

Equality Information 2020- 2021



DOING THE
RIGHT THING

MAKING A
DIFFERENCE

SHAPING THE
FUTURE

Making Derbyshire Safer **Together**



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INTRODUCTION



Our local area

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

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

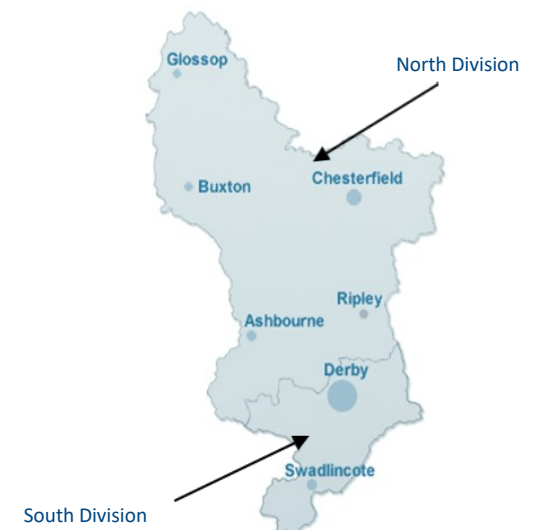
Policing Derbyshire

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

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

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

Divisions are divided further into a series of local policing units, led by an inspector. Within each policing unit sit our Safer Neighbourhood Teams. Safer Neighbourhoods are 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).



Policing the pandemic



In March 2019 the force together with everyone around the world were impacted by COVID19. In this time of unparalleled change, the force maintained their purpose of **Making Derbyshire Safer Together**. Officers and staff continued to work when many others could not in order to keep people safe, tackle crime and find answers to problems brought by the pandemic.

Operation Talla

The National Police Chiefs' Council (NPCC) quickly recognised the pandemic's challenges, and by mid-March 2019 set up Operation Talla (Op Talla). The National Police Co-ordination Centre (NPoCC) carried out the actions needed to achieve Op Talla's aims. These were to get the most out of co-ordination, communication and collaboration, to provide advice and act as the focal point for government.

Legislation and Restrictions

Despite close working between the Home Office and national policing leaders, communication about restrictions and regulations were often at short notice and subject to change.

The force adopted the Four Es approach of engaging, explaining and encouraging before enforcing the legal requirements. However with new legislation and guidance being produced at a fast pace, on some rare occasions, police decision-making has been viewed by some as heavy-handed or inconsistent, and as a result the public and press interest into some of Derbyshire's police actions has been significant. Officers issued fixed penalty notices when dealing with these incidents. However as a force we have reflected upon and learned from these instances.

Workforce

The COVID19 Pandemic has impacted everyone including our workforce. Some vulnerable protected characteristics groups, such as those individuals with a disability and those from Black, Asian and Minority Ethnic Groups (B.A.M.E) were reported as being disproportionately impacted by COVID 19. The force therefore ensured that all staff were protected and issued with Personal Protective Equipment (PPE) and were encouraged to self isolate where there was a significant risk to health. From a public contact perspective every precaution was put in place from first contact, to the standard of care those within our custody suites were given.

During the pandemic we accelerated the wider and better use of technology in several areas of business. Also a significant shift towards remote working in areas of the force where it has been appropriate has generally been very successful. The identified benefits of new working have included reduced travel time for officers and staff, and improved attendance at meetings due to improved technology has enabled a more coherent and robust decision-making. These are changes that will be evaluated and going forward could offer long-term benefits to police effectiveness and efficiency.



INTRODUCTION



The structure of Derbyshire Constabulary

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

Communications and Engagement provide professional communications, engagement and reputation management support to the organisation.

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

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

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

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

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

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

Information Management a centre of excellence for information assurance, security and risk management. The Information Management department supports the business by optimising policing data.

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

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

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

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

OUR PURPOSE:

Making Derbyshire Safer **Together**



OUR PRINCIPLES

DOING THE
RIGHT THING

MAKING A
DIFFERENCE

SHAPING THE
FUTURE

Our force principles are a really important aspect of our lives. Although we probably don't give a lot of thought to them day to day they strongly influence the decisions and choices we make particularly in relation to our careers, activities we engage in and people we relate to. Despite this importance most of us don't proactively choose our values - they are shaped by our life experiences, our parents, friends, school and the society we are brought up in.

Most people are attracted to policing because they share the values of public service, but this doesn't mean that they won't have other personal values as well.

OUR PRIORITIES

We will fight crime, proactively bring offenders to justice, and protect the most vulnerable from harm.

We will challenge each other to deliver a consistently good service to the public, that they trust.

We will be more responsive to the public by building and developing our most visible areas of policing.



Fighting Crime



Service to the Public



Responsive and Visible Policing

We will look to the long-term, working with the PCC and other partners, to understand and prevent crime, and tackle the root causes of harm, all of which place demands upon our services.

Equality, inclusivity, fairness, and transparency – internally and externally – will drive everything that we do to ensure trust and legitimacy.

We will support each other, paying special attention to our own mental health and wellbeing.



Prevention and Partnerships



Trust and Legitimacy



Our People

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

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

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

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

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

NOTE: Due to the coronavirus outbreak the Equality and Human Right Commission (EHRC) have reviewed their approach to enforcing compliance with the Public Sector Equality Duty (PSED) specific duty reporting obligations and have postponed their planned compliance activity on the gender pay gap specific duties for until 5th October 2021. However Derbyshire Constabulary have included this information as part of this report. A further report will be published as required.

EXECUTIVE SUMMARY



Service Users	Page
Requests for interpreters: Cintra - suspects, victims and witnesses (force level) There were a total of 1158 requests for interpreter services for over 43 languages and 104 translations over 20 languages. In the past 12 months Polish (23%) remains the most commonly requested language for translation for suspects, witnesses or victims with Romanian (13%) second. In relation to the interpreting service Polish was again first with 17% of requests and Romanian second with 15% of interpreting requests.	20
Requests for interpreters: 'the big word' - suspects, victims and witnesses (force level) In the past 12 months there were 3423 calls to 'the big word' across 52 different languages. Romanian (19%) is the most commonly requested language for the telephone interpreting service for suspects, witnesses or victims with Slovak (15%) second.	20
Care Card In 2020 there were 76 calls to the care card line. This is a decrease in 33% from the previous year.	22-23
Short Message Service -SMS Text Messaging In the past 12 months there has been a 21% decrease in SMS text messages compared to the previous year.	24
Victims of crime (force level) Age: The highest age range for victims of crime is 26-35years accounting for 18.8% of all crimes. Race: Those who define their ethnicity as White (includes other White background) account for 85.34% of all victims where ethnicity is known. B.A.M.E account for 14.65%. of all victims of crime. Sex: Where Sex is known Female victims account for 44.9% of all victims of crime.	25-26
On Line Crime (force level) Age: there are higher proportions of victims in the 0-15 (24.9%) age groups than within the county (18.40% Census 2011). Race: White British account for 40.5% of all victims. B.A.M.E communities account for 9% of all victims which is disproportionate to the communities of Derbyshire (6.7% Census 2011) Sex: Females account for the highest victims with 58.9% which is slightly disproportionate to the demographic of Derbyshire (50.70% Census 2011).	27-28
Hate Crimes (force level) In In 2020-2021 there has been a 266 (16.9%) increase in Hate Crime since the previous year. Although this is a sizable increase this is not unexpected and Hate Crime still only account for approximately 4% of all victims of crime for this period. Disability: Disability Hate crime has seen the highest decrease with 148 less crimes reported this period a decrease of 76% on the previous year. Race: Of those who's ethnicity is known 51.3% are identified as B.A.M.E. Racial: Racial Hate Crime this period has seen a volume decrease of 373 crimes a decrease of 38% on the previous year. Religion and Belief: There has been a slight 7% decrease in reported crime this period with an increase of 6 crimes on the previous year. Sex : 40.4% of Hate crime victims are female.	29-30

EXECUTIVE SUMMARY



Third party hate incident reporting (force level) During 2020/2021 there were overall 102 contacts to the Stop Hate Line service from Derbyshire. This year has seen a reduction of 35% in contacts since 2019/20. In 2020/2021 there were 40 incident reports accounting for 39% of contacts overall. The highest forms of hate motivation so far this year were Disability, Race, Sexual Orientation and Other aspects of personal identity. Most common types of incidents reported included those involving, Verbal Abuse, Threatening Behaviour, Offensive language and Harassment.	32-35
Section 136 of the Mental Health Act - Custody detentions (force level) Since 2016 there has been a decrease in detentions into police custody. This is attributed to the introduction of street triage and the ongoing provision of the CPN within the force control room.	37
Domestic abuse offences (force level) Positive outcomes stand at 8% this period. This is an increase on the previous year. Numbers of domestic abuse related crime have increased in the latest twelve month period by 7% . Age: 26-35 years are the highest victim age group, accounting for 27% of all victims. Race: B.A.M.E victims (where known) account for 8.9% of all victims which is disproportionate to the community of Derbyshire (6.7% Census 2011). Sex: Females remain the highest victims of this type of crime and account for 67.2% of all victims.	38-39
Honour –based abuse, Forced Marriage and Female Genital mutilation (force level) There has been a 71% increase this period compared to the previous year. It is however considered that previously a lot of these cases went unreported for a number of reasons including fear of reprisals. Nationally this rise is reflected. Race: where ethnicity is known Asian– Pakistani account for 20.4% of all victims. Overall B.A.M.E account for 88.88% of all victims. Sex: Females account for 77.3% of victims.	40-43
Rape offences (force level) There has been a 12.4% increase in the number of rapes recorded in the period in comparison to 2019/2020. Age: The most vulnerable age group are under 15 accounting for 26.8% of reported rapes. Race: B.A.M.E victims account for 11.3% of all victims where ethnicity is known compared to 1.43% the previous year therefore a 9.87% increase. Sex: Females remain the highest no of victims at 43.9% of those reported where sex is known, however there has been a decrease of 80.6% in male reported rape compared to the previous year.	44-45
Other Sexual Offences (force level) There has been a 13.35% decrease in the number of other sexual offences recorded in the period in comparison to 2019/2020. Age: The age group 0-15yrs remains the most vulnerable group to this time of offence accounting for 52.8% of all victims, however this is a slight decrease from last year of 2.2%. Race: White British account for 40.4% of victims where ethnicity is known. B.A.M.E account for 8% of all victims where ethnicity is known. Sex: Where sex is known females account for 37.1% of victims with Males accounting for 2.5% in 50% of offences the Sex is either unknown or has been left blank.	46-47

EXECUTIVE SUMMARY



Modern Slavery and Human Trafficking (force level) There has been a 63% decrease in the number of this type of offence recorded in the period in comparison to 2019/2020. This is inline with the National picture. Age: The most vulnerable age group are those aged 18-35 years who account for 48% of all victims where age is known. Race: B.A.M.E victims account for 26% of all victims and those who identify as any other White background account for 16.9% of all victims where ethnicity is known. Sex: Males remain the highest reported victims of this type of crime accounting for 65.8 % of total victims.	48-49
Missing persons reports made (force level) There has been a decrease of 13.2% in the number of missing person reports recorded from the previous period. Note: A missing person may be linked to more than one report. The figures given are the number of reports. Persons missing are broken down by age at time of the report. Persons who become 18 in the period shown and who have been reported missing whilst under and over 18 will be counted in both categories. Age: 52.5% of those missing were in the 18 and under age group with 31.9% of those missing in the 0-15 age category. Race: White British account for 78.3% of those that go missing. Sex: Males continue to be the most prevalent accounting for 58.6% of those who go missing.	50-52
Arrest Data (force level) Over the period 25448 individuals were arrested. Age: The age band 26-35 were the most prevalent arrested accounting for 34% of those individuals coming into custody. 6.6% of those arrested were juveniles. This is believed due to increased use of Out of Court Disposal (OCD). Race: Where defined B.A.M.E account for 13.72% of Arrests. Sex: Of those arrested 14.3% are female, with males accounting for 85% of those arrested where sex is known.	54-56
Use of CED – Conductive Energy Devices TASER® X2 (force level) There has been a 47.3% increase in CED incidents this year. However, there continues to be more officers trained in the use of CEDs. Age: Due to data retrieval issues the age data available covers a wide age range. 18-64 yrs. accounts for 83.7% of subjects with those under 17yrs. accounting for 7.8% of subjects. Race: B.A.M.E subjects account for 13.8% of CED usages compared to 6.7% of the population (Census 2011). However this is a decrease of 5.4% compared to last year. Sex: Very few women have been involved in a CED based incidents over the six year period. 8.6% for this period.	57-59
Stop and search (force level) The number of searches carried out in 2020/2021 (1828) increased in comparison to the same period last year with a 5.9% increase. Age: The 18-24 age group account for 35.28% of all searches with the 25-34 age groups accounting for 24.62% of all searches. Race: Data for self defined ethnicity reveals a 60% increase in the number of B.A.M.E searches compared to the previous year, however it is noted that there is a 3.9% decrease in those who define their ethnicity as White. A large number of stop searches do not identify self defined ethnicity. The force is working with officers to increase recording in this area. In 2020/2021, B.A.M.E account for 20.85% of all searches. However where ethnicity is known the B.A.M.E figure rises to 24.5% of the stop searches carried out. This is disproportionate to the resident population of Derbyshire (6.7% B.A.M.E) based on 2011 census data) Sex: Males account for 88.1% of all stop searches. While this gender split appears disproportionate to general population figures, it is more in line with offender demographic data – where males account for 85% of those arrested.	60-63

EXECUTIVE SUMMARY



Use of Force (force level) Over the past year there have been 6896 recorded Use of Force. Age: 10% of those who forced is used against are under 17years. Race: Overall where ethnicity is defined B.A.M.E account for 12.5% of use of force, which is disproportionate compared to the 2011 Census data(6.7%), however may not be disproportionate compared to the Criminal Justice profile where B.A.M.E individuals account for 13.72% of all arrests where ethnicity is known. 83.86% of total recorded Use of Force was to those who were officer defined as White. The next most prevalent group is those who were officer defined as Black. They account for 6.03% of Use of Force. Sex: 18.84% of Use of Force was towards a female, with 78.6% of use of force towards a male. 2.54% account for where sex is not defined or has been left blank.	64--68
Complainant data - allegations made against the police force (force level) During the period of 01/04/2020 - 31/03/2021 there were 1199 complaints. This is a 27.3% increase since the previous period. Age: The highest concentration of complaints was in the 40-49 age bracket accounting for 21% of all complaints. Race: The largest number of complaints are from those who define their ethnicity as White, accounting for 63.3% of all complaints. The second highest group are where the ethnicity of the complainant is unknown and accounts for 20% of all complaints. Sex: In Derbyshire 41% of complainants where sex is known were female, with males accounting for 54% of complainants.	69--71
Victim satisfaction (force level) Race: B.A.M.E victims are slightly less satisfied than White groups. White satisfaction is 85% and B.A.M.E victims satisfaction is slightly lower at 81%. The satisfaction gap therefore is 4% a increase of + 1.3% from the same period last year (9.3%).	72--73

EXECUTIVE SUMMARY



WORKFORCE	
Overall workforce breakdown - officer, staff, PCSO, Special Constabulary and Volunteers. As of April 2021 there were 3887 members of staff employed by Derbyshire Constabulary. Age: The greatest percentage of our workforce fall within the 35-44 year age group closely followed by 45-54 year age group, the smallest being 66+ which is recorded as 33. Police staff tend to be older than officers with a significant difference in the age category '55 and over'. This trend is likely to continue with the removal of the default retirement age for non-police officer roles. Race: There are currently 64 police officers in Derbyshire Constabulary who have identified themselves as B.A.M.E. This represents 3.4% of all police officers which is slightly less than reported last year(3 Count). Derbyshire resident B.A.M.E population is recorded at 6.7% (Census 2011) however this gap is expected to increase further following the 2021 Census. Sex: 51.1% of all staff are female. 37% of officers are female. This is an increase from last year (36%) and is higher than the national percentage of female officers (32% as of March 2021). 70% of police staff are female. Representation of female PCSO is 53% and volunteers 49%. Of the 64 officers that identify as B.A.M.E only 18 (2.6%) are female.	74-87
Distribution of workforce (officer, staff and special constables) Police Officer: Race: Whilst the B.A.M.E officer representation differs from North to South division, this reflects the lower B.A.M.E populations on North division and higher population within South division. B.A.M.E Officers are particularly under represented in the following departments, Contact Management Centre (CMC), Crime support, EM-SOU and Operational Support. Sex: South division contains a higher proportion of female officers than the other division. Female officers are underrepresented in CMARC, Criminal Justice, and Operational Support . Police Staff: Race: B.A.M.E police staff are underrepresented in many departments. B.A.M.E police staff account for 4.8% of all staff and are most represented in South Division 15.9% Legal Services 18.2%, Information Services 9.8% and HR Service Centre 9.3%. Sex: 70% of Police staff are female. They are most under represented East Midlands Technical Support Unit (TSU) 8% and Assets 21%. PCSO: Race: PCSO B.A.M.E representation is 6.6%. Sex: In respect of gender PCSO's are fairly evenly represented with 53% female.	88--93
Police officer rank information and years of service. Race: B.A.M.E representation of police officers across the force is 3.4%. There is no B.A.M.E representation at NPCC ranks. However the highest ranking B.A.M.E is a Chief Superintendent. Sex: The representation of female with in the rank structure declines from PC to Sgt and only reaches a 40% female representation at Superintendent rank. 88.3% of all female officers are PC rank compared to 76.5% of all male officers. 7.2% of all female officers are Sgt rank compared to 16.6% of all male officers. At NPCC level within the organisation we have two substantive female officers our Chief Constable and Deputy Chief Constable. However we also have one female Chief Superintendent who is Temporary Assistant Chief Constable.	94--95
Police Staff Grades by Sex and Race Race: 4.8% of Police staff are B.A.M.E with 4.9% in E-G grade. In the higher grades there is 6.3% representation (2) in a K-N Grade. Sex: 29% of females are on a C-D grade compared to 12% of male colleagues. In the higher grade H-J (middle management) only 10% of females compared to 18% of males are employed at this grade.	96-97

EXECUTIVE SUMMARY



WORKFORCE	
Gender Pay Gap Derbyshire Constabulary are committed to equal pay for equal work, however an over-representation of men in higher ranking positions – together with more men having been employed for longer periods - means a 7.7% gap exists in average police officer pay. An over-representation of women in positions where the salary grade is lower accounts for an average gap of 14.6% in police staff. The overall gap across all officers and staff stands at 15.3%.	99-103
Limited Duties (officers and staff) 59 officers and staff are currently on adjusted duties. The majority of these are police officers (93.2%). Age: The majority of all staff on adjusted duties (61%) are in the 45-54 years age bracket. Race: Only 1 member of staff on adjusted duties define themselves as B.A.M.E. Sex: 62.7% of all those on adjusted duties are male.	104-105
Maternity and Paternity Leave- Police Officers and Staff Sex: Only one male is currently on paternity leave. As of April 2021 39 female officers and staff are currently on maternity leave.	106
Police Officer Job Related Fitness Tests (JRFT) Overall - 99.23% of the 1177 Police Officers and Specials who have taken the fitness test during the past 12 months have passed. Age: The highest failure rate was in officers aged 45-54 years. They accounted for 44.4% of the total failure rate. Race: Where ethnicity is known B.A.M.E officers (29) account for 2.46% of all officers. The only officers failing the fitness test are defined as White who account for the failure rate of 0.76% failure rate overall and 0.8% of all those in that group. Sex: Of the 366 females taking the test, 1.63% of the female police officers failed the test compared to 0.76% of 1177 males who took the test.	107-109
Dispute resolution and employment tribunals (staff and officers) There is a representative mix of female and male staff and officers represented in the data, compared to the workforce.	110

Objective 1

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



Equality governance, external scrutiny and monitoring of equality activity

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

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

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

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

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

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

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

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

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

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

Objective 1

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



Code of Ethics

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

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

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

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



College of Policing

Equality Act Training

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

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

New starters complete Module 1 as part of their induction.

Deaf Awareness Training



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

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

Objective 2

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



Demographic data by the nine protected groups (force level)

Source: Data relating to the protected groups age, marital status, race, religion and sex, are all taken from the Census 2011, much of which was released in December 2012. Data relating to gender reassignment in Derbyshire is taken from a document 'Gender Variance in the UK 2007' with an update from 2011, which is published by GIRE2. Total number with a Gender Identity variance is based 1% for analysis purposes.

Data relating to sexuality uses Stonewall's suggestion to utilise the government estimate that 5-7% of the population is LGB.

Data Limitations: There is no direct question within the 2011 Census on disability. The survey did record those 'people whose day-to-day activities are limited' and 'people with 'bad' general health'. Although the Census is comprehensive, some people may have reasons to avoid completing the document and will therefore not be represented within the data.

The data relating to sexuality is a national estimate, extracted to make up the LGB population of the county.

The data relating to gender reassignment is based on annual growth estimates.

Comments: Note that, before the 2011 Census was released, the Office of National Statistics mid 2010 population estimates were utilised. The estimates placed the B.A.M.E population at 7.9% of the population, higher than the actual Census proportion of 6.7%. Following the Census 2021 we expect this figure to rise.

Derbyshire – Census 2011

Population	1, 018,438
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Objective 2

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



CENSUS 2011 Protected Characteristic Information

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

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

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

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

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

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

Other source protected characteristic information

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

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

Stonewall the LGBT Charity

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

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

Objective 2

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



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

- Source:** For requests for face-to-face interpreters Derbyshire Constabulary uses Cambridgeshire Interpreting and Translation Service (Cintra).
Data from records maintained by 'Cintra' who are the interpreting and translation providers for Derbyshire Constabulary.
- Date range:** From 01/04/2020 to 31/03/2021
- 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 1158 requests for interpreter services for over 43 languages and 104 translations over 20 languages. Percentage is of the total no of requests to Cintra for the period.
Note: Requests for translators relate to suspects, victims and witnesses combined.

Cintra Top Ten Languages—Interpreting

Rank	Language - interpreting	Total Volume	Language % overall
1	Polish	202	17%
2	Romanian	169	15%
3	Slovakian	147	13%
4	Urdu	107	9%
5	Punjabi - India	78	7%
6	Czech	70	6%
7	Albanian	56	5%
8	Kurdish - Sorani	48	4%
9	Russian	37	3%
10	British Sign	28	2%

Cintra Top Ten Languages— translations

Rank	Language— translations	Total Volume	Language % overall
1	Polish	24	23%
2	Romanian	14	13%
3	Czech	9	9%
4	Albanian	8	8%
5	Urdu	7	7%
6	Tamil	6	6%
7	Russian	5	5%
8	Slovakian	4	4%
9	Greek	4	4%
10	Chinese Mandarin	4	4%

Objective 2

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



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

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

Date range: From 01/03/2020 to 31/03/2021

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

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

For the period 01/03/2020 - 31/03/20 21 there were 3423 calls to 'the big word' across 52 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 Romanian language.

Rank	Language	Total Volume	Language % overall
1	Romanian	656	19%
2	Slovak	511	15%
3	Polish	407	12%
4	Kurdish (Sorani)	207	6%
5	Punjabi	193	6%
6	Urdu	175	5%
7	Albanian	159	5%
8	Czech	141	4%
9	Russian	132	4%
10	Arabic	109	3%

thebigword
connecting words connecting worlds

Objective 2

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



Care Card

Source: Care Card Database – Contact Management Centre (CMC)

Date range: Year to date 01/01/12- 31/12/12, 01/01/13 -31/12/13, 01/01/14 - 31/12/14, 01/01/15 – 31/12/15, 01/01/15 – 31/12/16, 01/01/17 – 31/12/2018, 01/01/2019 - 31/12/2019 and 01/01/2020 - 31/12/2021.

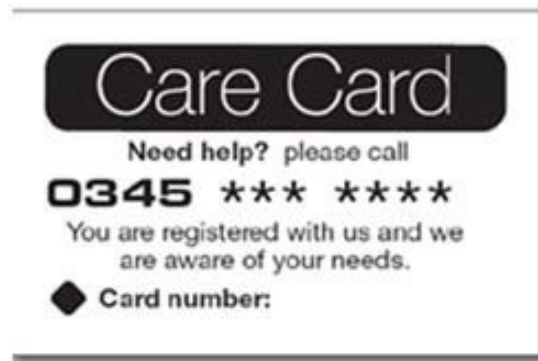
Comment: Derbyshire Constabulary have a non-emergency police telephone number for people who have difficulty using the phone, limited verbal communication, low levels of confidence or difficulty holding the handset for a long time.

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

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

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

During December 2015 CMC started the switch over to a new telephony system. At this time, there was nothing to identify Care Card calls. This was due to the system placing all calls received into the same pot. The situation remained until the introduction of the new ControlWorks Command and Control, where a second option for identifying these calls became available. Care Card call stats configured back in the telephony stats from Jun 2016. In 2020 there were 76 calls to the care card line. This is a decrease (-33%) from the previous year.



Objective 2

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



Care Card Statistics Year on Year

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Avg per month
2020	10	4	1	1	2	5	1	14	17	12	7	2	76	6
2019	10	5	12	19	11	14	2	12	13	12	2	1	113	9
2018	7	5	5	6	18	11	8	9	7	5	5	14	100	8
2017	21	7	10	23	4	35	6	9	6	9	4	6	140	12
2016	n/a	n/a	n/a	n/a	n/a	42	19	12	16	10	6	14	119	17
2015	20	18	16	17	19	25	14	9	23	27	49	n/a	237	22
2014	24	32	26	35	39	27	19	21	27	17	29	21	317	26
2013	290	229	198	67	197	188	86	15	15	20	15	15	1335	111
2012	9	30	13	13	78	172	414	236	258	313	354	261	2151	26

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

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

Objective 2

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



Short Message Service -SMS Text Messaging

Source: SMS Service Provider

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

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

Date range: 01/01/17- 31/12/17, 01/12/18 – 31/12/18 , 01/01/19 – 31/12/19 and 01/01/20 - 31/12/20

Exceptions: Data provided for incoming messages to Derbyshire Constabulary shows there is a 21% decrease in SMS text in 2020 compared to 2019.

Year	NO OF SMS PER MONTH												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
2020	82	9	51	106	92	112	170	188	84	75	39	43	1051
2019	85	54	137	91	83	149	201	96	92	155	64	130	1337
2018	56	81	30	18	68	35	59	55	72	58	50	35	617
2017	102	87	69	58	38	103	54	46	13	29	30	44	673



Short Message Service

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



Objective 3

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



Victims of crime (force level)

Source: Taken from crime recording system

Date range: 01/04/2020—31/03/2021

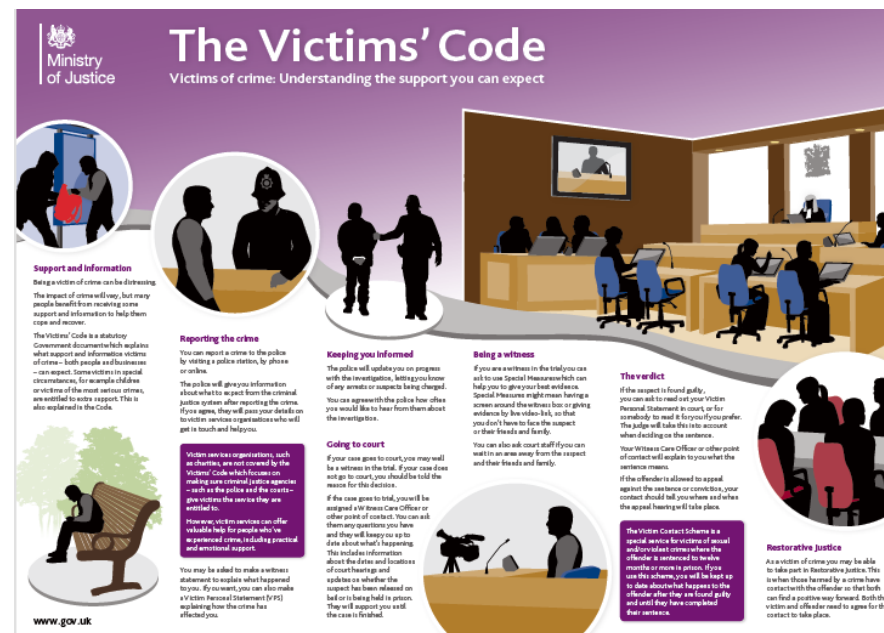
The crime recording system is a live database so figures are correct on the date of extraction.

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

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

Victims of crime by Sex as of 01/04/2020—31/03/2021

Sex	Crime	% of Victims
Male	19439	44.2%
Female	19716	44.9%
Indeterminate	7	0.0%
Unknown	4770	10.9%
Total	43932	100%



Objective 3

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



Self Defined Ethnicity	Victims	Split
A1. Asian - Indian	765	1.1%
A2. Asian - Pakistani	1103	1.6%
A3. Asian - Bangladeshi	51	0.1%
A9. Any other Asian background	1349	1.9%
B1. Black Caribbean	513	0.7%
B2. Black African	448	0.6%
B9. Any other Black background	677	1.0%
M1. White & Black Caribbean	471	0.7%
M2. White & Black African	135	0.2%
M3. White & Asian	263	0.4%
M9. Any other mixed background	535	0.8%
O1. Chinese	81	0.1%
O2. Arab	15	0.0%
O9. Any other ethnic group	456	0.6%
Unknown	23896	33.8%
W1. White British	31141	44.0%
W2. White Irish	391	0.6%
W3. Gypsy or Irish Traveller	15	0.0%
W9. Any other white background	8416	11.9%
Total	70721	100.0%



Derbyshire
VictimServices
Supporting Victims of Crime

Age Range	No Of Victims	% of all Victims
0-15	4462	10.0%
16-17	1177	2.6%
18-25	5962	13.4%
26-35	8669	19.4%
36-45	6881	15.4%
46-55	5854	13.1%
56-65	3402	7.6%
66-80	2227	5.0%
81+	579	1.3%
Unknown	5386	12.1%
Total	44599	100.0%



Objective 3

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



On Line Crime (force level)

Source: Taken from crime recording system

Date range: Year to date (YTD) 2020/2021 (01/04/2020—31/03/2021).

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

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

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

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

Number of victims of online crime in the time period broken down by sex, age and self defined ethnicity.

Please note the number of victims is not the same as the number of occurrences due to repeat victims.

Please note that repeat victims are often different ages at the time of offence and often define themselves as multiple ethnicity's.

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

Exceptions: The protected group victim breakdown by **Age:** there are higher proportions of victims in the 0-15 age range accounting for 24.9% of all victims. **Race :** White British account for 40.5% of all victims. B.A.M.E communities account for 9% of all victims which is disproportionate to the communities of Derbyshire (6.7% Census 2011) **Sex:** Females account for the highest victims with 58.9% which is slightly disproportionate to the demographic of Derbyshire (50.70% census 2011).



Objective 3

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



Self Defined Ethnicity	Victims	Split
A1. Asian - Indian	22	1.2%
A2. Asian - Pakistani	21	1.1%
A3. Asian - Bangladeshi	2	0.1%
A9. Any other Asian background	32	1.8%
B1. Black Caribbean	15	0.8%
B2. Black African	5	0.3%
B9. Any other Black background	21	1.1%
M1. White & Black Caribbean	12	0.7%
M2. White & Black African	2	0.1%
M3. White & Asian	17	0.9%
M9. Any other mixed background	18	1.0%
O1. Chinese	3	0.2%
O2. Arab	0	0.0%
O9. Any other ethnic group	7	0.4%
Unknown	671	36.7%
W1. White British	740	40.5%
W2. White Irish	18	1.0%
W3. Gypsy or Irish Traveller	1	0.1%
W9. Any other white background	220	12.0%
Total	1827	100.0%

Sex	No of Victims	% of Victims
Female	627	58.9%
Indeterminate	2	0.2%
Male	377	35.4%
Unknown	58	5.5%
Total	1064	100.0%

Age Range	No Of Victims	% of all Victims
0-15	265	24.9%
16-17	52	4.9%
18-25	230	21.6%
26-35	218	20.5%
36-45	126	11.8%
46-55	72	6.8%
56-65	26	2.4%
66-80	10	0.9%
81+	0	0.0%
Unknown	67	6.3%
Total	1066	100.0%



Objective 3

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



Hate Crimes (force level)

Source: Force crime recording system NICHE.

Date range: 2019/2020—2020/2021

Data Adaptions: Hate crimes across the force are reported below,

Comments: The first table relates to the total number of crimes, year on year. The second table relate to the number of crimes per division. The third table relates to the crime by prejudice type. Please note that crimes in relation to religion and belief are grouped together for counting purposes.

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

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

Exceptions: From 22/06/2016 hate crimes are recorded on NICHE. In 2020-2021 there has been a 266 (16.9%) increase in Hate Crime since the previous year. Although this is a sizable increase this is not unexpected and Hate Crime still only account for approximately 4% of all victims of crime for this period.

Disability: Disability Hate crime has seen the highest decrease with 148 less crimes reported this period a decrease of 76% on the previous year. **Race:** Of those who's ethnicity is known 51.3% are identified as B.A.M.E. **Racial:** Racial Hate Crime this period has seen a volume decrease of 373 crimes a decrease of d increase of 38% on the previous year. **Religion and Belief:** There has been a slight 7% decrease in reported crime this period with an increase of 6 crimes on the previous year. **Sex:** 40.4% of Hate crime victims are female.

Hate Crime 2019-2020 & 2020-2021

	2019/2020	2020/2021	Volume Change	Percentage Change
Hate Crime	1570	1836	266	16.9%

Hate Crime by Division 2020-2021

	2020/2021	Percentage
North	631	34.4%
South	1205	65.6%
Total	1836	100.0%

Objective 3

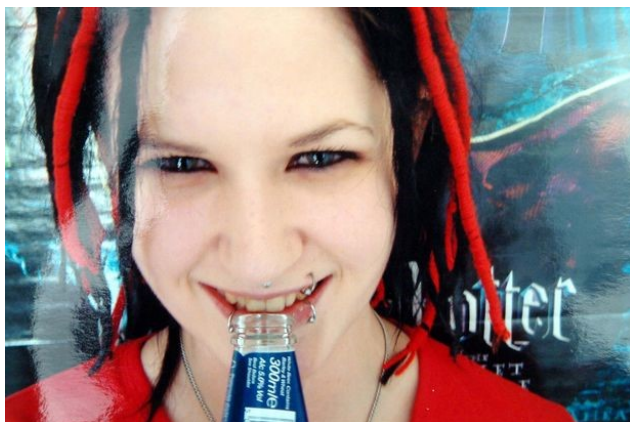
We will improve protection and support for those most at risk from harm.



Hate Crime by Prejudice Type: Crimes can have more than one type 2019/2020 & 2020/2021

	2019/2020	2020/2021	Volume Change	Percentage Change
Disability	196	48	-148	-76%
Racial	989	616	-373	-38%
Sexual Orientation	267	119	-148	-55%
Other	89	956	867	974%
Religion/Belief	84	78	-6	-7%
Transgender	47	19	-28	60%
Alternative Sub	9	0	-9	-100%
Unknown	1	0	-1	-100%
Total	1682	1836	154	9%

Alternative Sub Culture—Sophie Lancaster



Objective 3

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



Hate Crime by Sex of Victim 2019-2020 & 2020-2021

Sex	2019/2020	%	2020/2021	%
Female	492	39.4%	601	40.4%
Indeterminate	1	0.1%	2	0.1%
Male	710	56.8%	788	53.0%
Unknown/Blank	47	3.8%	95	6.4%
Total	1250	100%	1486	100.0%

Age of victim 2019-2020 & 2020-2021

Age (Years)	2019/2020	%	2020/2021	%
0 - 15	158	12.6%	138	9.3%
16 - 17	23	1.8%	28	1.9%
18 - 25	158	12.6%	206	13.8%
26 - 35	300	23.9%	336	22.6%
36 - 45	249	19.9%	311	20.9%
46 - 55	168	13.4%	217	14.6%
56 - 65	82	6.5%	75	5.0%
66 - 80	29	2.3%	37	2.5%
81+	4	0.3%	4	0.3%
Unknown	83	6.6%	137	9.2%
Total	1254	100%	1489	100.0%

Ethnicity of victim 2019-2020 & 2020-2021

Ethnicity	2019/2020	%	2020/2021	%
A1. Asian - Indian	23	1.8%	129	4.2%
A2. Asian - Pakistani	16	1.2%	143	4.7%
A3. Asian - Bangladeshi	0	0.0%	10	0.3%
A9. Any other Asian background	9	0.7%	223	7.3%
B1. Black Caribbean	8	0.6%	93	3.0%
B2. Black African	11	0.9%	88	2.9%
B9. Any other Black background	6	0.5%	123	4.0%
M1. White & Black Caribbean	13	1.0%	79	2.6%
M2. White & Black African	0	0.0%	13	0.4%
M3. White & Asian	1	0.1%	60	2.0%
M9. Any other mixed background	8	0.6%	91	3.0%
NS. Not stated	1004	80.7%	857	28.1%
O1. Chinese	5	0.4%	9	0.3%
O2. Arab	0	0.0%	2	0.1%
O9. Any other ethnic group	4	0.3%	64	2.1%
W1. White British	131	10.1%	743	24.3%
W2. White Irish	0	0.0%	17	0.6%
W3. Gypsy or Irish Traveller	0	0.0%	1	0.0%
W9. Any other white background	15	1.2%	308	10.1%
Total	1254	100%	3053	100.0

Objective 3

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



Third party hate incident reporting (force level)

Source:	Stop Hate UK police force reports (published quarterly).
Date range:	Results have been aggregated to increase the reliability of the data sample. The period 01/04/2020- 31/03/2021 is covered.
Comments:	Derbyshire Constabulary commission the services of Stop Hate UK (SHUK) who are a third party reporting service offering 24 hour support for those affected by hate crime. The service is confidential and the service works with, but is independent of, the police. Contact details are 0800 1381625 or email talk@stophateuk.org. The 'contact type' refers to the type of contacts and is broken down into incidents, support and update contacts. Enquiries include requests for information about Stop Hate UK and the Stop Hate Line as well as enquiries about publicity materials. Update/support calls are those where the caller wants to discuss their situation but does not have an incident to report. They may just want to provide an update on their case or request additional referrals. The hate motivation shows the motivation of incidents based on either the victims' or witnesses' perception. The highest forms of hate motivation this year were Disability and Other aspects of personal identity. Most common types of incidents reported included those involving, verbal abuse, threatening behaviour, harassment, bullying and anti social behaviour. Stop Hate UK now records incidents that are perceived by the victim to be motivated by hate but which do not fall into one of the monitored strands. Non-hate crimes are incidents where the victim does not believe there was a hate motivation involved. Sometimes the victim or informant will cite more than one hate motivation for an incident. All motivations are recorded.
Exceptions:	During 2020/2021 there were overall 102 contacts to the Stop Hate Line service from Derbyshire. This year has seen a reduction of 35% in contacts since 2019/20. In 2020/2021 there were 40 incident reports accounting for 39% of contacts overall. The highest forms of hate motivation so far this year were Disability, Race, Sexual Orientation and Other aspects of personal identity. Most common types of incidents reported included those involving, Verbal Abuse, Threatening Behaviour, Offensive language and Harassment.
Impact of COVID 19	All areas have seen lower contacts during the stages of the Covid 19 pandemic.

Objective 3

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



Stop Hate UK (SHUK) total contacts by year

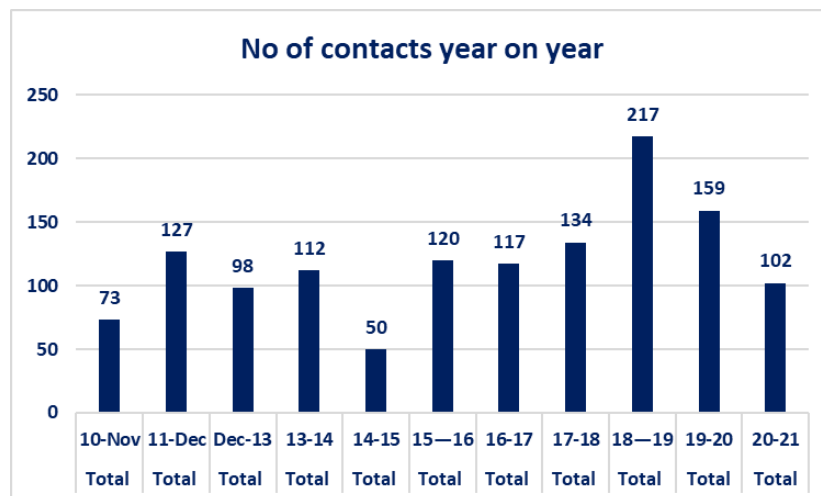
Data Comment: Figures given are for the number of individual calls or electronic contacts. These are referred to as connections, in order to cover phone calls as well as conversations held over SMS, webchat, email etc.

Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
10-11	11-12	12-13	13-14	14-15	15—16	16-17	17-18	18—19	19-20	20-21
73	127	98	112	50	120	117	134	217	159	102

Stop Hate UK (SHUK) total contacts by year (2020-2021)

Type of contact by year quarter	Q1	Q2	Q3	Q4	Total
Incident report	21	9	6	4	40
Enquiry	16	9	7	3	35
Update/support	11	5	3	8	27
Total	48	23	16	15	102

STOP HATE CRIME
0800 138 1625
24 HOUR HELP LINE®



Objective 3

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



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

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

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

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

Sex	Q1	Q2	Q3	Q4	Total
Female	4	5	3	2	14
Male	9	1	1	1	12
Transgender	-	-	-	-	-
Not Stated	8	3	2	1	14
Total	21	9	6	4	40

STOP HATE CRIME
0800 138 1625
24 HOUR HELP LINE®

Age	Q1	Q2	Q3	Q4	Total
0 To 16	-	-	-	-	-
17 To 19	-	-	-	-	-
20 To 29	1	-	1	-	2
30 To 39	8	2	-	1	11
40 To 49	-	-	-	1	1
50 To 59	3	2	1	-	6
60 To 69	1	1	1	-	3
70 and over	-	-	-	-	-
Not Stated	8	4	3	2	17
Total	21	9	6	4	40

Hate Crime strand	Q1	Q2	Q3	Q4	Total
Age	-	-	-	-	-
Alternative subculture	-	-	-	-	-
Disability	8	4	2	3	17
Gender Identity	-	-	-	-	-
Race	3	3	4	1	11
Religion	1	-	1	-	2
Sexual Orientation	1	2	1	-	4
Misogyny	1	-	-	-	1
Other	6	1	1	-	8
Non-hate crime	1	-	-	-	1
Multiple motivations	-	2	3	-	5

	Contact by year quarter				
Ethnicity	Q1	Q2	Q3	Q4	Total
Asian Or Asian British - Indian	-	-	1	-	1
Black Or Black British - African	4	-	-	-	4
Black Or Black British - Caribbean	-	1	-	-	1
Black Or Black British - Other Black Background	1	-	2	-	3
White - British	3	2	1	1	7
Not Stated	14	6	4	3	27
Total	21	9	6	4	40

Objective 3

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

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

Self defined Religion of victim by quarter 2020-2021

Religion of Victim	Q1	Q2	Q3	Q4	Total
Christianity	2	3	1	1	7
Do not wish to disclose Religious Beliefs	-	-	-	-	-
Hinduism	-	-	-	-	-
Islam	-	-	-	-	-
Sikhism	-	-	-	-	-
No Religion	-	-	-	-	-
Not Stated	19	6	5	3	33
Total	21	9	6	4	40

Self defined Sexual Orientation of victim by quarter 2020-2021

Sexual Orientation	Q1	Q2	Q3	Q4	Total
Asexual	-	-	-	-	-
Bisexual	-	-	-	-	-
Gay	1	1	1	-	3
Heterosexual/Straight	9	2	1	1	13
Not Stated	11	6	4	3	24
Total	21	9	6	4	40

Self defined Disability of victim by quarter 2020-2021

Disability of Victim	Q1	Q2	Q3	Q4	Total
Autism	-	-	-	-	-
Chronic Illness	4	2	1	1	8
Hearing Impairments	-	-	-	-	-
Learning Disability/difficulty	-	-	-	1	1
Mental Ill Health	9	3	2	1	15
Physical/Mobility	-	-	-	-	-
Visual Impairments	-	-	1	-	1
None Stated	8	4	2	1	15
Total	21	9	6	4	40

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



Mental Health Triage

Comments:

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

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

Initially the scheme operated in the Derby city but was expanded in March 2014 to all of the previous 'D' Division area which covered the areas of Ilkeston, Long Eaton and the South Derbyshire area of Swadlincote, 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 than before. It is recognised that mental health triage is not the only source of guidance and staff attending an incident are encouraged to contact a mental health professional before making any decisions



Objective 3

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



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

Source: Gem case and custody system

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

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

Sect 136 Custody by year

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.

Year	Sec 136
2014	77
2015	19
2016	0
2017	2
2018	0
2019	0
2020	0

Data limitations:

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

Exemptions:

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

Objective 3

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



Domestic abuse offences (force level)

- Source:** Data taken from the crime and incident recording system.
- Date range:** 2019/2020 and 2020/2021 - The crime recording system is a live database so figures are correct on the date of extraction.
- Data limitations:** Incidents logged in the period that have the domestic abuse qualified and crimes recorded with a 'domestic tag' and positive outcomes with a force crime tag 'domestic'. Note that not all protected groups are captured in every case.
Note: The number of victims is not the same as the number of occurrences due to repeat victims.
Note: Repeat victims are often different ages at the time of offence and often define themselves as multiple ethnicity's.
- Exceptions:** Positive outcomes stand at 8% this period. This is an increase on the previous year. Numbers of domestic abuse related crime have increased in the latest twelve month period by 7% . **Age:** 26-35 years are the highest victim age group, accounting for 27% of all victims. **Race:** B.A.M.E victims (where known) account for 8.9% of all victims which is disproportionate to the community of Derbyshire (6.7% Census 2011). **Sex:** Females remain the highest victims of this type of crime and account for 67.2% of all victims.

Domestic abuse crimes 2019/2020 and 2020/2021

Positive outcome	2019/2020	2020/2021	% change
No	14153	15274	8%
Yes	2179	2164	-1%
Total	16332	17438	7%

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'.

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Domestic abuse crimes by Sex 2019/2020 and 2020/2021

Sex	2019/2020	2020/2021
Female	7511	7955
Indeterminate	1	1
Male	3165	3630
Unknown/Blank	200	258
Total	10877	11844

Domestic abuse crimes by Ethnicity 2019/2020 and 2020/2021

Ethnicity	2019/2020	2020/2021
A1. Asian - Indian	25	217
A2. Asian - Pakistani	35	309
A3. Asian - Bangladeshi	3	16
A9. Any other Asian background	22	383
B1. Black Caribbean	21	179
B2. Black African	15	114
B9. Any other Black background	9	231
M1. White & Black Caribbean	17	203
M2. White & Black African	3	52
M3. White & Asian	8	80
M9. Any other mixed background	15	197
O1. Chinese	5	22
O2. Arab	0	1
O9. Any other ethnic group	11	127
W1. White British	2488	9501
W2. White Irish	13	158
W3. Gypsy or Irish Traveller	0	11
W9. Any other white background	81	3452
Unknown	9139	7257
Total	11910	22510

Domestic abuse crimes by Age 2019/2020 and 2020/2021

Age (Years)	2019/2021	2020/2021
0 - 15	747	1103
16 - 17	338	376
18 - 25	2109	2258
26 - 35	3159	3286
36 - 45	2082	2246
46 - 55	1499	1491
56 - 65	589	678
66 - 80	296	383
81+	62	72
Not Known	241	291
Total	11122	12184



Objective 3

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



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

Source:	Data taken from the crime and incident recording system.
Date range:	Year to date 2019/2020 (01/04/19 -31/03/20) and 2020/2021 (01/04/20 -31/03/21). The crime recording system is a live data base so figures are correct on the date of extraction.
Comments:	Honour based abuse (HBA) is defined by the National Police Chiefs Council (NPCC) as ‘an incident or crime involving violence, threats of violence, intimidation, coercion or abuse (including psychological, physical, sexual, financial or emotional abuse) which has or may have been committed to protect or defend the honour of an individual, family and/ or community for alleged or perceived breaches of the family and/or community’s code of behaviour’. Forced Marriage is defined by the UK Government as where one or both people do not (or in cases of people with learning disabilities or reduced capacity, cannot) consent to the marriage as they are pressurised, or abuse is used, to force them to do so. It is recognised in the UK as a form of domestic or child abuse and a serious abuse of human rights. The pressure put on people to marry against their will may be: Physical: for example, threats, physical violence or sexual violence. Emotional and psychological: for example, making someone feel like they are bringing shame on their family. There is a clear distinction between forced and arranged marriage. In arranged marriages both people consent to the marriage. Female genital mutilation (FGM), also called ‘female cutting’ or ‘female circumcision’, is defined by the World Health Organisation as comprising all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons. FGM is illegal in the UK, with a penalty of up to 14 years in prison a fine or both. Honour Based Violence is the punishment of a person by family and/or community for behaving in a way that is believed to have brought shame or dishonour on them. Note: The number of victims is not the same as the number of occurrences due to repeat victims. Note: Repeat victims are often different ages at the time of offence and often define themselves as multiple ethnicity's.
Exceptions:	Although there has been a slight increase this period . It is however considered that a lot of these cases go unreported for a number of reasons including fear of reprisals.

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Honour Based Abuse, Forced Marriage and FGM 2019/2020 and 2020/2021

	2019/2020	2020/2021	Volume Change	% Change
Honour Based Abuse, Forced Marriage & FGM	104	178	+74	71%

Honour Based Abuse, Forced Marriage and FGM 2020/2021

Month	Occurrences	%
Apr 20	7	3.9%
May 20	8	4.5%
Jun 20	8	4.5%
Jul 20	10	5.6%
Aug 20	16	9.0%
Sep 20	18	10.1%
Oct 20	16	9.0%
Nov 20	24	13.5%
Dec 20	27	15.2%
Jan 21	19	10.7%
Feb 21	16	9.0%
Mar 21	9	5.1%
Total	178	100.0%



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



Honour based, forced marriage and FGM (Inc. non-crime) by Sex
2019/2020 & 2020/2021

Sex	2019/2020	%	2020/2021	%
Female	75	83.3%	102	77.3%
Male	9	10.0%	18	13.6%
Unknown	6	6.7%	12	9.1%
Total	90	100%	132	100.0%

Honour based, forced marriage and FGM (Inc. non-crime) by Age

Age (Years)	2019/2020	%	2020/2021	%
0 - 15	27	30.0%	34	24.5%
16 - 17	4	4.4%	4	2.9%
18 - 25	19	21.1%	41	29.5%
26 - 35	19	21.1%	31	22.3%
36 - 45	12	13.3%	17	12.2%
46 - 55	1	1.1%	3	2.2%
56 - 65	2	2.2%	4	2.9%
66-80	2	2.2%	1	0.7%
Unknown	4	4.4%	4	2.9%
Total	90	100%	139	100.0%

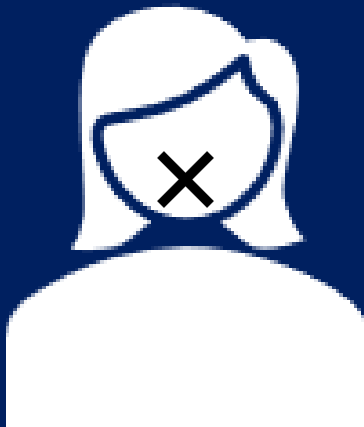


FORCED MARRIAGE

This is where one or both individuals do not, or cannot, consent to the marriage, as they are pressurised or abuse is used to force them to do so. It can include threats, physical violence, sexual violence or emotional and psychological by making someone feel like they are bringing shame on their family.

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HONOUR BASED ABUSE

Honour based abuse is defined as 'an incident or crime involving violence, threats of violence, intimidation, coercion or abuse (including psychological, physical, sexual, financial or emotional abuse) which has or may have been committed to protect or defend the honour of an individual, family and/ or community for alleged or perceived breaches of the family and/or community's code of behaviour'

Honour based, forced marriage and FGM (Inc. non-crime) by Ethnicity

Ethnicity	Victims	% split
A1. Asian - Indian	14	6.3%
A2. Asian - Pakistani	45	20.4%
A3. Asian - Bangladeshi	5	2.3%
A9. Any other Asian background	35	15.8%
B1. Black Caribbean	1	0.5%
B2. Black African	1	0.5%
B9. Any other Black background	1	0.5%
M3. White & Asian	4	1.8%
M9. Any other mixed background	3	1.4%
O2. Arab	1	0.5%
O9. Any other ethnic group	2	0.9%
Unknown	95	43.0%
W1. White British	10	4.5%
W9. Any other white background	4	1.8%
Total	221	100.0%



FEMAL GENITAL MUTILATION (FGM)

The World Health Organisation (WHO) defines female genital mutilation as comprising all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons.

Objective 3

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



Rape offences (force level)

- Source:** Data taken from the crime recording system. Sexual and rape offences recorded on the crime recording system and the number of positive outcome within the period specified.
- Date range:** Year to date 2019/2020 (01/04/19-31/03/2020) and year to date 2020/2021 (01/04/20-31/03/2021)
- Comments:** An allegation of rape or of serious sexual assault is one of the most serious crimes investigated and the trauma which victims experience presents the police service with unique challenges. We have made continuous efforts to improve victim care in these types of offences and have a policy and procedure in place that brings together a framework of guidelines and best practice which are to be exercised in every offence of this nature.
- Exceptions:** There has been a 12.4% increase in the number of rapes recorded in the period in comparison to 2019/2020. **Age:** The most vulnerable age group are under 15 accounting for 26.8% of reported rapes. **Race:** B.A.M.E victims account for 11.3% of all victims where ethnicity is known compared to 1.43% the previous year therefore a 9.87% increase. **Sex:** Females remain the highest no of victims at 43.9% of those reported where sex is known, however there has been a decrease of male reported rape which is 1.0% which is a decrease of 80.6% compared to the previous year. 50% of all reported rapes the sex is either unknown or has been left blank.

No of Rape victims by Sex 2019/2020 and 2020/2021

Sex	2019/2020	%	2020/2021	%
Female	791	87.6%	814	43.9%
Indeterminate	1	0.1%	95	5.1%
Male	93	10.3%	18	1.0%
Unknown/Blank	18	2%	927	50.0%
Total	903	100%	1854	100.0%

No of Rape Victims 2019/2020 and 2020/2021

2019/2020	2020/2021	Volume Change	% Change
903	1015	112	12.4%



Objective 3

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



No of Rape victims by Ethnicity 2019/2020 and 2020/2021

No of Rape victims by Age 2019/2020 and 2020/2021

Age (Years)	2019/2020	%	2020/2021	%
0 - 15	261	28.6%	254	26.8%
16 - 17	65	7.1%	73	7.7%
18 - 25	206	22.6%	202	21.4%
26 - 35	175	19.2%	212	22.4%
36 - 45	115	12.6%	114	12.1%
46 - 55	47	5.2%	48	5.1%
56 - 65	11	1.2%	13	1.4%
66 - 80	2	0.2%	6	0.6%
81+	0	0.0%	3	0.3%
Unknown	30	3.3%	21	2.2%
	912	100.0%	946	100.0%

Ethnicity	2019/2020	%	2020/2021	%
A1. Asian - Indian	0	0.0%	19	1.0%
A2. Asian - Pakistani	3	0.3%	17	0.9%
A3. Asian - Bangladeshi	1	0.1%	1	0.1%
A9. Any other Asian background	1	0.1%	34	1.8%
B1. Black Caribbean	1	0.1%	20	1.0%
B2. Black African	2	0.2%	20	1.0%
B9. Any other Black background	1	0.1%	26	1.4%
M1. White & Black Caribbean	0	0.0%	19	1.0%
M2. White & Black African	0	0.0%	7	0.4%
M3. White & Asian	2	0.2%	8	0.4%
M9. Any other mixed background	2	0.2%	20	1.0%
O1. Chinese	0	0.0%	4	0.2%
O2. Arab	0	0.0%	1	0.1%
O9. Any other ethnic group	0	0.0%	21	1.1%
W1. White British	139	15.2%	715	37.4%
W2. White Irish	0	0.0%	15	0.8%
W3. Gypsy or Irish Traveller	0	0.0%	0	0.0%
W9. Any other white background	4	0.4%	294	15.4%
Unknown	761	83.0%	671	35.1%
Total	917	100%	1912	100.0%

Objective 3

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



Other Sexual Offences (force level)

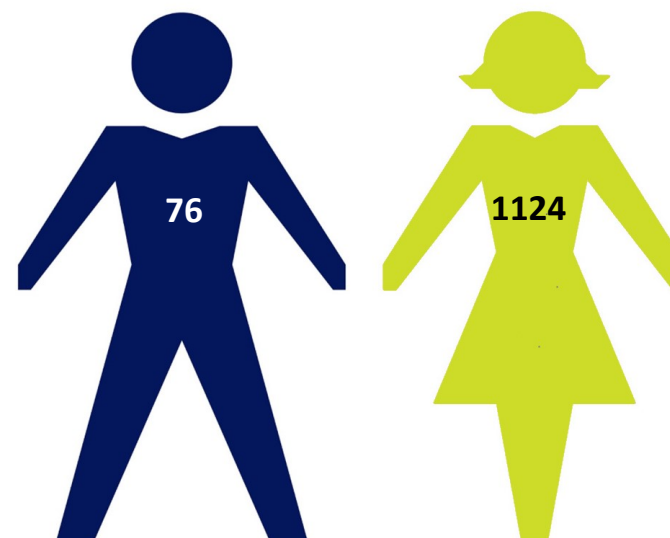
- Source:** Data taken from the crime recording system. Sexual offences recorded on the crime recording system .
- Comment:** Sexual offences cover a broad range of incident types such as non penetrative sexual assault, indecent exposure, 'sexting' etc. Increase in public awareness and willingness to report , including improved relationships with partner agencies helps to identify further crimes.
- Date range:** Year 2019/2020 (01/04/2019-31/03/2020) and 2020/2021 (01/04/2020-31/03/2021)
- Exceptions:** There has been a 13.35% decrease in the number of other sexual offences recorded in the period in comparison to 2019/2020. **Age:** the age group 0-15yrs remains the most vulnerable group to this time of offence accounting for 52.8% of all victims, however this is a slight decrease from last year of 2.2%. **Race:** White British account for 40.4% of victims where ethnicity is known. B.A.M.E account for 8% of all victims where ethnicity is known. **Sex :**Where sex is known females account for 37.1% of victims with Males accounting for 2.5% in 50% of offences the Sex is either unknown or has been left blank.

No of Other Sexual offences 2019/2020 and 2020/2021

2019/2020	2020/2021	Volume Change	% Change
1864	1615	-249	-13.35%

No of Other Sexual Offences by Sex 2019/2020 and 2020/2021

Sex	2019/2020	%	2020/2021	%
Female	1257	74.9%	1124	37.1%
Indeterminate	0	0.0%	313	10.3%
Male	357	21.3%	76	2.5%
Unknown/Blank	65	3.9%	1513	50.0%
Total	1679	100%	3026	100.0%



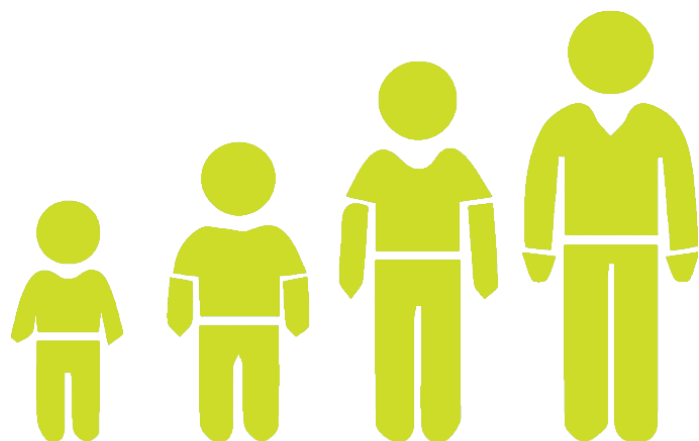
Objective 3

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



No of Other Sexual Offences by Age 2019/2020 and 2020/2021

Age (Years)	2019/2020	%	2020/2021	%
0 - 15	928	55.0%	803	52.8%
16 - 17	90	5.3%	71	4.7%
18 - 25	189	11.2%	180	11.8%
26 - 35	148	8.8%	162	10.6%
36 - 45	107	6.3%	92	6.0%
46 - 55	53	3.1%	52	3.4%
56 - 65	32	1.9%	28	1.8%
66 - 80	25	1.5%	25	1.6%
81+	16	0.9%	10	0.7%
NK	98	5.8%	99	6.5%
Total	1686	100%	1522	100.0%



No of Other Sexual Offences by Ethnicity 2019/2020 and 2020/2021

Ethnicity	2019/2020	%	2020/2021	%
A1. Asian - Indian	0	0.0%	19	0.7%
A2. Asian - Pakistani	2	0.1%	15	0.6%
A3. Asian - Bangladeshi	0	0.0%	1	0.0%
A9. Any other Asian background	0	0.0%	28	1.1%
B1. Black Caribbean	2	0.1%	20	0.8%
B2. Black African	0	0.0%	18	0.7%
B9. Any other Black background	0	0.0%	31	1.2%
M1. White & Black Caribbean	4	0.2%	18	0.7%
M2. White & Black African	0	0.0%	5	0.2%
M3. White & Asian	1	0.1%	13	0.5%
M9. Any other mixed background	0	0.0%	21	0.8%
O1. Chinese	0	0.0%	2	0.1%
O2. Arab	0	0.0%	1	0.0%
O9. Any other ethnic group	3	0.2%	13	0.5%
W1. White British	301	17.7%	1050	40.4%
W2. White Irish	0	0.0%	11	0.4%
W3. Gypsy or Irish Traveller	1	0.1%	0	0.0%
W9. Any other white background	4	0.2%	320	12.3%
Unknown	1381	81.3%	1010	38.9%
Total	1699	100%	2596	100.0%

Objective 3

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



Modern Slavery and Human Trafficking (force level)

Source: Data taken from the crime recording system.

Comment: Modern slavery is the term used within the UK and defined by the Modern Slavery Act 2015. The Act categorises offences of slavery, servitude and forced labour or compulsory labour and human trafficking. Although human trafficking often involves an international cross border element it is also possible to be a victim of modern slavery within your own country. The number of modern slavery crimes Police-recorded modern slavery crimes recorded by police in England and Wales has increased rapidly. In the last year recorded crime levels have overtaken the numbers that might be anticipated based on applicable NRM referrals, indicating an increasingly proactive law enforcement response.

Date range: Year 2019/2020 (01/04/19-31/03/2020) and 2020/2021 (01/04/2020—31/03/2021)

Exceptions: There has been a 63% decrease in the number of this type of offence recorded in the period in comparison to 2019/2020. This is inline with the National picture.

Age: The most vulnerable age group are those aged 18-35 years who account for 48% of all victims where age is known.

Race: B.A.M.E victims account for 26% of all victims and those who identify as any other White background account for 16.9% of all victims where ethnicity is known **Sex:** Males remain the highest reported victims of this type of crime accounting for 65.8 % of total victims

No of Offences 2019/2020 and 2020/2021

	2019/2020	2020/2021	Volume	Percentage
Violence Without Injury	217	81	-136	-63%

No of Offences by Sex 2019/2020 and 2020/2021

Sex	2019/2020	%	2020/2021	%
Female	76	35.0%	23	29.1%
Male	137	63.1%	52	65.8%
Unknown/Blank	4	1.8%	4	5.1%
Total	217	100%	79	100.0%



Objective 3

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

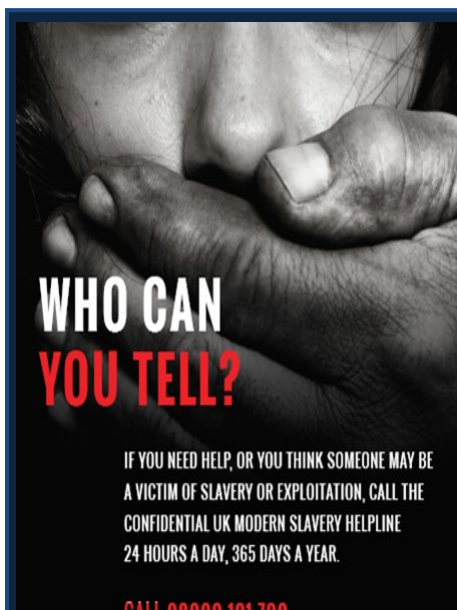


No of Offences by Age 2019/2020 and 2020/2021

Age (Years)	2019/2021	%	2020/2021	%
0 - 15	35	16.1%	13	16.5%
16 - 17	31	14.2%	15	19.0%
18 - 25	74	33.9%	19	24.1%
26 - 35	43	19.7%	19	24.1%
36 - 45	16	7.3%	5	6.3%
46 - 55	12	5.5%	2	2.5%
56 - 65	3	1.4%	1	1.3%
66 - 80	1	0.5%	0	0%
Unknown	3	1.4%	5	6.3%
Total	218	100%	79	100.0%

No of Offences by Ethnicity 2019/2020 and 2020/2021

Ethnicity	2019/2020	%	2020/2021	%
A1. Asian - Indian	1	0.5%	1	0.6%
A2. Asian - Pakistani	1	0.5%	1	0.6%
A3. Asian - Bangladeshi	1	0.5%	0	0%
A9. Any other Asian background	2	0.9%	2	1.2%
B1. Black Caribbean	1	0.5%	5	3.0%
B2. Black African	5	2.3%	4	2.4%
B9. Any other Black background	1	0.5%	6	3.6%
M1. White & Black Caribbean	0	0%	4	2.4%
M2. White & Black African	0	0%	0	0.0%
M3. White & Asian	0	0%	1	0.6%
M9. Any other mixed background	1	0.5%	4	2.4%
O1. Chinese	2	0.9%	1	0.6%
O9. Any other ethnic group	4	1.8%	14	8.4%
W1. White British	11	5.0%	30	18.1%
W2. White Irish	0	0.0%	1	0.6%
W9. Any other white background	15	6.9%	28	16.9%
Unknown	173	79.4%	64	38.6%
Total	218	100%	166	100.0%



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

08000 121 700

Objective 3

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



Missing persons reports made (force level)

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

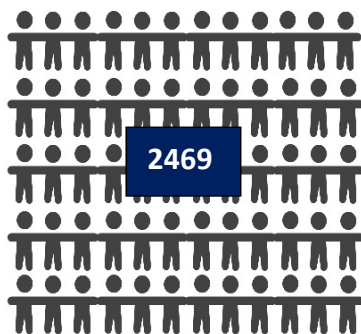
Date range: 01/04/2019 to 31/03/2020 and 01/04/2020 to 31/03/2021

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

Exceptions: There has been a decrease of 13.2% 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. **Age:** 52.5% of those missing were in the 18 and under age group with 31.9% of those missing in the 0-15 age category. **Race:** White British account for 78.3% of those that go missing. **Sex :** Males continue to be the most prevalent accounting for 58.6% of those who go missing .

Missing person information year to date year to date 2019/2020 and year to date 2020/2021.

Month	Apr'20	May'20	June '20	July'20	Aug'20	Sept'20	Oct'20	Nov'20	Dec'20	Jan'21	Feb'21	March'21	Total
Count of Missing Persons	183	183	189	226	248	233	206	211	208	171	188	223	2469
Month	Apr'19	May'19	June'19	July'19	Aug'19	Sept'19	Oct'19	Nov'19	Dec'19	Jan'20 19	Feb'20	March'20	Total
Count of Missing Persons	226	235	238	270	233	215	242	242	241	234	236	233	2845



MISSING



Objective 3

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



No of Missing Persons by Sex 2019/2020—2020/2021

Sex	2019/2020	%	2020/2021	%
Female	809	39.4%	1013	41.0%
Male	1230	59.9%	1446	58.6%
Unknown	13	0.6%	10	0.4%
	2052	100%	2469	100.0%

No of Missing Persons by Sex 2020/2021 per month

Sex	Apr '20	May '20	Jun '20	Jul '20	Aug '20	Sep '20	Oct '20	Nov '20	Dec '20	Jan '21	Feb '21	Mar '21	Total
Female	72	66	85	91	103	95	81	85	93	70	72	100	1013
Male	111	116	104	134	144	136	123	125	114	100	116	123	1446
Unknown		1		1	1	2	2	1	1	1			10
Total	183	183	189	226	248	233	206	211	208	171	188	223	2469

No of Missing Persons by Age 2020/2021 by month

Age	Apr'20	May'20	June'20	July'20	Aug'20	Sept'20	Oct'20	Nov'20	Dec'20	Jan'21	Feb'21	March'21	Total
0-15	54	49	62	78	71	83	74	76	53	50	65	75	790
16-17	42	34	38	46	44	42	42	38	41	32	51	59	509
18-25	16	20	21	24	25	21	22	20	25	24	16	27	261
26-35	33	30	37	32	43	31	22	33	39	27	19	23	369
26-45	22	16	12	18	31	18	15	19	23	13	12	21	220
46-55	11	17	11	13	16	15	12	10	12	12	9	7	145
56-65	2	9	2	5	10	14	9	9	7	6	8	5	86
66-80	2	6	5	8	4	8	7	3	5	5	3	8	64
81+	3	2	1	2	4	2	3	3	3	2	5		30
Total	185	183	189	226	248	234	206	211	208	171	188	225	2474

Objective 3

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



No of Missing Persons by Ethnicity 2020/2021

Ethnicity	Apr'20	May'20	June'20	July'20	Aug'20	Sept'20	Oct'20	Nov'20	Dec'20	Jan'21	Feb'21	Mar'21	Total
AFRICAN	2	2	1	5	2	1	2	2	3	3	2	1	26
ANY OTHER ASIAN BACKGROUND	1	4	2	1	8	5	2	3		4	2	4	36
ANY OTHER BLACK BACKGROUND	4	2		1	3	1	1		1	2	2	2	19
ANY OTHER ETHNIC GROUP	1		1	1	1			2	2	1	2	4	15
ANY OTHER MIXED	5	4	4	1	4	6	4	5	6	5	4	6	54
ANY OTHER WHITE BACKGROUND	7	4	6	9	6	8	6	8	6	4	9	4	77
BRITISH	142	142	154	183	195	183	165	165	153	125	151	175	1933
CARIBBEAN	3	2		3	5	3	1		2	2	1	2	24
CHINESE					1			1	1	1	1	1	6
INDIAN				1				1	2	3	2	1	10
IRISH	1	1		2	1	3	1	3					12
NOT STATED	13	15	15	13	13	16	16	17	27	14	8	13	180
PAKISTANI		2	1	2	5	2	3			2	1	3	21
WHITE AND ASIAN		1	1	1		1	1	1			1		7
WHITE AND BLACK AFRICAN				1		2	1					2	6
WHITE AND BLACK CARIBBEAN	4	4	4	2	4	2	3	3	5	5	2	5	43
Total	183	183	189	226	248	233	206	211	208	171	188	223	2469

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 has also become a significant cultural centre for the deaf community in Britain. Many deaf people move to Derby because of its strong sign language-using community. It is estimated that the deaf population in Derby is at least three times higher than the national average, and that only London has a larger deaf population. The Royal School for the Deaf in Derby provides education in British Sign Language and English. (Source [Derby - Wikipedia](#))



The PLOD scheme is now available across Derbyshire and is for anyone who is Deaf, deafened, hard of hearing, is Deaf and has sight/speech loss. The scheme which is nationally recognised is already in place in some other police forces in our region and aims to build relationships with the Deaf community in Derby and Derbyshire. The scheme also aims to promote equal access and communication.

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

Important

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

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



Objective 4

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



Arrest Data (force level)

Source: Niche Custody

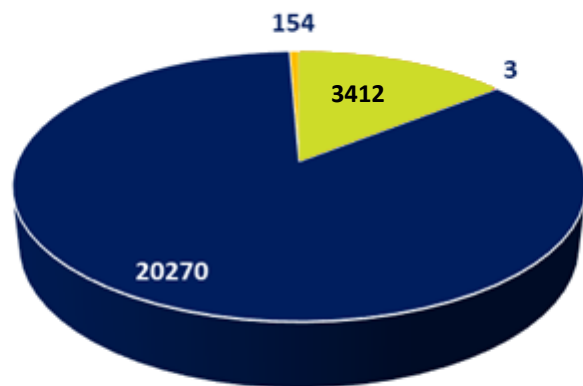
Date range: 01/04/2020—31/03/2021

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

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

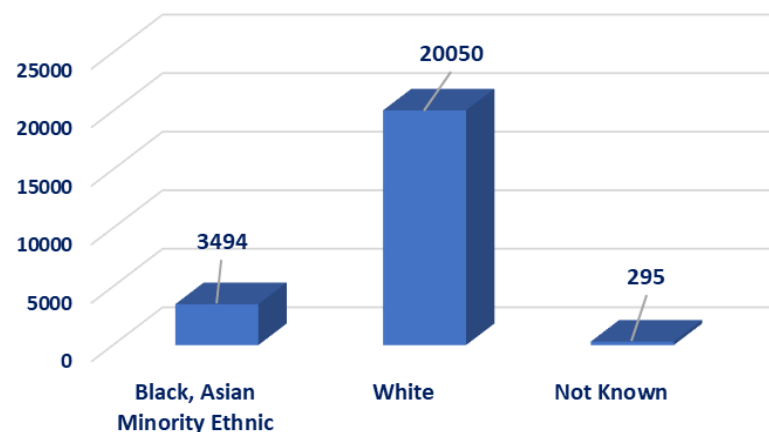
Exceptions: Over the period 25448 individuals were arrested. **Age:** The age band 26-35 were the most prevalent arrested accounting for 34% of those individuals coming into custody. 6.6% of those arrested were juveniles. This is believed due to increased use of Out of Court Disposal (OCD). **Race:** Where defined B.A.M.E account for 13.72% of Arrests. **Sex:** Of those arrested 14.3% are female, with males accounting for 85% of those arrested where sex is known.

Arrests by Sex 2020-2021



■ Female ■ Indeterminate ■ Male ■ Unknown

Arrests by Race 2020/2021



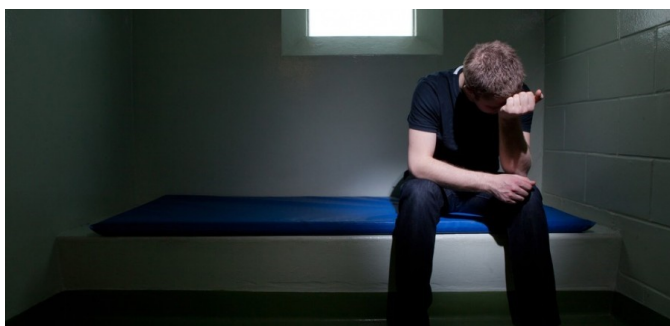
Objective 4

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



Arrests by Sex - Monthly data as of 01/04/2020—31/03/2021

Sex	Apr '20	May '20	Jun '20	Jul '20	Aug '20	Sep '20	Oct '20	Nov '20	Dec '20	Jan '21	Feb '21	Mar '21	Total
Female	199	369	339	339	316	329	366	309	297	231	268	254	3616
Indeterminate						3			3				6
Male	1413	1991	2139	2160	1974	1781	1722	1801	1767	1623	1599	1698	21668
Unknown	11	17	17	12	14	21	20	13	7	9	9	8	158
Total	1623	2377	2495	2511	2304	2134	2108	2123	2074	1863	1876	1960	25448



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



Arrests by Age - Monthly data as of 01/04/2020—31/03/2021

Age group	Apr	May '20	Jun '20	Jul '20	Aug '20	Sep '20	Oct '20	Nov '20	Dec '20	Jan '21	Feb '21	Mar '21	Total
0-15	22	69	69	44	42	48	96	84	63	38	34	70	679
16-17	63	97	118	84	55	66	109	96	88	51	61	96	984
18-25	332	522	600	541	493	485	365	439	532	441	392	406	5548
26-35	578	784	827	861	809	768	757	698	631	658	667	649	8687
36-45	363	525	538	563	506	469	477	458	460	400	461	429	5649
46-55	224	276	251	306	289	223	210	250	206	201	201	214	2851
56-65	24	82	75	79	91	58	63	78	76	70	43	81	820
66-80	14	18	13	27	17	16	26	19	16	4	10	14	194
81+		1	1	2			1				2		7
Unknown	3	3	3	4	2	1	4	1	2		5	1	29
Total	1623	2377	2495	2511	2304	2134	2108	2123	2074	1863	1876	1960	25448

Objective 4

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



Arrests by Ethnicity - Monthly data as of 01/04/2020—31/03/2021

Defined Ethnicity	Apr '20	May '20	Jun '20	Jul '20	Aug '20	Sep '20	Oct '20	Nov '20	Dec'20	Jan '21	Feb '21	Mar '21	Total
A1. Asian - Indian	19	18	23	29	21	19	15	17	21	15	19	17	233
A2. Asian - Pakistani	28	57	52	43	30	40	35	30	35	26	20	38	434
A3. Asian - Bangladeshi	2	2	2	3	3	2			2	1		4	21
A9. Any other Asian background	56	101	115	61	71	68	52	78	81	67	75	97	922
B1. Black Caribbean	20	23	27	17	24	16	23	29	15	19	14	17	244
B2. Black African	7	20	26	14	13	21	14	21	16	11	10	8	181
B9. Any other Black background	62	79	88	102	79	88	73	100	81	77	56	58	943
Data subject to an ACL	2	3		3	4				1				13
M1. White & Black Caribbean	14	25	26	23	22	30	17	25	22	21	23	24	272
M2. White & Black African	3	1	2	3	2	3	1	4	6		4	6	35
M3. White & Asian	4	4	6	5	6	6	3	2	9	1	2	8	56
M9. Any other mixed background		8	9	7	5	5	9	4	8	9	4	6	74
Unknown	15	35	31	31	20	33	33	17	27	20	18	28	308
O1. Chinese		3	4	2	3	2	2	2	2	5		1	26
O2. Arab	2	2	2	4	3	8	3	4	7	1	3	2	41
O9. Any other ethnic group	8	13	27	21	12	12	16	10	19	19	12	15	184
W1. White British	663	954	998	1038	950	823	860	792	812	737	784	793	10204
W2. White Irish	8	10	15	20	11	11	13	10	7	8	6	16	135
W3. Gypsy or Irish Traveller		2	2	1	3	2	2	6	4	2	4	4	32
W9. Any other white background	710	1017	1040	1084	1022	945	937	972	899	824	822	818	11090
Total	1623	2377	2495	2511	2304	2134	2108	2123	2074	1863	1876	1960	25448

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 -TASER® X2 (force level)

Source: CED use spreadsheet

Data Range: Data over a five year period 01/01/14-31/12/20.

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

Exceptions: There has been a 47.3% increase in CED incidents this year. However, there continues to be more officers trained in the use of CEDs. **Age:** Due to data retrieval issues the age data available covers a wide age range. 18-64 yrs. accounts for 83.7% of subjects with those under 17yrs. accounting for 7.8% of subjects. **Race:** B.A.M.E subjects account for 13.8% of CED usages compared to 6.7% of the population (Census 2011). However This is a decrease of 5.4% compared to last year. **Sex:** Very few women have been involved in a CED based incidents over the six year period. 8.6% for this period.



Objective 4

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



Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun'. Data Year on Year from: 01/01/2015-31/12/2020 by Sex.

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

		2015	% protected group	2016	% protected group	2017	% protected group	2018	% protected group	2019	% protected group	2020	% protected group
Sex	Male	83	95%	73	96%	76	88 %	174	95.6%	237	91.1%	330	86.1%
	Female	4	5%	3	4%	7	8%	8	4.4%	20	7.7%	20	8.6%
	N/K									3	1.1%	3	5.2%
	Total	87		76		86		190		260		383	

Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun'. Data Year on Year from: 01/01/2015-31/12/2020 by Race.

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

		2015	% protected group	2016	% protected group	2017	% protected group	2018	% protected group	2019	% protected group	2020	% protected group
Race	White	83	95%	62	82%	69	80%	156	82.1%	203	78.1%	254	66.3%
	B.A.M.E	4	4%	14	18%	15	17%	28	14.7%	50	19.2%	53	13.8%
	N/K	1	1%	0	0%	3	3%	1	0.5%	7	2.7%	54	14%
	Total	87		76		86		190		260		383	

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'

Year on Year data from: 01/01/2015-31/12/2017 by Age.

		2015	%	2016	%	2017	%
Age	19 or under	12	14%	7	9%	7	8%
	20-30	31	36%	31	40%	34	40%
	31-40	26	30%	19	25%	17	20%
	41-50	14	16%	14	18%	15	17%
	51+	3	3%	6	6%	3	3%
	N/K	0	0%	0	0%	3	3%
Total		87		77		86	

Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun'

Year on Year data from: 01/01/18-31/12/20 by Age.

Note:

- Figures do not include where there was an unintentional discharge or use on an animal)
- Due to issues with retrieving data the age parameter are compromises. We are working to resolve this.



NB. Age range parameters changed as of 2018

		2018	%	2019	%	2020		%
Age	17 OR	4	2.1%	11	4.2%	17 OR	30	7.8%
	18-25	63	33.1%	84	32.4%	18-30	160	41.7%
	26-35	52	27.4%	96	36.9%			
	36-45	38	20%	41	15.8%		31-64	161
	46-55	16	8.4%	15	5.8%			
	55-60	1	0.5%	5	1.9%			
	Greater than 60	2	1.1%	3	1.1%	65+	5	1.3%
	NK	14	7.4%	5	1.9%	NK	27	7%
	Total	190		260		Total	383	

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 2019 – March 2020 & April 2020—March 2021

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

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

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

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

Data limitations: All data is subject to officer input

Exceptions: The number of searches carried out in 2020/2021 (1828) increased in comparison to the same period last year with a 5.9% increase. **Age:** The 18-24 age group account for 35.28% of all searches with the 25-34 age groups accounting for 24.62% of all searches. **Race:** Data for self defined ethnicity reveals a 60% increase in the number of B.A.M.E searches compared to the previous year, however it is noted that there is a 3.9% decrease in those who define their ethnicity as White. A large number of stop searches do not identify self defined ethnicity. The force is working with officers to increase recording in this area. In 2020/2021, B.A.M.E account for 20.85% of all searches. However where ethnicity is known B.A.M.E this figure rises to 24.5% of the stop searches carried out. This is disproportionate to the resident population of Derbyshire (6.7% B.A.M.E based on 2011 census data) **Sex:** Males account for 88.1% of all stop searches. While this gender split appears disproportionate to general population figures, it is more in line with offender demographic data – where males account for 85% of those arrested.

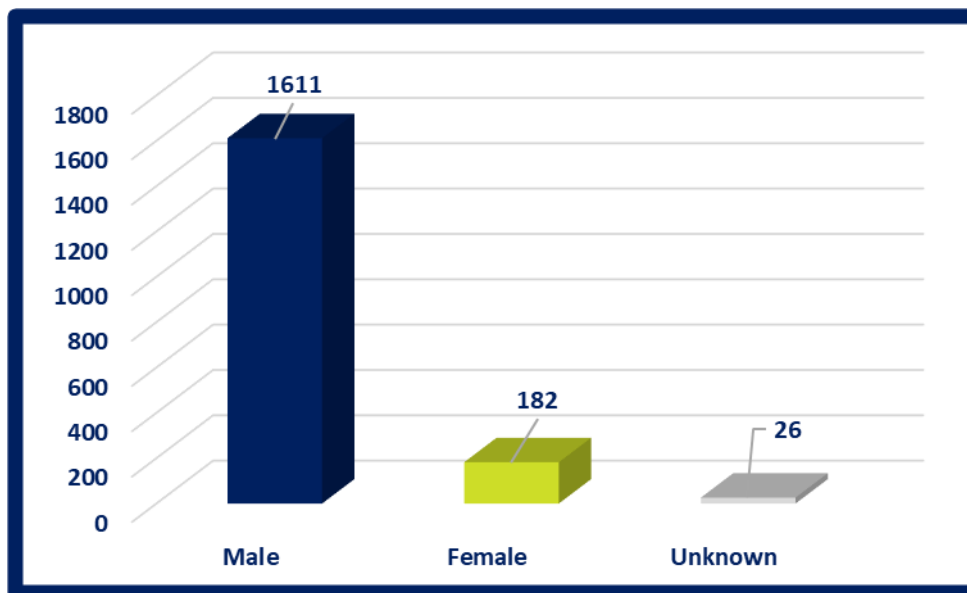
Objective 4

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



Stop Search by Sex April 2019/2020 & 2020-2021

Sex	2019-2021	2020-2021	Change	% Change
Male	1,515	1,611	96	6.3%
Female	182	182	-	0.0%
Unknown	29	26	-3	-10.3%
TOTAL	1,726	1,828	102	5.9%



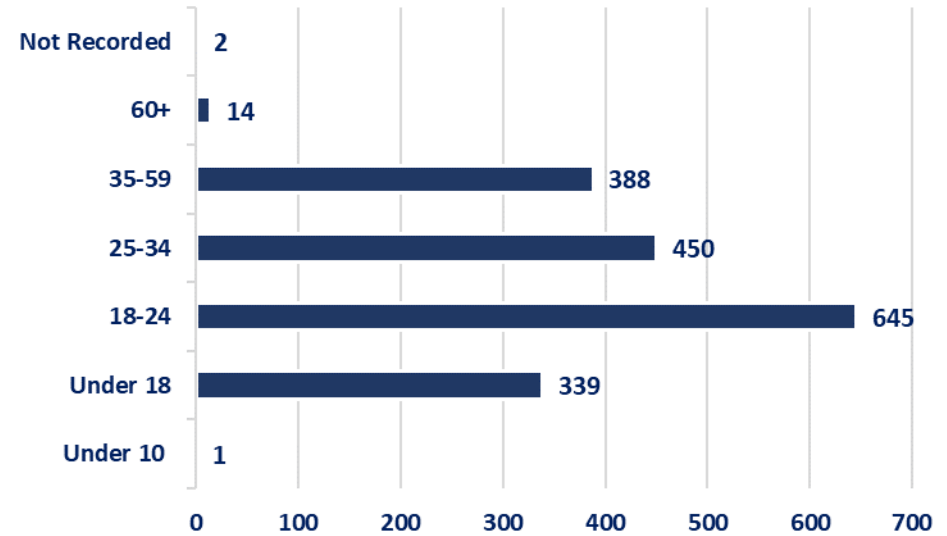
Objective 4

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

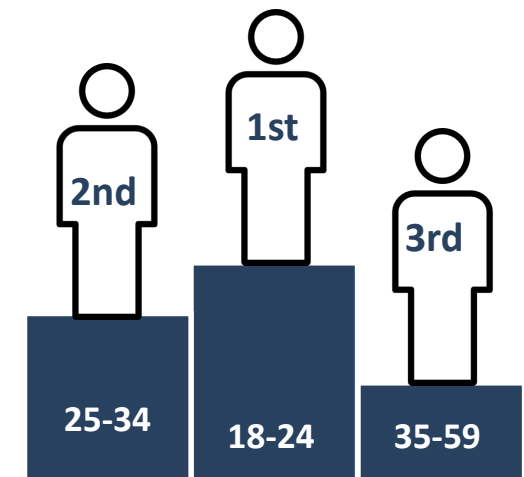


Stop Search by Age - 2020-2021

Age	Total	%
Under 10	1	0.05%
Under 18	339	18.54%
18-24	645	35.28%
25-34	450	24.62%
35-59	388	21.23%
60+	14	0.77%
Not Recorded	2	0.11%
Total	1839	100%



Stop Search by Age. Top 3 Age groups 2020/2021



Objective 4

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



Race	2019-2020	2020-2021	Change	% Change
A1. Asian - Indian	18	28	10	66.6%
A2. Asian - Pakistani	65	117	52	80%
A3. Asian - Bangladeshi	2	5	3	150%
A9. Any other Asian background	15	35	20	133%
B1. Black Caribbean	46	76	30	65.2%
B2. Black African	20	42	22	110%
B9. Any other Black background	4	13	9	225%
M1. White & Black Caribbean	33	29	-4	-12.1%
M2. White & Black African	5	1	-4	-80%
M3. White & Asian	10	15	5	50%
M9. Any other mixed background	15	33	18	120%
O1. Chinese	0	2	2	100%
O9. Any other ethnic group	20	17	-3	-15%
W1. White British	1200	1116	-84	-7%
W2. White Irish	8	7	-1	-12.5%
W9. Any other white background	76	96	20	26.3%
NS. Not stated	173	250	77	44.5%
Blank	84	35	-49	-58.3%
Total	1794	1917	123	6.86%

Stop Search by Race - 2019/2020 & 2020/2021

Race	2019-2020	2020 - 2021	Change	% Change
B.A.M.E	248	396	148	60%
White	1268	1218	-50	-3.9%
Not Stated	173	250	77	44.5%
Blank	84	35	-49	-58%
TOTAL	1,773	1899	126	7.1%



Objective 4

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



Use of Force (force level)

Source: NICHE

Date range: April 2020– March 2021

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

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

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

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

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

Exceptions: Over the past year there have been 6896 recorded Use of Force. **Race:** Overall where ethnicity is defined B.A.M.E account for 12.5% of use of force, which is disproportionate compared to the 2011 Census data(6.7%), however may not be disproportionate compared to the Criminal Justice profile where B.A.M.E individuals account for 13.72% of all arrests where ethnicity is known. 83.86% of total recorded Use of Force was to those who were officer defined as White. The next most prevalent group is those who were officer defined as Black. They account for 6.03% of Use of Force. **Sex:** 18.84% of Use of Force was towards a female, with 78.6% of use of force towards a male. 2.54% account for where sex is not defined or has been left blank.

Objective 4

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



Use of Force Events 2020-2021

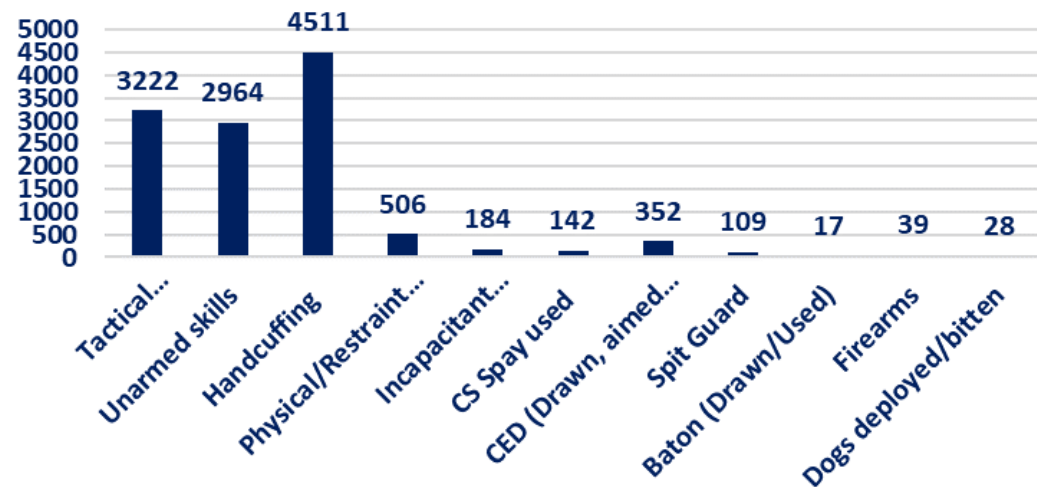
Use of Force Events	6896	
Arrests	5241	76%

Use of Force Events 2020-2021

Use of Force Events	6896	
In Custody	844	11%

Types of Force 2020-2021

Types of Force	
Tactical Communications	3222
Unarmed skills	2964
Handcuffing	4511
Physical/Restraint Used	506
Incapacitant (Drawn/Used)	184
CS Spray used	142
CED (Drawn, aimed or fired)	352
Spit Guard	109
Baton (Drawn/Used)	17
Firearms	39
Dogs deployed/bitten	28
Total	12074



Objective 4

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

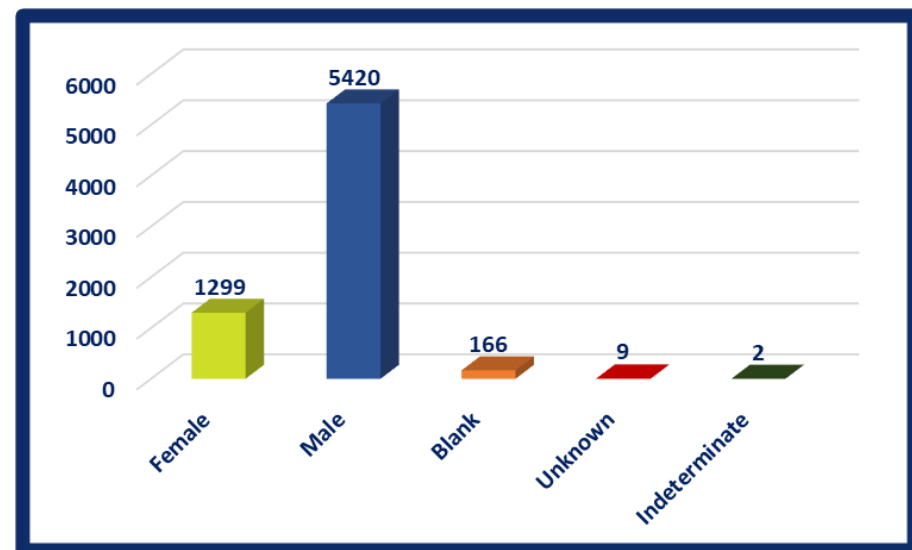
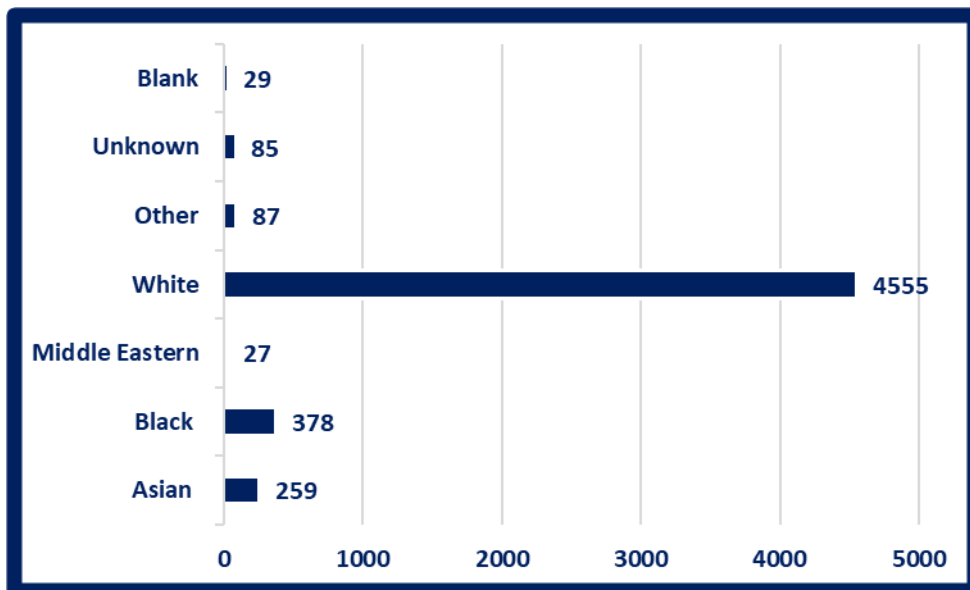


Use of Force by Race 2020-2021

Race	Subjects	%
Asian	259	4.25%
Black	378	6.03%
Middle Eastern	27	0.41%
White	4555	83.86%
Other	87	1.48%
Unknown	85	1.65%
Blank	29	2.32%
Total	5420	100%

Use of Force by Sex 2020-2021

Sex	Subjects	%
Female	1299	18.84%
Male	5420	78.60%
Blank	166	2.41%
Unknown	9	0.13%
Indeterminate	2	0.03%
Total	6896	100%



Objective 4

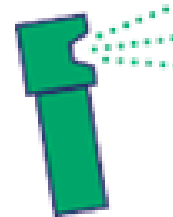
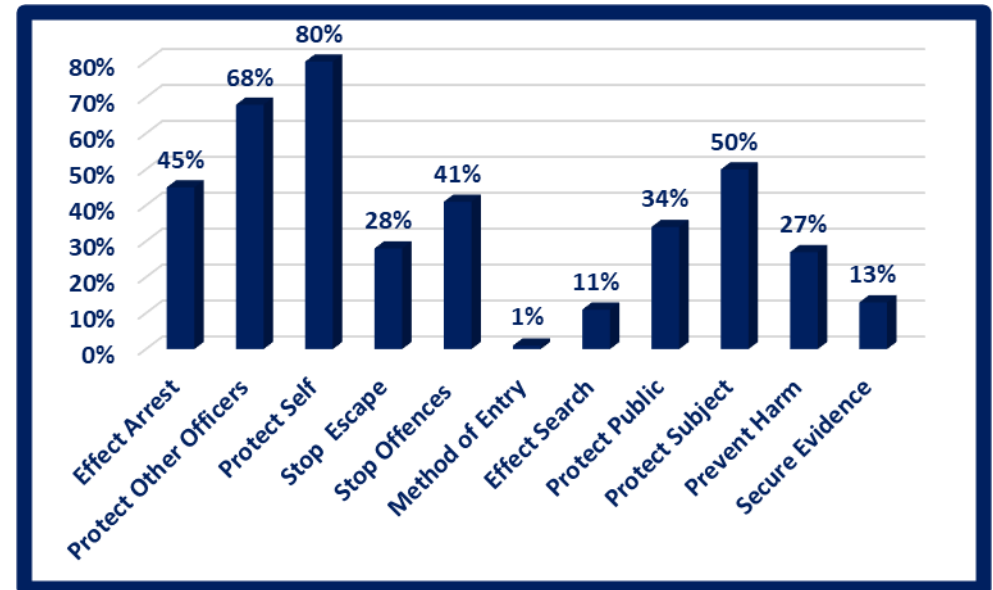
We will improve community Confidence by being open about how we police those most at risk from harm.



Use of Force by Age 2020 - 2021

Use of Force Events	Subjects	%
0-17yrs	677	10%
18 and above	6000	87%
Not Known	219	3%
Total	6896	100%

Use of Force by reason 2020- 2021



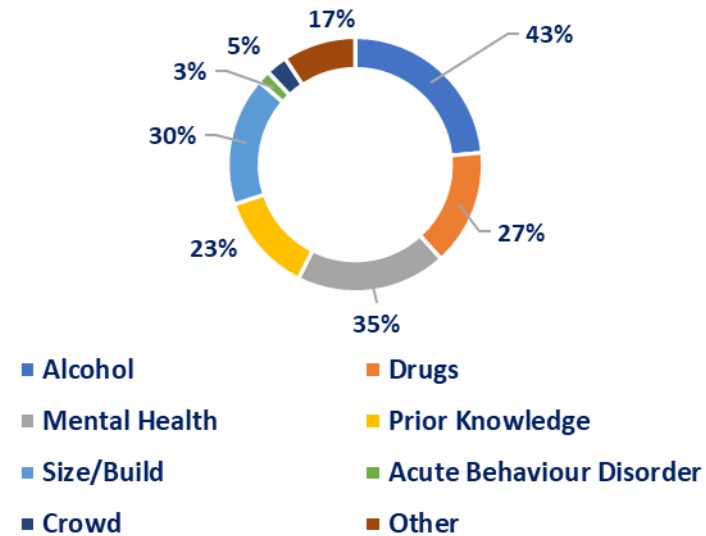
Objective 4

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

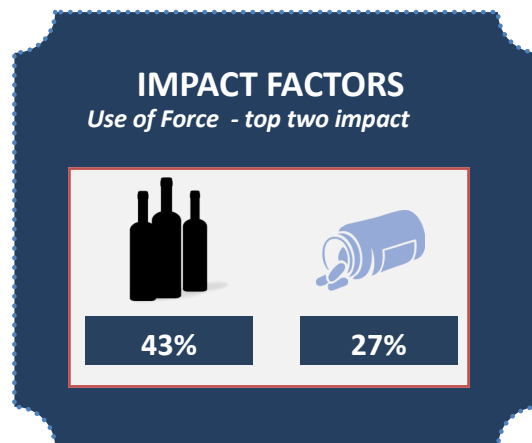


Use of Force by reason for force 2020-2021

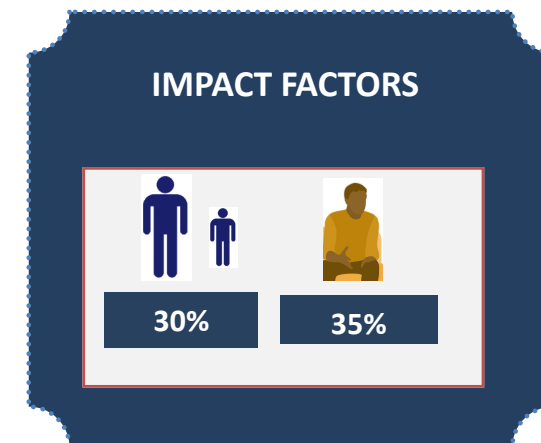
Use of Force—Reason	% No of incidents
Alcohol	43%
Drugs	27%
Mental Health	35%
Prior Knowledge	23%
Size/Build	30%
Acute Behaviour Disorder	3%
Crowd	5%
Other	17%



Use of Force by Impact Factors 2020-2021



Use of Force by impact factors for force 2020-2021



Objective 4

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



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

Source:	Complaints database, held by the Organisational Learning, Culture and Ethics (OLCE) department.
Explanation:	In Derbyshire Constabulary complaints are a vital way for us to learn where we're falling short as a service and correct it as quickly as possible. Once a complaint is received there are several possible outcomes. Sometimes a phone call from an experienced officer is all that's needed to clear up a misunderstanding. At other times, a complaint could lead to a change in the day-to-day working of the force. Every complaint is different, but we'll follow the process below to try to find a solution you can be satisfied with. Find out more below about our complaints process, how to make a complaint, how we investigate them and how you can appeal an outcome if you need to, on our force website at: www.derbyshire.police.uk If you make a complaint to the Independent Office for Police Conduct (IOPC), they'll forward it to us. We'll then look into it in the same way as above.
Date Range:	Data relates to the time periods 01/04/2015 – 31/03/2016 01/04/2016 – 31/03/2017 01/04/2017 – 31/03/2018 01/04/2018 – 31/03/2019 01/04/2019 – 31/03/2020 01/04/2020 - 31/03/2021
Comments:	Complainants with more than one protected characteristic may feature in more than one area. Data is based on the number of allegations made. Note that the protected characteristics are not known in every case, hence the total will vary. More than one complainant may be recorded against each allegation (if more than one person lodges a complaint relating to the same issue).
Exceptions:	During the period of 01/04/2020 - 31/03/2021 there were 1199 complaints. This is a 27.3% increase since the previous period. Age: The highest concentration of complaints was in the 40-49 age bracket accounting for 21% of all complaints. Race: The largest number of complaints are from those who define their ethnicity as White, accounting for 63.3% of all complaints. The second highest group are where the ethnicity of the complainant is unknown and accounts for 20% of all complaints. Sex: In Derbyshire 41% of complainants where sex is known were female, with males accounting for 54% of complainants.

Objective 4

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



Complainants by Sex 01/04/2015 -31/03/2021

Sex	01/04/2015	01/04/2016	01/04/2017	01/04/2018	01/04/2019	01/04/2020
	31/03/2016	31/03/2017	31/03/2018	31/03/2019	31/03/2020	31/03/2021
Male	266	223	235	308	560	652
Female	177	173	158	209	352	491
Other	-	-	-	2	10	2
Unknown	-	-	-	4	13	34
						20
Total	443	396	393	523	935	1199

Complainants by Age 01/04/2015-31/03/2021

Age	01/04/2015	01/04/2016	01/04/2017	01/04/2018	01/04/2019	01/04/2020
	31/03/2016	31/03/2017	31/03/2018	31/03/2019	31/03/2020	31/03/2021
0 - 19	16	8	10	4	4	30
20 - 29	38	47	43	67	139	147
30 - 39	74	65	66	79	186	231
40 - 49	96	79	69	109	190	252
50 - 59	72	67	44	71	155	190
60+	31	29	41	31	61	143
No Data	-	-	-	162	200	206
Total (Including unknowns)	458	400	403	523	935	1199



Objective 4

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



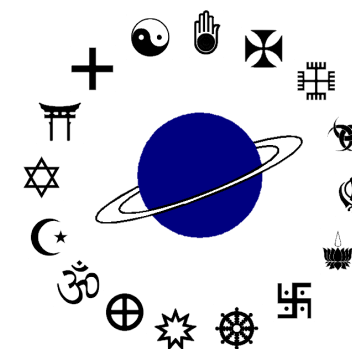
Complainants by Self Defined Ethnicity 01/04/19 - 31/03/2020 & 01/04/2020 - 31/03/2021

Self Defined Ethnicity	1/04/2019 - 31/03/2020	01/04/2020- 31/03/2021
White British	477	759
White Irish	2	4
White and Asian	-	2
Any Other White Background	38	34
White and Black Caribbean	14	7
White and Black African	-	2
Asian Bangladeshi	1	1
Asian Indian	21	12
Asian Pakistani	23	27
Any Other Asian Background	17	13
Black Caribbean	10	11
Black African	12	7
Any Other Black Background	1	5
Any other Mixed Background	2	3
Any Other Ethnic Group	24	4
Chinese	-	1
Gypsy or Irish Traveller	-	2
Not Stated	261	15
Prefer not to say	1	50
No Data	36	240
Total	940	1199

Complainants by Religion or Belief 01/04/2019 - 31/03/2020

& 01/04/2020 - 31/03/2021

Faith	01/04/2019 - 31/03/2020	01/04/2020 - 31/03/2021
Christian	50	205
Buddhist	1	9
Hindu	9	4
Jewish	1	3
Muslim	22	33
Sikh	7	4
None	105	346
Other	14	25
Prefer not to say	7	53
Unknown	39	256
No Data	687	261
Total	942	1199



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:** 01/04/2020—31/03/2021
- 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:** **Race:** B.A.M.E victims are slightly less satisfied than White groups. White satisfaction is 85% and B.A.M.E victims satisfaction is slightly lower at 81%. The satisfaction gap therefore is 4% a increase of + 1.3% from the same period last year (9.3%).

Overall Customer Satisfaction with Service Delivery 01/04/2020—31/03/2021

	Force (%)	North Division (%)	South Division (%)
Whole Experience	84%	83%	84%
Ease of Contact	92%	92%	92%
Actions Taken	79%	78%	80%
Kept Informed	70%	67%	72%
Treatment	93%	94%	93%



Overall Customer Satisfaction whole experience with Service Delivery by Race 01/04/2020—31/03/2021

Force	Satisfied
B.A.M.E	81%
White	85%

Objective 4

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



Victim satisfaction (force level)



Overall Customer Satisfaction with Service Delivery by Crime Type 01/04/2020—31/03/2021

SEX	Female	Male	Prefer not to say
Whole Experience	84%	85%	54%
Ease of Contact	93%	91%	90%
Actions Taken	81%	78%	60%
Kept Informed	67%	73%	50%
Treatment	93%	95%	75%

Overall Customer Satisfaction with Service Delivery by Age

01/04/2020—31/03/2021

AGE	16-24	25-34	35-44	45-54	55-64	65-74	Do not wish to say
Whole Experience	86%	84%	80%	85%	87%	87%	52%
Ease of Contact	93%	89%	96%	92%	92%	89%	90%
Actions Taken	80%	79%	76%	80%	81%	83%	56%
Kept Informed	68%	67%	65%	76%	74%	82%	50%
Treatment	92%	94%	90%	95%	96%	97%	78%

Overall Customer Satisfaction with Service Delivery by Crime Type 01/04/2020—31/03/2021

CRIME TYPE	Burglary	Criminal Damage	Hate crime	Theft	Vehicle	Violent
Whole Experience	87%	83%	76%	83%	83%	83%
Ease of Contact	96%	90%	90%	90%	91%	91%
Actions Taken	85%	76%	74%	83%	76%	78%
Kept Informed	75%	58%	75%	63%	70%	72%
Treatment	97%	90%	86%	96%	94%	93%



Objective 5

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



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

Source for all data: Human Resource (HR) records

Data Range: April 2021

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

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

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

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

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

Exceptions: As of April 2021 there were 3887 members of staff employed by Derbyshire Constabulary.

Age: The greatest percentage of our workforce fall within the 35-44 year age group (28.6%) closely followed by 45-54 year age group(26.5%) the smallest being 66+ which is recorded as 0.84%. Police staff tend to be older than officers with a significant difference in the age category '55 and over'. This trend is likely to continue with the removal of the default retirement age for non-police officer roles.

Race: There are currently 64 police officers in Derbyshire Constabulary who have identified themselves as B.A.M.E. This represents 3.4% of all police officers which is slightly less than reported last year(3 Count). Derbyshire resident B.A.M.E population is recorded at 6.7% (Census 2011) however this gap is expected to increase further following the 2021 census.

Sex: 51.1% of all staff are female. 37% of officers are female. This is an increase from last year (36%) and is higher than the national percentage of female officers (32% as of March 2021). 70% of police staff are female. Representation of female PCSO is 53% and volunteers 49%. Of the 64 officers that identify as B.A.M.E only 18 (2.6%) are female.

Objective 5

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

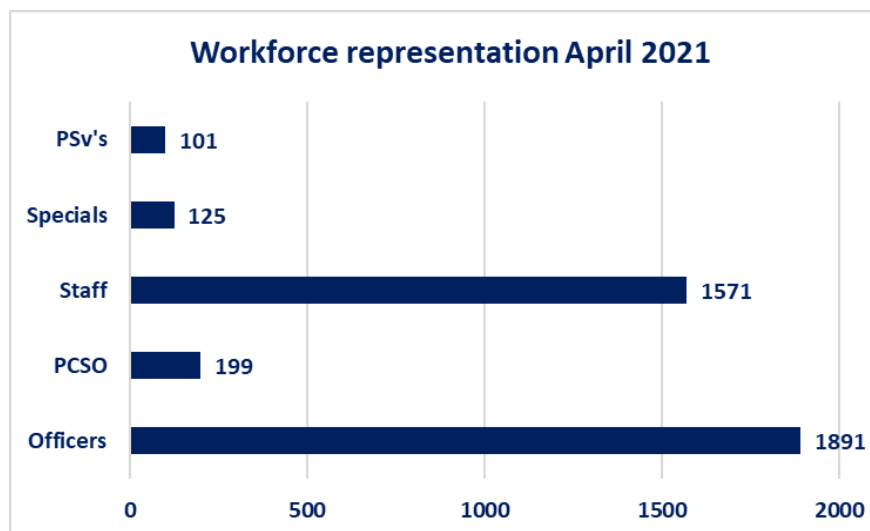


All staff April 2021

Overall Force Employee Numbers	
Workforce Representation	Headcount
Officers	1891
PCSOs	199
Staff	1571
Specials	125
PSVs	101
Total	3887

All staff April 2021

Overall Force Employee Numbers by %		
Workforce Representation	Headcount	% Staff
Officers	1891	49%
PCSOs	199	5%
Staff	1571	40%
Specials	125	3%
PSVs	101	3%
Total	3887	100%



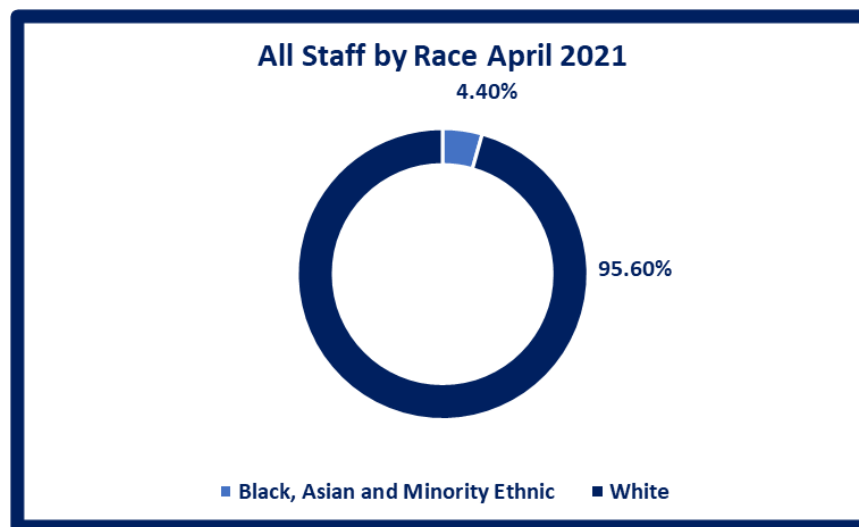
Objective 5

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



All staff by Race April 2021

Workforce Representation	White	B.A.M.E	Not Stated	% B.A.M.E	Total
Police Officers	1806	64	21	3.4%	1891
Police Staff	1473	75	23	4.8%	1571
PCSO	185	13	1	6.6%	199
Specials	113	10	2	8.1%	125
Volunteers	82	2	17	2.4%	101
Total	3659	164	64	4.4%	3887



Derbyshire
Black Police
Association



Respect & Dignity

Derbyshire Constabulary - Ethnicity Staff Support Network

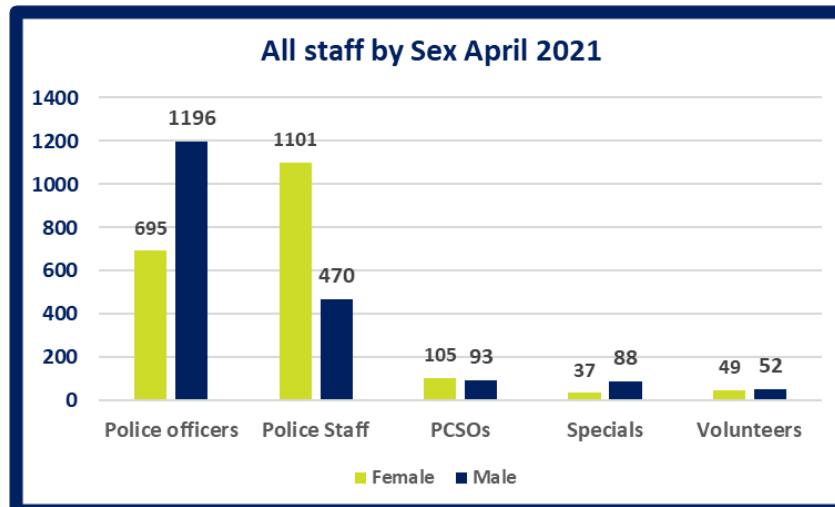
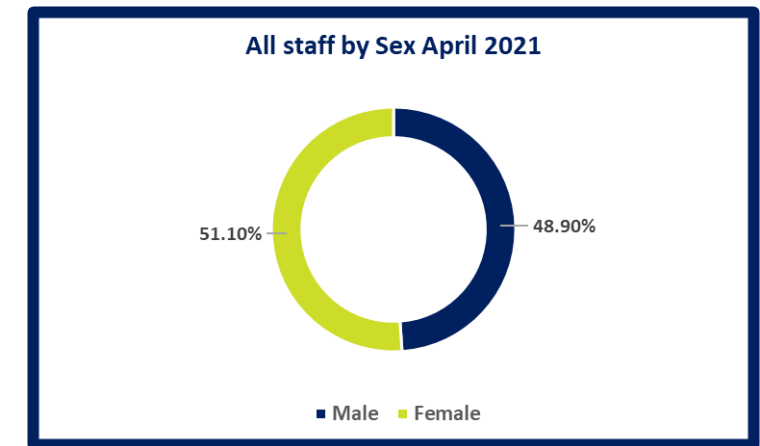
Objective 5

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



All staff by Sex April 2021

Workforce Representation	Female	Male	% Female	% Male	Total
Police Officers	695	1196	37%	63%	1891
Police Staff	1101	470	70%	30%	1571
PCSO	106	93	53%	47%	199
Specials	37	88	30%	70%	125
Volunteers	49	52	49%	51%	101
Total	1988	1899	51.1%	48.9%	3887



Derbyshire Constabulary - Sex Staff Support Network

Derbyshire Constabulary

GEN

Gender Equality Network

Objective 5

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



All staff by Sex and Race as of April 2021

Workforce Representation	Sex	White	B.A.M.E	Not Stated	B.A.M.E and Sex	Total
Police Officers	Female	666	18	11	2.6%	695
	Male	1140	46	10	3.9%	1196
Police Staff	Female	1037	50	14	4.6%	1101
	Male	436	25	9	5.4%	470
PCSO	Female	97	9	0	8.5%	106
	Male	88	4	1	4.3%	93
Specials	Female	33	3	1	8.3%	37
	Male	80	7	1	8.0%	88
Volunteers	Female	39	2	8	4.9%	49
	Male	43	0	9	0.0%	52
Total		3659	164	64	4.3%	3887

All staff by Sex as of April 2021



1988



1899

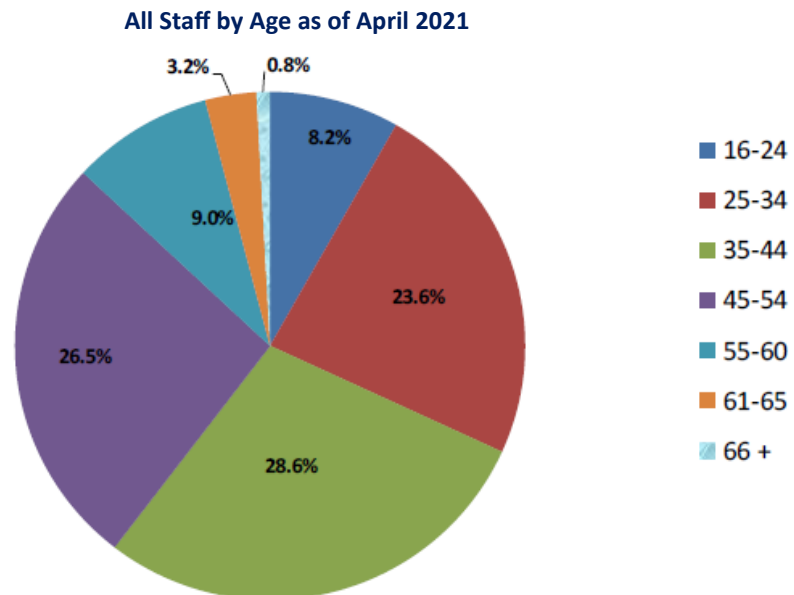
Objective 5

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



Overall Age of all staff as of April 2021

Age Band	Workforce Representation	16-24	25-34	35-44	45-54	55-60	61-65	66+	Total
	Police officer	118	485	696	546	45	1	0	1891
	Police staff	85	322	340	431	272	108	13	1571
	PCSO	44	59	45	24	20	7	0	199
	Special constable	56	35	17	12	4	1	0	125
	Volunteers	17	17	13	17	8	9	20	101
	Total	320	918	1111	1030	349	126	33	3887



Objective 5

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



All staff by Sex who have declared a disability as of April 2021

Workforce Representation	Female	Male	Total
PCSO	6	4	10
Police Officer	16	37	53
Special Constable	1	1	2
Police Staff	66	27	93
Volunteer	4	3	7
Total	93	72	165

All staff by Race who have declared a disability as of April 2021

Workforce Representation	B.A.M.E	White	Total
PCSO	0	10	10
Police Officer	2	50	52
Special Constable	0	2	2
Police Staff	3	90	93
Volunteer	0	6	6
Total	5	158	163

Derbyshire Constabulary - Disability Staff Support Network



All staff by Age who have declared a disability as of April 2021

Workforce Representation	16-24	25-34	35-44	45-54	55-60	61-65	66+	Total
PCSO	4	2	3	0	0	1	0	10
Police Officer	0	20	15	17	1	0	0	53
Special Constable	1	1	0	0	0	0	0	2
Police Staff	3	9	17	34	20	8	1	92
Volunteer	1	1	0	2	1	0	1	6
Total	9	33	35	53	22	9	2	163



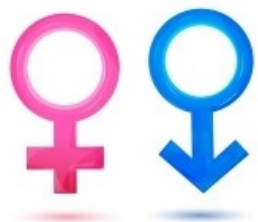
Objective 5

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



All staff who have declared a Sexual Orientation as of April 2021

Workforce Representation	Bisexual		Gay or Lesbian		Heterosexual		Not Specified		Prefer Not to Say		Unknown		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
PCSO	3	2	8	1	55	59	4	1	1	0	35	30	199
Police Officer	11	14	25	19	263	442	20	27	21	26	355	668	1891
Special Constable	1	1	2	2	26	55	0	1	3	2	5	27	125
Police Staff	8	3	16	10	479	221	12	5	15	13	571	218	1571
Volunteer	0	0	1	1	29	35	6	8	1	2	12	6	101
Total	23	20	52	33	852	812	42	42	41	43	978	949	3887



Female/Male



Gay



Lesbian



Heterosexual

All staff by Race who have declared a Sexual Orientation as of April 2021

Workforce Representation	Bisexual			Gay or Lesbian			Heterosexual			Not Specified			Prefer Not to Say			Unknown			Total
	B.A.M.E	White	NS	B.A.M.E	White	NS	B.A.M.E	White	NS	B.A.M.E	White	NS	B.A.M.E	White	NS	B.A.M.E	White	NS	
PCSO	0	5	0	0	9	0	7	106	1	1	4	0	0	1	0	5	60	0	199
Police Officer	1	24	0	0	44	0	21	683	1	1	45	1	0	40	7	41	970	12	1891
Special Constable	1	1	0	0	4	0	6	75	0	0	1	0	0	3	2	3	29	0	125
Police Staff	0	10	1	2	24	0	41	653	6	0	12	5	1	26	1	31	748	10	1571
Volunteer	0	0	0	0	2	0	1	62	1	1	3	10	0	3	0	0	12	6	101
Total	2	40	1	2	83	0	76	1579	9	3	65	16	1	73	10	80	1819	28	3887

Objective 5

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



All staff by Age who have declared Sexual Orientation as of April 2021

Workforce Representation	Bisexual			
	16-24	25-34	35-44	45-54
PCSO	4	1	0	0
Police Officer	5	13	4	3
Special Constable	2	0	0	0
Police Staff	2	5	1	3
Volunteer	0	0	0	0
Total	13	19	5	6

Workforce Representation	Gay or Lesbian						
	16-24	25-34	35-44	45-54	55-60	61-65	66 and over
PCSO	3	1	4	1	0	0	0
Police Officer	7	18	12	5	2	0	0
Special Constable	2	2	0	0	0	0	0
Police Staff	5	13	4	4	0	0	0
Volunteer	0	1	0	0	0	0	1
Total	17	35	20	10	2	0	1



Workforce Representation	Heterosexual						
	16-24	25-34	35-44	45-54	55-60	61-65	66+
PCSO	35	48	17	5	8	1	0
Police Officer	71	318	213	98	5	0	0
Special Constable	41	21	12	5	2	0	0
Police Staff	58	224	153	162	82	21	0
Volunteer	11	8	10	14	5	6	10
Total	216	619	405	284	102	28	10

Objective 5

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



All staff by Age who have declared Sexual Orientation as of April 2021

Workforce Representation	Not specified							Workforce Representation	Prefer not to say						
	16-24	25-34	35-44	45-54	55-60	61-65	66 and over		16-24	25-34	35-44	45-54	55-60	61-65	66 and over
PCSO	0	4	0	1	0	0	0	PCSO	0	0	1	0	0	0	0
Police Officer	6	32	7	2	0	0	0	Police Officer	2	18	17	10	0	0	0
Special Constable	0	1	0	0	0	0	0	Special Constable	5	0	0	0	0	0	0
Police Staff	2	8	2	2	3	0	0	Police Staff	0	8	8	5	6	1	0
Volunteer	2	3	2	0	2	2	3	Volunteer	1	1	0	0	0	0	1
Total	10	48	11	5	5	2	3	Total	8	27	26	15	6	1	1



Workforce Representation	Unknown						
	16-24	25-34	35-44	45-54	55-60	61-65	66+
PCSO	2	5	23	17	12	6	0
Police Officer	27	86	443	428	38	1	0
Special Constable	6	11	5	7	2	1	0
Police Staff	18	64	172	255	181	86	13
Volunteer	3	4	1	3	1	1	5
Total	56	170	644	710	234	95	18

Objective 5

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



All staff by Religion and Belief as of April 2021

Employee Type	Buddhist	Christian	Hindu	Jewish	Muslim	None	Other	Not Disclosed/ Prefer Not to Say	Sikh	Unknown
PCSO	0	42	0	0	0	76	1	72	4	4
Police Officers	3	312	2	0	5	420	15	1094	6	34
Specials	0	25	1	0	0	56	1	38	3	1
Police Staff	2	301	4	1	10	364	14	836	16	23
Volunteers	0	30	0	0	1	32	2	17	0	19
Total	5	710	7	1	16	948	33	2057	29	81

All staff by Religion and Belief and Sex as of April 2021

Sex	Employee Type	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not Disclosed/ Prefer Not to Say	Other	Sikh	Unknown
Female	PCSO	0	19	0	0	0	44	39	0	2	2
	Police Officers	0	120	0	0	1	199	360	3	2	10
	Specials	0	6	0	0	0	21	9	0	1	0
	Police Staff	1	200	4	1	2	259	591	12	14	17
	Volunteers	0	15	0	0	1	15	11	0	0	7
Male	PCSO	0	23	0	0	0	32	33	1	2	2
	Police Officers	3	192	2	0	4	221	734	12	4	24
	Specials	0	19	1	0	0	35	29	1	2	1
	Police Staff	1	101	0	0	8	105	245	2	2	6
	Volunteers	0	15	0	0	0	17	6	2	0	12
	Total	5	710	7	1	16	948	2057	33	29	81

Objective 5

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



All staff by Religion, Belief and Race as of April 2021

Race	Employee Type	Buddhist	Christian	Hindu	Jewish	Muslim	None	Prefer Not To Say/Not Disclosed	Other	Sikh	Unknown
White	PCSO	0	39	0	0	0	75	67	1	0	3
	Police Officers	3	306	0	0	0	411	1042	15	0	29
	Specials	0	22	0	0	0	56	33	1	0	1
	Police Staff	2	289	0	1	0	357	795	11	0	18
	Volunteers	0	30	0	0	0	31	12	2	0	7
B.A.M.E	PCSO	0	3	0	0	0	1	5	0	4	0
	Police Officers	0	5	2	0	5	8	37	0	6	1
	Specials	0	3	1	0	0	0	3	0	3	0
	Police Staff	0	10	4	0	10	3	30	2	16	0
	Volunteers	0	0	0	0	1	1	0	0	0	0
Not Stated	PCSO	0	0	0	0	0	0	0	0	0	1
	Police Officers	0	1	0	0	0	1	15	0	0	4
	Specials	0	0	0	0	0	0	2	0	0	0
	Police Staff	0	2	0	0	0	4	11	1	0	5
	Volunteers	0	0	0	0	0	0	5	0	0	12
Total		5	710	7	1	16	948	2057	33	29	81

Objective 5

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



All staff by Religion, Belief and Age as of April 2021

Age Band	Employee Type	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not Diosclosed/ Prefer Not to Say	Other	Sikh	Unknown
16-24	PCSO	0	9	0	0	0	30	3	1	1	0
	Police Officers	1	26	0	0	1	76	8	0	1	5
	Specials	0	11	0	0	0	33	11	0	1	0
	Police Staff	0	15	1	0	1	44	20	1	0	3
	Volunteers	0	4	0	0	0	8	3	0	0	2
25-34	PCSO	0	16	0	0	0	31	6	0	2	4
	Police Officers	1	128	1	0	2	240	91	1	2	19
	Specials	0	7	0	0	0	15	11	0	1	1
	Police Staff	0	69	2	0	5	154	74	4	5	9
	Volunteers	0	6	0	0	0	5	4	0	0	2
35-44	PCSO	0	8	0	0	0	10	26	0	1	0
	Police Officers	0	112	1	0	2	85	478	7	3	8
	Specials	0	2	1	0	0	7	6	1	0	0
	Police Staff	0	61	1	0	3	79	181	3	8	4
	Volunteers	0	2	0	0	1	6	1	1	0	2



Objective 5

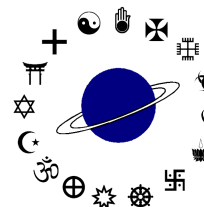
We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



All staff by Religion, Belief and Age as of April 2021

Age Band	Employee Type	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not Disclosed/ Prefer Not to Say	Other	Sikh	Unknown
45-54	PCSO	0	3	0	0	0	3	18	0	0	0
	Police Officers	1	43	0	0	0	18	475	7	0	2
	Specials	0	3	0	0	0	1	7	0	1	0
	Police Staff	2	89	0	1	1	59	269	5	2	3
	Volunteers	0	7	0	0	0	6	3	0	0	1
55-60	PCSO	0	5	0	0	0	2	13	0	0	0
	Police Officers	0	3	0	0	0	1	41	0	0	0
	Specials	0	2	0	0	0	0	2	0	0	0
	Police Staff	0	54	0	0	0	24	188	1	1	4
	Volunteers	0	1	0	0	0	3	1	0	0	3
61-65	PCSO	0	1	0	0	0	0	6	0	0	0
	Police Officers	0	0	0	0	0	0	1	0	0	0
	Specials	0	0	0	0	0	0	1	0	0	0
	Police Staff	0	12	0	0	0	4	92	0	0	0
	Volunteers	0	3	0	0	0	2	0	0	0	4
66 and Over	Police Staff	0	1	0	0	0	0	12	0	0	0
	Volunteers	0	7	0	0	0	2	5	1	0	5

Religious symbols



Objective 5

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



Distribution of workforce (officer, staff and special constables)

Source: HR Database

Data Range: April 2021

Comments: Ops Support now incorporates staff based in Contact Management and Resolution Centre (CMaRC).

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

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

Exceptions:

Police Officer:

Race: Whilst the B.A.M.E Officer representation differs from North to South division, this reflects the lower B.A.M.E populations on North division and higher population within South division. B.A.M.E officers are particularly under represented in the following departments, CMARC, Crime support, EM-SOU and Operational Support.

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

Police Staff:

Race: B.A.M.E police staff are underrepresented in many departments. B.A.M.E police staff account for 4.8% of all staff and are most represented in South Division 18.6% Legal Services 17.1%, Information Services 9.4% and HR Service Centre 9.4% .

Sex: 70% of Police staff are female. They are most under represented East Midlands Technical Support Unit (TSU) 9% and Assets 18%.

PCSO:

Race: PCSO B.A.M.E representation is 5.6%. **Sex:** In respect of gender PCSO's are fairly evenly represented with 54.8% Female.



East Midland Collaborative Forces

Objective 5

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



Police Officer by Sex and Department as of April 2021

Dept.	Female	Male	% Female within Dept
Business Change	0	1	0%
CMARC	2	11	15%
Corporate Services	6	11	35%
Crime Support	131	150	47%
Criminal Justice	6	23	21%
EM - MCU	9	13	41%
EM - SOU	9	27	25%
EMSOU - SB	7	9	44%
Executive	2	2	50%
Federation	1	1	50%
HR - Inc L&D	17	18	49%
Info Management	5	5	50%
Information Services	0	3	0%
North Division	200	359	36%
OLCE	5	6	45%
Operational Support	24	173	12%
South Division	242	369	40%
Student Officers	29	15	66%
Total	695	1196	36.8%

Police Officer Race by Department as of April 2021

Dept.	White	B.A.M.E	N/S	% B.A.M.E	Total
Business Change	1	0	0	0.0%	1
CMARC	13	0	0	0.0%	13
Corporate Services	14	2	1	12.5%	17
Crime Support	272	7	2	2.5%	281
Criminal Justice	27	2	0	6.9%	29
EM - MCU	21	1	0	4.5%	22
EM - SOU	36	0	0	0.0%	36
EMSOU - SB	14	2	0	12.5%	16
Executive	4	0	0	0.0%	4
Federation	2	0	0	0.0%	2
HR - Inc EMCHRS	35	0	0	0.0%	35
Info Management	9	1	0	10.0%	10
Information Services	3	0	0	0.0%	3
North Division	547	11	11	2.0%	559
OLCE	11	0	0	0.0%	11
Operational Support	196	1	0	0.5%	197
South Division	570	35	6	5.8%	611
Student Officers	41	2	1	4.7%	44
Total	1806	64	21	3.4%	1891

Objective 5

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



Dept.	White	B.A.M.E	N/S	% B.A.M.E	Total
Assets	27	1	1	3.6%	29
Business Change	11	1	0	8.3%	12
CMARC	293	8	4	2.7%	305
Comms & Engage.	25	0	0	0.0%	25
Corporate Services	30	1	1	3.2%	32
Crime Support	153	9	2	5.6%	164
Criminal Justice	192	7	0	3.5%	199
EM - FOR	137	8	3	5.5%	148
EM - MCU	15	0	0	0.0%	15
EM - TSU	24	0	0	0.0%	24
EM - SOU	2	0	0	0.0%	2
EMSOU - SB	66	3	1	4.3%	70
Executive	4	0	0	0.0%	4
Finance & Business	62	1	0	1.6%	63
HR - Apprentices	5	0	1	0.0%	6
HR EMCHRS	24	3	0	11.1%	27
HR Service Centre	49	5	0	9.3%	54
Human Resources	30	2	0	6.3%	32
Info Management	68	4	4	5.6%	76
Info Services	55	6	0	9.8%	61
Legal Services	27	6	2	18.2%	35
North Division	35	1	1	2.7%	38
OLCE	34	0	0	0.0%	34
Operational Support	28	1	2	3.4%	31
Op Support - CREST	30	1	0	3.2%	31
South Division	37	7	1	15.9%	45
Other Depts	9	0	0	0.0%	9
Total	1473	75	23	4.8%	1571

Police Staff Race by Department as of April 2021



Objective 5

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



Police Staff by Sex and Department as of April 2021

Dept.	Female	Male	% Female	Total
Assets	6	23	21%	29
Business Change	4	8	33%	12
CMARC	237	58	78%	305
Comms & Engage.	18	7	72%	25
Corporate Services	23	9	72%	32
Crime Support	126	38	77%	164
Criminal Justice	149	50	75%	199
EM - FOR	98	50	66%	148
EM - MCU	11	4	73%	15
EM - TSU	2	22	8%	24
EM - SOU	1	1	50%	2
EMSOU - SB	42	28	60%	70
Executive	3	1	75%	4
Finance & Business	54	9	86%	63
HR - Apprentices	2	4	33%	6
HR EMCHRS	10	17	37%	27
HR Service Centre	44	10	81%	54
Human Resources	26	6	81%	32
Info Management	55	21	72%	76
Info Services	16	45	26%	61
Legal Services	27	8	77%	35
North Division	32	6	84%	38
OLCE	26	8	76%	34
Operational Support	19	12	61%	31
Op Support - CREST	21	10	68%	31
South Division	41	4	91%	45
Other Depts	8	1	89%	9
Total	1101	470	70%	1571

Police Staff by Sex Representation across Force as of April 2021



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PCSO by Sex Representation as of April 2021

PCSOs	Female	Male	% Female within Dept
North Division	55	48	53%
South Division	51	44	54%
Crime Support	0	1	0%
Total	105	93	53.3%

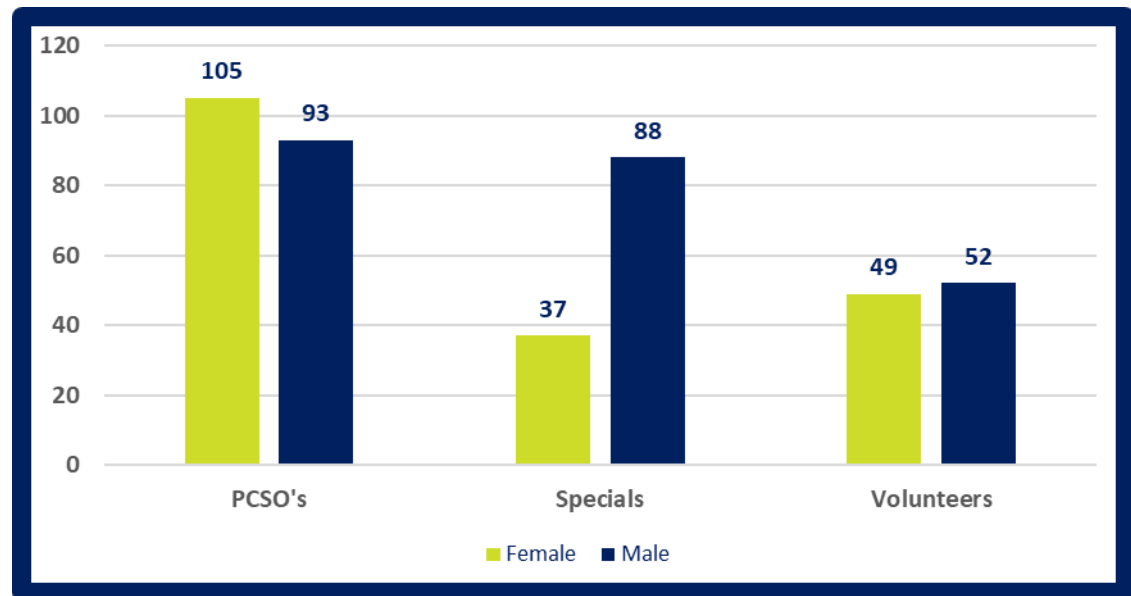
Specials by Sex Representation as of April 2021

Specials	Female	Male	% Female within Dept
North Division	13	35	27%
South Division	19	31	38%
Crime Support	0	1	0%
Corporate Services	0	1	0%
Students	5	20	20%
Total	37	88	29.6%

Volunteers by Sex Representation as of April 2021

Volunteers	Female	Male	% Female within Dept
North Division	26	34	43%
South Division	16	7	70%
Operational Support	1	6	14%
Crime Support	2	1	67%
Corporate Services	1	3	25%
CMARC	3	1	75%
Total	49	52	48.5%

PCSO, Specials and Volunteer Representation by Sex as of April 2021



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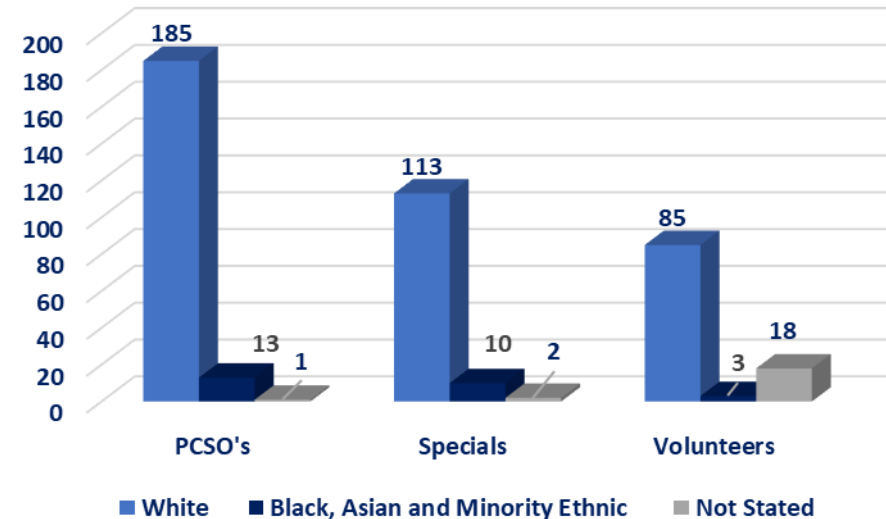
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PCSO by Race as of April 2021

PCSOs	White	B.A.M.E	N/S	% B.A.M.E	Total
North Division	102	1	0	1.0%	103
South Division	82	12	1	12.8%	95
Crime Support	1	0	0	0.0%	1
Total	185	13	1	6.6%	199

PCSO, Specials and Volunteers by Race as of April 2021



Specials by Race as of April 2021

Specials	White	B.A.M.E	N/S	% B.A.M.E	Total
North Division	46	2	0	4.2%	48
South Division	45	3	2	6.3%	50
Crime Support	1	0	0	0.0%	1
Corporate Services	1	0	0	0.0%	1
Students	20	5	0	20.0%	25
Total	113	10	2	8.1%	125

Volunteers	White	B.A.M.E	N/S	% B.A.M.E	Total
North Division	52	0	13	0.0%	65
South Division	17	3	5	15.0%	25
Operational Support	6	0	0	0.0%	6
Crime Support	3	0	0	0.0%	3
Corporate Services	3	0	0	0.0%	3
CMARC	4	0	0	0.0%	4
Total	85	3	18	3.4%	106

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Police officer rank information and years of service.

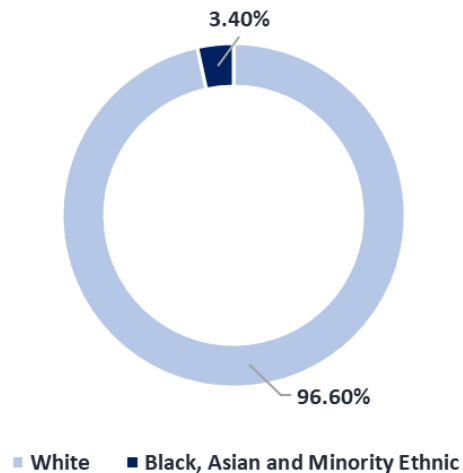
Data Limitations: Ethnicity is self-defined with the HR self-service system.

Data Range: April 2021

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

Exceptions: **Race:** B.A.M.E representation of police officers across the force is 3.4%. There is no B.A.M.E representation at NPCC ranks. However the highest ranking B.A.M.E is a Chief Superintendent. **Sex:** The representation of female within the rank structure declines from PC to Sgt and only reaches a 40% female representation at Superintendent rank. 88.3% of all female officers are PC rank compared to 76.5% of all male officers. 7.2% of all female officers are Sgt rank compared to 16.6% of all male officers. At NPCC level within the organisation we have two substantive female officers our Chief Constable and Deputy Chief Constable. However we also have one female Chief Superintendent who is Temporary Assistant Chief Constable.

Police Officer by Race as of April 2021



Rank Structure



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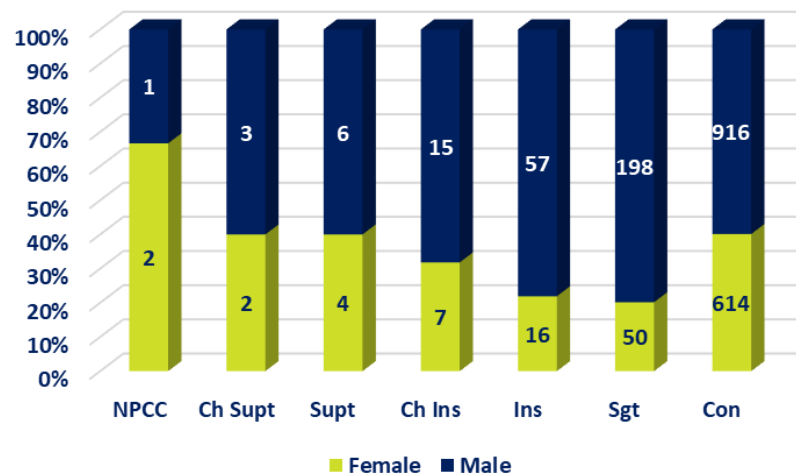


Police Officer by Race and Rank as April 2021

Note: The number in brackets indicates officers who are currently in temporary posts within the NPCC rank

Rank	White	B.A.M.E	N/S	% B.A.M.E	Total
NPCC	3 (5)	0	0	0.0%	3
C/Supt	4(2)	1	0	20.0%	5
Supt	9	0	1	0.0%	10
C/Ins	21	1	0	4.5%	22
Ins	68	5	0	6.8%	73
Sgt	238	10	0	4.0%	248
Con	1463	47	20	3.1%	1530
Total	1806	64	21	3.4%	1891

Police Officer by Sex and Rank as of April 2021



Police Officer Sex and Rank as of April 2021

Note: The number in brackets indicates officers who are currently in temporary posts within the NPCC rank

Rank	Female	Male	% Female within Rank
NPCC	2(3)	1(2)	67%
C/Supt	2(1)	3(2)	40%
Supt	4	6	40%
C/ins	7	15	32%
Ins	16	57	22%
Sgt	50	198	20%
Con	614	916	40%
Total	695	1196	36.8%

Objective 5

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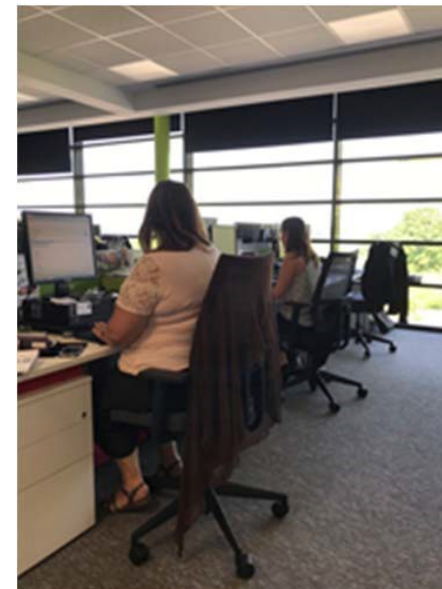
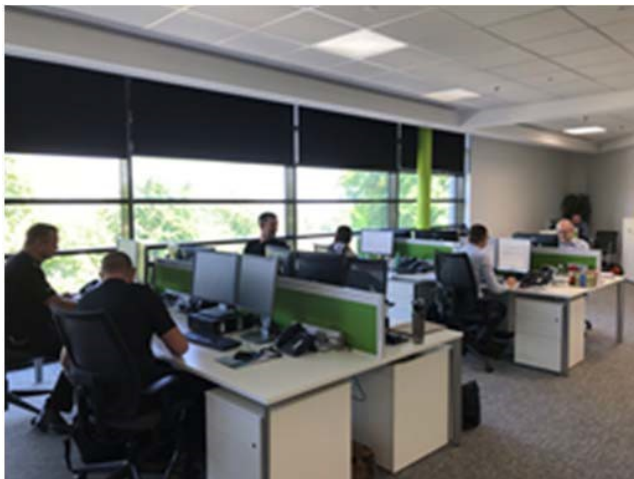
Police Staff Grades by Sex and Race.

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

Data Range: April 2021

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

Exceptions: **Race:** 4.8% of Police staff are B.A.M.E with 4.9% in E-G grade. In the higher grades there is 6.3% representation (2) in a K-N Grade. **Sex:** 29% of females are on a C-D grade compared to 12% of male colleagues. In the higher grade H-J (middle management) only 10% of females compared to 18% of males are employed at this grade.

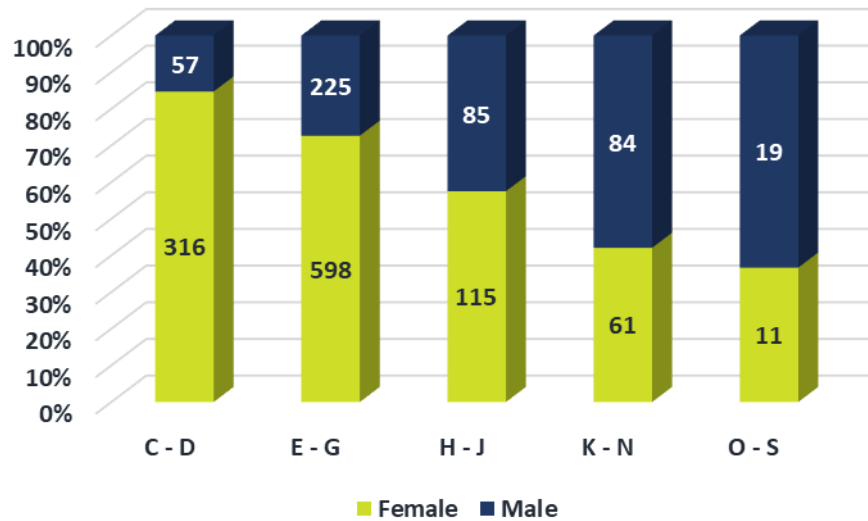


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We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve



Number of Police Staff by Grades and Sex as of April 2021



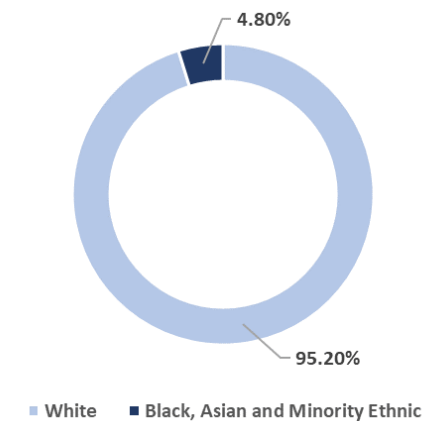
Police Staff Grades by Sex as of April 2021

Grade	Female	Male	% of all Females on Grade	% of all Males on Grade
C - D	316	57	29%	12%
E - G	598	225	54%	48%
H - J	115	85	10%	18%
K - N	61	84	6%	18%
O - S	11	19	1%	4%
Total	1101	470	100%	100%

Police Staff Race by Grade as of April 2021

Grade	White	B.A.M.E	N/S	% B.A.M.E at each Grade	Total
C - D	350	17	6	4.6%	373
E - G	772	40	11	4.9%	823
H - J	189	8	3	4.1%	200
K - N	134	9	2	6.3%	145
O - S	28	1	1	3.5%	30
Total	1473	75	23	4.8%	1571

Police Staff by Race as of April 2021



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)

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



= PAY

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



Gender Pay Gap (force level)

Source:

HR Database (pay role)

Data Range:

2019—2020

Comments:

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

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

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

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

Mean: the whole range expressed as an average and

Median : the mid-point in the range

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

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

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

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

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



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Gender Pay Gap (Cont.)

Exceptions:

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

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

Male police officers receive the highest average hourly rate of pay and female police staff receive the lowest. Male representation is disproportionately higher in mid rank Sergeant and Inspector roles, although the gender split is more balanced in the more senior ranks and in the constable rank.

Because 63% of our male employees are police officers and 70% of our female employees are police staff the median gender pay gap becomes distorted when officers and staff are combined.

While the force is of course committed to equal pay for equal work, an over-representation of men in higher ranking positions – together with more men having been employed for longer periods - means a 7.7% gap exists in average police officer pay. The number of female officers in the most senior ranks has increased over the last 12/18 months but female officers remain under represented in the 2 upper pay quartiles.

An over-representation of women in positions where the salary grade is lower accounts for an average gap of 14.6% in police staff. The overall gap across all officers and staff stands at 15.3%.

Quartile data :

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

Quartile 2 is only slightly improved (0.4%),

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

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

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

Note: Sex representation will differ from current (April 2021) workforce data due to reporting period.

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Mean Gender Pay Gap

	Mean Hourly Pay	Pay Gap
Officers - Male	£19.02	7.7%
Officers - Female	£17.56	
Staff - Male	£16.89	14.6%
Staff - Female	£14.43	
All staff - Male	£18.34	15.3%
All staff - Female	£15.54	

Median Gender Pay Gap

	Median Hourly Pay	Pay Gap
Officers - Male	£19.31	0.4%
Officers - Female	£19.23	
Staff - Male	£15.55	9.8%
Staff - Female	£14.03	
All staff - Male	£19.26	24.6%
All staff - Female	£14.52	

Police Officers representation (whole organisation) and Police officer by Sex



Police Staff representation inc. PCSO (whole organisation) and Police staff by Sex



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Quartile Information

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

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

lower quartile (1)

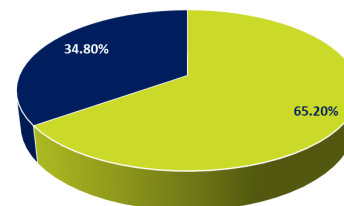
lower middle quartile (2)

upper middle quartile (3)

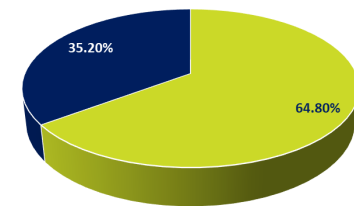
upper quartile (4)



Quartile 1



Quartile 2



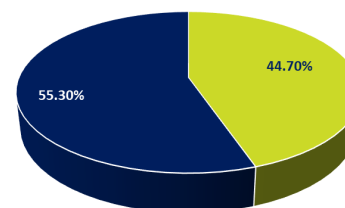
Female



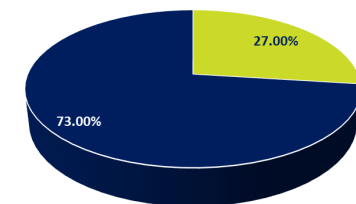
Male



Quartile 3



Quartile 4



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Bonus Payments

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

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



	% Receiving Bonus Pay
All staff - Male	4.7%
All staff - Female	2.1%

	Mean Bonus Pay	Pay Gap
Male	£667.63	24.2%
Female	£506.07	

	Median Bonus Figure
Male	£125
Female	£193.75
Median Bonus Pay Gap	-55%

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Limited Duties (officers and staff)

Source: Gateway (HR self-service system)

Date range: April 2021

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

These are:

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

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

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

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

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

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

Exceptions: **59** officers and staff are currently were on adjusted duties. The majority of these are police officers (93.2%). **Age:** The majority of all staff on adjusted duties 61% are in the 45-54 years age bracket. **Race:** Only 1 member of staff on adjusted duties defines themselves as B.A.M.E **Sex:** 62.7% of all those on adjusted duties are male.

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All staff by Sex who are on Adjusted Duties as of March 2021

Workforce Representation	Female	Male	Total
Police Officer	18	37	55
Police Staff	2	0	2
PCSO	1	1	2
Total	21	38	59

All staff by Race who are on Adjusted Duties as of March 2021

Workforce Representation	B.A.M.E	White	Not Stated	Total
Police Officer	1	53	1	55
Police Staff	0	2	0	2
PCSO	0	2	0	2
Total	1	57	1	59

Disabled Police Association

Promoting Ability in the United Kingdom Police Service



DISABLED POLICE ASSOCIATION



All staff by Age who are on Adjusted Duties as of March 2021

Workforce Representation	25-34	35-44	45-54	55-60	61-65	Total
Police Officer	0	15	34	6	0	55
Police Staff	0	0	2	0	0	2
PCSO	0	1	0	0	1	2
Total	0	16	36	6	1	59



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Maternity and Paternity Leave- Police Officers and Staff

Source: HR Performance Report

Date range: April 2021

Comments: Data includes PCSO.

Data does not include those off on Adoption Leave.

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

Exceptions: **Sex :** Only one male is currently on paternity leave. As of April 2021, 39 female officers and staff are currently on maternity leave.

All staff by Sex who are on Maternity or Paternity Leave as of April 2021

Workforce Representation	Female	Male	Total
Police Officer	13	1	14
Police Staff	25	0	25
PCSO	1	0	1
Total	39	1	40



All staff by Age who are on Maternity or Paternity Leave as of April 2021

Workforce Representation	25-34	35-44	Total
Police Officer	13	1	14
Police Staff	16	9	25
PCSO	0	1	1
Total	29	11	40

All staff by Race who are on Maternity or Paternity Leave as of April 2021

Workforce Representation	B.A.M.E	White	Not Stated	Total
Police Officer	0	14	0	14
Police Staff	1	23	1	25
PCSO	0	1	0	1
Total	1	38	1	40

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Police Officer Job Related Fitness Tests (JRFT)

Source: HR Performance Report

Date range: 01/04/2020-31/03/2021

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

Exceptions: Overall - 99.23% of the 1177 Police Officers and Specials who have taken the fitness test during the past 12 months have passed.
Age: The highest failure rate was in officers aged 45-54 years. They accounted for 44.4% of the total failure rate.
Race: Where ethnicity is known B.A.M.E (29) account for 2.46% of all officers. The only officers failing the fitness test are defined as White who account for the failure rate of 0.76% failure rate overall and 0.8% of all those in that group.
Sex: Of the 366 females taking the test, 1.63% of the female police officers failed the test compared to 0.76% of 1177 males who took the test.



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Fitness test - All staff by Rank 01/04/2020- 31/3/2021

Fitness Test Outcome	Special Con	Con	Sgt	Ins	Ch Ins	Supt	Total
Pass	51	896	172	37	10	1	1168
Fail	2	7	0	0	0	0	9
Total	53	903	172	37	10	1	1177

East midlands Collaborative HR Services - Learning & Development



Part of the East Midlands Collaboration Programme

Fitness test - All staff by Sex - 01/04/2020 - 31/3/2021

Fitness Test Outcome	Female	Male	Total
Pass	360	808	1168
Fail	6	3	9
Total	366	809	1177



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Fitness test - All staff by Age - 01/04/2020 - 31/03/2021

Fitness Test Outcome	16-24	25-34	35-44	45-54	55-60	61-65	Total
Pass	61	322	454	303	28	0	1168
Fail	2	0	2	4	1	0	9
Total	63	322	456	307	29	0	1177



1.63% Failure



0.37% Failure



Fitness test - All staff by Age and Sex

- 01/04/2020- 31/03/2021

Sex	Age Band	Pass	Fail
Female	16-24	27	2
	25-34	119	0
	35-44	139	1
	45-54	74	3
	55-60	1	0
Male	16-24	34	0
	25-34	203	0
	35-44	315	1
	45-54	229	1
	55-60	27	1
	61-65	0	0
	Total	1168	9

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Dispute resolution and employment tribunals (staff and officers)

Comments: Data in relation to employment tribunals covers the period 01/04/19 – 31/03/20 and 01/04/20—31/03/21 and relates to all staff, officers and applicants. Note that the complainant may have lodged more than one grievance (known as dispute resolution) or brought about more than one employment tribunal, over the period. Also some dispute resolutions may lead to an employment tribunal; the dispute resolution is still counted.

Data in relation to dispute resolution covers the period 01/04/2020 – 31/03/2021

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

Employment tribunals cases (all staff and ex-employees) 2019-2020 & 2020-2021 including Race and Sex

Employment Tribunal	Total	White	B.A.M.E	% B.A.M.E	Male	Female	% Female
2020-2021	2	2	0	0%	0	2	100%
2019-2020	2	1	1	50%	1	1	50%



Dispute Resolution cases (all staff and ex-employees) 01/04/2020—31/03/2021 including Race and Sex

	White	B.A.M.E	Male	Female	Total
Dispute Resolution Completed	3	0	1	2	3
Dispute Resolution Live	4	0	2	2	4

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Police officer recruitment—Entry Routes

Comments:

From January 2020, new police constable recruits will have three ways of entering policing and learning to carry out their role. The three routes and the learning they provide were chosen after a two-month consultation within policing and the wider public to ensure entry to the service appealed to the widest group of people including those who preferred an apprenticeship, those who wished to attend university, and those who already have a degree.

Apprenticeship. Candidates can join as a constable, and follow an apprenticeship in professional policing practice – you earn while they learn. This route normally takes three years with both on and off-the-job learning. On successfully finishing the programme, candidates complete their probation and achieve a degree.

Degree-holder Entry. If candidates have a degree in any subject, they can join and follow a work-based programme, supported by off-the-job learning. This route normally takes two years, and the learning they have undergone is recognised with a Graduate Diploma in Professional Policing Practice when they complete their probation.

Pre-join Degree. If candidates want to study first, they can complete a three year Degree in Professional Policing at their own expense, and then apply to a force and follow a shorter on-the-job training programme. Being a special constable can be included in this route.

Exceptions:

The College of Policing has noted that the introduction of this kind of system could increase the diversity of those joining. Participation in higher education is rising amongst ethnic minority applicants, faster than their 'share' of the population, and students from disadvantaged backgrounds have increased their participation in higher education at a faster rate than those from more privileged backgrounds. However the recent report of the Commission on Race and Ethnic Disparities identifies that not all B.A.M.E communities are succeeding in education particularly those from Black Caribbean, Mixed White and Black Caribbean, Traveller of Irish Heritage, Gypsy and Roma, and Pakistani boys from low socio-economic backgrounds, and lower socio-economic status White British pupils and this may impact their ability to join the police.

Positive action:

Derbyshire Constabulary has a strong commitment to equality and diversity both within the organisation and in the service we provide. We aim to employ a representative workforce that reflects the communities we serve. In order to provide a high level of service, we encourage applications from under-represented groups and we are proud to pursue a policy of 'positive action' in an attempt to achieve this. 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 158 of the Equality Act 2010 allows employers to use the positive action general provisions giving individuals from underrepresented groups the opportunity to access support and training, in preparation for and throughout the recruitment process, to overcome disadvantages when competing with others. Positive Action is often confused with Positive Discrimination. Positive Action does not mean people will be recruited simply because of their gender, ethnicity or sexual orientation. This is 'positive discrimination' which is unlawful. We treat all applicants equally and recruitment is based on merit.

GLOSSARY



Age	This refers to a person belonging to a particular age group, which can mean people of the same age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds, or people over 50).
B.A.M.E	Black, Asian and Minority Ethnic. Using 16+1 race breakdown, this includes Asian or Asian British: (Indian, Pakistani, Bangladeshi and any other Asian background); Black or Black British: (Caribbean, African and any other Black background); Mixed: (White and Black Caribbean, White and Black African, White and Asian any other mixed background and Other (Chinese and any other ethnic group). Those in italic, along with 'White' and 'not stated' comprise the 5+1 collapsed race breakdown. It is an aspiration to move towards 18+1 race categories which includes gypsy travellers (under White) and Arab group (under other), whilst Chinese is moved to Asian. This will reflect the Census 2011 breakdown.
Conductive Energy Devices (CED) TASER® X2	CED or more commonly known as TASER® X2 is an electroshock weapon introduced for police use as a non-lethal method of dealing with potentially dangerous people.
Crimes and Incidents:	Incidents relate to calls for service from members of the public that are recorded on force systems (note that not all calls are converted to an incident). Some incidents will result in a crime, should this meet the victim or callers wishes and/or meet the Crime Recording Standards as a notifiable offence. Some calls to the police are not notifiable offences for example a road traffic incident or stray animals causing a road obstruction.
Disability	A person has a disability if she/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Equality Impact Assessment:	An EIA is a tool that helps public authorities make sure their policies, functions and projects, and the way they are carried out, show due regard to the aims of the Equality Act 2010 General Duty. Carrying out an EIA involves systematically assessing the likely (or actual) effects of our policies, functions and projects on people in respect of their protected characteristics. This also includes looking for opportunities to promote equality that have previously been missed or could be better used, as well as how negative or adverse impacts can be removed or mitigated where possible.
Flexible Working Arrangements:	All employees within Derbyshire Constabulary have the right to request a change to their working patterns or hours. Examples of flexible working arrangements are compressed hours (working the same number of hours in fewer days), working some or all of the time from home or working purely in term time.
Gender Reassignment:	The process of changing or transitioning from one gender to another.
Hate Incident/ Crime:	A hate incident/crime is any incident or crime which is perceived by the victim, or any other person, to be motivated by a hostility or prejudice, based upon: Disability, Ethnicity, Religion or belief, Sexual orientation, Gender reassignment or Other including: Alternative Subculture i.e. Goths etc.

GLOSSARY



LGB&T:	People who identify as Lesbian, Gay, Bisexual and Transgender.
Marriage and Civil Partnership:	Marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex and opposite sex couples.
Necessity Test	In order for police to make an arrest, there are certain conditions that need to be met. These conditions are set out in the Police and Criminal Evidence Act 1984 (PACE) Code G. The police have the power to make an arrest without a warrant. In order to do so, the following conditions must be met: Reasonable suspicion that the person being arrested has committed an offence, has attempted to do so or is planning to do so and grounds for believing the arrest to be necessary. Necessary means, practically speaking, that even if there is reason to believe someone has committed an offence, they cannot simply be arrested. There must be also some specific need to do so. The need must be either :To ascertain a person's name or address: To prevent physical harm: To prevent loss of or damage to property: To prevent an offence against public decency: If there is an unlawful obstruction to the highway: To protect a child or a vulnerable person: To prevent the investigation of an offence or the prosecution of the suspect being hindered. PACE Code G (publishing.service.gov.uk)
Positive Outcome:	Positive outcomes are made up of sanction detections and restorative disposals. Sanction detections are comprised of: cannabis warnings, charges, cautions, reprimands, summons, final warning, fixed penalty notice or offences taken into consideration. Restorative disposals are crimes that have been resolved involving both the victim and offender and encourage the offender to repair the harm they have done. This may involve, for example a written or verbal apology, or financial compensation. The Home Office currently only count sanction detections in the official figures whilst several forces, including Derbyshire, pilot the use of restorative disposals.
Positive Action	Positive action is a range of lawful actions that seek to overcome or minimise disadvantages in employment opportunities that people who share a protected characteristic have experienced, or to meet their different needs. Section 158 of the Equality Act 2010 allows employers to use Positive Action in recruitment and promotion. Positive action is often confused with positive discrimination. Positive action does not mean people will be recruited simply because of their race, sex or sexual orientation. This is 'positive discrimination' which is unlawful. Applicants are recruited based on merit.
Pregnancy and Maternity:	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

GLOSSARY



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



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

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Derbyshire Constabulary Headquarters
Butterley Hall • Ripley • Derbyshire • DE5 3RS

101 • In an emergency, always dial 999

www.derbyshire.police.uk

Contact numbers for people who are Deaf and Hard of Hearing

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

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