

**Report of the Chief Constable to the Chair and Members
of the Policy & Resources Panel
28th April 2011**

Executive & Presenting Officer: Mr Derek Bonnard, Deputy Chief Constable

Status: For information

Equality Update

1. Purpose

- 1.1 This report provides Members with an overview of the diversity profile of Cleveland Police relating to recruitment, staff profile and turnover by age, sex, ethnic minority, and disability. The report also provides an update on Black & Minority Ethnic (BME) and female representation targets.

2. Recommendations

- 2.1 That the contents of the report be noted.

3. Content

3.1 Police Officer Recruitment

During 2010/2011 there was no police officer recruitment, this was due to a number of external factors including significant changes both politically and economically which resulted in the Comprehensive Spending Review (CSR). The last intake of student officers was 29th March 2010, just prior to the end of the previous financial year, at which point 24 officers joined the Force. Of these 24 officers, 13 (54%) were male and 11 (46%) were female.

- 3.2 The recruitment of 11 females (46%) out of this newly recruited police officer group is positive. However, due to the fact that there are no plans for further intakes of student officers over the next 2 to 3 years at least, in view of the CSR, the Force target of 30% of Force establishment being female officers will now primarily be affected by resignations and retirements.

- 3.3 Having implemented Regulation A19 (forced retirement of Police officers with 30 years pensionable service) the Force will see a reduction in its establishment over the next 4 years. The projections for officers to be served with notice of retirement under A19 for the next 3 years to March 2014 signify that of this number (161 officers) the majority of these officers are male (151 officers, 93% of total). Consequently, the reduction in establishment from this measure will have the effect of increasing the percentage of female officers in Force.
- 3.4 The non recruitment of officers into the Force in this financial year has meant that there has not been the opportunity to improve upon making progress towards achieving the Force BME target. This remains at 5%. Further, the lack of future recruitment will again mean that this target will be difficult to achieve, given that the current level of penetration is 1.62%.
- 3.5 Police Staff Recruitment
The recruitment of BME police staff is facing similar challenges to that of BME police officers. The outsourcing of approx 500 staff to Steria has reduced the establishment of Cleveland Police retained police staff. However, there has been no external recruitment activity for Police staff in the financial year, again occasioned by the financial and political considerations referred to earlier.
- 3.6 There has been some Special Constabulary recruitment within the financial year, with 44 new recruits joining the Force. 16 of these were female officers (36% of the total). Of applications received for the Special Constabulary, there are a further 68 applicants awaiting attendance at an assessment centre. However, this group are "on hold" and will not be joining the Force for at least another 12 months in view of the spending cuts imposed. The overall current level of penetration for all BME Police staff is 1.15%.
- 3.7 Force Profile – Disability
The lack of recruitment activity in all areas has meant that there has not been the opportunity to attract applications from disabled people.
- 3.8 It was hoped that with the introduction of 'Self Service' functionality within the Force computerised personnel system (ORIGIN), HR would have been better equipped to gather and advise upon disability within the Force. However, the disclosure of a disability by existing Police Officers and Police Staff is on a voluntary basis. Records from ORIGIN show that only 1 Police Officer and 4 Police staff have disclosed a disability. That would clearly suggest an under reporting position for disability.
- 3.9 For Police officers we have 22 officers who have been rendered as permanently disabled from performing the ordinary duties of a police officer under the terms of the Police Pension Regulations. In that respect it is reasonable to assume that the level of their disability that renders this inability to perform policing duties would probably also qualify them as being disabled

3.10 Force Profile - Age

For police staff age profiles the Force's highest age profile is staff between the ages of 26-40; followed by staff aged 25 and under; followed by staff aged 41-55; with the final category being 55+.

3.11 In terms of the Force police officer age profile the Force's highest age profile for police officers is officers aged between 26-40; followed by officers aged 41- 55; followed by officers aged 25 and under; with the final category being Officer's 55+.

3.12 Gender

In respect of gender the police staff composition for the Force currently stands at 51% female and 49% male. The police officer gender composition has shown a slight increase of female officers' percentage during this financial year to 22% female, with 78% male officers. This has been principally achieved by the reduction in the establishment consequent upon the non-recruitment of police officers and the higher proportion of male officers retiring during the year. The Special Constabulary shows a composition of 67% male officers and 33% female officers.

3.13 Sexual Orientation

Whilst the Force recognises that within the police family we have both officers and staff who describe themselves as Gay, Lesbian, Bi-Sexual or Transgender (LGBT), we have no accurate data to provide the relevant statistics in relation to sexual orientation.

3.14 The position is similar to that with disability as referred to earlier in this report. Disclosure of sexual orientation is on a voluntary basis through the 'Self Service' function of ORIGIN. On introduction of 'Self Service' the Force requested that all of its employees update their personal details. Whilst some employees have done this and included their sexual orientation it cannot be said to have been universally applied, meaning that any reporting in this area would be inaccurate and incomplete.

3.15 Ethnicity

From the statistics contained in Appendix 1 the Force is predominantly composed of white police staff (99%) and white police officers (98%). This report refers to the respective BME police staff and police officer representation. This is against a Force target of 5% respectively for BME police staff and police officers.

3.16 The challenge for the Force remains to deliver a more representative workforce which reflects the communities that we serve. The consequences of the CSR have made this more difficult for the Force to achieve, particularly given the reduction in police officer numbers that are planned over the next four years.

3.17 Turnover

For the 2010/2011 financial year the Force has seen a total of 61 police staff (this includes PCSOs and Specials) and 71 police officers leaving the organisation. There have been no BME police staff or police officer leavers over the last 12 months. The majority of police officer leavers have left the organisation for retirement purposes. There have been 17 officers resigning on the basis of their 30+ status not being extended on review with 1 police officer transferring to another force.

4. Implications

4.1 Finance

The costs of recruitment are met from within the Long Term Financial Plan and against the agreed 2010/11 workforce planning model.

4.2 Diversity & Equal Opportunities

There are no further diversity or equal opportunities implications arising from this report other than those mentioned.

4.3 Human Rights Act

There are no Human Rights Act implications arising from this report.

4.4 Sustainability

The continued development of diversity initiatives both internally and externally is vitally important to the organisation. The introduction of the Equalities Act 2010 places legal and statutory responsibilities on employers. The Public Sector Equality Duty comes into force on 6th April 2011. Its aim is to embed equality considerations into the day to day work of public bodies, so that they tackle discrimination and inequality and contribute to making society fairer. The Force will be reviewing its Equality and Diversity Action plan to determine the appropriate responses to meet the requirements of the Equalities Act.

4.5 Risk

There are a number of issues associated with diversity initiatives for the Force. Challenges in the areas of increasing BME representation and female officer representation remain and are further complicated by the implications of the CSR as it affects the Force. Members may need to revisit the recruitment targets in light of the changes to workforce plans imposed as a result of the CSR.

5. Conclusion

- 5.1 This report provides an Equality update specifically detailing issues surrounding recruitment, staff profile and turnover statistics by age, sex, ethnic minority, and disability. The report also includes an update upon BME and female representation targets and current levels.

Sean Price
Chief Constable

Report Author
Howard Russell
HR Business Partner

Police Staff Establishment as at 31st March 2011**Police Staff Establishment – by Gender**

	Male	Female	Total
ACPO	0	1	1
Mgmt Grade	4	5	9
Principle Officer	14.5	27.29	41.79
Senior Officer	7.8	57	64.8
Scale 4-6	27.11	97.62	124.73
Scale 1-3	7	23.31	30.31
<i>Sub Total</i>	<i>60.41</i>	<i>211.22</i>	<i>271.63</i>
PCSO	103.45	62.09	165.54
Specials	171.5	85	265.5
Total	335.36	358.31	256.5

Percentage of Police Staff
establishment female:
Target Actual
30% 52%

Police Staff Establishment – by Ethnicity

	White	BME	Not stated	Total
ACPO	1	-	-	1
Mgmt Grade	8	-	1	9
Principle Officer	39.79	-	2	41.79
Senior Officer	59.8	-	5	64.5
Scale 4-6	124.73	-	-	124.73
Scale 1-3	30.31	-	-	30.31
<i>Sub Total</i>	<i>263.63</i>	<i>-</i>	<i>8</i>	<i>271.63</i>
PCSO	163.54	2	-	165.54
Specials	221.5	6	29	256.5
Total	648.67	8	37	693.67

Percentage of Police Staff
establishment BME:
Target Actual
5% 1.15%

Police Staff Establishment – by Age

	25 & under	26-40	41-55	55+
ACPO	-	-	1	-
Mgmt Grade	-	1	8	-
Principle Officer	-	32.48	6.31	3
Senior Officer	-	33.29	28.51	3
Scale 4-6	8.73	42.4	57.37	16.23
Scale 1-3	5.86	8.79	11.55	4.11
<i>Sub Total</i>	<i>14.59</i>	<i>117.96</i>	<i>112.74</i>	<i>26.34</i>
PCSO	37.81	81.78	42.95	3
Specials	150	64	29	13.5
Total	202.4	263.74	184.69	42.84

Police Officer Establishment as at 31st March 2011

Police Officer Establishment – by Gender

	Male	Female	Total
ACPO	4	-	4
Ch Supt	2	-	2
Supt	9	1	10
Ch Insp	20	2	22
Insp	67.93	7.8	75.73
Sgt	202	30.34	232.34
PC	990.43	318.02	1308.45
Total	1295.36	359.16	1654.52

Percentage of Police Officer establishment female:
 Target Actual
 30% 22%

Police Officer Establishment – by Ethnicity

	White	BME	Not stated	Total
ACPO	4	-	-	4
Ch Supt	2	-	-	2
Supt	10	-	-	10
Ch Insp	21	1	-	22
Insp	74.73	1	-	75.73
Sgt	219.34	8	5	232.34
PC	1255.62	16.73	36	1308.35
Total	1586.69	26.73	41	1654.42

Percentage of Police Officer establishment BME:
 Target Actual
 5% 1.62%

Police Officer Establishment – by Age

	25 & under	26-40	41-55	55+
ACPO	-	-	4	-
Ch Supt	-	-	2	-
Supt	-	1	9	-
Ch Insp	-	7	15	-
Insp	-	30	46	-
Sgt	-	114	118	1
PC	89	763	470	2
Total	89	915	664	3