

EMPLOYMENT MONITORING – SOUTH YORKSHIRE POLICE

SUMMARY INFORMATION

Data shown below, drawn from the Business Intelligence system, is accurate at 12th April 2019

SY Resident Population – 11.9% BME/ 9.4% VME & 51% female.

Police Service nationally – 5.0% BME and 29.0% female

SYP Police Officers – 4.8% BME/ 3.7% VME & 32.9% female

DEFINITIONS:

BME (Black and Minority Ethnic) – The sum of people who self-define their ethnicity as other than White British. Includes white non-British categories. Excluded are those who do not self-define.

VME (Visible Minority Ethnic) – The sum of people who self-define their ethnicity as other than White. Includes the Asian, Black, Other and Mixed categories only. Also excluded are those who do not self-define.

LGB (Lesbian, Gay and Bisexual) – The sum of people who have disclosed a sexual orientation that is other than heterosexual.

WHOLE WORKFORCE

Quarter 4 2017-18 – 12 months ago

Section	Head count:	Quarter 4 2017-18				
		% Female	% BME	% VME	% identify as LGB	% disclosed Disability
Police Officers	2487	32.3%	4.5%	3.6%	1.2%	1.5%
Police Staff	2457	62.6%	3.9%	2.9%	0.8%	2.6%
Specials	162	25.9%	8.0%	6.2%	6.2%	3.1%
Volunteers	207	58.0%	3.4%	1.4%	0.5%	2.4%
Total	5313	2503 (47.1%)	227 (4.3%)	173 (3.3%)	60 (1.1%)	113 (2.1%)

Quarter 3 2018-19 – 3 months ago

Section	Head count:	Quarter 3 2018-19				
		% Female	% BME	% VME	% identify as LGB	% disclosed Disability
Police Officers	2410	32.9%	4.7%	3.7%	1.2%	1.4%
Police Staff	2555	63.6%	3.7%	2.8%	1.0%	2.6%
Specials	151	28.5%	6.6%	5.3%	5.3%	3.3%
Volunteers	149	55.7%	4.0%	2.0%	0.7%	1.3%
Total	5265	2544 (48.3%)	224 (4.3%)	170 (3.2%)	64 (1.2%)	107 (2.0%)

NOT PROTECTIVELY MARKED

Quarter 4 2018-19

Section	Head count:	Quarter 4 2018-19				
		% Female	% BME	% VME	% identify as LGB	% disclosed Disability
Police Officers	2426	797 (32.9%)	116 (4.8%)	90 (3.7%)	33 (1.4%)	35 (1.4%)
Police Staff	2563	63.5%	3.8%	2.8%	1.0%	2.7%
Specials	155	26.5%	7.7%	5.2%	4.5%	4.5%
Volunteers	126	61.1%	4.0%	3.2%	0.8%	1.6%
Total	5270	2542 (48.2%)	231 (4.4%)	174 (3.3%)	67 (1.3%)	113 (2.1%)

This quarter has seen a small increase in the workforce total, with rises in police officers, staff and specials but a substantial drop (-23) in numbers of volunteers. This halts the trend of the earlier quarters of this financial year, in which the whole workforce continued to shrink.

Proportions of people with diverse characteristics show small but encouraging change in the last twelve months. Among police officers, proportions of female officers remain at a 9-month plateau of 32.9% but BME officers have climbed again to 4.8%. LGB officers have also climbed (+0.2% this quarter) to a new high of 1.4%.

The Sexual Orientation data is now from a 30.5% response rate. This rate continues its ongoing rise from 22.2% when first included into this report 21 months ago (+1.5% this quarter), suggesting people are increasingly confident to disclose this aspect of their diversity.

Religion & Belief by Workforce Section

Religion or Belief	Police Officers	Police Staff	Special Constables	Volunteers	Total
Buddhism	1	0	0	0	1
Christianity	822	834	53	58	1767
Hinduism	1	5	0	0	6
Islam	18	11	4	4	37
Judaism	0	0	0	0	0
Sikhism	6	4	1	0	11
No Religion	409	436	69	32	946
Other	2	6	0	0	8
Prefer not to say	79	166	7	10	262
No Response	1088	1101	21	22	2232
					5270

The Religion and Belief data shown is compiled from a 57.6% response rate. This rate has also grown from 47.2% when the characteristic was first included in this report 21 months ago (+0.8% this quarter), again suggesting increasing confidence. The trend continues of most notable changes being increases in numbers of people who are of no religion.

POLICE OFFICERS BY RANK – HEADCOUNT

Quarter 3 2018-19 – 3 months ago

Rank (inc. Temporary)	Head Count:	Quarter 3 2018-19			
		% Female	% BME	% VME	% with Disability
Chief Officers	5	20%	0%	0%	0%
Ch Supt	7	14.3%	0%	0%	0%
Supt	18	33.3%	5.6%	5.6%	0%
Ch Insp	36	30.6%	2.8%	2.8%	0%
Inspector	107	26.2%	3.7%	3.7%	0.9%
Sergeant	337	24.0%	3.6%	2.4%	0.9%
Constable	1900	35.0%	5.0%	3.9%	1.6%
TOTAL	2410	793 (32.9%)	113 (4.7%)	88 (3.7%)	35 (1.4%)

Totals shown at each rank are the sum of substantive and temporary post-holders.

Quarter 4 2018-19

Rank (inc. Temporary)	Head Count:	Quarter 4 2018-19			
		% Female	% BME	% VME	% with Disability
Chief Officers	5	20%	0%	0%	0%
Ch Supt	7	14.3%	0%	0%	0%
Supt	19	31.6%	5.3%	5.3%	0%
Ch Insp	35	34.3%	0%	0%	0%
Inspector	108	25.9%	5.6%	5.6%	0.9%
Sergeant	346	25.4%	3.2%	2.0%	0.9%
Constable	1906	34.7%	5.1%	4.0%	1.6%
TOTAL	2426	797 (32.9%)	116 (4.8%)	90 (3.7%)	35 (1.4%)

Totals shown at each rank are the sum of substantive and temporary post-holders.

Trends:

Key areas of under-representation across the ranks:

Among female police officers, representation is spread with some evenness across the ranks. Females occupy not less than 14.3% of positions in every rank category. While there is still work to be done around female representation, these figures are far less disproportionate than those around ethnicity and disability.

For BME/VME police officers, there is an absence in the two most senior rank categories. Minority ethnic presence among SYP police officers has some over-concentration in constable ranks (detective and uniform) and marked under-representation in the sergeant rank.

NOT PROTECTIVELY MARKED

POLICE STAFF

Quarter 3 – 3 months ago

Pay Grade	Head Count:	Quarter 3 2018-19			
		% Female	% BME	% VME	% with Disability
ACO & Execs	24	62.5%	0%	0%	0%
Band G-H	60	73.3%	6.7%	3.3%	3.3%
Band E-F	266	52.3%	4.1%	3.0%	1.9%
Band C-D	1326	56.1%	3.2%	2.3%	2.3%
Band A-B	871	77.8%	4.2%	3.4%	3.3%
Apprentice	6	66.7%	0%	0%	0%
TOTAL	2552	1624 (63.6%)	95 (3.7%)	71 (2.8%)	66 (2.6%)

Dual band roles (e.g. Band B/C) are included in the higher of the two possible grades.

Pay Grade	Head Count:	Quarter 4 2018-19			
		% Female	% BME	% VME	% with Disability
ACO & Execs	23	65.2%	0%	0%	0%
Band G-H	64	73.4%	6.3%	3.1%	3.1%
Band E-F	274	51.1%	4.0%	2.9%	1.8%
Band C-D	1330	55.9%	3.5%	2.6%	2.3%
Band A-B	864	77.0%	4.3%	3.2%	3.6%
Apprentice	8	75%	0%	0%	0%
TOTAL	2563	1627 (63.5%)	98 (3.8%)	72 (2.8%)	69 (2.7%)

Dual band roles (e.g. Band B/C) are included in the higher of the two possible grades.

Notable patterns among police staff include that females are in higher numbers than males in every pay category. Peaks of male representation are in the middle grades (C to F).

BME and VME groups have lower proportions generally than among police officers, though there is strongest representation at grades E to H inclusive. Greater proportions of police staff than officers (2.7% > 1.4%) have disclosed disabilities.

RECRUITMENT

Quarters 1-4 2017-18

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	211	82 (38.9%)	14 (6.6%)	10 (4.7%)	5 (2.4%)
Police Staff	279	162	15	12	9
Specials	12	2	0	0	3
Volunteers	52	33	3	1	0
Total	554	279 (50.4%)	32 (5.8%)	23 (4.2%)	17 (3.1%)

NOT PROTECTIVELY MARKED

Totals for police officer recruitment are the sums of transferees into the force and new starters.

Quarter 1 2018-19

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	30	8 (26.7%)	3 (10.0%)	2 (6.7%)	1 (3.3%)
Police Staff	70	44	4	3	2
Specials	18	9	1	1	1
Volunteers	8	3	3	3	0
Total	126	64 (50.8%)	11 (8.7%)	9 (7.1%)	4 (3.2%)

Quarter 2 2018-19

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	17	3 (17.6%)	2 (11.8%)	1 (5.9%)	0
Police Staff	98	71	4	3	2
Specials	19	7	0	0	0
Volunteers	11	8	2	2	0
Total	145	89 (61.4%)	8 (5.5%)	6 (4.1%)	2 (1.4%)

Quarter 3 2018-19

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	0	0	0	0	0
Police Staff	89	62	4	3	1
Specials	0	0	0	0	0
Volunteers	11	6	0	0	0
Total	100	68 (68.0%)	4 (4.0%)	3 (3.0%)	1 (1.0%)

Quarter 4 2018-19

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	61	16	5	3	1
Police Staff	74	43	4	1	1
Specials	22	7	3	1	2
Volunteers	17	12	1	1	0
Total	174	78 (44.8%)	13 (7.5%)	6 (3.4%)	4 (2.3%)

Quarter 1-4 2018-19

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	108	27 (25.0%)	10 (9.3%)	6 (5.6%)	2 (1.9%)
Police Staff	331	220	16	10	6
Specials	59	23	4	2	3
Volunteers	47	29	6	6	0
Total	545	299 (54.9%)	36 (6.6%)	24 (4.4%)	11 (2.0%)

NOT PROTECTIVELY MARKED

Diversity in recruitment is a mixed picture this quarter. The over-representation of females among police staff recruitment is a continuing factor, with the same trend present among volunteers. Among police officer or special constable recruitment, males are over-represented and by a greater margin than in the past.

BME and VME recruitment has increased this quarter with above-establishment numbers of new starters being BME in police officer, police staff and specials categories.

POLICE OFFICER RECRUITMENT

Police Officers 2016-17	Total Recruited	Female	BME	VME	With Disability
Q1	30	9	0	0	1
Q2	37	15	4	4	0
Q3	16	6	1	1	0
Q4	98	31	3	3	2
Total	181	61 (33.7%)	8 (4.4%)	8 (4.4%)	3 (1.7%)

Police Officers 2017-18	Total Recruited	Female	BME	VME	With Disability
Q1	59	23	6	4	2
Q2	70	29	4	3	0
Q3	32	16	1	0	1
Q4	50	14	3	3	2
Total	211	82 (38.9%)	14 (6.6%)	10 (4.7%)	5 (2.4%)

Police Officers 2018-19	Total Recruited	Female	BME	VME	With Disability
Q1	30	8 (26.7%)	3 (10.0%)	2 (6.7%)	1 (3.3%)
Q2	17	3 (17.6%)	2 (11.8%)	1 (5.9%)	0
Q3	0	0	0	0	0
Q4	61	16 (26.2%)	5 (8.2%)	3 (4.9%)	1 (1.6%)
Total	108	27 (25.0%)	10 (9.3%)	6 (5.6%)	2 (1.9%)

For 2017-18, the recruitment of female officers for the year was 38.9%, with BME and VME officers at 6.6% and 4.7% respectively. These figures were improvements upon those of the 2016-17 year.

With full data now available for the 2018-19 year, the table above shows a significant decrease in the proportions of female recruits (-13.9% to 25.0%) with rises in the proportions of BME (+2.7% to 9.3%) and VME (+0.9% to 5.6%) recruits. The drop in ratios of female recruits reverses a long-standing trend that had contributed to the SYP police establishment reaching a peak of 32.9%, well above the service average across all forces of 29.0%.

NOT PROTECTIVELY MARKED

ALL LEAVERS

Quarter 1-4 2017-18

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	262	79 (30.2%)	17 (6.5%)	11 (4.2%)	5 (1.9%)
Police Staff	184	103	13	11	7
Specials	122	41	6	5	5
Volunteers	22	9	3	2	1
Total	590	232 (39.3%)	39 (6.6%)	29 (4.9%)	18 (3.1%)

Quarter 1 2018-19

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	53	10 (18.9%)	2 (3.8%)	2 (3.8%)	3 (5.7%)
Police Staff	48	27	2	2	1
Specials	18	5	2	1	0
Volunteers	3	2	0	0	0
Total	122	44 (36.1%)	6 (4.9%)	5 (4.1%)	4 (3.3%)

Quarter 2 2018-19

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	57	13 (22.8%)	3 (5.3%)	3 (5.3%)	1 (1.8%)
Police Staff	55	25	4	3	3
Specials	18	5	1	1	1
Volunteers	3	3	0	0	0
Total	133	46 (34.6%)	8 (6.0%)	7 (5.3%)	5 (3.8%)

Quarter 3 2018-19

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	30	5 (16.7%)	0 (0%)	0 (0%)	1 (3.3%)
Police Staff	60	39	7	4	0
Specials	13	5	1	1	0
Volunteers	83	51	3	2	3
Total	186	100 (53.8%)	11 (5.9%)	7 (3.8%)	4 (2.2%)

NOT PROTECTIVELY MARKED

Quarter 4 2018-19

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	49	13 (26.5%)	2 (4.1%)	1 (2.0%)	1 (2.0%)
Police Staff	66	39	1	0	2
Specials	18	9	1	1	0
Volunteers	57	30	2	0	1
Total	190	91 (47.9%)	6 (3.2%)	2 (1.1%)	4 (2.1%)

Quarter 1-4 2018-19

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	189	41 (21.7%)	7 (3.7%)	6 (3.2%)	6 (3.2%)
Police Staff	229	130	14	9	6
Specials	67	24	5	4	1
Volunteers	146	86	5	2	4
Total	631	281 (44.5%)	31 (4.9%)	21 (3.3%)	17 (2.7%)

In 2017-18, total recruitment was outweighed by total leavers and the workforce shrank by -36 people. The diversity of the workforce as a whole changed in that period by +47 female, -7 BME, -6 VME and -1 person with disabilities.

In 2018-19, the trends have persisted. Total recruitment was outweighed again by leavers, the workforce shrank by -43, yet its diversity increased by +39 female, +4 BME and +1 VME with numbers of people with a disclosed disability remaining static.

Quarter 3 of 2018-19 saw a large reduction in numbers of volunteers. This follows the review of the dog training section and a sharp contraction of the puppy walker scheme.

POLICE OFFICER LEAVERS

Police Officers 2016-17	Total Leavers	Female	BME	VME	With Disability
Q1	58	17	2	2	1
Q2	57	10	3	3	4
Q3	40	8	0	0	2
Q4	43	14	4	2	1
Total	198	49 (24.7%)	9 (4.5%)	7 (3.5%)	8 (4.0%)

Police Officers 2017-18	Total Leavers	Female	BME	VME	With Disability
Q1	84	32	4	3	1
Q2	56	11	4	2	2
Q3	85	27	4	3	1
Q4	37	9	5	3	1
Total	262	79 (30.2%)	17 (6.5%)	11 (4.2%)	5 (1.9%)

NOT PROTECTIVELY MARKED

Police Officers 2018-19	Total Leavers	Female	BME	VME	With Disability
Q1	53	10 (18.9%)	2 (3.8%)	2 (3.8%)	3 (5.7%)
Q2	57	13 (22.8%)	3 (5.3%)	3 (5.3%)	1 (1.8%)
Q3	30	5 (16.7%)	0 (0%)	0 (0%)	1 (3.3%)
Q4	49	13 (26.5%)	2 (4.1%)	1 (2.0%)	1 (2.0%)
TOTAL	189	41 (21.7%)	7 (3.7%)	6 (3.2%)	6 (3.2%)

Police Officers continue to leave SYP in volumes outweighing recruitment. In 2018-19 the net reduction in SYP police officer numbers was (-81).

However, with the exception of people with disabilities, the diversity of leavers is markedly lower than that of recruits in 2018-19 or of the 2017-18 leavers. As a consequence, 2018-19 has seen establishment increases in proportions of female (+0.6% to 32.9%), BME (+0.3% to 4.8%) and VME (+0.1% to 3.7%) officers in the last year.

Simon Mellors
Equality, Diversity & Inclusion Lead
HR Career Services