SOUTH YORKSHIRE POLICE

ANNUAL EQUALITY INFORMATION REPORT

February 2021

Report Structure

South Yorkshire Police (SYP) has a suite of eight Equality Objectives in place, which act as areas of priority for the current equality, diversity and inclusion work underway in the 2019-21 period. These are:

1. Implementation of Local Policing
2. An engagement framework on Police Complaints from the public
3. Grievance management
4. Monitoring Stop & Search activity for effectiveness and proportionality by ethnicity
5. Monitoring detainee diversity to identify and tackle disproportionality in custody, bail and disposal
6. Monitoring the reporting of hate crime and how effectively it is being tackled
7. Using an inclusive strategy emphasising merit and talent to advance fairness of recruitment, retention and career progression
8. Building upon the staff survey, cultural audit and organisational justice model to unpick our culture and better understand ourselves

These act as section headings to organise the report that follows.

Additional information is offered below in the following areas:

9. Workforce Representation
10. Diverse staff support associations and the Equality Hub

1. Implementation of Local Policing

In October 2017, following considerable consultation and development, SYP launched a new model of neighbourhood policing together with minimum performance standards and calendar of engagement. A contact management strategy followed in January 2018. This objective is concerned with the effectiveness of its implementation and embedding.

The latest update on the neighbourhood policing function describes a continuing evolution. Now referred to as the Neighbourhood Policing Team (NPT), the function has gained new resources and protocols. These include the launch on 1st February 2021 of a new deployment protocol which describes who can deploy NPTs and to what kinds of work. A new engagement toolkit has been designed, enabling the use of a suite of resources in engaging effectively with local communities. There's also a phone-based neighbourhood policing app for officers and staff to record their activity and a bespoke training package for officers and staff involved in local policing.

2. An engagement framework on Police Complaints from the public

Equality objectives for 2017-19 included arrangements for wide public engagement about satisfaction with police complaints. This objective advances those arrangements, seeking constructive feedback and making use of it to learn lessons and evolve.

Electronic surveys were explored in 2019/20, but they resulted in low response rates from members of the public who had submitted complaints. With the launch of Complaint Resolution Teams in 2020, the business benefits of telephone engagement work were explored and had an immediate, positive impact upon demand. The COVID-19 pandemic and onset of new regulations have presented new challenges in this area of work, but the plan to better engage with the public through the Complaint Resolution Team remains in place.

3. Grievance management

In August 2018, a peer organisation audit of the SYP grievance system reported its findings. This led to a comprehensive review and re-launch of the whole framework including arrangements for governance, record keeping and resourcing. This objective is concerned with monitoring and evaluation of the new system's effectiveness, including workforce confidence.

Carried out in mid-2020, an annual review of grievances examined the volumes of grievance and employment tribunals of the previous 12 months.

In 2019-20, SYP faced a total of ten employment tribunals, themes and outcomes tabulated below. Note that four of the cases involve multiple factors. For example, one case claimed unfair and/or constructive dismissal, so the total number of factors was 14:

Number of Employment Tribunals					
Factor(s) in Claim Made	Total	How Resolved			
		Successfully Defended/ Withdrawn	Settled outside hearing	Upheld at hearing	Ongoing – Not yet resolved
Unfair Dismissal	1	1	-	-	-
Constructive Dismissal	1	1	-	-	-
Whistle-blowing	1	1	-	-	-
Victimisation	1	-	1	-	-
Disability Discrimination	8	1	3	-	4
Sex Discrimination	2	-	-	-	2
Totals	**14**	**4**	**4**	**0**	**6**

Points of note here include the claim of discrimination in just two of the nine protected characteristics. There is an absence of any cases relating to ethnicity, faith, sexual orientation, etc. A second point is the high prevalence of disability as a factor – it appears in eight of the ten cases. This trend is matched in the grievance data.

Anecdotal comment from legal colleagues suggest this is a relatively low volume of employment tribunals for an organisation the size of South Yorkshire Police to face in a year.

Grievance Data 2019-20

Number of Grievances Submitted 2019-20				
District or Department	**Workforce section of aggrieved**			**Total**
	Police	**Staff**	**PCSO**	
Doncaster	-	-	1	1
Barnsley	2	-	-	2
Rotherham	1	1	1	3
Sheffield	-	-	-	0
Specialist Crime Services	1	3	-	4
Operational Support Unit	1	-	-	1
Human Resources	-	2	-	2
Custody	-	1	-	1
Vehicle Fleet Management	-	1	-	1
Facilities Management	-	1	-	1
Communications – Atlas Court	-	1	-	1
	5	**10**	**2**	**17**

Patterns and Trends:

The spread of grievance settings takes in many of SYP's districts and departments, with the notable exception of Sheffield district, which is the operational district with most officers and staff. Specialist Crime Services and Rotherham district are the settings for the greatest volumes of grievances in this period.

One of the grievances was submitted jointly by two parties, making a total of 18 individuals involved. Of these, 11 are female and 7 are male. Among the police officers, 1 is an inspector, 1 a sergeant and 3 constables. Of those 18 people, 6 have since left the organisation, just two (both police officers) through retirement, the rest by resignation and voluntary severance.

Grievance Outcomes

Of the 17 grievances received, 14 had a finding recorded at the time of the report. Two had been upheld, seven partially upheld and five not upheld. This means that 64.3% of grievances resolved contain one or more elements upheld in the exploration, whereas 35.7% were dismissed.

The following table applies these outcomes to the types of issue raised. Where the finding is of partially upheld, the issue described may or may not not have been the element upheld.

Type of Issue	Incidence in grievances 2019-20	Outcome			
		Not Upheld	**Partially Upheld**	**Upheld**	**No finding yet**
Unfairness of Process	4 (16.7%)	2	1	0	1
Misapplication of Policy	4 (16.7%)	1	1	1	1
Bullying	4 (16.7%)	2	2	0	0
Relationship issues other than bullying	0	0	0	0	0
Discriminatory treatment, of which: - Disability - Gender - Ethnicity	7 (29.2%) (6) (1) (0)	2 2 0 0	4 3 1 0	0 0 0 0	1 1 0 0
Breached Terms & Conditions of employment	3 (12.5%)	0	1	1	1
Inadequate service received	1 (4.2%)	0	1	0	0
Victimisation	0	0	0	0	0
Total	**23**	**7**	**10**	**2**	**4**

We can draw from the table that types of issue most likely to be upheld or partially upheld by a grievance exploration are those involving misapplication of policy, discrimination (disability and gender), terms and conditions breaches and receiving inadequate service. Process and bullying complaints are less likely to be upheld.

Findings and Recommendations

The report found issue with the present system of grievance management in that record keeping was limited in relation to outcomes, exploration progress and the characteristics of those involved. Also noted were atrophy of pools of volunteers used to support the process, the absence of skills development work for practitioners and a decline in activity of first contact volunteers. The report made four recommendations:

1. Consider introducing greater learning opportunities for leaders and managers in supporting disability in the workplace and positively exploring opportunities to apply reasonable adjustments.
2. Review the purpose and use of First Contacts, considering how their skills could be more beneficially used and valued.
3. Consider relaunching regular CPD events to support and inform those who volunteer to help resolve grievances.
4. Consider revising record-keeping to build on the types and quality of data kept about aggrieved parties, types of issue raised, progress of explorations and outcomes of grievances.

Since the 2020 review, a new version of the policy has been drafted and some additional tools conceived:

- Introduction of signposting to specialised policies – for example, Bullying & Harassment
- A simple flow chart to support individuals on following the process and expectations (both from management and individual view)
- Amendment to any communication methods and review of template letters/ formal correspondence
- Introduction of support tools for resolution officers for example, exploration plan (in line with Force KPI), training re employee relations and how to conduct an investigation, report writing for the purposes of employment investigations and further specialist support to be provided to the appointed investigation officers from POD
- Governance framework to be strengthened to include, Key Performance Indicators as part of management of process – time frame of investigation to be outlined at the outset and adhered to
- Monthly monitoring of caseloads within POD – support and challenge meetings, including timeframes, ensure movement and advice on complex or contentious cases

4. Monitoring Stop & Search activity for effectiveness and proportionality by ethnicity

In 2018, SYP introduced the Pronto system, a means of capturing and monitoring the characteristics of people subject of stop and search interventions. Recent changes in the profile of crime, nationally and locally, have brought new emphasis to the value of stop and search as a policing tool. This objective is about using powers with respect and professionalism.

Overall searches and positive outcomes:

In the period April to November 2020, the following numbers of searches were carried out with subjects in different ethnic groups. The numbers of searches in April may have been affected due to the lockdown in March and April, hence the low numbers and the apparent surge into May. The number of 'not stated' searches remains high and requires further work – we could potentially record more accurately from the officer defined ethnicity in the second table.

Self defined ETHNICITY - SEARCHES	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	YTD
Asian	92	188	118	96	129	150	110	883
Black	33	108	58	55	55	76	72	457
Other	15	20	14	16	7	22	7	101
Mixed	19	29	30	27	21	28	16	170
Not Stated	213	342	237	169	203	205	228	1597
White	996	1281	934	822	692	827	989	6541
Vehicle only search	176	277	160	128	146	178	190	1255
All	**1544**	**2245**	**1551**	**1313**	**1253**	**1486**	**1612**	**11004**

Officer defined ETHNICITY - SEARCHES	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	YTD
Asian	135	264	151	139	177	218	160	1244
Black	63	171	111	84	98	135	107	769
Middle Eastern	12	29	20	19	15	19	19	133
White - North European	1084	1402	1016	895	761	866	1059	7083
White - South European	35	70	65	29	38	46	52	335
Not stated	39	32	28	19	18	24	25	185
Vehicle search	176	277	160	128	146	178	190	1255
All	**1544**	**2245**	**1551**	**1313**	**1253**	**1486**	**1612**	**11004**

There have been no Section 60's authorised since the last review period. The force lead continues to engage in the Section 60 pilot study group, but SYP has retained a higher level of scrutiny around the S.60 issues which ensures that a member of the senior command team is notified for approval or otherwise when a Section 60 is authorised. This would invoke a notification to the Stop and search lead within the Independent Ethics Panel and the force lead who would review and assess the circumstances and the searches within.

The force lead has also taken part in a partnership consultation event around proposed changes to stop and search in relation to knife crime and proposed changes to the legislation allowing officers to search people who have been convicted of knife crime without suspicion. This is still in the consultation stage and offered a range of options for discussion, which was fed back to the Home Office during this meeting.

The positive outcome rates across each of the different ethnic groups are detailed below. The positive outcome rate is above average for Black, mixed and other ethnicities, whilst for the Asian category it is below average. There is no established reason for this at this time but discussions around disproportionality and unconscious bias are ongoing across the leads within districts.

Self defined ETHNICITY - PO %	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	YTD
Asian	24%	19%	22%	15%	19%	23%	18%	20%
Black	24%	32%	34%	18%	31%	25%	24%	28%
Other	27%	5%	43%	38%	29%	23%	14%	25%
Mixed	42%	28%	23%	30%	29%	18%	31%	28%
Not Stated	17%	15%	13%	17%	15%	13%	15%	15%
White	21%	20%	20%	18%	23%	24%	23%	21%
Vehicle only search	31%	24%	21%	20%	19%	24%	24%	24%
Total	**22%**	**20%**	**20%**	**18%**	**21%**	**22%**	**22%**	**21%**

Officer defined ETHNICITY - PO %	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	YTD
Asian	24%	17%	21%	17%	18%	17%	16%	18%
Black	27%	27%	30%	17%	26%	23%	26%	25%
Middle Eastern	33%	24%	20%	16%	40%	26%	26%	26%
White - North European	21%	19%	18%	18%	20%	24%	22%	20%
White - South European	23%	21%	18%	24%	42%	20%	29%	24%
Not stated	18%	22%	29%	37%	33%	4%	20%	22%
Vehicle search	31%	24%	21%	20%	19%	24%	24%	24%
Total	**22%**	**20%**	**20%**	**18%**	**21%**	**22%**	**22%**	**21%**

Whilst the PO% differs, and the categories are not directly comparable, the officer defined ethnicity suggests less 'not stated' which may provide a better indication of the ethnic groups which are being searched and the resultant positive outcomes.

Covid 19
Covid has had an obvious impact upon stop and search with the lockdown periods reducing the numbers of people on the street, moreso in the first period of lockdown. This led to an increase in people being caught with drugs as the opportunities for dealing were lessened so this became more visible on the streets. Similarly, issues of contact and Covid concerns may have led to some decrease in stop and search encounters but one minority group does not appear to have been more or less affected than any other during this time.

Grounds review:
In comparison with last year's stop and search data, reviewed by HMIC, we have demonstrated an improvement of 4% to 87% in relation to the grounds of 214 records selected by them. This means 27 grounds were deemed unsuitable in their write up (not necessarily unlawful in practice).

The same study demonstrated that the majority of searches where grounds were not recorded as reasonable were in the category of 'White' , with only 2 in the 'Mixed' category being recorded as not suitable. This is research has a fairly a low sample size but is independent, undertaken by the from the HMICFRS.

Ethnicity	Total records reviewed	Total records with reasonable grounds	Drug searches reviewed	Drug searches with reasonable grounds
White	138	119	73	67
Black	9	9	5	5
Asian	12	11	6	6
Mixed	4	3	3	2
Other	2	2	0	0
Unknown	49	43	28	26
Total	214	187	115	106

Scrutiny
Covid has put a stop to a lot of the IAG progress around scrutiny in each of the districts but the analysis of stop search in each district continues, In Rotherham for example, 93% of grounds were assessed as being appropriate in their write up, and each district have been directed to sample their submissions and ensure feedback to the originating officers.

Body Worn Video scrutiny has commenced with a number of IEP members viewing a sample of BWV. All but one of the videos were deemed as appropriate stop searches, conducted effectively, politely and in accordance with the legislation. This is being developed to review specific examples of ethnic

minority searches and this will be the focus of the next round of viewings. The IAG needs to be refreshed in each district as they are traditionally under attended and differ greatly in their diversity and interest. Covid has affected this initially but we are trying new and innovative ways to achieve the ongoing scrutiny of stop search in differing ways.

There have been only 2 complaints during this time which related to the lack of serial number and documentation being provided and the grounds for a stop search.

BWV
Policy ensures that all officers who are BWV trained, (now the majority of officers) utilise their BWV when undertaking a stop and search encounter. These are available for scrutiny by both the local supervisor and any other interested party in relation to how our officers are conducting themselves within such.

Staff and Public Confidence
We have undertaken 2 surveys in relation to stop and search. An internal survey reported that a number of officers felt confident with the use of the powers

Officers reported they were confident with the use of the powers (85%) and understood the reasons for stop and search (98%). Officers found the feedback from the scrutiny panel useful (67%) whilst they understood the 'See, Know, Suspect' method of writing up their grounds (75%). This was a relatively small sample size of officers. (Less than 100)

The public survey results are still being collated but one question requested whether the participants would be interested in becoming involved in the scrutiny of stop and search. 413 people stated they would be interested in doing so. Initial responses suggested that the public were happy with the approach taken by SYP and wanted stop search to continue and saw it as a useful tool in preventing and detecting crime. Furhter, more detailed analysis can be provided at the next meeting.

Disproportionality
A study of the disproportionality has been undertaken and details the background research and data for SYP until March. This will need to be refreshed but looks at comparisons between available populations, intelligence led searches within specific areas of high crime and the potential reasons behind disproportionalities identified. Further work, research and scrutiny around the disproportionality issues/unconscious bias is ongoing and will be reviewed within each district, with each district lead and as a focus for further training in the next round of training presentations.

Future developments
1. Specific BWV analysis of minority searches to ensure compliance and relevance of searches
2. Further analysis of geographical location of searches compared with reported crime and community concerns
3. Local analyses and understandings of community concerns and local disproportionality data
4. Further training of officers in relation to unconscious bias and disproportionality issues
5. Reinvigoration of scrutiny panels to ensure compliance and confidence with our stop and search usage.

5. **Monitoring detainee diversity to identify and tackle disproportionality in custody, bail and disposal**

July 2018 saw the development and launch of a custody detainee dashboard facility, which offers data about detainee characteristics including ethnicity and enables outcome analysis. This objective is about what use is made of the facility to monitor for and assure fair treatment.

By May 2020, 96-98% of all custody records included detainee ethnicity. This can be compared against population estimates and monitored routinely for patterns and trends. The dashboard has become a useful tool by which to monitor custody department performance. We are creating a team based performance pack that will include information of outcomes / disproportionality. Negotiations with Humberside Police and Northgate to expand the vulnerability headings for suspects to mirror those of victims to help improve data quality of recorded vulnerability in custody. The possibility of adding multi-layered filters to data searches is being examined, so for example, not just searching for juvenile, or sex, or ethnicity, but being able to filter data for Asian female juveniles.

In November 2020, a new addition to this work was the 'use of force' data. The reliability of the data in its prior form has been tested. The next steps are to incorporate it into the Detainee ethnicity dashboard. This will enable us to obtain statistical breakdowns of those individuals to whom restraint/use of force was applied by ethnic breakdown, the types of restraint used, e.g. handcuffs, tazer; whether force was used prior to, in custody or both and for each ethnic group, the proportional representation in the statistics as a whole.

6. **Monitoring the reporting of hate crime and how effectively it is being tackled**

Steady increases year-on-year in hate crime reporting accelerated in 2017 and 2018 with increased incidents of terrorism nationally. In SYP, multi-agency scrutiny panels oversee our services, providing independence and objective review locally. This objective is about taking account of all aspects in order to provide a truly inclusive and effective service.

Total hate crimes and incidents are up 26% on the previous 12 month period (Oct – Sept), crimes are up 27% and incidents up 13%. This increase is attributable to consistently higher number of reports from August 2019 through to September 2020 when compared to the previous year and appears to correlate with the Brexit negotiations, the UK departure from the EU, the Covid-19 pandemic, the murder of George Floyd and the Black Lives Matter movement (BLM). In Q2, there has been a 21% increase in reported hate crimes and incidents when compared to same quarter last year and a 24% when compared to Q1. Again, this appears to correlate with predominantly with the murder of George Floyd and Black Lives Matter (BLM).

The below table provides a breakdown of hate crimes by strand reported in the last 12 months compared to the previous period. This shows that race hate crime has increased by 510, sexual orientation by 172 and disability by 102.

	Race	Sexual orientation	Disability	Religion	Transgender	Non-strands
Oct18-Sep19	1824	394	258	155	86	0
Oct19-Sep20	2334	566	360	131	80	6
% Change	28%	44%	40%	-15%	-7%	+6

The significant rise in **race hate crime** has occurred since June 2020, appearing to confirm that this is attributable to BLM.
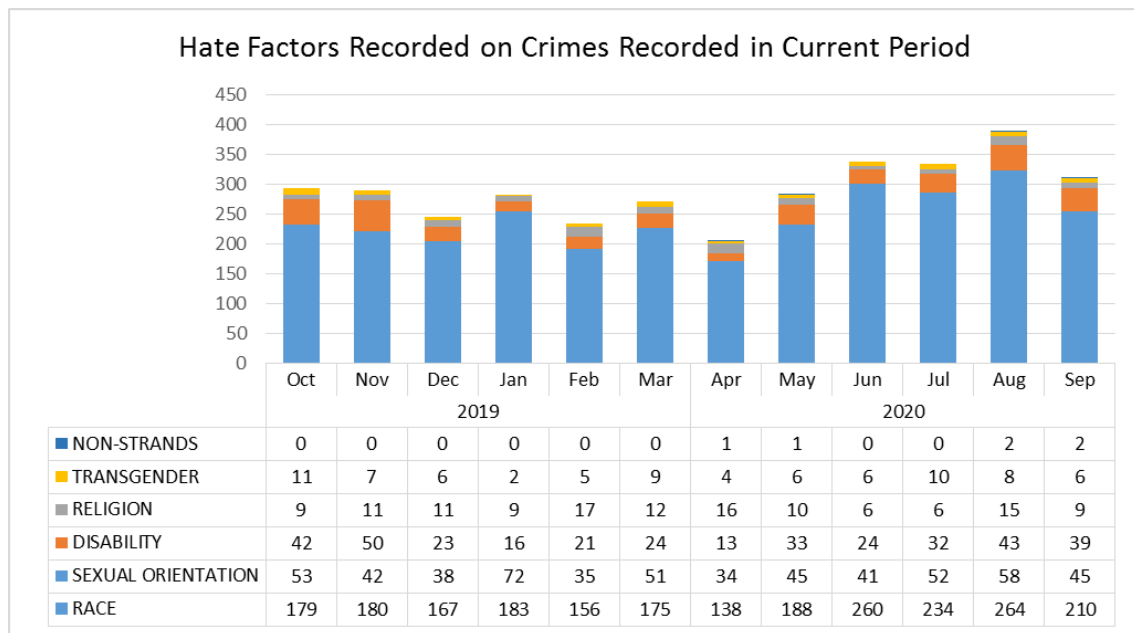
It can be anticipated that high levels of reported hate crime will be sustained throughout Q3 due to global politics and recent terrorist attacks in various European cities. Communities are reporting feeling anxious and uncertain about the future as our society appears divided over Brexit and the BLM movement. There is a need for concerted work to be undertaken around cohesion and dispelling myths and misinformation to overcome these divisions.

Covid-19 Related Hate Crime - South Yorkshire Police has been monitoring and assessing the impact of Covid-19 on demand and crime and, through the introduction of a keyword, have been able to extract relevant hate crime data linked to Covid-19. Between 1st January 2020 and 31st September 2020, 91 hate crimes and incidents (3%) have a keyword of COVID-19 associated with the investigation.

Outcomes - Hate Crime outcomes have improved from 14% in 2019/20 to 17% in the last 12 months (up to the end of September).

Victim Satisfaction - Changes were made in December 2019 to how hate crime is attended and since that time, victim satisfaction has 13% from 64% in Oct 18 – Sept 19 to 77% from Oct 19 to Sept 20. In September, hate crime satisfaction was at 85%. SYP is bucking the national trend in terms of hate crime victims satisfaction.

High Court Judgement against Humberside Police February 2020 – Miller Vs College of Policing & the Chief Constable of Humberside Police. This relates to a case in which Mr Harry Miller posted allegedly transphobic tweets. Humberside Police recorded this as a hate incident and visited Mr Miller at his place of work.   Mr Justice Julian Knowles ruled that the police investigation into the series of tweets (the visit to his workplace and police statements in relation to the possibility of prosecution) was unlawful as it was a 'disproportionate interference' into his freedom of expression. However, he rejected the wider challenge made by Mr Miller regarding the lawfulness of the College of Policing's guidelines on hate crime, ruling that the guidelines "serve legitimate purposes and (are) not disproportionate". Mr Miller has appealed against the ruling about the College of Policing guidance and permission has been granted for the case to go straight to the Supreme Court.

The College of Policing Guidelines referred to above are being refreshed however, there is no date as yet for publication and the force lead is liaising with the national lead to establish the national steer as to whether changes are required in the way we record hate incidents.

Victim and Community Support Group Workshop - Working in conjunction with the OPCC and the Cohesion late, an event was planned for Jan 2021 to bring communities together and listen to their views. Unfortunately this has had to be postponed due to Covid.

NPCC Audit – SYP volunteered to take part in an audit of hate crime conducted by the national lead and members of the national hate crime IAG. Infomral feedback was positive and the formal feedback should be received imminently.

7. **Using an inclusive strategy emphasising merit and talent to advance fairness of recruitment, retention and career progression**

In 2017-19, the diversity of SYP's workforce increased across characteristics of sex and ethnicity. In the same period, officers and staff were increasingly willing to disclose personal characteristics like faith and sexual orientation. Tools like positive action were used more widely and effectively. This objective is about building on those successes while maintaining the focus on equality of opportunity and procedural fairness.

Since resuming active recruitment of police constables at the end of the austerity period, SYP launched recruitment campaigns in January 2017, September 2018, January 2019, September 2019, December 2019 and March 2020. The incidence of those campaigns accelerated with the government announcement of additional police recruitment.

A report in August 2020 assessed the data available from the three most recent of those campaign launches.

The recruitment process had numerous steps, starting with registration - involving a list of essential criteria that candidates must be able to meet, followed by on-line tests, the SEARCH national assessment event, in-force interviews and then follow-up steps such as medical, fitness test, biometric tests and vetting procedures, all of which must be passed before a candidate could be offered a position.

It should be noted that each procedure could change slightly from its predecessor, with pass mark thresholds and the requirement for a written application form being two examples of the change type. The present COVID-19 crisis also had its effects, with changes to the way assessment events and interviews were conducted in order to assure safety of functionaries and participants.

For each candidate, the experience of recruitment could vary in duration. Availability for events and speed of response to requests for information are two ways in which the candidate's reaction can hasten or delay the process. The vetting process is a moveable feast for all, depending upon the complexity of a candidate's history and background.

For each campaign, the tables below set out the experience of candidates, grouped by diverse characteristics of sex and ethnicity. To enable comparisons, the South Yorkshire residential population is around 51% female, 11.9% BME and 9.4% VME.

In July 2020, the establishment of SYP police officers is 34.3% female, 5.0% BME and 3.7% VME. Across the police service, 6.9% are VME, while the residential population is 14%.

September 2019 Campaign

In the following table, the 'all applicants' row can act as a benchmark, to show what percentage of candidates tends to pass each step of the process. The following rows serve to highlight any disparities appearing in the experience of candidates and which correlate with gender, ethnicity or skin colour.

Characteristic	Reg'd	Process Step Passed							
		Eligble	BSQ	SJT	Appln	SEARCH	Written Test	Intervw	Joined
All Applicants	1585	1114 (70%)	786 (71%)	649 (83%)	435 (67%)	260 (60%)	206 (79%)	160 (78%)	
GENDER									
Male	907	642 (71%)	444 (69%)	359 (81%)	253 (70%)	147 (58%)	122 (83%)	94 (77%)	
Female	**664**	**460 (69%)**	**332 (72%)**	**280 (84%)**	**173 (62%)**	**104 (60%)**	**84 (81%)**	**66 (79%)**	
Not stated	14	12	10	10	9	9	0	0	
ETHNICITY									
White British	1407	985	698	581	388	235	191	149	
BME	**132**	**95 (72%)**	**65 (68%)**	**47 (72%)**	**34 (72%)**	**17 (50%)**	**13 (76%)**	**10 (77%)**	
White	1451	1014	716	592	395	238	194	152	
VME	**88**	**66 (75%)**	**47 (71%)**	**36 (77%)**	**27 (75%)**	**14 (52%)**	**10 (71%)**	**7 (70%)**	
Not stated	46	34	23	21	13	8	2	1	

When candidate performance is broken down by gender, the benchmark serves quite well. At every stage, the performance of both groups of applicants, males and females, is within 5% of the benchmark figure. The most notable difference here is in how much better male candidates do (70% pass) compared to females (62% pass) at the Application step.

Registrations – Female candidates make up 41.9% of all applicants, well above the establishment ratio of 34.3%. 8.3% of the candidates who registered into the process are of BME background and 5.6% are VME. This is also above the current establishment figures of 5.0% and 3.7% respectively - in itself a reason for optimism. SYP appears to be attracting sufficient candidates to improve the diversity of its workforce ethnicity.

Eligibility – Of the numbers applying to become police officer recruits, between 69% and 75% are able to meet the eligibility requirements. So, between 25% and 31% of all applicants are eliminated before reaching the first test of skills and aptitude because for example they don't have a full driving licence or the necessary academic qualifications. In the September 2019 campaign, the eligibility ratio was lowest among female applicants and highest among the VME group, though all monitored groups are within (+/-) 5% of the all applicants benchmark.

Process Step Disparity – BME candidates achieve results similar to the benchmark (within +/- 5%) in all steps except SJT (-11%) and the SEARCH assessment (-10%). VME candidate performance is much less consistent. For that group benchmark-similar results are achieved in only eligibility and the BSQ on-line test. Otherwise, disparities abound: SJT (-6%), Application (+8%), SEARCH assessment (-8%) and written test (-8%).

It is difficult to explain the disparities but bias may play some part. Concerns around the SJT and SEARCH assessment steps are previously well-documented and these figures add to them.

Of the 160 who passed the interview, 6.3% are BME and 4.4% are VME. Lower than among registrations, indicating some continuing disparity, but above establishment (5.0% and 3.7% respectively). Candidates can still be eliminated after interview, e.g. fitness test or vetting failures.

December 2019 Campaign

Characteristic	Reg'd	Process Step Passed							
		Eligble	BSQ	SJT	Appln	SEARCH	Written Test	Interview	Joined
All Applicants	1513	895 (59%)	549 (61%)	406 (74%)	-	-	-	-	-
GENDER									
Male	927	555 (60%)	334 (60%)	247 (74%)	-	-	-	-	-
Female	**581**	**336 (58%)**	**212 (63%)**	**156 (74%)**	**-**	**-**	**-**	**-**	**-**
Not stated	5	4	3	3	-	-	-	-	-
ETHNICITY									
White British	1339	797	489	362	-	-	-	-	-
BME	**130**	**76 (58%)**	**46 (61%)**	**34 (74%)**	**-**	**-**	**-**	**-**	**-**
White	1379	826	503	371	-	-	-	-	-
VME	**90**	**47 (52%)**	**32 (68%)**	**25 (78%)**	**-**	**-**	**-**	**-**	**-**
Not stated	44	22	14	10	-	-	-	-	-

At time of reporting, this process was complete to only the Situational Judgement Test (SJT) step.

The launch achieved a similar number of registrations to the one before, which was just 3 months prior.

Registrations – 38.4% of candidates registered are female. 8.6% are BME and 5.9% are VME. These are slightly improved proportions to the previous campaign on ethnicity, but contain a fall in the ratio of females.

Eligibility – Just 59%, compared to 70% in the previous campaign, of all applicants met the eligibility requirements. This is partly explained in that all those eliminated early in the previous campaign were allowed to re-apply to this one. In addition, there appears to be a correlation between longer gaps between campaign launches and higher eligibility ratios of applicants. There was an 8-month gap between the previous campaign and the September 2019 launch, which had the highest eligibility results of the three campaigns considered here. Subsequent campaigns have been launched after only 3- and 4-month gaps and applicant eligibility has been lower in both cases.

Process step disparity – Pass rates at the BSQ and SJT on-line tests are also significantly lower (circa 10% less) across the board than in the September 2019 process, which may be partly explained in the same way.

As in the September 2019 process, there is little disparity between males and females. Both groups are within (+/-) 2% of the all candidates benchmark at every step. The same is true of the BME candidate group. However, VME candidates again have far less consistent results, performing better (+7% and +4% respectively) in the BSQ and SJT steps but less well (-7%) at eligibility. These results are quite dissimilar to the VME results in the September 2019 steps, so there is no pattern or trend to be seen except for the continuing inconsistency.

Possible explanations for the disparity around VME candidates include less reliability in the lower sample sizes compared to those in BME, male and female groups.

March 2020 Campaign

Characteristic	Reg'd	Process Step Passed							
		Eligble	BSQ	SJT	Appln	SEARCH	Written Test	Interview	Joined
All Applicants	1384	933 (67%)	617 (66%)	582 (94%)	--	-	-	-	-
GENDER									
Male	905	603 (67%)	397 (66%)	377 (95%)	-	-	-	-	-
Female	**473**	**326 (69%)**	**219 (67%)**	**204 (93%)**	**-**	**-**	**-**	**-**	**-**
Not stated	6	4	1	1	-	-	-	-	-
ETHNICITY									
White British	1188	811	544	522	-	-	-	-	-
BME	**158**	**97 (61%)**	**60 (62%)**	**57 (95%)**	**-**	**-**	**-**	**-**	**-**
White	1255	845	567	534	-	-	-	-	-
VME	**91**	**63 (69%)**	**37 (59%)**	**35 (95%)**	**-**	**-**	**-**	**-**	**-**
Not stated	38	25	13	13	-	-	-	-	-

At time of reporting, this process was complete to only the SJT step.

The campaign achieved a reduced number of registrations compared to the previous one, despite a slightly longer gap of 4 months since the last launch.

Registrations – 34.2% of registrations are female, 11.4% are BME and 6.6% are VME. This continues the pattern, visible in the December 2019 data, of reducing registrations of females. In fact, this figure is lower than the existing SYP female establishment among serving officers (34.3%). On the other hand, the presence of BME and VME people among the registrations continues to rise. The BME ratio here is for the first time within 0.5% of that in the resident population of South Yorkshire.

Eligibility – This campaign's candidates achieved improved eligibility across the board, suggesting a rise in the presence of prepared applicants. At 67%, the ratio of applicants eligible to undertake the process is not quite as high as in the September 2019 campaign, but better than in December 2019.

Process step disparity – Once again, there is little disparity between male and female candidates. Each group performs within (+/-) 2% of the all applicants group. BME candidates have reduced performance (-6%, -4%) in the on-line tests but are also close to benchmark in the application step. VME candidates are more consistent than before in this process, being outside the (+/-) 5% deviation ratio in only the SJT test step (-7%).

Summary Findings Across Latest Campaigns

- Applicant volume appears to be affected detrimentally by the frequency of campaigns. This is perhaps not surprising. However, there is also a notable upturn in overall candidate eligibility and performance after longer gaps between campaigns.

- The ratios of candidates who can meet the eligibility requirements are quite consistent across males and females with both groups tending to fall within (+/-) 2% of the benchmark figure. For BME groups the same is true in the first two campaigns but a disparity of -6% occurs in the March 2020 campaign. However, VME groups fare less consistently, varying by +5%, -7% and +2% across the three campaigns.

- The on-line tests remain a concern for their inconsistent and sometimes unfavourable impact upon BME and VME candidates. This is most apparent in the September 2019 campaign, in which BME candidates achieve -3% and -11% compared to the all candidates benchmark. VME candidates achieve parity and -6%. In more recent campaigns, that effect appears to have diminished, with both groups achieving sometimes positive ratios.

- While the SEARCH assessment has tended to be an unpredictable experience for candidates with diverse backgrounds, BME and VME candidates both achieved significantly below-benchmark results in the September 2019 assessment (-10% and -8% respectively). The later campaigns have moved to an on-line version of the event, with results yet to be received.

- To date, despite the reported inconsistencies, campaigns have generally brought ratios of female , BME and VME candidate passes in excess of their presence in the SYP police officer establishment. So long as this continues, SYP workforce diversity will continue to rise.

Selection for Promotion – Constable to Sergeant

South Yorkshire Police holds one or more selection procedures for constables wishing to advance to the rank of sergeant. The summer 2020 process was evaluated as follows.

At 7th July 2020, there were 1991 SYP constables, a rise of 86 since the process of the previous year, of whom –

Constables – July 2020

Characteristic	Count	% of total
BME	108	5.4%
VME	82	3.8%
Not BME	1883	94.6%
Female	719	36.1%
Male	1272	63.9%
Disclosed a Disability	42	2.1%
Total	**1991**	**100%**

When compared to national averages, SYP is well represented with female officers (35.0% against national average of 31.0%) but under-represented with VME officers (4.1% against national average of 7.3%). Note: proportions of BME/VME and female *officers* vary slightly from those of *constables* (profiled above).

The Pool of Qualified Officers:

An officer is eligible to apply for promotion if they have their OSPRE part 1 and part 2 (no time limit on eligibility) or if they have passed their OSPRE part 1 or NPPF Step 2 within the previous 5 years.

In August 2019, 325 police constables were eligible to apply for selection to sergeant, the vast majority (246) of these holding older OSPRE part 1 and 2 passes. A total of 79 have qualified through the NPPF Step 2 route. This represents a significant drop when compared to the pool size of 460 qualified constables for the 2015 selection process, but a slight rise on the pool (317) of early 2019. The COVID crisis has led to delayed examinations in 2020.

Before the 2020 selection process in SYP, the pool of constables qualified to sergeant rank had declined in number to 228, of whom:

Characteristic	Count	% of total among constables
BME	11	10.2%
VME	10	12.2%
Female	74	10.3%
Total	**228**	**11.5%**

This table shows how disproportionately small numbers of BME and female officers are qualified for promotion to the rank of sergeant compared to the average across all constables. Only the VME proportion is in line with the 11.5% average. That said, disparities are quite small – proportionate ratios would be 83 female and 12 BME officers.

The Pool of Candidates:

The announcement of promotion opportunities drew 53 applications, an increase of 7 on the previous process. Five applications came from officers in other forces, so 48 originated in SYP. At 21.1% of those qualified, the application rate is low, but markedly greater than the last process when just 14% of those qualified applied. The applications were evenly split with 26 applicants holding the NPPF step 2 pass and 27 holding the older OSPRE pass. This continues a foreseeable trend in which applications include an ever-increasing proportion of candidates with the newer qualification. It also suggests the presence among the pool of eligible officers of a large number, probably over 100 individuals, whose qualification is less current and whose confidence to enter future selection processes is likely to be diminishing.

The Pool of Candidates

Characteristic	Count in 2020 process	% of total applic'ns 2020	% of applic'ns in 2nd 2019 process	% of applic'ns in 1st 2019 process	% of applic'ns in 2nd 2018 process	% of applic'ns in 1st 2018 process	% of applic'ns in 2017 process
Female	22	41.5%	23.9%	32.7%	27.6%	25.3%	27.8%
Part-time	7	13.2%	10.9%	4.1%	7.9%	5.3%	5.2%
BME	1	1.9%	4.3%	6.1%	5.3%	8.0%	3.1%
Disability	1	1.9%	2.2%	2.0%	6.6%	1.3%	1.0%
LGBT+	4	7.5%	2.2%	2.0%	1.3%	2.7%	2.1%
Total	53	100%	100%	100%	100%	100%	100%

Female candidates, at 41.5% of the pool of applicants, are well represented when compared to their presence (36.1%) among all constables. This re-establishes a previous trend in which females have an increasing presence in selection procedures and is the highest proportion seen to date.

The pool of applicants includes a high presence of officers with part-time working patterns. Both sexes are represented in this group.

With the exception of the 2nd 2018 process, BME candidates are under-represented among applicants to this process.

Candidates disclosing LGBT+ characteristics have a presence in greater volume here than among all police officers (2.3%). These aspects of representation among the pool of candidates speak well of confidence to disclose and willingness to participate.

One candidate (1.9%) disclosed a disability, a proportion similar to that in the establishment of constables (2.1%).

A departure from previous process was the decision not to hold information events, largely owing to the COVID outbreak. Instead, each candidate received an information pack.

After application and confirmation of eligibility, the next step was to determine which applicants had the confidence and backing of their local managers (see table on next page).

The Pool of Candidates supported by local management:

Characteristic	Count	% of applicants from section	% of all applicants	% of supported candidates
Female	20	90.9%	37.7%	40.8%
Part-time	6	85.7%	11.3%	12.2%
BME	1	100%	1.9%	2.0%
Disability	1	100%	1.9%	2.0%
LGBT+	4	100%	7.5%	8.2%
From other force	3	60%	5.7%	6.1%
Total	49	92.5%	92.5%	100%

Most under-represented groups fared well at the local support stage, with disproportionately high levels of success. The exception was in the applicants from other forces category, of whom two of the five were not supported.

In addition to four candidates who were not supported by local management, a further two withdrew voluntarily, despite having received local management support. One of those is female but there was no other impact on under-represented groups.

The final stage of the process was an interview, which involved a work sample test designed by Professional Standards department staff to test integrity and taking of ownership.

The Pool of Candidates who passed the Interview Stage:

Characteristic	Count	% of applicants from section	% of all successful candidates	# & % of applicants from section who passed in previous 2019 process
Female	16	72.7%	44.4%	9 (81.8%)
Part-time	5	71.4%	13.9%	4 (80%)
BME	0	0%	0%	1 (50%)
Disability	0	0%	0%	1 (100%)
LGBT+	2	50%	5.6%	1 (100%)
From other force	2	40%	5.6%	-
Total	36	67.9%	100%	37 (80.4%)

Findings

In the contexts of ethnicity and disability, this process had disappointing results. Both categories had only a single applicant, and they were both unsuccessful at the interview stage. It is of note that the solitary BME applicant was from a different force. None of the 11 qualified BME officers in SYP applied for the process, which makes confidence in its fairness, at least among that group, questionable.

Among all applicants, the ratio of applicants passing the process was 67.9%. This ratio varies quite widely year on year (between 46% and 80% in just the last two years). Of all under-represented groups, only two – females and part-time workers – achieved results similar to the average level of success by applicants as a whole. Those in categories of BME, disability, LGBT+ and 'other force' categories all fared less well. This is unusual in several regards – past years have seen disproportionately strong results in categories such as LGBT+ and disability. However, for ethnicity and 'other force' applicants,

there is a consistent, continuing pattern of low success. Only two BME individuals have passed a SYP promotion board to the rank of sergeant in the last 5 years (6 processes) monitored.

This is reflected in the current spread of BME and VME officers across the police ranks:

% of SYP police officers who self-define as BME:	**5.0%**

% of SYP constables who self-define as BME:	**5.5%**

**% of SYP constables eligible to apply for promotion
 to sergeant and who self-define as BME:**	**10.2%**

% of SYP sergeants who self-define as BME:	**2.4%**

These figures suggest a blockage in the pipeline of constable to sergeant. The task of qualifying through examination seems not be the issue – BME officers are well represented, albeit in a small pool - but that group is not able, or is disproportionately less able than white British colleagues, to gain success in the selection process in its present form.

Finally, a recurring issue introduced above is the reducing volume of applicants with qualifications, and whether sufficient SYP officers are pursuing NPPF examinations to see the pool of eligible candidates topped up in time to deliver sufficient candidates to meet SYP needs at future processes.

8. **Building upon the staff survey, cultural audit and organisational justice model to unpick our culture and better understand ourselves**

A new objective for 2019-21, this recognises the increasing availability and sophisticated nature of organisational information. Its goal is to chart the institution's features for compatibility with imperatives like public trust, confidence and the public sector equality duty.

In 2020, the organisation carried out a 'listening project'. Members of the workforce were invited to relate their individual experiences of the SYP culture with a view to lessons being learned and cultural change promoted.

Taken together, the stories ranged across a variety of issues. Skin colour, race, language, behaviour – these are matters that people have not wanted recorded or dealt with through formal process.

Some common points arose:

1. People are not always comfortable talking about this material
2. There are gaps in the opportunities taken to educate our people
3. The changing language of our society – some people need to catch up
4. We should seek constantly to repeat, reinforce and press home our values and required standards of behaviour

In November 2020 new workstreams were announced by the Organisational Development and Culture section, including a celebration calendar to promote awareness and in-force activity. Also, an inclusive language campaign. Arising out of the listening project, this reflects how rapidly language in the ED&I field evolves yet how little guidance officers and staff have previously received around professional use of terminology and its impact if used with ignorance.

9. Workforce Representation

The following figures cover the 3rd Quarter (October to December) 2020-21, the latest available.

National Picture – England & Wales
(From the March 2020 bulletin published by National Statistics at the Home Office)

On 31st March 2019, 8329 police officers across England and Wales identified as VME. This is a proportion of 6.9%, a rise of 478 individuals on the previous year, when the proportion was 6.6%. The ratio has risen consistently by +0.2/0.3% per annum in recent years.

By 31st March 2020, that VME total has risen to 9174, which is 7.3% of the total and a rise of 0.4%.

In the 2011 census, (now out of date – probably significantly higher) the VME population of England and Wales was 14%.

On 31st March 2020, 31% of all police officers in England and Wales are female, a rise of 1.0% from 2019.

Individual Forces

The 2020 bulletin states the three forces with highest proportions of VME officers are:

Metropolitan Police 15% - but a resident population of 40% VME (according to the 2011 census, which will now be incorrect – likely to be significantly higher)

West Midlands Police 12% - but a resident population of 30% VME (as above)

Bedfordshire Police 10% - but a resident population of 23% VME (as above)

North Wales Police and Cumbria Police have the lowest proportions of VME officers (1.0%) but a resident population of 3.0% or less.

A sample of other forces from the same (2020) bulletin:

Force	No of VME Officers	Establishment	VME Proportion (%)	Resident VME Population (2011)
Greater Manchester Police	591	6922	8.5%	16.2%
Humberside Police	35	2000	1.8%	4.0% approx.
Lancashire	139	3054	4.6%	10.0%
North Yorkshire Police	31	1507	2.1%	4.0%
South Yorkshire Police	**101**	**2640**	**3.8%**	**9.4%**
West Yorkshire Police	332	5449	6.1%	18.2%

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 as well as categories with skin colour other than white. 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. This category is sometimes referred to as 'people of colour'.

LGBT+ (Lesbian, Gay, Bisexual, Transgender +) – The sum of people who have disclosed a sexual orientation other than heterosexual and/or who identify as trans.

SYP WORKFORCE

Quarter 3 2019-20 – 12 months ago

Section	Head count:	Quarter 3 2019-20				
		% Female	% BME	% VME	% identify as LGBT+	% disclosed Disability
Police Officers	2472	835 (33.8%)	122 (4.9%)	94 (3.8%)	51 (2.1%)	39 (1.6%)
Police Staff	2581	64.3%	4.1%	3.1%	1.6%	3.0%
Specials	122	23.8%	7.4%	4.9%	4.9%	3.3%
Volunteers	131	55.7%	3.8%	2.3%	3.8%	3.1%
Total	**5306**	**2597 (48.9%)**	**243 (4.6%)**	**184 (3.5%)**	**103 (1.9%)**	**125 (2.4%)**

Quarter 2 2020-21 – 3 months ago

Section	Head count:	Quarter 2 2020-21				
		% Female	% BME	% VME	% identify as LGBT+	% disclosed Disability
Police Officers	2640	923 (35.0%)	132 (5.0%)	101 (3.8%)	68 (2.6%)	57 (2.2%)
Police Staff	2563	65.0%	4.6%	3.4%	1.9%	3.2%
Specials	132	25.8%	9.8%	6.1%	6.8%	1.5%
Volunteers	129	53.5%	4.7%	3.1%	3.1%	2.3%
Total	**5464**	**2691 (49.2%)**	**268 (4.9%)**	**200 (3.7%)**	**129 (2.4%)**	**145 (2.7%)**

Quarter 3 2020-21 – present

Section	Head count:	Quarter 3 2020-21				
		% Female	% BME	% VME	% identify as LGBT+	% disclosed Disability
Police Officers	2679	949 (35.4%)	131 (4.9%)	101 (3.8%)	70 (2.6%)	61 (2.3%)
Police Staff	2593	64.9%	4.5%	3.4%	1.9%	3.1%
Specials	124	26.6%	9.7%	6.5%	7.3%	1.6%
Volunteers	122	53.3%	4.9%	3.3%	2.5%	2.5%
Total	**5518**	**2730 (49.5%)**	**265 (4.8%)**	**200 (3.6%)**	**131 (2.4%)**	**147 (2.7%)**

The workforce has grown again and by over 50 people in the last 3 months of 2020. Most of that rise has been in the acquisition of recruit police officers. There has been a smaller growth in police staff, while numbers of both specials and volunteers are declining.

With the raised workforce totals, proportions of people with under-represented characteristics show some growth in the last three months. One exception is BME officers and staff, which have a net loss of three individuals across the whole workforce and one amongst police officers, which has reduced

the BME officer ration by 0.1%, back to 4.9%. Also among police officers, the ratio of female officers has climbed once again (+0.4%) to yet another new peak of 35.4%.

After a rise last quarter there is a plateau in the proportion of people who identify as LGBT+. This figure reflects a response rate of 41.0% of the whole workforce, which is up again on last quarter. Disclosures of disability have remained steady at 2.7% of the workforce.

Religion & Belief by Workforce Section

Religion or Belief	Police Officers	Police Staff	Special Constables	Volunteers	Total
Buddhism	1	1	0	0	2
Christianity	898	873	44	63	1878
Hinduism	2	8	0	0	10
Islam	22	14	5	2	43
Jehovah Witness	0	1	0	0	1
Judaism	0	0	0	0	0
Sikhism	5	4	1	0	10
No Religion	710	601	46	30	1387
Other	3	8	0	2	13
Prefer not to say	121	121	9	9	260
No Response	917	962	19	16	1914
					5518

This quarter, there is another substantial rise in numbers of people identifying as of no religion, though Christianity remains the faith disclosed most by a considerable margin. The figures indicate another rise in the response rate to 65.3%.

POLICE OFFICERS BY RANK – HEADCOUNT

Quarter 3 2019-20 – 12 months ago

Rank (inc. Temporary)	Head Count:	Quarter 3 2019-20			
		% Female	% BME	% VME	% with Disability
Chief Officers	5	20%	0%	0%	0%
Ch Supt	8	25%	0%	0%	0%
Supt	20	40%	5%	5%	0%
Ch Insp	37	32.4%	0%	0%	0%
Inspector	112	25.9%	6.3%	6.3%	0.9%
Sergeant	331	26.0%	2.7%	1.8%	0.9%
Constable	1959	35.6%	5.4%	4.1%	1.8%
TOTAL	**2472**	**835 (33.8%)**	**122 (4.9%)**	**94 (3.8%)**	**39 (1.6%)**

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

Quarter 3 2020-21 - Present

Rank (inc. Temporary)	Head Count:	Quarter 3 2019-20			
		% Female	% BME	% VME	% with Disability
Chief Officers	5	20%	0%	0%	0%
Ch Supt	10	40%	0%	0%	0%
Supt	18	27.8%	5.6%	5.6%	0%
Ch Insp	40	30%	0%	0%	0%
Inspector	129	32.6%	6.2%	5.4%	1.6%
Sergeant	368	25.5%	2.7%	2.2%	1.1%
Constable	2109	37.5%	5.3%	4.0%	2.6%
TOTAL	2679	949 (35.4%)	131 (4.9%)	101 (3.8%)	61 (2.3%)

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

Key areas of representation across the ranks:

After a climb last quarter, the proportions of BME and VME officers have reverted to the same ratios of 12 months ago - 4.9% for BME and 3.8% for VME categories. The ratio for female officers has risen once again to 35.4%, the highest yet achieved in SYP.

Despite identical representation, a noticeable difference between the present spread of BME and VME officers and that of 12 months ago, is that a slightly greater proportion are now in supervisory and managerial ranks.

Among female police officers, representation is spread with some evenness across the ranks. Females occupy not less than 20% of positions in every rank category and the trend is of a steady rise across the range. The female presence at the rank of chief superintendent has risen to a new high of 40.0%. While there is still work to do around female representation, these figures are far less disproportionate than those around ethnicity and disability.

BME/VME officers have an abiding absence in the two highest rank categories. Minority ethnic presence is over-concentrated in constable and inspector ranks (detective and uniform). Under-representation among sergeants remains significant.

Detectives

Quarter 3 2019-20 – 12 months ago

Rank (inc. Temporary)	Head Count:	Quarter 3 2019-20			
		% Female	% BME	% VME	% with Disability
Det Ch Supt	1	0%	0%	0%	0%
Det Supt	8	50.0%	12.5%	12.5%	0%
Det Ch Insp	15	26.7%	0%	0%	0%
Det Inspector	33	33.3%	6.1%	6.1%	0%
Det Sergeant	105	37.1%	1.9%	1.0%	0%
Det Constable	389	44.7%	5.4%	4.4%	0.3%
TOTAL	551	232 (42.1%)	26 (4.7%)	21 (3.8%)	1 (0.2%)

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

Quarter 3 2020-21 - Present

Rank (inc. Temporary)	Head Count:	Quarter 3 2019-20			
		% Female	% BME	% VME	% with Disability
Det Ch Supt	1	0%	0%	0%	0%
Det Supt	7	28.6%	14.3%	14.3%	0%
Det Ch Insp	18	38.9%	0%	0%	0%
Det Inspector	43	41.9%	4.7%	4.7%	2.3%
Det Sergeant	116	37.9%	2.6%	1.7%	0%
Det Constable	359	46.5%	4.2%	3.6%	0.6%
TOTAL	**544**	**238 (43.8%)**	**21 (3.9%)**	**18 (3.3%)**	**3 (0.6%)**

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

This table shows how diversity in the detective ranks differs from that in police officer roles as a whole. The prevalence of female officers is notably higher in all ranks up to and including superintendent. BME and VME officers are again present in lower proportions than a year ago. The same dearth of minority ethnic officers as among all police officers is present at sergeant and chief inspector. The low but slowly rising presence of officers who have disclosed a disability is also notable.

POLICE STAFF

Quarter 1 2020-21 – 6 months ago

Pay Grade	Head Count:	Quarter 1 2020-21			
		% Female	% BME	% VME	% with Disability
PCC & Execs	27	74.1%	0%	0%	4.0%
Band G-H	84	66.7%	8.3%	6.0%	4.8%
Band E-F	261	49.4%	5.7%	4.2%	1.9%
Band C-D	1475	61.2%	4.2%	3.3%	2.8%
Band A-B	664	78.6%	4.2%	3.0%	3.6%
Apprentice	5	80.0%	0%	0%	40.0%
TOTAL	**2516**	**1634 (64.9%)**	**112 (4.5%)**	**85 (3.4%)**	**78 (3.1%)**

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

Quarter 3 2020-21 – Present

Pay Grade	Head Count:	Quarter 3 2020-21			
		% Female	% BME	% VME	% with Disability
PCC & Execs	27	70.4%	3.7%	0%	7.4%
Band G-H	74	64.9%	6.8%	4.1%	4.1%
Band E-F	276	49.3%	6.2%	4.7%	1.8%
Band C-D	1494	61.0%	4.1%	3.1%	2.8%
Band A-B	704	79.1%	4.3%	3.3%	4.0%
Apprentice	5	20%	0%	0%	0%
Regional	13	92.3%	7.7%	7.7%	7.7%
TOTAL	**2593**	**1683 (64.9%)**	**116 (4.5%)**	**87 (3.4%)**	**81 (3.1%)**

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

This quarter sees a rise in police staff numbers. Notable patterns include a drop in numbers at grades G-H and increase at grades A-B. Female representation has plateaued at 64.9% of all police staff. BME and VME numbers have risen but only in proportion to the growth in this section of the workforce.

BME and VME groups have lower proportions generally than among police officers, though there is a continuing elevation of BME/VME staff in grades above D. Greater proportions of police staff than officers (3.1% > 2.7%) have disclosed disabilities.

RECRUITMENT

Whole Workforce

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%)**

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

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%)**

Quarter 1-4 2019-20

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	256	108 (42.2%)	13 (5.1%)	7 (2.7%)	11 (4.3%)
Police Staff	323	205	21	20	15
Specials	35	14	5	3	0
Volunteers	46	24	2	1	2
Total	**660**	**351 (53.2%)**	**41 (6.2%)**	**31 (4.7%)**	**28 (4.2%)**

Quarter 1 2020-21 – 6 months ago

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	81	28 (34.6%)	7 (8.6%)	6 (7.4%)	3 (3.7%)
Police Staff	74	44	5	4	5
Specials	10	5	1	1	0
Volunteers	0	0	0	0	0
Total	**165**	**77 (46.7%)**	**13 (7.9%)**	**11 (6.7%)**	**8 (4.8%)**

Quarter 2 2020-21 – 3 months ago

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	155	69 (44.5%)	10 (6.5%)	8 (5.2%)	8 (5.2%)
Police Staff	108	64	11	8	8
Specials	18	8	4	2	0
Volunteers	0	0	0	0	0
Total	**281**	**141 (49.8%)**	**25 (8.9%)**	**18 (6.4%)**	**16 (5.7%)**

Quarter 3 2020-21 - Latest

Section	Total Recruited	Female	BME	VME	With Disability
Police Officers	79	35 (44.3%)	2 (2.5%)	2 (2.5%)	3 (3.8%)
Police Staff	76	41	5	3	2
Specials	4	1	0	0	0
Volunteers	0	0	0	0	0
Total	**159**	**77 (48.4%)**	**6 (3.8%)**	**5 (3.1%)**	**3 (1.9%)**

Diversity in overall recruitment is reduced in all aspects this quarter when compared to the one before. Female officers have a lower presence at 44.3% and BME/VME recruitment among police officers and police staff is reduced, having fallen below establishment ratios. There are fewer disclosures of disability among new officers and staff too.

POLICE OFFICER RECRUITMENT

Previous years

Police Officers	Total Recruited	Female	BME	VME	With Disability
2016-17	**181**	**61 (33.7%)**	**8 (4.4%)**	**8 (4.4%)**	**3 (1.7%)**
2017-18	**211**	**82 (38.9%)**	**14 (6.6%)**	**10 (4.7%)**	**5 (2.4%)**
2018-19	**108**	**27 (25.0%)**	**10 (9.3%)**	**6 (5.6%)**	**2 (1.9%)**

Police Officers 2019-20	Total Recruited	Female	BME	VME	With Disability
Q1	25	8 (32.0%)	3 (12.0%)	3 (12.0%)	1 (4.0%)
Q2	88	41 (46.6%)	5 (5.7%)	1 (1.1%)	4 (4.5%)
Q3	69	31 (44.9%)	4 (5.8%)	3 (4.3%)	2 (2.9%)
Q4	74	28 (37.8%)	1 (1.4%)	0 (0%)	4 (5.4%)
Total	**256**	**108 (42.2%)**	**13 (5.1%)**	**7 (2.7%)**	**11 (4.3%)**

Police Officers 2020-21	Total Recruited	Female	BME	VME	With Disability
Q1	81	28 (34.6%)	7 (8.6%)	6 (7.4%)	3 (3.7%)
Q2	155	69 (44.5%)	10 (6.5%)	8 (5.2%)	8 (5.2%)
Q3	79	35 (44.3%)	2 (2.5%)	2 (2.5%)	3 (3.8%)
Q4					
Total	**315**	**132 (41.9%)**	**19 (6.0%)**	**16 (5.1%)**	**14 (4.4%)**

The acceleration in recruitment is evident. Over 100 recruit police officers are joining the workforce each quarter. 2020-21 is also seeing above-establishment recruitment of officers in all the monitored diversity categories, though the presence of BME/VME officers among recruits in the third quarter is lower than in earlier quarters of this year.

LEAVERS

Whole Workforce

Previous years

Year	Total Leavers	Female	BME	VME	With Disability
2017-18	**590**	**232 (39.3%)**	**39 (6.6%)**	**29 (4.9%)**	**18 (3.1%)**
2018-19	**631**	**281 (44.5%)**	**31 (4.9%)**	**21 (3.3%)**	**17 (2.7%)**

Quarter 1-4 2019-20

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	198	57 (28.8%)	10 (5.1%)	6 (3.0%)	7 (3.5%)
Police Staff	297	157	9	9	10
Specials	59	21	6	3	4
Volunteers	43	30	2	2	1
Total	**597**	**265 (44.4%)**	**27 (4.5%)**	**20 (3.4%)**	**22 (3.7%)**

Quarter 1 2020-21

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	35	10 (28.6%)	1 (2.9%)	1 (2.9%)	0 (0%)
Police Staff	149	85	6	4	7
Specials	7	5	1	1	1
Volunteers	3	3	0	0	0
Total	**194**	**103 (53.1%)**	**8 (4.1%)**	**6 (3.1%)**	**8 (4.1%)**

Quarter 2 2020-21

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	57	17 (29.8%)	4 (7.0%)	4 (7.0%)	0 (0%)
Police Staff	63	33	7	7	4
Specials	9	6	1	1	0
Volunteers	4	1	0	0	0
Total	**133**	**57 (42.9%)**	**12 (9.0%)**	**12 (9.0%)**	**4 (3.0%)**

Quarter 3 2020-21

Section	Total Leavers	Female	BME	VME	With Disability
Police Officers	40	9	3	2	0
Police Staff	46	24	5	3	2
Specials	12	2	1	0	0
Volunteers	8	4	0	0	0
Total	**106**	**39 (36.8%)**	**9 (8.5%)**	**5 (4.7%)**	**2 (1.9%)**

Across the last three years, leavers have tended to number around 600 per year, or 150 per quarter. So far, 2020-21 seems to be following that trend.

In 2017-18, total leavers outweighed total recruitment 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 persisted. Leavers outweighed total recruitment again, 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.

2019-20 saw the pattern abate and begin to reverse. Total recruitment began to exceed leavers.

In 2020-21, the pattern of growth continues. Leavers are outnumbered by joiners, but the diversity of leavers has advanced beyond establishment figures. In quarter 1, 53.1% of all leavers were female and in quarter 3, 8.5% are BME.

POLICE OFFICER LEAVERS

Previous years

Police Officers	Total Leavers	Female	BME	VME	With Disability
2016-17	**198**	**49 (24.7%)**	**9 (4.5%)**	**7 (3.5%)**	**8 (4.0%)**
2017-18	**262**	**79 (30.2%)**	**17 (6.5%)**	**11 (4.2%)**	**5 (1.9%)**
2018-19	**189**	**41 (21.7%)**	**7 (3.7%)**	**6 (3.2%)**	**6 (3.2%)**

Police Officers 2019-20	Total Leavers	Female	BME	VME	With Disability
Q1	47	15 (31.9%)	2 (4.3%)	0 (0%)	1 (2.1%)
Q2	55	17 (30.9%)	3 (5.5%)	3 (5.5%)	0 (0%)
Q3	47	15 (31.9%)	2 (4.3%)	1 (2.1%)	5 (10.6%)
Q4	49	10 (20.4%)	3 (6.1%)	2 (4.1%)	1 (2.0%)
TOTAL	**198**	**57 (28.8%)**	**10 (5.1%)**	**6 (3.0%)**	**7 (3.5%)**

Police Officers 2020-21	Total Leavers	Female	BME	VME	With Disability
Q1	35	10 (28.6%)	1 (2.9%)	1 (2.9%)	0 (0%)
Q2	57	17 (29.8%)	4 (7.0%)	4 (7.0%)	0 (0%)
Q3	40	9 (22.5%)	3 (7.5%)	2 (5.0%)	0 (0%)
Q4					
TOTAL	**132**	**36 (27.3%)**	**8 (6.1%)**	**7 (5.3%)**	**0 (0%)**

In 2018-19, the net reduction in SYP police officer numbers was (-81). However, the diversity of leavers was markedly lower than that of recruits in 2018-19 or of the 2017-18 leavers. Consequently, 2018-19 saw 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.

The profile for leaving officers in 2019-20 showed raised proportions of female, BME and disabled officers when compared to the previous year. There was a slightly reduced ratio of VME officers. Otherwise, the figures fall within the limits of our experience across the last three years.

Across the whole of 2019-20, recruitment outweighed leavers by (+58). There was growth of female (+51) and BME officers (+3) but for VME officers the total recruited (+7) is matched by the leavers (-7) bringing a plateau for the year.

In the first three quarters of 2020-21, VME and BME leavers exceed the establishment ratios and despite improved recruitment, the losses are now outstripping the gains.

The following table illustrates VME/BME ratios among police officers and the workforce as a whole across a five year period. Figures for 2016 are incomplete owing to a change in monitoring systems. The table indicates a slow but steady increase, year on year, in all sections of the workforce, with highest ratios consistently present among police officers.

	2016	*2017*	*2018*	*2019*	*2020*
BME Officers	4.5%	4.6%	4.7%	4.9%	4.9%
BME Staff		4.0%	3.7%	4.1%	4.5%
BME SYP Total		4.3%	4.3%	4.6%	4.8%
VME Officers	3.5%	3.6%	3.7%	3.8%	3.8%
VME Staff	2.7%	3.0%	2.8%	3.1%	3.4%
VME SYP Total	3.3%	3.3%	3.2%	3.5%	3.6%

10. The Equality Hub and Diverse Staff Support Associations

Launched in 2019, the Equality Hub is an umbrella meeting bringing together representatives of the organisation's many diverse staff support associations, trades unions and Police Federation. As such it acts as a co-ordinating body, form of governance and consultation platform for issues of policy, strategy, inclusion and organisational culture.

The Equality Hub has an Assistant Chief Constable from the Senior Command Team as its patron, and links in to the Diversity, Confidence and Equality Board.

In 2020, the Equality Hub's activity has been affected by the Covid-19 pandemic and has been obliged to adapt to new forms of virtual meeting. Nevertheless, attendance has not diminished and plenty of new business has been discussed.

- Work is underway to launch a new association for black and minority ethnic officers and staff. Interest was gauged via intranet notices and email contact. After a strong response a number of planning meetings have taken place and a small core group of enthusiastic individuals recruited to drive towards a launch.

- The Equality Hub now has a brochure with logos for each of its component associations. This is to be used to advertise the purpose of the meeting but also as a positive action initiative – Several members of the various associations are now being used routinely as part of SYP recruiting events as inspirational speakers and prospective role models. The brochure is one illustration of the existing diversity in the workforce, the available support and it is hoped will encourage a sense of inclusion and belonging for all people who have diverse backgrounds.

- At its latest meeting, December 2020, Equality Hub members were consulted upon and gave their support to the following new initiatives:
  o A wellbeing 'passport' – a form of personal record that can accompany people with agreed reasonable adjustments throughout their careers so that they do not have to keep repeating bureaucratic procedures to gain adjustments in each new workplace
  o A series of virtual positive action events in January 2021 using Equality Hub members as diverse speakers and presenters
  o Plans to refresh the SYP Equality Strategy for April 2021 onwards.