

Equality Information 2018 - 2019





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INTRODUCTION



Our local area

Derbyshire Constabulary serves an area of more than 1,000 square miles, and a population around one million. Derbyshire is renowned for being hugely diverse. It encompasses the rural areas of the High Peak, Derbyshire Dales and the Derwent Valley, a World Heritage Site. These areas attract a significant amount of tourism throughout the year. In addition, there are old mining communities, modern towns and business centres.

It is also home to the vibrant and culturally diverse city of Derby. There multiple different languages spoken in Derby, a cosmopolitan city with a fantastic heritage.

Policing Derbyshire

Derbyshire is divided into two geographic areas known as divisions. Each division is headed by a chief superintendent - known as the divisional commander who is responsible for the overall policing of the area.

North Division covers the areas of High Peak, Derbyshire Dales, Chesterfield, Bolsover, North East Derbyshire and Amber Valley. The areas are extremely diverse and are a mixture of rural and urban. It is a vast area of the county of Derbyshire bordering Greater Manchester and South Yorkshire in the north, and East Staffordshire in the south.

South Division delivers policing services to communities across the city of Derby, Erewash and South Derbyshire. We have five local policing units that are very different with diverse communities. In Derby, over 80 different nationalities and over 170 different languages and dialects are spoken, whereas South Derbyshire has a large geographical area bordering three other counties and Erewash has an ex-mining industry and borders Nottinghamshire.

Divisions are divided further into a series of local policing units, led by an inspector. Within each policing unit sit our Safer Neighbourhood Teams. Safer Neighbourhoods is about police and partners working with the public to identify and deal with issues of concern in their neighbourhood. These areas are patrolled by police officers, special constables and police community support officers (PCSOs).



INTRODUCTION



The structure of Derbyshire Constabulary

Your local police service is complemented by the following departments and units within Derbyshire Constabulary:

Business Futures develops strategies and policies that support day-to-day operational policing and provides up-to-date performance management data to assist operational commanders in achieving national and local targets.

Contact Management supports operational staff dealing with all initial 999 and 101 non-emergency calls.

Crime Support comprises three specialist sections: Force Intelligence, Covert Authorities Bureau, and the East Midlands Special Operations Unit, responsible for the professional investigation of most serious and organised crime in Derbyshire.

Criminal Justice supports investigations through the criminal justice process and is the central point of contact between the police and other criminal justice agencies including the Crown Prosecution Service (CPS) and the courts service.

Finance and Business Services comprises Corporate and Strategic Finance, Assets, Business Support, Procurement and Programme Management areas ensuring we have one estate fit for our policing model.

Human Resources supports recruitment, health and wellbeing, training services, staff terms and conditions, promotion examinations and boards, consultation with staff associations and trade unions, IT systems, leadership and workforce development.

Information Services comprises Programmes and Projects, Service Operations, and Service Improvement sections.

Legal Services - East Midlands Police Legal Services is part of the East Midlands Police Collaboration Programme providing legal advice and representation to the chief constables and police and crime commissioners of Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire. In addition, East Midlands Police Legal Services also provides advice and representation to the Northamptonshire fire and rescue service.

Operational Support provides specialist resources and support to our divisions and Crime Support.

Scientific Support provides specialist skills and expertise in fingerprint identification and enhancement, imaging, footwear intelligence and forensic analysis.

OUR PURPOSE:

Making Derbyshire Safer **Together**



OUR PRINCIPLES

DOING THE
RIGHT THING

MAKING A
DIFFERENCE

SHAPING THE
FUTURE

OUR PRIORITIES

EXCELLENT
PUBLIC SERVICE



LOOKING AFTER
OUR PEOPLE

USING TECHNOLOGY
**IN ALL ASPECTS
OF OUR WORK**



PUBLIC SECTOR EQUALITY DUTY



As well as having a moral responsibility to address equality and diversity issues, Derbyshire Constabulary like all public authorities have a legal obligation under Section 149 of the Equality Act 2010. Under S.149, the Act requires us to meet the three aims of the Public Sector Equality Duty (commonly referred to as the general duty). This means Derbyshire Constabulary must have **due regard** to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it.
3. Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The protected characteristics referred to are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Derbyshire Constabulary is also subject to secondary legislation called the specific duties. As part of this, every year we are required to publish equality information and at least every four years one or more of our equality objectives to show how we are meeting the aims of the general equality duty. We have chosen to publish both our equality information and objectives on an annual basis.

This document contains equality data relating to people who share a relevant protected characteristic who are our service users (external) and who belong to our workforce (internal). This data, along with the results from the Equality Impact Assessments (EIAs) of relevant policies and procedures will enable you, the public to have a better understanding of our performance on Equality and Inclusion.

In 2012 Derbyshire Constabulary first published our equality objectives. The purpose of setting specific and measurable objectives is to assist us in focussing on those areas facing the biggest challenges. By addressing the most pressing equality issues facing our service users and members of our workforce, we can deliver improvements in policy making, service delivery and employment.

Since our initial publication, steady progress has been made in a number of key areas. As emerging risks are identified, Derbyshire Constabulary ensures these are continually considered in our decision making and their relevance to the general duty. Actions taken are based on evidence rather than assumptions.

Our equality information has helped us to shape our equality objectives and strengthen our performance.

EXECUTIVE SUMMARY



Service Users	Page
Requests for interpreters: Cintra - suspects, victims and witnesses (force level) There were a total of 1463 requests for interpreter services for over 45 languages and 110 translations over 23 languages. In the past 12 months Polish remains the most commonly requested language for translation for suspects, witnesses or victims with Romanian. In relation to the interpreting service Polish was again first and Slovakian second.	18
Requests for interpreters: 'the big word' - suspects, victims and witnesses (force level) In the past 12 months Polish remains the most commonly requested language for the telephone interpreting service for suspects, witnesses or victims with Romanian second.	19
Care Card In 2018 there were 100 calls to the care card line. This is a reduction (-28.6%) from the previous year.	20-21
Short Message Service -SMS Text Messaging In the past 12 months there has been a 8.32% decrease in SMS text messages.	22
Victims of crime (force level) Age: The highest age range for victims of crime is 26-35years accounting for 16.9% of all crimes. Ethnicity: Those who define their ethnicity as white account for 57.6% of all victims where ethnicity is known. BAME account for 4.7% of all victims of crime. Sex (gender): Male victims account for 39.9% of all victims of crime.	23-24
On Line Crime (force level) Age: there are higher proportions of victims in the 26-35 age groups than within the county. Race and Sex (gender): Race and Sex (gender) race broadly reflects the demographic breakdown of Derbyshire.	25-26
Hate Crimes (force level) In 2018-2019 there has been a 260 (35.67%) increase in Hate Crime whereas Hate non Crime has fallen by 98 (25.99%). Disability: Disability Hate crime continues to be the highest prime hate motivator. With a 219.23% increase in reported Hate crime in the last year. Ethnicity: Of those who's ethnicity is known 43% are BAME. Racial Hate Crime has seen the biggest volume change of 148 crimes. Sex (gender): 36% of Hate crime victims are female.	27-29
Third party hate incident reporting (force level) During 2018-19, there were 217 contacts to the Stop Hate Line service from Derbyshire. This year has seen the highest number of contacts since the service began in Derbyshire and continues the upward trend seen over previous years.	30-33

EXECUTIVE SUMMARY



Section 136 of the Mental Health Act - Custody detentions (force level) Since 2016 there has been a decrease in detentions into police custody. This is attributed to the introduction of street triage and the ongoing provision of the CPN within the force control room.	35
Domestic abuse offences (force level) Positive outcomes stand at -4.47% for 2017/2018. This is slight decrease on the previous year. Numbers of domestic abuse related crime have increased in the latest twelve month period. Overall there has been 26.98% increase in domestic abuse crimes. Ethnicity: BAME account for 9.63% of victims. Sex (gender): Females remain the highest victims of this type of crime with 72.5% of crimes.	36-37
Honour –based abuse, Forced Marriage and Female Genital mutilation (force level) There has been a slight increase in Honour Based abuse this period and forced marriage. It is however considered that a lot of these cases go unreported for a number of reasons including fear of reprisals.	38-39
Rape offences (force level) There has been a 28.89% increase in the number of rapes recorded in the period in comparison to 2017/18. Age: The most vulnerable age group are under 18 accounting for 34.41% of reported rapes. Sex (gender): Women remain the highest no of victims at 84.74% of those reported; however there has been an increase 24.76% increase in male reported rape compared to the previous year.	40-41
Other Sexual Offences (force level) There has been a 21.6% increase in the number of other sexual offences recorded in the period in comparison to 2017/18. Sex (gender): Females remain the highest reported victims of sexual offences with 77.48% of total offences.	42-43
Modern Slavery and Human Trafficking (force level) There has been a 16.8% decrease in the number of this type of offence recorded in the period in comparison to 2017/18. Age: The most vulnerable age group are those aged 18-35 years who account for 59.65% of victims. Sex (gender): Males remain the highest reported victims of this type of crime with 61.4 % of total offences.	44-45
Missing persons reports made (force level) There has been an increase of 28.3% in the number of missing person reports recorded from the previous period (2017/2018 1837 missing persons). Age: 54.1% of those missing were in the 18 and under age group with 39.1% of those missing in the 0-16 age category. Sex (gender): There is little difference in the sex of those who go missing however males continue to be the most prevalent accounting for 59.75% of those who go missing.	46-47
Arrest Data Over the period 19349 individuals were arrested. Age: The age band 31-60 years were the most prevalent arrested accounting for 49.7% of those individuals coming into custody. Only 0.6% of those arrested were juveniles. This is believed due to increased use of Out of Court Disposal (OCD). Ethnicity: BAME account for 11.6% of arrests. Sex (gender): Of those arrested 14.2% are female.	49-51

EXECUTIVE SUMMARY



Use of CED – Conductive Energy Devices (force level) There has been a 120.93% increase in CED incidents this year. However, there are 100 more officers trained in the use of CEDs. Age: The 18—25 age group are the most prevalent age group to be involved in a CED incident accounting for 36% of those involved. Ethnicity: BAME groups make up 14.7% of CED usages compared to 6.7% of the population (Census 2011). However this is a decrease (-2.3%) since last year despite the number of CED incidents. Sex (gender): Very few women have been involved in a CED based incidents over the six year period.	52-54
Stop and search (force level) The number of searches carried out increase over this latest period 2018/2019 with an increase 32.7%. Sex (gender): Males account for 90% of all stop searches a proportion which is unchanged from last year. While this gender split appears disproportionate to general population figures, it is more in line with offender demographic data – where the male to female split is 80/20. Ethnicity: Data for self-defined ethnicity reveals increases in almost all groups, however it is noted that the percentage increase in the BAME groups is greater than the percentage increase in the white group. In 2018/19, three out of every four persons stop and searched were white (75.8%), while one in four (24.2%) were BAME. This is disproportionate to the resident population of Derbyshire (91% white and 9% BAME - based on census data) Age: The under 18, 18-24 and 25-34 age groups between them account for almost 80% of all stop and searches.	55-58
Use of Force (force level) Over the past year there have been 3824 recorded Use of Force. Sex (gender): 15% of Use of Force was towards a female, with 82% of use of force towards a male. Ethnicity: 83.5% of total recorded Use of Force was to those who were officer defined as white. The next most prevalent group is those who were officer defined as black. They account for 7.4% of Use of Force which is disproportionate compared to the 2011 Census data, however this may not be disproportionate compared to the Criminal Justice profile where BAME account for 11.6% of all arrests.	59-61
Complainant data - allegations made against the police force (force level) During the period of 01/04/18 – 31/03/19 851 allegations were recorded relating to 523 complaints. Age: The highest concentration of complaints was in the unknown age bracket, with 40-49 age brackets displaying the second highest concentration. Ethnicity: The largest number of complaints is from those who define their ethnicity as white, accounting for 48.18% of all complaints. The second highest group are where the ethnicity of the complainant is unknown and accounts for 40.34%. Sex (gender): In Derbyshire 59% of complainants were male, 40% were female and 1% as unknown/other.	62-64
Victim satisfaction (force level) Ethnicity: BAME groups are slightly less satisfied than white groups. White satisfaction is 85.5% and BAME satisfaction is lower at 76.2%. The satisfaction gap therefore is 9.3%, based on 200 BAME surveys and 1,743 white surveys. Victims' dissatisfaction reasons remain comparable for both BAME and white.	65-66

EXECUTIVE SUMMARY



WORKFORCE	
Overall workforce breakdown - officer, staff, PCSO, Special Constabulary and Volunteers. As of June 2019 there were 3711 members of staff employed by Derbyshire Constabulary. Age: The greatest percentage of our workforce fall within the 35-44 year age group (28.8%) closely followed by 45-54 year age group, the smallest being 66+ which is recorded as 0.6%. Police staff tend to be older than officers with a significant difference in the age category '55 and over'. This trend is likely to continue with the removal of the default retirement age for non-police officer roles. Ethnicity: There are currently 64 police officers in Derbyshire Constabulary who have identified themselves as BAME. This represents 3.5% of all police officers which is slightly more than the 3% reported last year. Derbyshire resident BAME population is recorded at 6.7% (Census 2011) however this gap is expected to increase further following the 2021 census. Sex (gender): 49% of all staff are female. 34% of officers are female. This is an increase from last year (33%) and is higher than the national percentage of female officers (30%). 70% of police staff are female. Representation of PCSO and volunteers are almost equal. Of the 64 officers that identify as BAME only 15 (23.4%) are female.	73-83
Distribution of workforce (officer, staff and special constables) Police Officer: Ethnicity: Whilst the BAME Officer representation differs from North to South division, this reflects the lower BAME populations on North division and higher population within South division. BAME officers are particularly underrepresented in the following departments, Contact Management, Crime support, EM-SOU and Operational Support. Sex (gender): South division contains a higher proportion of female officers than the other division. Female officers are underrepresented in Contact Management, Criminal Justice, and Operational Support. Police Staff: Ethnicity: BAME police staff are underrepresented in many departments. BAME police staff account for 4.8% of all staff and are most represented in Legal Services 14.7%, South Division 13.6%, and Information Services 10.9%. Sex (gender): 75% of Police staff are female. They are most underrepresented in Assets and East Midlands collaboration services. PCSO: Ethnicity: PCSO BAME representation is 7.4%. Sex (gender): In respect of gender: PCSO's are fairly evenly represented with 48% Female.	84-89
Police officer rank information and years of service. Ethnicity: BAME representation of police officers across the force is 3.5%. There is no BAME representation at NPCC ranks. However the highest ranking BAME officer is a Chief Superintendent who in fact is as June 2019 temporarily Acting Assistant Chief Constable. Sergeant representation is the next lowest representation across the ranks at 3.1%. Sex (gender): The representation of female within the rank structure declines from PC to Sgt and only reached a 50/50 gender split at Superintendent rank. 89% of all female officers are PC rank compared to 78% of all Male officers. 6% of all female officers are Sgt Rank compared to 16% of all male officers. At NPCC level within the organisation we have one female.	90-91

EXECUTIVE SUMMARY



Police Staff Grades by Sex (gender) and Ethnicity. Ethnicity: 4.8% of Police staff are BAME with the highest % of BAME staff (3) in a K-N Grade. Sex (gender): 33% of females are on a C-D grade compared to 14% of male colleagues. In the higher grade H-J (middle management) only 9% of females compared to 20% of males are employed at this grade.	92-93
Gender Pay Gap Derbyshire Constabulary are committed to equal pay for equal work, however an over-representation of men in higher ranking positions – together with more men having been employed for longer periods - means a 5% gap exists in average police officer pay. An over-representation of women in positions where the salary grade is lower accounts for an average gap of 15% in police staff. The overall gap across all officers and staff stands at 18.7%.	95-99
Police officer recruitment campaign—Police Constable Degree Apprenticeship (PCDA) 201 candidates completed applications. Age: The highest number of candidates were in the 18-24 age bracket accounting for 65.7% of applicants. Of these 25 passed assessment centre. They accounted for 62.5% of all candidates that passed. Ethnicity: 29 candidates (14.4% of all candidates) completed the application form, of these 6 passed assessment centre. This accounts for 15% of the all (51) candidates passing assessment centre and is consistent with the % who applied. Sex (gender): 73 female candidates submitted applications (36.3% of all candidates). 14 females passed assessment centre which accounts for 35% of all those that passed.	100-106
Police Community Support Officer (PCSO) recruitment campaign 240 candidates completed applications. Ethnicity: 18 candidates (7.5% of all candidates) completed the application form. Of these 7 were successfully shortlisted (6.5% of the all 107 candidates passing shortlisting). Following interview 3 candidates were offered a place with only 1 candidate accepting.	107-109
Limited Duties (officers and staff) 43 officers and staff are currently on adjusted duties. The majority of these are police officers (74.4%). Age: The majority of all staff on adjusted duties are in the 45-54 years age bracket. Ethnicity: Only 4.7% of all staff on adjusted duties define themselves as BAME. Sex (gender): 60.5% of all those on adjusted duties are male.	110-111
Maternity and Paternity Leave- Police Officers and Staff Sex (gender): Only one male is currently on paternity leave. As of July 2019, 1.9% of all female officers are currently on maternity leave.	112
Police Officer Job Related Fitness Tests (JRFT) Overall - 97.3% of the 1047 Police Officers who have taken the fitness test during the past 12 months have passed. Age: The highest failure rate was in officers aged 45-54 years. They accounted for 64.3% of the total failure rate. Sex (gender): Of the 309 females taking the test 6.1% of the female police officers failed the test compared to 1.2% of 738 males police officers who took the test.	113-114
Dispute resolution and employment tribunals (staff and officers) There is a representative mix of female and male staff and officers represented in the data, compared to the workforce.	115

Objective 1

We will improve our processes by ensuring equality and fairness is at the heart of everything we do



Equality governance, external scrutiny and monitoring of equality activity

It is important that Derbyshire Constabulary has ways of ensuring that equality is integrated into the constabulary's day-to-day business, and that we continually monitor our progress against our objectives. There are a number of ways we are able to do this.

To meet our equality objectives various departments and business groups across the constabulary will be responsible for carrying out actions to meet these objectives.

Progress on our equality objectives are incorporated into an action plan which is updated through existing meeting structures, feeding in to various governance boards chaired by the Deputy Chief Constable.

The Police and Crime Commissioner (PCC) ensures that the Constabulary complies with equality legislation and a representative from the Commissioner's office sits on these various boards.

Internally '**The Valuing People Valuing Difference Strategy 2017 – 2020**' sets out how we will ensure that we focus on our employment procedures and practices to maximise the potential of each unique individual as part of our policing family.

The strategy reflects the **Police and Crime Plan 2016 – 2021** and the Police and Crime Commissioners strategic priority to work with the Constabulary in developing the policing family to be more representative of the diverse communities it serves.

We also continue to use consultation and engagement mechanisms with the public and the workforce to find out how they feel about our progress towards the objectives. **The Independent Advisory Group, External Disability Reference Group** and **Staff Networks Forum** are examples of this.

Derbyshire Constabulary want to engage more effectively with the public in relation to stop and search to improve our scrutiny and to raise awareness of effective use of powers. In 2013 the HMIC Inspection findings on stop and search made ten recommendations, one of which was to:

"Chief Constables should make arrangements for stop and search records to be scrutinised by community representatives." **The Stop Search Scrutiny Panel (SSSP)** monitors how effectively and fairly the constabulary use stop and search powers and improve our use of tactics. They support the police in raising awareness of legislation and stop search matters relevant to Derbyshire, improving trust and confidence especially within Black, Asian and Minority Ethnic (BAME) communities by openly discussing the issues and where necessary the force will hold individual officers accountable for their actions.

The Force is committed to the prevention and detection of crime, the protection of communities at risk of harassment and abuse and preserving the rights of individuals. In fulfilling these commitments the Force will vigorously pursue those responsible for committing or inciting hate crime. Hate Crime Scrutiny Panels help drive organisational learning to improve service delivery and to increase public confidence within the community and encourage reporting of such crimes to the police.

Objective 1

We will improve our processes by ensuring equality and fairness is at the heart of everything we do



Code of Ethics

The Code of Ethics has been produced by the College of Policing in its role as the professional body for policing. It sets and defines the exemplary standards of behaviour for everyone who works in policing.

The Code of Ethics was laid before Parliament on July 15, 2014, as a statutory code of practice within the Anti-Social Behaviour, Crime and Policing Act 2014, which now applies to all officers, police staff, contractors and volunteers working in policing.

The Deputy Chief Constable chairs the force's Legitimacy Board and Ethics and Culture Group, where ethical issues concerning the way the organisation delivers its policing services can be raised and dealt with as appropriate. We are therefore committed to affording all staff the opportunity to raise any wider ethical concerns for discussion in a similar way that integrity concerns are currently raised through the use of Bad Apple.

The Code of Ethics is about self-awareness, ensuring that everyone in policing feels able to always do the right thing and is confident to challenge colleagues irrespective of their rank, role or position.



College of Policing

Equality Act Training

Through the use of an e-learning package, all staff are required to complete Module 1 of the Equality Act training in order to increase awareness of their responsibilities. A second package Module 2 is specifically aimed at managers and other key stakeholders.

All staff are able to access the NCALT Managed Learning Environment (MLE) which is the national portal providing e-learning for the police service of England and Wales.

New starters complete Module 1 as part of their induction.

Deaf Awareness Training



Derbyshire has the largest Deaf communities outside of London. Through the use of e-learning, a deaf awareness training package is available to all staff. This is not a mandatory package, however it has been included in a list of training which all new staff to Derbyshire Constabulary are encouraged to complete.

In 2010 Derbyshire Constabulary achieved the Louder than Words charter mark, the only police force in the country and the only organisation in Derbyshire to achieve this. Derbyshire Constabulary was reassessed in March 2019 and will continue to be assessed every year.

Objective 2

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



Demographic data by the nine protected groups (force level)

- Source:** Data relating to the protected groups age, marital status, race, religion and sex (gender), are all taken from the Census 2011, much of which was released in December 2012. Data relating to gender reassignment in Derbyshire is taken from a document 'Gender Variance in the UK 2007' with an update from 2011, which is published by GIRE2. Total number with a Gender Identity variance is based 1% for analysis purposes.
- Data relating to sexuality uses Stonewall's suggestion to utilise the government estimate that 5-7% of the population is LGB.
- Data Limitations:** There is no direct question within the 2011 Census on disability. The survey did record those 'people whose day-to-day activities are limited' and 'people with 'bad' general health'. Although the Census is comprehensive, some people may have reasons to avoid completing the document and will therefore not be represented within the data.
- The data relating to sexuality is a national estimate, extracted to make up the LGB population of the county.
- The data relating to gender reassignment is based on annual growth estimates.
- Comments:** Note that, before the 2011 Census was released, the Office of National Statistics mid 2010 population estimates were utilised. The estimates placed the BAME population at 7.9% of the population, higher than the actual Census proportion of 6.7%.

Derbyshire – Census 2011

Population	1, 018,438
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Objective 2

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



CENSUS 2011 Protected Characteristic Information

Age	Number	%
0 - 15 years	187,462	18.40%
16 - 24 years	111,992	11.00%
25 - 64 years	538,424	52.90%
65+ years	180,560	17.70%

Disability / Health	Number	%
Activities limited a little	203,489	20.00%
Activities limited a lot	62,180	6.10%

Marital Status	Number	%
Married	407,924	49.10%
Single	257,507	31.00%
Divorced	80,225	9.70%
Widowed	62,901	7.60%
Separated	20,565	2.50%
Same sex relationship	1,854	0.20%

Sex (gender)	Number	%
Female	516,606	50.70%
Male	501,832	49.30%

Race	Number	%
White British	924,420	90.80%
White Other	25,425	2.50%
BAME	68,593	6.70%
Asian	39,890	3.90%
Mixed	14,351	1.40%
Black	10,090	1.00%
Other Ethnic group	4,262	0.40%

Religion/ Belief	Number	%
Christian	620,797	61.00%
No religion	283,826	27.50%
Not stated	71,102	6.80%
Muslim	21,216	2.10%
Sikh	11,207	1.10%
Other	3,890	0.40%
Hindu	3,575	0.40%
Buddhist	2,352	0.20%
Jewish	473	0.00%

Other source protected characteristic information

Sexuality	Number	%
Heterosexual	957,332	94.00%
LGB	61,106	6.00%

Gender Reassignment	Number	%
Undergone a gender reassignment (estimate)	300	0.04%
With a gender variance (estimate)	10,184	1.00%

Stonewall the LGBT Charity

http://www.stonewall.org.uk/at_home/sexual_orientation_faqs/2694.asp

Estimate - 'Gender Variance in the UK 2009' (with an update from 2011)
<http://www.gires.org.uk/assets/Medpro-Assets/GenderVarianceUK-report.pdf>

Objective 2

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



Requests for interpreters: Cintra - suspects, victims and witnesses (force level)

- Source:** For requests for face-to-face interpreters Derbyshire Constabulary uses Cambridgeshire Interpreting and Translation Service (Cintra).
Data from records maintained by 'Cintra' who are the interpreting and translation providers for Derbyshire Constabulary.
- Date range:** From 01/04/18 to 31/03/19.
- Comments:** Note that requests for language interpreters and translators are not necessarily a reflection of first languages spoken within Derbyshire. Some suspects, victims and witnesses may speak English sufficiently to not require an interpreter or translator, or make use of an intermediary other than Cintra.
There were a total of 1463 requests for interpreter services for over 45 languages and 110 translations over 23 languages. Percentage is of the total no of requests to Cintra for the period.
Note that requests for translators relate to suspects, victims and witnesses combined.

Cintra Top Ten Languages—Interpreting

Rank	Language - interpreting	Total Volume	Language % overall
1	Polish	289	19.7%
2	Slovakian	209	14.3%
3	Romanian	174	11.9%
4	Urdu	117	8%
5	Latvian	77	5.3%
6	Russian	66	4.5%
7	Punjabi - India	63	4.3%
8	Czech	59	4%
9	British Sign	56	3.8%
10	Kurdish - Sorani	49	3.3%

Cintra Top Ten Languages— translations

Rank	Language— translations	Total Volume	Language % overall
1	Polish	38	34.5%
2	Romanian	14	12.7%
3	Hungarian	10	9.1%
4	Latvian	8	7.3%
5	Urdu	4	3.6%
6	Kurdish - Sorani	4	3.6%
7	Arabic	4	3.6%
8	Turkish	3	2.7%
9	Punjabi—(P Mirpuri)	3	2.7%
10	Czech	3	2.7%

Objective 2

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



Requests for interpreters: 'the big word' - suspects, victims and witnesses (force level)

Source: Data outlining which languages are requested for translation from records maintained by 'the big word' who are the telephone interpreter services for Derbyshire Constabulary.

Date range: From 01/03/18 to 31/03/19

Comments: 'the big word' works with organisations to provide a 24hr telephone interpreting service which connects you to a qualified interpreter in under a minute. The service can be used any time of day from any location using any type of telephone.

Note: requests for telephone interpreter services are not necessarily a reflection of first languages spoken within Derbyshire. Some suspects, victims and witnesses may speak English sufficiently to not require a translator, or make use of an intermediary other than using language line.

For the period 01/03/18 – 31/03/19 there were 3040 calls to 'the big word' across 49 different languages. Percentage is of the total no of calls to 'the big word' for the period.

Note that the use of 'the big word' relates to suspects, victims and witnesses combined.

Exceptions: The highest number of translations was requested for the Polish language.

Rank	Language	Total Volume	Language % overall
1	Polish	535	17.6%
2	Romanian	527	17.3%
3	Slovak	459	15%
4	Kurdish (Sorani)	241	7.9%
5	Czech	165	5.4%
6	Punjabi	115	3.8%
7	Urdu	108	3.6%
8	Arabic	106	3.5%
9	Latvian	87	2.9%
10	Russian	88	2.9%

thebigword
connecting words connecting worlds

Objective 2

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



Care Card

Source: Care Card Database – Contact Management

Date range: Year to date 01/01/12- 31/12/12, 01/01/13 -31/12/13, 01/01/14 - 31/12/14, 01/01/15 – 31/12/15, 01/01/15 – 31/12/16 and 01/04/17 – 31/03/2018.

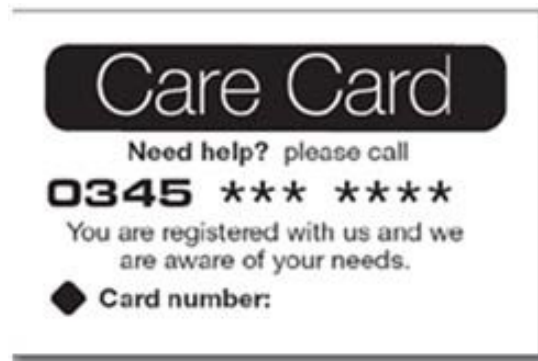
Comment: Derbyshire Constabulary have a non-emergency police telephone number for people who have difficulty using the phone, limited verbal communication, low levels of confidence or difficulty holding the handset for a long time.

This telephone number is produced onto a care card with a reference number. This reference number is different for each person. To get a card an application form needs to be completed.

Exceptions: For the period 01/06/12 – 31/07/13 (it is believed) these figures are unreliable. This was due to Telecoms routing telephones outside police stations to the dedicated care card line. This has been resolved although exact date of resolution is unsure, but based on subsequent figures it is considered data from Aug '13 is reliable.

Period July-October 2013 shows partial monthly data. The system only records 21 days of data then rewrites if data isn't captured.

During December 2015 Contact Management started the switch over to a new telephony system. At this time, there was nothing to identify Care Card calls. This was due to the system placing all calls received into the same pot. The situation remained until the introduction of the new ControlWorks Command and Control, where a second option for identifying these calls became available. Care Card call stats configured back in the telephony stats from Jun 2016. In 2018 there were 100 calls to the care card line. This is a reduction (-28.6%) from the previous year.



Objective 2

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



Care Card Statistics Year on Year

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Avg per month
2018	7	5	5	6	18	11	8	9	7	5	5	14	100	8
2017	21	7	10	23	4	35	6	9	6	9	4	6	140	12
2016	n/a	n/a	n/a	n/a	n/a	42	19	12	16	10	6	14	119	17
2015	20	18	16	17	19	25	14	9	23	27	49	n/a	237	22
2014	24	32	26	35	39	27	19	21	27	17	29	21	317	26
2013	290	229	198	67	197	188	86	15	15	20	15	15	1335	111
2012	9	30	13	13	78	172	414	236	258	313	354	261	2151	26

NOTE: For the period June 2012 – July 2013 (it is believed) these figures are unreliable. This was due to Telecoms routing telephones outside police stations to the dedicated care card line. This has been resolved although exact date of resolution is unsure, but based on subsequent figures it is considered data from August 2013 is reliable.

July - October 2013 - show partial monthly data. Unfortunately system only records previous 21 days data, then rewrites over it. These months have had odd bits of data missed.

Objective 2

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



Short Message Service -SMS Text Messaging

Source: SMS Service Provider

Comment: Short Message Service SMS text scheme enables equality of access for Deaf, hard of hearing or speech impaired people to contact Derbyshire Constabulary.

The user is able create a message and send via a dedicated number. The message is forwarded to the Police Contact Centre via the service provider.

Date range: 01/01/15- 31/12/15, 01/12/16 – 31/12/16 , 01/01/17 – 31/12/17, and 01/01/18 – 31/12/18

Exceptions: Data provided for incoming messages to Derbyshire Constabulary shows there is a 9% increase in SMS text in 2017.
In total from 2017 – 2018 there is a 8.32% decrease in use of SMS.

Year	NO OF SMS PER MONTH												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	56	81	30	18	68	35	59	55	72	58	50	35	617
2017	102	87	69	58	38	103	54	46	13	29	30	44	673
2016	65	32	55	97	28	37	52	65	22	66	44	49	612
2015	13	22	36	42	48	15	25	50	37	46	21	39	394



Short Message Service

SMS text scheme is to enable equality of access for deaf, hard-of-hearing or speech impaired people to contact the Derbyshire Constabulary



Objective 3

We will improve protection and support for those most at risk from harm.



Victims of crime (force level)

Source: Taken from crime recording system

Date range: 01/04/18—31/03/19

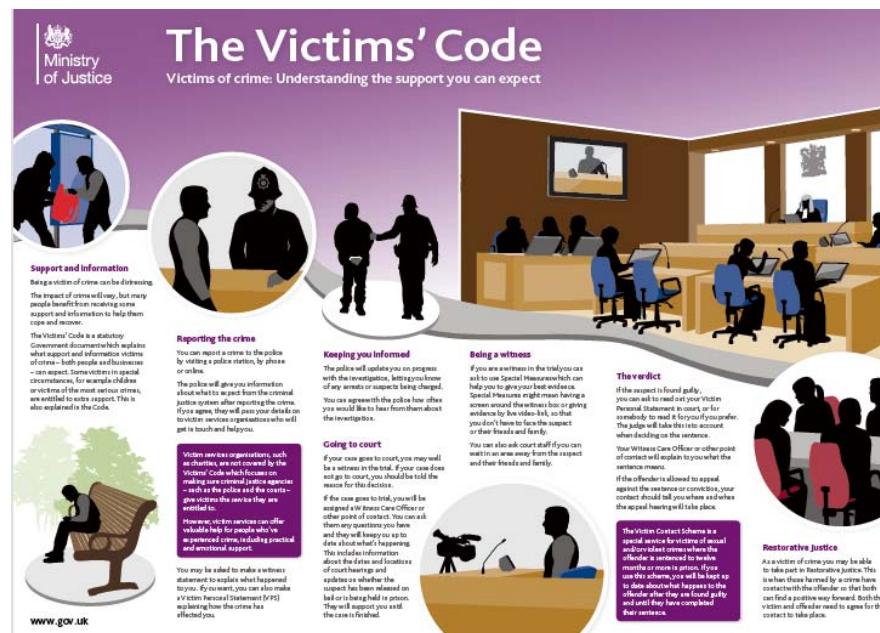
The crime recording system is a live database so figures are correct on the date of extraction.

Data Limitations: Note that the report only includes victim based crimes. This does also include crimes where there may not be a personal victim such as shoplifting or criminal damage.

Additionally not all protected groups are recorded for all victims, thus totals for age, race and sex (gender) will not be comparable.

Victims of crime by Sex (gender) as of 01/04/18—31/03/19

Sex (gender)	Crime	% of Victims
Male	22,406	39.9%
Female	21,056	37.5%
Indeterminate	15	0.0%
Unknown	187	0.3%
Blank	12,445	22.2%
Total	56,109	100%



Objective 3

We will improve protection and support for those most at risk from harm.



Ethnicity (self defined)	Total	% of all Victims
Asian	1840	3.3%
Black	600	1.1%
Mixed	564	1.0%
Other	241	0.4%
White	32319	57.6%
Not Stated	5758	10.3%
Blank	14787	26.4%
Total	56109	100%



**Derbyshire
VictimServices**
Supporting Victims of Crime



Three easy ways to request free advice and support

Please call: 0800 612 6505
Text "COREDVS" to 82228

Please email:
support@derbyshirecore.org

Age Range	No Of Victims	% of all Victims
0-15	4212	7.5%
16-17	1245	2.2%
18-25	6725	12.0%
26-35	9459	16.9%
36-45	7473	13.3%
46-55	6951	12.4%
56-65	3714	6.6%
66-80	2533	4.5%
81+	651	1.2%
Blank/Unknown	13146	23.4%
Total	56109	100%

Objective 3

We will improve protection and support for those most at risk from harm.



On Line Crime (force level)

Source: Taken from crime recording system

Date range: Year to date (YTD) 2018/19 (01/04/18—31/03/19).

The crime recording system is a live database so figures are correct on the date of extraction.

Comments: Online fraud, also known as cyber crime, covers all crimes that:

- take place online
- are committed using computers, or
- are assisted by online technology

Data Limitations: Note that the report only includes victim based crimes. This does include crimes where there may not be a personal victim such as shoplifting or criminal damage.

Additionally not all protected groups are recorded for all victims, thus totals for age, race and sex(gender) will not be comparable.

Exceptions: The protected group victim breakdown by **Age**: there are higher proportions of victims in the 26-35 age range than within the county. **Race and Sex (gender)**: Race and Sex (gender) broadly reflect the demographic breakdown of Derbyshire.



Objective 3

We will improve protection and support for those most at risk from harm.



Ethnicity (self defined)	No Of Victims	% of all Victims
Asian	14	2.7%
Black	2	0.4%
Mixed	2	0.4%
Other	2	0.4%
White	396	75.3%
Not Stated	64	12.2%
Blank	42	8%
Total	526	100%

Sex (gender)	No of Victims	% of Victims
Male	338	64.3%
Female	154	29.3%
Indeterminate	1	0.2%
Unknown	1	0.2%
Blank	32	6.1%
Total	526	100.0%

Age Range	No Of Victims	% of all Victims
0-15	163	31%
16-17	36	6.8%
18-25	81	15.4%
26-35	104	19.8%
36-45	60	11.4%
46-55	34	6.5%
56-65	13	2.5%
66-80	5	1.0%
81+	1	0.2%
Unknown	1	0.2%
Blank	28	5.3%
Total	526	100%

ActionFraud
National Fraud & Cyber Crime Reporting Centre
0300 123 2040

Objective 3

We will improve protection and support for those most at risk from harm.



Hate Crimes (force level)

Source: Force crime recording system NICHE.

Date range: 2017/18— 2018/19

Data Adaptions: Hate incidents and hate crimes are reported below, as not all incidents result in a crime report being logged. Reporting on hate incidents ensures ethical capture of occurrences, where a hate element exists.

Comments: The first table relates to the total number of incidents and crimes, year on year. The second and third tables relate to the number of incidents and crimes for the force, broken down by the prime hate motivator. Note that LGB and transphobic crimes are grouped to avoid personal identification.

An increase in incidents may be indicative of an increase in actual incidents that have taken place or an increase in public confidence encouraging individuals to report incidents.

Data Limitations: Under reporting (both locally and nationally) means that the true extent of hate related incidents will not be known. The force support the 'Stop Hate UK' scheme to encourage anonymous reporting of hate incidents and information is also included within this report.

Exceptions: From 22/06/2016 hate incidents and hate crimes are recorded on NICHE as either a hate crime or a n incident as a 'non-crime occurrence'. In 2018-2019 there has been a 260 (35.67%) increase in Hate Crime whereas Hate non Crime has fallen by 98 (25.99%). Although this is a sizable increase this is not unexpected and Hate Crime still only account for approximately 1% of all crimes recorded.

Disability: Disability Hate crime continues to be the highest prime hate motivator. With a 219.23% increase in reported Hate crime in the last year. **Ethnicity:** Of those who's ethnicity is known 43% are BAME. **Racial:** Racial Hate Crime has seen the biggest volume change of 148 crimes. **Sex (gender):** 36% of Hate crime victims are female.

Hate Crime and Non-crime 2017-2018 & 2018-2019

	2017/18	2018/19	Volume Change	Percentage Change
Hate Crime	729	989	260	35.67%
Hate Non Crime	377	279	-98	-25.99%

Objective 3

We will improve protection and support for those most at risk from harm.

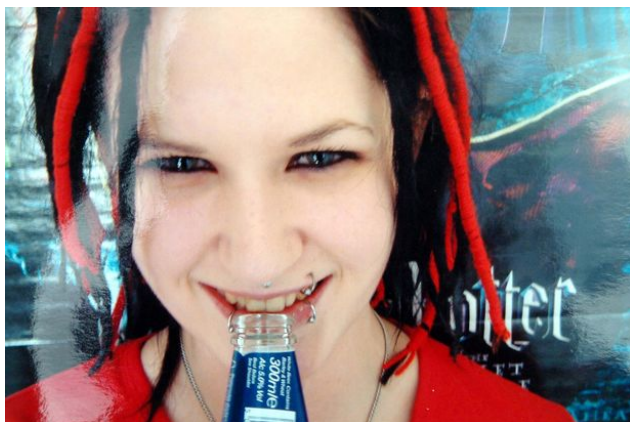


Hate Crime by Prejudice Type: Crimes can have more than one type 2017-2018 & 2018-2019

	2017/18	2018/19	Volume Change	Percentage Change
Disability	26	83	57	219.23%
Racial	569	717	148	26.01%
Sexual Orientation	89	159	70	78.65%
Other	33	51	18	54.55%
Religion/Faith	30	45	15	50.00%
Transgender	10	27	17	170.00%
Alternative Sub	5	4	-1	-20.00%



Alternative Sub Culture—Sophie Lancaster



Hate Non - Crime by Prejudice Type: Crimes can have more than one type 2017-2018 & 2018-2019

	2017/18	2018/19	Volume Change	Percentage Change
Disability	32	30	-2	-6.25%
Racial	221	148	-73	-33.03%
Sexual Orientation	54	37	-17	-31.48%
Other	12	9	-3	-25.00%
Religion/Faith	15	15	0	0.00%
Transgender	13	12	-1	-7.69%
Alternative Sub	3	7	4	133.33%

Objective 3

We will improve protection and support for those most at risk from harm.



Hate Crime by Sex (gender) of Victim 2017-2018 & 2018-2019

Sex (gender())	2017/18	%	2018/19	%
Female	387	34.93%	464	36.08%
Indeterminate	1	0.09%	4	0.31%
Male	624	56.32%	704	54.74%
Unknown/Blank	96	8.66%	114	8.86%

Age of victim 2017-2018 & 2018-2019

Age (Years)	2017/18	%	2018/19	%
0 - 15	100	9.00%	114	8.83%
16 - 17	22	1.98%	22	1.70%
18 - 25	131	11.79%	176	13.63%
26 - 35	240	21.60%	282	21.84%
36 - 45	249	22.41%	270	20.91%
46 - 55	152	13.68%	166	12.86%
56 - 65	61	5.49%	77	5.96%
66 - 80	28	2.52%	31	2.40%
81+	4	0.36%	2	0.15%
Outliers	124	11.16%	151	11.70%

Ethnicity of victim 2017-2018 & 2018-2019

Ethnicity	2017/18	%	2018/19	%
A1. Asian - Indian	83	7.51%	52	4.05%
A2. Asian - Pakistani	110	9.95%	71	5.53%
A3. Asian - Bangladeshi	5	0.45%	1	0.08%
A9. Any other Asian background	47	4.25%	28	2.18%
B1. Black Caribbean	37	3.35%	32	2.49%
B2. Black African	34	3.08%	24	1.87%
B9. Any other Black background	31	2.81%	11	0.86%
M1. White & Black Caribbean	22	1.99%	20	1.56%
M2. White & Black African	7	0.63%	5	0.39%
M3. White & Asian	22	1.99%	8	0.62%
M9. Any other mixed background	13	1.18%	14	1.09%
NS. Not stated	98	8.87%	132	10.29%
O1. Chinese	7	0.63%	7	0.55%
O2. Arab			2	0.16%
O9. Any other ethnic group	15	1.36%	11	0.86%
W1. White British	289	26.15%	312	24.32%
W2. White Irish	2	0.18%	3	0.23%
W3. Gypsy or Irish Traveller			1	0.08%
W9. Any other white background	74	6.70%	62	4.83%
Blank	209	18.91%	487	37.96%

Objective 3

We will improve protection and support for those most at risk from harm.



Third party hate incident reporting (force level)

Source:	Stop Hate UK police force reports (published quarterly).
Date range:	Results have been aggregated to increase the reliability of the data sample. The period 01/04/18- 31/03/19 is covered.
Comments:	Derbyshire Constabulary commission the services of Stop Hate UK (SHUK) who are a third party reporting service offering 24 hour support for those affected by hate crime. The service is confidential and the service works with, but is independent of, the police. Contact details are 0800 1381625 or email talk@stophateuk.org. The 'contact type' refers to the type of contacts and is broken down into incidents, support and update contacts. Enquiries include requests for information about Stop Hate UK and the Stop Hate Line as well as enquiries about publicity materials. Update/support calls are those where the caller wants to discuss their situation but does not have an incident to report. They may just want to provide an update on their case or request additional referrals. The hate motivation shows the motivation of incidents based on either the victims' or witnesses' perception. The highest forms of hate motivation this year were Disability and Other aspects of personal identity. Most common types of incidents reported included those involving, verbal abuse, threatening behaviour, harassment, bullying and anti social behaviour. Stop Hate UK now records incidents that are perceived by the victim to be motivated by hate but which do not fall into one of the monitored strands. Non-hate crimes are incidents where the victim does not believe there was a hate motivation involved. Sometimes the victim or informant will cite more than one hate motivation for an incident. All motivations are recorded.
Exceptions:	During 2018-19, there were 217 contacts to the Stop Hate Line service from Derbyshire. This year has seen the highest number of contacts since the service began in Derbyshire and continues the upward trend seen over previous years. This included 113 incidents and 77 calls seeking updates, support and information and advice. The highest forms of hate motivation identified this year were Disability (37%) and Other (33%). Most common types of incidents reported included those involving, verbal abuse, threatening behaviour, harassment, and anti-social behaviour.

STOP HATE. START HERE  **STOP HATE UK** [®] _©

Objective 3

We will improve protection and support for those most at risk from harm.



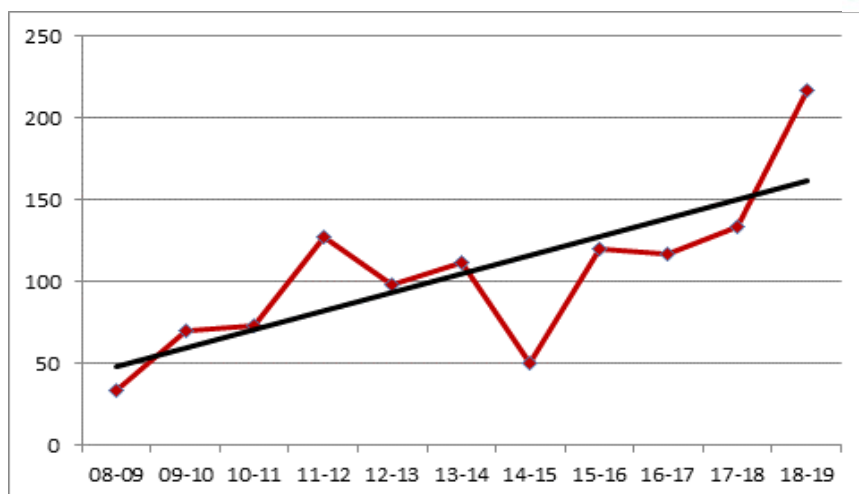
Stop Hate UK (SHUK) total contacts by year

Data Comment: Figures given are for the number of individual calls or electronic contacts. These are referred to as connections, in order to cover phone calls as well as conversations held over SMS, webchat, email etc.

Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
33	70	73	127	98	112	50	120	117	134	217

Type of contact by year quarter	Q1	Q2	Q3	Q4	Total
Incident report	29	32	36	16	113
Enquiry	6	8	10	3	27
Update/support	24	19	27	7	77
Total	59	59	73	26	217

STOP HATE CRIME
0800 138 1625
24 HOUR HELP LINE®



Objective 3

We will improve protection and support for those most at risk from harm.



Stop Hate UK (SHUK) total contacts by protected characteristics.

Data Comment: Stop Hate UK records incidents that are perceived by the caller to be motivated by hate but which do not fall into one of the monitored strands.

Non-hate crimes are incidents where the caller does not believe there was a hate motivation involved.

Sometimes the victim or informant will cite more than one hate motivation for an incident. All motivations are recorded.

Sex (gender)	Q1	Q2	Q3	Q4	Total
Female	3	7	3	4	17
Male	22	21	30	8	81
Transgender	-	1	-	-	1
Not Stated	4	3	3	4	14
Total	29	32	36	16	113

STOP HATE CRIME
0800 138 1625
24 HOUR HELP LINE®

Age	Q1	Q2	Q3	Q4	Total
0 To 16	-	-	-	-	-
17 To 19	-	-	-	-	-
20 To 29	-	-	-	-	-
30 To 39	21	19	30	8	78
40 To 49	1	2	1	1	5
50 To 59	1	2	-	-	3
60 To 69	3	4	3	-	10
70 and over	1	1	-	-	2
Not Stated	2	4	2	7	15
Total	29	32	36	16	113

Hate Crime strand	Q1	Q2	Q3	Q4	Total
Age	-	-	-	-	0
Alternative subculture	1	2	-	-	3
Disability	12	16	12	8	48
Gender Identity	1	1	-	-	2
Race	4	4	1	2	11
Religion	-	-	-	-	-
Sexual Orientation	6	7	2	1	16
Other	9	10	20	4	43
Non-hate crime	2	-	1	3	6
Multiple motivations	6	8	-	2	16

	Contact by year quarter				
Ethnicity	Q1	Q2	Q3	Q4	Total
Asian Or Asian British - Indian	-	1	-	-	1
Black Or Black British - African	1	-	-	-	1
Black Or Black British - Caribbean	-	1	-	-	-
Gypsy/Traveller	-	-	-	-	-
Mixed - White And Black African	-	-	-	-	-
Mixed - White And Black Caribbean	-	-	-	1	1
White - British	3	16	31	8	58
White - Irish	-	-	-	-	-
White - Other White Background	-	-	-	-	4
Not Stated	25	14	5	8	52
Total	29	32	36	16	113

Objective 3

We will improve protection and support for those most at risk from harm.



Stop Hate UK (SHUK) total contacts by protected characteristics.

Data Comment: Stop Hate UK try to obtain as much 'monitoring' information as possible (e.g. age, gender, ethnicity) about the victim. However, sometimes victims are unwilling to share these details or, if the contacting person is reporting on behalf of another person, they may not know the information. Sometimes it is not possible to ask these questions (they may hang up before they can be asked or be very upset and not seem able to answer many questions, etc.). In this case there will be no data to record.

Self defined Religion of victim by quarter 2018-2019

Religion of Victim	Q1	Q2	Q3	Q4	Total
Christianity	-	-	-	-	-
Do not wish to disclose Religious Beliefs	1	-	-	-	1
Hinduism	-	-	-	-	-
Islam	1	-	-	-	1
Sikhism	-	-	-	-	-
No Religion	-	1	-	-	1
Not Stated	27	31	36	16	110
Total	29	32	36	16	113

Self defined Sexual Orientation of victim by quarter 2018-2019

Sexual Orientation	Q1	Q2	Q3	Q4	Total
Bisexual	-	-	-	-	-
Gay	2	4	3	-	9
Heterosexual/Straight	21	22	30	8	81
Not Stated	6	6	3	8	23
Total	29	32	36	16	113

Self defined Disability of victim by quarter 2018-2019

Disability of Victim	Q1	Q2	Q3	Q4	Total
Autism	-	1	-	-	1
Chronic Illness	-	2	-	1	3
Hearing Impairments	-	-	-	-	-
Learning Disability/difficulty	-	16	30	8	54
Mental Ill Health	24	7	3	1	35
Physical/Mobility	1	-	1	-1	2
None Stated	4	6	2	6	18
Total	29	32	36	16	113

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Objective 3

We will improve protection and support for those most at risk from harm.



Mental Health Triage

Comments:

The policing of mental ill-health is an everyday aspect of modern policing. By responding to people who may be affected by mental ill-health with care and understanding ensures that we engage with the right agencies and protect the vulnerable.

In February 2014 the Department of Health funded a year long Mental Health Triage Car Pilot which went live on 3rd February 2014. The pilot was a partnership between Derbyshire Health Care (NHS) Foundation Trust and Derbyshire Constabulary.

Initially the scheme operated in the Derby city but was expanded in March 2014 to all of the previous 'D' Division area with telephone advice provided over the rest of the county.

The Derbyshire Street Triage pilot adopted the model of 'Mobile Police Officer / Mental Health Professional'. The Street Triage service comprised of one mental health nurse accompanying a specially trained, dedicated police officer. The team were called regarding incidents where police officers believe a person needs immediate mental health support.

Following the success of this project Derbyshire Healthcare (NHS) Foundation Trust and Derbyshire police continue to work together to prevent people being taken into custody if it is not necessary but help to get them the best treatment and outcome.

The provision of mental health triage is as follows:-

- A Community Psychiatric Nurse (CPN) together with Social Care are based in the Force Control Room between 1600-0000 7 days a week.
- The CPN will be available to pro-actively manage, in conjunction with the controller and attending officers, any incidents reported during this time from across the County that are aggravated by mental-ill health issues.
- The CPN will be available to conduct face to face assessments at incidents where they consider it necessary, although to facilitate this attending officers will need to remain to support the CPN.



Derbyshire Healthcare
NHS Foundation Trust

In short officers across the county will have the benefit of a CPN's advice and guidance on many more incidents than before. It is recognised that mental health triage is not the only source of guidance and staff attending an incident are encouraged to contact a mental health professional before making any decisions



Objective 3

We will improve protection and support for those most at risk from harm.



Section 136 of the Mental Health Act - Custody detentions (force level)

Source: Gem case and custody system

Comments: Section 136 (S136) of the Mental Health Act 1983 (MHA) empowers a police officer to remove a person from a place to which the public have access to a place of safety if the person appears to the police officer to be suffering from mental disorder and to be in Immediate need of care and control. The purpose of removing a person to the place of safety is only to enable the person to be examined by a doctor and the necessary arrangements be made for the person's care and treatment.

Some detentions under Section 136 will lead to admission into a secure medical ward or a home detention which would be the first preference, others a period in custody.

From midnight December 11, 2017 changes to legislation under the Police and Crime Act 2017, came into effect.

The main changes to the police powers and places of safety provisions can be summarised as:

- section 136 powers may now be exercised anywhere other than in the persons private dwelling;
- it is now unlawful to use a police station as a place of safety for anyone under the age of 18 in any circumstances;
- a police station can now only be used as a place of safety for adults in extreme specific circumstances, which are set out in regulations ;
- the previous maximum detention period of up to 72 hours has been reduced to 24 hours (unless a doctor certifies that an extension of up to 12 hours is necessary);
- before exercising a section 136 power police officers must, where practicable, consult one of the health professionals listed in section 136(1C), or in regulations made under that provision;
- a person subject to section 135 or 136 can be kept at, as well as removed to, a place of safety. Therefore, where a section 135 warrant has been executed, a person may be kept at their home (if it is a place of safety) for the purposes of an assessment rather than being removed to another place of safety;
- a new search power allows police officers to search persons subject to section 135 or 136 powers for protective purposes.

Data limitations: Due to the small sample size protected characteristics have been withheld.

Exemptions: Since 2016 there has been a decrease in detentions into police custody. This is attributed to the introduction of street triage and the ongoing provision of the CPN within the force control room.

*Sect 136 Custody
01/04/2018—31/03/2019*

Year	Sec 136
2014	77
2015	19
2016	0
2017	2
2018	0

Objective 3

We will improve protection and support for those most at risk from harm.



Domestic abuse offences (force level)

- Source:** Data taken from the crime and incident recording system.
- Date range:** 2017/18 and 2018/19 - The crime recording system is a live database so figures are correct on the date of extraction.
- Data limitations:** Incidents logged in the period that have the domestic abuse qualified and crimes recorded with a 'domestic tag' and positive outcomes with a force crime tag 'domestic'. Note that not all protected groups are captured in every case.
- Exceptions:** Positive outcomes stand at -4.47% this period. This is slight decrease on the previous year. Numbers of domestic abuse related crime have increased in the latest twelve month period. Overall there has been 26.98% increase in domestic abuse crimes. **Ethnicity:** BAME account for 9.63% of victims. **Sex(gender):** Females remain the highest victims of this type of crime with 72.5% of crimes.

Domestic abuse crimes 2017/18 and 2018/19

	2017/18	2018/19	Volume Change	Percentage Change
Domestic Abuse Crime	6463	8463	2475	26.98%
Positive Outcomes	2393	2286	-107	-4.47%
Outcome Rate	26.09%	19.63%		-6.46%

What is Domestic Abuse?

The shared National Police Chiefs Council (NPCC), Crown Prosecution Service (CPS) and government definition of domestic violence is:

'Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality'.

Objective 3

We will improve protection and support for those most at risk from harm.



Domestic abuse crimes by Sex (gender) 2017/18 and 2018/19

Sex (gender)	2017/18	%	2018/19	%
Female	3835	75.67%	4651	72.50%
Indeterminate	1	0.02%		
Male	1153	22.75%	1622	25.28%
Unknown/Blank	79	1.56%	142	2.21%

Domestic abuse crimes by Age 2017/18 and 2018/19

Age (Years)	2017/18	%	2018/19	%
0 - 15	208	4.07%	311	4.79%
16 - 17	178	3.48%	199	3.07%
18 - 25	1146	22.41%	1373	21.16%
26 - 35	1378	26.95%	1872	28.84%
36 - 45	945	18.48%	1183	18.23%
46 - 55	697	13.63%	828	12.76%
56 - 65	262	5.12%	363	5.59%
66 - 80	141	2.76%	155	2.39%
81+	23	0.45%	38	0.59%
Not Known	136	2.66%	168	2.59%



Domestic abuse crimes by Ethnicity 2017/18 and 2018/19

Ethnicity	2017/18	%	2018/19	%
A1. Asian - Indian	50	0.93%	51	0.72%
A2. Asian - Pakistani	95	1.76%	91	1.29%
A3. Asian - Bangladeshi	2	0.04%	2	0.03%
A9. Any other Asian background	36	0.67%	29	0.41%
B1. Black Caribbean	30	0.56%	31	0.44%
B2. Black African	26	0.48%	14	0.20%
B9. Any other Black background	16	0.30%	9	0.13%
M1. White & Black Caribbean	47	0.87%	31	0.44%
M2. White & Black African	7	0.13%	4	0.06%
M3. White & Asian	13	0.24%	10	0.14%
M9. Any other mixed background	14	0.26%	10	0.14%
O1. Chinese	3	0.06%	6	0.08%
O2. Arab	0	0.00%	1	0.01%
O9. Any other ethnic group	17	0.32%	10	0.14%
W1. White British	3203	59.45%	2952	41.82%
W2. White Irish	26	0.48%	18	0.25%
W3. Gypsy or Irish Traveller	0	0.00%	1	0.01%
W9. Any other white background	156	2.90%	133	1.88%
Blank	1304	24.20%	3189	45.18%
NS. Not stated	343	6.37%	467	6.62%

Objective 3

We will improve protection and support for those most at risk from harm.

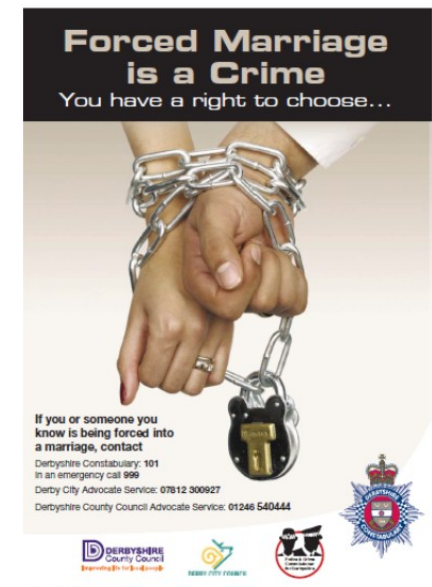


Honour –based abuse, Forced Marriage and Female Genital mutilation (forcelevel)

- Source:** Data taken from the crime and incident recording system.
- Date range:** Year to date 2017/18 (01/04/17 -31/03/18) and 2018/19 (01/04/18 -31/03/19). The crime recording system is a live data base so figures are correct on the date of extraction.
- Comments:** Forced Marriage— A forced marriage is a marriage in which one or both spouses do not, or cannot, consent to the marriage, and duress is involved. It can include physical, psychological, financial, sexual and emotional pressure. In some cases victims suffer violence and abuse from their extended family.
- Female genital mutilation (FGM), also called ‘female cutting’ or ‘female circumcision’, is defined by the World Health Organisation as any procedure involving the partial or total removal of external female genitalia, or other injury to the female genital organs for non-medical reasons. FGM is illegal in the UK, with a penalty of up to 14 years in prison.
- Honour Based Violence is the punishment of a person by family and/or community for behaving in a way that is believed to have bought shame or dishonour on them.
- Exceptions:** There has been a slight increase in Honour Based abuse this period and forced marriage. It is however considered that a lot of these cases go unreported for a number of reasons including fear of reprisals.

Honour Based Abuse , Forced Marriage and FGM 2017/18 and 2018/19

	2017/18	2018/19	Volume Change	% Change
Honour Based Abuse	18	20	2	11.11%
Forced Marriage	2	3	1	50.00%
FGM	0	0		



Objective 3

We will improve protection and support for those most at risk from harm.

Sex (gender)	2017/18	%	2018/19	%
Female	17	94.44%	16	88.89%
Male	1	5.56%	2	11.11%

Age (Years)	2017/18	%	2018/19	%
0 - 15	0	0.00%	1	5.56%
16 - 17	1	5.56%	1	5.56%
18 - 25	7	38.89%	6	33.33%
26 - 35	7	38.89%	7	38.89%
36 - 45	2	11.11%	2	11.11%
46 - 55	0	0.00%	1	5.56%
56 - 65	1	5.56%	0	0.00%

Ethnicity	2017/18	%	2018/19	%
A1. Asian - Indian	1	5.56%	0	0.00%
A2. Asian - Pakistani	5	27.78%	4	21.05%
A9. Any other Asian background	3	16.67%	1	5.26%
M1. White & Black Caribbean	1	5.56%	0	0.00%
M3. White & Asian	0	0.00%	1	5.26%
NS. Not stated	1	5.56%	1	5.26%
O1. Chinese	0	0.00%	1	5.26%
O9. Any other ethnic group	1	5.56%	1	5.26%
W1. White British	0	0.00%	1	5.26%
Blank	6	33.33%	9	47.37%



FORCED MARRIAGE

This is where one or both spouses do not, or cannot, consent to the marriage,

and duress is involved. It can include physical, psychological, financial, sexual and emotional pressure. In some cases victims suffer violence and abuse from their extended family.

Objective 3

We will improve protection and support for those most at risk from harm.



Rape offences (force level)

- Source:** Data taken from the crime recording system. Sexual and rape offences recorded on the crime recording system and the number of positive outcome within the period specified.
- Date range:** Year to date 2017/18 (01/04/17-31/03/2018) and year to date 2018/19 (01/04/18-31/03/2019)
- Comments:** An allegation of rape or of serious sexual assault is one of the most serious crimes investigated and the trauma which victims experience presents the police service with unique challenges. We have made continuous efforts to improve victim care in these types of offences and have a policy and procedure in place that brings together a framework of guidelines and best practice which are to be exercised in every offence of this nature.
- Exceptions:** There has been a 28.89% increase in the number of rapes recorded in the period in comparison to 2017/18.
Age: The most vulnerable age group are under 18 accounting for 34.41% of reported rapes. **Sex (gender):** Women remain the highest no of victims at 84.74% of those reported, however there has been an increase 24.76% increase in male reported rape compared to the previous year.

No of Rape Victims 2017/18 and 2018/19

2017/18	2018/19	Volume Change	% Change
713	919	206	28.89%

No of Rape victims by Sex (gender) 2017/18 and 2018/19

Sex (gender)	2017/18	%	2018/19	%
Female	580	86.05%	733	84.74%
Indeterminate			1	0.12%
Male	79	11.72%	105	12.14%
Unknown/Blank	15	2.23%	26	3.01%



Objective 3

We will improve protection and support for those most at risk from harm.



No of Rape victims by Ethnicity 2017/18 and 2018/19

No of Rape victims by Age 2017/18 and 2018/19

Age (Years)	2017/18	%	2018/19	%
0 - 15	256	37.81%	298	34.41%
16 - 17	67	9.90%	62	7.16%
18 - 25	144	21.27%	213	24.60%
26 - 35	96	14.18%	142	16.40%
36 - 45	54	7.98%	79	9.12%
46 - 55	30	4.43%	42	4.85%
56 - 65	7	1.03%	7	0.81%
66 - 80	2	0.30%	3	0.35%
81+	1	0.15%	4	0.46%
Outliers	20	2.95%	16	1.85%

Ethnicity	2017/18	%	2018/19	%
A1. Asian - Indian	7	1.02%	2	0.23%
A2. Asian - Pakistani	10	1.46%	8	0.91%
A3. Asian - Bangladeshi				
A9. Any other Asian background	6	0.88%	5	0.57%
B1. Black Caribbean	3	0.44%	2	0.23%
B2. Black African	1	0.15%	2	0.23%
B9. Any other Black background	2	0.29%		
M1. White & Black Caribbean	4	0.58%	6	0.68%
M2. White & Black African	1	0.15%		
M3. White & Asian			1	0.11%
M9. Any other mixed background	1	0.15%	2	0.23%
O1. Chinese			2	0.23%
O2. Arab	0	0.00%		
O9. Any other ethnic group			4	0.45%
W1. White British	405	59.12%	357	40.52%
W2. White Irish	2	0.29%	2	0.23%
W3. Gypsy or Irish Traveller	0	0.00%		
W9. Any other white background	12	1.75%	9	1.02%
Blank	114	16.64%	360	40.86%
NS. Not stated	117	17.08%	119	13.51%

Objective 3

We will improve protection and support for those most at risk from harm.



Other Sexual Offences (force level)

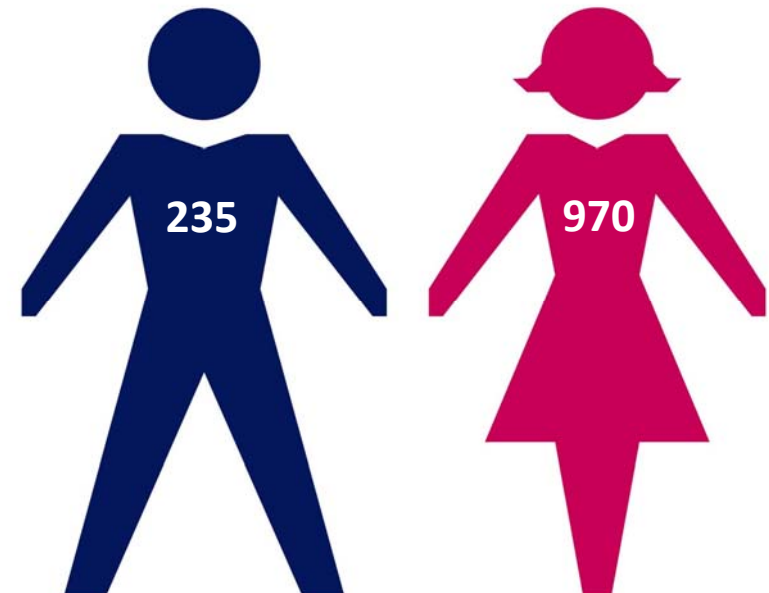
- Source:** Data taken from the crime recording system. Sexual offences recorded on the crime recording system .
- Comment:** Sexual offences cover a broad range of incident types such as non penetrative sexual assault, indecent exposure, 'sexting' etc. Increase in public awareness and willingness to report , including improved relationships with partner agencies helps to identify further crimes.
- Date range:** Year 2017/18 (01/04/17-31/03/2018) and 2018/19 (01/04/18-31/03/2019)
- Exceptions:** There has been a 21.6% increase in the number of other sexual offences recorded in the period in comparison to 2017/18.
Sex (gender): Females remain the highest reported victims of sexual offences with 77.48% of total offences.

No of Other Sexual offences 2017/18 and 2018/19

2017/18	2018/19	Volume Change	% Change
1111	1345	234	21.06%

No of Other Sexual Offences by Sex (gender) 2017/18 and 2018/19

Sex (gender)	2017/18	%	2018/19	%
Female	805	77.63%	970	77.48%
Indeterminate			2	0.16%
Male	208	20.6%	235	18.77%
Unknown/Blank	24	2.31%	45	3.59%



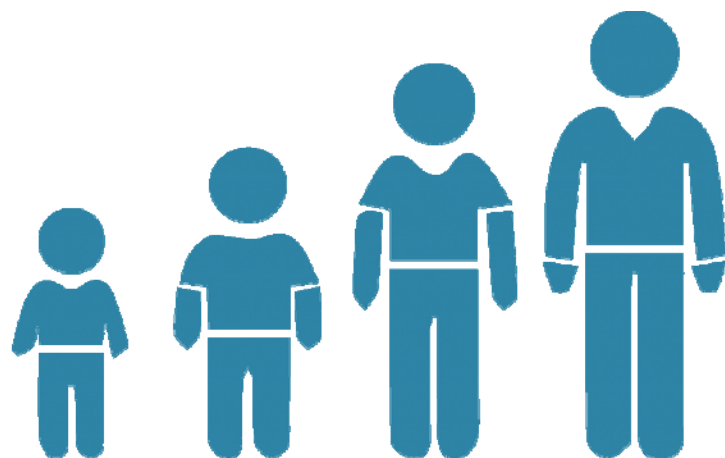
Objective 3

We will improve protection and support for those most at risk from harm.



No of Other Sexual Offences by Age 2017/18 and 2018/19

Age (Years)	2017/18	%	2018/19	%
0 - 15	638	61.52%	749	60.02%
16 - 17	57	5.50%	72	5.77%
18 - 25	124	11.96%	152	12.18%
26 - 35	72	6.94%	97	7.77%
36 - 45	48	4.63%	75	6.01%
46 - 55	34	3.28%	48	3.85%
56 - 65	21	2.03%	14	1.12%
66 - 80	10	0.96%	8	0.64%
81+	3	0.29%	8	0.64%
NK	30	2.89%	25	2.00%



No of Other Sexual Offences by Ethnicity 2017/18 and 2018/19

Ethnicity	2017/18	%	2018/19	%
A1. Asian - Indian	2	0.19%	6	0.47%
A2. Asian - Pakistani	7	0.67%	9	0.71%
A3. Asian - Bangladeshi				
A9. Any other Asian background	3	0.29%	1	0.08%
B1. Black Caribbean	3	0.29%	4	0.31%
B2. Black African	1	0.10%	3	0.24%
B9. Any other Black background	3	0.29%	1	0.08%
M1. White & Black Caribbean	5	0.48%	6	0.47%
M2. White & Black African			2	0.16%
M3. White & Asian	3	0.29%	1	0.08%
M9. Any other mixed background	4	0.38%	6	0.47%
O1. Chinese				
O2. Arab	0	0.00%		
O9. Any other ethnic group	1	0.10%	2	0.16%
W1. White British	616	58.72%	609	47.95%
W2. White Irish			2	0.16%
W3. Gypsy or Irish Traveller	0	0.00%		
W9. Any other white background	17	1.62%	18	1.42%
Blank	166	15.82%	399	31.42%
NS. Not stated	218	20.78%	201	15.83%

Objective 3

We will improve protection and support for those most at risk from harm.



Modern Slavery and Human Trafficking (force level)

Source: Data taken from the crime recording system.

Comment: Modern slavery is the term used within the UK and defined by the Modern Slavery Act 2015. The Act categorises offences of slavery, servitude and forced labour or compulsory labour and human trafficking. Although human trafficking often involves an international cross border element it is also possible to be a victim of modern slavery within your own country.

Date range: Year 2017/18 (01/04/17-31/03/2018) and 2018/19 (01/04/18-31/03/2019)

Exceptions: There has been a 16.8% decrease in the number of this type of offence recorded in the period in comparison to 2017/18.
Age: The most vulnerable age group are those aged 18-35 years who account for 59.65% of victims.
Sex (gender): Males remain the highest reported victims of this type of crime with 61.4 % of total offences.

No of Offences 2017/18 and 2018/19

	2017/18	2018/19	Volume Change	Percentage Change
Violence Without Injury	68	57	-11	-16.18%

No of Offences by Sex (gender) 2017/18 and 2018/19

Sex (gender)	2017/18	%	2018/19	%
Female	14	20.59%	20	35.09%
Indeterminate				
Male	49	72.06%	35	61.40%
Unknown/Blank	5	7.35%	2	3.51%



Objective 3

We will improve protection and support for those most at risk from harm.

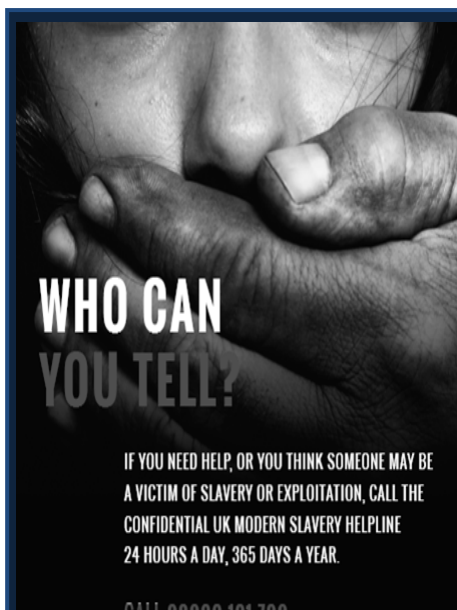


No of Offences by Age 2017/18 and 2018/19

Age (Years)	2017/18	%	2018/19	%
0 - 15	5	7.35%	5	8.77%
16 - 17	4	5.88%	4	7.02%
18 - 25	10	14.71%	15	26.32%
26 - 35	17	25.00%	19	33.33%
36 - 45	18	26.47%	8	14.04%
46 - 55	12	17.65%	5	8.77%
56 - 65	1	1.47%	1	1.75%
66 - 80				
81+				
Outliers	1	1.47%		

No of Offences by Ethnicity 2017/18 and 2018/19

\Ethnicity	2017/18	%	2018/19	%
A1. Asian - Indian				
A2. Asian - Pakistani			1	1.75%
A3. Asian - Bangladeshi				
A9. Any other Asian background	5	7.25%	2	3.51%
B1. Black Caribbean	1	1.45%		
B2. Black African			1	1.75%
B9. Any other Black background				
M1. White & Black Caribbean				
M2. White & Black African				
M3. White & Asian				
M9. Any other mixed background				
O1. Chinese	3	4.35%	1	1.75%
O2. Arab	0	0.00%		
O9. Any other ethnic group	1	1.45%	2	3.51%
W1. White British	4	5.80%	4	7.02%
W2. White Irish			1	1.75%
W3. Gypsy or Irish Traveller	0	0.00%		
W9. Any other white background	12	17.39%	11	19.30%
Blank	26	37.68%	14	24.56%
NS. Not stated	17	24.64%	20	35.09%



The Modern Slavery Helpline and Resource Centre provides victims, the public, statutory agencies and businesses access to information and support on a 24/7 basis.

08000 121 700

IF YOU NEED HELP, OR YOU THINK SOMEONE MAY BE A VICTIM OF SLAVERY OR EXPLOITATION, CALL THE CONFIDENTIAL UK MODERN SLAVERY HELPLINE 24 HOURS A DAY, 365 DAYS A YEAR.

CALL 08000 121 700

Objective 3

We will improve protection and support for those most at risk from harm.



Missing persons reports made (force level)

Source: Missing persons reports recorded on the missing persons database COMPACT.

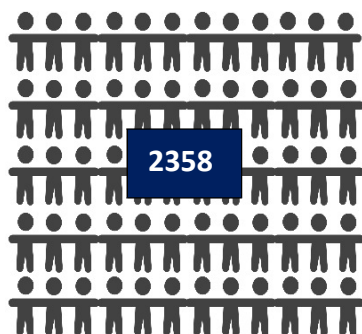
Date range: 01/04/2018 to 31/03/2019

Comments: Missing Person: Anyone whose whereabouts cannot be established will be considered missing until located, and their wellbeing or otherwise confirmed.

Exceptions: There has been an increase of 28.3% in the number of missing person reports recorded from the previous period. (2017/2018 1837 missing persons).

Note that a missing person may be linked to more than one report. The figures given are the number of reports. Persons missing are broken down by age at time of the report. Persons who become 18 in the period shown and who have been reported missing whilst under and over 18 will be counted in both categories. **Age:** 54.1% of those missing were in the 18 and under age group with 39.1% of those missing in the 0-16 age category. **Sex (gender):** There is little difference in the sex (gender) of those who go missing however males continue to be the most prevalent accounting for 59.75% of those who go missing.

Month	Apr'18	May'18	June'18	July'18	Aug'18	Sept'18	Oct'18	Nov'18	Dec'18	Jan'19	Feb'19	March'19	Total
Count of Missing	119	236	266	241	195	192	186	183	178	183	174	205	2358



MISSING



Anyone with information is asked to contact Derbyshire police on



Objective 3

We will improve protection and support for those most at risk from harm.



No of Missing Persons by Sex (gender) 2018/19

Sex (gender)	Apr '18	May '18	Jun' 18	Jul' 18	Aug '18	Sep' 18	Oct '18	Nov' 18	Dec '18	Jan '19	Feb' 19	Mar '19	Total	% of Total
Female	53	92	108	88	70	89	74	76	59	82	72	85	948	39.82%
Male	65	144	157	152	124	103	111	106	118	99	102	118	1399	59.75%
Unknown	1	0	1	1	1	0	1	1	1	2	0	2	11	0.43%

No of Missing Persons by Sexual Orientation 2018/19

Sexual Orientation	Apr'18	May'18	June'18	July'18	Aug'18	Sept'18	Oct'18	Nov'18	Dec'18	Jan'19	Feb'19	March'19	Total
Asexual	0	0	0	0	0	0	0	0	0	0	1	0	1
Bisexual	0	1	1	0	0	2	2	0	0	1	0	0	7
Heterosexual	24	31	32	38	22	28	23	28	27	31	28	24	336
Gay/Lesbian	0	2	1	3	2	0	2	1	1	1	4	1	18
Not Known	95	202	232	200	171	162	159	154	150	150	141	180	1996
Grand Total	119	236	266	241	195	192	186	183	178	183	174	205	2358

No of Missing Persons by Age 2018/19

Age	Apr'18	May'18	June'18	July'18	Aug'18	Sept'18	Oct'18	Nov'18	Dec'18	Jan'19	Feb'19	March'19	Total
0-15	54	108	110	96	67	79	68	76	65	51	67	82	923
16-17	15	34	33	35	25	36	32	31	25	35	26	27	354
18-25	13	24	28	23	25	18	20	23	19	32	20	15	260
26-35	14	27	36	30	27	22	26	13	28	17	22	27	289
26-45	6	15	20	23	18	13	13	15	12	22	16	23	196
46-55	8	11	17	16	14	9	10	9	18	11	11	14	148
56-65	5	5	7	6	11	6	9	5	6	4	3	6	73
66-80	4	10	10	8	6	7	5	5	4	6	5	6	76
81+	0	2	5	4	2	2	3	7	1	6	5	5	42
Total	119	236	266	241	195	192	186	184	178	184	175	205	2361

Objective 3

We will improve protection and support for those most at risk from harm.



Police Link Officer for the Deaf (PLOD)

Derbyshire has the highest number of Deaf people living here than anywhere else in the country proportionate to our population.

Derby city has the largest Deaf community outside of London with over 1,600 British Sign Language users which is believed to be three times the national average

The PLOD scheme is now available across Derbyshire and is for anyone who is Deaf, deafened, hard of hearing, is Deaf and has sight/speech loss.

The scheme which is nationally recognised is already in place in some other police forces in our region and aims to build relationships with the Deaf community in Derby and Derbyshire. The scheme also aims to promote equal access and communication.

Derbyshire PLOD is made up of police officers, police community support officers, police staff and volunteers. They have received training in Deaf awareness, Deaf equality and have some communication skills in British Sign Language. All PLOD officers are learning British Sign Language up to a minimum of level two or above. The aim is to have around 20 PLOD officers distributed across the county in a variety of roles.

Important

- A PLOD Officer does not replace a professional qualified (NRCPD) interpreter.
- Whilst they may hold qualifications in British Sign Language they do not provide any interpreting for cases involving evidential procedure such as taking a statement or interviewing.
- A PLOD officer is to support the officer in the case not to replace the officer in the case.
- PLOD officers are not 24/7. They can be utilised if available.

PLOD officers have also been providing awareness sessions and Lunchtime learning sessions to staff



Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Arrest Data (force level)

Source: Niche Custody

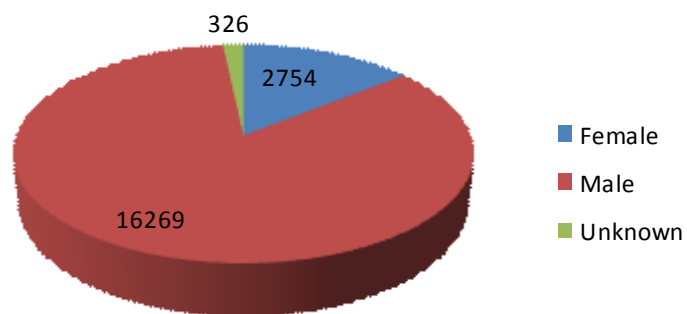
Date range: 01/04/18—31/03/19

Data Adaptions: The data comes from Niche Custody and there are differences in the age groups and, maybe, “detained person self-define ethnicity” groupings compared to Niche Crime. The groupings used are the HIMC official groupings.

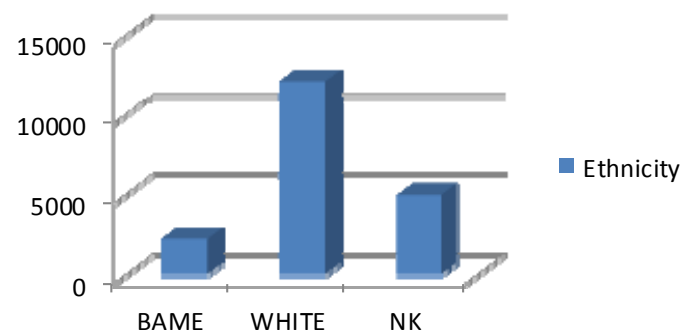
Comments: The demand on police custody has fallen over recent years as the move towards voluntary interview has taken place following the introduction of the necessity test. There are two designated custody suites at St Mary's Wharf Police Station Derby and Chesterfield Police Station. They are responsible for the reception, processing and care of prisoners. In addition there is a further suite at Ripley which although not routinely operative, can be made available if required.

Exceptions: Over the period 19349 individuals were arrested. **Age:** The age band 31-60 years were the most prevalent arrested accounting for 49.7% of those individuals coming into custody. Only 0.6% of those arrested were juveniles. This is believed due to increased use of Out of Court Disposal (OCD). **Ethnicity:** BAME account for 11.6% of Arrests. **Sex (gender):** Of those arrested 14.2% are female.

Arrests by Sex (gender) 2018 - 2019



Arrests by Ethnicity 2018-2019



Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Arrests by Sex (gender) - Monthly data as of 01/04/2018—31/03/2019

Sex (gender)	Apr'18	May'18	June'18	July'18	Aug'18	Sept'18	Oct'18	Nov'18	Dec'18	Jan'19	Feb'19	March'19	Total
Female	234	236	234	246	208	231	242	174	238	215	223	273	2754
Male	1345	1385	1391	1494	1340	1328	1348	1370	1400	1328	1198	1342	16269
Unknown	36	23	50	32	25	21	35	22	18	24	13	27	326
Grand Total	1615	1644	1675	1772	1573	1580	1625	1566	1656	1567	1434	1642	19349



Local volunteers make unannounced visits to police custody to check on the rights, entitlements, wellbeing and dignity of detainees held in police custody.



Arrests by Age - Monthly data as of 01/04/2018—31/03/2019

Age	Apr'18	May'18	June'18	July'18	Aug'18	Sept'18	Oct'18	Nov'18	Dec'18	Jan'19	Feb'19	March'19	Total
10 - 17	132	87	89	132	130	98	112	109	109	90	97	125	1310
18 - 30	714	737	767	709	654	622	668	656	718	651	578	665	8139
31 - 60	753	795	800	898	767	828	817	771	813	806	734	836	9618
61+	15	25	18	30	21	32	28	28	15	20	21	13	266
Unknown	1		1	3	1			2	1		4	3	16
Total	1615	1644	1675	1772	1573	1580	1625	1566	1656	1567	1434	1642	19349

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Arrests by Ethnicity - Monthly data as of 01/04/2018—31/03/2019

	Apr'18	May'18	June'18	July'18	Aug'18	Sept'18	Oct'18	Nov'18	Dec'18	Jan'19	Feb'19	March'19	Total
Asian - Indian	19	23	24	19	14	24	14	19	25	24	12	20	237
Asian - Pakistani	34	25	61	36	46	32	35	32	38	44	24	30	437
Asian - Bangladeshi	2	3	1	5	3		4	2	1	3	1	1	26
Any other Asian background	13	16	18	22	12	17	22	20	12	13	14	17	196
Black Caribbean	27	19	30	31	28	21	31	18	23	20	17	17	282
Black African	31	13	17	15	15	25	21	30	33	21	15	19	255
Any other Black background	15	18	4	14	20	15	19	11	18	13	14	11	172
White & Black Caribbean	21	17	35	26	16	23	21	20	31	19	29	21	279
White & Black African	2	1	3	1	1		1	1	2	1	2	3	18
White & Asian	5	4	9	8	7	4	8	5	11	2	4	5	72
Any other mixed background	6	4	5	5	6	9	10	8	4	10	9	10	86
Chinese	1		3	3	2	1	1	2	1	4	2	1	21
Arab			8	8	4	7	6	7	2	2	9	7	60
Any other ethnic group	13	9	12	13	3	4	10	9	10	9	5	7	104
White British	934	960	941	1014	898	883	915	883	901	885	833	968	11015
White Irish	10	13	11	11	7	14	16	5	18	7	8	6	126
Gypsy or Irish Traveller			1		2				5		1	1	10
Any other white background	94	105	75	88	79	87	67	83	76	81	68	75	978
Not stated	388	414	16	453	10	414	424	411	445	409	367	423	4964
Total	1615	1644	1675	1772	1573	1580	1625	1566	1656	1567	1434	1642	19349

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Use of CED – Conductive Energy Devices (force level)

Source: CED use spreadsheet

Data Range: Data over a five year period 01/01/13-31/12/18.

Comments: The use of CED ranges from the physical presence of a drawn CED through to discharge. The term 'use' includes any of the following actions carried out in an operational setting::

- drawing the CED in circumstances where any person could reasonably perceive the action as a use of force
- sparking of the CED, commonly known as 'arcing'
- aiming the CED or placing the laser sight red dot onto a subject
- firing a CED so that the barbs are discharged at a subject or animal
- application and discharge of a CED in both angled and drive stun modes
- discharged in any other operational circumstances, including an unintentional discharge

Exceptions: There has been a 120.93% increase in CED incidents this year. However, there are 100 more officers trained in the use of CEDs.

Age: The 18—25 age group are the most prevalent age group to be involved in a CED incident accounting for 36% of those involved.

Ethnicity: BAME groups make up 14.7% of CED usages compared to 6.7% of the population (Census 2011). However this is a decrease (-2.3%) since last year despite the number of CED incidents. **Sex (gender):** Very few women have been involved in a CED based incidents over the six year period.



Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun' 01/01/13-31/12/18 by Sex (gender).

(note figures do not include where there was an unintentional discharge or use on an animal)

		2013	% protected group	2014	% protected group	2015	% protected group	2016	% protected group	2017	% protected group	2018	% protected group
Sex (gender)	Male	80	96%	94	94%	83	95%	73	96%	76	88 %	174	95.6%
	Female	3	4%	6	4%	4	5%	3	4%	7	8%	8	4.4%
	Total	83		100		87		76		86		190	

Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun' 01/01/13-31/12/18 by Ethnicity.

(note figures do not include where there was an unintentional discharge or use on an animal)

		2013	% protected group	2014	% protected group	2015	% protected group	2016	% protected group	2017	% protected group	2018	% protected group
Race	White	72	87%	87	87%	83	95%	62	82%	69	80%	156	82.1%
	BAME	11	13%	10	10%	4	4%	14	18%	15	17%	28	14.7%
	N/K	0	0%	3	3%	1	1%	0	0%	3	3%	1	0.5%
	Total	83		100		87		76		86		190	

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun' 01/01/13-31/12/17 by Age.

(note figures do not include where there was an unintentional discharge or use on an animal)

		2013	%	2014	%	2015	%	2016	%	2017	%
Age	19 or under	9	11%	11	11%	12	14%	7	9%	7	8%
	20-30	37	45%	42	42%	31	36%	31	40%	34	40%
	31-40	16	19%	25	25%	26	30%	19	25%	17	20%
	41-50	20	24%	13	13%	14	16%	14	18%	15	17%
	51+	1	1%	1	1%	3	3%	6	6%	3	3%
	N/K	0	0%	2	2%	0	0%	0	0%	3	3%
Total		83		100		87		77		86	



NB. Age range parameters changed as of 2018

		2018	%
Age	17 OR under	4	2.1%
	18-25	63	33.1%
	26-35	52	27.4%
	36-45	38	20%
	46-55	16	8.4%
	55-60	1	0.5%
	Greater than 60	2	1.1%
	NK	14	7.4%
Total		190	

Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun' 01/01/18-31/12/18 by Age.

(note figures do not include where there was an unintentional discharge or use on an animal)

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Stop and search (force level)

Source: NICHE

Date range: April 2018 – March 2019

Comments: Derbyshire Constabulary believes that stop and search when used appropriately is an effective tactic allowing the police to keep the communities of Derbyshire safe by preventing and reducing crime. As a force we have to ensure that it is used correctly, at the right time, in the right place and in the right circumstances. We also need our local communities to assist us in critically assessing its use.

The purpose of stop and search is to help police officers prevent and detect crime, and avoid unnecessary arrests in circumstances where a search might eliminate an officer's suspicions.

There are 20 separate main statutory powers to stop and search but the vast majority of searches are conducted under Section 1 of Police and Criminal Evidence Act 1984 and Section 23 of the Misuse of Drugs Act 1973. These powers require an officer to have 'reasonable grounds to suspect' that an individual has the prohibited item in their possession.

Stop and search is a controversial police power that is subject to intense political and public scrutiny and in 2014, the Home Office introduced the national Best Use of Stop and Search Scheme, a voluntary code of practice which all forces are encouraged to sign up to.

Data limitations: All data is subject to officer input

Exceptions: The number of searches carried out increase over this latest period 2018/2019 with an increase 32.7%. **Sex (gender):** Males account for 90% of all stop searches a proportion which is unchanged from last year. While this gender split appears disproportionate to general population figures, it is more in line with offender demographic data – where the male to female split is 80/20. **Ethnicity:** Data for self defined ethnicity reveals increases in almost all groups, however it is noted that the percentage increase in the BAME groups is greater than the percentage increase in the white group. In 2018/19, three out of every four persons stop and searched were white (75.8%), while one in four (24.2%) were BAME. This is disproportionate to the resident population of Derbyshire (91% white and 9% BAME - based on census data) **Age:** The under 18, 18-24 and 25-34 age groups between them account for almost 80% of all stop and searches.

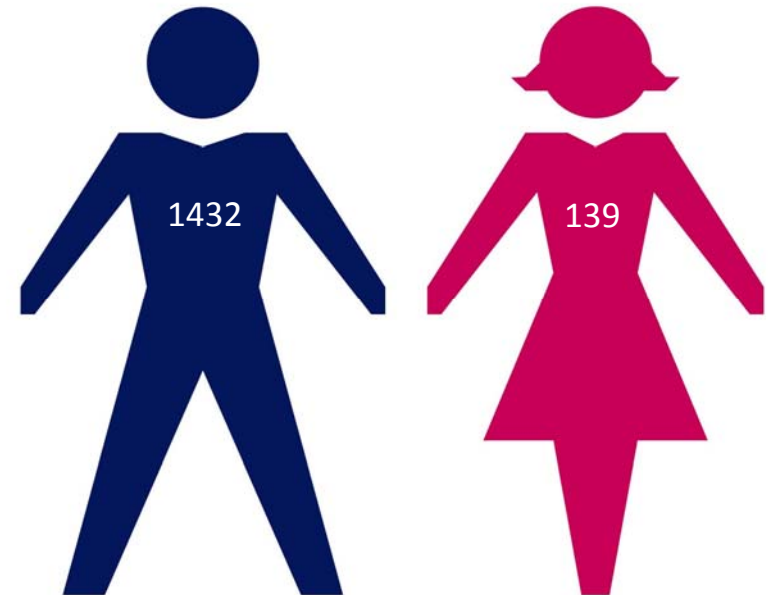
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We will improve community Confidence by being open about how we police those most at risk from harm.



Stop Search by Sex (gender) 2017/18 & 2018/19

Sex (gender)	2018-19	2017-18	Change	% Change
Male	1,432	1,067	+365	+34.2%
Female	139	122	+17	+13.9%
Unknown	27	15	+12	+80.0%
TOTAL	1,598	1,204	+394	+32.7%



Stop Search by Age 2017/18 & 2018/19

Age	2018—19	2017—18	Change	% Change
Under 18	300	187	+113	+60.4%
18-24	564	396	+168	+42.4%
25-34	391	307	+84	+27.4%
35-44	247	220	+27	+12.3%
45-54	86	73	+13	+17.8%
55-64	16	24	-8	-33.3%
65+	1	1	+0	+0.0%
Total	1,605	1,208	+397	+32.9%



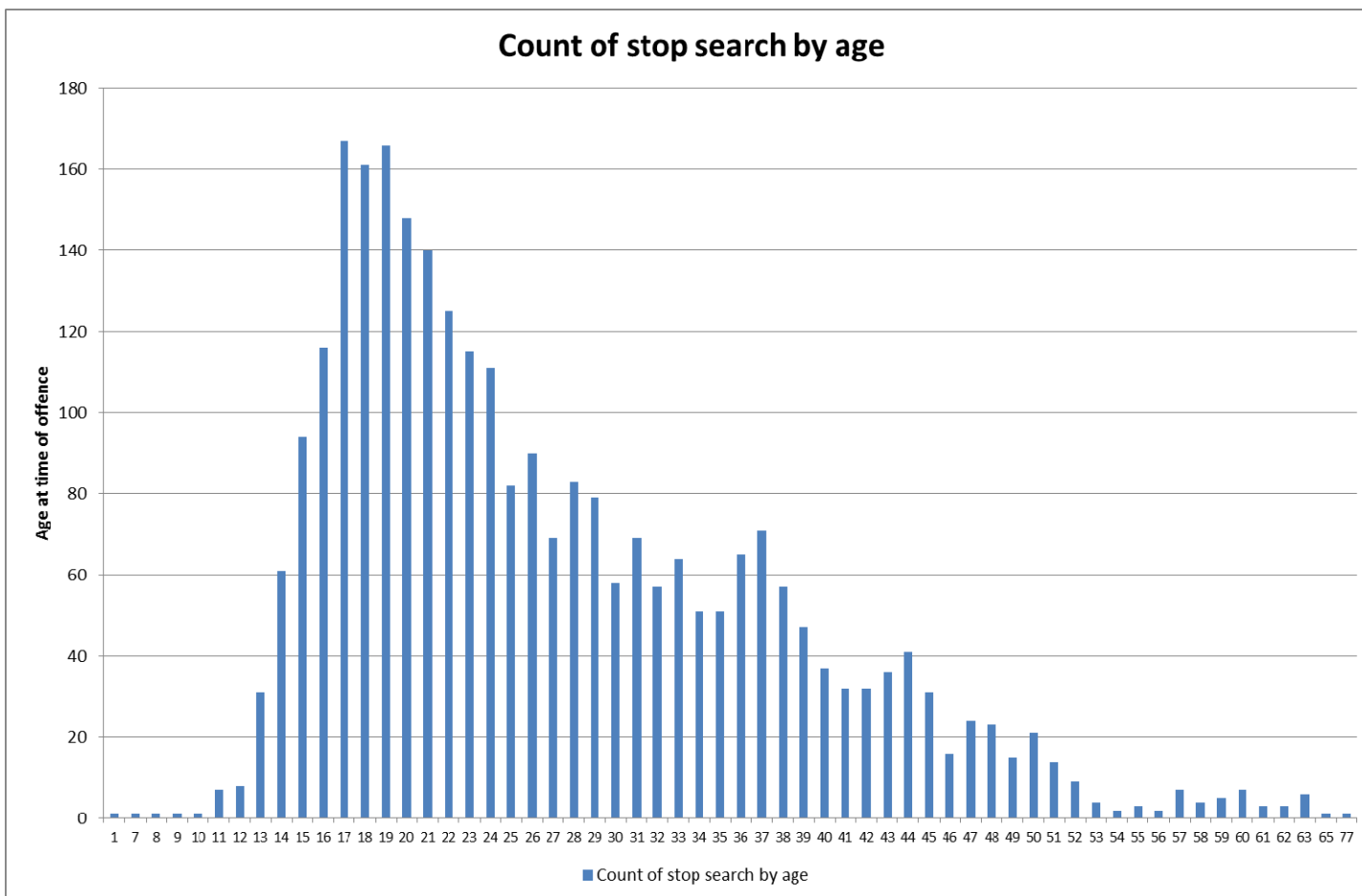
Objective 4

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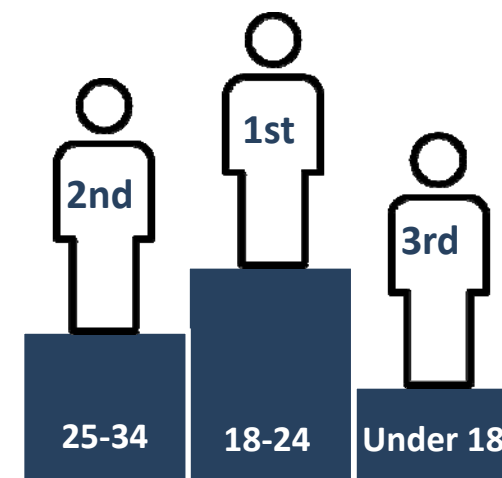


Count of Stop Search by Age 2018/2019.

The histogram reveals a peak in the age for Stop and Search subjects of between 17 and 19 years



Stop Search by Age . Top 3 Age groups 2018/2019.



Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Ethnicity	2018-19	2017-18	Change	% Change
A1. Asian - Indian	26	12	+14	+116.7%
A2. Asian - Pakistani	100	56	+44	+78.6%
A3. Asian - Bangladeshi	2	2	+0	+0.0%
A9. Any other Asian background	39	15	+24	+160.0%
A. Asian	167	85	+82	+96.5%
B1. Black Caribbean	73	41	+32	+78.0%
B2. Black African	17	12	+5	+41.7%
B9. Any other Black background	8	11	-3	-27.3%
B. Black	98	64	+34	+53.1%
M1. White & Black Caribbean	30	17	+13	+76.5%
M2. White & Black African	5	1	+4	+400.0%
M3. White & Asian	8	3	+5	+166.7%
M9. Any other mixed background	22	8	+14	+175.0%
M. Mixed	65	29	+36	+124.1%
O9. Any other ethnic group	20	7	+13	+185.7%
W1. White British	1,013	855	+158	+18.5%
W2. White Irish	6	4	+2	+50.0%
W9. Any other white background	76	51	+25	+49.0%
W. White	1,095	910	+185	+20.3%
NS. Not stated	129	75	+54	+72.0%
Blank	110	116	-6	-5.2%
TOTAL	1,684	1,286	+398	+30.9%

Ethnicity	2018-19	2017-18	Change	% Change
BAME	350	185	+165	+89.2%
White	1,095	910	+185	+20.3%
Not Stated	129	75	+54	+72.0%
Blank	110	116	-6	- 5.2%
TOTAL	1,684	1,286	+398	+30.9%



Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Use of Force (force level)

Source: NICHE

Date range: April 2018 – March 2019

Comments: Currently the law allows the police to use reasonable force when necessary in order to carry out their role of law enforcement. The three main powers relating to the use of force are contained within:

- common law
- section 3 of the Criminal Law Act 1967
- section 117 of the Police and Criminal Evidence Act 1984 (PACE).

Derbyshire Officers and Staff face difficult situations every day. Thankfully a small percentage of these situations will result in the officer having to use force, be it to protect the public, maintain order or keep themselves from harm. They are extensively trained to use this force proportionately, lawfully and only when it is absolutely necessary

When force has been used against a person, our officers are required to record it. This ensures that we are held to account, that any trends are identified and any training, equipment or officer safety issues can be understood. All of this ensures that our use of force is fit for purpose. This information includes any form of restraint, handcuffing, use of a Taser or irritant spray.

Data limitations: All data is subject to officer input. Subject ethnicity is defined by the Officer/Staff.

Exceptions: Over the past year there have been 3824 recorded Use of Force. **Sex (gender):** 15% of Use of Force was towards a female, with 82% of use of force towards a male. **Ethnicity:** 83.5% of total recorded Use of Force was to those who were officer defined as white. The next most prevalent group is those who were officer defined as Black. They account for 7.4% of Use of Force which is disproportionate compared to the 2011 Census data, however may not be disproportionate compared to the Criminal Justice profile where BAME account for 11.6% of all arrests.

Objective 4

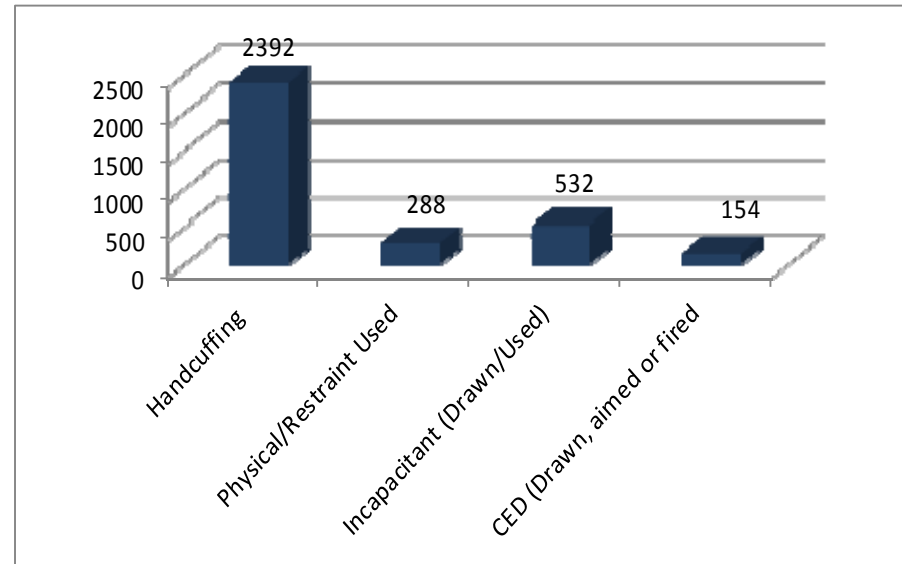
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Use of Force Events 2018-2019

Use of Force Events	
Handcuffing (Compliant or Non compliant)	2392
Physical/Restraint Used	288
Incapacitant (Drawn/Used)	532
CED (Drawn, aimed or fired)	154
Total	3824

Use of Force Events 2018-2019



Use of Force by Ethnicity 2018-2019

Ethnicity	
Asian (or Asian British)	168
Black (or Black British)	282
Chinese	1
Middle Eastern	16
White	3264
Other	0
Unknown	93
Total	3824



Use of Force by Sex (gender) 2018-2019

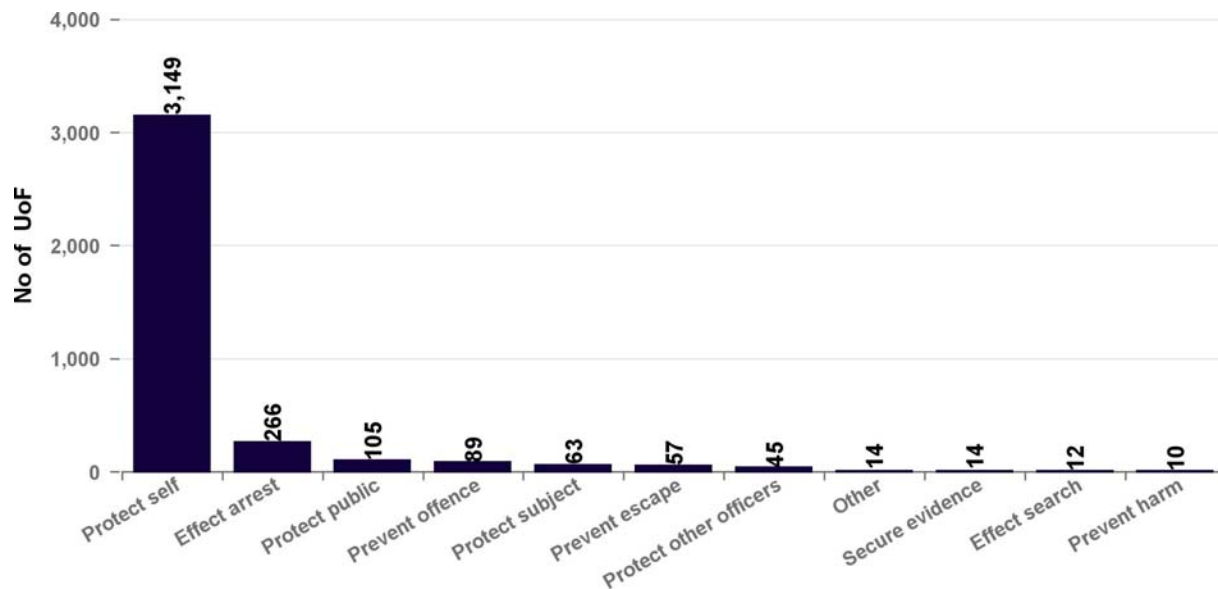
Sex (gender)	
Female	576
Male	3,136
Transgender	4
Unknown	108
Total	3824

Objective 4

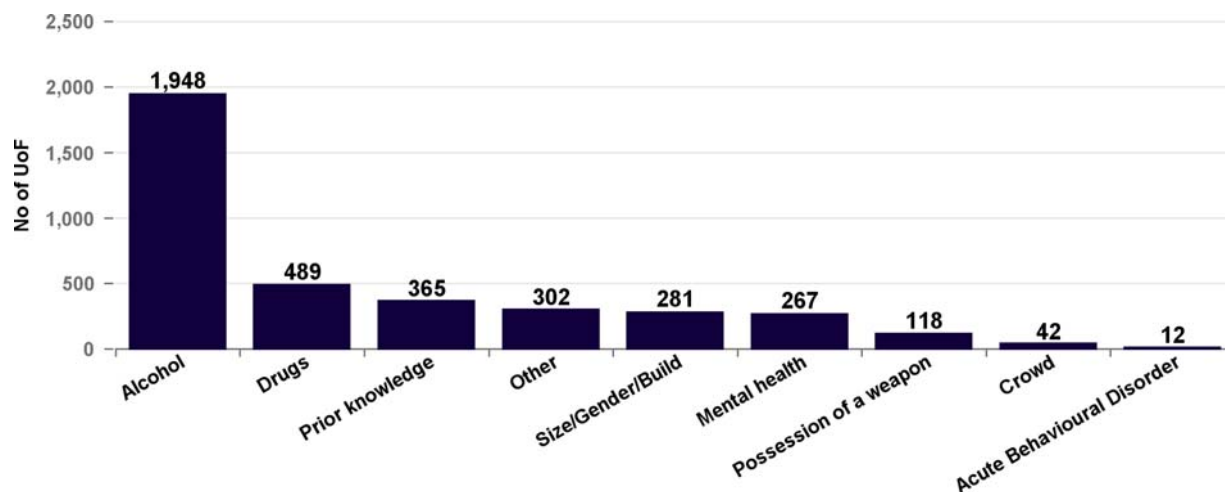
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Use of Force by reason for force 2018-2019



Use of Force by impact factors for force 2018-2019



IMPACT FACTORS

*Use of Force - top two impact factors for force
2018-2019*



1948 = 50.9%



489 = 12.8%

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Complainant data - allegations made against the police force (force level)

Source:	Complaints database, held by the Organisational Learning, Culture and Ethics (OLCE) department.
Explanation:	In Derbyshire Constabulary complaints are a vital way for us to learn where we're falling short as a service and correct it as quickly as possible. Once a complaint is received there are several possible outcomes. Sometimes a phone call from an experienced officer is all that's needed to clear up a misunderstanding. At other times, a complaint could lead to a change in the day-to-day working of the force. Every complaint is different, but we'll follow the process below to try to find a solution you can be satisfied with. Find out more below about our complaints process, how to make a complaint, how we investigate them and how you can appeal an outcome if you need to, on our force website at: www.derbyshire.police.uk If you make a complaint to the Independent Office for Police Conduct (IOPC), they'll forward it to us. We'll then look into it in the same way as above.
Date Range:	Data relates to the time periods 01/04/14 – 31/03/15 01/04/15 – 31/03/16 01/04/16 – 31/03/17 01/04/17 – 31/03/18 01/04/18 – 31/03/19
Comments:	Complainants with more than one protected characteristic may feature in more than one area. Data is based on the number of allegations made. Note that the protected characteristics are not known in every case, hence the total will vary. More than one complainant may be recorded against each allegation (if more than one person lodges a complaint relating to the same issue).
Exceptions:	During the period of 01/04/18 – 31/03/19 851 allegations were recorded relating to 523 complaints. Age: The highest concentration of complaints was in the unknown age brackets, with 40-49 age bracket displaying the second highest concentration. Ethnicity: The largest number of complaints are from those who define their ethnicity as White, accounting for 48.18% of all complaints. The second highest group are where the ethnicity of the complainant is unknown and accounts for 40.34% . Sex (gender): In Derbyshire 59% of complainants were male, 40% were female and 1% as unknown/other.

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Complainants by Sex (gender) 01/04/14 -31/03/19 .

Sex (gender)	01/04/14	01/04/15	01/04/16	01/04/17	01/04/18
	31/03/15	31/03/16	31/03/17	31/03/18	31/03/19
Male	193	266	223	235	308
Female	276	177	173	158	209
Other	-	-	-	-	2
Unknown	-	-	-	-	4
Total	469	443	396	393	523

Complainants by Age 01/04/14-31/03/19 .

Age	01/04/14	01/04/15	01/04/16	01/04/17	01/04/18
	-	-	-	-	-
0 - 19	0	16	8	10	4
20 - 29	3	38	47	43	67
30 - 39	3	74	65	66	79
40 - 49	4	96	79	69	109
50 - 59	2	72	67	44	71
60+	2	31	29	41	31
No Data	-	-	-	-	162
Total (Including un-	476	458	400	403	523



Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Extra Protected Characteristic Data

Complainants by Self Defined Ethnicity 01/04/18-31/03/19.

Self Defined Ethnicity	01/04/18 -	31/03/19
White British		252
White Irish		1
Any Other White Background		12
White and Black Caribbean		4
Asian Indian		7
Asian Pakistani		15
Any Other Asian Background		7
Black Caribbean		8
Black African		2
Any Other Black Background		2
Any Other Ethnic Group		1
Not Stated		211
No Data		1
Total		523

Ethnicity	01/04/18 -
Asian	31
Black	14
White	279
No Data	1
Unknown	195
Other	3
Total	523

Complainants by Ethnicity 01/04/18-31/03/19.

Complainants by Religion or Belief 01/04/18-31/03/19.

Faith	01/04/18 -	31/03/19
Christian		16
Hindu		6
Islamic/Muslim		2
Jewish		1
Muslim		1
Sikh		2
No Data		459
None		13
Prefer not to say		2
Unknown		21
Total		523

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Victim satisfaction (force level)

Source: Victim Survey database

Date range: 01/04/18—31/03/19

Working towards: Working with the interpreter provider 'the big word' to improve the service offered to those requiring translators.

Comments: Surveyed respondents who are victims of certain crimes (burglary, vehicle and violent crimes) as well as hate incidents and crime are asked to gauge their level of satisfaction with the 'whole experience' and are provided with seven options. Those who are fairly, very, or completely satisfied are classed as 'satisfied'. Those partially completed or blank are excluded from the total.

Exceptions: **Ethnicity:** BAME groups are slightly less satisfied than white groups. White satisfaction is 85.5% and BAME satisfaction is lower at 76.2%. The satisfaction gap therefore is 9.3%, based on 200 BAME surveys and 1,743 white surveys. Victims' dissatisfaction reasons remain comparable for both BAME and white.

Overall Customer Satisfaction with Service Delivery 01/04/2018—31/03/2019

	Force (%)	North Division (%)	South Division (%)
Whole Experience	90.9	95.4	87.0
Ease of Contact	96.0	100	92.9
Actions Taken	85.7	91.8	80.6
Kept Informed	75.9	80.5	75.2
Treatment	93.9	97.8	90.5



Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



User satisfaction surveys respondents are asked to reveal their ethnicity against the 16+1 ethnicity classifications. Data is aggregated to show the levels of satisfaction expressed by all minority ethnic groups and white service users. The data is shown below.

Comparative Satisfaction with Service Delivery (by Ethnicity) 01/04/2018—31/03/2019 - All Minority Ethnic Groups

	Completely Satisfied	Very Satisfied	Fairly Satisfied	Fairly Dissatisfied	Very Dissatisfied	Completely Dissatisfied	Total	% Satisfied
Burglary	15	13	6	2	2	3	41	82.9%
Violent Crime	14	5	5	1	3	3	31	77.4%
Vehicle Crime	10	10	2	0	3	4	29	75.9%
Hate Incidents	20	10	15	3	1	4	53	84.9%
Criminal Damage	14	11	3	0	3	7	38	73.7%
Theft	0	4	1	1	0	2	8	62.5%
Total	73	53	32	7	12	23	200	76.2%

Comparative Satisfaction with Service Delivery (by Ethnicity) 01/04/2018—31/03/2019 - White

	Completely Satisfied	Very Satisfied	Fairly Satisfied	Fairly Dissatisfied	Very Dissatisfied	Completely Dissatisfied	Total	% Satisfied
Burglary	162	141	52	18	13	14	400	88.8%
Violent Crime	163	119	55	32	17	24	410	82.2%
Vehicle Crime	147	120	76	27	22	26	418	82.1%
Hate Incidents	25	22	8	2	2	4	63	87.3%
Criminal Damage	124	96	65	24	15	36	360	79.2%
Theft	38	38	10	2	3	1	92	93.5%
Total	659	536	266	105	72	105	1743	85.5%

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Public consultation - 'Listening to you'

Source: Derbyshire Office of the Police and Crime Commissioner (OPCC) 'Listening to You' consultation programme.

Comment: Police and Crime Commissioners have a statutory duty to consult the public and ensure public opinion helps steer service reform. Consultation will help to give the Police and Crime Commissioner (PCC) for Derbyshire and the Chief Constable a better understanding of the hopes and concerns of our communities and to ensure that Derbyshire Constabulary continues to deliver the best policing service that we can.

Mr Hardyal Dhindsa was elected as the PCC for Derbyshire in May 2016. With the advent of the new Commissioner year it was decided that rather than carrying out a short consultation programme, the OPCC would carry out a general consultation programme over a longer period of time throughout the year on a rolling programme. This will enable them to incorporate seasonal events, campaigns and current issues as part of the programme. It will also enable them to gauge long term trends and opinions.

Between August 2017 and July 2018, a total of 27 events were held and/or attended across Derby and Derbyshire in all Community Safety Partnership (local authority) areas. These included events at market towns, supermarkets, hospitals, colleges, University of Derby campuses both in and out of Derby, and local businesses. Some events were weekend events, e.g. Derby Caribbean Carnival, Derbyshire County Show, Ashbourne Show and Chesterfield Pride, to ensure that the engagement programme reached as representative a sample as possible of Derbyshire residents.

Members of the public at the events were asked to complete one to one questionnaires. Face to face consultation provides an invaluable opportunity for quality engagement and for the public to discuss issues of local concern with local Police Officers and the Commissioner. The questionnaire was also available to be completed online via the Commissioner's website and a series of boosted Facebook posts encouraged completion of the online questionnaire by a wider variety of age groups. Care was taken to ensure that the profile of respondents matched the profile of Derbyshire residents as far as possible. A total of 3,203 questionnaires were completed – 1,360 face to face at events, and 1,843 online.

There was a particular emphasis in the "Listening to You" questionnaire on public safety and gauging public views and concerns. Both the current financial climate and changing trends in crime have impacted on the way that police resources need to be allocated to ensure that the most serious risks and threats are addressed as a priority.

In order to achieve meaningful consultation, rather than asking about specific crime types as in previous years, residents were asked a series of general questions, including how safe residents feel in their local area, how worried they are about being a victim of crime and how much they trust the police as an organisation.

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Public consultation - 'Listening to you' (cont.)

- Data Limitations:** Results have NOT been weighted and the current small sample size is not fully representative of the demographics of Derbyshire. The following data are therefore considered an indication only.
- Exceptions:** The full years' results broken down to local authority area is available and is weighted according to the age group, gender and home local authority of each respondent in line with the Census 2011 profile of Derbyshire. Not all data from the survey is published below. Full, weighted results are available from the Office of the Police and Crime Commissioner for Derbyshire at www.derbyshire-pcc.gov.uk
- Responses have been weighted by age, Sex (gender) and home local authority in line with the Census 2011 profile of Derbyshire to ensure that the results reflect the demographics of the Derbyshire population, and so that comparisons can be made across different demographic groups and with previous/future results.

	Number of questionnaires received (unweighted base)	Responses per 1,000 population
All Respondents	3,203	3.15
Amber Valley	353	2.89
Bolsover	486	6.41
Chesterfield	291	2.80
City of Derby	619	2.49
Derbyshire Dales	250	3.52
Erewash	278	2.48
High Peak	334	3.67
North East Derbyshire	365	3.69
South Derbyshire	220	2.33
Blank/unable to place	7	



Listening To You... 2017-2018

A survey about policing and crime for people in Derbyshire



Summary report and results:
Community Safety Partnership Areas

Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



How safe do you feel walking alone in your local area during the day?

	Very safe	Fairly safe	A bit unsafe	Very unsafe	Total: Safe	Total: Unsafe
Sex (gender)						
Male	46.9%	40.8%	9.2%	3.0%	87.7%	12.3%
Female	42.5%	42.7%	11.6%	3.2%	85.2%	14.8%
Ethnicity						
White	45.3%	41.0%	10.5%	3.2%	86.3%	13.7%
Asian, Black & Minority Ethnic	32.0%	52.2%	12.2%	3.5%	84.2%	15.8%
Lesbian/Gay/Bisexual/Other	32.7%	53.4%	11.0%	2.9%	86.1%	13.9%
Disabled	39.5%	40.7%	13.7%	6.1%	80.2%	19.8%
Age						
Under 18 yrs	37.4%	49.2%	10.1%	3.3%	86.6%	13.4%
18 - 24 yrs	39.5%	41.6%	13.2%	5.7%	81.2%	18.8%
25 - 29 yrs	43.4%	40.1%	10.8%	5.8%	83.5%	16.5%
30 - 39 yrs	42.9%	39.9%	13.6%	3.7%	82.7%	17.3%
40 - 49 yrs	39.9%	44.4%	12.3%	3.4%	84.3%	15.7%
50 - 59 yrs	54.9%	34.3%	7.9%	2.9%	89.2%	10.8%
60 - 69 yrs	50.6%	39.2%	8.7%	1.6%	89.7%	10.3%
70 yrs and over	54.6%	38.3%	6.8%	0.3%	92.9%	7.1%



Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



How safe do you feel walking alone in your local area after dark?

	Very safe	Fairly safe	A bit unsafe	Very unsafe	Total: Safe	Total: Unsafe
Sex (gender)						
Male	21.5%	40.7%	25.6%	12.3%	62.1%	37.9%
Female	9.3%	32.1%	36.2%	22.4%	41.4%	58.6%
Ethnicity						
White	14.5%	36.9%	31.4%	17.2%	51.4%	48.6%
Asian, Black & Minority Ethnic	15.0%	28.6%	33.2%	23.2%	43.6%	56.4%
Lesbian/Gay/Bisexual/Other	12.3%	28.3%	38.6%	20.8%	40.6%	59.4%
Disabled	10.3%	28.8%	32.6%	28.3%	39.1%	60.9%
Age						
Under 18 yrs	13.1%	32.3%	35.7%	18.8%	45.4%	54.6%
18 - 24 yrs	13.4%	35.9%	30.5%	20.2%	49.3%	50.7%
25 - 29 yrs	10.4%	39.0%	28.9%	21.7%	49.4%	50.6%
30 - 39 yrs	12.5%	40.6%	29.5%	17.4%	53.1%	46.9%
40 - 49 yrs	15.1%	29.4%	38.4%	17.1%	44.5%	55.5%
50 - 59 yrs	22.6%	39.9%	24.3%	13.2%	62.5%	37.5%
60 - 69 yrs	15.4%	39.8%	25.9%	18.9%	55.2%	44.8%
70 yrs and over	18.4%	39.0%	28.2%	14.5%	57.4%	42.6%

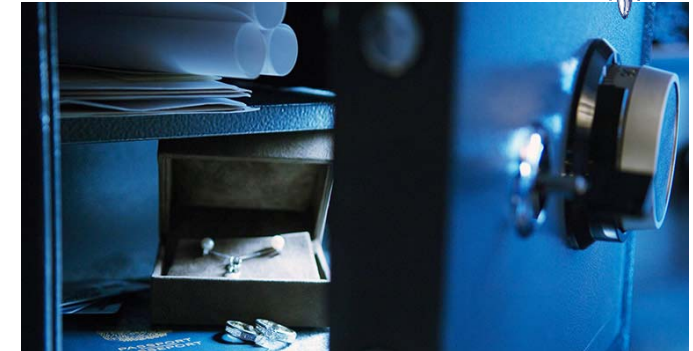
Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.

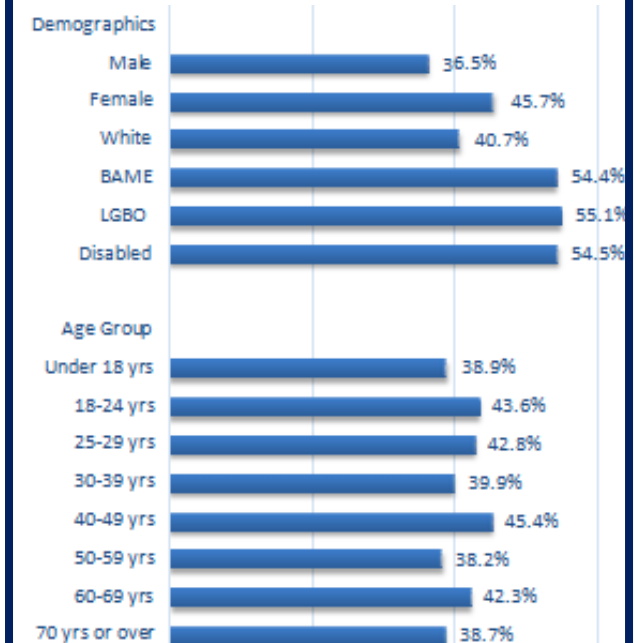


How worried are you about... Having your home broken into and something stolen?

	Very worried	Fairly worried	Not very worried	Not at all worried	Total: Worried	Total: Not worried
Sex (gender)						
Male	17.4%	33.7%	36.3%	12.5%	51.1%	48.9%
Female	16.8%	38.1%	34.9%	10.2%	54.9%	45.1%
Ethnicity						
White	16.5%	35.9%	36.4%	11.1%	52.4%	47.6%
Asian, Black & Minority Ethnic	23.8%	32.1%	28.4%	15.6%	55.9%	44.1%
Lesbian/Gay/Bisexual/Other	15.8%	37.5%	34.7%	12.0%	53.3%	46.7%
Disabled	20.8%	41.5%	28.5%	9.3%	62.2%	37.8%
Age						
Under 18 yrs	12.6%	26.3%	43.3%	17.9%	38.8%	61.2%
18 - 24 yrs	14.0%	35.2%	36.0%	14.8%	49.2%	50.8%
25 - 29 yrs	24.5%	33.2%	31.5%	10.8%	57.7%	42.3%
30 - 39 yrs	22.2%	38.2%	31.7%	8.0%	60.3%	39.7%
40 - 49 yrs	24.1%	42.2%	27.3%	6.4%	66.4%	33.6%
50 - 59 yrs	18.5%	42.4%	30.1%	9.0%	60.9%	39.1%
60 - 69 yrs	16.3%	34.2%	37.2%	12.3%	50.5%	49.5%
70 yrs and over	7.4%	38.6%	43.9%	10.1%	46.0%	54.0%



How worried are you about... Being mugged or robbed? (% who are very or fairly worried)

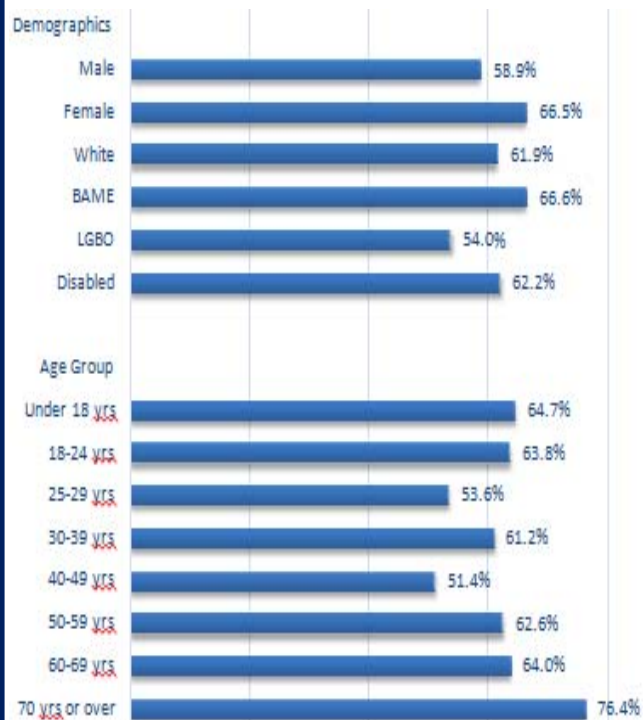


Objective 4

We will improve community Confidence by being open about how we police those most at risk from harm.



Do you think that your local police are dealing with the issues that matter to your community?



Taking everything into account, how good a job do you think the Derbyshire police are doing?

	Excellent	Good	Fair	Poor	Very Poor	Excellent/ Good	Poor/ Very Poor
Sex (gender)							
Male	11.3%	34.9%	30.7%	14.8%	8.4%	46.2%	23.2%
Female	14.7%	42.4%	29.7%	8.7%	4.5%	57.1%	13.2%
Ethnicity							
White	12.1%	38.9%	30.4%	12.3%	6.4%	51.0%	18.6%
Asian, Black & Minority Ethnic	17.3%	30.9%	35.1%	9.1%	7.6%	48.2%	16.7%
Lesbian/Gay/Bisexual/Other	16.6%	30.7%	33.0%	12.6%	7.1%	47.3%	19.7%
Disabled	12.5%	36.4%	31.7%	10.7%	8.6%	49.0%	19.4%
Age							
Under 18 yrs	12.6%	36.8%	32.4%	13.1%	5.1%	49.4%	18.2%
18 - 24 yrs	18.3%	38.9%	23.2%	11.1%	8.5%	57.2%	19.7%
25 - 29 yrs	15.0%	35.3%	25.6%	12.0%	12.1%	50.3%	24.1%
30 - 39 yrs	12.4%	39.8%	28.3%	12.3%	7.2%	52.2%	19.5%
40 - 49 yrs	12.0%	33.1%	31.1%	16.4%	7.4%	45.1%	23.8%
50 - 59 yrs	11.7%	37.5%	33.8%	11.5%	5.5%	49.2%	17.0%
60 - 69 yrs	11.2%	39.1%	31.9%	9.7%	8.1%	50.3%	17.7%
70 yrs and over	12.6%	49.3%	30.8%	5.7%	1.6%	61.9%	7.3%

Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



Overall workforce breakdown - officer, staff, PCSO, Special Constabulary and Volunteers.

Source for all data: Human Resource (HR) records

Data Range: June 2019

Comments: Availability of data on disability, religion, sexual orientation, and flexible working remains limited. Derbyshire Constabulary has collaborated with Leicestershire in terms of their HR function and use a common HR system. Due to this some data can not be provided at this time. The constabulary is working towards increasing voluntary disclosure of disability, religion and sexual orientation.

Disability: No of staff only provided due to extensive recording categories within the HR System.

Religion and belief: Data available has been aggregated into main categories.

Consultation: Note that as part of the Constabulary's pre-publication consultation of the 2013 Equality Information, the staff networks were asked to provide their views on publishing data.

Where small numbers were noted (under 10), the alternative to publishing the number would be to replace numbers with an asterisk. Respondents from the disability, sex (gender), LGB, BAME and Christian networks as well as the Police Federation have all voted to include data where numbers are small.

Exceptions: As of June 2019 there were 3711 members of staff employed by Derbyshire Constabulary.

Age: The greatest percentage of our workforce fall within the 35-44 year age group (28.8%) closely followed by 45-54 year age group, the smallest being 66+ which is recorded as 0.6%. Police staff tend to be older than officers with a significant difference in the age category '55 and over'. This trend is likely to continue with the removal of the default retirement age for non-police officer roles.

Ethnicity: There are currently 64 police officers in Derbyshire Constabulary who have identified themselves as BAME. This represents 3.5% of all police officers which is slightly more than the 3% reported last year. Derbyshire resident BAME population is recorded at 6.7% (Census 2011) however this gap is expected to increase further following the 2021 census.

Sex (gender): 49% of all staff are female. 34% of officers are female. This is an increase from last year (33%) and is higher than the national percentage of female officers (30%). 70% of police staff are female. Representation of PCSO and volunteers are almost equal. Of the 64 officers that identify as BAME only 15 (23.4%) are female.

Objective 5

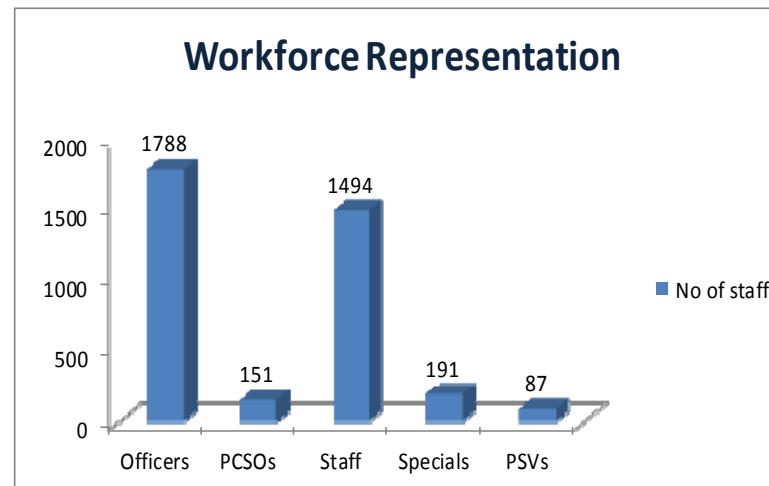
We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



All staff as of June 2019 (including Full Time Equivalents (FTE's))

Overall Force Employee Numbers		
Workforce Representation	Headcount	FTEs
Officers	1788	1748.7
PCSOs	151	145.6
Staff	1494	1321.1
Specials	191	n/a
PSVs	87	n/a
Total	3711	3215.4

Overall Force Employee Numbers by %		
Workforce Representation	Headcount	% Staff
Officers	1788	48.2%
PCSOs	151	4.1%
Staff	1494	40.3%
Specials	191	5.1%
PSVs	87	2.3%
Total	3711	100%



Objective 5

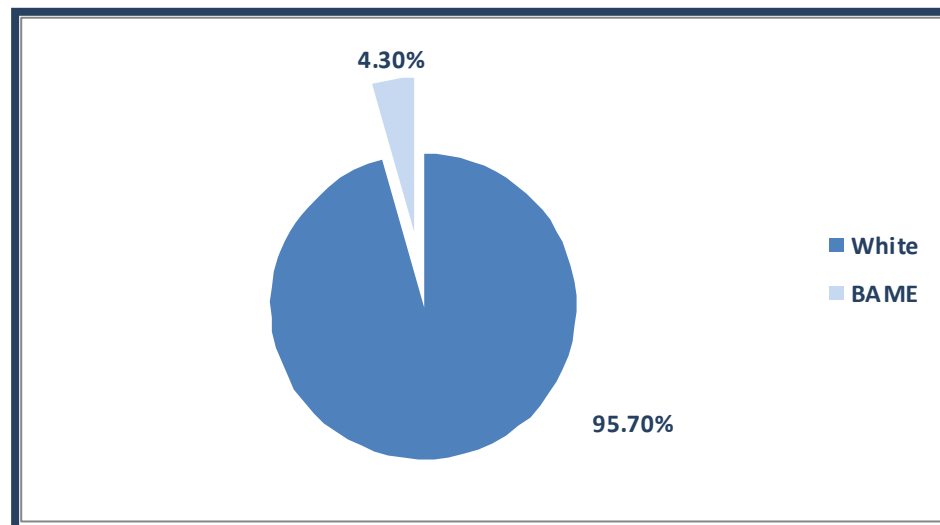
We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



All staff by Ethnicity of June 2019

Workforce Representation	White	BAME	Not Stated	% BAME	Total
Police Officers	1747	64	6	3.5%	1817
Police Staff	1401	70	23	4.8%	1494
PCSO	137	11	3	7.4%	151
Specials	178	8	5	4.3%	191
Volunteers	67	4	16	5.6%	87
Total	3530	157	53	4.3%	3740

All staff by Ethnicity of June 2019



Derbyshire
Black Police
Association



Respect & Dignity

Derbyshire Constabulary - Ethnicity Staff Support Network

Objective 5

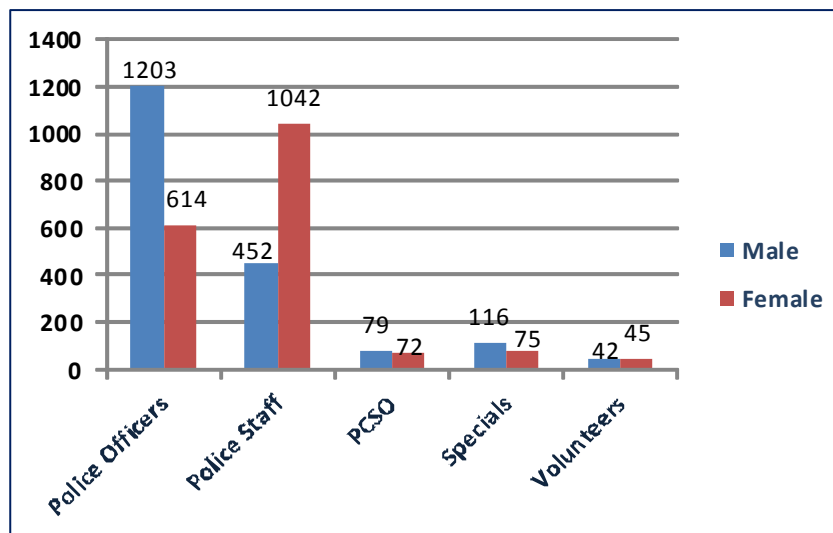
We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



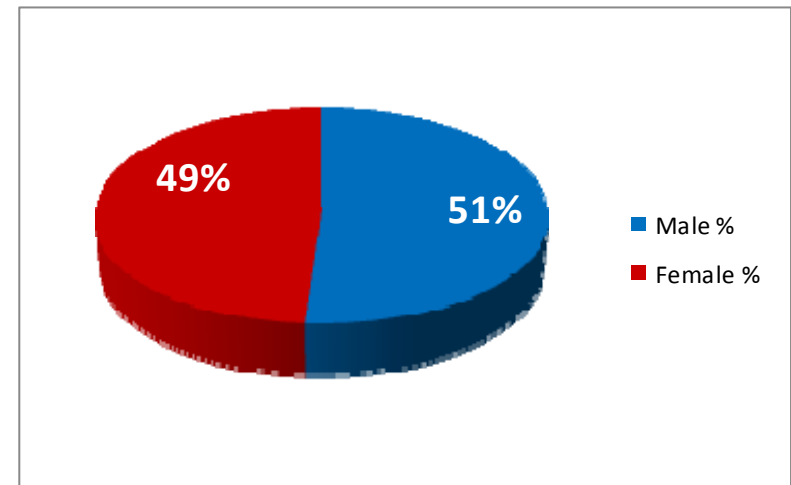
All staff by Sex (gender) as of June 2019

Workforce Representation	Female	Male	% Female	% Male	Total
Police Officers	614	1203	34%	66%	1817
Police Staff	1042	452	70%	30%	1494
PCSO	72	79	48%	52%	151
Specials	75	116	39%	61%	191
Volunteers	45	42	52%	48%	87
Total	1848	1892	49%	51%	3740

All staff by Sex (gender) as of June 2019



All staff by Sex (gender) as of June 2019



Derbyshire Constabulary - Sex (gender) Staff Support Network

Objective 5

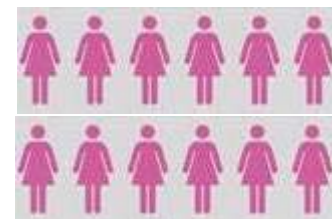
We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



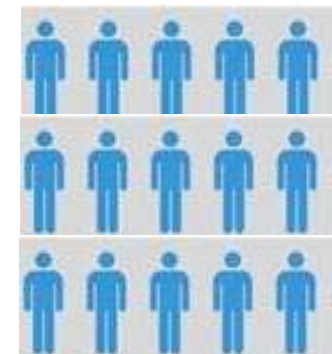
All staff by Sex (gender) and Ethnicity as of June 2019

Workforce Representation	Sex	White	BAME	Not Stated	% BAME in Gender	Total
Police Officers	Female	599	15	0	2.4%	614
	Male	1148	49	6	4.1%	1203
Police Staff	Female	982	48	12	4.7%	1042
	Male	419	22	11	5.0%	452
PCSO	Female	63	7	2	10.0%	72
	Male	74	4	1	5.1%	79
Specials	Female	70	2	3	2.8%	75
	Male	108	6	2	5.3%	116
Volunteers	Female	33	3	9	8.3%	45
	Male	34	1	7	2.9%	42
Total		3530	157	53	4.3%	3740

All staff by Sex (gender) as of June 2019



1848



1892

Objective 5

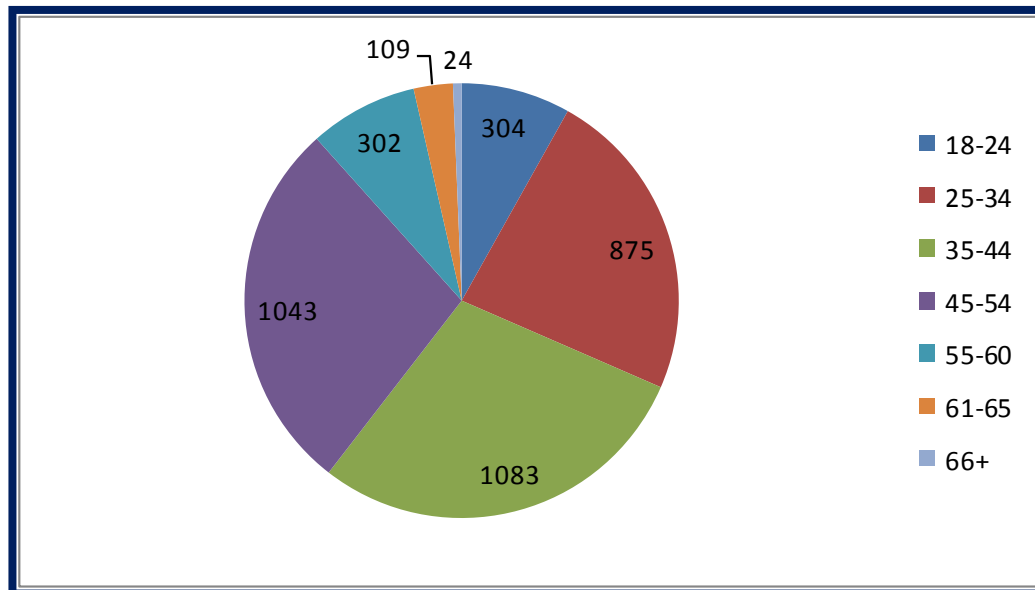
We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



Overall Age of all staff as of June 2019

Age Band	Workforce Representation	18-24	25-34	35-44	45-54	55-60	61-65	66+	Total
	Police officer	58	481	688	556	33	1	0	1817
	Police staff	96	281	333	434	245	96	9	1494
	PCSO	16	47	37	28	16	6	1	151
	Special constable	111	46	18	12	4	0	0	191
	Volunteers	23	20	7	13	4	6	14	87
	Total	304	875	1083	1043	302	109	24	3740

All staff by Age as of June 2019



Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



All staff by Sex (gender) who have declared a disability as of July 2019

Workforce Representation	Female	Male	Total
PCSO	1	2	3
Police Officer	13	33	46
Special Constable	3	2	5
Police Staff	63	23	86
Volunteer	2	5	7
Total	82	65	147

All staff by Ethnicity who have declared a disability as of July 2019

Workforce Representation	BAME	Not Stated	White	Total
PCSO			3	3
Police Officer	2	1	43	46
Special Constable			5	5
Police Staff	2		84	86
Volunteer		1	6	7
Total	4	2	141	147

Derbyshire Constabulary - Disability Staff Support Network



All staff by Age who have declared a disability as of July 2019

Workforce Representation	16-24	25-34	35-44	45-54	55-60	61-65	66+	Total
PCSO		2	1					3
Police Officer	1	16	14	13	2			46
Special Constable	3	2						5
Police Staff	1	7	16	33	22	7		86
Volunteer	2	1		1	1	1	1	7
Total	7	28	31	47	25	8	1	147



Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



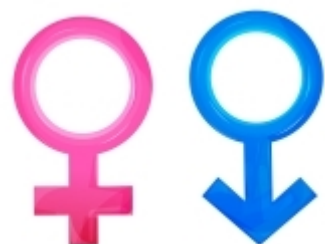
All staff who have declared a Sexual Orientation as of July 2019

Workforce Representation	Bisexual		Gay or Lesbian		Heterosexual		Total
	Female	Male	Female	Male	Female	Male	
PCSO		1	3		27	36	67
Police Officer	7	13	23	14	212	401	670
Special Constable			3	4	44	74	125
Police Staff	4	2	11	7	401	185	610
Volunteer			2	2	24	29	57
Total	11	16	42	27	708	725	1529

Derbyshire Constabulary - Sexual orientation/Gender Reassignment Staff Support Network



LGBT+ Support Network Derbyshire Constabulary



Female/Male



Gay



Lesbian



Heterosexual

All staff by Ethnicity who have declared a Sexual Orientation as of July 2019



Workforce Representation	Bisexual			Gay or Lesbian		Heterosexual			Total
	BAME	Not Stated	White	BAME	White	BAME	Not Stated	White	
PCSO			1		3	5	1	57	67
Police Officer	1		19	1	36	22		591	670
Special Constable					7	4	2	112	125
Police Staff		1	5	1	17	35	6	545	610
Volunteer					4	2	2	49	57
Total	1	1	25	2	67	68	11	1354	1529

Objective 5

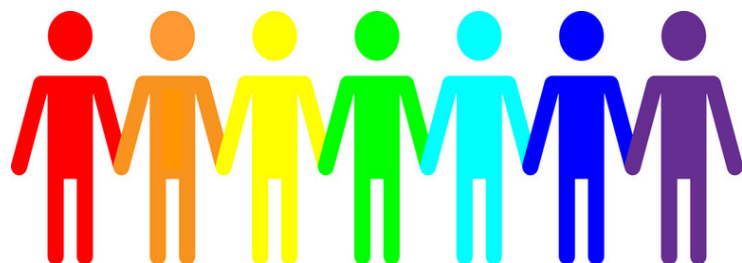
We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



All staff by Age who have declared Sexual Orientation as of July 2019

Workforce Representation	Bisexual			
	16-24	25-34	35-44	45-54
PCSO		1		
Police Officer	5	11	3	1
Special Constable				
Police Staff	1	2	3	
Volunteer				
Total	6	14	6	1

Workforce Representation	Gay or Lesbian					
	16-24	25-34	35-44	45-54	55-60	61-65
PCSO		2	1			
Police Officer	3	16	10	7	1	
Special Constable	4	1	2			
Police Staff	5	7	3	3		
Volunteer		3				1
Total	12	29	16	10	1	1



Workforce Representation	Heterosexual						
	16-24	25-34	35-44	45-54	55-60	61-65	66+
PCSO	11	29	12	6	4	1	
Police Officer	49	296	173	94	1		
Special Constable	80	25	7	4	2		
Police Staff	57	188	116	147	64	14	
Volunteer	14	10	2	11	4	3	9
Total	211	548	310	262	75	18	9

Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



All staff by Ethnicity who have declared a Religion or belief as of July 2019

Workforce Representation	Buddhist		Christian			Hindu		Muslim	Sikh	Other		
	BAME	WHITE	BAME	NOT STATED	WHITE	BAME	WHITE	BAME	BAME	BAME	WHITE	NOT STATED
PCSO			3		28					1		
Police Officer	1	3	4		269	2	1	6	5		10	
Special Constable					37	1			3			
Police Staff		3	6	3	261	3		10	15	2	13	1
Volunteer					25			1			1	
Total	1	6	13	3	621	6	1	17	23	3	24	1

Workforce Representation	None			Not disclosed		Prefer not to say		
	BAME	NOT STATED	White	NOT STATED	WHITE	BAME	NOT STATED	WHITE
PCSO	1		27	1	2			1
Police Officer	8		298	1	25	1	3	30
Special Constable		2	86		1		2	2
Police Staff	1	3	261	5	16	1	1	15
Volunteer	2		29	15	3			
Total	12	5	701	22	47	2	6	48



Derbyshire Constabulary - Religion/Belief Staff Support Network

Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve

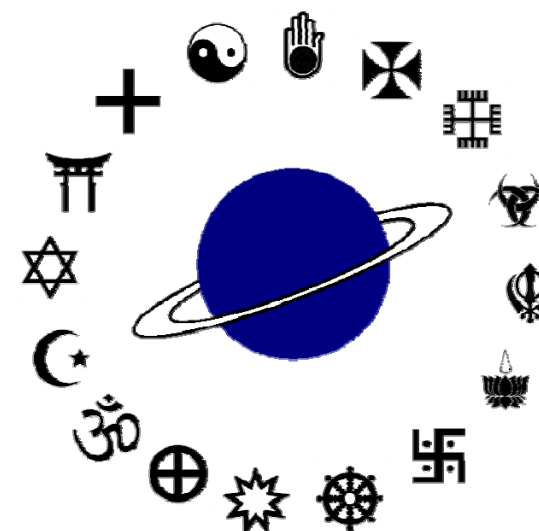


All staff by Sex (gender) who have declared a Religion or Belief as of July 2019

	Buddhist		Christian		Hindu		Muslim		Sikh		Other	
Workforce Representation	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
PCSO			14	17								1
Police Officer		4	101	173	1	2	1	5	1	4	4	6
Special Constable			17	20		1			1	2		
Police Staff	1	2	184	86	2	1	2	8	12	3	14	2
Volunteer			11	12			1					1
Total	1	6	327	308	3	4	4	13	14	9	18	8

	None		Not disclosed		Prefer not to say	
Workforce Representation	Female	Male	Female	Male	Female	Male
PCSO	13	15		3	1	
Police Officer	129	177	9	17	13	21
Special Constable	30	58		1	3	1
Police Staff	188	77	15	6	6	11
Volunteer	14	17	7	11		
Total	374	344	31	38	23	33

Religious symbols



Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



Distribution of workforce (officer, staff and special constables)

Source: HR Database

Data Range: January 2018

Comments: Ops Support now incorporates staff based in the force contact centre.

Data Adaptions: Due to some departments employing low numbers of staff, to avoid individual identification, all non-divisional officers and staff are aggregated. Data also relates to North and South Divisions which is the new force structure as of 1st April 2016.

Data Limitations: Due to low numbers recorded within the sexual orientation and disability protected characteristic areas, a divisional and department breakdown are not included. Note that 'null' are excluded hence the total may differ from the 'representation' table.

Exceptions:

Police Officer:

Ethnicity: Whilst the BAME Officer representation differs from North to South division, this reflects the lower BAME populations on North division and higher population within South division. BAME officers are particularly under represented in the following departments, Contact Management, Crime support, EM-SOU and Operational Support.

Sex (gender): South division contains a higher proportion of female officers than the other division. Female officers are underrepresented in Contact Management, Criminal Justice, and Operational Support .

Police Staff:

Ethnicity: BAME police staff are underrepresented in many departments. BAME police staff account for 4.8% of all staff and are most represented in Legal Services 14.7%, South Division 13.6%, and Information Services 10.9%.

Sex (gender): 75% of Police staff are female. They are most under represented in Assets and East Midlands collaboration services.

PCSO:

Ethnicity: PCSO BAME representation is 7.4%. **Sex (gender):** In respect of gender PCSO's are fairly evenly represented with 48% Female.



East Midland Collaborative Forces

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Police Officer by Sex (gender) and Department as of June 2019

Dept.	Female	Male	% Female within Dept
Business Change	1	2	33%
Contact Mgt	6	22	21%
Corporate Services	3	5	38%
Crime Support	106	159	40%
Criminal Justice	4	27	13%
EM - MCU	11	12	48%
EM - SOU	10	30	25%
EMSOU - SB	17	22	44%
Executive	2	6	25%
Federation	1	1	50%
HR - Inc EMCHRS	14	12	54%
Info Management	5	5	50%
Information Services	1	3	25%
North Division	182	339	35%
OLCE	4	6	40%
Operational Support	20	160	11%
South Division	213	344	38%
Student Officers	14	48	23%
Total	614	1203	34%

Police Officer Ethnicity by Department as of June 2019

Dept.	White	BAME	N/S	% BAME	Total
Business Change	3	0	0	0.0%	3
Contact Mgt	27	0	1	0.0%	28
Corporate Services	8	0	0	0.0%	8
Crime Support	257	8	0	3.0%	265
Criminal Justice	29	2	0	6.5%	31
EM - MCU	21	2	0	8.7%	23
EM - SOU	40	0	0	0.0%	40
EMSOU - SB	36	3	0	7.7%	39
Executive	7	1	0	12.5%	8
Federation	2	0	0	0.0%	2
HR - Inc EMCHRS	26	0	0	0.0%	26
Info Management	9	1	0	10.0%	10
Information Services	3	1	0	25.0%	4
North Division	508	10	3	1.9%	521
OLCE	10	0	0	0.0%	10
Operational Support	177	3	0	1.7%	180
South Division	528	29	0	5.2%	557
Student Officers	56	4	2	6.7%	62
Total	1747	64	6	3.5%	1817

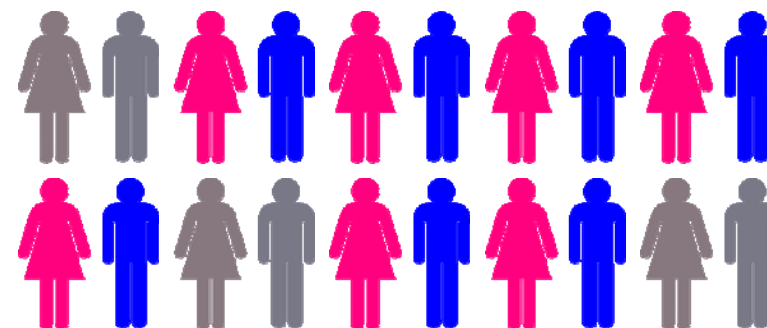
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Dept.	White	BAME	Not Stated	% BAME	Total
Assets	23	0	1	0.0%	24
Business Change	7	0	0	0.0%	7
Contact Mgt	285	11	4	3.7%	300
Corporate Services	51	3	1	5.6%	55
Crime Support	128	6	2	4.5%	136
Criminal Justice	186	8	0	4.1%	194
EM - FOR	141	8	3	5.4%	152
EM - MCU	16	1	0	5.9%	17
EM - TSU	27	0	0	0.0%	27
EM - SOU	0	0	1	0.0%	1
EMSOU - SB	60	3	1	4.8%	64
Executive	4	0	0	0.0%	4
Finance & Business	67	1	0	1.5%	68
HR - Apprentices	6	0	0	0.0%	6
HR EMCHRS	14	1	1	6.7%	16
HR Service Centre	48	5	0	9.4%	53
Human Resources	32	0	0	0.0%	32
Info Management	57	4	6	6.6%	67
Info Services	57	7	0	10.9%	64
Legal Services	29	5	1	14.7%	35
North Division	30	1	1	3.2%	32
OLCE	36	0	0	0.0%	36
Operational Support	25	0	0	0.0%	25
Op Support - CREST	25	0	0	0.0%	25
South Division	38	6	1	13.6%	45
Other Depts	9	0	0	0.0%	9
Total	1401	70	23	4.8%	1494

Police Staff Ethnicity by Department as of June 2019



Objective 5

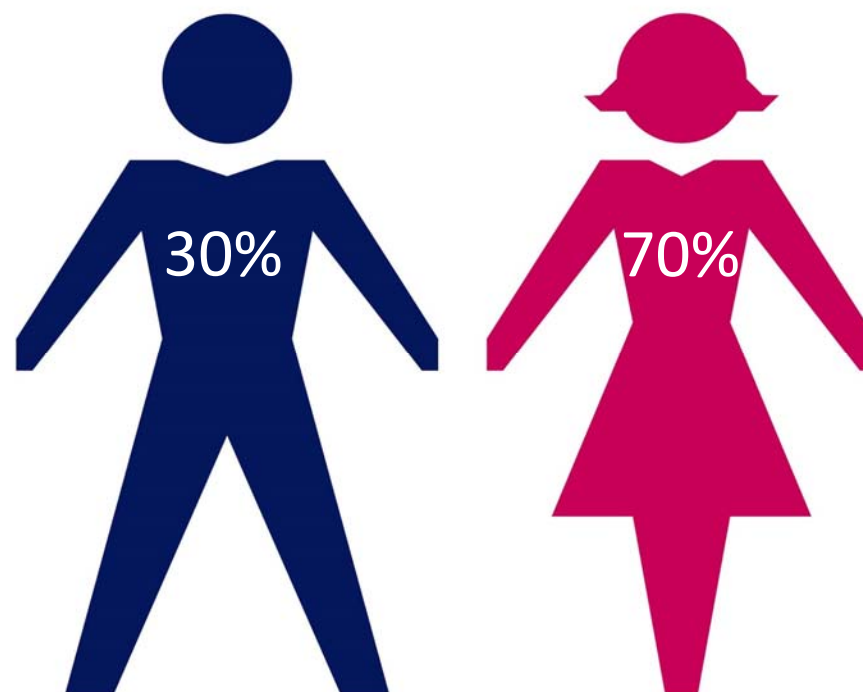
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Police Staff by Sex (gender) and Department as of June 2019

Dept.	Female	Male	% Female	Total
Assets	2	22	8%	24
Business Change	3	4	43%	7
Contact Mgt	228	72	76%	300
Corporate Services	37	18	67%	55
Crime Support	108	28	79%	136
Criminal Justice	143	51	74%	194
EM - FOR	100	52	66%	152
EM - MCU	13	4	76%	17
EM - TSU	2	25	7%	27
EM - SOU	0	1	0%	1
EMSOU - SB	42	22	66%	64
Executive	3	1	75%	4
Finance & Business	58	10	85%	68
HR - Apprentices	5	1	83%	6
HR EMCHRS	4	12	25%	16
HR Service Centre	44	9	83%	53
Human Resources	25	7	78%	32
Info Management	49	18	73%	67
Info Services	14	50	22%	64
Legal Services	27	8	77%	35
North Division	27	5	84%	32
OLCE	24	12	67%	36
Operational Support	17	8	68%	25
Op Support - CREST	18	7	72%	25
South Division	41	4	91%	45
Other Depts	8	1	89%	9
Total	1042	452	70%	1494

Police Staff by Sex (gender) Representation across Force as of June 2019



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PCSO by Sex (gender) Representation as of June 2019

PCSOs	Female	Male	% Female within Dept
North Division	36	41	47%
South Division	36	37	49%
Crime Support	0	1	0%
Total	72	79	48%

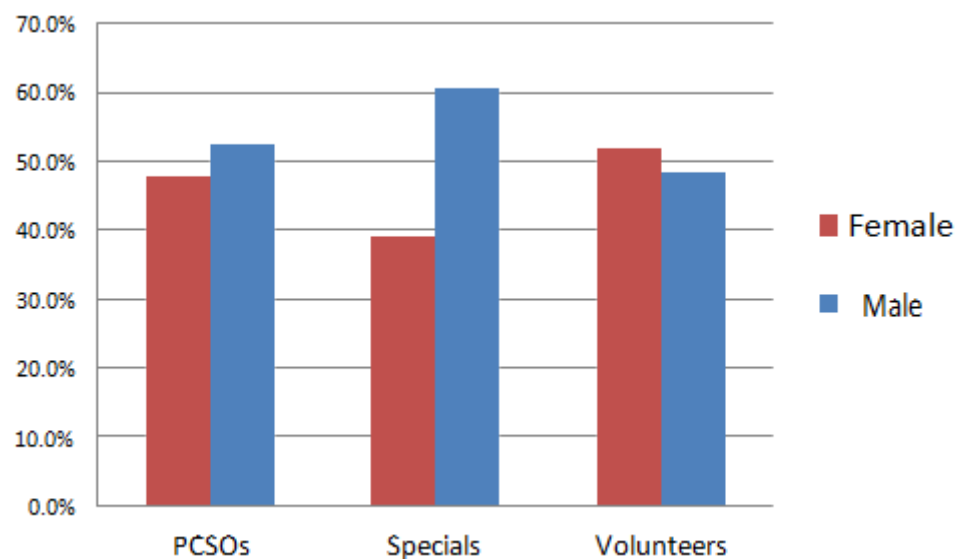
Specials by Sex (gender) Representation as of June 2019

Specials	Female	Male	% Female within Dept
North Division	32	53	38%
South Division	34	52	40%
Crime Support	0	1	0%
Students	9	10	47%
Total	75	116	39%

Volunteers by Sex (gender) Representation as of June 2019

Volunteers	Female	Male	% Female within Dept
North Division	23	24	49%
South Division	19	11	63%
Operational Support	1	4	20%
Corporate Services	2	1	67%
Contact Mgt	0	2	0%
Total	45	42	52%

PCSO, Specials and Volunteer Representation by Sex (gender) as of June 2019



Objective 5

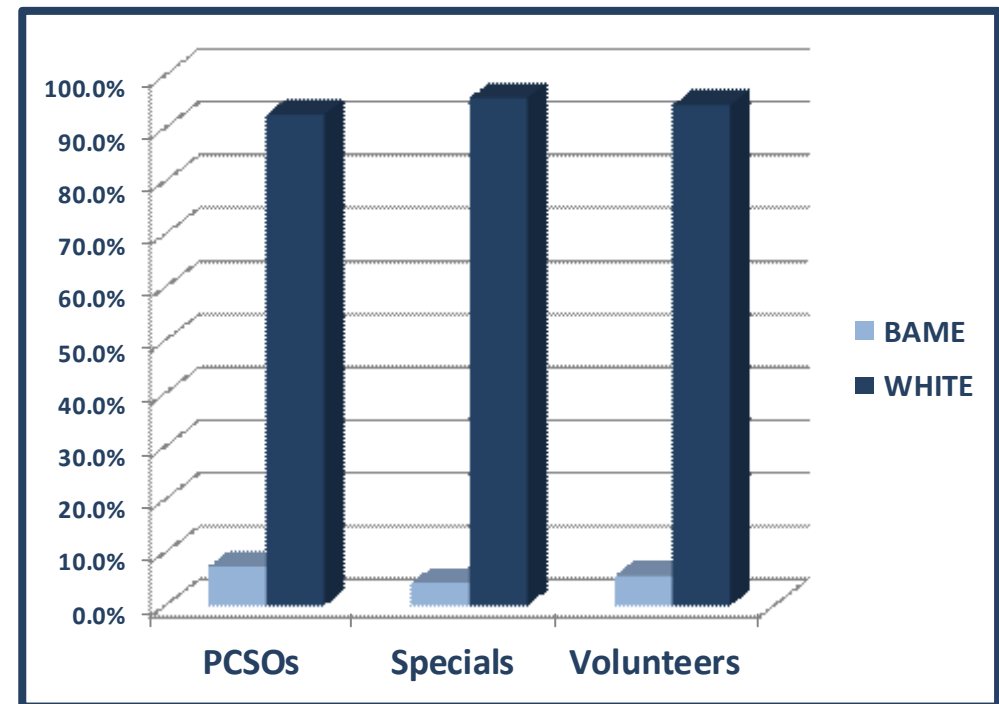
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PCSO BAME Representation as of June 2019

PCSOs	White	BAME	N/S	% BAME	Total
North Division	75	1	1	1.3%	77
South Division	61	10	2	14.1%	73
Crime Support	1	0	0	0.0%	1
Total	137	11	3	7.4%	151

BAME and White Representation as of June 2019



Specials BAME Representation as of June 2019

Specials	White	BAME	N/S	% BAME	Total
North Division	81	3	1	3.6%	85
South Division	80	4	2	4.8%	86
Crime Support	1	0	0	0.0%	1
Students	16	1	2	5.9%	19
Total	178	8	5	4.3%	191

Volunteers BAME Representation as of June 2019

Volunteers	White	BAME	N/S	% BAME	Total
North Division	40	0	7	0.0%	47
South Division	18	3	9	14.3%	30
Operational Support	5	0	0	0.0%	5
Corporate Services	3	0	0	0.0%	3
Contact Mgt	1	1	0	50.0%	2
Total	67	4	16	5.6%	87

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Police officer rank information and years of service.

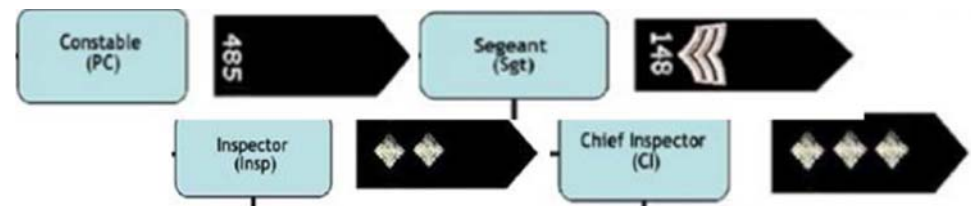
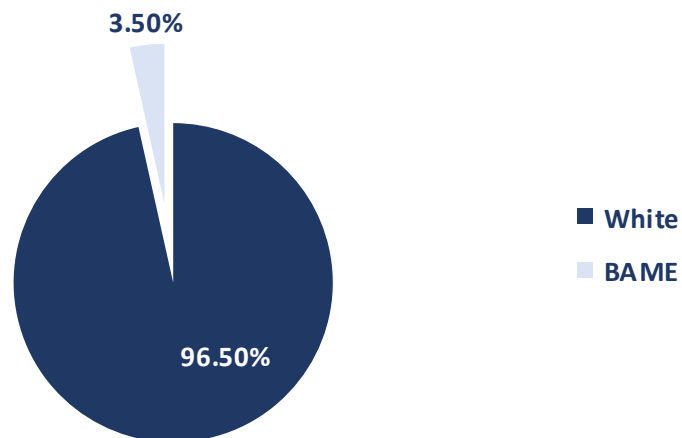
Data Limitations: Ethnicity is self-defined with the HR self-service system.

Data Range: June 2019

Comments: National Police Chiefs Council (NPCC) formally known as ACPO is our Chief Executive team which in Derbyshire is Chief Constable, Deputy Chief Constable, Assistant Chief Constable x 2 and Director of Finance & Business Services

Exceptions: **Ethnicity:** BAME representation of police officers across the force is 3.5%. There is no BAME representation at NPCC ranks. However the highest ranking BAME officer is a Chief Superintendent who in fact is as June 2019 temporarily Acting Assistant Chief Constable. Sergeant representation is the next lowest representation across the ranks at 3.1%.
Sex (gender): The representation of female with in the rank structure declines from PC to Sgt and only reached a 50/50 gender split at Superintendent rank. 89% of all female officers are PC rank compared to 78% of all male officers . 6% of all female officers are Sgt rank compared to 16% of all male officers. At NPCC level within the organisation we have one female officer.

Police Officer Ethnicity as of June 2019



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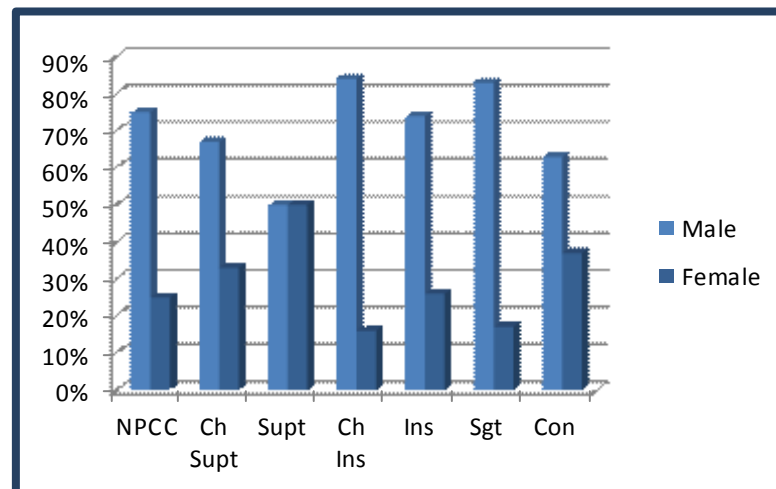
Police Officer Ethnicity by Rank as of June 2019

Rank	White	BAME	N/S	% BAME	Total
NPCC	4	0	0	0.0%	4
Ch Supt	5	1	0	16.7%	6
Supt	10	0	0	0.0%	10
Ch Ins	18	1	0	5.3%	19
Ins	61	5	0	7.6%	66
Sgt	222	7	0	3.1%	229
Con	1427	50	6	3.4%	1483
Total	1747	64	6	3.5%	1817

Police Officer Sex (gender) by Rank as of June 2019

Rank	Female	Male	% Female within Rank
NPCC	1	3	25%
Ch Supt	2	4	33%
Supt	5	5	50%
Ch Ins	3	16	16%
Ins	17	49	26%
Sgt	38	191	17%
Con	548	935	37%
Total	614	1203	34%

Police Officer by Sex (gender) and Rank as of June 2019



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Police Staff Grades by Sex (gender) and Ethnicity.

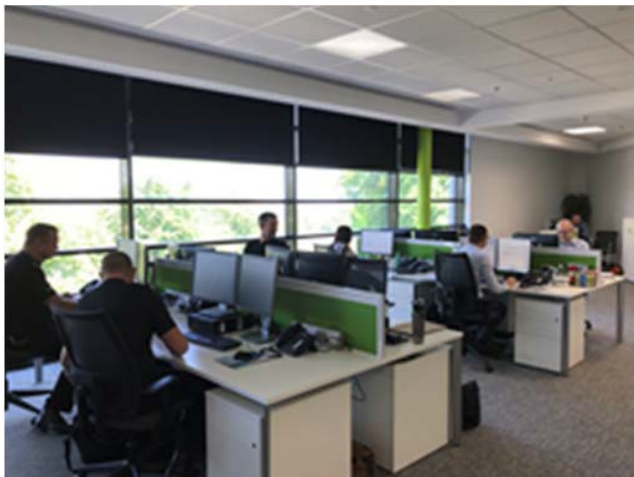
Data Limitations: Ethnicity is self-defined with the HR self-service system.

Data Range: June 2019

Comments: Different professional and police support staff posts attract different basic salary awards. What individuals receive is determined by where the role is positioned on a complex pay scale. Roles are graded C to S and attract basic salaries. Each grade represents a group of individual roles which are defined by a standardised and fair job evaluation system. Whichever grade the role is, staff move up an increment on the scale within each year until they reach the maximum salary permitted for the grade. Of course, it is also possible for staff to progress in their career and apply for different roles which allow movement between grades. If the role requires shift work individuals may also be entitled to an additional shift allowance on top of their basic salary.

Exemptions: **Ethnicity:** 4.8% of Police staff are BAME with the highest % of BAME staff (3) in a K-N Grade. **Sex (gender):** 33% of females are on a C-D grade compared to 14% of male colleagues. In the higher grade H-J (middle management) only 9% of females compared to 20% of males are employed at this grade.

Police Staff Grades by Sex as of June 2019



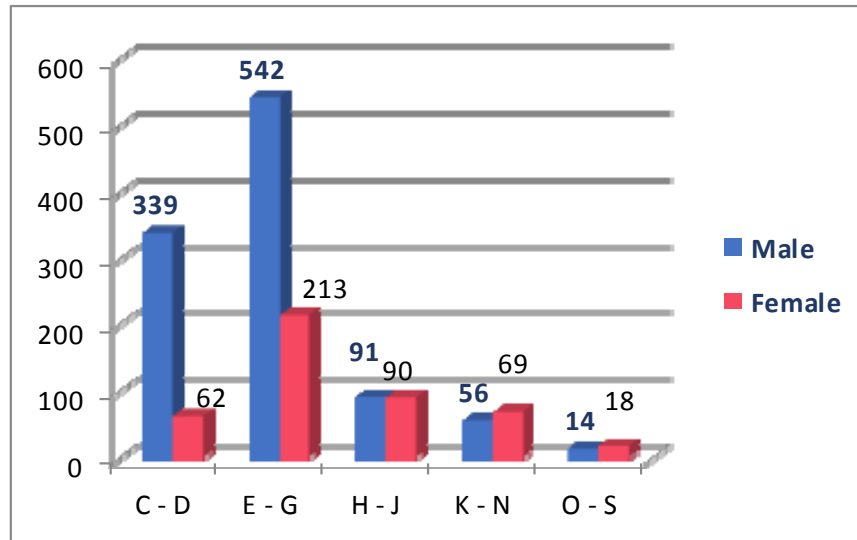
Grade	Female	Male	% of all Females	% of all Males on
C - D	339	62	33%	14%
E - G	542	213	52%	47%
H - J	91	90	9%	20%
K - N	56	69	5%	15%
O - S	14	18	1%	4%
Total	1042	452	100%	100%

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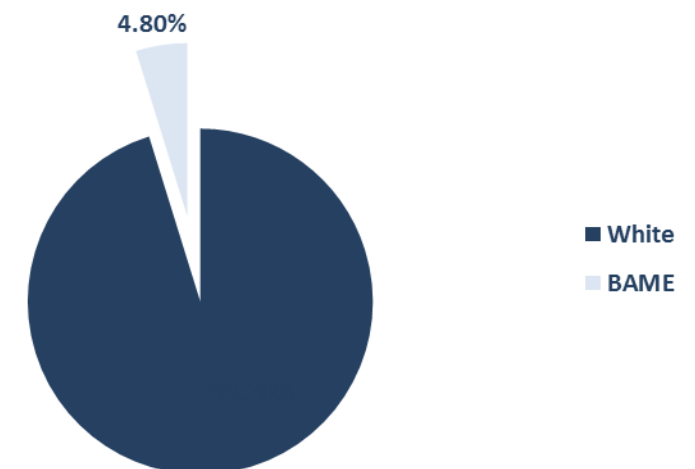
Number of Police Staff by Grades and Sex (gender) as of June 2019



Police Staff Ethnicity BAME /White as of June 2019

Police Staff Ethnicity by Grade as of June 2019

Grade	White	BAME	N/S	% BAME at each Grade	Total
C - D	379	16	6	4.1%	401
E - G	707	39	9	5.2%	755
H - J	172	5	4	2.8%	181
K - N	113	9	3	7.4%	125
O - S	30	1	1	3.2%	32
Total	1401	70	23	4.8%	1494



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Equal pay and job evaluation (police staff)

- Data limitations:** Derbyshire Constabulary has not conducted an equal pay audit due to constraints around lining up payroll system, HR system and Job Evaluation system.
- Comments:** Whilst no equal pay audit has been conducted, a large amount of work has been carried out in this area. The force has a well embedded job evaluation system which is equality compliant following the Equality and Human Rights Commission guidelines, and covers all police staff roles. All posts are formally evaluated. For some roles we do, on occasion, have to review what the market rate is. In these cases we will still evaluate the post and undertake research through various pay surveys to determine an appropriate market forces rate. However, it should be noted that we continue to review these, and in a more recent re- organisation, identified that the market rate paid was no longer appropriate and implemented the evaluated grade for the roles.
- One area of risk that was identified a few years ago was that of starting salaries, where there can be a risk of incremental "drift". We have adopted a formal system to ensure that where an enhanced starting salary is requested for a new member of staff, this is subject to certain criteria.
- Consultation:** Over the past few years we have identified areas where allowances have not been paid correctly or have been paid in accordance with outdated terms and conditions. We have undertaken consultation with staff and UNISON and have given notice to staff where these are required to change. In some circumstances it was identified that allowances had not been paid and such allowances were adopted, in other circumstances. Allowances were aligned with Police Staff Terms and Conditions.



= PAY

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Gender Pay Gap (force level)

Source:

HR Database (pay role)

Data Range:

January 2018—2019

Comments:

Gender Pay reporting within the Equality Act 2010 legislation requires employers with 250 or more employees to publish statutory calculations each year, showing what the pay gap is between men and women within their organisation.

Note: Gender pay gap reporting is different to that of equal pay. It is unlawful to pay people unequally because of their gender.

Police officer salaries are set out by rank, which are approved by the Home Secretary following a recommendation from the Police Remuneration Review Body.

The Gender Pay Gap is an equality measure that shows the difference in average earnings between men and women across the combined workforce of police officers and police staff. It is calculated using two methods of “average” pay across quartiles:

Mean: the whole range expressed as an average and

Median : the mid-point in the range

The way the gender pay gap is calculated is prescribed in the Gender Pay Gap Reporting Requirements 2018, so all organisations with over 250 employees report on data in the same way. This enables realistic comparisons across sectors and like organisations.

According to the Annual Survey of Hours and Earnings 2018 the UK national gender pay gap currently stands at 17.1% for mean earnings and 17.9% for median earnings.

Our workforce is made up of two very different types of staff as far as pay is concerned. Police officers operate within police regulations and a nationally agreed pay structure. Police staff are contracted employees whose pay is determined through an industry standard job evaluation scheme.

Data Analysis:

Ordinary Pay: Ordinary pay means basic pay, allowances, pay for piecework, pay for leave; and shift premium pay. It does not include overtime pay, redundancy pay, pay in lieu of leave, or non-monetary remuneration.

Bonus Payments: Honoraria payments for police staff and bonus payments for police officers.



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Gender Pay Gap (Cont.)

Exceptions:

Police staff salary ranges are determined through an industry standard job evaluation scheme which offers a systematic way of comparing different jobs in an organisation to establish their relative worth and position on pay scales. Due to the nature of most police staff roles, they attract a lower rate of pay than police officers.

Police officer terms and conditions are set nationally by the Government based on recommendations from the independent Police Remuneration Review Body (PRRB) and are bound by Police Regulations. Salary ranges are determined in accordance with rank and length of service.

Male police officers receive the highest average hourly rate of pay and female police staff receive the lowest. Because 68.98% of our male employees are police officers and 63.99% of our female employees are police staff our median gender pay gap becomes distorted when officers and staff are combined.

While the force is of course committed to equal pay for equal work, an over-representation of men in higher ranking positions – together with more men having been employed for longer periods - means a 5% gap exists in average police officer pay.

An over-representation of women in positions where the salary grade is lower accounts for an average gap of 15% in police staff. The overall gap across all officers and staff stands at 18.7%.

Quartile data :

Quartile 1, which is made up of lower pay rates, is heavily populated by women. That representation level starts to decline in the lower quartiles, where the pay rates are higher.

Quartile 2 is more evenly split,

Quartile 3 and Quartile 4 are more heavily populated by men.

However more men than women occupy our senior police ranks and typically, men have longer service which means they are paid more on average because annual pay progression is linked to length of service

Women make up the majority of our police staff workforce and, on average, police staff are paid 34% less than police officers. This together with the fact that more men than women occupy the most senior police staff roles accounts for the gender spread over the pay quartiles.

Note: Sex (Gender) representation will differ from current (June 2019) workforce data due to reporting period.

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Mean Gender Pay Gap

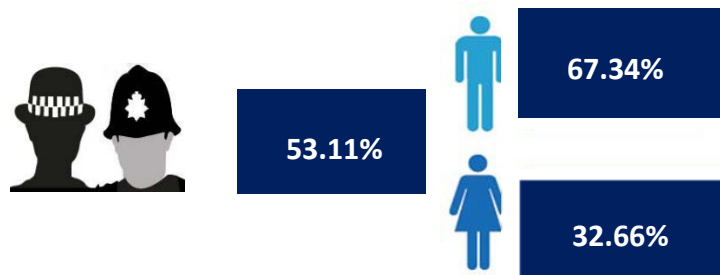
	Mean Hourly Pay	Pay Gap
Officers - Male	£19.30	5.0%
Officers - Female	£17.72	
Staff - Male	£15.19	15%
Staff - Female	£12.92	
All staff - Male	£18.03	18.7%
All staff - Female	£14.65	

UK National Pay Gap Mean Earnings = 17.1%

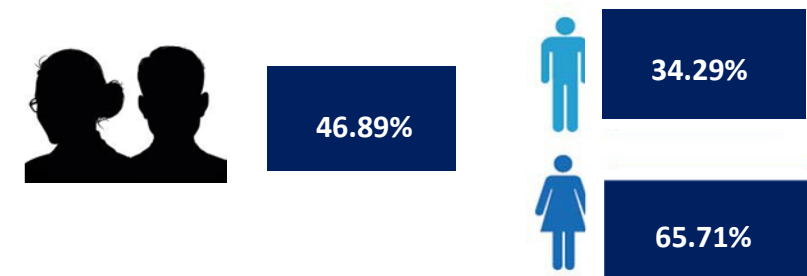
Median Gender Pay Gap

	Median Hourly Pay	Pay Gap
Officers - Male	£19.15	2.8%
Officers - Female	£18.61	
Staff - Male	£13.78	11.9%
Staff - Female	£12.14	
All staff - Male	£18.73	29%
All staff - Female	£13.29	

UK National Pay Gap Median Earnings = 17.9%



Police Officers representation (whole organisation) and Police officer Sex (gender) split



Police Staff representation (whole organisation) and Police staff Sex (gender) split

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Quartile Information

This is a list of the hourly pay rate of all the organisation's full-pay relevant employees in the pay period that covers the snapshot date.

This is then divided into 4 quartiles, with an equal number of employees in each section. From highest paid to lowest paid, these quartiles are the :

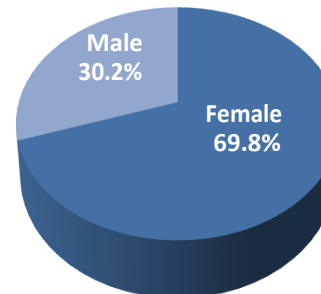
lower quartile (1)

lower middle quartile (2)

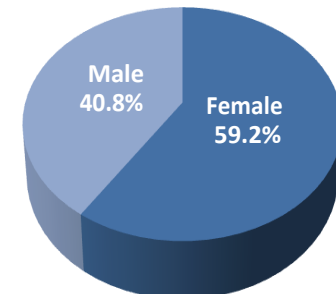
upper middle quartile (3)



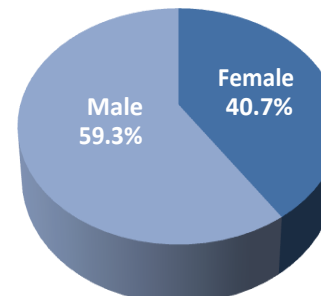
Quartile 1



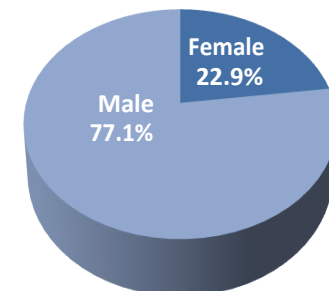
Quartile 2



Quartile 3



Quartile 4



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Bonus Payments

Police Officers - The Chief Constable can award a one off bonus payment to an individual police officer of £50 to £500 per head for demanding, unpleasant or outstanding work.

Police Staff - Forces have the discretion to pay honoraria bonus payments, either as an addition to monthly salary for a set period of time, or as a one off discretionary lump sum.

This year's bonus pay gap has been affected by bonus payments made to police officers who went to the British Virgin Islands, to help with the recovery effort after the devastation caused by Hurricane Irma. Men made up the majority of those officers from Derbyshire.



	% Receiving Bonus Pay
Officers - Male	0.5%
Officers - Female	0.2%
Staff - Male	1.9%
Staff - Female	3.2%
All staff - Male	0.9%
All staff - Female	2.1%

	Mean Bonus Pay	Pay Gap
Male	£676.93	43.6%
Female	£382.12	

	Median Bonus Figure
Male	£250
Female	£250
Median Bonus Pay Gap	0.0%

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Police officer recruitment campaign—Police Constable Degree Apprenticeship (PCDA)

Source:

HR Service Centre from data recorded during the 2019 Police Degree Apprenticeship Recruitment campaign.

Date range:

2018/19 recruitment campaign

Comments:

From June 2020 the only entry route to become a police officer will be limited to the Degree Holder Entry Programme, the Policing Degree Pre-Join route or the Police Constable Degree Apprenticeship (PCDA) route. The Initial Police Learning and Development Programme (IPLDP) programme will no longer be available. Derbyshire are one of a few forces in the country taking on PCDA students.



Stage One - Eligibility Test -an online self-selection measure in the form of a realistic job preview. Candidates were presented with information about potentially challenging parts of the police officer role and were given a multiple choice format of responses. They were provided with on screen feedback which indicates their suitability for the role.

Application Form - candidates who pass the three stages of the online assessment and score well will then be offered an application form to apply to join our force. The top-performing candidates will go forward to the next stage of the process, which will be an interview. This process includes Competency Based Questions. (CBQ)

National Assessment Centre - candidates who pass and who are selected after the in-force interview will be invited to attend the national assessment centre.

Positive action: Derbyshire Constabulary has a strong commitment to equality and diversity both within the organisation and in the service we provide. We aim to employ a representative workforce that reflects the communities we serve.

In order to provide a high level of service, we encourage applications from under- represented groups and we are proud to pursue a policy of 'positive action' in an attempt to achieve this.

Data limitations:

Data is available for the number of candidates as they pass each stage of the process. However this does not reflect failure rate at each stage as candidates can leave the process at any stage.

Exceptions:

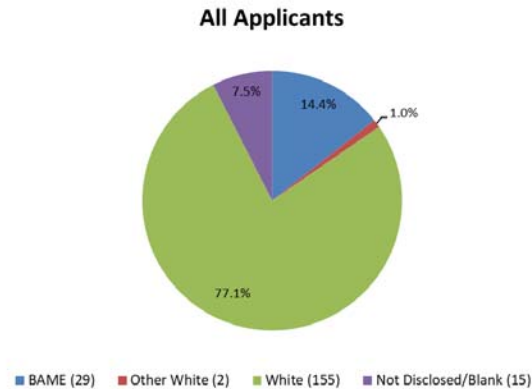
201 candidates completed applications. **Age:** The highest number of candidates were in the 18-24 age bracket accounting for 65.7% of applicants. Of these 25 passed assessment centre. They accounted for 62.5% of all candidates that passed. **Ethnicity:** 29 candidates (14.4% of all candidates) completed the application form, of these 6 passed assessment centre. This accounts for 15% of the all (51) candidates passing assessment centre and is consistent with the % who applied. **Sex (gender):** 73 female candidates submitted applications (36.3% of all candidates). 14 females passed assessment centre which accounts for 35% of all those that passed.

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Applications Started		
	Completed Applications Received	% of Applications Completed
All Applicants	201	
BAME	29	14.4%
Other White	2	1.0%
White	155	77.1%
Not Disclosed/Blank	15	7.5%



CBQ						
	To CBQ	% Spilt of Allocation	Passed CBQ	% Pass CBQ	Failed CBQ	% of Failed CBQ
All Applicants	161		75	46.6%	86	53.4%
BAME	20	12.4%	12	16.0%	8	9.3%
Other White	2	1.2%		0.0%	2	2.3%
White	127	78.9%	57	76.0%	70	81.4%
Not Disclosed/Blank	12	7.5%	6	8.0%	6	7.0%

Force Interview						
	To Interview	% Split of Allocation	Passed Interview	% Pass Interview	Failed Interview	% of Failed Interview
All Applicants	71		54	76.1%	17	23.9%
BAME	12	16.9%	9	16.7%	3	17.6%
Other White		0.0%		0.0%		0.0%
White	54	76.1%	41	75.9%	13	76.5%
Not Disclosed/Blank	5	7.0%	4	7.4%	1	5.9%

Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



PCDA candidates to Search Assessment Centre with attrition rates

SEARCH Assessment Centre						
	To AC	% Split of Allocation	Passed AC	% Pass AC	Failed AC	% Failed AC
All Applicants	51		40	78.4%	11	21.6%
BAME	8	15.7%	6	15.0%	2	18.2%
Other White		0.0%		0.0%		0.0%
White	39	76.5%	31	77.5%	8	72.7%
Not Disclosed/Blank	4	7.8%	3	7.5%	1	9.1%



PCDA candidates - Withdrawn Applications

BAME	Stage Application Withdrawn						
	Applications Withdrawn	% of Applications Withdrawn					
All Applicants	50		Before Pre-Sift	Before CBQ	Before Interview	Before Assessment Centre	Pre-Employment
BAME	11	22.0%	2	7		1	1
Other White	0	0.0%					
White	35	70.0%		28	3	2	2
Not Disclosed/Blank	4	8.0%	1	2	1		

Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



Applications Started		
	Completed Applications Received	% of Applications Completed
All Applicants	201	
Yes	3	1.5%
No	190	94.5%
Not Disclosed/Blank	8	4.0%

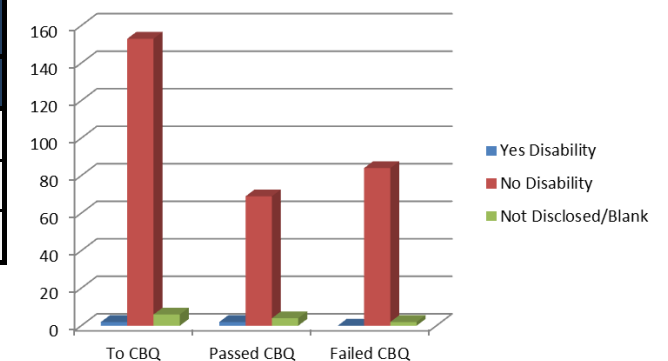
PCDA candidates declaring a Disability - attrition rates at each stage

CBQ					
	To CBQ	% Spilt of Allocation	Passed CBQ	% Pass CBQ	Failed CBQ
All Applicants	161		75	46.6%	86
Yes	2	1.2%	2	3%	0
No	153	95.0%	69	92%	84
Not Disclosed/Blank	6	3.7%	4	5%	2



Force Interview					
	To Interview	% Split of Allocation	Passed Interview	% Pass Interview	Failed Interview
All Applicants	71		54	76.1%	17
Yes	2	2.8%	2	4%	
No	65	91.5%	49	91%	16
Not Disclosed/Blank	4	5.6%	3	6%	1

SEARCH Assessment Centre					
	To AC	% Split of Allocation	Passed AC	% Pass AC	Failed AC
All Applicants	51		40	78.4%	11
Yes	2	3.9%	2	5%	
No	46	90.2%	36	90%	10
Not Disclosed/Blank	3	5.9%	2	5%	1



Objective 5

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Applications Started		
	Completed Applications Received	% of Applications Completed
All Applicants	201	
Male	118	58.7%
Female	73	36.3%
Not Disclosed/Blank	10	5.0%

PCDA candidates by Sex (gender) - attrition rates at each stage



CBQ					
	To CBQ	% Spilt of Allocation	Passed CBQ	% Pass CBQ	Failed CBQ
All Applicants	161		75	46.6%	86
Male	91	56.5%	38	50.7%	53
Female	62	38.5%	33	44.0%	29
Not Disclosed/Blank	8	5.0%	4	5.3%	4

Force Interview					
	To Interview	% Split of Allocation	Passed Interview	% Pass Interview	Failed Interview
All Applicants	71		54	76.1%	17
Male	35	49.3%	28	51.9%	7
Female	32	45.1%	23	42.6%	9
Not Disclosed/Blank	4	5.6%	3	5.6%	1



SEARCH Assessment Centre					
	To AC	% Split of Allocation	Passed AC	% Pass AC	Failed AC
All Applicants	51		40	78.4%	11
Male	28	54.9%	24	60.0%	4
Female	20	39.2%	14	35.0%	6
Not Disclosed/Blank	3	5.9%	2	5.0%	1

Objective 5

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



Applications Started		
Completed Applications	Received	% of Applications Completed
All Applicants	201	
18-24	132	65.7%
25-34	42	20.9%
35-44	9	4.5%
45-54	1	0.5%
55-64	1	0.5%
Not Disclosed/Blank	1	

PCDA candidates by Age - attrition rates at each stage

CBQ					
	To CBQ	% Spilt of Allocation	Passed CBQ	% Pass CBQ	Failed CBQ
All Applicants	161		75	46.6%	86
18-24	109	67.7%	48	64.0%	61
25-34	31	19.3%	13	17.3%	18
35-44	8	5.0%	8	10.7%	0
45-54	1	0.6%	1	1.3%	0
55-64	1	0.6%		0.0%	1
Not Disclosed/Blank	11	6.8%	5	6.7%	6

Force Interview					
	To Interview	% Spilt of Allocation	Passed Interview	% Pass Interview	Failed Interview
All Applicants	71		54	76.1%	17
18-24	45	63.4%	36	66.7%	9
25-34	13	18.3%	10	18.5%	3
35-44	7	9.9%	4	7.4%	3
45-54	1	1.4%	1	1.9%	0
55-64		0.0%		0.0%	0
Not Disclosed/Blank	5	7.0%	3	5.6%	2

Search Assessment Centre					
	To AC	% Spilt of Allocation	Passed AC	% Pass AC	Failed AC
All Applicants	51		40	78.4%	11
18-24	34	66.7%	25	62.5%	9
25-34	10	19.6%	10	25.0%	0
35-44	3	5.9%	2	5.0%	1
45-54	1	2.0%	1	2.5%	0
55-64		0.0%		0.0%	0
Not Disclosed/Blank	3	5.9%	2	5.0%	1

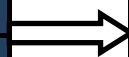
Objective 5

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PCDA candidates by Sexual Orientation - attrition rates at each stage

Applications Started		
	Completed Applications Received	% of Applications Completed
All Applicants	201	
Bisexual	14	7.0%
Gay/Lesbian	6	3.0%
Heterosexual	163	81.1%
Not Disclosed/Blank	18	9.0%



CBQ					
	To CBQ	% Spilt of Allocation	Passed CBQ	% Pass CBQ	Failed CBQ
All Applicants	161		75	46.6%	86
Bisexual	11	6.8%	4	5.3%	7
Gay/Lesbian	6	3.7%		0.0%	6
Heterosexual	129	80.1%	63	84.0%	66
Not Disclosed/Blank	15	9.3%	8	10.7%	7



Force Interview					
	To Interview	% Spilt of Allocation	Passed Interview	% Pass Interview	Failed Interview
All Applicants	71		54	76.1%	17
Bisexual	3	4.2%	2	4%	1
Gay/Lesbian		0.0%		0%	
Heterosexual	61	85.9%	48	89%	13
Not Disclosed/Blank	7	9.9%	4	7%	3



Search Assessment Centre					
	To AC	% Spilt of Allocation	Passed AC	% Pass AC	Failed AC
All Applicants	51		40	78.4%	11
Bisexual	2	3.9%	1	3%	1
Gay/Lesbian		0.0%		0%	
Heterosexual	45	88.2%	36	90%	9
Not Disclosed/Blank	4	7.8%	3	8%	1

Objective 5

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Police Community Support Officer (PCSO) recruitment campaign

Source:	HR Service Centre from data recorded during the 2019 Police Degree Apprenticeship Recruitment campaign.
Date range:	2019 recruitment campaign
Comments:	PCSOs are uniformed civilians with a specialised set of legal powers. They work to tackle crime and anti-social behaviour in communities. Their main role is to patrol on foot, ensuring a highly visible presence on the streets. They work with other organisations (such as the local councils and housing associations) to tackle issues of local concern, focusing on lower-level crime, disorder and antisocial behaviour and working on projects to address longer-term crime problems. Application Form - candidates complete an online application form . Those who meet the essential criteria will be shortlisted and will go forward to the next stage of the process, which will be an interview. Interview and Presentation: - The top-performing candidates who pass interview will be offered a place as a PCSO.
Positive action:	Derbyshire Constabulary has a strong commitment to equality and diversity both within the organisation and in the service we provide. We aim to employ a representative workforce that reflects the communities we serve. In order to provide a high level of service, we encourage applications from under- represented groups and we are proud to pursue a policy of 'positive action' in an attempt to achieve this.
Data limitations:	Data is available for the number of candidates as they pass each stage of the process. However this does not reflect failure rate at each stage as candidates can leave the process at any stage. Sex (gender) , and other protected characteristic data is unavailable at this time.
Exceptions:	240 candidates completed applications. Ethnicity: 18 candidates (7.5% of all candidates) completed the application form. Of these 7 were successfully shortlisted (6.5% of the all 107 candidates passing shortlisting). Following interview 3 candidates were offered a place with only 1 candidate accepting.



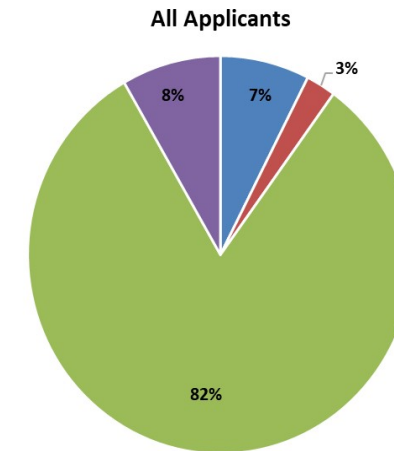
Objective 5

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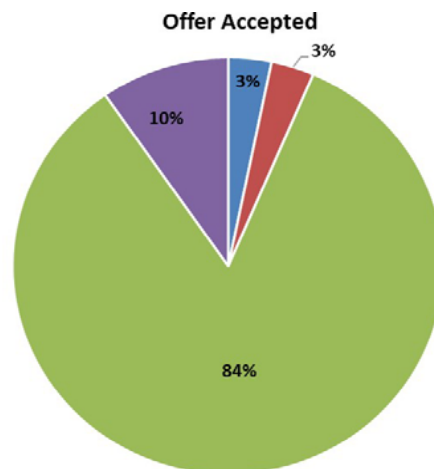


PCSO candidates by Ethnicity - Applications 2019 recruitment

	Completed Applications	% of Applications
All Applicants	240	
BAME	18	7.5%
Other White	6	2.5%
White	196	81.7%
Not Disclosed/Blank	20	8.3%



■ BAME (18) ■ Other White (6) ■ White (196) ■ Not Disclosed/Blank (20)



■ BAME (1) ■ Other White (1) ■ White (26) ■ Not Disclosed/Blank (3)

PCSO candidates by Ethnicity - Offer of employment 2019 recruitment

	To Offer	Offer Accepted	% Accepted
All Applicants	39	31	79.5%
BAME	3	1	3.2%
Other White	1	1	3.2%
White	32	26	83.9%
Not Disclosed/Blank	3	3	9.7%

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PCSO candidates by Ethnicity - Applications 2019 recruitment

Shortlisting						
	To Shortlisting	% Spilt of Allocation	Shortlisting Successful	% Passed	Shortlisting Unsuccessful	% of Failed
All Applicants	233		107	45.9%	126	54.1%
BAME	16	6.9%	7	6.5%	9	7.1%
Other White	6	2.6%	2	1.9%	4	3.2%
White	191	82.0%	91	85.0%	100	79.4%
Not Disclosed/Blank	20	8.6%	7	6.5%	13	10.3%

Force Interview & Presentation						
	To Interview	% Split of Allocation	Passed Interview	% Pass Interview	Failed Interview	% of Failed Interview
All Applicants	83		63	75.9%	20	24.1%
BAME	6	7.2%	5	7.9%	1	5.0%
Other White	2	2.4%	2	3.2%		0.0%
White	69	83.1%	52	82.5%	17	85.0%
Not Disclosed/Blank	6	7.2%	4	6.3%	2	10.0%

Stage Application Withdrawn						
	Applications Withdrawn	% of Applications Withdrawn				
All Applicants	35		Before pre-Sift	Before Shortlisting	Before Interview	Pre-Employment Checks
BAME	2	5.7%			1	1
Other White	1	2.9%				1
White	31	88.6%	2		22	7
Not Disclosed/Blank	1	2.9%			1	

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Limited Duties (officers and staff)

Source: Gateway (HR self-service system)

Date range: July 2019

Comments: In October 2010, the then UK Home Secretary Theresa May MP appointed the now Sir Thomas Winsor to carry out an independent review of the remuneration and conditions of service of police officers and staff in England and Wales 2011. Following his recommendations on the 1 April 2015 amendments to Police Regulations were passed through Parliament concerning how restricted duties are managed for police officers. Home Office circular 010/2015 published Annex EE came into effect on 01 May 2015. This outlines the new categories of Limited Duties (formally known as Restricted and Recuperative Duties) and the definitions of each.

These are:

Recuperative Duties – defined as duties falling short of full deployment, undertaken by a police officer following an injury, accident, illness or medical incident, during which the officer adapts to and prepares for a return to full duties and the full hours for which they are paid.

Adjusted Duties – defined as duties falling short of full deployment, in respect of which workplace adjustments have, where necessary, been made to overcome barriers to working.

Management Restricted Duties – defined as duties to which an officer is allocated in circumstances where information and/or serious concerns have come to light which questions the suitability of an officer to remain in their current post.

Restricted Maternity: restrictions in place for protection due to pregnancy.

Restricted Duties: for longer restrictions whilst active investigation is on-going into illness/injury and ability to perform duties.

Adjusted A20: (for Police Officers only). Following H1 medical process, it has been determined that the illness/injury means the role of a Police Officer can no longer be performed and another position has to be found for this person.

Exceptions: 43 officers and staff are currently on adjusted duties. The majority of these are police officers (74.4%). **Age:** The majority of all staff on adjusted duties are in the 45-54 years age bracket. **Ethnicity:** Only 4.7% of all staff on adjusted duties define themselves as BAME. **Sex (gender):** 60.5% of all those on adjusted duties are male.

Objective 5

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All staff by Sex (gender) who are on Adjusted Duties as of July 2019

Workforce Representation	Female	Male	Total
Police Officer	11	21	32
Police Staff	5	3	8
PCSO	1	2	3
Total	17	26	43

All staff by Ethnicity who are on Adjusted Duties as of July 2019

Workforce Representation	BAME	Not Stated	White	Total
Police Officer	1	1	30	32
Police Staff	0	1	7	8
PCSO	1	0	2	3
Total	2	2	39	43

Disabled Police Association

Promoting Ability in the United Kingdom Police Service



DISABLED POLICE ASSOCIATION



All staff by Age who are on Adjusted Duties as of July 2019

Workforce Representation	25-34	35-44	45-54	55-60	61-65	Total
Police Officer	1	6	21	3	1	32
Police Staff	1	1	3	3	0	8
PCSO	0	1	1	1	0	3
Total	2	8	25	7	1	43



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Maternity and Paternity Leave- Police Officers and Staff

Source: HR Performance Report

Date range: July 2019

Comments: Data includes PCSO.

Data does not include those off on Adoption Leave.

Parental Leave : Individuals whose partner is having a baby, adopting a child or having a baby through a surrogacy arrangement might be eligible for: 1 or 2 weeks' paid Paternity Leave.

Exceptions: **Sex (gender):** Only one male is currently on paternity leave. As of July 2019, 1.9% of all female officers are currently on maternity leave.



All staff by Sex (gender) who are on Maternity or Paternity Leave as of July 2019

Workforce Representation	Female	Male	Total
Police Officer	12	1	13
Police Staff	22	0	22
PCSO	2	0	2
Total	36	1	37

All staff by Age who are on Maternity or Paternity Leave as of July 2019

Workforce Representation	25-34	35-44	Total
Police Officer	10	3	13
Police Staff	14	8	22
PCSO	1	1	2
Total	25	12	37

All staff by Ethnicity who are on Maternity or Paternity Leave as of July 2019

Workforce Representation	BAME	White	Total
Police Officer	1	12	13
Police Staff	2	20	22
PCSO	1	1	2
Total	4	33	37

Objective 5

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Police Officer Job Related Fitness Tests (JRFT)

Source: HR Performance Report

Date range: 01/04/18-31/03/19

Comments: Job related (in service) fitness testing has been an operational requirement within the force since September 2014. In service fitness testing was an initial recommendation of Winsor (Part 2), in line with police reform. The British Association of Women in Policing (BAWP) commissioned a piece of research which was carried out with a number of forces and helps understand the service's current position relating to diversity and, in particular, to gender. Gender Agenda 3 became the BAWP's framework for strategy and action plan to make progress with and for the service. The national research from Gender Agenda 3 showed that there is a perceived negative impact that JRFT has upon female officers, older officers, disabled officers as well as officers with conditions which fall short of a disability.

Exceptions: Overall - 97.3% of the 1047 Police Officers who have taken the fitness test during the past 12 months have passed. **Age:** The highest failure rate was in officers aged 45-54 years. They accounted for 64.3% of the total failure rate. **Sex (gender):** Of the 309 females taking the test, 6.1% of the female police officers failed the test compared to 1.2% of 738 males police officers who took the test.

Fitness test - All staff by Rank 01/04/2018 - 31/3/2019

Fitness Test Outcome	Con	Sgt	Ins	Ch Ins	Supt	Total
Pass	877	106	29	6	1	1019
Fail	27	1	0	0	0	28
Not Attended/Interrupted	111	8	4	0	1	124
Total	1015	115	33	6	2	1171



Fitness test - All staff by Sex (gender) - 01/04/2018 - 31/3/2019

Fitness Test Outcome	Female	Male	Total
Pass	290	729	1019
Fail	19	9	28
Not Attended/Interrupted	41	83	124
Total	350	821	1171

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Fitness test - All staff by Age - 01/04/2018 - 31/3/2019

Fitness Test Outcome	18-24	25-34	35-44	45-54	55-60	Total
Pass	14	267	425	297	16	1019
Fail	0	3	7	18	0	28
Not Attended/Interrupted	2	26	51	44	1	124
Total	16	296	483	359	17	1171



6.1% Failure Rate



1.2% Failure Rate



Fitness test - All staff by Department - 01/04/2018 - 31/3/2019

Fitness Test Outcome	Corporate Services	Crime Support	Criminal Justice	Executive	Human Resources	Information Management	Information Services	North Division	Operational Support	Org Learning Culture and Ethics	Regional Units	Secondment	South Division	Total
Pass	3	106	6	1	17	2	1	295	172	1	30	1	384	1019
Fail	0	2	0	0	0	0	0	9	0	0	0	0	17	28
Not Attended/Interrupted	0	14	1	1	0	0	0	42	14	4	3	1	44	124
Total	3	122	7	2	17	2	1	346	186	5	33	2	445	1171

Objective 5

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Dispute resolution and employment tribunals (staff and officers)

Comments: Data in relation to employment tribunals covers a nine year period 2009-2018 (01/01/09 – 31/03/18) and relates to all staff, officers and applicants. Note that the complainant may have lodged more than one grievance (known as dispute resolution) or brought about more than one employment tribunal, over the period. Also some dispute resolutions may lead to an employment tribunal; the dispute resolution is still counted.

Data in relation to dispute resolution covers the period 01/04/2018 – 28/05/2019

Exceptions: There is a representative mix of female and male staff and officers represented in the data, compared to the workforce.

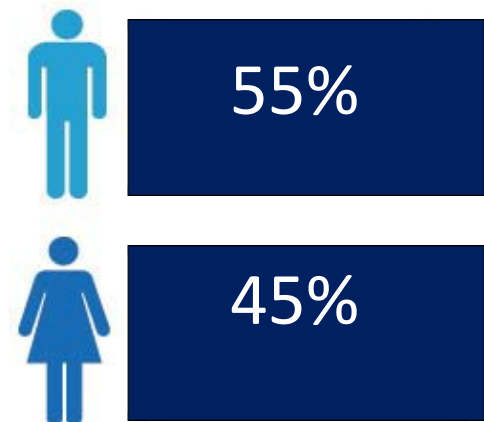
Employment tribunals cases (all staff and ex-employees) 2017-2018 & 2018—2019 including Sex (gender) and Ethnicity

Employment Tribunal	Total	White	BAME	% BAME	Male	Female	% Female
2018—2019	2	2	0	0%	1	1	50%
2017—2018	5	3	2	40	4	1	20%



Dispute Resolution cases (all staff and ex-employees) 01/04/2018—28/05/19 including Sex (gender) and Ethnicity

	Total	White	BAME	Male	Female
Dispute Resolution Completed	19	13	6	10	9
Dispute Resolution Live	7	4	3	4	3



GLOSSARY



Age	This refers to a person belonging to a particular age group, which can mean people of the same age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds, or people over 50).
BAME:	Black. Asian and Minority Ethnic. Using 16+1 race breakdown, this includes Asian or Asian British: (Indian, Pakistani, Bangladeshi and any other Asian background); Black or Black British: (Caribbean, African and any other Black background); Mixed: (White and Black Caribbean, White and Black African, White and Asian any other mixed background and Other (Chinese and any other ethnic group). Those in italic, along with 'white' and 'not stated' comprise the 5+1 collapsed race breakdown. It is an aspiration to move towards 18+1 race categories which includes gypsy travellers (under white) and Arab group (under other), whilst Chinese is moved to Asian. This will reflect the Census 2011 breakdown.
Conductive Energy Devices (CED)	CED is an electroshock weapon introduced for police use as a non-lethal method of dealing with potentially dangerous people.
Crimes and Incidents:	Incidents relate to calls for service from members of the public that are recorded on force systems (note that not all calls are converted to an incident). Some incidents will result in a crime, should this meet the victim or callers wishes and/or meet the Crime Recording Standards as a notifiable offence. Some calls to the police are not notifiable offences for example a road traffic incident or stray animals causing a road obstruction.
Disability	A person has a disability if she/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Equality Impact Assessment:	An EIA is a tool that helps public authorities make sure their policies, functions and projects, and the way they are carried out, show due regard to the aims of the Equality Act 2010 General Duty. Carrying out an EIA involves systematically assessing the likely (or actual) effects of our policies, functions and projects on people in respect of their protected characteristics. This also includes looking for opportunities to promote equality that have previously been missed or could be better used, as well as how negative or adverse impacts can be removed or mitigated where possible.
Flexible Working Arrangements:	All employees within Derbyshire Constabulary have the right to request a change to their working patterns or hours. Examples of flexible working arrangements are compressed hours (working the same number of hours in fewer days), working some or all of the time from home or working purely in term time.
Gender Reassignment:	The process of changing or transitioning from one gender to another.
Hate Incident/ Crime:	A hate incident/crime is any incident or crime which is perceived by the victim, or any other person, to be motivated by a hostility or prejudice, based upon: Disability, Ethnicity, Religion or belief, Sexual orientation, Gender reassignment or Other including: Alternative Subculture i.e. Goths etc.

GLOSSARY



LGB&T:	People who identify as Lesbian, Gay, Bisexual and Transgender.
Listening to You	The police force and the office of the Police and Crime Commissioner (previously known as the police authority) jointly undertake annual face-to-face consultation with Derbyshire communities at a range of venues across the county. The public are consulted on what matters to them in terms of policing
Marriage and Civil Partnership:	Marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.
Positive Outcome:	Positive outcomes are made up of sanction detections and restorative disposals. Sanction detections are comprised of: cannabis warnings, charges, cautions, reprimands, summons, final warning, fixed penalty notice or offences taken into consideration. Restorative disposals are crimes that have been resolved involving both the victim and offender and encourage the offender to repair the harm they have done. This may involve, for example a written or verbal apology, or financial compensation. The Home Office currently only count sanction detections in the official figures whilst several forces, including Derbyshire, pilot the use of restorative disposals.
Positive Action	Positive action is a range of lawful actions that seek to overcome or minimise disadvantages in employment opportunities that people who share a protected characteristic have experienced, or to meet their different needs. Section 159 of the Equality Act 2010 allows employers to use Positive Action in recruitment and promotion. Positive action is often confused with positive discrimination. Positive action does not mean people will be recruited simply because of their race, sex or sexual orientation. This is 'positive discrimination' which is unlawful. Applicants are recruited based on merit.
Pregnancy and Maternity:	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

GLOSSARY



Protected Characteristics:	The protected characteristics, covered by the Equality Act 2010 are: Age Disability Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity Race Religion and Belief Sex (gender) Sexual Orientation
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion or Belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Racial/Religious Motivated offences	Crimes where a racial or religious element has been noted.
Sex (gender)	This is a protected characteristic. It refers to whether a person is a man or a woman (of any age).
Sexual Orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.
Staff Support Networks:	Derbyshire Constabulary has in place a number of support networks, specifically for those who have, or have an interest in, a particular protected characteristic. The networks locally cover each of the following individual areas: Lesbian Gay Bisexual and Transgender +, Christian, Disability, Black, Asian and Minority Ethnic and Sex (gender).
Stop and Search:	Police officers have a legal power to stop and then search people either on foot or in a vehicle if they have reasonable grounds to suspect that the person is in illegal possession of stolen or prohibited articles. It is a legal power under Section 1(2) of the Police and Criminal Evidence Act, 1984.
White:	Under the 16+1 race breakdown, ‘white’ covers the following ethnic groups: white British, white Irish and any other white background. Under the Census 18+1 breakdown this also includes gypsy traveller groups. It would be an aspiration to capture ‘gypsy traveller’,

If you require more information, a printed copy
An alternative language document or
a different format please contact:

Head of Equality Unit
Derbyshire Constabulary Headquarters
Butterley Hall • Ripley • Derbyshire • DE5 3RS

101 • In an emergency, always dial 999

www.derbyshire.police.uk

Contact numbers for people who are Deaf and Hard of Hearing

Police SMS Text 07800 002414
Police SMS email form: deafsms@derbyshire.pnn.police.uk

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