

# Equality Information 2017 - 2018



Derbyshire  
Police and Crime  
Commissioner



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# INTRODUCTION



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 are multiple languages spoken in Derby, a cosmopolitan city with a fantastic heritage.

Policing in 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.

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).

Local policing is complemented by a range of support units and departments that operate across the force area. These include the Contact Management Centre that answers 999 and non-emergency telephone calls, our Roads Policing Section, Dog Section, National Police Air Service (NPAS), Criminal Justice, crime investigation and the forensic officers who work in our Scientific Support Unit.

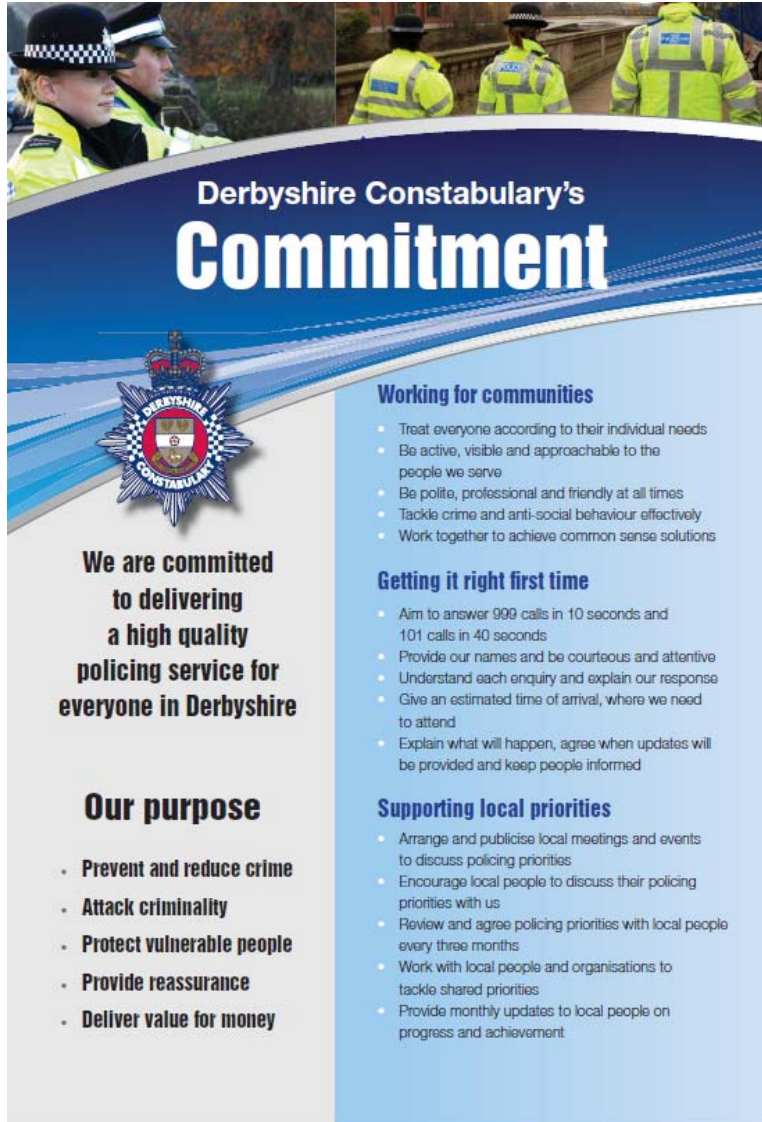
North Division covers the areas of High Peak, Derbyshire Dales, Chesterfield, Bolsover, North East Derbyshire and Amber Valley. The areas are extremely diverse and are a mixture of rural and urban. It is a vast area of the county of Derbyshire bordering Greater Manchester and South Yorkshire in the north,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





# Our Commitment



**Derbyshire Constabulary's  
Commitment**



**We are committed  
to delivering  
a high quality  
policing service for  
everyone in Derbyshire**

**Our purpose**

- Prevent and reduce crime
- Attack criminality
- Protect vulnerable people
- Provide reassurance
- Deliver value for money

**Working for communities**

- Treat everyone according to their individual needs
- Be active, visible and approachable to the people we serve
- Be polite, professional and friendly at all times
- Tackle crime and anti-social behaviour effectively
- Work together to achieve common sense solutions

**Getting it right first time**

- Aim to answer 999 calls in 10 seconds and 101 calls in 40 seconds
- Provide our names and be courteous and attentive
- Understand each enquiry and explain our response
- Give an estimated time of arrival, where we need to attend
- Explain what will happen, agree when updates will be provided and keep people informed

**Supporting local priorities**

- Arrange and publicise local meetings and events to discuss policing priorities
- Encourage local people to discuss their policing priorities with us
- Review and agree policing priorities with local people every three months
- Work with local people and organisations to tackle shared priorities
- Provide monthly updates to local people on progress and achievement

**Our Commitment** outlines the level of service the public should expect every time it has dealings with Derbyshire Constabulary.

It lays out our purpose, what we do for communities, how we will support local priorities and promises about the level of service people should receive.

It follows on from work started as part of the Policing Pledge and builds upon the aim to improve customer service and satisfaction. In essence it is about putting the public at the heart of what we do.

## Guiding Principles

### Our Principles

**We are committed to providing a high-quality policing service to everyone in Derbyshire.**

In order to keep the commitment we will keep to our core principles, which are:

- Doing the right thing
- Making a difference
- Shaping the future

# 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 and sexual orientation.

Derbyshire Constabulary is also subject to secondary legislation called the specific duties<sup>1</sup>. 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.

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. Progress against these objectives can be found in the document Equality Action Plan Report.

# Executive Summary



| Service Users                                                                                                                                                                                                                                                                                    | Page |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| In the past 12 months Polish remains the most commonly requested language for translation for suspects, witnesses or victims with Slovak second. In relation to 'the big word' the telephone interpreting service Polish was again first and Czech as the second highest number of translations. | 15   |
| In the past 12 months there has been a 9% increase in SMS text messages. A 58.5% increase in 2015-2017.                                                                                                                                                                                          | 16   |
| The 26-35 age group are more likely to be a victim of crime (21%) in comparison to other age groups.                                                                                                                                                                                             | 19   |
| Racially and religiously motivated crimes have increased by 19.7% and positive outcomes have increased slightly from 33.9% to 40%.                                                                                                                                                               | 20   |
| The highest proportions of incidents relate to reports of racial hate and make up 63% of all reports.                                                                                                                                                                                            | 21   |
| There has been only 2 Section 136 of the Mental Health Act detentions into custody this year.                                                                                                                                                                                                    | 25   |
| The number of domestic abuse offences has increased by 3% this year. Positive outcomes have increased by 3%.                                                                                                                                                                                     | 26   |
| 71.8% of domestic abuse victims were female                                                                                                                                                                                                                                                      | 27   |
| Sexual offences have decreased by 7.8% and positive outcomes have increased 0.3%.                                                                                                                                                                                                                | 29   |
| Rape offences have increased by 14.1%. Positive Outcomes have increased by 1%                                                                                                                                                                                                                    | 29   |
| 69% of missing persons who went missing this period were aged 17 and younger.                                                                                                                                                                                                                    | 30   |
| There has been a 11% increase in the use of Conductive Energy Device incidents this period                                                                                                                                                                                                       | 32   |
| BME account for 17% of Conductive Energy Device usage which is disproportionate compared to the 6.7% BME population of Derbyshire (Census 2011)                                                                                                                                                  | 33   |
| 40% of Conductive Energy Device usage is to those who are in the 20-30 age group.                                                                                                                                                                                                                | 33   |
| The Stop Search positive outcome rate has remained relatively stable over the last five months and is just below 29% for the year.                                                                                                                                                               | 35   |
| 55% of all searches are for persons between 18 and 34.                                                                                                                                                                                                                                           | 35   |
| The satisfaction gap for 'whole experience' between white and BME victims of crime is 7.7%.                                                                                                                                                                                                      | 38   |
| The age group 25-34 show the least level of satisfaction with the 'whole experience' of Derbyshire Constabulary.                                                                                                                                                                                 | 38   |
| Workforce and volunteers                                                                                                                                                                                                                                                                         |      |
| Demographics: The Census 2011 data placed the BME population of the county at 6.7%. 19.7% of the population in the city of Derby is BME, compared to 2.5% within the county.                                                                                                                     | 11   |
| BME representation across the workforce is 4% which is under represented compared to the BME population of Derbyshire.                                                                                                                                                                           | 46   |
| Female police officer representation is 33% and police staff representation is 68% which has remained fairly consistent over the past 5 years.                                                                                                                                                   | 47   |
| BME representation across volunteers is 5.3% and 61% female.                                                                                                                                                                                                                                     | 51   |
| In relation to Gender Pay Gap - An over-representation of women in positions where the salary grade is lower accounts for an average gap of 11.6% in police staff. The overall gap across all officers and staff stands at 16.1%.                                                                | 59   |



# 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 a Confidence and Ethics Board 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 the Confidence and Ethics Board.

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 and Minority Ethnic (BME) 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 & 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 Confidence and Ethics Board, 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, for example.

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 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 2018 and continues to self-assess 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)

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>           | Data relating to the protected groups age, marital status, race, religion and sex, 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.                                                                                                                                                                                                                                                              |
| <b>Data Limitations:</b> | Data relating to sexuality uses Stonewall's suggestion to utilise the government estimate that 5-7% of the population is LGB.<br>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.<br>The data relating to sexuality is a national estimate, extracted to make up the LGB population of the county.<br>The data relating to gender reassignment is based on annual growth estimates. |
| <b>Comments:</b>         | Note that, before the 2011 Census was released, the Office of National Statistics mid 2010 population estimates were utilised. The estimates placed the BME population at 7.9% of the population, higher than the actual Census proportion of 6.7%.                                                                                                                                                                                                                                                                                                                                                                                                                                  |

| Derbyshire – Census 2011 |            |
|--------------------------|------------|
| Population               | 1, 018,438 |



# 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%  |

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

| 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%  |

| Race               | Number  | %      |
|--------------------|---------|--------|
| White British      | 924,420 | 90.80% |
| White Other        | 25,425  | 2.50%  |
| BME                | 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 LGB Charity\_  
[http://www.stonewall.org.uk/at\\_home/sexual\\_orientation\\_faqs/2694.asp](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)

For requests for face-to-face interpreters Derbyshire Constabulary uses Cambridgeshire Interpreting and Translation Service (CINTRA).

### Source:

Data from records maintained by 'Cintra' who are the interpreting and translation providers for Derbyshire Constabulary.

### Date range:

From 01/04/17 to 31/03/18.

### 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 1366 requests for interpreter services for over 42 languages and 93 translations over 33 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.

### Exceptions:

The highest number of interpreting and translations were requested for the Polish language. It is worthy of note that the 6th ranking language requested for interpreting was British Sign Language. It is likely that requests for BSL in Derbyshire would be higher than in other areas due to the significant Deaf population within the city of Derby.

Cintra top 10 Languages (interpreting)

| Rank | Language         | Total Volume | Language % overall |
|------|------------------|--------------|--------------------|
| 1    | Polish           | 264          | 19%                |
| 2    | Slovakian        | 202          | 15%                |
| 3    | Latvian          | 113          | 8%                 |
| 4    | Urdu             | 105          | 8%                 |
| 5    | Romanian         | 99           | 7%                 |
| 6    | British Sign     | 92           | 7%                 |
| 7    | Russian          | 70           | 5%                 |
| 8    | Punjabi - India  | 65           | 5%                 |
| 9    | Czech            | 45           | 3%                 |
| 10   | Kurdish - Sorani | 37           | 3%                 |

| Language        | Total Volume | Language % overall |
|-----------------|--------------|--------------------|
| Polish          | 36           | 39%                |
| Czech           | 5            | 5%                 |
| Romanian        | 5            | 5%                 |
| Urdu            | 4            | 4%                 |
| Arabic          | 3            | 3%                 |
| German          | 3            | 3%                 |
| Lithuanian      | 3            | 3%                 |
| Punjabi - India | 3            | 3%                 |
| Slovakian       | 3            | 3%                 |
| Hungarian       | 2            | 2%                 |
| Portuguese      | 2            | 2%                 |
| Russian         | 2            | 2%                 |
| Turkish         | 2            | 2%                 |

Cintra top 10 Languages (translations)

# 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 01/05/17 to 31/03/18.
- Comments:** Note: Previous provider was 'Language Line' who's contract expired April 2017.  
'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 01/05/17 – 31/03/18 there were 2103 call to 'the big word' across 48 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           | 442          | 21%                |
| 2    | Slovak           | 402          | 19%                |
| 3    | Romanian         | 242          | 11.5%              |
| 4    | Kurdish (Sorani) | 140          | 7%                 |
| 5    | Latvian          | 90           | 4%                 |
| 6    | Czech            | 85           | 4%                 |
| 7    | Russian          | 84           | 4%                 |
| 8    | Punjabi          | 81           | 4%                 |
| 9    | Vietnamese       | 65           | 3%                 |
| 10   | Urdu             | 62           | 3%                 |

thebigword  
connecting words connecting worlds

2103 Calls

48 different languages



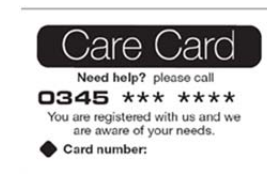
# Objective 2-

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



## Care Card

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>     | Card Card Database – Contact Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Comment:</b>    | 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 need to be completed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Date range:</b> | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Exceptions:</b> | 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.<br>Period July-October 2013 shows partial monthly data. The system only records 21 days of data then rewrites if data isn't captured.<br>During December 2015 Contact Management started the switch over to a new telephony system. At this time, there is nothing to identify Care Card calls. This is due to the system currently 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. |



| Year | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total | Avg per month |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|---------------|
| 2017 | 21  | 7   | 10  | 23  | 4   | 35  | 6   | 9   | 6   | 9   | 4   | 6   | 224   | 19            |
| 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            |

# 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 and 01/01/17 – 31/12/17  
**Exceptions:** Data is provided for incoming messages to Derbyshire Constabulary there is a 9% increase in SMS text in 2017.  
In total from 2015 – 2017 there is a 58.5% increase in use of SMS.

*SMS text messages received by year from period 01/01/15-31/12/17*

| Year | NO OF SMS PER MONTH |     |     |     |     |     |     |     |     |     |     |     | Total |
|------|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
|      | Jan                 | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |       |
| 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:** Year to date (YTD) 2016/17 (01/04/16-31/03/17) and Year to date 2017/18 (01/04/17 -31/03/18). 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 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 sex, race and age will not be comparable.

**Exceptions:** The protected group victim breakdown by sex and race broadly reflects the demographic breakdown of Derbyshire. There are higher proportions of victims in the 26-35 age groups than within the county.

|      | Protected group | 2017/18 YTD Number of victims | 2016/17 YTD Number of victims | % protected group (Current) |
|------|-----------------|-------------------------------|-------------------------------|-----------------------------|
| Sex  | Male            | 20,408                        | 19,862                        | 53%                         |
|      | Female          | 18,188                        | 17,406                        | 47%                         |
| Race | White           | 27,417                        | 23,416                        | 54%                         |
|      | BME             | 5,370                         | 4,302                         | 11%                         |
|      | Unknown         | 18,184                        | 21,589                        | 36%                         |
| Age  | 0-15            | 3,173                         | 3,077                         | 8%                          |
|      | 16-17           | 987                           | 933                           | 3%                          |
|      | Under 18's      | 4,160                         | 4,010                         | 11%                         |
|      | 18-25           | 5,903                         | 5,848                         | 16%                         |
|      | 26-35           | 7,888                         | 7,782                         | 21%                         |
|      | 36-45           | 6,929                         | 6,611                         | 18%                         |
|      | 46-55           | 6,235                         | 6,221                         | 17%                         |
|      | 56-65           | 3,473                         | 3,303                         | 9%                          |
|      | 66-80           | 2,510                         | 2,417                         | 7%                          |
|      | 81+             | 677                           | 635                           | 2%                          |

*Victim data year to date 2016/17 and 2017/18 including a protected group breakdown for current YTD, by sex, race and age.*

# Objective 3-

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

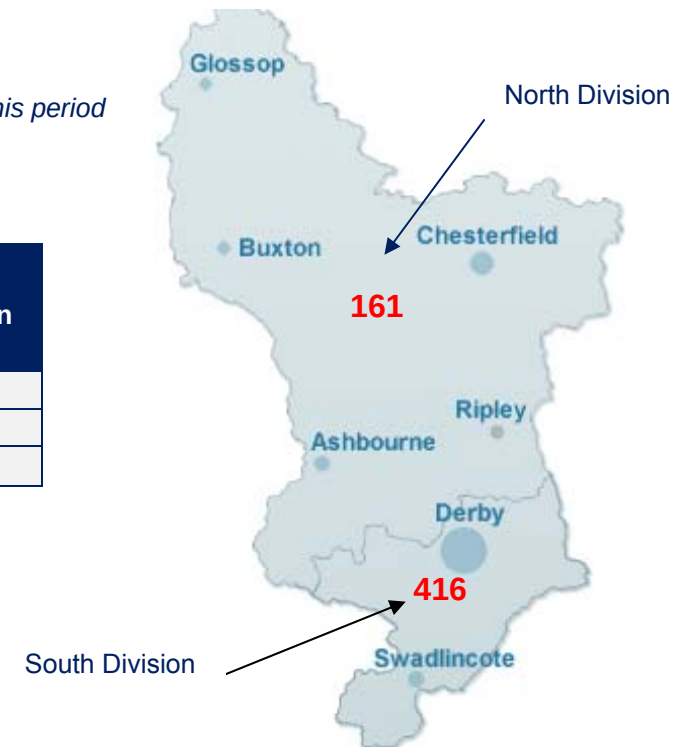


## Racially and religiously motivated offences (force & divisional level)

|                          |                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>           | Crime data - Published on the force internal website                                                                                                                                                                                                                                                                                                                                     |
| <b>Comments:</b>         | Only crimes with a force 'National Incident Category List' (NICL) qualifier of 'Racial' or 'Religious' are included.                                                                                                                                                                                                                                                                     |
| <b>Date range:</b>       | Year to date (YTD) 2016/17 (01/04/16-31/03/17) and Year to date 2017/18 (01/04/17 -31/03/18). The crime recording system is a live database so figures are correct on the date of extraction.                                                                                                                                                                                            |
| <b>Data limitations:</b> | Note that there may be a time 'lag' between crimes taking place and crimes being resolved. The table includes offences that took place between the dates noted and those resolved within the dates noted. The positive outcomes may relate to crimes recorded this period or in a previous period. 'Positive outcomes' are detections and restorative disposals combined (see glossary). |
| <b>Exceptions:</b>       | Recorded racially motivated crimes have increased by 19.7% this period across the force. The increase is greater on South Division with a 31.2% increase in crime compared to a -2.4% reduction in North Division.                                                                                                                                                                       |

*Racially motivated offences data year to date 2016/17 and 2017/18 with the percentage of positive outcomes this period*

|       | Offences<br>2017/18 YTD | Offences<br>2016/17 YTD | % Change | % Positive<br>outcome | % point<br>change on<br>last year |
|-------|-------------------------|-------------------------|----------|-----------------------|-----------------------------------|
| North | 161                     | 165                     | -2.4%    | 40.4%                 | 2.2                               |
| South | 416                     | 317                     | 31.2%    | 39.9%                 | 9.0                               |
| Force | 577                     | 482                     | 19.7%    | 40.0%                 | 6.6                               |



# Objective 3-

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



## Hate incidents and Hate Crimes (force and divisional level)

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>           | Force crime recording system NICHE.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Date range:</b>       | Year to date (YTD) 2017/18(01/04/17-31/03/18)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Data Adaptions:</b>   | 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.                                                                                                                                                                                                                                                                                                                                                     |
| <b>Comments:</b>         | <p>The first table relates to the total number of incidents and crimes, broken down by division. The second table relates to the number of incidents and crimes for the force, broken down by the prime hate motivator. Note that hate crime with hate motivation 'other' are excluded and LGB and transphobic crimes are grouped to avoid personal identification.</p> <p>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.</p> |
| <b>Data Limitations:</b> | 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.                                                                                                                                                                                                                                                                                           |
| <b>Exceptions:</b>       | Due to the change in recording system for hate incidents comparisons between the previous YTD has not been shown. Prior to 22/06/2016 hate incidents were recorded in a hate incident database. Every hate incident was recorded irrespective of it being a crime. From 22/06/2016 hate incidents and hate crimes are recorded on NICHE as either a hate incident or a hate crime.                                                                                                                                                                                  |

*Hate incident and hate crime data year to date 2017/2018 by division and force.*

|                | 2017/18 YTD   |            |
|----------------|---------------|------------|
|                | Hate Incident | Hate Crime |
| North Division | 154           | 219        |
| South Division | 226           | 496        |
| Force          | 380           | 715        |

*Hate incident and hate crime data year to date 2017/2018 by hate motivator*

|                          | 2017/18 YTD   |            |
|--------------------------|---------------|------------|
|                          | Hate Incident | Hate Crime |
| Race                     | 241           | 553        |
| Religion                 | 10            | 25         |
| LGB & Trans              | 67            | 88         |
| Disability               | 37            | 23         |
| Alternative – subculture | 2             | 1          |
| Other                    | 22            | 25         |
| Not known                | 1             | 0          |
| Total                    | 380           | 715        |

# Objective 3-

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



## Third party hate incident reporting (force level)

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>     | Stop Hate UK police force reports (published quarterly).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Date range:</b> | Results have been aggregated to increase the reliability of the data sample. The period 01/04/17- 31/03/18 is covered.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Comments:</b>   | <p>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 <a href="mailto:talk@stophateuk.org">talk@stophateuk.org</a>.</p> <p>The 'contact type' refers to the type of contacts and is broken down into incidents, support and update contacts.</p> <p>Enquiries include requests for information about Stop Hate UK and the Stop Hate Line as well as enquiries about publicity materials.</p> <p>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.</p> <p>The hate motivation shows the motivation of incidents based on either the victims' or witnesses' perception.</p> <p>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.</p> <p>Non-hate crimes are incidents where the victim does not believe there was a hate motivation involved.</p> <p>Sometimes the victim or informant will cite more than one hate motivation for an incident. All motivations are recorded.</p> |
| <b>Exceptions:</b> | During 2017-18 we have received 134 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 58 incidents and 76 calls seeking updates, support and information and advice. The highest forms of hate motivation identified this year were Disability (33%) and Race (24%). Most common types of incidents reported included those involving, verbal abuse, threatening behaviour, harassment, and anti-social behaviour.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

*Stop Hate UK (SHUK) total contacts by year*

| Total<br>08-09 | Total<br>09-10 | Total<br>10-11 | Total<br>11-12 | Total<br>12-13 | Total<br>13-14 | Total<br>14-15 | Total<br>15-16 | Total<br>16-17 | Total<br>17-18 |
|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 33             | 70             | 73             | 127            | 98             | 112            | 50             | 120            | 117            | 134            |

**STOP HATE CRIME**  
**0800 138 1625**  
**24 HOUR HELP LINE®**

**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 yearly quarter  
(3 month period) for year 01/04/17-31/03/18 by type of contact*

| Type of contact by year quarter | Q1        | Q2        | Q3       | Q4        | Total      |
|---------------------------------|-----------|-----------|----------|-----------|------------|
| Incident report                 | 14        | 14        | 14       | 16        | 58         |
| Enquiry                         | 10        | 18        | 3        | 12        | 43         |
| Update/support                  | 6         | 16        | 4        | 7         | 33         |
| <b>Total</b>                    | <b>30</b> | <b>48</b> | <b>7</b> | <b>35</b> | <b>134</b> |

| Gender       | Q1        | Q2        | Q3        | Q4        | Total     |
|--------------|-----------|-----------|-----------|-----------|-----------|
| Female       | 7         | 6         | 6         | 7         | 26        |
| Male         | 4         | 5         | 4         | 1         | 14        |
| Transgender  | -         | -         | -         | -         | -         |
| Not Stated   | 3         | 3         | 4         | 8         | 18        |
| <b>Total</b> | <b>14</b> | <b>14</b> | <b>14</b> | <b>16</b> | <b>58</b> |

*Hate Motivation - total contacts by quarter for year 01/04/17-31/03/18  
by hate crime type of motivation.*

| Ethnicity                                       | Contact by year quarter |           |           |           |           |
|-------------------------------------------------|-------------------------|-----------|-----------|-----------|-----------|
|                                                 | Q1                      | Q2        | Q3        | Q4        | Total     |
| Asian Or Asian British - Indian                 | -                       | 1         | -         | -         | 1         |
| Black Or Black British - African                | -                       | -         | -         | 1         | 1         |
| Black Or Black British - Other Black Background | -                       | -         | -         | -         | -         |
| Gypsy/Traveller                                 | -                       | -         | -         | -         | -         |
| Mixed - White And Black African                 | -                       | -         | -         | -         | -         |
| Mixed - White And Black Caribbean               | -                       | -         | -         | 1         | 1         |
| White - British                                 | 2                       | 2         | 3         | 3         | 10        |
| White - Irish                                   | -                       | -         | -         | -         | -         |
| White - Other White Background                  | -                       | 1         | 3         | -         | 4         |
| Not Stated                                      | 12                      | 10        | 86        | 11        | 41        |
| <b>Total</b>                                    | <b>14</b>               | <b>14</b> | <b>14</b> | <b>16</b> | <b>58</b> |

*Monitoring Information – victims by ethnicity,  
age and sex by quarter for year 01/04/17-  
31/03/18*

| Age          | Q1       | Q2        | Q3        | Q4        | Total     |
|--------------|----------|-----------|-----------|-----------|-----------|
| 0 To 16      | -        | -         | -         | -         | -         |
| 17 To 19     | -        | -         | -         | -         | -         |
| 20 To 29     | -        | -         | 1         | -         | 1         |
| 30 To 39     | 1        | 1         | -         | -         | 2         |
| 40 To 49     | -        | 1         | 2         | -         | 3         |
| 50 To 59     | 2        | 3         | 2         | 4         | 11        |
| 60 To 69     | 3        | 3         | 1         | 2         | 9         |
| 70 and over  | 1        | -         | 1         | -         | 2         |
| Not Stated   | 7        | 6         | 7         | 10        | 30        |
| <b>Total</b> | <b>7</b> | <b>14</b> | <b>14</b> | <b>16</b> | <b>58</b> |

| Hate Crime strand      | Q1 | Q2 | Q3 | Q4 | Total |
|------------------------|----|----|----|----|-------|
| Age                    | -  | -  | 1  | -  | 1     |
| Alternative subculture | -  | -  | 1  | -  | 1     |
| Disability             | 5  | 5  | 6  | 6  | 22    |
| Gender Identity        | 1  | 1  | -  | -  | 2     |
| Race                   | 2  | 4  | 6  | 4  | 16    |
| Religion               | -  | 2  | 1  | 1  | 4     |
| Sexual Orientation     | 1  | 4  | -  | 2  | 7     |
| Other                  | 2  | -  | 2  | -  | 4     |
| Non-hate crime         | 3  | 2  | 1  | 3  | 9     |
| Multiple motivations   | -  | 2  | 4  | -  | 6     |



# 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 '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.

In short officers across the county will have the benefit of a CPN's advice and guidance on many more incidents then 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:** The number of Section 136 custody detentions has continued to decline over the past three years. 2015 saw a decrease of 75%. In 2016 there were no 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.

It should be noted the detentions for 2017 were prior to the changes in legislation.

| Year | No of Section 136 detentions into custody |
|------|-------------------------------------------|
| 2014 | 77                                        |
| 2015 | 19                                        |
| 2016 | 0                                         |
| 2017 | 2                                         |

# Objective 3-

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



## Domestic abuse offences: outcomes, high risk referrals and protected group breakdown (force and divisional level)

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>           | Data taken from the crime and incident recording system.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Date range:</b>       | Year to date (YTD) 2016/17 (01/04/16-31/03/17) and Year to date 2017/18 (01/04/17 -31/03/18). The crime recording system is a live database so figures are correct on the date of extraction.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Data limitations:</b> | For domestic crimes - the number of positive outcomes recorded in the period (based on detected date) divided by the number of domestic violence crimes recorded in the period (based on recorded date).<br>Also given is the % Restorative Justice which is the number of Restorative Justice Disposals (by detected date) divided by the number of Domestic Crimes (by recorded date). 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'. In addition the number of high risk referrals as recorded on the crime recording system and victims of domestic abuse crimes.<br>Note that not all protected groups are captured in every case. |
| <b>Exceptions:</b>       | Positive outcomes stand at 38% this period. This is slight increase on the previous year. Numbers of domestic abuse related crime have increased in the latest twelve month period. The majority of domestic abuse crimes were on South Division. Overall there has been 3% increase in domestic abuse crimes.                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

*Domestic abuse crimes year to date 2016/17 (01/04/16-31/03/2017) and year to date 2017/18 (01/04/17-31/03/2018)*

|                       |               | North | South | Force |
|-----------------------|---------------|-------|-------|-------|
| Domestic abuse crimes | YTD 2017/2018 | 2,570 | 3,828 | 6,397 |
|                       | YTD 2016/2017 | 2,671 | 3,564 | 6,235 |
|                       | % Change      | -4%   | 7%    | 3%    |
| Positive outcome rate | YTD 2017/2018 | 41%   | 35%   | 38%   |
|                       | YTD 2016/2017 | 38%   | 32%   | 34%   |
|                       | % Change      | 4%    | 3%    | 3%    |
| Restorative Justice   | Current       | 5%    | 4%    | 4%    |



# Objective 3-

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



*Number and percentage of victims of domestic abuse crimes by gender.  
Period Covered: 01 April 2017 to 31 March 2018. There are a number of offences where there are multiple victims of different genders. Therefore, the breakdown below will not add to the total.*

| Gender          | No. of Victims | % of Total Victims |
|-----------------|----------------|--------------------|
| FEMALE          | 4,753          | 71.8%              |
| MALE            | 1,258          | 19.0%              |
| UNKNOWN         | 14             | 0.2%               |
| State as Victim | 589            | 8.9%               |
| <b>Total</b>    | <b>6,617</b>   |                    |



## 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'.*

| Age | Age Group at Time of Offence    | No. of Victims | % of Total Victims |
|-----|---------------------------------|----------------|--------------------|
|     | up to (not including) age 5     | 40             | 0.6%               |
|     | up to (not including) age 10    | 39             | 0.6%               |
|     | up to (not including) age 15    | 111            | 1.7%               |
|     | up to (not including) age 20    | 540            | 8.1%               |
|     | up to (not including) age 25    | 930            | 14.0%              |
|     | up to (not including) age 30    | 945            | 14.3%              |
|     | up to (not including) age 35    | 762            | 11.5%              |
|     | up to (not including) age 40    | 675            | 10.2%              |
|     | up to (not including) age 45    | 521            | 7.9%               |
|     | up to (not including) age 50    | 514            | 7.8%               |
|     | up to (not including) age 55    | 383            | 5.8%               |
|     | up to (not including) age 60    | 200            | 3.0%               |
|     | up to (not including) age 65    | 112            | 1.7%               |
|     | Over 65                         | 200            | 3.0%               |
|     | Unknown including state unknown | 661            | 10.0%              |

*Note: Age numbers will differ due to some victims changing age groups in the year. These victims will be counted twice.*



# Objective 3-

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



## Honour Abuse & Forced Marriage (force level)

**Source:** Data taken from the crime and incident recording system.

**Date range:** Year to date 2017/18 (01/04/17 -31/03/18). The crime recording system is a live database so figures are correct on the date of extraction.

*Honour Abuse and Forced marriage for the period 01/04/17 – 31/03/18*

| Offence          | No of Crimes reported |
|------------------|-----------------------|
| Honour Abuse     | 34                    |
| Forced Marriages | 5                     |



### Honour Abuse

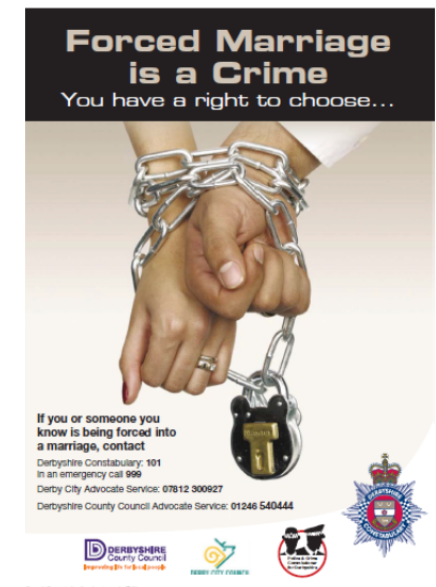
The NPCC definition of honour-based violence is:

*"A crime or incident, which has or may have been committed, to protect or defend the honour of the family and/or community"*

### 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.*



## Sexual offences, Rape offences and Positive Outcome rate (division and 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 2016/17 (01/04/16-31/03/2017) and year to date 2017/18 (01/04/17-31/03/2018)

**Data limitations:** Please refer to note on positive outcomes for 'Racial and religiously motivated offences'.

**Exceptions:** There has been a fall in the number of other sexual offences recorded in the period in comparison to 2016/17 but an increase in the number of rapes recorded during the period. Overall sexual offences are in line with the previous year.

*Rape offences and positive outcomes year to date year to date 2016/17 and year to date 2017/18*

|                                       |                | N     | S      | Force |
|---------------------------------------|----------------|-------|--------|-------|
| Sexual offence (crimes)               | YTD 2017/2018  | 502   | 598    | 1100  |
|                                       | YTD 2016/2017  | 523   | 670    | 1193  |
|                                       | % Change       | -4.0% | -10.7% | -7.8% |
| Sexual offence positive outcome rates | YTD 2017/2018  | 18.5% | 22.4%  | 20.6% |
|                                       | YTD 2016/2017  | 18.7% | 21.6%  | 20.3% |
|                                       | % point change | -0.2  | 0.8    | 0.3   |
| Rape offences                         | YTD 2017/2018  | 328   | 375    | 703   |
|                                       | YTD 2016/2017  | 283   | 333    | 616   |
|                                       | % Change       | 15.9% | 12.6%  | 14.1% |
| Rape offence positive outcome rates   | YTD 2017/2018  | 14.6% | 13.6%  | 14.1% |
|                                       | YTD 2016/2017  | 13.4% | 12.9%  | 13.1% |
|                                       | % point change | 1.2   | 0.7    | 1.0   |



# Objective 3-

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



## Missing persons reports made (division and force level)

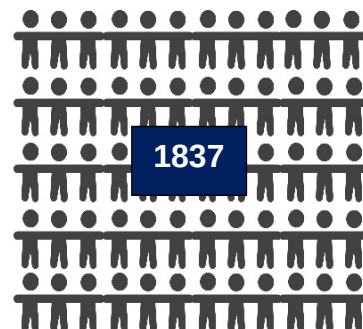
**Source:** Missing persons reports recorded on the missing persons database.

**Date range:** Year to date 2016/17 (01/04/2016 to 31/03/2017) and year to date 2017/18 (01/04/2017 to 31/03/2018)

**Exceptions:** There has been an increase of 7% in the number of missing person reports recorded from the previous period. 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.

*Missing person information year to date year to date 2016/17 and year to date 2017/18.*

|                              |               | Force |
|------------------------------|---------------|-------|
| Missing persons              | YTD 2016/2017 | 1720  |
|                              | YTD 2017/2018 | 1837  |
|                              | % Change      | 7%    |
| Missing persons 18 & over    | Current       | 563   |
| Missing persons 17 & younger | Current       | 1274  |
| Missing persons age unknown  | Current       | 0     |



# MISSING



Anyone with information is asked to contact Derbyshire police on

## 101

Derbyshire  
**CRIMESTOPPERS**  
0800 555 111

Part funded by Derbyshire Community Development Foundation



# 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. These people 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.



# 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

**Time period:** Data over a five year period 01/01/13-31/12/17.

**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 an 11% increase in CED incidents this year. However, there are 100 more officers trained in the use of CEDs. Very few women have been involved in a CED based incidents over the five year period. BME groups make up 17% of CED usages compared to 6.7% of the population (Census 2011).

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

|     |        | 2013 | %<br>protected<br>group | 2014 | %<br>protected<br>group | 2015 | %<br>protected<br>group | 2016 | %<br>protected<br>group | 2017 | %<br>protected<br>group |
|-----|--------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|
| Sex | Male   | 80   | 96%                     | 94   | 94%                     | 83   | 95%                     | 73   | 96 %                    | 76   | 88%                     |
|     | Female | 3    | 4%                      | 6    | 4%                      | 4    | 5%                      | 3    | 4%                      | 7    | 8%                      |
|     | Total  | 83   |                         | 100  |                         | 87   |                         | 76   |                         | 86   |                         |



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

|      |       | 2013 | %<br>protected<br>group | 2014 | %<br>protected<br>group | 2015 | %<br>protected<br>group | 2016 | %<br>protected<br>group | 2017 | %<br>protected<br>group |
|------|-------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|
| Race | White | 72   | 87%                     | 87   | 87%                     | 83   | 95%                     | 62   | 82%                     | 69   | 80%                     |
|      | BME   | 11   | 13%                     | 10   | 10%                     | 4    | 4%                      | 14   | 18%                     | 15   | 17%                     |
|      | N/K   | 0    | 0%                      | 3    | 3%                      | 1    | 1%                      | 0    | 0%                      | 3    | 3%                      |
|      | Total | 83   |                         | 100  |                         | 87   |                         | 76   |                         | 86   |                         |



Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun' 01/01/12-31/12/17 by age.  
(note figures do not include where there was an unintentional discharge or use on an animal)



|     |             | 2013 | %<br>protected<br>group | 2014 | %<br>protected<br>group | 2015 | %<br>protected<br>group | 2016 | %<br>protected<br>group | 2017 | %<br>protected<br>group |
|-----|-------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|------|-------------------------|
| 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         |      |                         | 2    |                         |      |                         |      |                         | 3    |                         |
|     | Total       | 83   |                         | 100  |                         | 87   |                         | 77   |                         | 86   |                         |



# Objective 4-

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

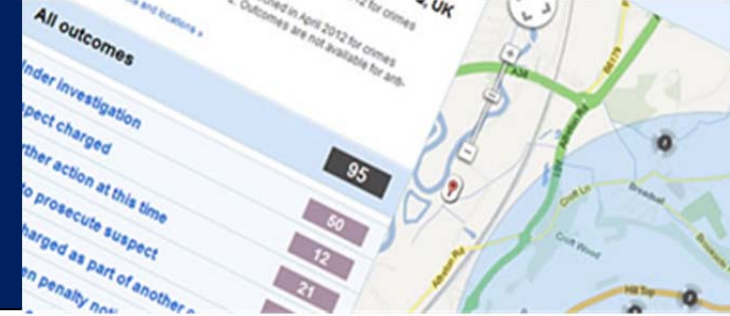


## Stop and search (force level)

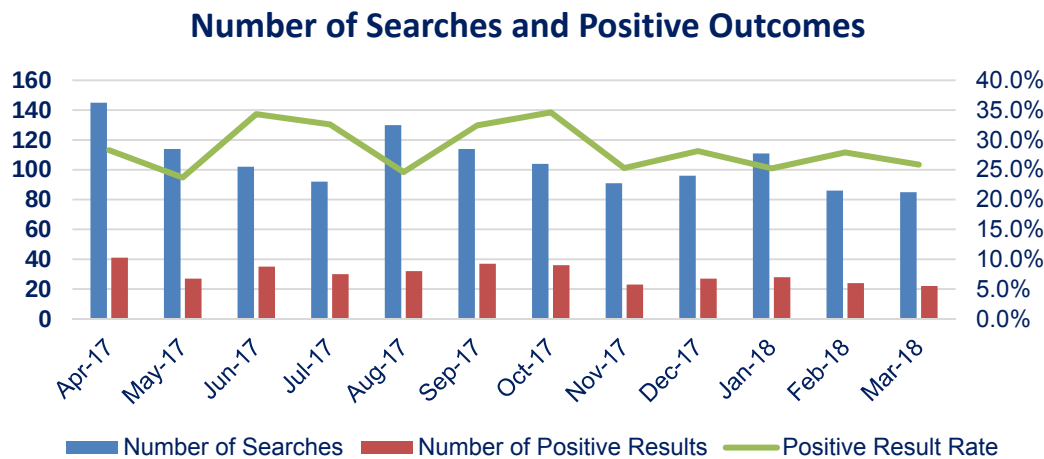
|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Source:           | NICHE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Date range:       | April 2017 – March 2018                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Comments:         | <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Data limitations: | All data is subject to officer input                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Exceptions:       | <p>The number of searches carried out fell noticeably in February and March compared to previous months. The average number of searches carried out per month is just below 110. The positive outcome rate has remained relatively stable over the last five months and is just below 29% for the year.</p> <p>Positive Outcomes includes alcohol seized, arrest, caution, drugs warning, penalty notice for disorder, police discretionary resolution, postal requisition/postal charge/summons, or tobacco seized</p> <p>Numbers of searches broken down will differ slightly from overall totals due to multiple persons being linked to searches. Each characteristic will only be counted once however for each search. Previously these have been manually reconciled.</p> <p>55% of all searches are for persons between 18 and 34. Approximately one in seven searches are carried out on persons under 18.</p> <p>Two out of every three searches is carried out on persons that are White British which is lower than the population of Derbyshire. Four per cent of all searches are carried out on Asian Pakistani persons. Six per cent of persons refused to state their ethnicity and six percent of entries were blank. This does include vehicle only searches.</p> <p>The majority of persons stopped and searched were male with only ten per cent of searches being on female subjects. This is significantly disproportionate to the population of Derbyshire which is 51% female.</p> <p>Derby North has the majority of the stop and searches carried out with nearly one in four occurring on the Local Policing Unit (LPU). Derby West, Chesterfield and Erewash all also have a more significant proportion of stops.</p> |

# Objective 4-

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



Number of searches and positive outcomes April 2017 – March 2018



Number of searches and positive outcome rate by gender for April 2017 to March 2018.  
(Vehicle searches are included in the information)

| Gender  | Number of Searches | Proportion of Searches | Positive Searches | Positive Search Rate |
|---------|--------------------|------------------------|-------------------|----------------------|
| Male    | 1077               | 84%                    | 319               | 30%                  |
| Female  | 122                | 10%                    | 38                | 31%                  |
| Unknown | 77                 | 6%                     | 5                 | 6%                   |
| Total   | 1276               |                        | 362               | 28%                  |

Number of searches and positive outcome rate by age for April 2017 to March 2018.  
(Vehicle searches are included).

| Age      | Number of Searches | Proportion of Searches | Positive Searches | Positive Search Rate |
|----------|--------------------|------------------------|-------------------|----------------------|
| Under 18 | 186                | 15%                    | 49                | 26%                  |
| 18-24    | 395                | 31%                    | 147               | 37%                  |
| 25-34    | 306                | 24%                    | 89                | 29%                  |
| 35-44    | 221                | 17%                    | 54                | 24%                  |
| 45-54    | 72                 | 6%                     | 19                | 26%                  |
| 55-64    | 24                 | 2%                     | 3                 | 13%                  |
| 65+      | 1                  | 0%                     | 0                 | 0%                   |
| Unknown  | 75                 | 6%                     | 1                 | 0%                   |
|          | 1280               |                        | 362               | 28%                  |



# Objective 4-

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



Number of searches for each Local Police Unit (LPU) for April 2017 to March 2018

| Location         | Number of Searches | Proportion of Searches | Positive Searches | Positive Search Rate |
|------------------|--------------------|------------------------|-------------------|----------------------|
| Chesterfield     | 143                | 11%                    | 59                | 41%                  |
| Derby North      | 289                | 23%                    | 67                | 23%                  |
| Derby West       | 150                | 12%                    | 13                | 9%                   |
| High Peak        | 56                 | 4%                     | 41                | 73%                  |
| South Derbyshire | 69                 | 5%                     | 30                | 0%                   |
| Unknown          | 38                 | 3%                     | 15                | 0%                   |
| <b>Total</b>     | <b>1270</b>        |                        | <b>362</b>        | <b>29%</b>           |

Number of searches and positive outcome rate by self-defined ethnicity for April 2017 to March 2018. (Vehicle searches are included in the information)

| Self-Defined Ethnicity         | Number of Searches | Proportion of Searches | Positive Searches | Positive Search Rate |
|--------------------------------|--------------------|------------------------|-------------------|----------------------|
| A1. Asian - Indian             | 12                 | 1%                     | 1                 | 8%                   |
| A2. Asian - Pakistani          | 57                 | 4%                     | 20                | 35%                  |
| A3. Asian - Bangladeshi        | 2                  | 0%                     | 0                 | 0%                   |
| A9. Any other Asian background | 15                 | 1%                     | 7                 | 47%                  |
| B1. Black Caribbean            | 41                 | 3%                     | 13                | 32%                  |
| B2. Black African              | 12                 | 1%                     | 4                 | 33%                  |
| B9. Any other Black background | 13                 | 1%                     | 5                 | 38%                  |
| M1. White & Black Caribbean    | 18                 | 1%                     | 6                 | 33%                  |
| M2. White & Black African      | 1                  | 0%                     | 0                 | 0%                   |
| M3. White & Asian              | 3                  | 0%                     | 1                 | 33%                  |
| M9. Any other mixed background | 8                  | 1%                     | 3                 | 38%                  |
| NS. Not stated                 | 77                 | 6%                     | 24                | 31%                  |
| O1. Chinese                    | 0                  | 0%                     | 0                 | 0%                   |
| O9. Any other ethnic group     | 7                  | 1%                     | 4                 | 57%                  |
| W1. White British              | 881                | 69%                    | 256               | 29%                  |
| W2. White Irish                | 4                  | 0%                     | 1                 | 25%                  |
| W9. Any other white background | 51                 | 4%                     | 13                | 25%                  |
| Blank                          | 79                 | 6%                     | 4                 | 5%                   |
| <b>Total</b>                   | <b>1281</b>        |                        | <b>362</b>        | <b>28%</b>           |

# Objective 4-

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

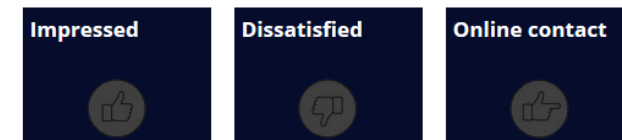


## Complainant data - allegations made against the police force (force level)

- Source:** Complaints database, held by the Professional Standards Department (PSD)
- Date range:** Data relates to the period 01/04/13 – 31/03/14, 01/04/14 – 31/03/15, 01/04/15 – 31/03/16, 01/04/16 – 31/03/17 and 01/04/17 – 31/03/18
- Comments:** Those 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 01/04/2017-31/03/2018 621 allegations relating to 403 complaints.  
In Derbyshire 58% of complainants were men, 39% were women with the remaining 3% as unknown.  
The highest concentrations of complainants were in the 40-49 age bracket, closely followed by the 30-39 age bracket.

Complainants 01/04/13 – 31/03/14, 01/04/14 – 31/03/15, 01/04/15 – 31/03/16, 01/04/16 – 31/03/17 and 01/04/17 – 31/03/18 by sex, race and age.

|                            |        | 01/04/13-31/03/14 | 01/04/14-31/03/15 | 01/04/15-31/03/16 | 01/04/16-31/03/17 | 01/04/17 – 31/03/18 |
|----------------------------|--------|-------------------|-------------------|-------------------|-------------------|---------------------|
| Sex                        | Male   | 300               | 193               | 266               | 223               | 235                 |
|                            | Female | 158               | 276               | 177               | 173               | 158                 |
| Race                       | White  | 310               | 12                | 288               | 259               | 217                 |
|                            | BME    | 33                | 10                | 47                | 49                | 46                  |
| Age                        | 0-19   | 12                | 0                 | 16                | 8                 | 10                  |
|                            | 20-29  | 58                | 3                 | 38                | 47                | 43                  |
|                            | 30-39  | 72                | 3                 | 74                | 65                | 66                  |
|                            | 40-49  | 111               | 4                 | 96                | 79                | 69                  |
|                            | 50-59  | 55                | 2                 | 72                | 67                | 44                  |
|                            | 60+    | 43                | 2                 | 31                | 29                | 41                  |
| Total (Including unknowns) |        | 467               | 476               | 458               | 400               | 403                 |





# 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:** 01/04/17-31/03/18

**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:** Those in older age groups are the most likely to be satisfied with the whole experience'. BME groups are slightly less satisfied than white groups. Whilst numbers are very small, those requiring translators were more satisfied group. Those who stated they had a disability were less likely to be satisfied than those who did not. Whilst numbers are small, LGB groups had lower satisfaction levels than heterosexual groups.

|                     |                        | Sample size | Number satisfied | Percentage satisfied |
|---------------------|------------------------|-------------|------------------|----------------------|
| Race                | White                  | 1,389       | 1,048            | 75.4                 |
|                     | BME                    | 124         | 84               | 67.7                 |
| Sex                 | Male                   | 960         | 721              | 74.6                 |
|                     | Female                 | 610         | 508              | 82.1                 |
| Age                 | 16 to 24               | 252         | 194              | 77.0                 |
|                     | 25 to 34               | 303         | 208              | 68.6                 |
|                     | 35 to 44               | 252         | 181              | 71.8                 |
|                     | 45 to 54               | 325         | 244              | 75.1                 |
|                     | 55 to 64               | 201         | 147              | 73.1                 |
|                     | 65 to 74               | 112         | 96               | 85.7                 |
|                     | 75 or above            | 75          | 68               | 90.7                 |
| Translator required | Language line used     | 8           | 5                | 74.7                 |
|                     | Language line not used | 1,546       | 1,155            | 62.5                 |
| Disabled            | Non-disabled           | 1,372       | 1,033            | 75.3                 |
|                     | Disabled               | 182         | 127              | 69.8                 |
| Sexuality           | Heterosexual           | 1,382       | 1,036            | 75.0                 |
|                     | Lesbian/Gay/Bisexual   | 51          | 40               | 78.4                 |

*All Crime satisfaction with the 'whole experience', surveyed victims of crime, 01/04/17-31/03/18, by sex, race, age, disability, sexuality and translator required.*

# Objective 4-

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



## Hate victim satisfaction (force level)

**Source:** Victim Survey database, hate incident and crime victims.

**Date range:** 01/04/17-31/03/18

**Data limitations:** Note that the sample size is small and as such caution should be given when drawing conclusions. To avoid personal identification some areas have been grouped together.

**Comments:** Surveyed respondents who are victims of hate incidents. Victims are asked to gauge their level of satisfaction with the 'whole experience'. Those who are very, fairly or completely satisfied are classed as 'satisfied'. Those partially completed or blank are excluded from the total. Note that 'other hate' includes homophobic, transgender, religious and other hate incidents (for example attacks on alternative sub cultures). Derbyshire Constabulary survey all hate incident victims which is unusual for police forces and over and above mandatory requirements.

**Exceptions:** Hate incident and crime victims are slightly less satisfied (73.6%) than all surveyed victims (78.4%) noted in the previous section. Whilst numbers are very small, Other hate victims of hate incidents and crime are the most satisfied group with 85.7% satisfaction followed by Disability 77.8% and then Racist with 76.3% satisfaction.

*Hate incident and crime satisfaction with the 'whole experience', surveyed victims of crime, (01/04/17-31/03/18), by hate strand.*

|            | Sample size | Number satisfied | Percentage satisfied |
|------------|-------------|------------------|----------------------|
| Racial     | 59          | 45               | 76.3                 |
| Disability | 9           | 7                | 77.8                 |
| Homophobic | 14          | 9                | 64.3                 |
| Religion   | 2           | 0                | 0.0                  |
| Other hate | 7           | 6                | 85.7                 |
| Total      | 91          | 67               | 73.6                 |

*Hate incident and crime satisfaction with the 'whole experience', surveyed victims of Racial Hate Incident and Crime, (01/04/17 31/03/18), by Ethnicity.*

|            | Sample size | amount satisfied | % satisfied |
|------------|-------------|------------------|-------------|
| BME        | 33          | 28               | 84.8        |
| White      | 22          | 15               | 68.2        |
| Not stated | 4           | 2                | 50.0        |
| Total      | 59          | 45               | 76.3        |

# 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 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 Police and Crime Commissioner 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 June 2016 and July 2017, 42 events were held across the county in all Community Safety Partnership (local authority) areas. These included events at market towns, colleges and leisure centres and some weekend events to ensure that the engagement programme reaches as representative a sample as possible of Derbyshire residents. The events were supported by staff from the OPCC, Safer Neighbourhood Team officers, police service volunteers and cadets, working alongside colleagues from Derbyshire Fire & Rescue Service and other partner agencies.

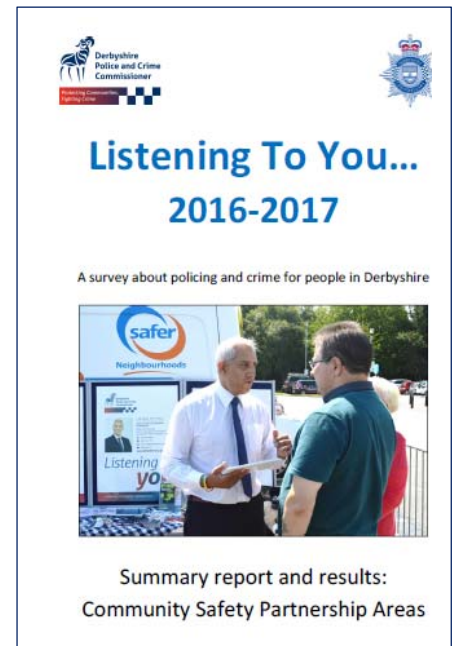
Members of the public were asked to complete one to one questionnaires. The questionnaire was also available to be completed online. A total of 2,686 questionnaires were completed. 1,524 face to face at events, and 1,162 online.

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.

**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](http://www.derbyshire-pcc.gov.uk)



# Objective 4-

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



|                        | Number of questionnaires received<br>(unweighted base) |
|------------------------|--------------------------------------------------------|
| <b>All Respondents</b> | <b>2,686</b>                                           |
| Amber Valley           | 354                                                    |
| Bolsover               | 201                                                    |
| Chesterfield           | 255                                                    |
| City of Derby          | 580                                                    |
| Derbyshire Dales       | 243                                                    |
| Erewash                | 273                                                    |
| High Peak              | 269                                                    |
| North East Derbyshire  | 262                                                    |
| South Derbyshire       | 210                                                    |
| Blank/unable to place  | 39                                                     |

| 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 |
| Male                                                              | 24.1%     | 43.5%       | 21.0%        | 11.4%       | 67.6%       | 32.4%         |
| Female                                                            | 10.7%     | 32.5%       | 36.8%        | 20.0%       | 43.2%       | 56.8%         |
| White                                                             | 17.5%     | 38.3%       | 28.7%        | 15.5%       | 55.8%       | 44.2%         |
| Black & Minority Ethnic                                           | 14.2%     | 29.7%       | 34.6%        | 21.4%       | 44.0%       | 56.0%         |
| Lesbian/Gay/Bisexual/Other                                        | 13.0%     | 39.4%       | 31.7%        | 15.9%       | 52.4%       | 47.6%         |
| Disabled                                                          | 17.0%     | 31.5%       | 29.5%        | 22.0%       | 48.6%       | 51.4%         |
| Under 25 yrs                                                      | 16.2%     | 36.3%       | 31.4%        | 16.1%       | 52.5%       | 47.5%         |
| 25 - 39 yrs                                                       | 18.5%     | 32.4%       | 29.7%        | 19.5%       | 50.9%       | 49.1%         |
| 40 - 59 yrs                                                       | 16.6%     | 40.7%       | 29.2%        | 13.5%       | 57.3%       | 42.7%         |
| 60 yrs and over                                                   | 18.4%     | 41.4%       | 24.6%        | 15.6%       | 59.8%       | 40.2%         |

| How safe do you feel walking alone |           |             |              |             |             |               |
|------------------------------------|-----------|-------------|--------------|-------------|-------------|---------------|
|                                    | Very safe | Fairly safe | A bit unsafe | Very unsafe | Total: Safe | Total: Unsafe |
| Male                               | 50.6%     | 40.5%       | 6.8%         | 2.0%        | 91.2%       | 8.8%          |
| Female                             | 43.1%     | 44.2%       | 9.7%         | 3.0%        | 87.2%       | 12.8%         |
| White                              | 47.7%     | 41.9%       | 8.0%         | 2.3%        | 89.6%       | 10.4%         |
| Black & Minority Ethnic            | 32.4%     | 50.1%       | 12.7%        | 4.7%        | 82.6%       | 17.4%         |
| Lesbian/Gay/Bisexual/Other         | 36.8%     | 50.4%       | 11.0%        | 1.8%        | 87.2%       | 12.8%         |
| Disabled                           | 40.9%     | 44.7%       | 9.7%         | 4.7%        | 85.6%       | 14.4%         |
| Under 25 yrs                       | 37.5%     | 49.2%       | 11.1%        | 2.2%        | 86.8%       | 13.2%         |
| 25 - 39 yrs                        | 44.5%     | 42.0%       | 10.3%        | 3.2%        | 86.5%       | 13.5%         |
| 40 - 59 yrs                        | 48.9%     | 41.3%       | 7.2%         | 2.6%        | 90.3%       | 9.7%          |
| 60 yrs and over                    | 57.1%     | 35.0%       | 5.3%         | 2.6%        | 92.2%       | 7.8%          |



**Derbyshire  
Police and Crime  
Commissioner**

*Protecting Communities,  
Fighting Crime*





# Objective 4-

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



| During the last 12 months have you been a victim of Anti-social behaviour? |              |              |
|----------------------------------------------------------------------------|--------------|--------------|
|                                                                            | Yes          | No           |
| <b>All Respondents – 2,637</b>                                             | <b>20.6%</b> | <b>79.4%</b> |
| Male                                                                       | 24.0%        | 76.0%        |
| Female                                                                     | 17.1%        | 82.9%        |
| White                                                                      | 20.3%        | 79.7%        |
| Black & Minority Ethnic                                                    | 22.9%        | 77.1%        |
| Lesbian/Gay/Bisexual/Other                                                 | 34.8%        | 65.2%        |
| Disabled                                                                   | 29.8%        | 70.2%        |
| Under 25 yrs                                                               | 16.4%        | 83.6%        |
| 25 - 39 yrs                                                                | 28.0%        | 72.0%        |
| 40 - 59 yrs                                                                | 24.2%        | 75.8%        |
| 60 yrs and over                                                            | 15.4%        | 84.6%        |



| 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 |
| <b>All Respondents - 2660</b>                                                   | <b>16.6%</b> | <b>32.9%</b>   | <b>37.6%</b>     | <b>12.9%</b>       | <b>49.5%</b>  | <b>50.5%</b>      |
| Male                                                                            | 15.4%        | 33.2%          | 38.5%            | 12.9%              | 48.6%         | 51.4%             |
| Female                                                                          | 17.3%        | 32.6%          | 37.1%            | 12.9%              | 49.9%         | 50.1%             |
| White                                                                           | 16.0%        | 32.5%          | 38.7%            | 12.8%              | 48.5%         | 51.5%             |
| Black & Minority Ethnic                                                         | 23.3%        | 35.6%          | 28.4%            | 12.7%              | 58.9%         | 41.1%             |
| Lesbian/Gay/Bisexual/Other                                                      | 13.5%        | 27.4%          | 44.8%            | 14.3%              | 40.9%         | 59.1%             |
| Disabled                                                                        | 20.8%        | 30.6%          | 36.1%            | 12.5%              | 51.4%         | 48.6%             |
| Under 25 yrs                                                                    | 10.6%        | 25.2%          | 45.0%            | 19.2%              | 35.8%         | 64.2%             |
| 25 - 39 yrs                                                                     | 21.4%        | 38.4%          | 30.4%            | 9.8%               | 59.8%         | 40.2%             |
| 40 - 59 yrs                                                                     | 20.6%        | 36.7%          | 34.1%            | 8.5%               | 57.3%         | 42.7%             |
| 60 yrs and over                                                                 | 15.0%        | 33.5%          | 38.9%            | 12.6%              | 48.5%         | 51.5%             |

# 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... Being mugged or robbed? |              |                |                  |                    |               |                   |
|------------------------------------------------------|--------------|----------------|------------------|--------------------|---------------|-------------------|
|                                                      | Very worried | Fairly worried | Not very worried | Not at all worried | Total worried | Total not worried |
| <b>All Respondents - 2660</b>                        | <b>10.1%</b> | <b>27%</b>     | <b>43.5%</b>     | <b>19.4%</b>       | <b>37.1%</b>  | <b>62.9%</b>      |
| Male                                                 | 8.1%         | 24.5%          | 44.7%            | 22.7%              | 32.5%         | 67.5%             |
| Female                                               | 12.0%        | 29.0%          | 42.7%            | 16.4%              | 40.9%         | 59.1%             |
| White                                                | 9.1%         | 26.7%          | 44.5%            | 19.7%              | 35.9%         | 64.1%             |
| Black & Minority Ethnic                              | 23.4%        | 26.7%          | 35.1%            | 14.8%              | 50.1%         | 49.9%             |
| Lesbian/Gay/Bisexual/Other                           | 10.0%        | 29.9%          | 43.8%            | 16.3%              | 39.9%         | 60.1%             |
| Disabled                                             | 13.4%        | 30.9%          | 35.7%            | 20.0%              | 44.3%         | 55.7%             |
| Under 25 yrs                                         | 10.1%        | 27.5%          | 40.3%            | 22.0%              | 37.7%         | 62.3%             |
| 25 - 39 yrs                                          | 11.8%        | 28.0%          | 42.7%            | 17.6%              | 39.7%         | 60.3%             |
| 40 - 59 yrs                                          | 10.3%        | 24.9%          | 46.5%            | 18.3%              | 35.2%         | 64.8%             |
| 60 yrs and over                                      | 8.2%         | 26.9%          | 45.9%            | 19.0%              | 35.1%         | 64.9%             |



| How worried are you about... Being a victim of fraud or identity theft? |              |                |                  |                    |               |                   |
|-------------------------------------------------------------------------|--------------|----------------|------------------|--------------------|---------------|-------------------|
|                                                                         | Very worried | Fairly worried | Not very worried | Not at all worried | Total worried | Total not worried |
| <b>All Respondents</b>                                                  | <b>16.6%</b> | <b>32.9%</b>   | <b>37.6%</b>     | <b>12.9%</b>       | <b>49.5%</b>  | <b>50.5%</b>      |
| Male                                                                    | 18.8%        | 35.0%          | 28.0%            | 18.2%              | 53.8%         | 46.2%             |
| Female                                                                  | 22.0%        | 37.7%          | 25.4%            | 15.0%              | 59.6%         | 40.4%             |
| White                                                                   | 20.0%        | 37.4%          | 26.3%            | 16.3%              | 57.5%         | 42.5%             |
| Black & Minority Ethnic                                                 | 24.4%        | 24.3%          | 29.2%            | 22.1%              | 48.7%         | 51.3%             |
| Lesbian/Gay/Bisexual/Other                                              | 11.5%        | 30.6%          | 35.0%            | 22.9%              | 42.1%         | 57.9%             |
| Disabled                                                                | 26.7%        | 37.1%          | 20.1%            | 16.0%              | 63.9%         | 36.1%             |
| Under 25 yrs                                                            | 12.9%        | 22.8%          | 33.8%            | 30.5%              | 35.7%         | 64.3%             |
| 25 - 39 yrs                                                             | 18.1%        | 38.1%          | 29.0%            | 14.9%              | 56.1%         | 43.9%             |
| 40 - 59 yrs                                                             | 24.4%        | 42.6%          | 24.4%            | 8.7%               | 66.9%         | 33.1%             |
| 60 yrs and over                                                         | 26.0%        | 44.7%          | 19.2%            | 10.1%              | 70.8%         | 29.2%             |



# Objective 5-

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



## DATA Limitations

### Source for all data:

Human Resource (HR) records (unless stated).

### Comments:

Availability of data on sexual orientation, religion, disability 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 cannot be provided at this time. The constabulary is working towards increasing voluntary disclosure of sexual orientation, religion and disability.

### 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, LGB, BME and Christian networks as well as the Police Federation have all voted to include data where numbers are small.

However, to avoid identification of individuals, where appropriate, small categories have been combined e.g. Lesbian, Gay and Bisexual.



# Objective 5-

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



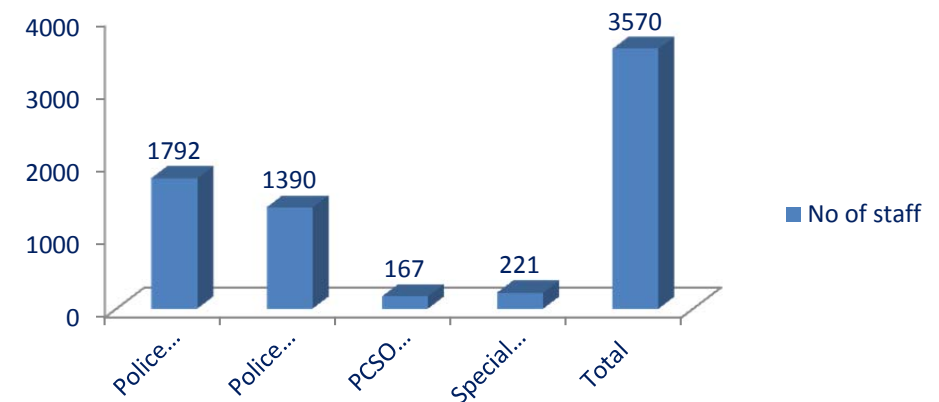
## Overall workforce breakdown - officer, staff (including staff of the Office of the Police & Crime Commissioner) and special constable.

- Data Limitations:** Due to the under recording by staff of their protected characteristics on the HR system, data in relation to self-disclosed disability, faith and sexual orientation is unavailable. All other data is taken from HR system
- Working towards:** Note that due to the short term nature of paternity leave, this is difficult to capture and is not included within the data. The HR self-service records allows for voluntary self-disclosure of disability, religion and sexual orientation information. The Constabulary is working towards increasing data capture for religion and sexual orientation by use of self service.
- Exceptions:** Data pertaining to those with caring responsibilities is not currently available. Female officer representation has increased over time, as is the case nationally.

Workforce representation as of 01/01/18

| All | Workforce representation  |  | No of staff | % of staff  |
|-----|---------------------------|--|-------------|-------------|
|     | Police officer numbers    |  | 1792        | 50%         |
|     | Police staff numbers      |  | 1390        | 39%         |
|     | PCSO numbers              |  | 167         | 5%          |
|     | Special constable numbers |  | 221         | 6%          |
|     | <b>Total</b>              |  | <b>3570</b> | <b>100%</b> |

## Workforce Representation



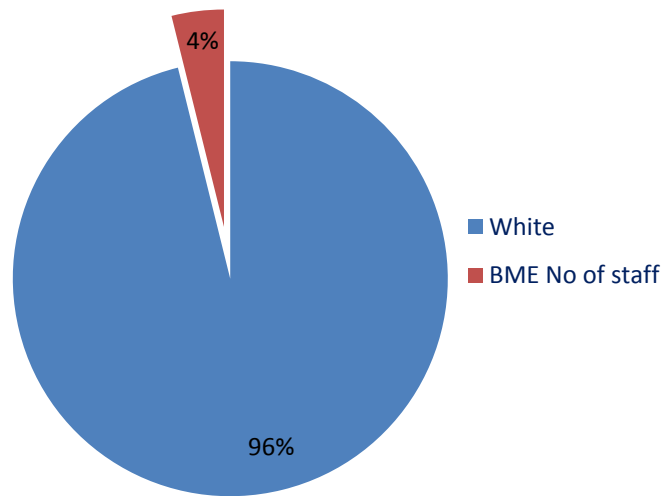


# Objective 5-

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



## Ethnicity across the force



*Workforce representation by Ethnicity as of 01/01/18*

| Ethnicity | Workforce representation | White       | BME No of staff | Not stated | % of staff | Total       |
|-----------|--------------------------|-------------|-----------------|------------|------------|-------------|
|           | Police officer           | 1727        | 62              | 3          | 3%         | 1792        |
|           | Police staff             | 1316        | 55              | 19         | 4%         | 1390        |
|           | PCSO                     | 152         | 11              | 4          | 7%         | 167         |
|           | Special constable        | 204         | 16              | 1          | 7%         | 221         |
|           | <b>Total</b>             | <b>3570</b> | <b>144</b>      | <b>27</b>  | <b>4%</b>  | <b>3570</b> |

*Workforce representation by Ethnicity as of 01/01/18*

| Ethnicity |                   | Asian/Asian British | Black/Black British | Chinese/Other | Mixed     |
|-----------|-------------------|---------------------|---------------------|---------------|-----------|
|           | Police officer    | 38                  | 5                   | 3             | 16        |
|           | Police staff      | 36                  | 8                   | 1             | 10        |
|           | PCSO numbers      | 5                   | 3                   | 1             | 2         |
|           | Special constable | 10                  | 3                   | 0             | 3         |
|           | <b>Total</b>      | <b>89</b>           | <b>19</b>           | <b>5</b>      | <b>31</b> |



# Objective 5-

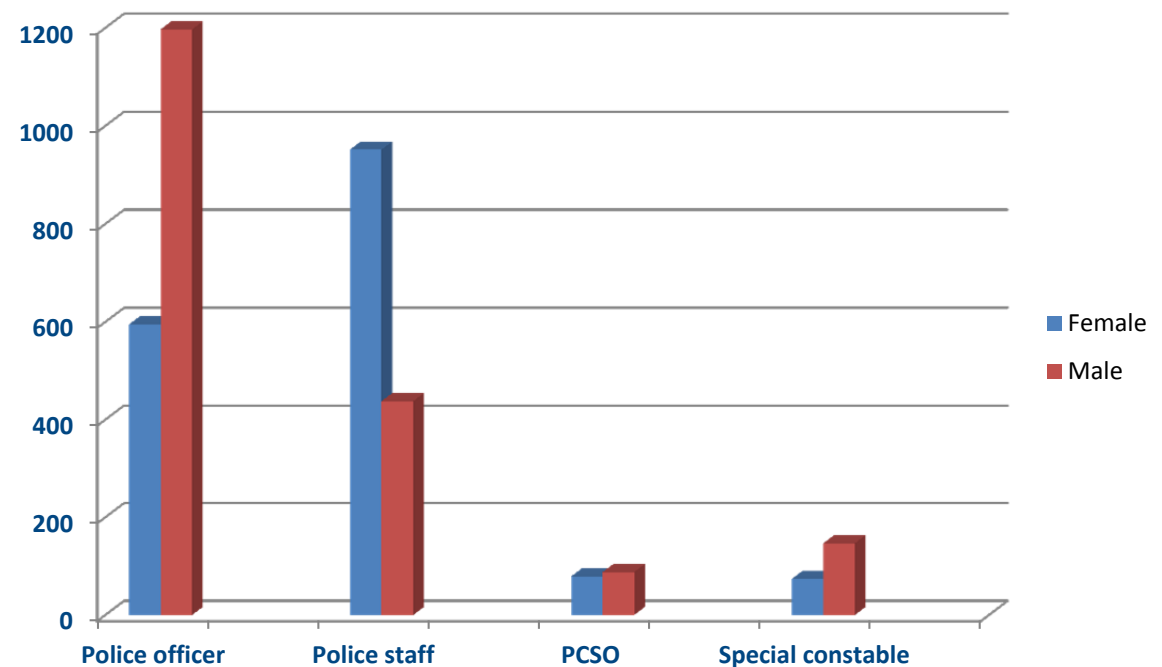
*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



*Workforce representation by Gender as of 01/01/18*

| Gender | Workforce representation | Female | Male | %Female | %Male | Total |
|--------|--------------------------|--------|------|---------|-------|-------|
|        | Police officer           | 595    | 1197 | 33%     | 67%   | 1792  |
|        | Police staff             | 952    | 438  | 68%     | 32%   | 1390  |
|        | PCSO                     | 79     | 88   | 47%     | 53%   | 167   |
|        | Special constable        | 74     | 147  | 33%     | 67%   | 221   |
|        | Total                    | 1700   | 1870 | 47.6%   | 52.4% | 3570  |

*Gender representation across force*



# Objective 5-

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



Workforce representation by Age as of 01/01/18

| Workforce representation |                   | 18-24 | 25-34 | 35-44 | 45-54 | 55-60 | 61-65 | 66+ | Total |
|--------------------------|-------------------|-------|-------|-------|-------|-------|-------|-----|-------|
| Age Band                 | Police officer    | 47    | 472   | 645   | 598   | 30    | 0     | 0   | 1792  |
|                          | Police staff      | 71    | 261   | 309   | 417   | 240   | 86    | 6   | 1390  |
|                          | PCSO              | 23    | 56    | 31    | 37    | 15    | 4     | 1   | 167   |
|                          | Special constable | 108   | 63    | 26    | 21    | 2     | 1     | 0   | 221   |
| Total                    |                   | 249   | 852   | 1011  | 1073  | 287   | 91    | 7   | 3570  |

Workforce representation of police officers by Age Band as of 01/01/18

| Police officer |       | No   | %    |
|----------------|-------|------|------|
| Age Band       | 18-24 | 47   | 3%   |
|                | 25-34 | 472  | 26%  |
|                | 35-44 | 645  | 36%  |
|                | 45-54 | 598  | 33%  |
|                | 55-60 | 30   | 2%   |
|                | 61-65 | 0    | 0%   |
|                | 66+   | 0    | 0%   |
| Total          |       | 1792 | 100% |

Workforce representation of police staff by Age Band as of 01/01/18

| Police staff |       | No   | %    |
|--------------|-------|------|------|
| Age Band     | 18-24 | 71   | 5%   |
|              | 25-34 | 261  | 19%  |
|              | 35-44 | 309  | 22%  |
|              | 45-54 | 417  | 30%  |
|              | 55-60 | 240  | 17%  |
|              | 61-65 | 86   | 6%   |
|              | 66+   | 6    | 0%   |
| Total        |       | 1390 | 100% |



# Objective 5-

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

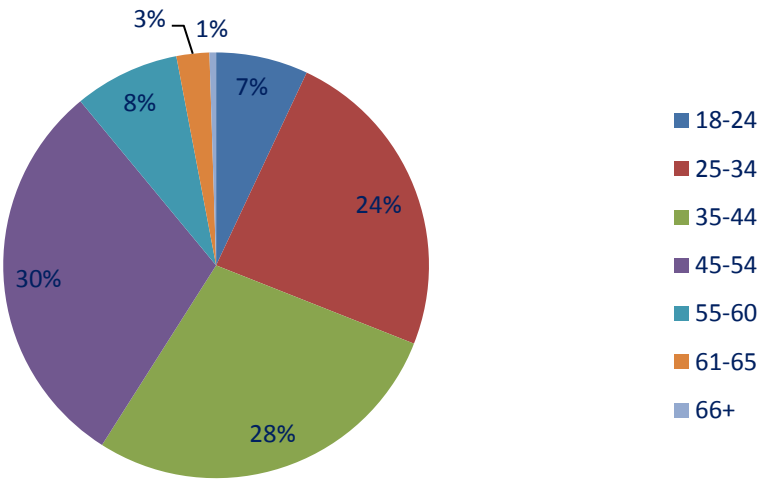
Workforce representation of PCSO's by Age Band as of 01/01/18

| Age Band | PCSO  | No  | %    |
|----------|-------|-----|------|
|          | 18-24 | 23  | 14%  |
|          | 25-34 | 56  | 34%  |
|          | 35-44 | 31  | 19%  |
|          | 45-54 | 37  | 22%  |
|          | 55-60 | 15  | 9%   |
|          | 61-65 | 4   | 2%   |
|          | 66+   | 1   | 1%   |
|          | Total | 167 | 100% |

Workforce representation of Specials by Age Band as of 01/01/18

| Age Band | Specials | No  | %    |
|----------|----------|-----|------|
|          | 18-24    | 108 | 82%  |
|          | 25-34    | 63  | 48%  |
|          | 35-44    | 26  | 20%  |
|          | 45-54    | 21  | 16%  |
|          | 55-60    | 2   | 2%   |
|          | 61-65    | 1   | 1%   |
|          | 66+      | 0   | 0%   |
|          | Total    | 221 | 100% |

## Overall Workforce Age Profile





# Objective 5-

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



## Police Staff Volunteers

**Source:** Data is taken from HR system

**Data Range:** January 2018

**Comment:** In 2014 Derbyshire Constabulary expanded its volunteers policing family from special constables and police cadets to police support volunteers (PSVs).

There are currently 131 volunteers working for the organisation in a variety of roles.

PSVs are well established within the police service nationally and within the east midlands region. In developing our PSV Scheme we have considered the approaches put in place elsewhere and meet on a regular basis with colleagues in the region to learn from their experience in expanding volunteering opportunities which allow the public to participate in policing their local community.

PSVs are volunteers from a variety of backgrounds with various skills and abilities in order to enhance, compliment and support the work of all officers and police staff by:

- Carrying out tasks to free up our officers'/staffs' time
  - Strengthening our links with the community
    - Improving our service

**Data Limitations:** Data is taken from HR system.

The HR self-service records allows for voluntary self-disclosure of religion and sexual orientation information. The constabulary is working towards increasing data capture for religion and sexual orientation by use of self service.

**Exceptions:** 2017 has seen a 60% increase in Police staff volunteers.



# Objective 5-

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



Workforce representation of Volunteers by Gender, Race, and Age Band as of 01/01/18

|       |            |     |       |
|-------|------------|-----|-------|
| Sex   | Female     | 80  | 61%   |
|       | Male       | 51  | 39%   |
| Race  | BME        | 7   | 5.3%  |
|       | White      | 92  | 70.2% |
|       | Not stated | 32  | 24.5% |
| Age   | 18-24      | 61  | 47%   |
|       | 25-34      | 19  | 15%   |
|       | 35-44      | 16  | 12%   |
|       | 45-54      | 14  | 11%   |
|       | 55+        | 21  | 15%   |
|       | NK         | 0   | 0%    |
| Total |            | 131 | 100%  |

## Community Support Volunteer

Preventing and detecting crime, providing reassurance to victims and witnesses, and generally making our communities safer is the priority of Derbyshire Constabulary. We welcome volunteers to help and support our communities. The support you provide in this activity will help support local people and prevent them from becoming the victims of crime.



## Police Station Support Volunteer



Our police officers are in the forefront of our policing service; preventing and detecting crime, providing reassurance to victims and witnesses, and generally making our communities safer. We welcome volunteers to help and support our frontline officers and enhance the service they already provide. The support you provide in this activity will in turn increase the time our officers spend patrolling the streets and focusing on local priorities.

## Volunteer Role Actor for Police Training

Training police officers is not only important for their own personal safety but also improves the service we deliver to the community. Police officers are required to attend specific training courses dependant on their role. This volunteering activity provides an excellent opportunity to be an essential part of the training process. Volunteers are required to assist in the training of police officers and carry out the role of civilians within the training environment. This may take the form of public order scenarios which may be physically demanding but at the same time most enjoyable.



# 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)

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>           | HR Database                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Data Range:</b>       | January 2018                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Comments:</b>         | Ops Support now incorporates staff based in the force contact centre.                                                                                                                                                                                                                                                                                                                                             |
| <b>Data Adaptions:</b>   | 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 Division which is the new force structure as of 1 <sup>st</sup> April 2016.                                                                                                                                                |
| <b>Data Limitations:</b> | 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.                                                                                                                                                        |
| <b>Exceptions:</b>       | Whilst the BME employee representation differs from division to division, this reflects the lower BME populations on North division and higher population within South division. South division contains a higher proportion of female officers than the other division. The majority of the police staff aged 24 or under and over 55 are based in Operational Support which now encompasses Contact Management. |

| Police Officers By Division/Department | Total | BME |      | Female |     | Age: 24 and under |      | Age: Over 55+ |       |
|----------------------------------------|-------|-----|------|--------|-----|-------------------|------|---------------|-------|
|                                        |       | No. | %    | No.    | %   | No.               | %    | No            | %     |
| Crime Support                          | 232   | 6   | 2.6% | 87     | 38% | 0                 | 0%   | 8             | 3.4%  |
| Criminal Justice                       | 32    | 1   | 3.1% | 6      | 19% | 0                 | 0%   | 1             | 3%    |
| HR Training                            | 48    | 1   | 2.1% | 23     | 48% | 12                | 25%  | 0             | 0%    |
| North Division                         | 515   | 11  | 2.1% | 166    | 32% | 7                 | 1.4% | 10            | 2%    |
| Ops Support                            | 204   | 3   | 1.5% | 28     | 14% | 0                 | 0%   | 5             | 2.45% |
| Regional                               | 130   | 6   | 4.6% | 51     | 39% | 0                 | 0%   | 2             | 1.5%  |
| South Division                         | 592   | 33  | 5.6% | 223    | 38% | 28                | 4.7% | 3             | 0.5%  |
| Other                                  | 39    | 1   | 2.5% | 11     | 28% | 0                 | 0%   | 1             | 2.6%  |

*Workforce representation of Police Officers by Division/Department by Race, Gender, Race, and Age Band as of 01/01/18*





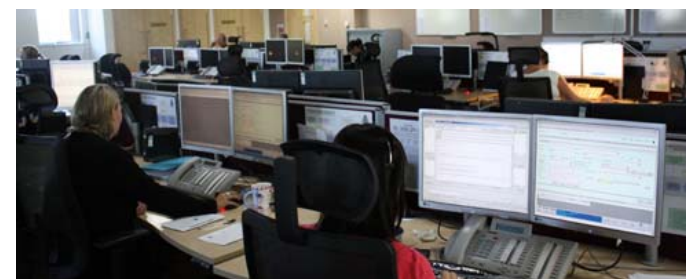
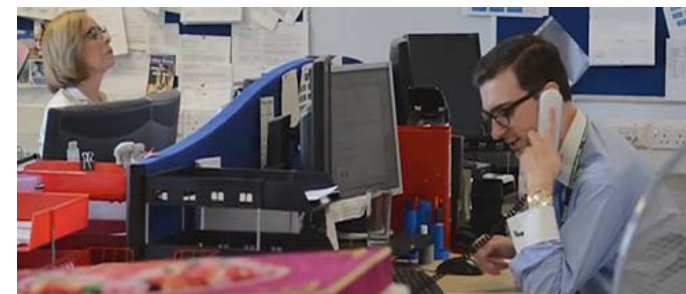
# Objective 5-

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



| Police Staff By Division/Department | Total | BME |       | Female |      | Age: 24 and under |       | Age: Over 55+ |       |
|-------------------------------------|-------|-----|-------|--------|------|-------------------|-------|---------------|-------|
|                                     |       | No. | %     | No.    | %    | No.               | %     | No            | %     |
| Assets                              | 21    | 0   | 0%    | 2      | 10%  | 0                 | 0%    | 10            | 48%   |
| Business Futures                    | 96    | 6   | 6.25% | 67     | 70%% | 2                 | 2%    | 23            | 24%   |
| Crime Support                       | 138   | 5   | 3.6%  | 106    | 77%  | 6                 | 4%    | 38            | 27.5% |
| Criminal Justice                    | 294   | 9   | 4.4%  | 149    | 73%  | 6                 | 2%    | 56            | 19%   |
| Finance & Business                  | 70    | 2   | 2.9%  | 62     | 89%  | 3                 | 4%    | 20            | 28.5% |
| HR (incl Service Centre)            | 74    | 4   | 5.4%  | 62     | 84%  | 4                 | 5%    | 12            | 16%   |
| Information Services                | 56    | 5   | 8.9%  | 12     | 21%  | 1                 | 2%    | 9             | 16%   |
| Legal Services                      | 33    | 4   | 12.1% | 25     | 76%  | 1                 | 3%    | 3             | 9%    |
| North Division                      | 24    | 0   | 0%    | 20     | 83%  | 3                 | 12.5% | 7             | 29%   |
| Ops Support (incl CREST)            | 346   | 10  | 2.9%  | 15     | 4%   | 26                | 7.5%  | 76            | 22%   |
| Regional                            | 253   | 10  | 4%    | 142    | 56%  | 13                | 5%    | 55            | 22%   |
| South Division                      | 24    | 1   | 4.2%  | 21     | 88%  | 3                 | 12.5% | 5             | 21%   |

*Workforce representation of Police Officers by Division/Department by Race, Gender, Race, and Age as of 01/01/18*





# Objective 5-

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



| PCSO by Division/Department | Total | BME |      | Female |      | Age: 24 and under |       | Age: Over 55+ |     |
|-----------------------------|-------|-----|------|--------|------|-------------------|-------|---------------|-----|
|                             |       | No. | %    | No.    | %    | No.               | %     | No.           | %   |
| Crime Support               | 1     | 0   | 0%   | 0      | 0%   | 0                 | 0%    | 0             | 0%  |
| North Division              | 78    | 1   | 1.3% | 35     | 4.5% | 5                 | 6.4%  | 12            | 15% |
| South Division              | 88    | 3   | 3.4% | 44     | 50%  | 18                | 20.5% | 8             | 9%  |

*Workforce representation of PCSO's by Division/Department by Race, Gender, Race, and Age Band as of 01/01/18*

*Workforce representation of Specials by Division/Department by Race, Gender, Race, and Age Band as of 01/01/18*

| Specials by Division/Department | Total | BME |      | Female |     | Age: 24 and under |       | Age: Over 55+ |      |
|---------------------------------|-------|-----|------|--------|-----|-------------------|-------|---------------|------|
|                                 |       | No. | %    | No.    | %   | No.               | %     | No.           | %    |
| Crime Support                   | 1     | 0   | 0%   | 0      | 0%  | 0                 | 0%    | 0             | 0%   |
| HR                              | 1     | 1   | 100% | 0      | 0%  | 0                 | 0%    | 0             | 0%   |
| North Division                  | 120   | 4   | 3%   | 40     | 33% | 54                | 45%   | 3             | 2.5% |
| South Division                  | 99    | 11  | 11%  | 34     | 34% | 54                | 54.5% | 0             | 0%   |

| Volunteers by Division/Department | Total | BME |      | Female |      | Age: 24 and under |       | Age: Over 55+ |     |
|-----------------------------------|-------|-----|------|--------|------|-------------------|-------|---------------|-----|
|                                   |       | No. | %    | No.    | %    | No.               | %     | No.           | %   |
| HR                                | 1     | 1   | 100% | 1      | 100% | 1                 | 100%  | 0             | 0%  |
| Ops Support                       | 6     | 0   | 0%   | 5      | 83%  | 4                 | 67%   | 0             | 0%  |
| North Division                    | 68    | 0   | 0%   | 40     | 59%  | 26                | 38%   | 15            | 22% |
| South Division                    | 56    | 6   | 11%  | 34     | 61%  | 30                | 53.5% | 6             | 11% |

*Workforce representation of Volunteers by Division/Department by Race Gender, and Age Band as of 01/01/18*

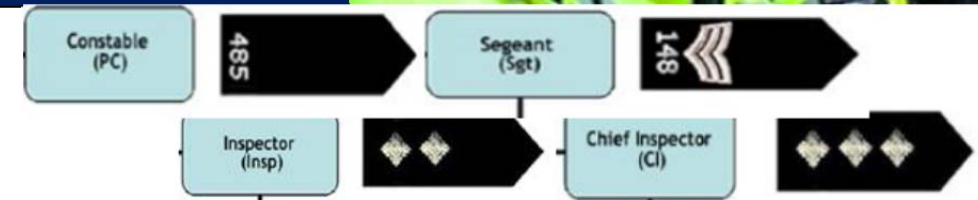
# Objective 5-

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



## Police officer rank information and years of service.

**Data Limitations:** Ethnicity is self-defined with the HR self-service system.  
**Data Range:** January 2018  
**Exceptions:** 20% of Chief Superintendents are from BME backgrounds, which is the highest BME representation out of all the ranks.  
**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



Police Officer, representation by Rank, race and sex as of 01/01/18

| Rank         | Female     | Male        | % Female   | White       | BME       | Not Stated | % BME       | Total       |
|--------------|------------|-------------|------------|-------------|-----------|------------|-------------|-------------|
| NPCC         | 0          | 5           | 0%         | 5           | 0         | 0          | 0.0%        | 5           |
| Ch Supt      | 1          | 4           | 20%        | 4           | 1         | 0          | 20.0%       | 5           |
| Supt         | 5          | 6           | 45%        | 11          | 0         | 0          | 0.0%        | 11          |
| Ch Ins       | 3          | 18          | 14%        | 21          | 0         | 0          | 0.0%        | 21          |
| Ins          | 17         | 55          | 24%        | 67          | 5         | 0          | 6.9%        | 72          |
| Sgt          | 38         | 207         | 16%        | 236         | 9         | 0          | 3.7%        | 245         |
| Con          | 531        | 902         | 37%        | 1383        | 47        | 3          | 3.3%        | 1433        |
| <b>Total</b> | <b>595</b> | <b>1197</b> | <b>33%</b> | <b>1727</b> | <b>62</b> | <b>3</b>   | <b>3.5%</b> | <b>1792</b> |

Police Officer, representation by years of service, race and sex as of 01/01/18

| Years of Service | Female     | Male        | % Female   | White       | BME       | Not Stated | % BME       | Total       |
|------------------|------------|-------------|------------|-------------|-----------|------------|-------------|-------------|
| Less than 1 Yr   | 82         | 101         | 81%        | 175         | 7         | 1          | 11.3%       | 183         |
| 1 to 5 Yrs       | 71         | 98          | 12%        | 162         | 7         | 0          | 11.3%       | 169         |
| 5 to 10 Yrs      | 74         | 129         | 12%        | 197         | 5         | 1          | 8.1%        | 203         |
| 10 to 20 Yrs     | 270        | 511         | 45%        | 755         | 26        | 0          | 41.9%       | 781         |
| 20 to 29 Yrs     | 87         | 298         | 15%        | 372         | 12        | 1          | 19.4%       | 385         |
| 29th Year        | 8          | 49          | 1%         | 53          | 4         | 0          | 6.5%        | 57          |
| 30 Yrs +         | 3          | 11          | 1%         | 13          | 1         | 0          | 1.6%        | 14          |
| <b>Total</b>     | <b>595</b> | <b>1197</b> | <b>33%</b> | <b>1727</b> | <b>62</b> | <b>3</b>   | <b>3.5%</b> | <b>1792</b> |

# Objective 5-

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



## Police Staff - years of service and diversity representation.

**Source:** HR Database  
**Data Range:** January 2018  
**Data Limitations:** Ethnicity is self-defined with the HR self-service system.  
**Exceptions:** The majority of Police staff 33% has 10 to 20 years' service.  
 68% of Police staff are female.

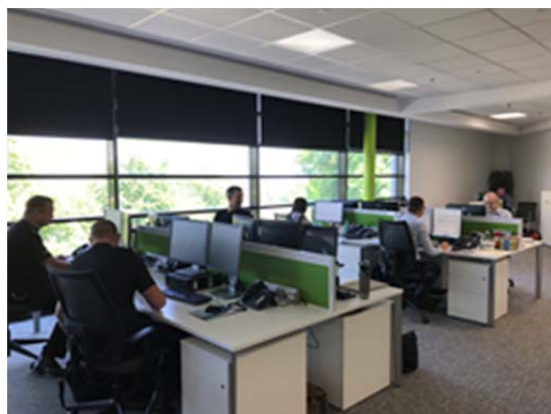
*Police Staff, representation by years of service and sex as of January 2018*

| Years of Service - Gender | Female     | Male       | % Female   | Total       |
|---------------------------|------------|------------|------------|-------------|
| Less than 1 Year          | 88         | 53         | 9%         | 141         |
| 1 to 5 Years              | 186        | 131        | 20%        | 317         |
| 5 to 10 Years             | 144        | 87         | 15%        | 231         |
| 10 to 20 Years            | 339        | 116        | 36%        | 455         |
| 20 to 30 Years            | 127        | 37         | 13%        | 164         |
| 30 Years and Over         | 68         | 14         | 7%         | 82          |
| <b>Total</b>              | <b>952</b> | <b>438</b> | <b>68%</b> | <b>1390</b> |



*Police Staff, representation by years of service and ethnicity as of January 2018*

| Years of Service - Ethnicity | White       | BME       | N/S       | % BME       | Total       |
|------------------------------|-------------|-----------|-----------|-------------|-------------|
| Less than 1 Year             | 136         | 3         | 2         | 5.5%        | 141         |
| 1 to 5 Years                 | 288         | 14        | 15        | 25.5%       | 317         |
| 5 to 10 Years                | 217         | 13        | 1         | 23.6%       | 231         |
| 10 to 20 Years               | 435         | 20        | 0         | 36.4%       | 455         |
| 20 to 30 Years               | 159         | 4         | 1         | 7.3%        | 164         |
| 30 Years and Over            | 81          | 1         | 0         | 1.8%        | 82          |
| <b>Total</b>                 | <b>1316</b> | <b>55</b> | <b>19</b> | <b>4.3%</b> | <b>1390</b> |



# Objective 5-

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



## PCSO, Special Constables and Volunteers - by years of service and diversity representation.

**Source:** HR Database  
**Data Range:** January 2018  
**Data Limitations:** Ethnicity is self-defined with the HR self-service system.  
**Exceptions:** The majority of PCSO 35% have 10 -20 years' service. Females in this age group account for 20% of all PCSO. 52.5% of special constables have 1-5 years' service. 27% of special constables have joined the force within the last 12 months. In 2014 Derbyshire Constabulary expanded its volunteers policing family from Special Constables and Police Cadets to Police Support Volunteers therefore data is only available for the past 3 years.

*PCSO representation by years of service and sex and ethnicity as of January 2018*

| Years of Service - Ethnicity | Female    | Male      | % Female   | White      | BME       | N/S      | % BME     | Total      |
|------------------------------|-----------|-----------|------------|------------|-----------|----------|-----------|------------|
| Less than 1 Year             | 18        | 24        | 23%        | 35         | 3         | 4        | 27.3%     | 42         |
| 1 to 5 Years                 | 9         | 20        | 11%        | 28         | 1         | 0        | 9.1%      | 29         |
| 5 to 10 Years                | 17        | 12        | 22%        | 26         | 3         | 0        | 27.3%     | 29         |
| 10 to 20 Years               | 33        | 26        | 42%        | 55         | 4         | 0        | 36.4%     | 59         |
| 20 to 30 Years               | 2         | 4         | 3%         | 6          | 0         | 0        | 0.0%      | 6          |
| 30 Years and Over            | 0         | 2         | 0%         | 2          | 0         | 0        | 0.0%      | 2          |
| <b>Total</b>                 | <b>79</b> | <b>88</b> | <b>47%</b> | <b>152</b> | <b>11</b> | <b>4</b> | <b>7%</b> | <b>167</b> |

*Specials representation by years of service and sex and ethnicity as of January 2018*

| Years of Service - Ethnicity | Female    | Male       | % Female   | White      | BME       | N/S      | % BME     | Total      |
|------------------------------|-----------|------------|------------|------------|-----------|----------|-----------|------------|
| Less than 1 Year             | 18        | 41         | 24%        | 52         | 6         | 1        | 37.5%     | 59         |
| 1 to 5 Years                 | 48        | 68         | 65%        | 109        | 7         | 0        | 43.8%     | 116        |
| 5 to 10 Years                | 2         | 19         | 3%         | 18         | 3         | 0        | 18.8%     | 21         |
| 10 to 20 Years               | 5         | 13         | 7%         | 18         | 0         | 0        | 0.0%      | 18         |
| 20 to 30 Years               | 1         | 5          | 1%         | 6          | 0         | 0        | 0.0%      | 6          |
| 30 Years and Over            | 0         | 1          | 0%         | 1          | 0         | 0        | 0.0%      | 1          |
| <b>Total</b>                 | <b>74</b> | <b>147</b> | <b>33%</b> | <b>204</b> | <b>16</b> | <b>1</b> | <b>7%</b> | <b>221</b> |

| Years of Service - Ethnicity | Female    | Male      | % Female   | White     | BME      | N/S       | % BME     | Total      |
|------------------------------|-----------|-----------|------------|-----------|----------|-----------|-----------|------------|
| Less than 1 Year             | 29        | 21        | 36%        | 43        | 2        | 5         | 28.6%     | 50         |
| 1 to 5 Years                 | 51        | 30        | 64%        | 49        | 5        | 27        | 71.4%     | 81         |
| <b>Total</b>                 | <b>80</b> | <b>51</b> | <b>61%</b> | <b>92</b> | <b>7</b> | <b>32</b> | <b>5%</b> | <b>131</b> |

*Volunteer representation by years of service and sex and ethnicity as of January 2018*



# Objective 5-

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



## Equal pay and job evaluation (police staff)

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Data limitations:</b> | Derbyshire Constabulary has not conducted an equal pay audit due to constraints around lining up payroll system, HR system and Job Evaluation system.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Comments:</b>         | <p>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.</p> <p>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.</p> |
| <b>Consultation:</b>     | <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |



**PAY**

# Objective 5-

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



## Gender Pay Gap

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>     | HR Database (payrole)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Data Range:</b> | January 2018                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Comments:</b>   | <p>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.</p> <p><b>Note:</b> 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.</p> <p>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:</p> <ul style="list-style-type: none"><li>• Mean: the whole range expressed as an average and</li><li>• Median : the mid-point in the range</li></ul> <p>The way the gender pay gap is calculated is prescribed in the Gender Pay Gap Reporting Requirements 2017, so all organisations with over 250 employees report on data in the same way. This enables realistic comparisons across sectors and like organisations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Exceptions:</b> | <p>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.</p> <p>An over-representation of women in positions where the salary grade is lower accounts for an average gap of 11.6% in Police Staff. The overall gap across all officers and staff stands at 16.1%.</p> <p>When comparing male police officers with female police officers we compare the same rate of pay at each rank which is a like for like comparison. Similarly male and female police staff pay compared at each pay grade have the same rate of pay. Again, this is very much a like for like comparison. When police officers and police staff are combined we are no longer comparing male and female employees on the same terms and conditions. This combined with the gender mix of our workforce has the effect of distorting our overall pay gap.</p> <p>Quartile data : Quartile 1 is heavily populated by women, whilst Quartile 3 and Quartile 4 are more heavily populated by men. Quartile 2 is more evenly split.</p> <p>This means that there are more men than women in senior posts in the organisation.</p> <p>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. Men have traditionally dominated the police officer workforce and this is supported by the figures here in Derbyshire which show that 69.3% of police officers are male.</p> <p>Over recent years we have recruited more females into police officer roles however men typically have longer service and are therefore paid more because of annual pay awards based on time served.</p> <p>Conversely the police staff workforce is predominantly female who make up 65.7% of that group of 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.</p> |

# Objective 5-

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



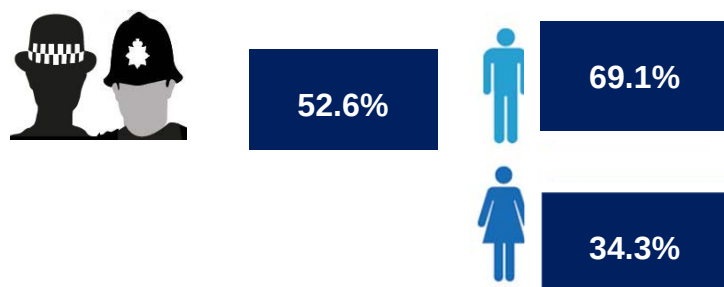
Mean Gender Pay Gap

|                    | Mean Hourly Pay | Pay Gap |
|--------------------|-----------------|---------|
| Officers - Male    | £18.31          | 5.0%    |
| Officers - Female  | £17.38          |         |
| Staff - Male       | £14.45          | 11.6%   |
| Staff - Female     | £12.78          |         |
| All staff - Male   | £17.12          | 16.1%   |
| All staff - Female | £14.36          |         |

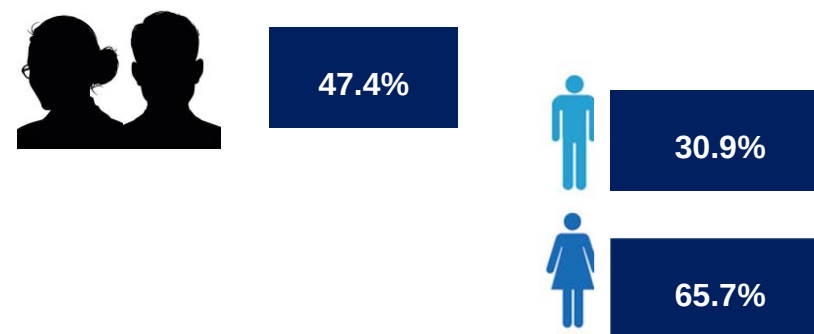
Median Gender Pay Gap

|                    | Median Hourly Pay | Pay Gap |
|--------------------|-------------------|---------|
| Officers - Male    | £18.27            | 0.0%    |
| Officers - Female  | £18.27            |         |
| Staff - Male       | £13.02            | 10.8%   |
| Staff - Female     | £11.61            |         |
| All staff - Male   | £18.27            | 28.8%   |
| All staff - Female | £13.02            |         |

Police Officer representation (whole organisation) and gender split



Police Staff representation (whole organisation) and gender split



# Objective 5-

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



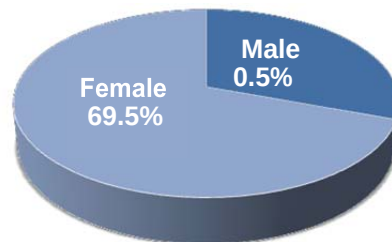
## Quartile Information

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.

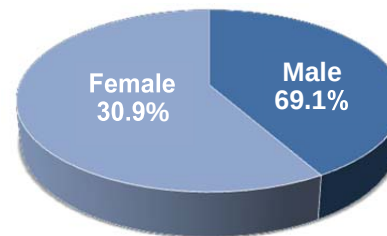
This is then divided into 4 quartiles, with an equal number of employees in each section. From highest paid to lowest paid, these quartiles are the :

- lower quartile (1)
- lower middle quartile (2)
- upper middle quartile (3)
- upper quartile (4)

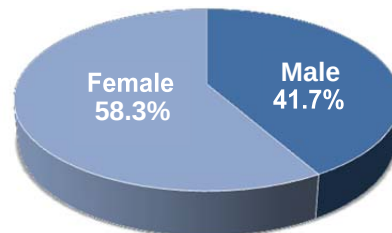
Quartile 1



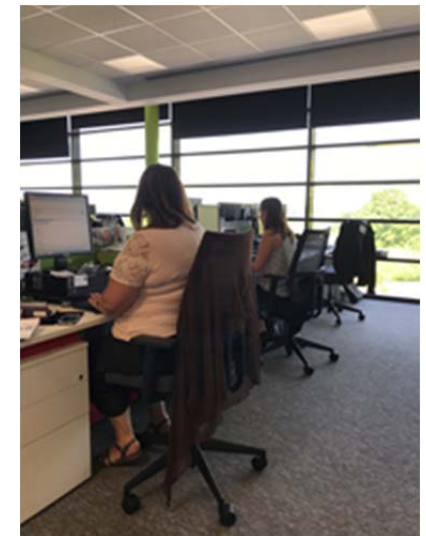
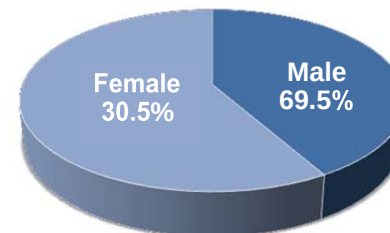
Quartile 3



Quartile 2



Quartile 4





# Objective 5-

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



## Police officer recruitment campaign

|                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>            | HR Service Centre from data recorded during the 2017 recruitment campaign.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Date range:</b>        | 2017 recruitment campaign                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Comments:</b>          | <p>The last police officer recruitment campaign was in May - September 2017. Initial application was by a link on the Derbyshire Constabulary website for applicants to access the online registration and provide their full contact details. They were then asked to complete a number of online assessments as follows:-</p> <p><b>Stage One - Eligibility Test</b> -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.</p> <p><b>Application Form</b> - 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)</p> <p><b>National Assessment Centre</b> - candidates who pass and who are selected after the in-force interview will be invited to attend the national assessment centre.</p> |
| <b>Intakes</b>            | <p>From the original 4456 applicants, 1706 completed applications were received. 1544 were sent to the CBQ stage with a 28.2% (435) pass rate. 406 (93.3%) were invited to interview and 278 (68.5%) passed.</p> <p>267 attended assessment centre and 231(86.5%) passed.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Future recruitment</b> | Police Officer recruitment is currently being reviewed and further intakes and recruitment campaigns may be scheduled.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Positive action:</b>   | <p>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.</p> <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Data limitations:</b>  | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Exceptions:</b>        | Of the 102 BME candidates sent to CBQ 36 (35.3%) were successful compared to white/white other candidates where 1345 candidates were sent to CBQ and 373 candidate passed (27.7%). Of the successful candidates at assessment centre 7.8% are BME.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

# Objective 5-

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



| Application Forms Received to Date |                           |                      |                                 |                                 |                            |                                  |
|------------------------------------|---------------------------|----------------------|---------------------------------|---------------------------------|----------------------------|----------------------------------|
| 2017 PO Applicants                 |                           | Applications Started | % Split of Applications Started | Completed Applications Received | % of Applications Received | % split of Applications Received |
| All Applicants                     |                           | 4456                 |                                 | 1706                            | 38.3%                      |                                  |
| Gender                             | Male                      | 936                  | 21.0%                           | 931                             | 99.5%                      | 54.6%                            |
|                                    | Female                    | 437                  | 9.8%                            | 436                             | 99.8%                      | 25.6%                            |
|                                    | Intersex                  | 246                  | 5.5%                            | 243                             | 98.8%                      | 14.2%                            |
|                                    | Transgender               | 4                    | 0.1%                            | 4                               | 100.0%                     | 0.2%                             |
|                                    | Transsexual               | 9                    | 0.2%                            | 9                               | 100.0%                     | 0.5%                             |
|                                    | Prefer Not to Say / Blank | 2824                 | 63.4%                           | 83                              | 2.9%                       | 4.9%                             |
| Ethnicity                          | BME                       | 108                  | 2.4%                            | 108                             | 100.0%                     | 6.3%                             |
|                                    | Other White               | 33                   | 0.7%                            | 33                              | 100.0%                     | 1.9%                             |
|                                    | White                     | 1464                 | 32.9%                           | 1455                            | 99.4%                      | 85.3%                            |
|                                    | Not disclosed/Blank       | 2851                 | 64.0%                           | 110                             | 3.9%                       | 6.4%                             |
| Sexuality                          | Heterosexual              | 1463                 | 32.8%                           | 1455                            | 99.5%                      | 85.3%                            |
|                                    | LGBT                      | 109                  | 2.4%                            | 109                             | 100.0%                     | 6.4%                             |
|                                    | Prefer Not to Say/Blank   | 2884                 | 64.7%                           | 142                             | 4.9%                       | 8.3%                             |
| Disability                         | Has Disability            | 42                   | 0.9%                            | 42                              | 100.0%                     | 2.5%                             |
|                                    | No Disability             | 1582                 | 35.5%                           | 1573                            | 99.4%                      | 92.2%                            |
|                                    | Prefer Not to Say / Blank | 2832                 | 63.9%                           | 91                              | 3.2%                       | 5.3%                             |
| Age                                | 18-24                     | 773                  | 17.3%                           | 768                             | 99.4%                      | 45.0%                            |
|                                    | 25-34                     | 675                  | 15.1%                           | 674                             | 99.9%                      | 39.5%                            |
|                                    | 35-44                     | 157                  | 3.5%                            | 156                             | 99.4%                      | 9.1%                             |
|                                    | 45-54                     | 27                   | 0.6%                            | 27                              | 100.0%                     | 1.6%                             |
|                                    | Over55                    | 1                    | 0.0%                            | 1                               | 100.0%                     | 0.1%                             |
|                                    | Prefer Not to Say / Blank | 2823                 | 63.4%                           | 80                              | 2.8%                       | 4.7%                             |

# Objective 5-

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



| CBQ Application Forms received |                           |             |                       |            |               |                       |
|--------------------------------|---------------------------|-------------|-----------------------|------------|---------------|-----------------------|
| 2017 PO Applicants             |                           | Sent to CBQ | % Split of Allocation | Passed CBQ | % of CBQ Pass | % split of CBQ Passes |
| All Applicants                 |                           | 1544        |                       | 435        | 28.2%         |                       |
| Gender                         | Male                      | 835         | 54.1%                 | 242        | 29.0%         | 55.6%                 |
|                                | Female                    | 404         | 26.2%                 | 125        | 30.9%         | 28.7%                 |
|                                | Intersex                  | 219         | 14.2%                 | 44         | 20.1%         | 10.1%                 |
|                                | Transgender               | 3           | 0.2%                  | 1          | 33.3%         | 0.2%                  |
|                                | Transsexual               | 9           | 0.6%                  | 2          | 22.2%         | 0.5%                  |
|                                | Prefer Not to Say / Blank | 74          | 4.8%                  | 21         | 28.4%         | 4.8%                  |
| Ethnicity                      | BME                       | 102         | 6.6%                  | 36         | 35.3%         | 8.3%                  |
|                                | Other White               | 33          | 2.1%                  | 12         | 36.4%         | 2.8%                  |
|                                | White                     | 1312        | 85.0%                 | 361        | 27.5%         | 83.0%                 |
|                                | Not disclosed/Blank       | 97          | 6.3%                  | 26         | 26.8%         | 6.0%                  |
| Sexuality                      | Heterosexual              | 1318        | 85.4%                 | 366        | 27.8%         | 84.1%                 |
|                                | LGBT                      | 98          | 6.3%                  | 29         | 29.6%         | 6.7%                  |
|                                | Prefer Not to Say/Blank   | 128         | 8.3%                  | 40         | 31.3%         | 9.2%                  |
| Disability                     | Has Disability            | 37          | 2.4%                  | 12         | 32.4%         | 2.8%                  |
|                                | No Disability             | 1424        | 92.2%                 | 404        | 28.4%         | 92.9%                 |
|                                | Prefer Not to Say / Blank | 83          | 5.4%                  | 19         | 22.9%         | 4.4%                  |
| Age                            | 18-24                     | 705         | 45.7%                 | 180        | 25.5%         | 41.4%                 |
|                                | 25-34                     | 599         | 38.8%                 | 189        | 31.6%         | 43.4%                 |
|                                | 35-44                     | 141         | 9.1%                  | 39         | 27.7%         | 9.0%                  |
|                                | 45-54                     | 26          | 1.7%                  | 8          | 30.8%         | 1.8%                  |
|                                | Over55                    | 1           | 0.1%                  | 0          | 0.0%          | 0.0%                  |
|                                | Prefer Not to Say / Blank | 72          | 4.7%                  | 19         | 26.4%         | 4.4%                  |

# Objective 5-

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



| Invite to Interview Stage |                           |            |                       |                      |                        |                                        |
|---------------------------|---------------------------|------------|-----------------------|----------------------|------------------------|----------------------------------------|
| 2017 PO Applicants        |                           | Passed CBQ | % Split of Allocation | Invited to Interview | % Invited to Interview | % split of People Invited to Interview |
| All Applicants            |                           | 435        |                       | 406                  | 93.3%                  |                                        |
| Gender                    | Male                      | 242        | 55.6%                 | 223                  | 92.1%                  | 54.9%                                  |
|                           | Female                    | 125        | 28.7%                 | 121                  | 96.8%                  | 29.8%                                  |
|                           | Intersex                  | 44         | 10.1%                 | 40                   | 90.9%                  | 9.9%                                   |
|                           | Transgender               | 1          | 0.2%                  | 1                    | 100.0%                 | 0.2%                                   |
|                           | Transsexual               | 2          | 0.5%                  | 2                    | 100.0%                 | 0.5%                                   |
|                           | Prefer Not to Say / Blank | 21         | 4.8%                  | 19                   | 90.5%                  | 4.7%                                   |
| Ethnicity                 | BME                       | 35         | 8.3%                  | 32                   | 88.9%                  | 7.9%                                   |
|                           | Other White               | 12         | 2.8%                  | 12                   | 100.0%                 | 3.0%                                   |
|                           | White                     | 361        | 83.0%                 | 338                  | 93.6%                  | 83.3%                                  |
|                           | Not disclosed/Blank       | 26         | 6.0%                  | 24                   | 92.3%                  | 5.9%                                   |
| Sexuality                 | Heterosexual              | 366        | 84.1%                 | 341                  | 93.2%                  | 84.0%                                  |
|                           | LGBT                      | 29         | 6.7%                  | 29                   | 100.0%                 | 7.1%                                   |
|                           | Prefer Not to Say/Blank   | 40         | 9.2%                  | 36                   | 90.0%                  | 8.9%                                   |
| Disability                | Has Disability            | 12         | 2.8%                  | 10                   | 83.3%                  | 2.5%                                   |
|                           | No Disability             | 404        | 92.9%                 | 379                  | 93.8%                  | 93.3%                                  |
|                           | Prefer Not to Say / Blank | 19         | 4.4%                  | 17                   | 89.5%                  | 3.2%                                   |
| Age                       | 18-24                     | 180        | 41.4%                 | 172                  | 95.6%                  | 42.4%                                  |
|                           | 25-34                     | 189        | 43.4%                 | 174                  | 92.1%                  | 42.9%                                  |
|                           | 35-44                     | 39         | 9.0%                  | 36                   | 92.3%                  | 8.9%                                   |
|                           | 45-54                     | 8          | 1.8%                  | 7                    | 87.5%                  | 1.7%                                   |
|                           | Over55                    | 0          | 0.0%                  | 0                    | 0.0%                   | 0.0%                                   |
|                           | Prefer Not to Say / Blank | 19         | 4.4%                  | 17                   | 89.5%                  | 4.2%                                   |



# Objective 5-

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



| Interview Stage    |                           |                      |                       |                  |                       |                             |
|--------------------|---------------------------|----------------------|-----------------------|------------------|-----------------------|-----------------------------|
| 2017 PO Applicants |                           | Invited to Interview | % Split of Allocation | Passed Interview | % of Interview Passes | % split of Interview Passes |
| All Applicants     |                           | 406                  |                       | 278              | 68.5%                 |                             |
| Gender             | Male                      | 223                  | 51.3%                 | 150              | 67.3%                 | 54.0%                       |
|                    | Female                    | 121                  | 27.8%                 | 89               | 73.6%                 | 32.0%                       |
|                    | Intersex                  | 40                   | 9.2%                  | 26               | 65.0%                 | 9.4%                        |
|                    | Transgender               | 1                    | 0.2%                  | 1                | 100.0%                | 0.4%                        |
|                    | Transsexual               | 2                    | 0.5%                  | 1                | 50.0%                 | 0.4%                        |
|                    | Prefer Not to Say / Blank | 19                   | 4.4%                  | 11               | 57.9%                 | 4.0%                        |
| Ethnicity          | BME                       | 32                   | 7.9%                  | 2                | 68.8%                 | 7.9%                        |
|                    | Other White               | 12                   | 3.0%                  | 9                | 75.0%                 | 3.2%                        |
|                    | White                     | 338                  | 83.3%                 | 232              | 68.6%                 | 83.5%                       |
|                    | Not disclosed/Blank       | 24                   | 5.9%                  | 15               | 62.5%                 | 5.4%                        |
| Sexuality          | Heterosexual              | 341                  | 84.0%                 | 236              | 69.2%                 | 84.9%                       |
|                    | LGBT                      | 29                   | 7.1%                  | 22               | 75.9%                 | 7.9%                        |
|                    | Prefer Not to Say/Blank   | 36                   | 8.9%                  | 20               | 55.6%                 | 7.2%                        |
| Disability         | Has Disability            | 10                   | 2.5%                  | 8                | 80.0%                 | 2.9%                        |
|                    | No Disability             | 379                  | 93.3%                 | 261              | 68.9%                 | 93.9%                       |
|                    | Prefer Not to Say / Blank | 17                   | 4.2%                  | 9                | 52.9%                 | 3.2%                        |
| Age                | 18-24                     | 172                  | 42.4%                 | 117              | 68.0%                 | 42.1%                       |
|                    | 25-34                     | 174                  | 42.9%                 | 125              | 71.8%                 | 45.0%                       |
|                    | 35-44                     | 36                   | 8.9%                  | 25               | 69.4%                 | 9.0%                        |
|                    | 45-54                     | 7                    | 1.7%                  | 2                | 28.6%                 | 0.7%                        |
|                    | Over55                    | 0                    | 0.0%                  | 0                | 0.0%                  | 0.0%                        |
|                    | Prefer Not to Say / Blank | 17                   | 4.2%                  | 9                | 52.9%                 | 3.2%                        |

# Objective 5-

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



| Assessment Centre  |                           |                            |                       |                          |                             |                                     |
|--------------------|---------------------------|----------------------------|-----------------------|--------------------------|-----------------------------|-------------------------------------|
| 2017 PO Applicants |                           | Attended Assessment Centre | % Split of Allocation | Passed Assessment Centre | % of Assessment Centre Pass | % split of Assessment Centre Passes |
| All Applicants     |                           | 267                        |                       | 231                      | 86.5%                       |                                     |
| Gender             | Male                      | 146                        | 54.7%                 | 129                      | 88.4%                       | 55.8%                               |
|                    | Female                    | 84                         | 31.5%                 | 74                       | 88.1%                       | 32.0%                               |
|                    | Intersex                  | 25                         | 9.4%                  | 18                       | 72.0%                       | 7.8%                                |
|                    | Transgender               | 1                          | 0.4%                  | 1                        | 100.0%                      | 0.4%                                |
|                    | Transsexual               | 1                          | 0.4%                  | 1                        | 100.0%                      | 0.4%                                |
|                    | Prefer Not to Say / Blank | 10                         | 3.7%                  | 8                        | 80.0%                       | 3.5%                                |
| Ethnicity          | BME                       | 21                         | 7.9%                  | 18                       | 85.7%                       | 7.8%                                |
|                    | Other White               | 9                          | 3.4%                  | 4                        | 44.4%                       | 1.7%                                |
|                    | White                     | 222                        | 83.1%                 | 196                      | 88.3%                       | 84.8%                               |
|                    | Not disclosed/Blank       | 15                         | 5.6%                  | 13                       | 86.7%                       | 5.6%                                |
| Sexuality          | Heterosexual              | 227                        | 85.0%                 | 195                      | 85.9%                       | 84.4%                               |
|                    | LGBT                      | 20                         | 7.5%                  | 18                       | 90.0%                       | 7.8%                                |
|                    | Prefer Not to Say/Blank   | 20                         | 7.5%                  | 18                       | 90.0%                       | 7.8%                                |
| Disability         | Has Disability            | 7                          | 2.6%                  | 6                        | 85.7%                       | 2.6%                                |
|                    | No Disability             | 251                        | 94.0%                 | 218                      | 86.9%                       | 94.4%                               |
|                    | Prefer Not to Say / Blank | 9                          | 3.4%                  | 7                        | 77.8%                       | 3.0%                                |
| Age                | 18-24                     | 113                        | 42.3%                 | 91                       | 80.5%                       | 39.4%                               |
|                    | 25-34                     | 120                        | 44.9%                 | 110                      | 91.7%                       | 47.6%                               |
|                    | 35-44                     | 23                         | 8.6%                  | 21                       | 91.3%                       | 9.1%                                |
|                    | 45-54                     | 2                          | 0.7%                  | 2                        | 100.0%                      | 0.9%                                |
|                    | Over55                    | 0                          | 0.0%                  | 0                        | 0.0%                        | 0.0%                                |
|                    | Prefer Not to Say / Blank | 9                          | 3.4%                  | 7                        | 77.8%                       | 3.0%                                |

# Objective 5-

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

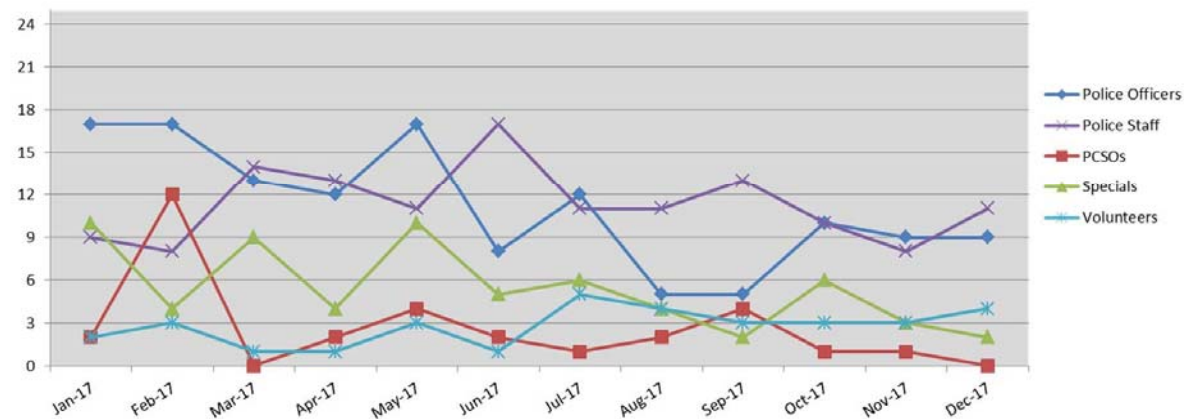


## Leavers (officer, staff and special constables)

**Source:** Data taken from HR System  
**Date range:** 01/01/17 – 31/12/17  
**Exceptions:** Police Staff represent the highest number of leavers for this period (34%).

| Turnover - 12 months | Jan-17 | Feb-17 | Mar-17 | Apr-17 | May-17 | Jun-17 | Jul-17 | Aug-17 | Sep-17 | Oct-17 | Nov-17 | Dec-17 | Total | Avg. per month |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|----------------|
| Police Officers      | 17     | 17     | 13     | 12     | 17     | 8      | 12     | 5      | 5      | 10     | 9      | 9      | 134   | 11             |
| Police Staff         | 9      | 8      | 14     | 13     | 11     | 17     | 11     | 11     | 13     | 10     | 8      | 11     | 136   | 11             |
| PCSOs                | 2      | 12     | 0      | 2      | 4      | 2      | 1      | 2      | 4      | 1      | 1      | 0      | 31    | 3              |
| Specials             | 10     | 4      | 9      | 4      | 10     | 5      | 6      | 4      | 2      | 6      | 3      | 2      | 65    | 5              |
| Volunteers           | 2      | 3      | 1      | 1      | 3      | 1      | 5      | 4      | 3      | 3      | 3      | 4      | 33    | 3              |

**All Turnover - 12 months (headcount)**



# Objective 5-

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



## Reasons for leaving (officer, staff, PCSO and special constables)

**Source:** HR Performance Report  
**Data range:** January 2018  
**Comments:** The information has been included to show the number of leavers and their reasons for leaving. It does not include the break down by protected characteristics.  
**Working towards:** Improving exit interview data to widen the quantity and quality of data captured.  
**Exceptions:** Higher proportions of disabled officers retired medically or due to length of service – this is an expected finding. Early retirement of police officers indicates a transfer to another force.

| Reasons for Leaving | Agency / Special - Joined Staff | Died      | Dismissed | End of Contract | Joined Other Force | Joined Regulars | Personal Reasons | Redundancy - Compulsory | Redundancy - Voluntary | Resignation | Retired / Resigned Medically | Retirement | Early Retirement | Retirement 30 Years Service | Total      |
|---------------------|---------------------------------|-----------|-----------|-----------------|--------------------|-----------------|------------------|-------------------------|------------------------|-------------|------------------------------|------------|------------------|-----------------------------|------------|
| Police Officers     | 0                               | 3         | 7         | 0               | 17                 | 0               | 1                | 0                       | 0                      | 16          | 11                           | 7          | 17               | 55                          | 134        |
| Police Staff        | 6                               | 1         | 1         | 18              | 1                  | 10              | 0                | 2                       | 3                      | 65          | 2                            | 16         | 5                | 5                           | 135        |
| PCSO                | 0                               | 0         | 1         | 0               | 7                  | 14              | 0                | 0                       | 0                      | 9           | 0                            | 1          | 0                | 0                           | 32         |
| SPEC                | 1                               | 0         | 0         | 0               | 1                  | 14              | 3                | 0                       | 0                      | 46          | 0                            | 0          | 0                | 0                           | 65         |
| VOL                 | 0                               | 0         | 0         | 0               | 0                  | 1               | 3                | 0                       | 0                      | 29          | 0                            | 0          | 0                | 0                           | 33         |
| <b>Total</b>        | <b>7</b>                        | <b>4</b>  | <b>9</b>  | <b>18</b>       | <b>26</b>          | <b>39</b>       | <b>7</b>         | <b>2</b>                | <b>3</b>               | <b>165</b>  | <b>13</b>                    | <b>24</b>  | <b>22</b>        | <b>60</b>                   | <b>399</b> |
| <b>% of leavers</b> | <b>2%</b>                       | <b>1%</b> | <b>2%</b> | <b>5%</b>       | <b>7%</b>          | <b>10%</b>      | <b>2%</b>        | <b>1%</b>               | <b>1%</b>              | <b>41%</b>  | <b>3%</b>                    | <b>6%</b>  | <b>6%</b>        | <b>15%</b>                  |            |



# Objective 5-

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



## Restricted and Adjusted Duties (officers and staff)

**Source:** Gateway (HR self-service system)  
**Date range:** 01/4/17-31/03/18

On 1 April 2015 amendments to Police Regulations were passed through Parliament in line with Winsor's recommendations 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.

**Recuperative:** short-term restriction whilst recovering from minor/short-term injury or illness.

**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:** In total, 78% of staff on adjusted duties are Police Officers and 22 % of Police Staff (including PCSO).  
3% of all Police Officers are on adjusted duties.

*No of staff on adjusted duties*



| Adjusted Duties |                |    |
|-----------------|----------------|----|
|                 | Police Officer | 52 |
|                 | Staff          | 11 |
|                 | PCSO           | 4  |
| Total           | 67             |    |

# Objective 5-

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## Reasonable Adjustments (staff and officers)

|                          |                                                                                                                                                                                                                                                                                                                       |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Source:</b>           | Gateway (HR self-service system)                                                                                                                                                                                                                                                                                      |
| <b>Date Range:</b>       | As of March 2018                                                                                                                                                                                                                                                                                                      |
| <b>Data Limitations:</b> | Many reasonable adjustment arrangements are informal and have not been recorded on the HR system. The availability of the recording of this data has just been introduced therefore figures will not represent the true picture.                                                                                      |
| <b>Comments:</b>         | Reasonable adjustments relate to the number of staff with a particular protected characteristic who are recorded as having a reasonable adjustment in place. Managers and staff are encouraged to record reasonable adjustments. Staff do not have to have a disability to have a reasonable adjustment put in place. |
| <b>Exceptions:</b>       | Data capture of those who have reasonable adjustments in place is based on entry of data on to HR system. This does not take account of any informal adjustments                                                                                                                                                      |

*No of staff by gender with a reasonable adjustment*

| Restricted Duties |        |    |
|-------------------|--------|----|
|                   | Female | 25 |
|                   | Male   | 27 |
| Total             | 52     |    |



# Objective 5-

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



## Maternity Leave- Police Officers and Staff

**Source:** HR Performance Report  
**Date range:** March 2018  
**Comments:** Data includes PCSO. Data does not include those off on Adoption Leave

*No of staff on maternity leave as of 31<sup>st</sup> March 2018*

| Maternity Leave |           |
|-----------------|-----------|
| Police Officers | 19        |
| Police Staff    | 25        |
| PCSO            | 2         |
| <b>Total</b>    | <b>46</b> |



## Maternity Mentors

Both Divisions have supported the development of maternity mentors.

This role is to support officers and staff when restricted due to pregnancy and when off work for a period of time through maternity, paternity, shared parental and adoption leave.

The purpose and aim of the role is to work alongside line managers to make sure that officers and staff are:

- supported through their pregnancy,
- have a clear understanding and access to development opportunities
- ensure realistic and balanced discussions take place around return to work, providing a consistent approach

# Objective 5-

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



## Police Officer Job Related Fitness Tests (JRFT)

**Source:** HR Performance Report

**Date range:** 01/04/17-31/03/18

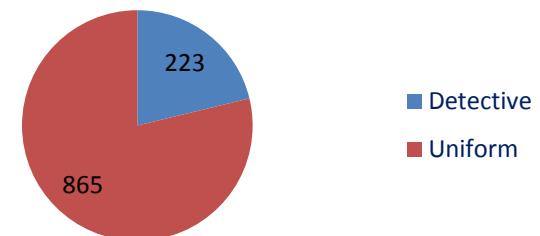
**Comments:** Job related (in service) fitness testing has been an operational requirement within the force since September 2014. In service fitness testing was an initial recommendation of Winsor (Part 2), in line with police reform. National research from Gender Agenda 3 showed that there is a perceived 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** - 98% of the 1108 Police Officers who have taken the fitness test during the past 12 months have passed. **Female** 5% of 301 female Police Officers failed compared to 0.49% of 807 males. **Age** - 3% of the 93 Officers aged 51 and over failed the fitness test compared to 0% of the 115. Officers aged 18-30. More females aged over 31 failed the test than male officers.

| 01-Apr-17 to 31-Mar-18 |             |           |                |             |
|------------------------|-------------|-----------|----------------|-------------|
| Rank                   | Passed      | Failed    | % Total Failed | Total       |
| Supt                   | 2           | 0         | 0%             | 2           |
| Ch Ins                 | 2           | 0         | 0%             | 2           |
| Det Ch Ins             | 2           | 0         | 0%             | 2           |
| Ins                    | 21          | 0         | 0%             | 21          |
| Det Ins                | 15          | 0         | 0%             | 15          |
| Sgt                    | 108         | 1         | 1%             | 109         |
| Det Sgt                | 43          | 0         | 0%             | 43          |
| Con                    | 732         | 14        | 2%             | 746         |
| Det Con                | 163         | 5         | 3%             | 168         |
| <b>Total</b>           | <b>1088</b> | <b>20</b> | <b>2%</b>      | <b>1108</b> |

| 01-Apr-17 to 31-Mar-18 |             |           |                |             |
|------------------------|-------------|-----------|----------------|-------------|
| Police Officer:        | Passed      | Failed    | % Total Failed | Total       |
| Detective              | 223         | 5         | 2%             | 228         |
| Uniform                | 865         | 15        | 2%             | 846         |
| <b>Total</b>           | <b>1088</b> | <b>20</b> | <b>2%</b>      | <b>1108</b> |

### Passed





# Objective 5-

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



01-Apr-17 to 31-Mar-18

| Department         | Passed      | Failed    | % Total Failed | Total       |
|--------------------|-------------|-----------|----------------|-------------|
| North Div          | 378         | 11        | 3%             | 389         |
| South Div          | 336         | 7         | 2%             | 343         |
| Ops Supp           | 187         | 1         | 0.5%           | 188         |
| Crime Supp         | 95          | 0         | 0%             | 95          |
| Criminal Justice   | 9           | 0         | 0%             | 9           |
| IS                 | 4           | 0         | 0%             | 4           |
| Regional Units     | 54          | 1         | 2%             | 55          |
| PSD                | 4           | 0         | 0%             | 4           |
| Corporate Services | 2           | 0         | 0%             | 2           |
| Secondment         | 4           | 0         | 0%             | 4           |
| HR (Exc. Students) | 15          | 0         | 0%             | 15          |
| <b>Total</b>       | <b>1088</b> | <b>20</b> | <b>1%</b>      | <b>1108</b> |

01-Apr-17 to 31-Mar-18

| Age Band     | Passed      | Failed    | % Total Failed | Total       |
|--------------|-------------|-----------|----------------|-------------|
| 18-30        | 114         | 1         | 0%             | 115         |
| 31-40        | 476         | 9         | 1%             | 485         |
| 41-50        | 383         | 9         | 1%             | 392         |
| 51-55        | 106         | 1         | 3%             | 107         |
| 55+          | 9           | 0         | 0%             | 9           |
| <b>Total</b> | <b>1088</b> | <b>11</b> | <b>1%</b>      | <b>1108</b> |

01-Apr-17 to 31-Mar-18

| Gender | Passed | Failed | % Total Failed | Total |
|--------|--------|--------|----------------|-------|
| Female | 285    | 16     | 5%             | 301   |
| Male   | 803    | 4      | 0.49%          | 807   |

01-Apr-17 to 31-Mar-18

| Gender | Total | 18-30 | 31-40 | 41-50 | 51-55 |
|--------|-------|-------|-------|-------|-------|
| Female | 16    | 1     | 8     | 6     | 1     |
| Male   | 4     |       | 1     | 3     |       |



# Objective 5-

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



## 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.
- Exceptions:** Data in relation to dispute resolution covers the period 23/03/2017 – 12/04/2018. 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) 2009-2018 including a sex and race breakdown*

|                     | Total | White | BME | % BME | Male | Female | % Female |
|---------------------|-------|-------|-----|-------|------|--------|----------|
| Employment Tribunal | 40    | 31    | 9   | 22.5% | 22   | 18     | 45%      |



55%



45%

*Dispute resolution cases (all staff and ex-employees) 23/3/17 - 12/04/2018*

|                              | Total | White | BME | Male | Female |
|------------------------------|-------|-------|-----|------|--------|
| Dispute Resolution Completed | 6     | 6     | 0   | 2    | 4      |
| Dispute Resolution Live      | 10    | 9     | 1   | 6    | 4      |

# Objective 5-

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



## Viewpoint Staff Survey

The Force carried out a full employee survey called Viewpoint in Between June and July 2017. Previous viewpoint surveys were carried on in 2013 and 2015.

This force wide survey seeks staff thoughts on all aspects of the organisation, canvassing their opinions on their career and development, their work climate, how they are paid and the recognition they receive. It also looks at communications in their own departments and their thoughts on how they are managed from the top down.

In 2013 42% of the workforce responded and in 2015, 39% of the workforce responded to the survey.

This time 1,786 (47%) of those invited completed the survey. This gave a good indication as to the force's thoughts and feelings. To ensure that the data was understood, detailed analysis was carried out on the results to identify if there were any trends with specific groups of employees.

Some key themes from Viewpoint were that the majority 98% believe in the force's values. 92% were proud to work for the organisation and 88% saw Derbyshire Constabulary as a good place to work. An overarching action plan was created along with all divisions and departments creating a local action plan based on key themes. Considerable work has taken place to ensure where the force does well this is retained and where there is room for improvement that this addressed.

Some key areas that have been addressed are:

- All divisions and departments received a full breakdown of their results
- HR Business partners will work with divisions and departments in identifying best practice and the potential for improvements
- A number of focus groups looking at key areas
- Talkback will focus on both areas where we are doing well and those where we can improve
- The results will be fed into our planning cycle
- There will be regular communication around progress

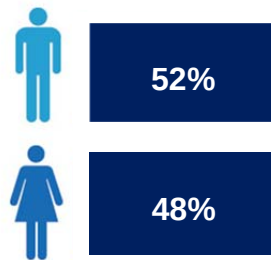
# viewpoint

# Objective 5-

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



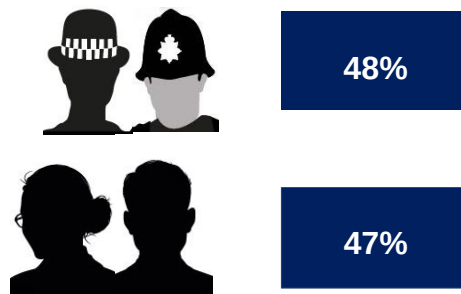
Respondents by Gender



Highest level of agreement (Top Ten)

| Rank 2017 | Statement                                                                                                       | Percent agreed |
|-----------|-----------------------------------------------------------------------------------------------------------------|----------------|
| 1         | I believe in the force's values                                                                                 | 98             |
| 2         | When I do my job, I always put the victim/customer first                                                        | 97             |
| 3         | I work as part of a good team                                                                                   | 94             |
| 4         | My line manager trusts me to do my job well                                                                     | 93             |
| 5         | I think that good performance should be rewarded                                                                | 93             |
| 6         | I am proud to work for Derbyshire Constabulary                                                                  | 92             |
| 7         | My line manager treats me fairly                                                                                | 91             |
| 8         | I believe that my role and the work I do makes a difference to the residents of and people who visit Derbyshire | 89             |
| 9         | Overall, Derbyshire Constabulary is a good place to work                                                        | 88             |
| 10        | My line manager demonstrates the organisational values                                                          | 88             |

Respondents by role (Police Officer and Police Staff)





# Glossary



|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Age</b>                            | 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).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>BME:</b>                           | Black 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 oOther), whilst Chinese is moved to Asian. This will reflect the Census 2011 breakdown. |
| <b>Crimes and Incidents:</b>          | 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.                                                                                                                                                                                                                                                         |
| <b>Disability</b>                     | A person has a disability if s/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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Equality Impact Assessment:</b>    | An EIA is a tool that helps public authorities make sure their policies, functions and projects, and the way they are carried out, do what they are intended to do equally for everybody. 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.                                                                                                                 |
| <b>Flexible Working Arrangements:</b> | 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.                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Hate incident/crime:</b>           | 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: Race/Ethnicity, Religion or belief, Disability, Sexual orientation, Transgender identity or Alternative Subculture i.e. Goths etc.                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Gender Reassignment:</b>           | The process of changing or transitioning from one gender to another.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>LGB:</b>                           | People who identify themselves as Lesbian Gay and Bisexual                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

# Glossary



|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>LGB&amp;T:</b>                      | People who identify as Lesbian, Gay, Bisexual and Transgender                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Listening to you</b>                | 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                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Marriage and Civil Partnership:</b> | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Positive outcome:</b>               | <p>Positive outcomes are made up of sanction detections and restorative disposals.</p> <p>Sanction detections are comprised of: cannabis warnings, charges, cautions, reprimands, summons, final warning, fixed penalty notice or offences taken into consideration.</p> <p>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.</p> <p>The Home Office currently only count sanction detections in the official figures whilst several forces, including Derbyshire, pilot the use of restorative disposals.</p> |
| <b>Positive Action</b>                 | <p>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.</p> <p>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.</p>                                                                             |
| <b>Pregnancy and Maternity:</b>        | 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.                                                                                                                                                                                                                                                                                                                                             |
| <b>Protected Characteristics:</b>      | <p>The protected characteristics, covered by the Equality Act 2010 are:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender Reassignment</li> <li>• Marriage and Civil Partnership</li> <li>• Pregnancy and Maternity</li> <li>• Race</li> <li>• Religion and Belief</li> <li>• Sex</li> <li>• Sexual Orientation</li> </ul>                                                                                                                                                                                                                                                                                                                                                |

# Glossary



|                                             |                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Race</b>                                 | 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.                                                                                                                                                                                              |
| <b>Religion or Belief</b>                   | 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.                                                                                                                 |
| <b>Racial/Religious Motivated Offences:</b> | Crimes where a racial or religious element has been noted                                                                                                                                                                                                                                                                                                                      |
| <b>Sex/Gender</b>                           | This is a protected characteristic. It refers to whether a person is a man or a woman (of any age).                                                                                                                                                                                                                                                                            |
| <b>Sexual Orientation</b>                   | Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.                                                                                                                                                                                                                                                                              |
| <b>Staff Support Networks:</b>              | 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, Christian, Disability, Black Minority Ethnic and Sex. National Police Associations cover a broader range of areas. |
| <b>Stop and search:</b>                     | 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.                                                                   |
| <b>Taser:</b>                               | 'Taser' is a brand name and is an electroshock weapon introduced for police use as a non-lethal method of dealing with potentially dangerous people.                                                                                                                                                                                                                           |
| <b>White:</b>                               | 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](http://www.derbyshire.police.uk)

Contact numbers for people who are Deaf and Hard of Hearing

Police SMS Text 07800 002414

Police SMS email form: [deatSMS@derbyshire.pnn.police.uk](mailto:deatSMS@derbyshire.pnn.police.uk)

