

Thames Valley Police

Equality & Diversity Monitoring Report 2011

Police Forces are required in accordance with Section 149(1) of the Equality Act 2010 to publish, by 31st January 2012, data to demonstrate the Force's compliance with the Public Sector Equality Duty.

The Equality Duty requires Forces to:

1. Eliminate Discrimination
2. Advance Equality of Opportunity, and
3. Foster good relations between persons who share a relevant characteristic and persons who do not share it.

Relevant characteristics determined by the Act are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex (Gender)
- Sexual Orientation

The following data is collated and published to inform appreciation of where improvements on Equality & Diversity issues are required, and to show where the Force is getting things right. All data presents the position of the Force as on 31st March 2011 (the end of the financial year 2010-11).

The Act does not prescribe data that is required to be published. Many public bodies do not record data to monitor equality of opportunity or service provision to enable analysis against each of the 9 relevant characteristics. Current monitoring data is to contribute to the determination and publication of one or more 4-year Equality Objectives for Thames Valley Police by 6th April 2012. These objectives are likely to include improvements to the collation and publication of Equality and Diversity related data in future monitoring reports.

Hugh Matthews

Chief Inspector

Equality & Diversity Unit

Thames Valley Police

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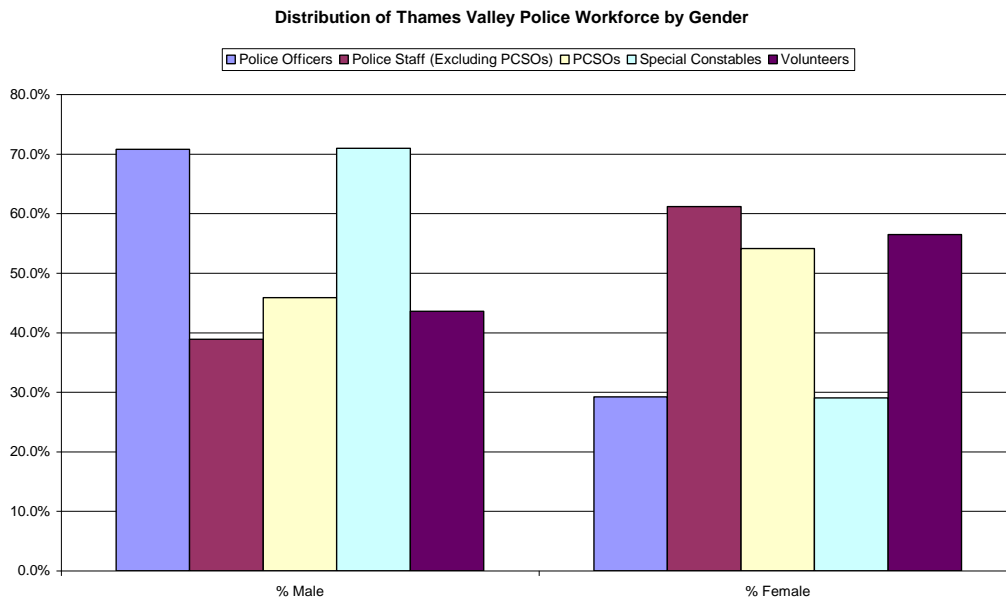
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Police Workforce Characteristics

The number of people working for Thames Valley Police (TVP) on 31 March 2011 is shown below.

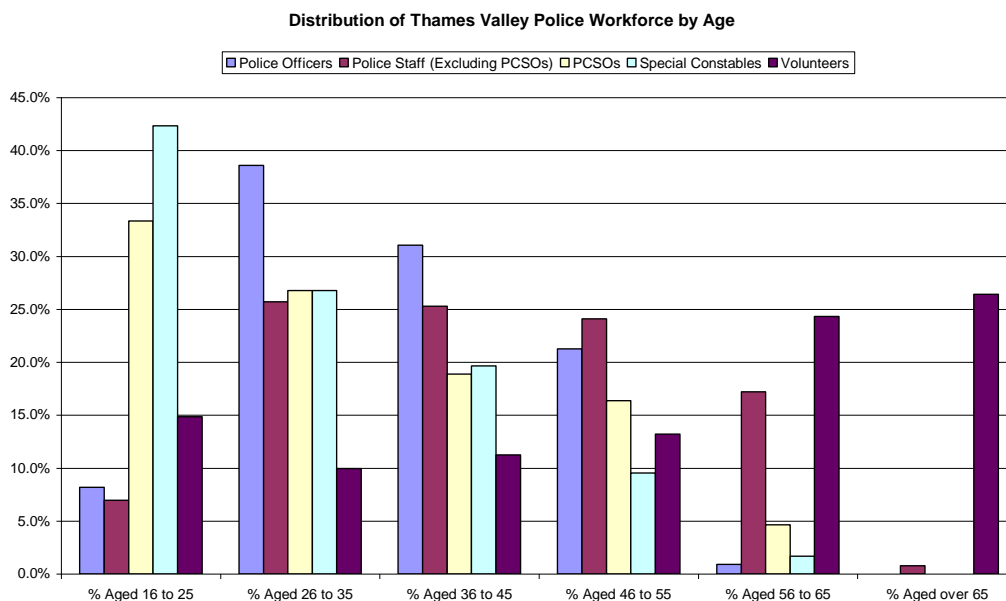
Police Officers	Police Staff Excl. PCSOs	PCSOs	Special Constables	Volunteers
4453	3168	519	534	613

Chart 1: TVP Workforce by Gender



Just over 70% of Police Officers and Special Constables are male. Police staff, Police Community Support Officers (PCSOs) and volunteers have a greater percentage of females.

Chart 2: TVP Workforce by Age

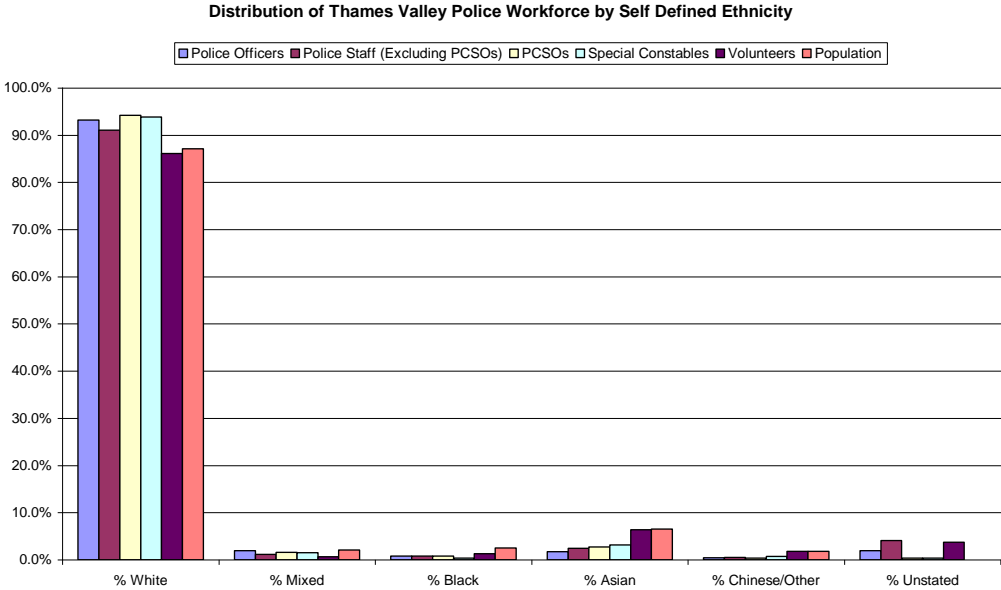


The age distributions of each element of the policing family vary substantially. Many Police Officers join the service after university or as a change of career and, linked with the minimum age requirements, this may explain the low numbers in the 16 to

25 age group. Officers can retire on a full pension after 30 years service, which is why there are few officers aged 56 to 65. Low numbers of police staff in the 16 to 25 age group are probably explained by the higher numbers remaining in full time education. Relatively high numbers of PCSOs in the 16 to 25 age group may be partially attributable to the fact that Thames Valley first recruited PCSOs in 2003/04, with a large expansion in the numbers occurring in 2007/08, many of whom were in the younger age group.

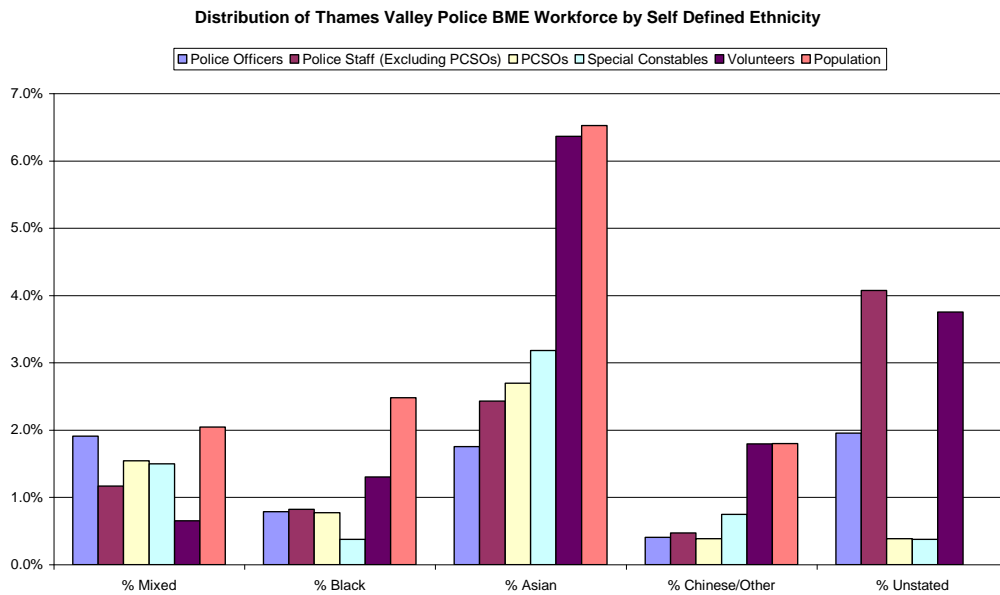
Many people join the special constabulary as a means of contributing to society and potentially with an eye to joining the police service later in life. With an expectation of a minimum of four hours service each week, this is something that those in further education can take part in as much as anyone else. The numbers in each age group reduce as some join the regular service, others find their careers and family life demanding more time such that they are unable to meet the requirements of staying within the special constabulary. Volunteers generally come from the other end of the age spectrum, with more than 50% of them being aged 56 and over. Many of these are active people who have finished their formal working life but still wish to contribute to their local communities.

Chart 3: TVP Workforce by Ethnic Group



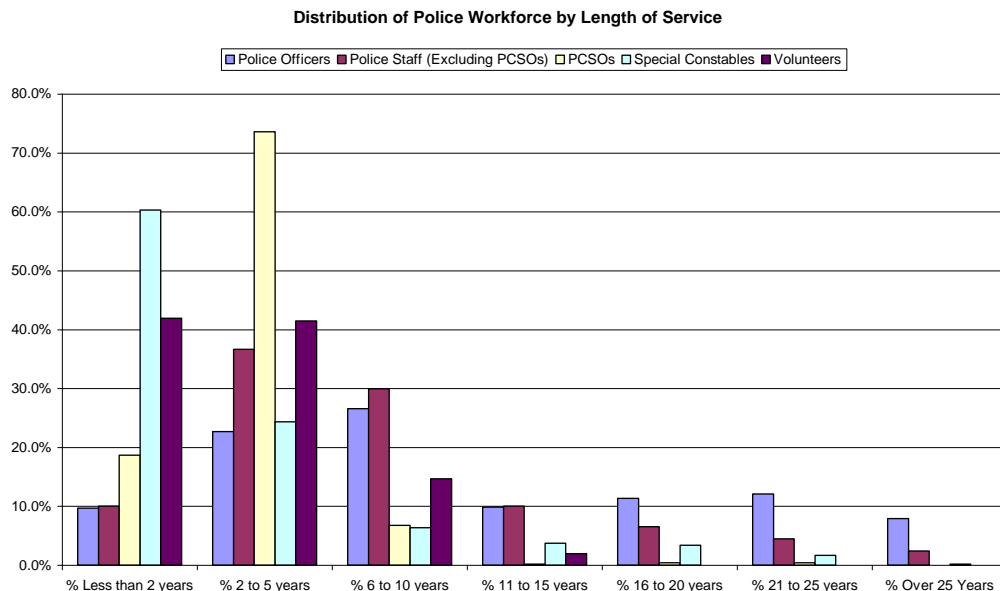
The chart shows that most people in the police service come from a white background, and that volunteers most closely represent the ethnic profile within the Thames Valley area.

Chart 4: TVP BME Workforce by Ethnic Group



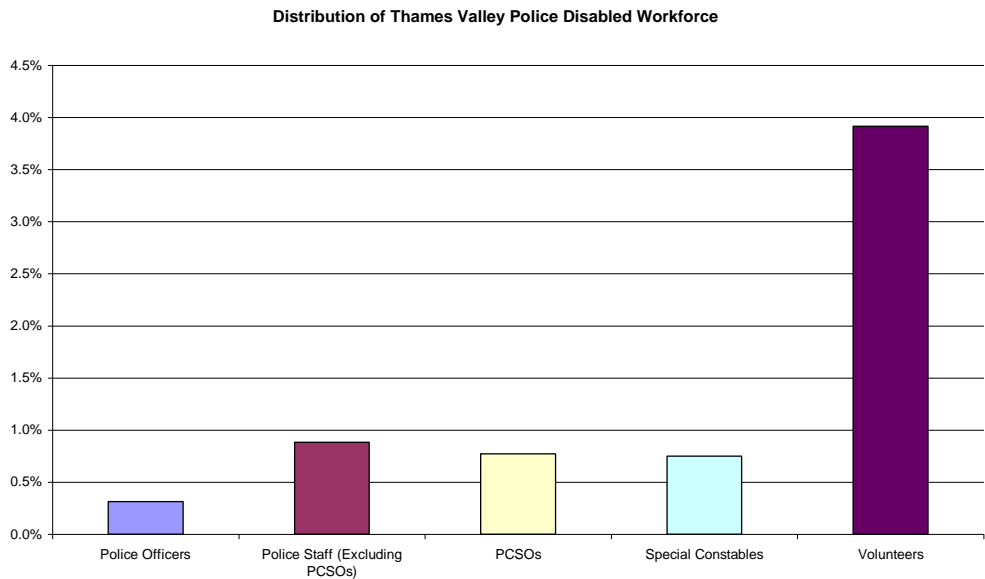
A closer examination of the ethnic mix of the workforce and population once those from a white background are excluded shows that ethnic minority communities are under represented across the police family with the exception of volunteers. Whilst the representation of Police Officers will change slowly as for most it is a career for life, this cannot be said for police staff, PCSOs and Special Constables where there is a much greater turnover of staff.

Chart 5: TVP workforce by Length of Service



The length of service profile for Police Officers shows that being a police officer is a long-term career choice, with the highest numbers of officers being in the two to five years and six to ten years service groups – a reflection of the growth in officer numbers over the last 10 years. The profile for PCSOs reflects the large expansion of this role in Thames Valley in 2007/08, while the profile for Special Constables shows the recruiting that has taken place over the last couple of years. The profile for volunteers reflects their relatively recent introduction in the police service.

Chart 6: TVP Workforce Declared Disabled



Disability is measured as those recorded on the 'Peoplesoft' personnel system who are flagged as having declared a disability.

There is a total of 74 staff who has declared a disability; mainly police staff (28) and volunteers (24).

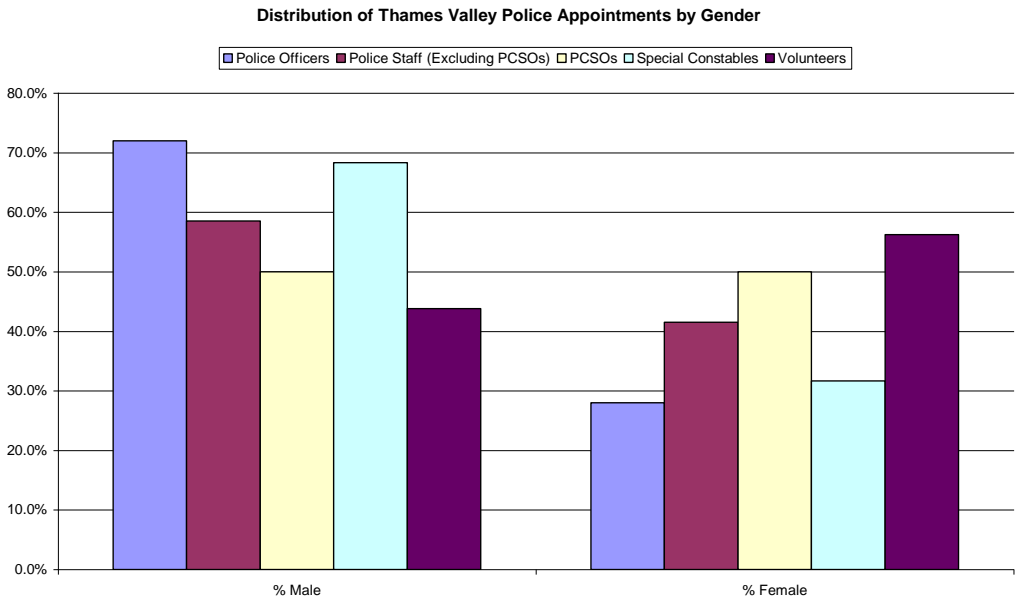
Volunteers have the highest representation of people who have declared a disability at just fewer than 4%. As many disabilities occur later in life, and volunteers tend to be older this is not unexpected. Police Officers with less than 0.5% have the lowest declaration percentage with other staff having less than a 1% declaration rate.

Appointments to Police Workforce

881 people joined TVP in 2010/11. There are a number of factors which have affected appointments during 2010/11. Recruitment for police officer and police staff roles was suspended during the year in anticipation of both the reduced funding from central government and internal re-organisation. During this period there was increased recruitment of special constables. An additional factor that impacted on police staff recruitment was the merger of the ICT departments of TVP and Hampshire Constabulary, with the Hampshire ICT department coming under the management of TVP.

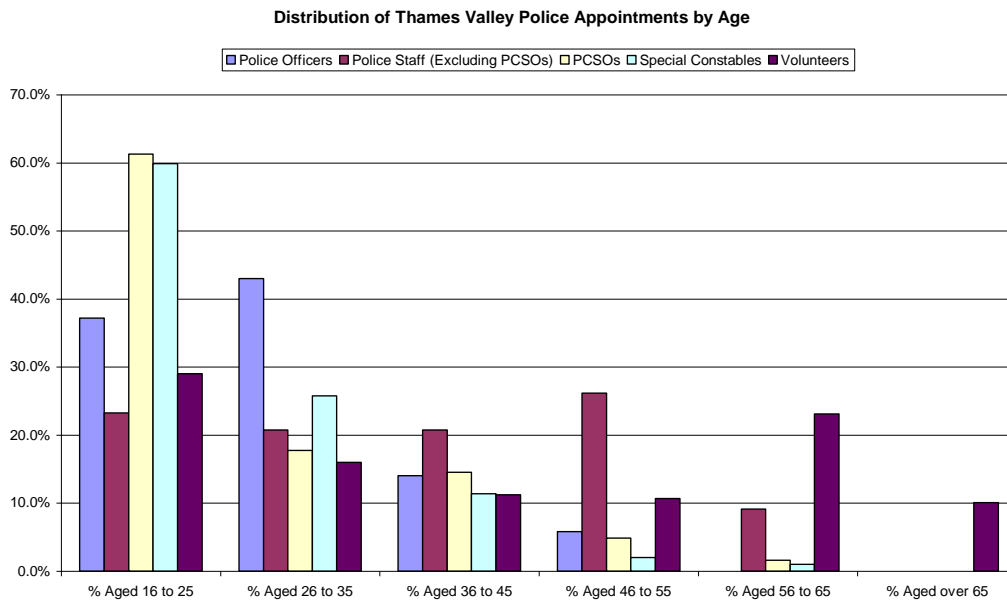
Police Officers	Police Staff Excl. PCSOs	PCSOs	Special Constables	Volunteers
207	241	62	202	169

Chart 7: TVP Appointments by Gender



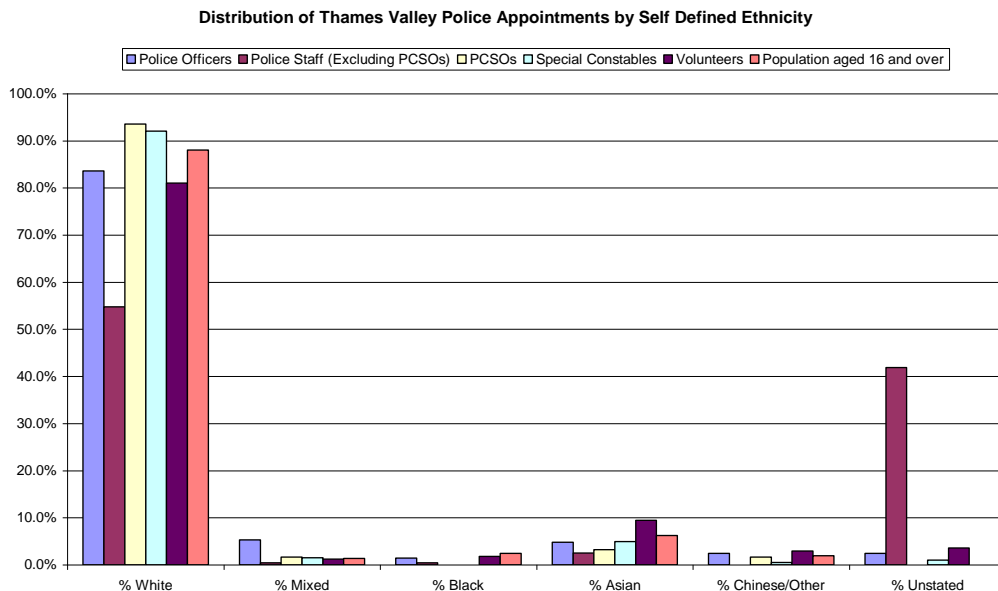
A greater number of males than females were appointed as Police Officers and Special Constables. A contributory factor for Police Officers may have been the higher proportion of transferees from other forces (recruitment of transferees was not suspended) than would have been seen in recent years.

Chart 8: TVP Appointments by Age



The age profile for police officer appointments shows that the majority are aged under 35, and that there were no appointments for anyone aged over 55. Appointments of police staff are broadly similar across the age groups with the exception of those aged 56 to 65 which run at half the level of the other age groups. The majority of PCSO and special constable appointments were amongst those aged between 16 and 25. Over 10% of volunteers were over 65 when appointed with just under 25% in the 56 to 65 year age group. The largest number of volunteer appointments (just under 30%) came in the 16 to 25 year age group.

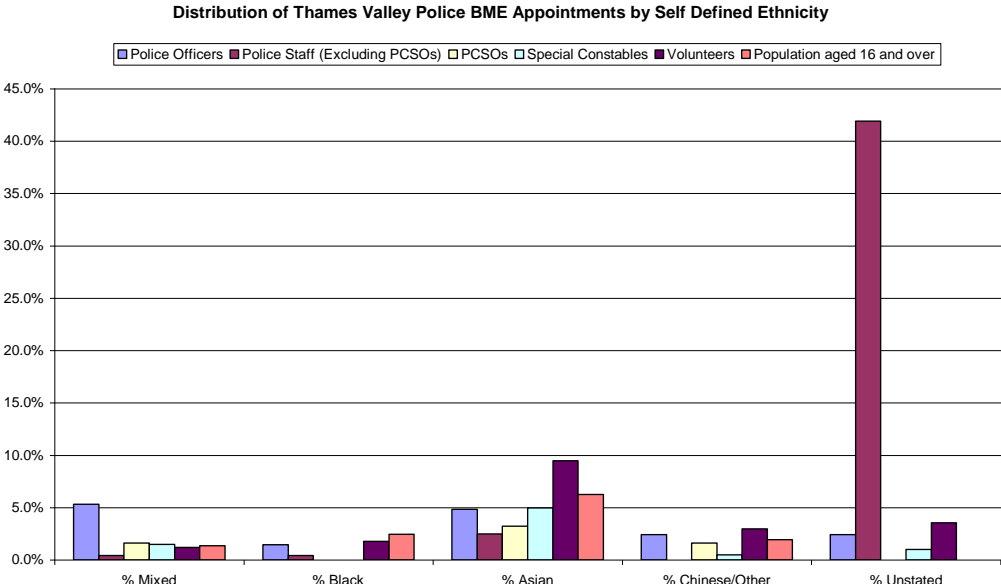
Chart 9: TVP Appointments by Ethnic Group



The proportion of Police Officers and volunteers from a BME background who joined TVP during 2010/11 was greater than the proportion of people from a BME background in the population aged over 16, while PCSOs and Special Constables were comparatively more likely to be appointed from a white background.

The number of police staff joining Thames Valley where the ethnicity was unstated was high. This was attributable to the staff joining from Hampshire Constabulary ICT department. The information supplied by Hampshire did not include ethnicity.

Chart 10: TVP BME Appointments by Ethnic Group



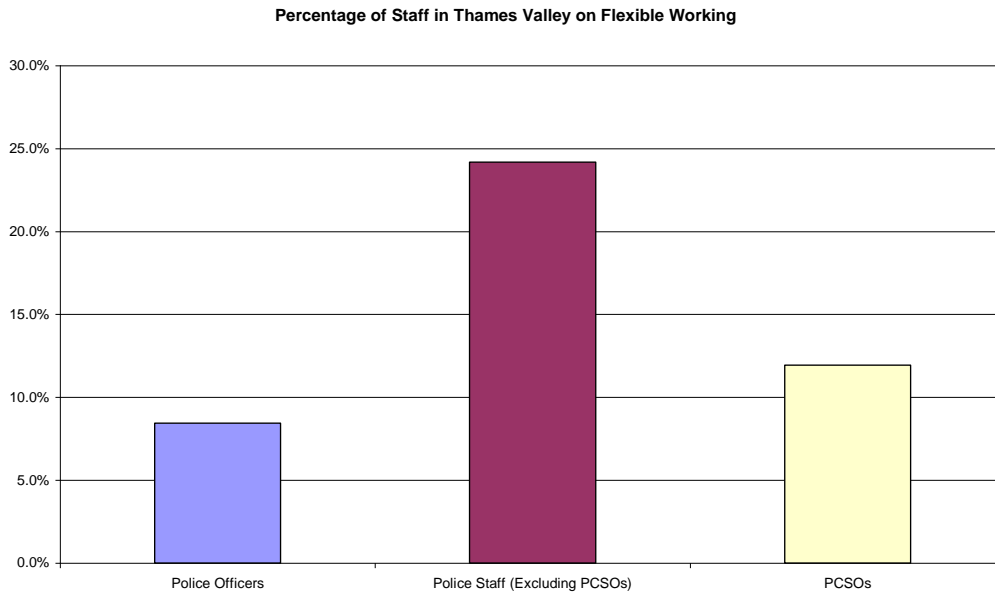
It is clear that in 2010/11 Thames Valley appointed a greater proportion of officers of a mixed ethnic background than can be found in the population of Thames Valley. The number of volunteers from an Asian background was also high. The chart also shows that the proportion of appointees who had declared themselves to be from a Black/Black British background was lower than in the population of Thames Valley.

Flexible Working within Thames Valley Police

The review of flexible working looks at police officers, police staff and PCSOs as at 31 March 2011. Flexible working includes staff who are working part-time hours and those who have other flexible working arrangements. In total, over 1200 staff have taken advantage of flexible working options.

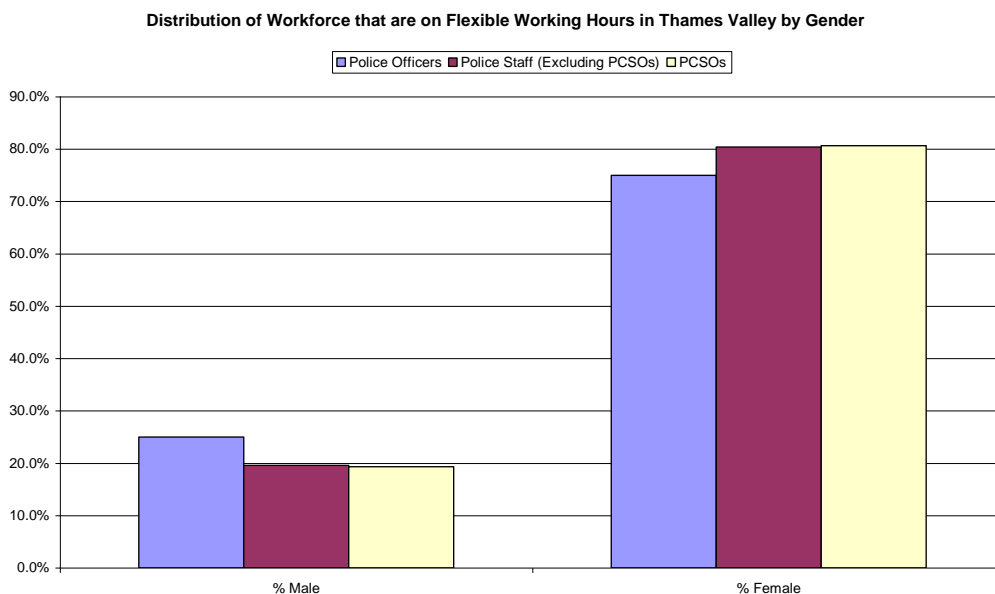
Police Officers	Police Staff Excl. PCSOs	PCSOs
376	766	62

Chart 11: TVP Workforce on Flexible Working



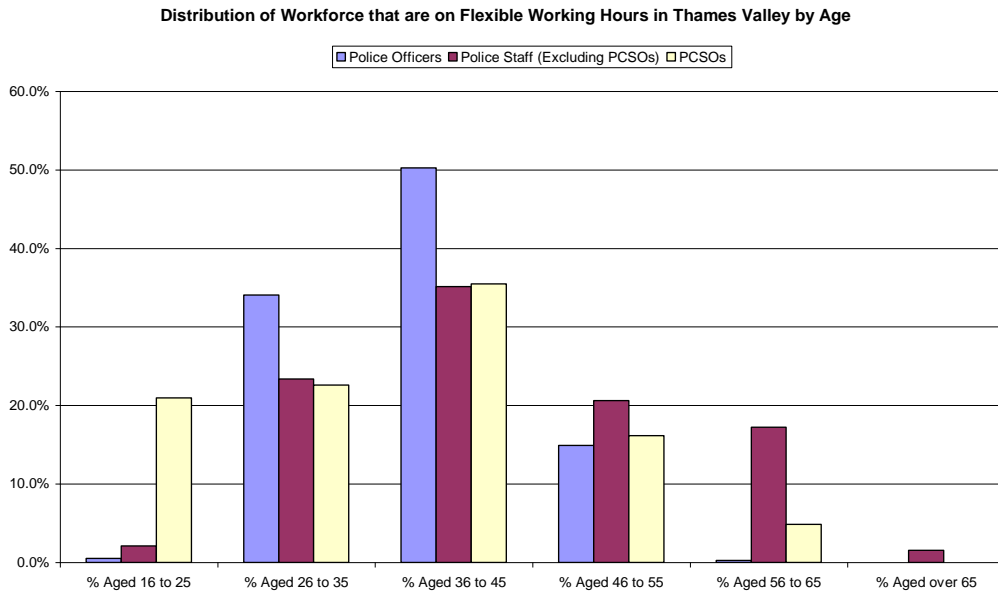
The chart shows that police staff are most likely to utilise flexible working arrangements (almost 25%) while police officers are least likely to adopt this approach.

Chart 12: TVP Flexible Workers by Gender



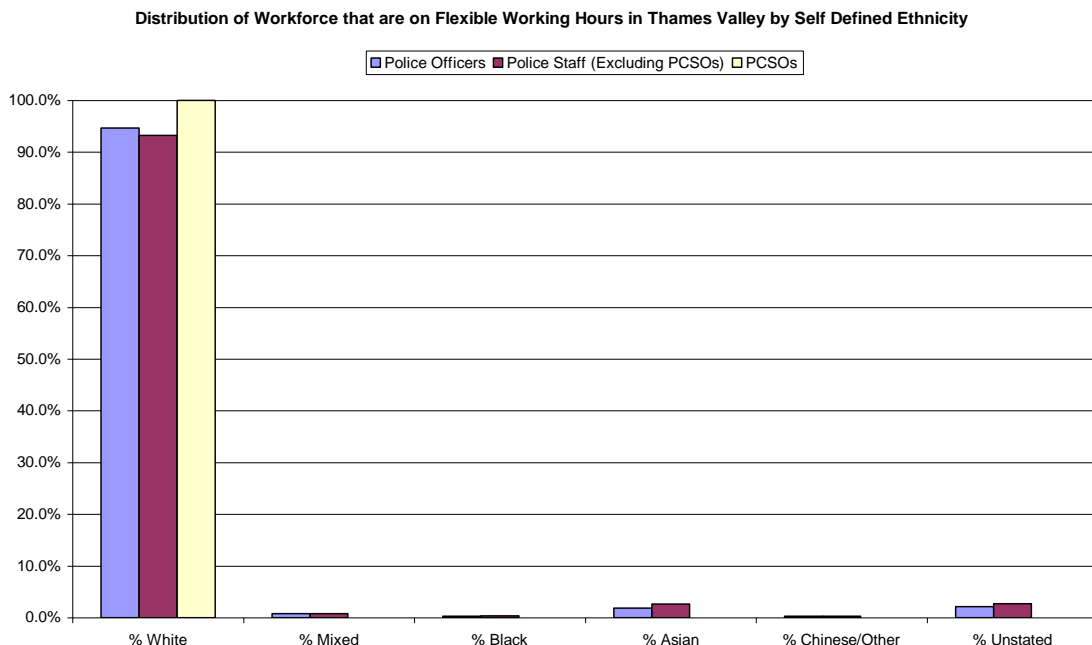
More than three quarters of staff who have a flexible working hours arrangement are female; police officers 75%, police staff 80% and PCSOs 81%.

Chart 13: TVP Flexible Workers by Age Group



Flexible working is most used by people who are in the 36 to 45 year age group. Very few police officers and police staff aged 25 and under are on flexible working, in line with the lower numbers employed in these groups. Similarly police staff have the greatest representation in those aged 56 and over on flexible working, in line with the workforce profile.

Chart 14: TVP Flexible Workers by Ethnic Group



All PCSOs who have a flexible working arrangement are White. The ethnic profile for police officers and police staff working flexible arrangements is similar to the profile of the workforce (See charts 3 & 4).

Chart 15: TVP BME Flexible Workers by Ethnic Group

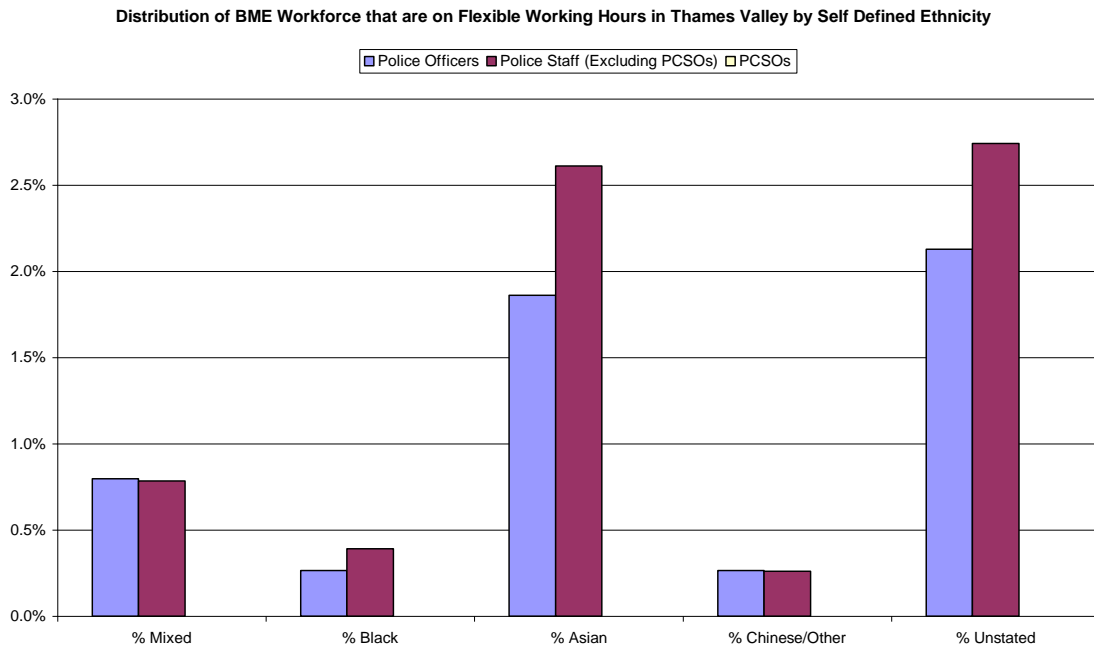
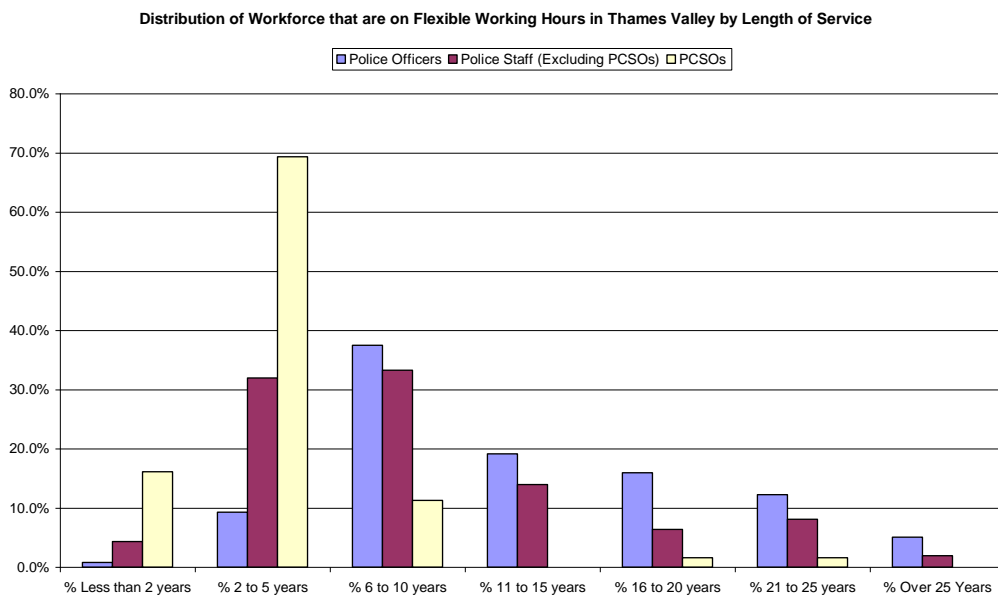


Chart 16: TVP Flexible Workers by Length of Service



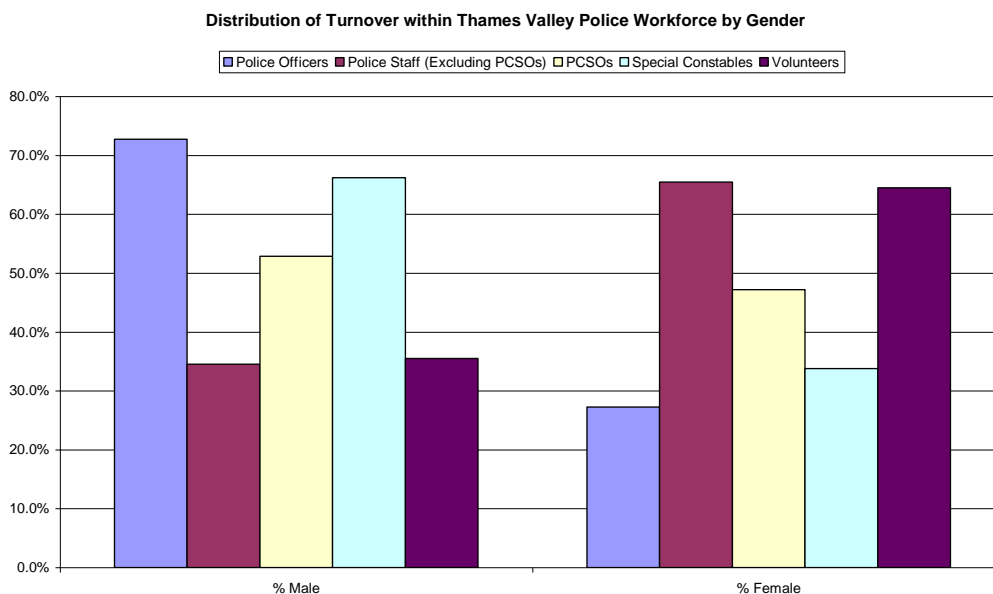
The profile for length of service among flexible workers is broadly similar to the length of service profile for the workforce as a whole (see Chart 5).

Distribution of Staff Turnover

Staff will leave TVP for a number of reasons. The analysis of staff turnover is focussed on those staff that left TVP for their own reasons (joined the police service, joined another force or resigned) in 2010/11. Staff who have retired, died, were dismissed or made redundant are excluded from the below analysis.

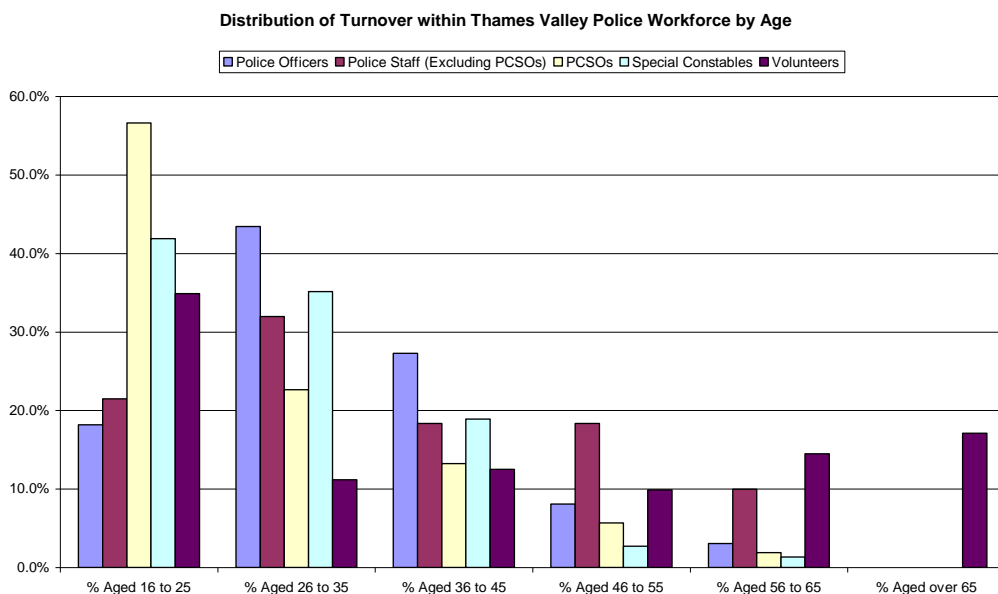
Police Officers	Police Staff Excl. PCSOs	PCSOs	Special Constables	Volunteers
99	191	53	74	152

Chart 17: TVP Staff Turnover by Gender



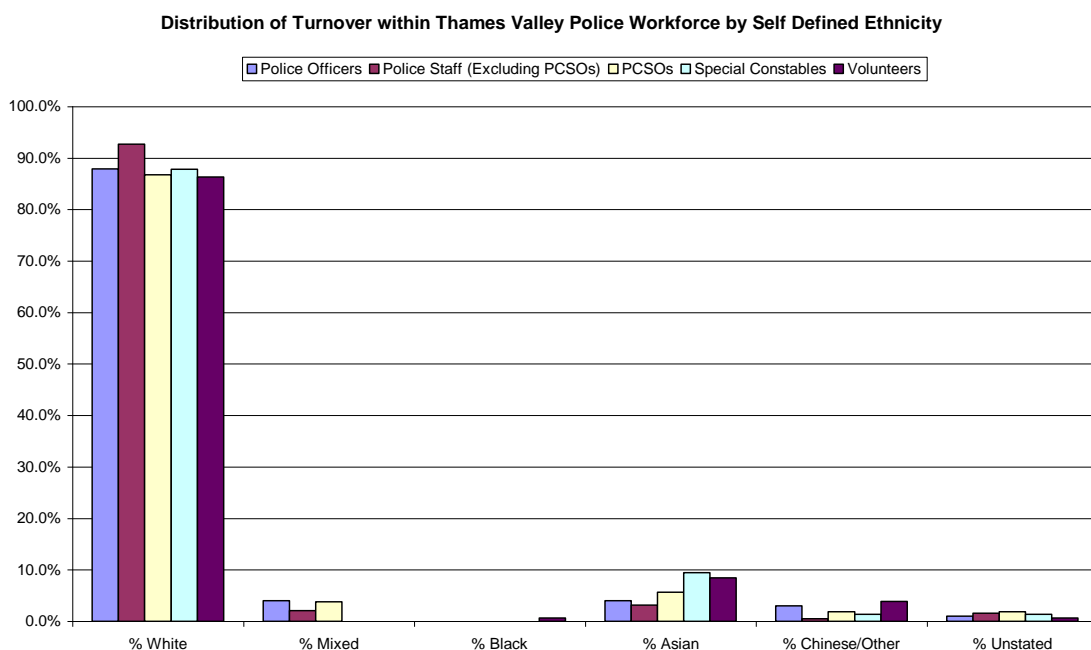
The gender profile for staff leaving Thames Valley is broadly similar to the workforce profile, with the majority of Police Officers and Special Constables leaving being male. There has been a higher turnover among male PCSOs relative to the number in the workforce, with slightly lower turnover of male police staff and male volunteers.

Chart 18 TVP Staff Turnover by Age



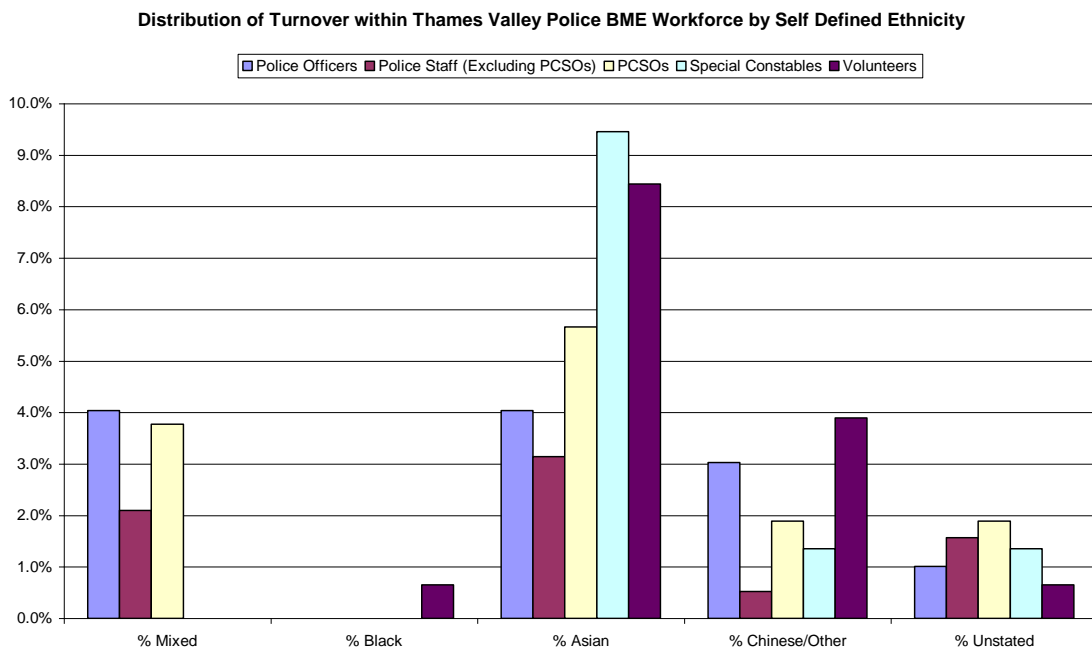
The age profile of staff leaving Thames Valley is broadly similar to the age profile of the workforce. The profile of the length of service of those leaving does not match the profile of the workforce. There is a high turnover of both special constables and PCSOs within both the first two and five years of service. This is not too surprising for PCSOs given the short time that the force has utilised this role, and a number of them along with a number of special constables are leaving these roles to become regular officers.

Chart 19: TVP Staff Turnover by Ethnic Group



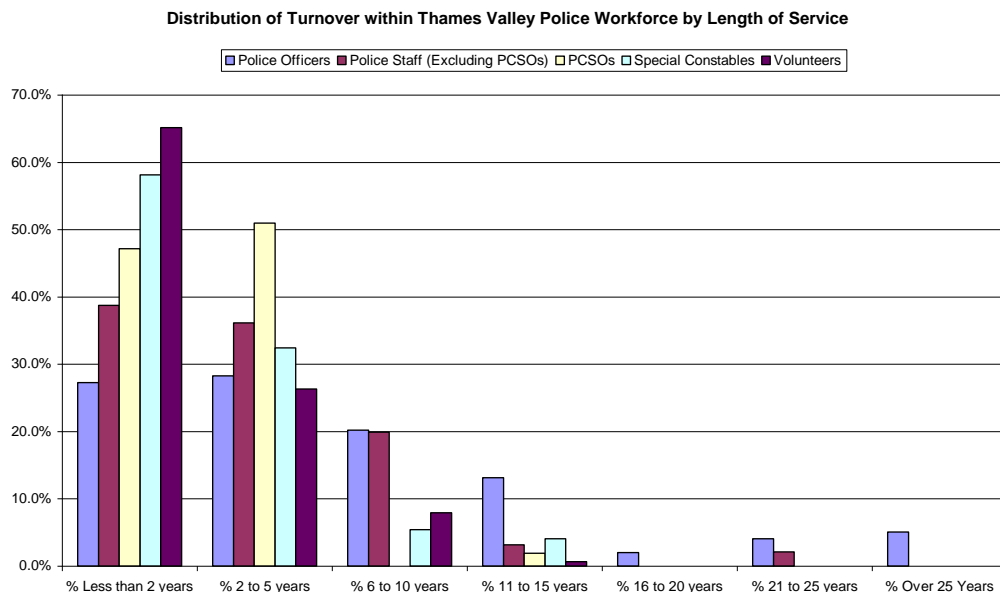
There were fewer white staff who left TVP relative to the staff profile, with a higher relative turnover of Asian staff, particularly amongst special constables (7 Asian Special Constables out of a total of 74 Special Constables who left the Force).

Chart 20: TVP BME Staff Turnover by Ethnic Group



% Distribution of total Force turnover under each BME Group (i.e. of total Special Constables turnover across the Force, 9.4% were of Asian ethnicity).

Chart 21: TVP Staff Turnover by Length of Service



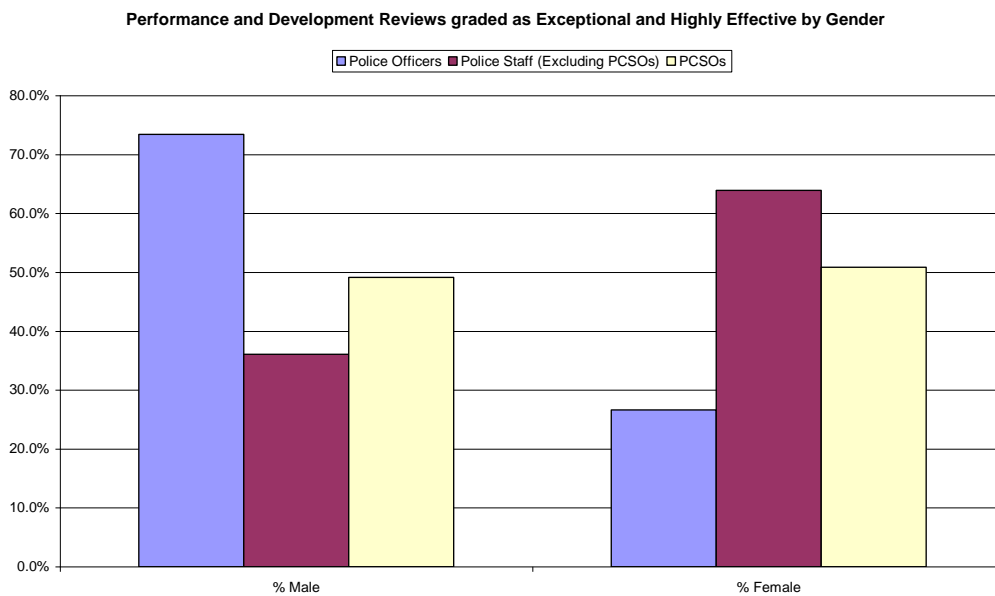
What may be of greater concern is the high numbers of Police Officers leaving during these time periods, particularly the officers leaving during their initial 2-year period as a Student Officer.

Performance and Development Reviews

All Police Officers, excluding student officers (whose performance in their first two years of service is monitored through a national process) and police staff are expected to undergo annual performance and development reviews. This analysis is focussed on those reviews where the annual grading was Exceptional or Highly Effective in 2010/11.

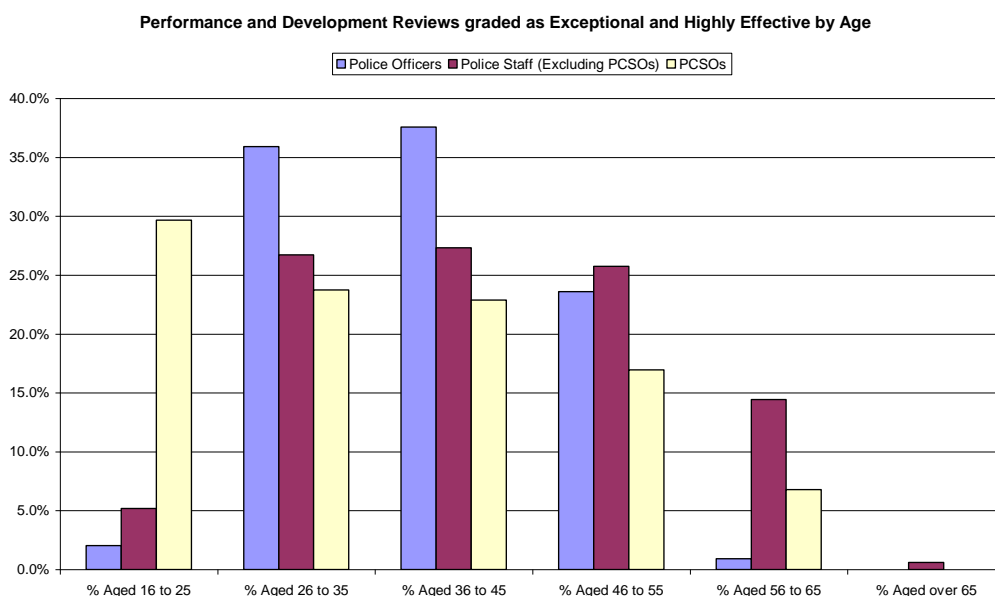
Police Officers	Police Staff Excl. PCSOs	PCSOs
1323	831	118

Chart 22: TVP Performance and Development Reviews by Gender



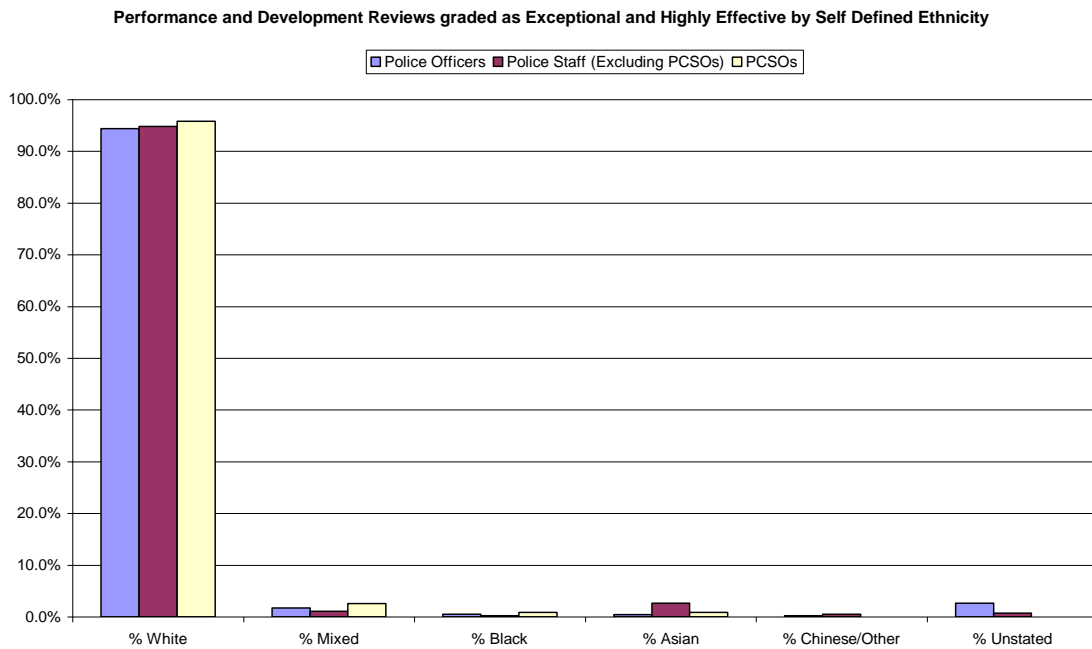
The above chart shows that the gender profiles of police officers, police staff and PCSOs achieving exceptional or highly effective as an annual grading were in line with their respective distribution in the workforce.

Chart 23: TVP Performance and Development Reviews by Age



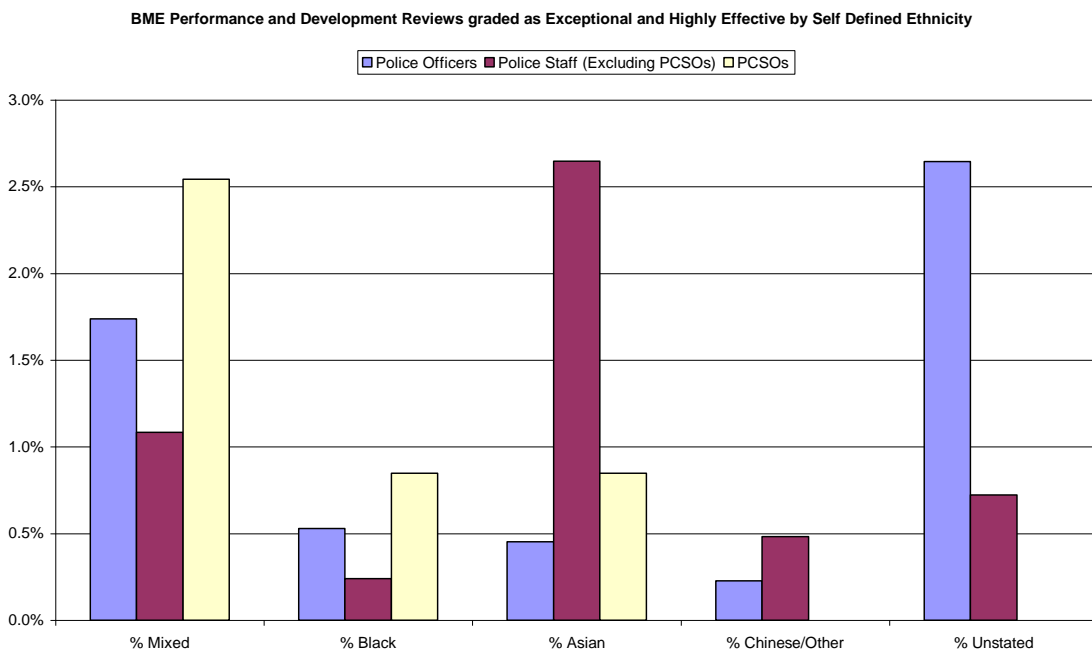
The age profile for staff achieving exceptional and highly effective grades in their performance and development reviews is similar to the age profile of the workforce (see Chart 2).

Chart 24: TVP Performance and Development Reviews by Ethnic Group



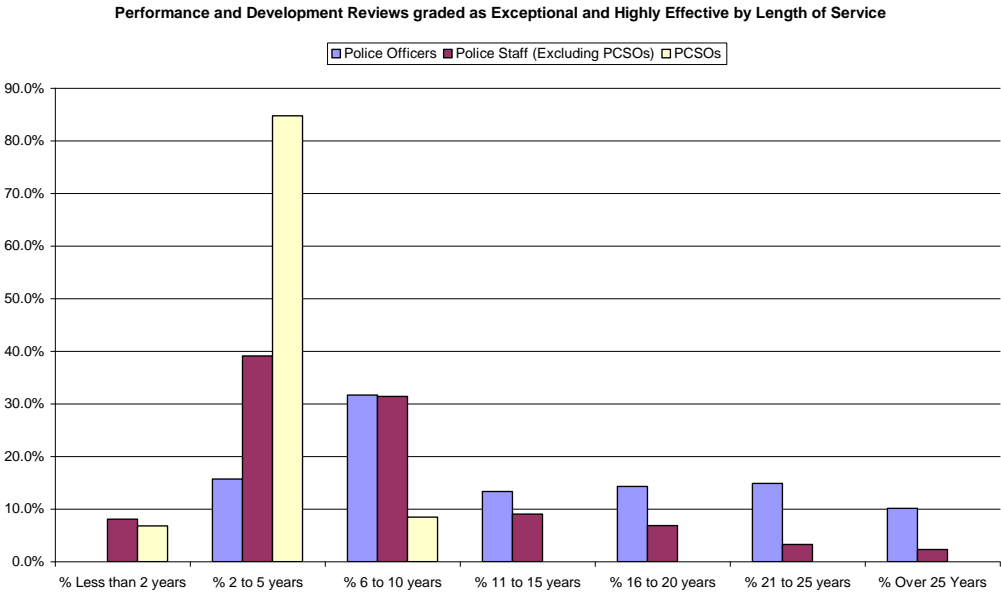
The ethnic profile for staff achieving exceptional and highly effective grades in their performance and development reviews is broadly similar to the ethnic profile of the workforce.

Chart 25: TVP BME Performance and Development Reviews by Ethnic Group



There does appear to be greater variation within the Ethnic groups for PCSOs based on the BME profile of the workforce (See Charts 3 and 4). However, the numbers are so small that no statistical significance can be attached to the figures.

Chart 26: TVP Performance and Development Reviews by Length of Service



The length of service profile for those staff achieving exceptional and highly effective grades in their performance and development reviews is broadly similar to the profile for length of service in the workforce. The only exception appears to be among Police Officers and PCSOs with less than two years service (where Student Officers', in their first 2 years, performance is monitored by another process), and the number of PCSOs was about half the level that might have been expected.

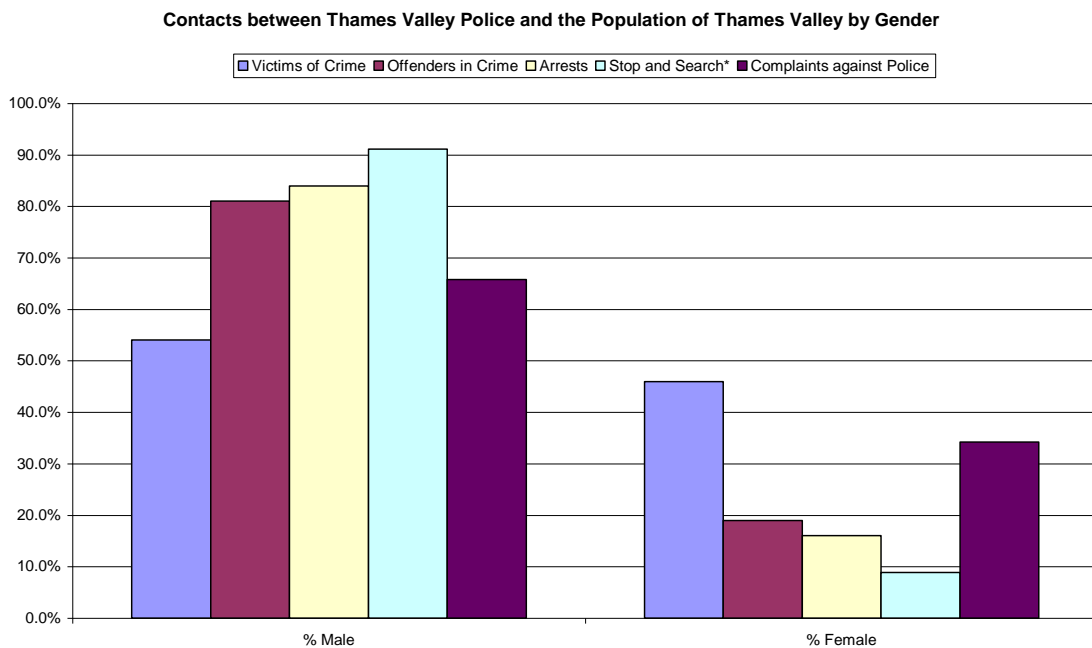
Profiles of Public Service

TVP provide policing services to the community of Thames Valley and to those members of the public who pass through the area. Information on the characteristics of the people that TVP had contacts with in 2010/11 was collected in a number of areas. The key areas are reviewed below.

Victims of Crime	Offenders in Crime	Arrests	Persons Stopped and Searched*	Formal Complainants against TVP
121020	50344	60431	7018	1279

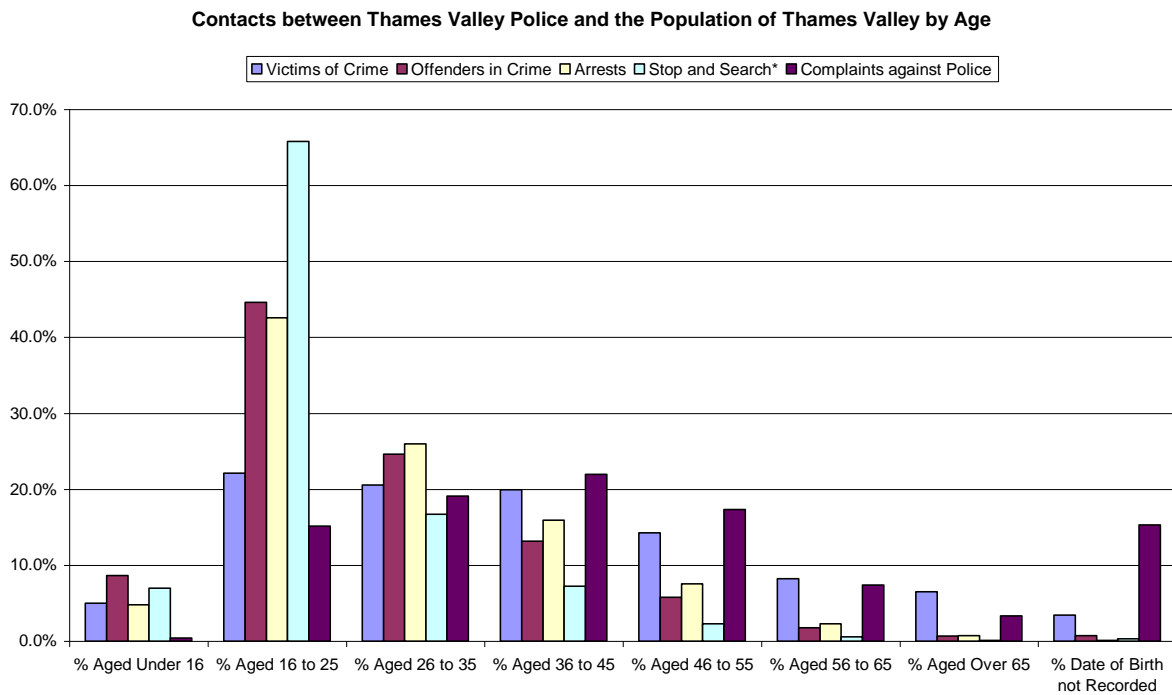
* Stop and search data for January to March only

Chart 27: TVP Public Contact by Gender



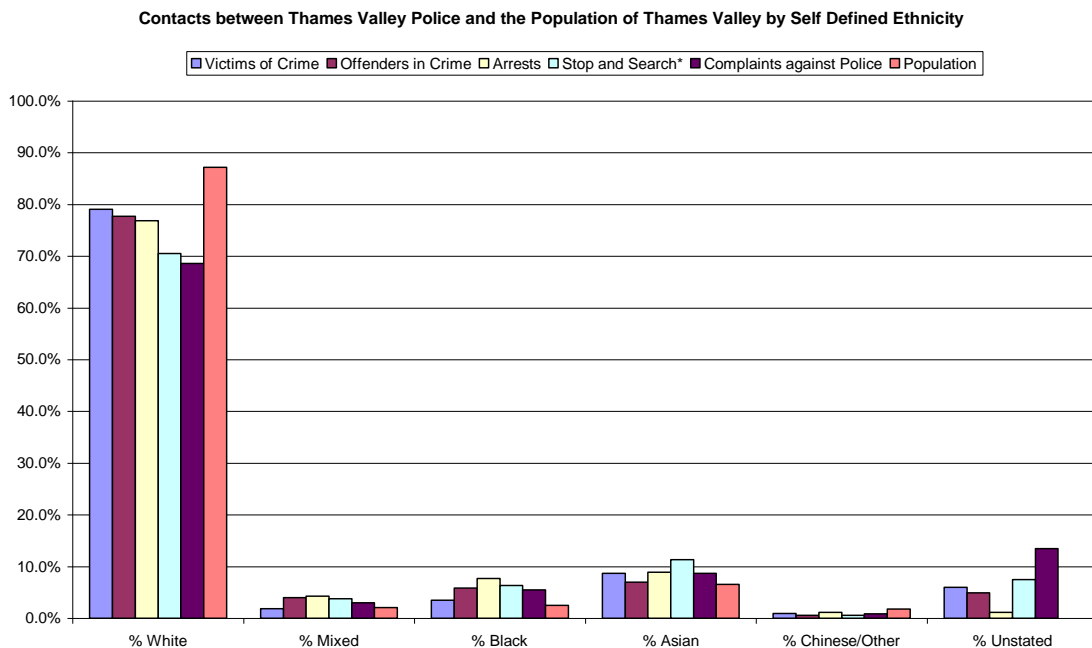
There is clear evidence that males are most likely to have contact with the police. Whilst there is little difference between the genders in the level of victimisation for crime, there is a clear distinction for offenders in crime, arrests, stop and search and complainants.

Chart 28: TVP Public Contact by Age



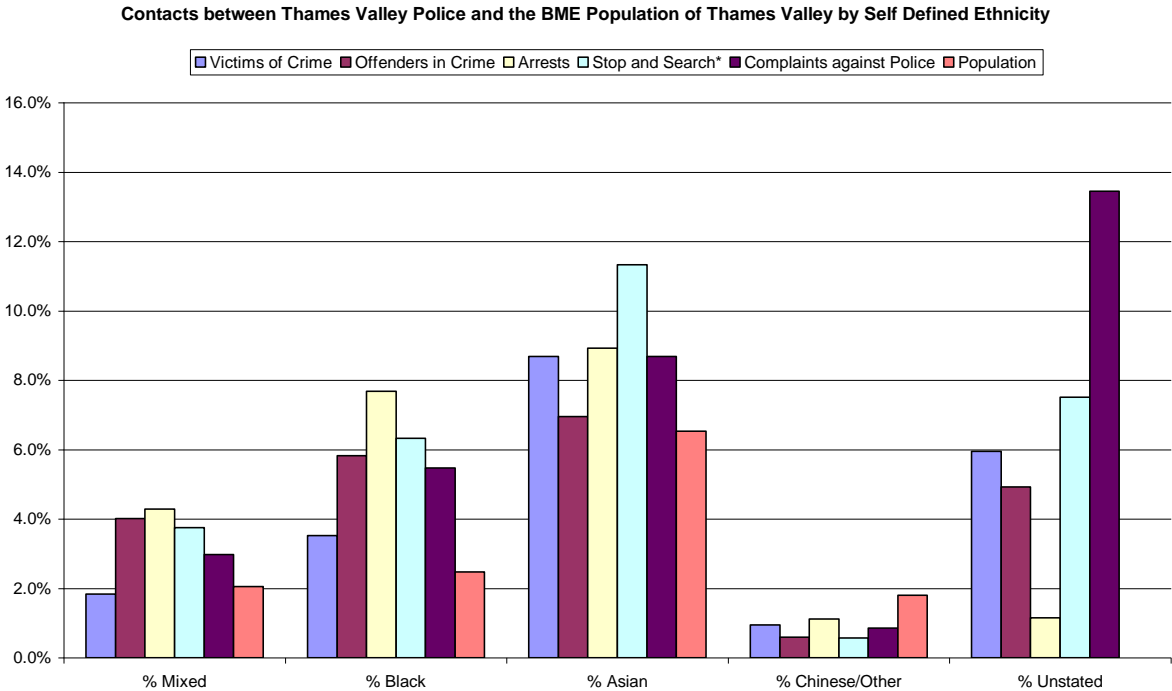
The age profile shows that those people who are in the 16 to 25 age group are most likely to have interactions with the police, followed by those aged 26 to 35. People aged 36 and over are more likely to interact with the police because they have been victims of crime than for any other reason. Although people aged 16 to 25 had the most interactions with the police, a greater number of complaints against the police were received from those aged 26 to 55.

Chart 29: TVP Public Contact by Ethnic Group



The profile by ethnicity shows that the proportion of white people having interactions with the police is lower than the proportion of the white population of Thames Valley. A more detailed review of the BME profile follows:

Chart 30: TVP BME Public Contact by Ethnic Group



This more detailed review of the BME profile shows that with the exception of those people who fall within the Chinese/Other population group, all ethnic groups are likely to have more interactions with the police.

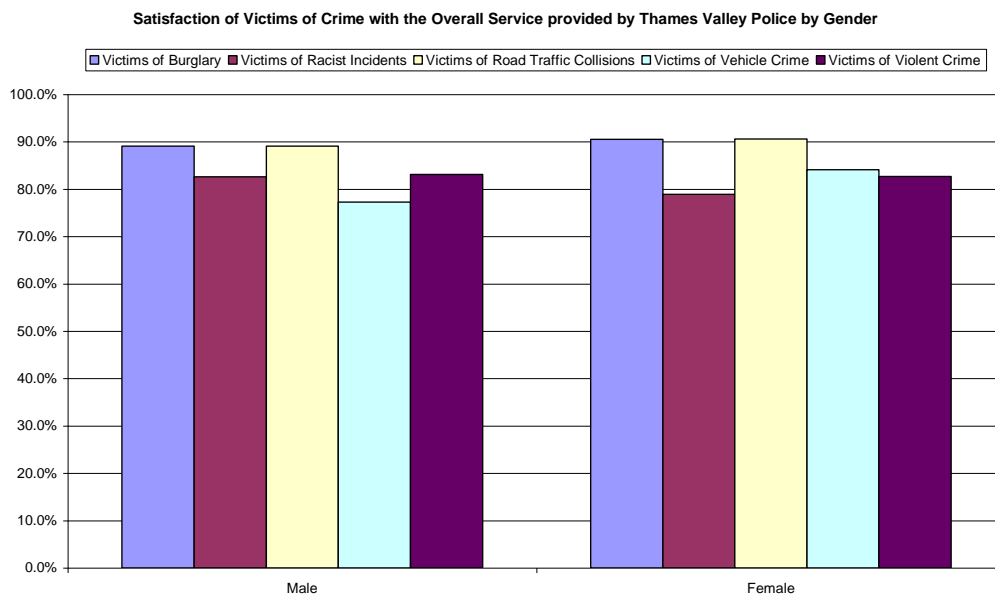
Satisfaction of Victims of Crime and Incidents

All police forces are statutorily required to provide the Home Office with information on satisfaction levels for victims of a number of crimes and incidents. The Home Office provides instructions on the methodology to ensure that the results are robust and comparative between forces. Results of the survey of victims of racist incidents must be treated with some caution due to the relatively low number of respondents.

Domestic Burglary	Racist Incidents	Road Traffic Collisions	Vehicle Crime	Violent Crime
89.8%	81.2%	89.7%	79.9%	83.0%

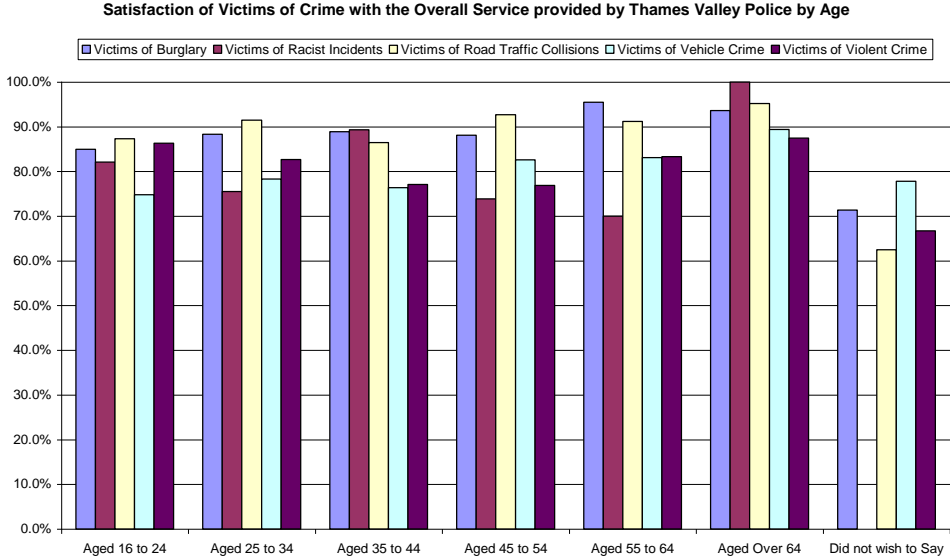
The overall satisfaction levels for each of the surveys that have to be carried out can be seen above for 2010/11.

Chart 31: Satisfaction Levels with TVP by Gender



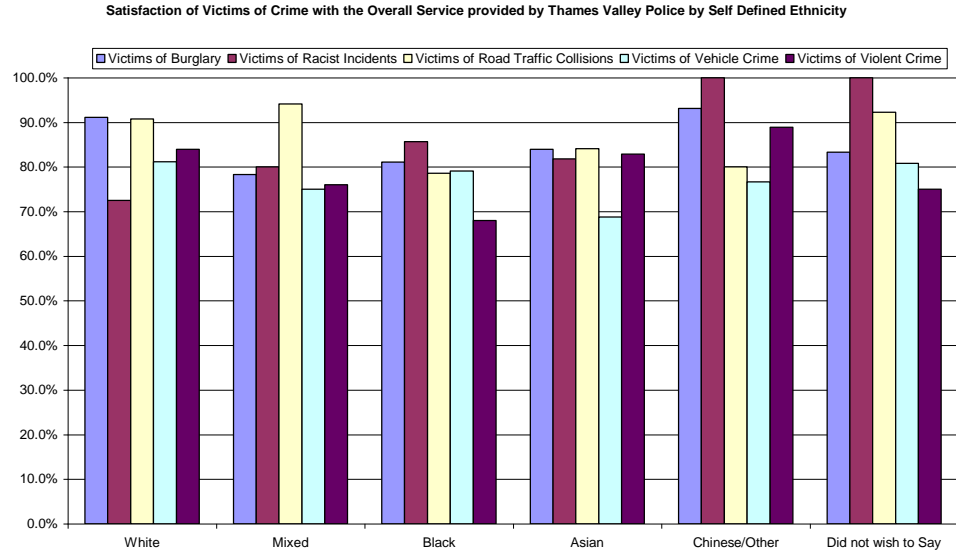
Whilst there are variations in levels of satisfaction between the types of surveys, it can be seen that there is little difference between the responses of males and females.

Chart 32: Satisfaction Levels with TVP by Age



- People aged 16 to 24 were least likely to be satisfied with the service they received in respect of offences of vehicle crime.
- People who were aged 45 to 54 and 55 to 64 were less satisfied with the service they received in respect of racist incidents compared to other incident types.
- People aged over 64 were the most satisfied respondents in all of the surveys carried out.

Chart 33: Satisfaction Levels with TVP by Ethnic Group



There are a number of variations in the levels of satisfaction for the ethnic groups.

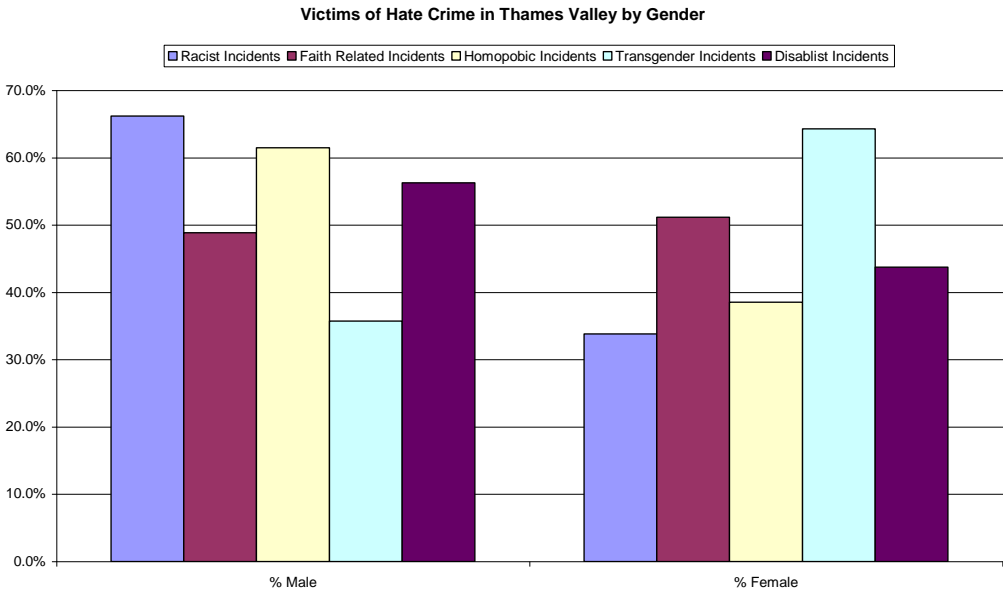
- White people who have reported a racist incident are the least likely to be satisfied with the service that they have received.
- People from a mixed ethnic background were most likely to be satisfied with the service received following a road traffic collision than any other incident.
- Black people who were victims of incidents were likely to be the least satisfied with the service they received in respect of violent crimes.
- Among the Asian community, satisfaction was likely to be lowest for vehicle crime

Victims of Hate Crime

A crime is defined as a hate crime where a victim, witness or a police officer feels that there was an element of hatred in the commission of the offence. Not all hate crimes have an identified individual as a victim. Only those where a person was listed as a victim in 2010/11 are reported on below. Due to low numbers of incidents care must be taken in interpreting the statistics for transgender incidents.

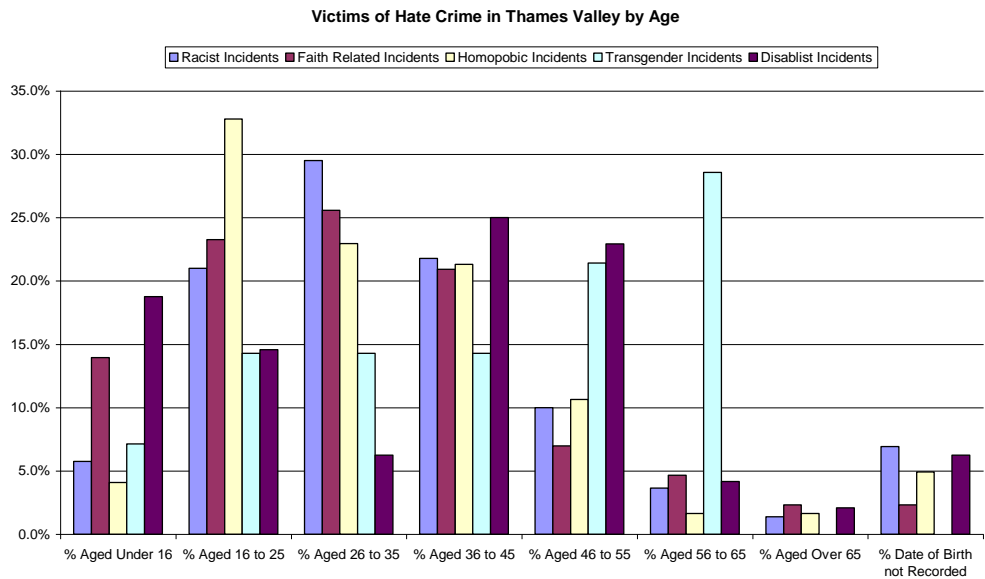
Racist Incidents	Faith Related Incidents	Homophobic Incidents	Transgender Incidents	Disablist Incidents
1372	43	122	14	48

Chart 34: Victims of Hate Crime in TVP by Gender



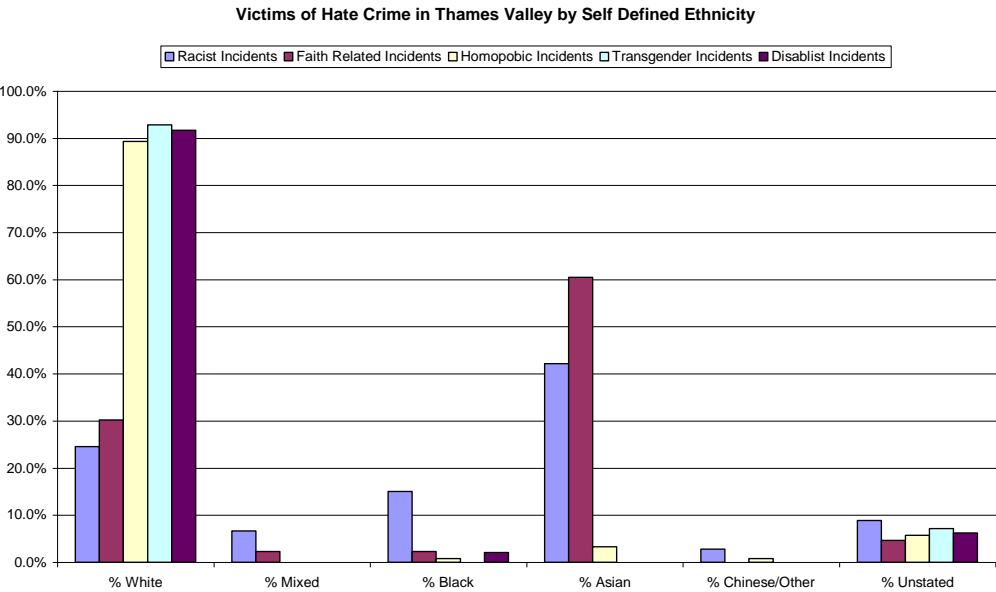
Males were more likely to be listed as victims for racist incidents, homophobic incidents and disablist crimes while females were more likely to be shown as victims of transgender crimes. Males were just as likely as females to be victims of faith related offences.

Chart 35: Victims of Hate Crime in TVP by Age



Victims of racist incidents, faith related incidents and homophobic incidents were most likely to be aged between 16 and 45.

Chart 36: Victims of Hate Crime in TVP by Ethnic Group



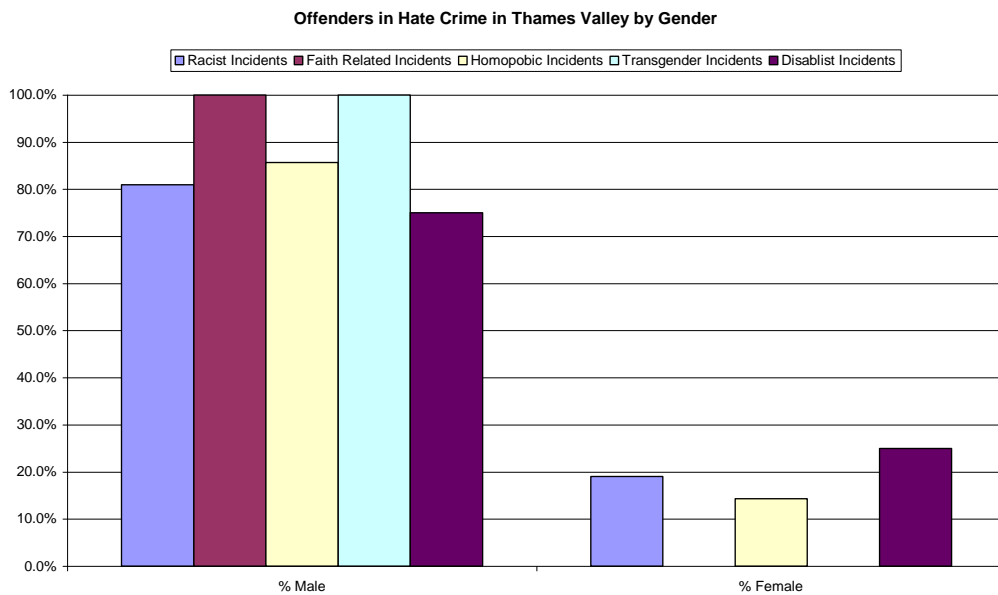
People from a White/White British background are most likely to be victims of homophobic, transgender and disablist incidents with people from an Asian background being most likely to be victims of racist and faith related incidents.

Offenders in Hate Crime

A crime is defined as a hate crime where a victim, witness or a police officer feels that there was an element of hatred in the commission of the offence. Not all hate crimes are detected. Offenders in hate crime relates to the number of offenders linked to hate crimes which were detected in 2010/11. Due to low numbers, care must be taken in interpreting the statistics for faith related, transgender and disablist incidents.

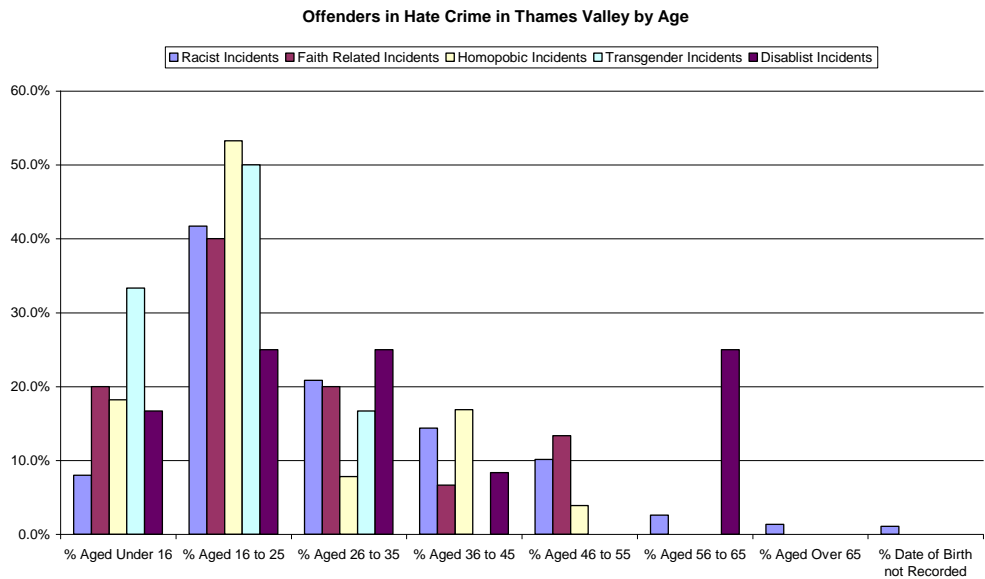
Racist Incidents	Faith Related Incidents	Homophobic Incidents	Transgender Incidents	Disablist Incidents
662	15	77	6	12

Chart 37: Offenders in Hate Crime in TVP by Gender



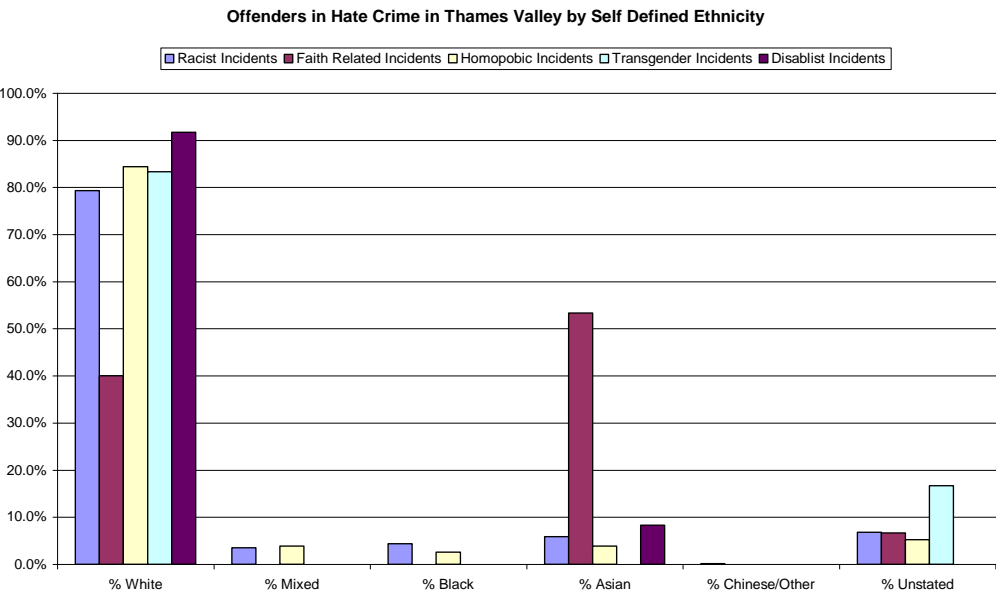
Offenders in the detected faith related and transgender crimes were all males. In all types of hate crime, males were most likely to be offenders.

Chart 38: Offenders in Hate Crime in TVP by Age



Offenders in hate crime generally came from the younger age groups. The 16 to 25 age group was most active in committing all types of hate crime.

Chart 39: Offenders in Hate Crime in TVP by Ethnic Group



Offenders for most hate crimes were usually from a white background. The clear exception to this is faith related offences where more than half of the people involved in detected offences were from the Asian community.