

ORIGINATOR: CHIEF CONSTABLE

PAPER NO: AP18/6

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL -
23 FEBRUARY 2018**

SUBJECT: INTERIM DIVERSITY REPORT

SUMMARY:

1. Objective 2 of the Police and Crime Plan; **Caring about victims, communities, the local economy and our workforce** states; it is vital that our communities have trust and confidence to report crimes to the Police. A more diverse workforce will be important to engaging more effectively with our communities. Objective 4 of the Police and Crime Plan; **delivering efficient and effective services with the right resources** sets out a commitment to increasing diversity in the workforce via recruitment and promotion processes.
2. The national focus on diversity is significant including the launch of the Prime Minister's initiative 'The Race Disparity Audit', the Lammy Review, the Gender Pay Gap and Home Affairs Select Committee report on Police Diversity.
3. This interim report provides and overview of these and the national and local response including progress to date. A full report will be presented to the Accountability and Performance Panel in June.

Useful Links are provided below:

[Home Affairs Select Committee Report](#)
[Lammy Review](#)
[Race Disparity Audit](#)

RECOMMENDATION:

1. The Accountability and Performance Panel is asked to consider the contents of this report, and note the work being undertaken in Suffolk.

1. THE POLICE AND CRIME PLAN

- 1.1 This report provides an update to the PCC on a range of work being progressed to enhance workforce diversity as outlined in Objective 4 of the Police and Crime Plan and, more broadly, supportive initiatives that ensure effective service delivery to diverse communities and the retention, development and progression of a diverse workforce.

The National Perspective

- 1.2 The Policing Vision 2025 is clear that by 2025 policing will be a profession with a more representative workforce reflecting the communities it serves to ensure the diverse needs and priorities of communities are understood.

HASC Report

- 1.3 The [Home Affairs Select Committee Report](#) states "urgent and radical action" is needed to tackle the gross under-representation of black and minority ethnic people in the police forces of England and Wales, which the police service has "consistently failed to address" over several decades. The Government responded by saying:

- A diverse workforce goes right to the heart of this Country's historic principle of policing by consent.
- Having a workforce representative of people of all backgrounds and groups including black and minority ethnic (BME), those who are disabled, who are Lesbian, Gay, Bisexual and Transgender (LGBT) and officers from all faiths will not only ensure we can make much better use of the talents and skills of people from all backgrounds, but also better understand all communities enhancing our abilities to tackle crimes that affect them.

The Right Honourable David Lammy MP, Independent Review

- 1.4 The [Lammy Report](#) was an independent review into the treatment of, and outcomes for black, Asian and minority ethnic people within the criminal justice system. The report made 35 recommendations spanning the breadth and width of the criminal justice system to try and address the disparity found. The principle he put forward was to 'explain or change' any disparity and whilst policing was not expressly included within the scope of the report, the fact that by its very nature policing is one of the feeds into the criminal justice system make it relevant to achieving this aim.

The Race Disparity Audit

- 1.5 The Prime Minister has made addressing race disparity a priority and launched a Race Disparity Audit. This initiative and the response to findings is a cross ministerial initiative and addresses disparity across public service. It is ongoing with new areas being added as they are examined.
- 1.6 The [Race Disparity Audit](#) was published in October 2017 and as stated by the Home Secretary, the audit exposed a number of uncomfortable truths. The key findings of the audit include:
- Asian and Black households and those in other ethnic groups were more likely to be poor and were the most likely to be in persistent poverty.

- There are lower levels of confidence in the police among Black People, and especially among younger Black adults.
- While there has been a very large reduction in the use of stop search nationally among Black people since 2008/09, the use of these powers remains far higher on this ethnic group than others.
- Black men are almost three and a half times more likely to be arrested than white men.
- Among adults who were tried for indicatable offences, the percentage of prosecutions resulting in conviction (conviction rate) was highest amongst white defendants at 87% in 2016 and lowest for Asians (81%): for Black defendants it was 82%. Across all ethnic groups the conviction ratio was lower for juveniles than adults. The lowest conviction ratio for juveniles was among Black defendants (69%): the conviction ratio for juveniles for all other ethnic groups ranged between 71% and 73%.
- Individuals from ethnic minority groups are one and half times more likely to be arrested than a white person and were three times as likely to be stopped and search in 2015/16.
- Black people are three times as likely to be arrested as white people and six times as likely to be stopped and searched.
- Within the public sector ethnic minority employees are concentrated in the lower grades or ranks and among younger employees.
- Whilst the vast majority of police officers are from the White ethnic groups and this has not changed over the past decade. The volunteer and special constabulary sections are the most ethnically diverse followed by PCSO's.

Gender Pay Gap Reporting

- 1.7 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out the requirement for all public sector bodies with over 250 employees to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of males and females, expressed relative to male earnings.
- 1.8 Suffolk Constabulary will publish data by March 2018.

Police Transformation Fund

- 1.9 The Police and Crime Commissioner for Suffolk was successful in bidding for money from the Police Transformation Fund to develop a national strategic response. The work is being delivered by Chief Constable of Suffolk Constabulary in his role as Chair of the National Police Chiefs Council (NPCC) Equality, Diversity and Human Rights (EDHR) Committee.
- 1.10 Two products will be delivered as a result of this work; a National Diversity Strategy and a Workforce Plan. The strategy will enable focus on the delivery of policing services and also enable a representative workforce to ensure policing remains legitimate. Part of the foundation of the new strategy will be to better understand our workforce and the communities we serve.
- 1.11 The workforce plan sets out the key components to successfully achieving the vision of creating a representative workforce by focusing on specific actions within the following work streams:

- Leadership and Culture;
- Attraction and Recruitment;
- Retention;
- Progression;
- Wellbeing and Fulfilment.

1.12 The National Police Chief's Council and Association of Police and Crime Commissioners will jointly host a national Diversity Conference in November 2018 to highlight and progress work in respect of the national strategy and workforce plan.

Local Perspective

1.13 As the Chief Constable is the Chair of the NPCC EDHR Committee and the PCC has led the bid for the National Police Transformation Fund, Suffolk is in a good position to gain early access to developments that will assist in the delivery of the relevant Police and Crime Plan Objective and more broadly the improvement of service to our diverse communities.

1.14 Data shows Suffolk has a predominantly white population (95.2%), with BME accounting for 4.8%, White 'other' 3.8% and Gypsy & Irish Traveller 0.1%. Ipswich BME is 11.1% against the rest of Suffolk which averages 3.4% [ONS 2011 Census].

1.15 At 31st December 2017 BME representation for officers is 2.68%, PCSO is 3.23%, staff is 1.97%, and specials 2.12% with a total representation of 2.37%. Currently the gender split is 43.5% Female and 56.5% Male, although in officers this is 29.9% Female. Reporting on representation for LGBT officers is not provided; a piece of work to improve the data collected and held is being progressed.

Recruitment

1.16 During 2017 the Constabulary opened its police officer recruitment lines four times (March, June, September and December) and a new Recruitment Campaign Strategy was launched with the March campaign and each campaign after this. The aim of the strategy was to target key audiences (18-26 year olds and underrepresented groups, including female applicants, BME applicants, and LGBT applicants) and encourage them to apply for roles as officers. It did this by showing serving officers as role models, breaking down myths and barriers about recruitment and the role of a police officer and identifying attractive key features for policing as a career choice.

1.17 The Recruitment Campaign Strategy worked in tandem with the Positive Action work which was already being undertaken which includes:

- Open Evenings;
- Attendance at recruitment engagement events;
- Attendance at community events;
- Engagement with IAGs and local community groups;
- Engagement with local colleges;
- BME Insight Courses;
- Posters sent out and put up in locations used by minority groups;
- Events held to attract applications;
- Targeted work with specific groups and IAG members;
- Business cards carried by all SNT members and Engagement Officers.

1.18 Each time the lines are opened the Constabulary holds an open evening, two or three Recruitment engagement events and one insight course (BME focussed). In addition, in 2017 as well as traditional media, a digital and online campaign was created and utilised new student officers as advocates who were enthusiastic about the role. The student officers were interviewed providing a case study, or took part in live question and answer sessions through Facebook Live. Adverts utilised a “can you see yourself as a police officer” concept with different scenarios showing potential candidates what the role offers and how they would be contributing to the community.

1.19 The 2017 intakes, broken down by BME and gender are shown in the table below:

Date of Intake	Total Number	BME	Male	Female
6 th March 2017	13	2	9	4
22 nd May 2017	14	1	10	4
7 th August 2017	14	1	8	6
16 th October 2017	13	1	5	8
20 th November 2017	10	0	4	6
8 th January 2018	16	2	8	8

1.20 The Constabulary recruited 80 Student Officers (including the January 2018 intake), 45% were female and 8.75% BME. The previous year the Constabulary recruited 53 Student Officers of which 42% were female and 11% BME.

1.21 While a lot of work has been done to attract a more diverse group of applicants to apply to join the constabulary, the importance of continuing to work to build a culture which values difference, openness and transparency, underpinned by the shared values and behaviours set out in the Code of Ethics is recognised. The Constabulary cannot raise awareness, engage with communities, change perceptions and attract the numbers of candidates it is looking for in one 12-month period, however, it can continue to learn and monitor what initiatives work best.

Stop Search

1.22 The Constabulary reports to the Accountability and Performance Panel separately in relation to Stop Search. The last paper was submitted in December 2017, the next paper will be presented in June 2018. Highlights since last reporting include:

- **Training:** Learning & Development are proposing to implement the College of Policing training package for Stop Search. There will be a focus on unconscious bias within the training. The proposed training package will be subject of consultation with the Stop Search Reference Group (SSRG) and Independent Advisory Group (IAG) before a trial session is held at which both organisations will be invited to observe.
- **Ride Along Scheme:** Which enables members of the public to observe police officers and staff as they undertake their daily policing activities, has been running for 6 months now. There has been a good uptake in members of the public participating in the scheme with 41 applicants whom have either participated or are in the process of taking part. Members of the SSRG and IAG have been encouraged to participate, together with any member of the public who is dissatisfied at the Police use of Stop Search.
- **Data recording:** The Constabulary has moved from paper records to recording Stop Searches on mobile devices. This has enabled more accurate data collection and faster turn-around of data collected on the Best Use of Stop Search. This data is published both internally and externally.

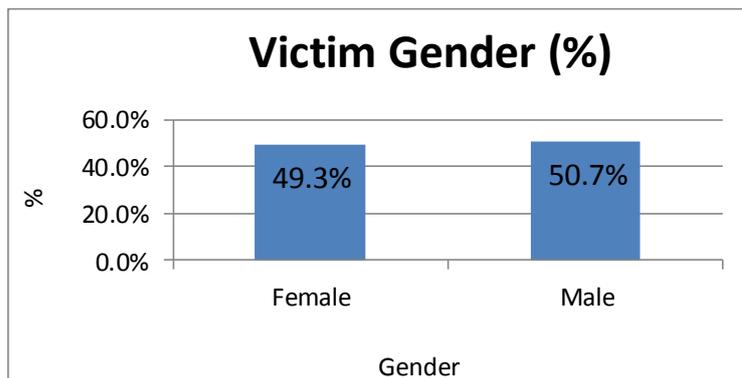
- **Scrutiny Panels in schools:** Scrutiny panels have been implemented in schools to enable better engagement with young people. We are able to highlight Police Powers, dispel myths and hear views from young people. This initiative, to engage with young people, is recommended by Best Use of Stop Search (BUSS).
- **Internal Scrutiny Panel:** Chaired by the Assistant Chief Constable (ACC) to look at trends and disproportionality.

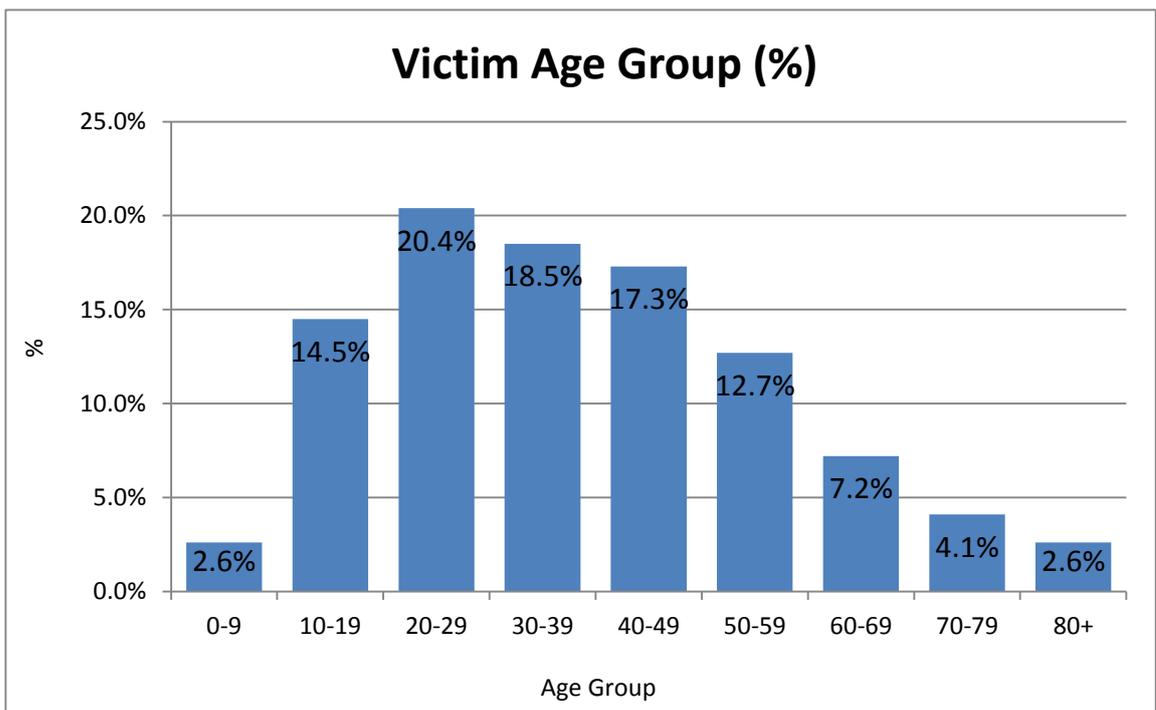
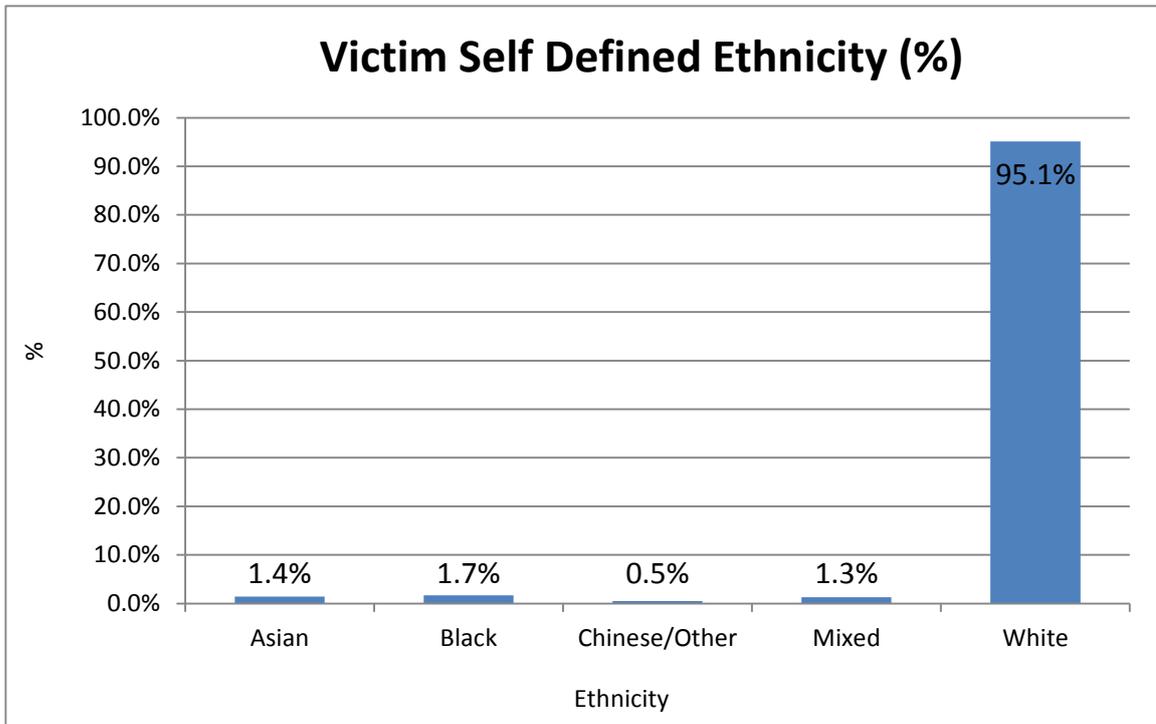
Service provision

1.23 Suffolk Constabulary will be using the revised national Strategy to ensure effective service provision for our communities. The following sections seek to highlight our service users by protected characteristic.

Recorded victims of crime by Suffolk Constabulary between January 16 and December 2017

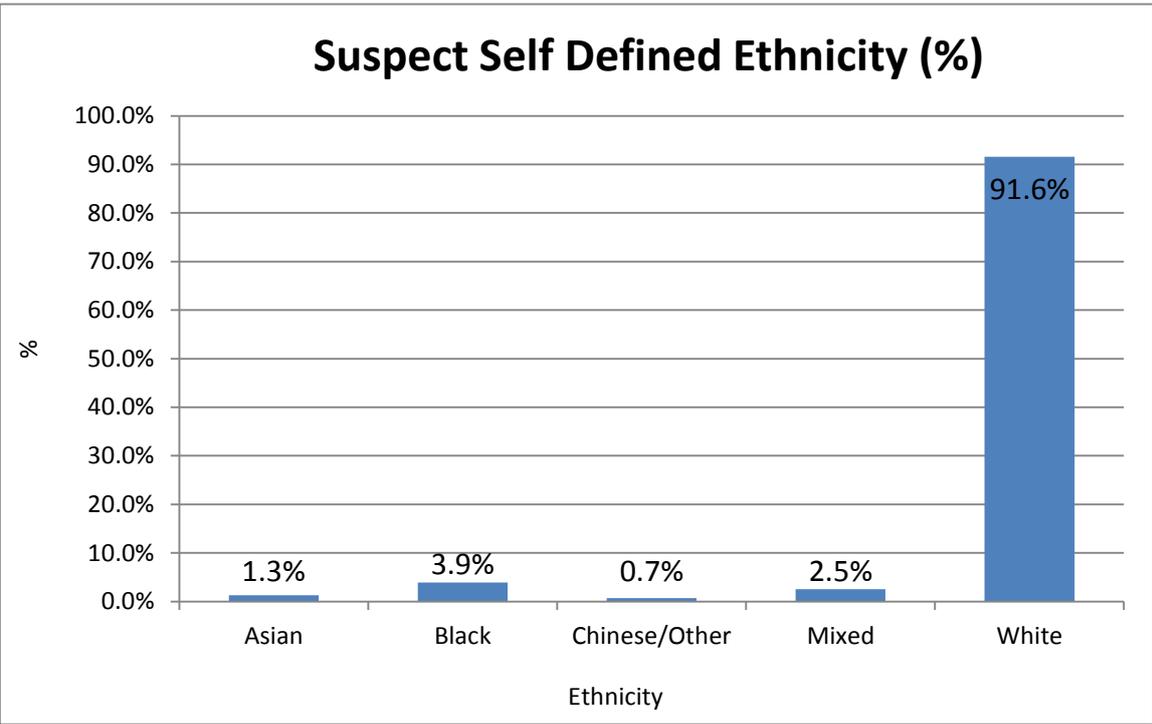
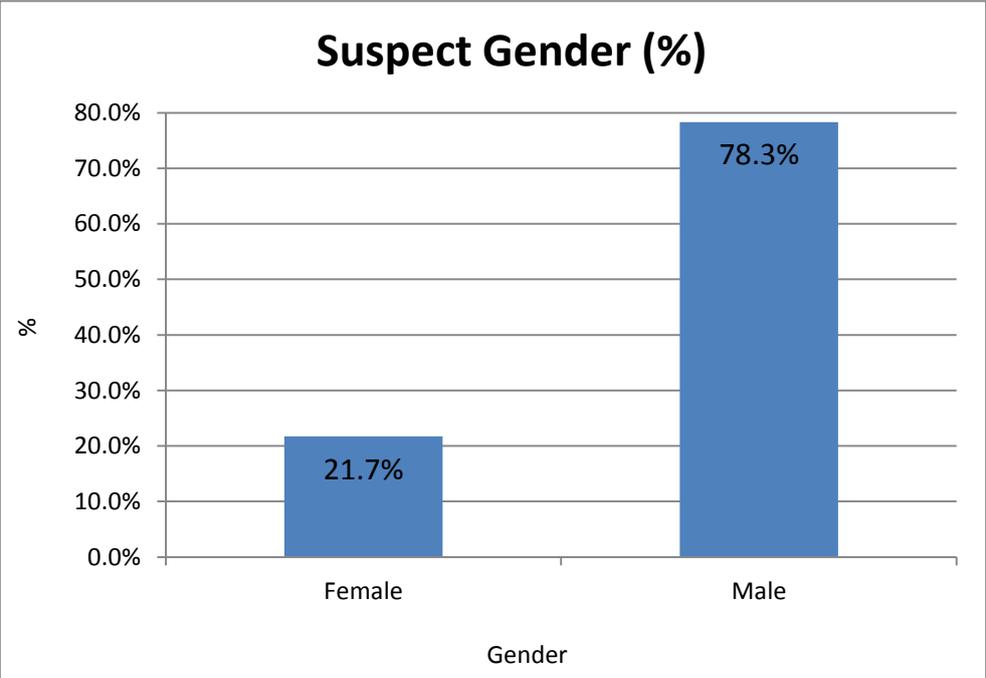
1.24 The following figures represent recorded victims of crime by Suffolk Constabulary between January 16 and December 2017 by some protected characteristics. Whilst we gather wider data for all protected characteristics for example LGBT, disability and faith, it is not always recorded in every case depending on the nature of the crime and if the victim wishes to declare, for example sexuality or faith.

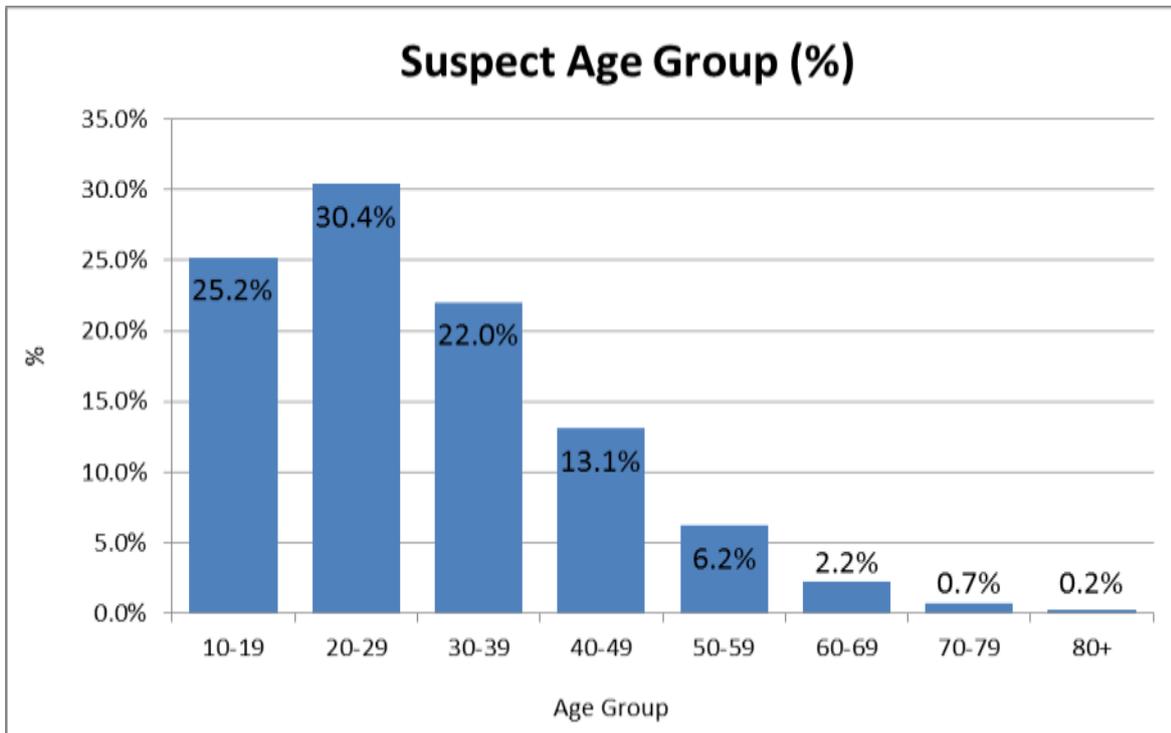




Suspect dealt with by Suffolk Constabulary between January 16 and December 2017

1.25 The following figures represent recorded suspects of crime by Suffolk Constabulary between January 16 and December 2017 by some protected characteristics. Whilst we gather wider data for all protected characteristics, for example LGBT, disability and faith, it is not always recorded in every case depending on whether the suspect wishes to declare, for example sexuality or faith.





1.26 A further report will be presented to the PCC in June when we will give a detailed response as to how Suffolk will be implementing the recommendations of the revised strategy and workforce plan.

2. FINANCIAL IMPLICATIONS

2.1 There are no financial implications associated with this paper.

3. OTHER IMPLICATIONS AND RISKS

3.1 The work described within this report falls within the scope of the Public Sector Equality Duty, which is a duty on public authorities to consider or think about how their policies or decisions affect people who are protected under the Equality Act. Specifically, the Constabulary must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a characteristic and those who don't;
- Foster good relations between people who share a characteristic and those who don't.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	N
Has the PCC's Chief Finance Officer been consulted?	Y
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Y
Have human resource implications been considered?	Y
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Y
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Y
Has communications advice been sought on areas of likely media interest and how they might be managed?	N
Have all relevant ethical factors been taken into consideration in developing this submission?	Y