical friend to assist in reviewing the organisational response to Hate Crime and Hate Incidents.***
- ***Increasing the knowledge and confidence of NYP officers and staff in dealing with Hate Crimes and Hate Incidents, ensuring they fully understand their role and the assistance they can provide to victims and witnesses.***

When considering the data from April 2011 to March 2012 a total of 174 hate crimes were reported to NYP. As previous years, racially motivated hate crime is the highest category with homophobic and disability related crime substantially less. It is noted there is a reduction in the number of hate crimes reported, however, the objective set aims to address this.







	Racial	Homophobic	Disablist	Religion or Belief	Transgender
Craven	7	1			
Hambleton/Richmond	6	3			
Harrogate	21	1	2	1	
Scarborough	34	3	1	1	1
York	61	11	1		1
Selby	12	1	5		
TOTAL	**141**	**20**	**9**	**2**	**2**

Crime Data

The data below shows crime by ethnicity of victim on a recorded crime. Note: there is not one victim per crime

	White			Black or Black British			Asian or Asian British			Chinese or Other			Mixed			Not Stated			Total		
	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change
All Crime	23724	12614	-46.83%	115	89	-22.61%	363	176	-51.52%	195	82	-57.95%	108	53	-50.93%	6438	12377	92.25%	30943	25391	-17.94%

Total No of Victims			Total no Crime with no Victims (eg. Regina)			Total Recorded Crime		
2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change
30943	25391	-17.94%	11452	13372	16.77%	42395	38763	-8.57%

	White			Black or Black British			Asian or Asian British			Chinese or Other			Mixed			Not Stated		
	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change
Crime Proportions	76.67%	49.68%	-26.99%	0.37%	0.35%	-0.02%	1.17%	0.69%	-0.48%	0.63%	0.32%	-0.31%	0.35%	0.21%	-0.14%	20.81%	48.75%	27.94%

Detections are recorded in two ways, a sanctioned detection is counted where the alleged offender is charged reported for summons, cautioned by the police, given a reprimand, had a penalty notice for disorder or is having offences taken into consideration. Administrative detections are those crimes where the complainant does not wish to proceed, the offender is dead or serving a prison sentence, the offender is under the age of criminal responsibility or returning to a mental unit.

Sanctioned Detections Categorised by Ethnicity of Victim

	White		Black or Black British		Asian or Asian British		Chinese or Other		Mixed		Not Stated		Total Victims with a Detection		Total	
	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12
All Crime (% Sanctioned Detections)	19%	27%	27%	39%	23%	32%	13%	38%	24%	36%	31%	23%	22%	25%	31.2%	32.1%

Sanctioned Detections Categorised by Gender of Victim

	Male		Female		Not Stated		Total	
	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12
All Crime	21%	25%	22%	26%	32.1%	27%	22%	25%

Recorded Crime Categorised By Gender of Victim

	Male			Female			Not Stated / Indeterminate			Total		
	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change	2010-11	2011-12	% Change
All Crime	**17216**	**14032**	**-18.49%**	**13699**	**11218**	**-18.11%**	**28**	**106**	**278.57%**	**30943**	**25356**	**-18.06%**

Arrests

A notifiable offence is a crime NYP records and reports to the Home Office, for example, burglary or criminal damage. In respect of gender 17,059 (82%) were male offenders and 3,583 (18%) were female.

With regard to age 14% of male and 19% of females were 17 years and under. This increases to 30% for both males and females when including 18-20 year olds. 6% of males and females arrested are 21 years or over.

Arrests for Recorded Crime (Notifiable Offences) recorded by the Police by self classification ethnicity

	Males																		
	Age group	White (W)			Mixed (M)				Asian or Asian British (A)				Black or Black British (B)			Chinese or other (O)		Not stated (NS)	Total
		W1	W2	W9	M1	M2	M3	M9	A1	A2	A3	A9	B1	B2	B9	O1	O9		
Total offences	under 10 yrs	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4
	10-17 yrs	2326	5	13	12	3	8	9	1	6	2	1	10	16	2	1	6	26	2447
	18-20 yrs	2505	3	20	21	4	3	4	0	14	7	7	3	12	3	1	8	48	2663
	21 yrs & over	11048	50	208	36	22	8	26	23	46	11	30	31	49	20	9	50	278	11945
	age unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total males	15882	58	241	69	29	19	39	24	66	20	38	44	77	25	11	64	353	17059

	Females																		
	Age group	White (W)			Mixed (M)				Asian or Asian British (A)				Black or Black British (B)			Chinese or other (O)		Not stated (NS)	Total
		W1	W2	W9	M1	M2	M3	M9	A1	A2	A3	A9	B1	B2	B9	O1	O9		
Total offences	under 10 yrs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	10-17 yrs	640	3	6	7	3	6	5	0	0	0	0	0	0	1	0	0	0	671
	18-20 yrs	418	0	9	0	0	0	2	0	0	1	0	0	3	0	0	3	0	436
	21 yrs & over	2361	24	56	1	0	1	0	4	3	1	4	4	5	4	4	3	1	2476
	age unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total females	3419	27	71	8	3	7	7	4	3	2	4	4	8	5	4	6	1	3583

Stop and Search

Number of Searches by Reason for Search

Ethnic Group	Stolen Property		Drugs		Firearms		Offensive Weapons		Going Equipped		Criminal Damage		Other		Total
White	2192	88.32%	3313	82.95%	42	79.25%	267	88.70%	917	89.81%	72	82.76%	207	76.95%	**7010**
Black	13	0.52%	39	0.98%	0	0.00%	1	0.33%	6	0.59%	0	0.00%	3	1.12%	**62**
Asian	28	1.13%	131	3.28%	0	0.00%	5	1.66%	11	1.08%	0	0.00%	8	2.97%	**183**
Other	14	0.56%	30	0.75%	0	0.00%	5	1.66%	7	0.69%	0	0.00%	3	1.12%	**59**
Not Recorded	177	7.13%	252	6.31%	6	11.32%	16	5.32%	53	5.19%	14	16.09%	14	5.20%	**52**
Vehicle Only Searched	58	2.34%	229	5.73%	5	9.43%	7	2.33%	27	2.64%	1	1.15%	34	12.64%	**361**
Total	**2482**		**3994**		**53**		**301**		**1021**		**87**		**269**		**8207**

Number of Arrests Resulting From Searches by Reason for Arrest

Ethnic Group	Stolen Property		Drugs		Firearms		Offensive Weapons		Going Equipped		Criminal Damage		Other		Total
White	183	84.33%	218	81.04%	2	50%	27	90%	34	87.18%	6	75.00%	2	100%	**472**
Black	1	0.46%	1	37%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	**2**
Asian	5	2.30%	4	1.49%	0	0.00%	1	3.33%	0	0.00%	0	0.00%	0	0.00%	**10**
Other	1	0.46%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	**1**
Not Recorded	21	9.68%	28	10.41%	1	25%	1	3.33%	5	12.82%	2	25.00%	0	0.00%	**58**
Vehicle Only Searched	6	2.76%	18	6.69%	1	25%	1	3.33%	0	0.00%	0	0.00%	0	0.00%	**25**
Total	**217**		**269**		**4**		**30**		**39**		**8**		**2**		**569**

The data above shows the number of stop/searches and the reason for the search that has taken place between April 2011 and March 2012. Excluding those where ethnicity was not recorded or vehicle only search, of 7,314 searches , 7,101 (95%) were conducted on white persons.

Of 8,207 searches, 569 (7%) resulted in an arrest being made.

User Satisfaction

The User Satisfaction Survey is a mandatory function for all police forces across England and Wales. Every month NYP uses an independent research organisation to carry out a survey with victims of violent crime (excluding domestic violence), vehicle crime, domestic burglary, racist incidents and road traffics collisions.

Approximately 2,000 victims of crime are contacted each year. Although victims of racist incidents are contacted the numbers are so small that no definite conclusion can be drawn from this data.

The data below shows overall satisfaction by gender categorised by ease of contact, action taken by the police, follow up action, treatment by the police and the whole experience.

Overall Satisfaction by gender

	Ease of contact		Action taken		Follow up		Treatment		Whole experience	
	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number
Male	94.1%	834	82.2%	1019	70.5%	869	93.2%	1163	83.3%	1036
Female	96.6%	550	87.5%	631	75.9%	536	96.0%	695	88.8%	642

Organisational Processes

Futures Planning

The importance of equality analysis has been elevated within all change work. To support this, there is active review of all programme management, project management and business analysis standards including the production of standardised documentation templates which will incorporate the Equality Analysis process into the formation of review recommendations rather than being a latter activity following review.

A decision making methodology has been formed within the regional collaboration programme and as part of this assessment there is now a requirement to ensure that the business case produced by the regional programme team has a form of impact assessments within it's proposals. In order to achieve this work a force objective has been set.

Ensuring that the development and review of North Yorkshire Police policy and procedure is informed by analysis of their compliance with equality duties.

NYP Internet

The Equality and Diversity part of the NYP website has been reviewed and developed to ensure compliance with the specific duty of the Equality Act. This includes publication of specific information around this agenda such as statistics as well as the force's equality objectives.

Within this review details of reporting a hate crime and the on-line reporting form have been amended to allow easier access to members of the community.

Asset Management

As part of delivery of Business as Usual (through the delivery of the Estates Capital Rolling Programme) the Property and Facilities Department adopted an approach of assessing each refurbishment project in respect of equalities and diversity.

This is undertaken at the initial point of assessment of work to be undertaken and at this point cognisance is taken of the nine protected characteristics and if there are any areas where works are required or improvements can be made.

In the 2011/12 financial year the following Estate related projects have been progressed:

- Progression of the Harrogate new build
- Refurbishment of Richmond police station
- Re-development at Settle
- Refurbishment of Northallerton police station
- Refurbishment of Tadcaster
- Commenced refurbishment of Scarborough police station

Harrogate New Build

During the period commencing February 2011 North Yorkshire Police have been constructing a new police station. The design of the police station has incorporated a significant number of features to ensure that equality and diversity issues are addressed. These include:

- Separate reception areas so that custody visitors, people reporting for bail can be managed in a separate area to general visitors. This design was aimed to ensure that the elderly and more vulnerable members of our community would feel more comfortable and secure in accessing services
- The building is fully compliant with DDA regulations and provides for full access to all areas
- The custody area meets full Home Office standards and incorporates cell provision and booking in facilities for vulnerable people
- A 'quiet/multi faith' room is incorporated into the design

Richmond

In considering the refurbishment of Richmond police station the Estates team identified that there were significant issues in respect of access. As part of the refurbishment works, activity was carried out to:

- Redesign the front reception office to provide a more appropriate space for both disabled access, and to support provision of services to more vulnerable members of the public. This took the form of creating a completely new (and much larger) reception area from an existing office space, creating a new entrance and reception counter and redesigning the office accommodation to support.
- As part of the works the disabled access into the building was improved, providing better access for not only disabled people, but those less able bodied and people with pushchairs/small children.
- The car parks were resurfaced to provide for a better walking surface for all and disabled parking bays were implemented.
- The lighting in the front office/public reception was improved in order to support a better environment and assist those with visual impairments who used that facility.

Settle

The project involved redevelopment of a derelict stable block to replace the old Craven Lodge police station/former court house.

Whilst front counter services are not provided at Settle, the re-development has been designed in such a way that there is front counter provision, disabled access and disabled toilet facilities should members of the public be required to visit the station. Provision was also made externally for disabled parking spaces; there were some limitations on what could be achieved in respect of access due to planning restriction as the building was listed.

Northallerton

Work undertaken at Northallerton did not, on this occasion, include any equalities and diversity works as these had been previously addressed as part of the 2010/11 Capital Rolling Programme when works were undertaken to the front counter/reception area.

Tadcaster

Works at Tadcaster included improvement to the access doors, with provision of electronic doors to aid entry into the building for members of the public. Additionally, the front counter was redesigned to facilitate a lower element for disabled customers. Additionally, there were improvements made to the lighting in the front counter area to support a better environment for customers and those with visual impairments.

Scarborough

Whilst works are still ongoing, to date the front doors have been replaced in order to facilitate easier customer access; electronic doors have been installed.

Professional Standards Directorate

Policies and Procedures

The Chief Constable's Delivery Unit section of the Professional Standards Directorate (PSD) exercises active oversight in respect of North Yorkshire Police Policies and Procedures. The number of policies and procedures in place in NYP at any given time fluctuates, however it is confirmed that there were a approx 230 in place in April 2012.

In accordance with legal requirements, each one is subject to Equality Assessment and review. In June 2011, PSD completed a review all Policies and Procedures that were in place in NYP at that time. The review indicated that a total of 202 out of the 227 of them were not subject to a current and valid Equality Assessment conducted in accordance with the requirements of the Equality Act 2010.

The Delivery Unit embarked upon an intensive programme, focusing on the education and encouragement of Directorates within the Force, to conduct and complete Equality Assessments in respect of the Policies and Procedures of which they were “owners”.

This positive approach meant that by April 2012, only 13 policies and procedures had outstanding equality assessments.

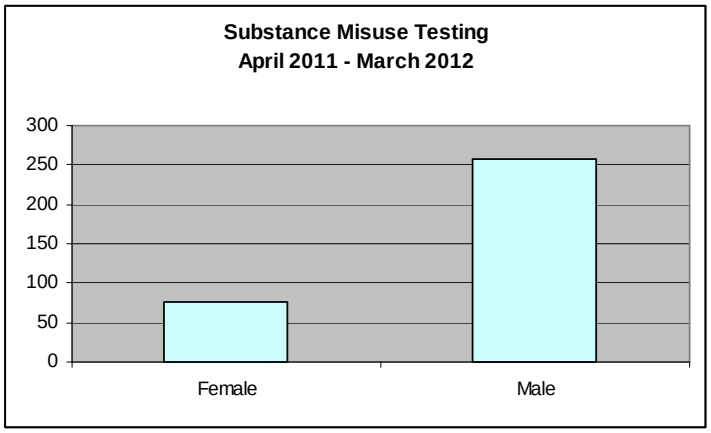
PSD will continue to pursue the programme of education and encouragement to ensure that every NYP policy and procedure is subject to current and valid Equality Assessment .

Substance Misuse Testing

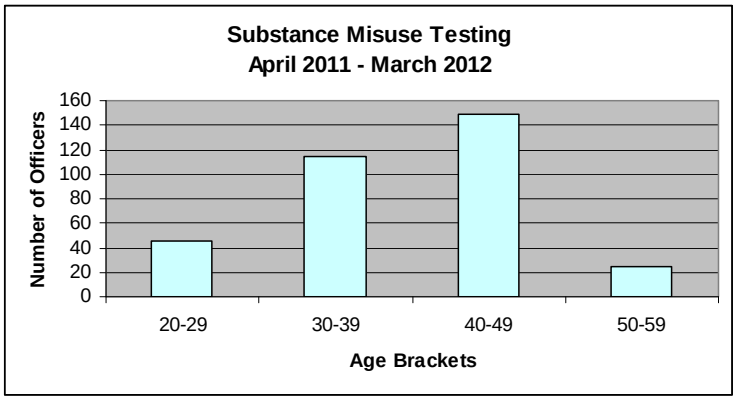
Substance misuse testing is carried out on a random selection of police officers. During 2011/12, a number of officers were tested for drugs and alcohol and although NYP carries out a random selection process when testing officers, it is necessary to identify whether any unintended disproportionality has occurred. Therefore monitoring is carried out in relation to gender, ethnicity, sexual orientation, age and disability.

Analysis of these figures evidences no disproportionality.

Of 334 tests, 77 (23%) were carried out on female officers and 257 (77%) on female officers, this is proportionate to the number of male and female Police Officers employed.



The analysis of age shows no disproportionality as these figures are consistent with the age range of Police Officers employed.



Of 334 tests, 2 Police Officers declared themselves as disabled. Whilst figures were collected on marital status and religion, there are no statistics to compare them to.

Ethnicity	No of Tests
White	331
Asian or Asian British	2
Black or Black British	0
Mixed	1
Chinese or other Ethnic Group	0
Not Stated	0