



Staffordshire Police

Equality and Diversity Monitoring Report

April 2008 – March 2009

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1. Introduction

Staffordshire Police and Staffordshire Police Authority are committed to providing a service of Trust and Confidence to all members of the community that is not discriminatory, creating a working environment free from any form of harassment or bullying.

We also seek to develop and provide equal opportunities for a workforce that reflects the diversity of cultures within the communities we serve.

The Staffordshire Police Equality Scheme 2008-2011 sets out how we will promote equality across all strands of diversity. The six strands of diversity are:

- Age
- Disability
- Gender (including Transgender)
- Race
- Religion
- Sexual orientation

The annual update of the Equality Scheme is attached at Appendix 'A'.

Monitoring helps us to ensure we identify and eliminate any discrimination in the service we provide to our communities and how we treat our staff.

This report contains the monitoring figures for service delivery and employment for 2008-2009.

2. Equality and Diversity developments during 2008-2009

2.1 Diversity Action Plan

The force diversity action plan contains all the actions for work being undertaken in the six strands of diversity. Progress of the diversity action plan is monitored by the force and Police Authority Joint Equality and Diversity Board (JEDB) and the force Tactical Diversity Group (TDG). The JEDB is chaired by the Police Authority and has community representatives together with police personnel from human resources, public protection, corporate services, staff and support associations. The TDG is currently chaired by the Assistant Chief Constable Marcus Beale.

Key actions completed this year include:

- Equality Scheme 2008-2011
Staffordshire Police Equality Scheme 2008-2011 was published which sets out how we will promote equality across the six strands of diversity.
- Fairness at Work Procedure
The Fairness at Work Procedure was published in January 2009 and provides a means for all staff to resolve conflict at the closest point of origin. The procedure introduces an informal resolution stage and mediation stage before the formal grievance stages.
- Force Website
A new force website was developed which meets national requirements for accessibility for people with disabilities. The website has also been awarded the Shaw Trust Accreditation for accessibility for people with disabilities. The website allows individuals to have the text spoken or to change the size of the text and the background colour. The website also translates the text into four languages, Polish, French, Chinese and Hindi.

2.2 Satellite Panels

The force is developing satellite panels to improve communication with the communities within Staffordshire. The panels provide a means for people to be at the heart of police policy development and decision making. The following satellite panels are being developed:

- Business community
- Black and Minority Ethnic
- Young People's (age 10 – 16)
- Lesbian Gay Bisexual and Transgender
- Disability
- Faith

The disability panel has been formed and the individuals have been asked for their views on issues.

2.3 Staffordshire Police Support and Staff Associations and Trade Union

The Staffordshire Police Support Associations consist of :

- Staffordshire Association for Women in Policing
- Staffordshire Police Christian Police Association
- Staffordshire Police Disability Support Group
- Staffordshire Police Lesbian Gay and Bi-sexual Group
- Staffordshire Police Multicultural Association

The staff associations include the Police Federation and the Superintendents Association. UNISON is a trade union that offers support to police staff.

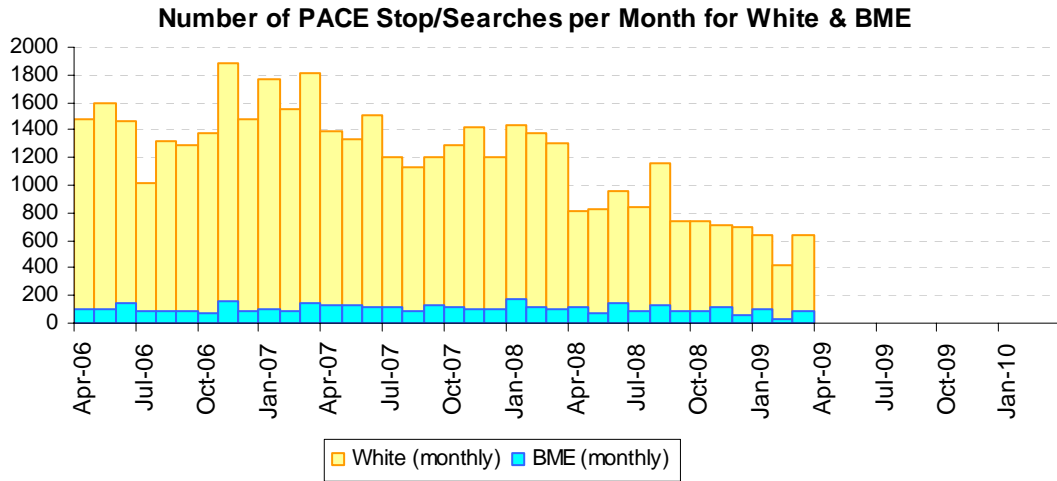
All of the above bodies work closely with the Diversity Unit

2.4 Police Authority

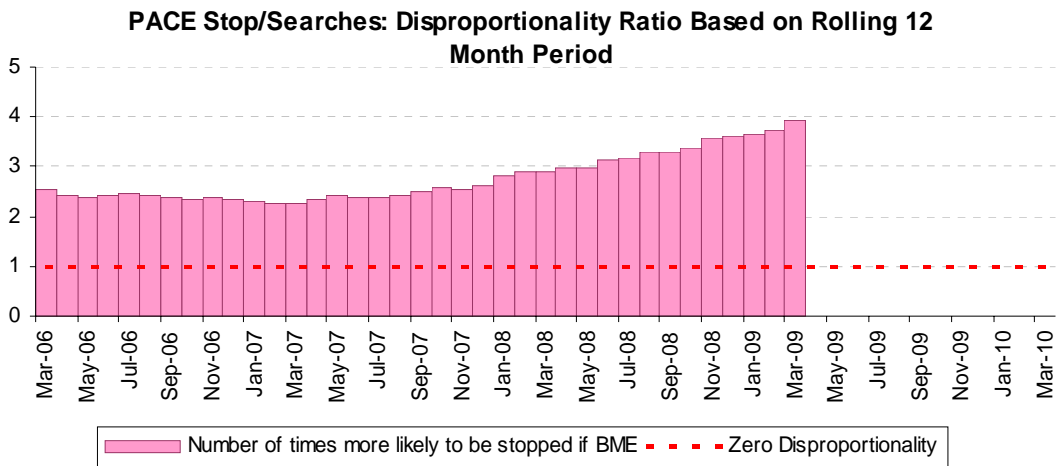
The Police Authority co-ordinates strategic oversight, monitoring and scrutiny of diversity matters through the Joint Equality and Diversity Board and the Personnel Committee and Professional Standards Committee.

3. Service Delivery

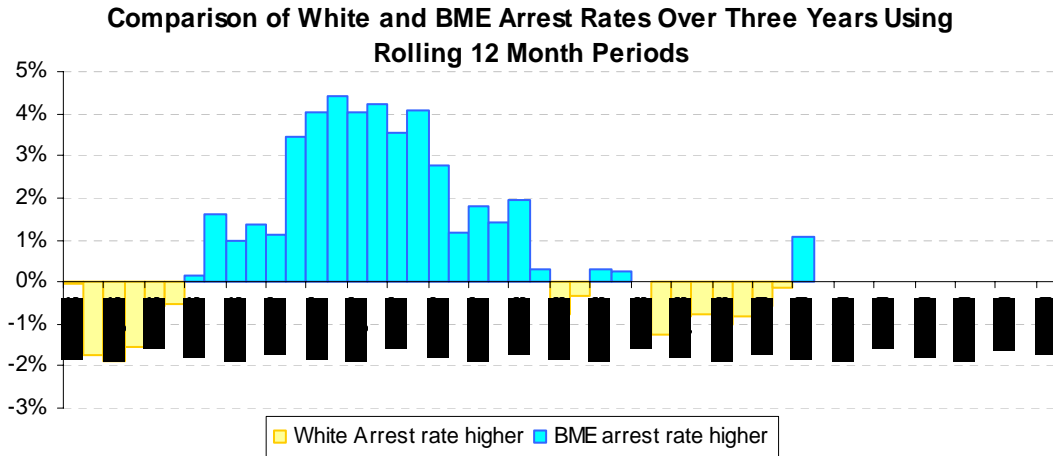
3.1 Stop and Search



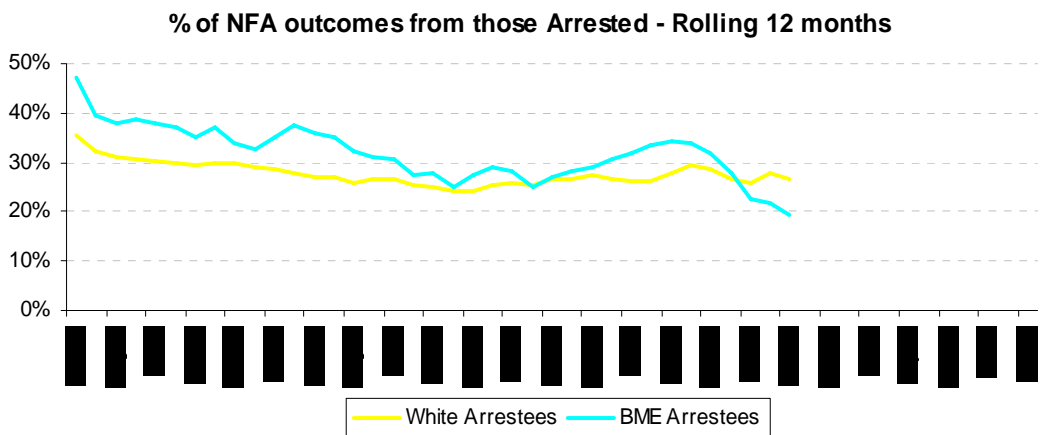
The most recent 6 months have seen a 50.6% decrease in the number of stop searches undertaken compared to the same 6 months last year. From 8765 down to 4326. Breaking this down by ethnicity, stops of BME individuals saw a 34% decrease from 722 to 477 whilst stops of White



A steady upward trend has been seen in the disproportionality in the likelihood of being stopped broken down by ethnicity. 12 months ago if you were a BME individual you were 2.9 times more likely to be stopped than a white individual. Now that ratio sits at 3.9.



Over the last 6 months neither White or BME related stop searches have consistently demonstrated higher arrests rates than the other. The current gap between arrest rates for BME and White stop searches is around 1% with the arrest rate for White being the higher. In the most recent 12 months rolling the arrest rate for White stop searches is 11.4% compared to 12.4% for BME.



Historically No Further Action (NFA) rates have been higher for BME arrestees than White. Recently this trend has changed and White NFA rates have been higher. Currently the gap between NFA rates for white and BME arrestees sits at 5.4%, with an NFA rate for White arrestees of 27% and 21% for BME arrestees. It should be noted numbers of BME arrestees are very small

3.2 Hate Crime

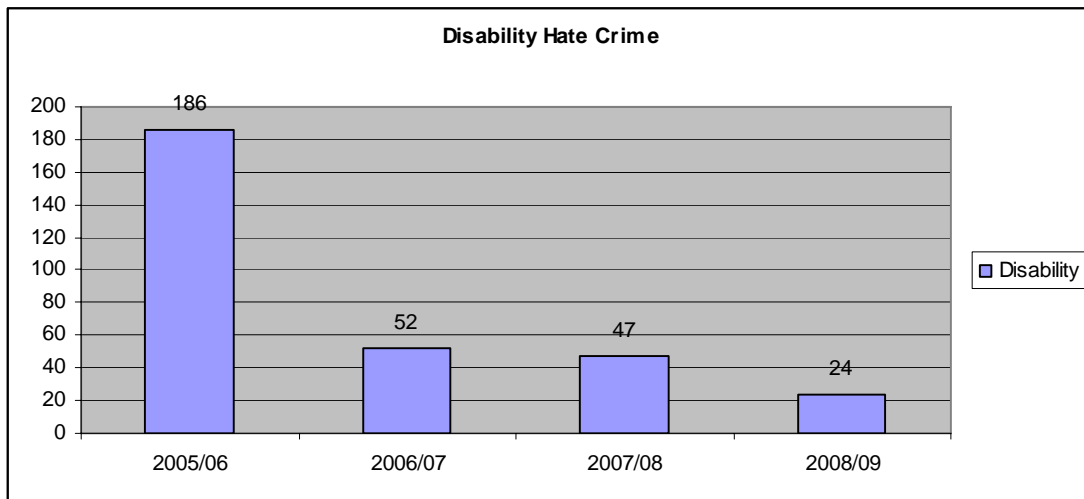
Staffordshire Police now record seven key types of hate crime:

- Age
- Disability
- Gender
- Race
- Religion/belief

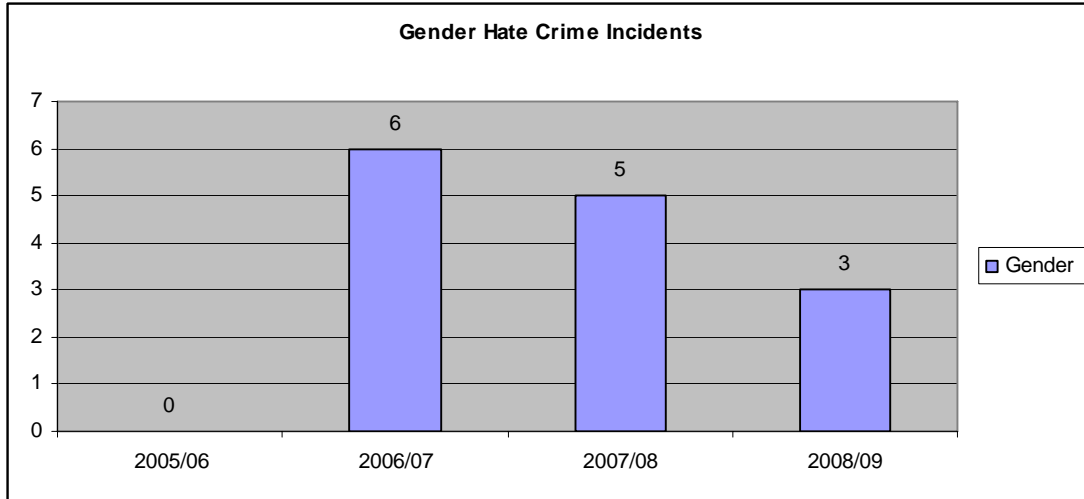
- Sexual orientation
- Trans

The total number of hate crime incidents has decreased again for the second year running from 1192 to 1171.

There were no incidents relating to age during 2008-2009 and there have only been 3 incidents relating to age in the last five years.

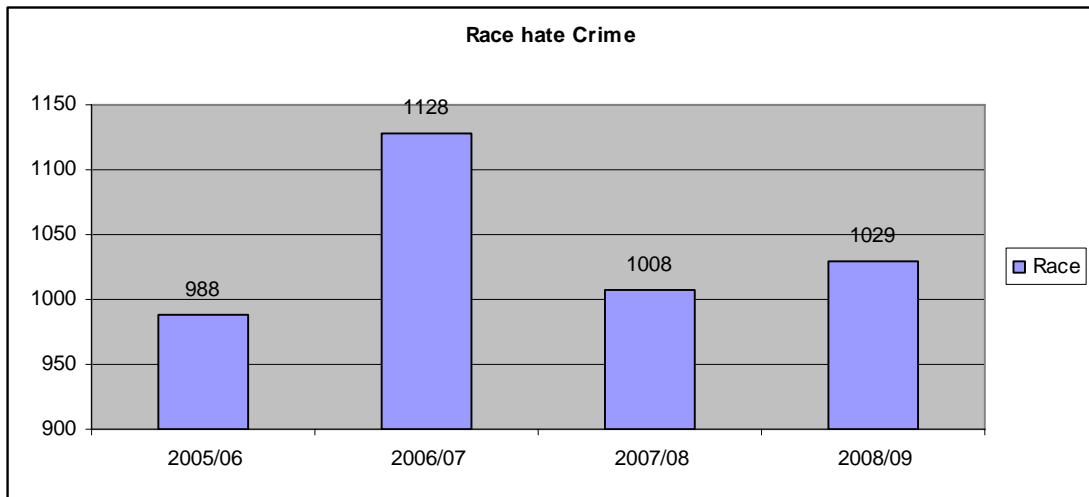


Disability hate crime has decreased for the last four years.

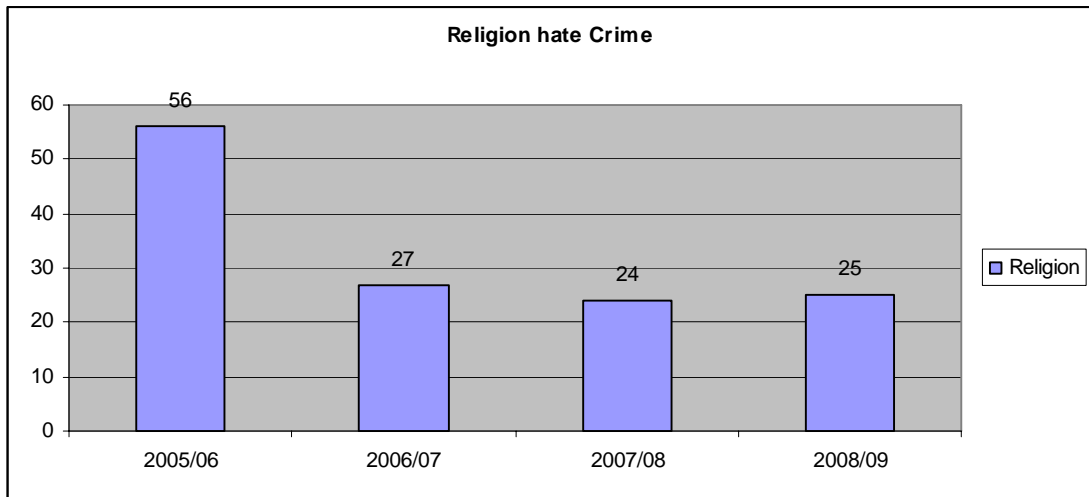


Gender hate crime has decreased during the last three years and the numbers remain very low.

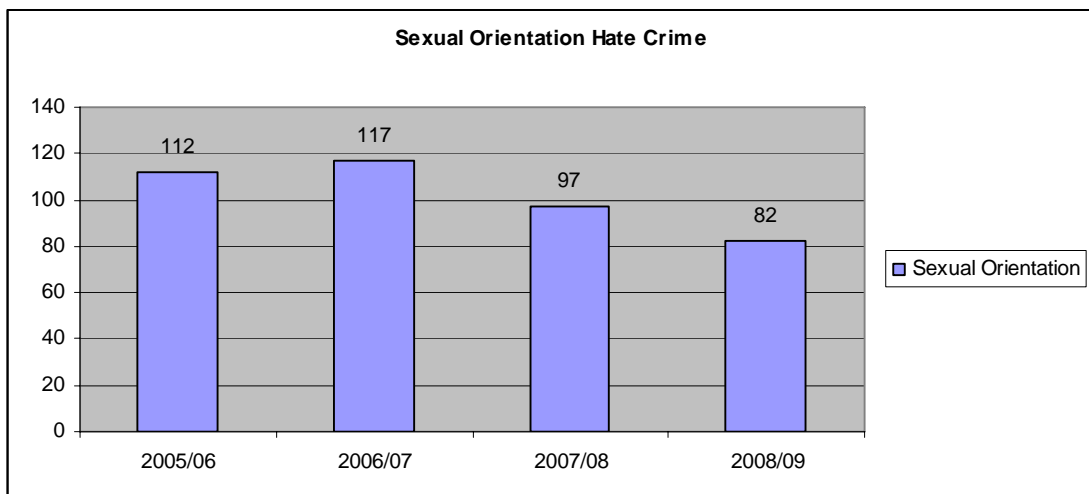
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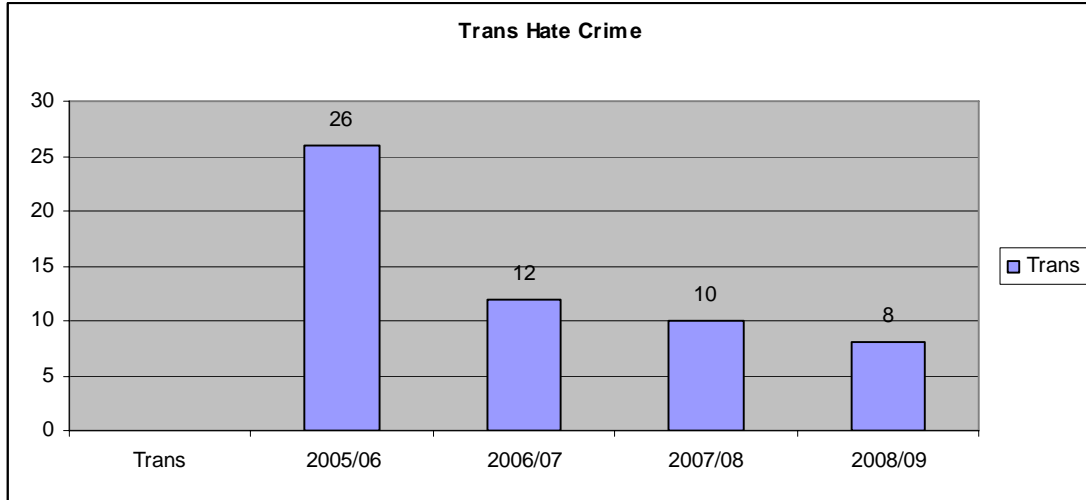
Race hate crime goes against the force trend by increasing over the last 4 years except for a decrease in 2007-2008.



Religion hate crime has decreased over the last 4 years except for an increase of one in the last year.



Sexual orientation hate crime has decreased over the last four years except for an increase in 2006-2007.

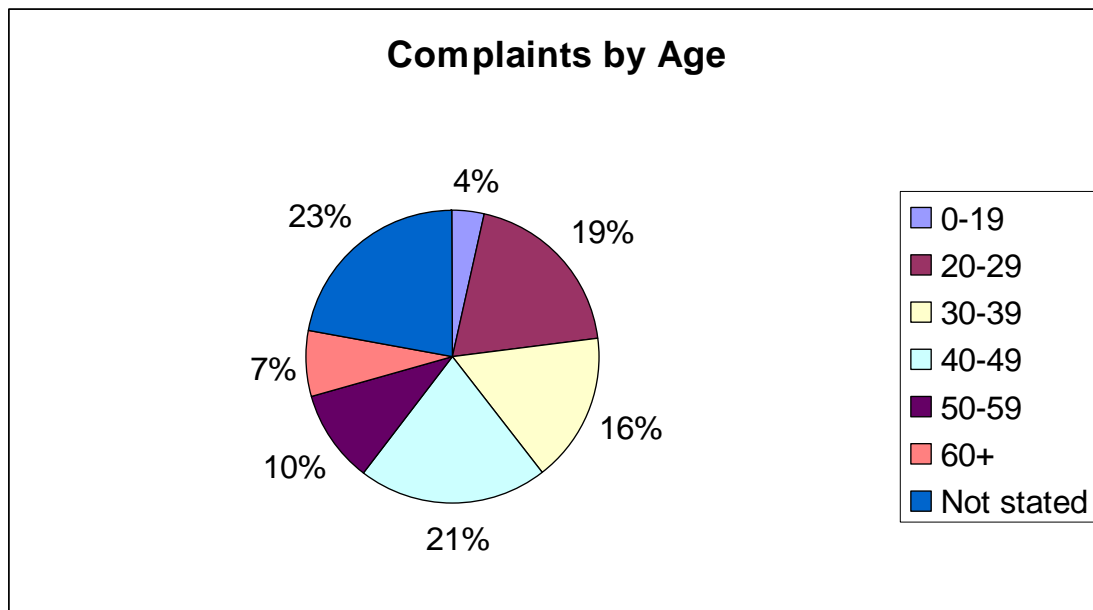


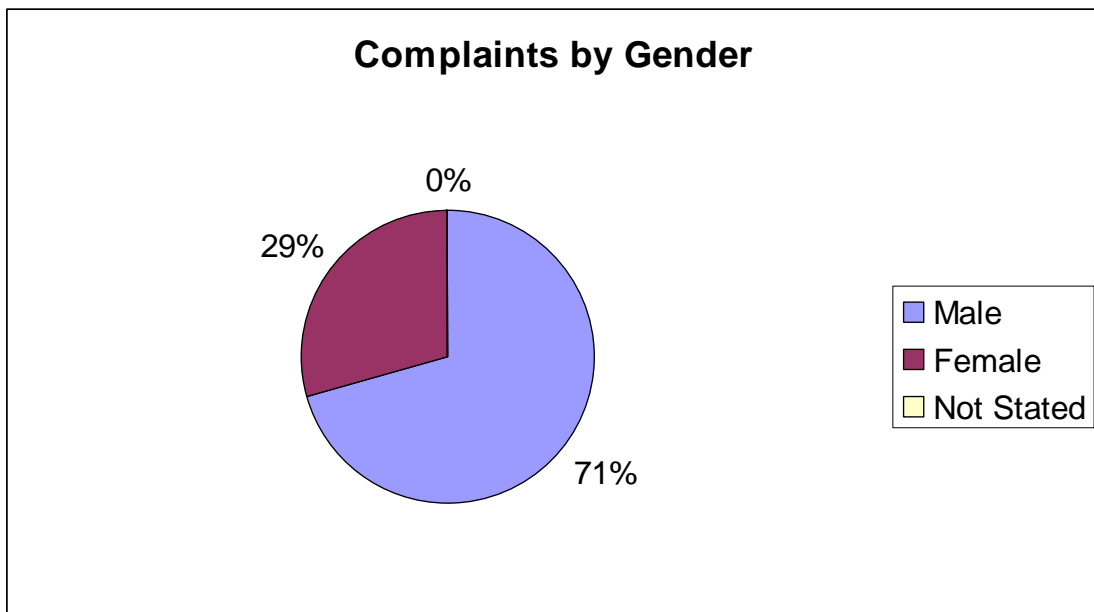
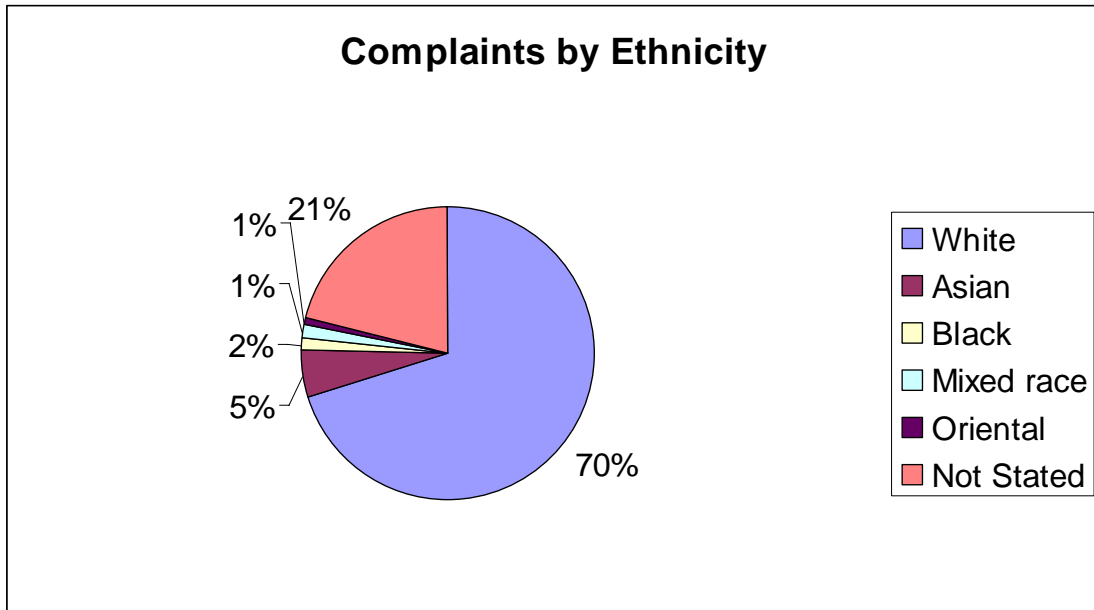
Trans hate crime has decreased over the last 4 years.

3.3 Complaints

During this period there were 1324 allegations of complaint against Staffordshire Police. Out of these allegations 29 were for discriminatory behaviour.

The following charts show the age, ethnicity and gender of the people who made the complaints:

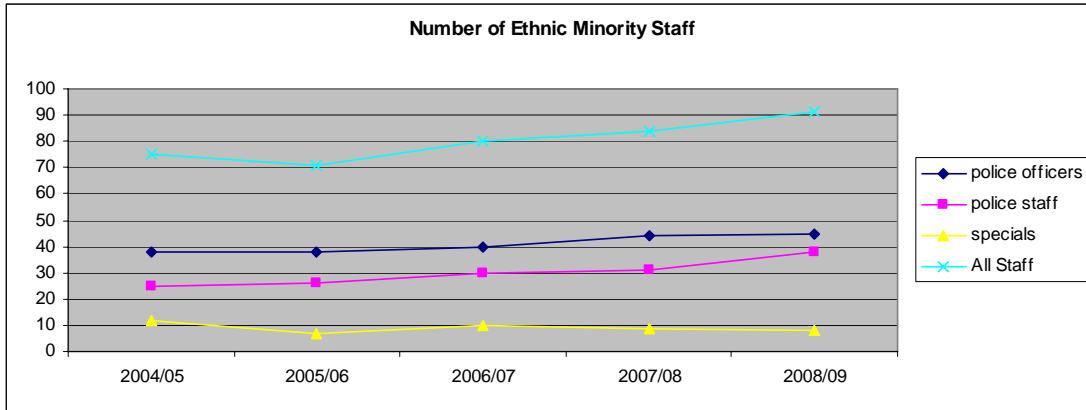




4. Employment Monitoring

The full employment monitoring figures are provided at Appendix B.

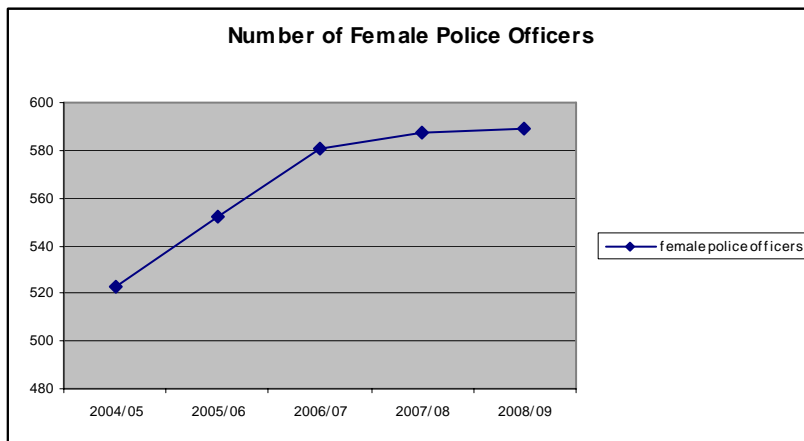
4.1 Workforce Profile



The number and percentage of all ethnic minority staff and ethnic minority police officers and police staff has continued to increase over the last five years. There are 45 police officers (1.97%), 38 police staff (2.1%) and 91 total staff (2.1%).

The number of Police Community Support Officers (PCSO's) has increased to 214 during this period. The number of ethnic minority PCSO's has also increased to 14 (5.7%) which is the highest force figure.

The number and percentage of ethnic minority specials has decreased over the last five years to 8 (2.3%).



The number and percentage of female police officers has continued to rise over the last five years to 589 (25.8%)

The percentage of females in senior positions has increased from last year to 16 (10.9%) with 1 Chief Superintendent, 3 Chief Inspectors and 16 Inspectors.

The number of female PCSO's has increased to 126 but the percentage remains the same as last year 52%.

The number of female specials has fallen for the second year running to 353 (34.8%).

The number of part time officers has increased again to 158 which is 6.9% of police officers.

The number of female part time officers has increased to 158 (25.8% of female officers)

138 female constables are part time (28% of female constables)

12 female sergeants are part time (18% of female sergeants)

2 female inspectors are part time (12.5% of female inspectors)

The number of male part time officers has decreased to 6 but the percentage figure remains the same at 0.3% of male officers

4.2 Recruitment and Selection

The force employs a proactive recruitment officer who liaises with the minority communities within Staffordshire and in particular the ethnic minority communities to try and encourage more people to join the force. Recruitment targets are set for ethnic minority and female officers.

Police Officers

The number of ethnic minority officers appointed decreased to three (5.2%) but was still above the force target of 5%.

The number and percentage of females appointed dropped to 15 (25.8%) which was significantly below the force target of 40%.

Police Staff

The number of ethnic minority police staff appointed also decreased to 2 (1.4%).

The number of ethnic minority PCSO's appointed was 7(9.3%) and the number of females appointed was 34 (45%).

Specials

There were no ethnic minority specials appointed during this period.

31 (45%) female specials were appointed during this period.

Promotion Processes

During this year there were promotion processes for the rank of Sergeant, Inspector, Chief Inspector, Superintendent and Chief Superintendent.

There was one successful ethnic minority applicant in the Sergeant process.

Seven (20.6%) female officers were successful in the Sergeant process and one female officer was successful in the Inspector and Chief Inspector processes.

4.3 Training

The training information attached at Appendix B shows training requests and training received by divisions for police officers and police staff.

4.4 Review of Professional Development

An individual's performance is assessed against the core responsibilities and behaviours in their post profile. Performance is assessed using a 1-5 scale. A score of 1 denotes that significant training needs are required and a score of 5 indicates that a person has excelled in performance against the behaviour or competency. Personal development plans can be initiated from either ends of the spectrum.

The following tables show the number of 5's that were awarded against the behaviours and core responsibilities staff during 2008/09:

Chase Division	Core responsibilities	Behaviours
Female PCSO	3	2
Female Police Officer	4	6
Female Police Staff	13	12
Male PCSO	0	0
Male Police Officer	20	27
Male Police Staff	2	2
Ethnic Minority Staff	0	0
White Staff	42	49

North Staffs Division	Core responsibilities	Behaviours
Female PCSO	0	0
Female Police Officer	6	5
Female Police Staff	8	8
Male PCSO	4	4
Male Police Officer	37	36
Male Police Staff	0	2
Ethnic Minority Staff	2	2
White Staff	53	53

Crime and Operational Support Group	Core responsibilities	Behaviours
Female PCSO		
Female Police Officer	12	14
Female Police Staff	72	100
Male PCSO		
Male Police Officer	70	66
Male Police Staff	21	25
Ethnic Minority Staff	2	2
White Staff	173	203

Organisational Support and Development Group	Core responsibilities	Behaviours
Female PCSO		
Female Police Officer	5	5
Female Police Staff	47	51
Male PCSO		
Male Police Officer	19	19
Male Police Staff	42	42
Ethnic Minority Staff	1	1
White Staff	112	116

Stoke Division	Core responsibilities	Behaviours
Female PCSO	1	1
Female Police Officer	17	14
Female Police Staff	12	10
Male PCSO	1	1
Male Police Officer	48	39
Male Police Staff	11	11
Ethnic Minority Staff	0	0
White Staff	90	76

1 Stoke Male Police officer with a 1 score

Trent Valley	Core responsibilities	Behaviours
Female PCSO	2	2
Female Police Officer	24	16
Female Police Staff	20	15
Male PCSO	1	0
Male Police Officer	53	53
Male Police Staff	14	13
Ethnic Minority Staff	1	1
White Staff	113	98

1 Trent Valley Male Police officer with a 1 score

Force Totals

Force Totals	Core responsibilities	Behaviours
Female	246	261
Male	343	340
Ethnic Minority Staff	6	6
White Staff	583	595

2 Staff with 1's both white male**4.5 Leavers****Police Officers**

Two (1.8%) ethnic minority officers left which is lower than the force percentage figure of 1.97%. Thirteen (11.6%) female officers left which is lower than the force percentage figure of 25.8%.

Police Staff

Six (2.9%) ethnic minority police staff left which is higher than the force figure of 2.1%. One of the leavers left to join the force as a police officer.

Specials

Two (2.3%) ethnic minority specials left which is comparable to the force figure of (2.4%).

4.6 Grievances

The number of grievances has fallen again from the previous year to 14.

	Male	Female	White	Ethnic Minority
Police Officers	6	1	7	0
Police Staff	3	4	7	0
Specials	0	0	0	0
Total	9	5	14	0

In January 2009 the Fairness at Work Procedure was published which introduces an informal resolution stage and mediation stage before the formal grievance stages. In future the monitoring will include the number of issues resolved by informal resolutions or mediation.

4.7 Discipline Cases

Police Officers

The total number of Misconduct / Conduct cases recorded during this period is 63. Of these two of the cases had Misconduct hearings and neither of these involved diversity issues. The following are the outcomes of the investigations:

Result of Investigation	Male	Female	White	Ethnic Minority
Fine	2	0	2	0
Warning	14	1	15	0
Advice	22	4	26	0
RPD Entry	2	1	3	0
No action	14	2	15	1
Unsubstantiated – No Further Action	1	0	0	1
Total	55	8	61	2

Police Staff

There were 25 misconduct cases in 2008/09, the cases resulted in the following outcomes:

Result of Investigation	Female	Male	White	Ethnic Minority
Advice Given	4	0	4	0
Verbal Warning	2	2	4	0
Written Warning	1	1	2	0
Final Written Warning	0	0	0	0
Resigned During Investigation	0	2	2	0
Dismissed	0	0	0	0
Terminated on Probation	0	0	0	0
IPCC Investigation	0	1	1	0
Not Yet Complete*	1	3	4	0
Unsubstantiated	7		7	0
Total	15	10	24	0

This is 5 less than the same period last year.

*4 cases subject to Professional Standards Investigation.

Appendices

Appendix A

Progress of the Equality Scheme

How We Are Addressing Each Of The Strands Of Diversity

Age

The Employment Equality (Age) Regulations came into force on 1 October 2006 and made it unlawful to discriminate against workers, employees, job seekers and trainees because of their age. Whilst the Act refers only to employment and not to the provision of goods and services, Staffordshire Police will not discriminate on the grounds of age in the services we provide.

How we have addressed age:

- produced an Equality Scheme 2008-2010 which sets out how we will promote age equality
- human resources policies were reviewed to ensure they did not discriminate against anyone due to age
- the retirement policy for police staff has been revised so individuals can request to work beyond the retirement age of 65
- the retirement age for police officers has been changed to age 65 for superintendent rank and above and 60 for officers in federated ranks
- the retirement policy for police officers has been amended so individuals can request to work beyond the retirement age
- the application form for police staff has being revised so that any information relating to age was removed from the form

How we are addressing age:

- producing employment monitoring figures including age.
- including age in victim satisfaction surveys
- recording hate crime relating to age
- we consider whether our policies are likely to have any negative impact on people due to their age
- monitoring progress of the equality scheme through the Police Authority and force Joint Equality and Diversity Board, the force Tactical Diversity Group and the support associations.
- reporting annually on progress of the equality scheme in the equality and diversity monitoring report
- reviewing the equality scheme every three years
- progressing the actions in the diversity action plan that relate to age
- developing a youth satellite panel for people age 10-16 so the views of young people can be used in our policy development and decision making.

Disability

The Disability Discrimination Act 2005 (DDA) places general and specific duties on public authorities including Staffordshire Police to promote disability equality.

Definition of disability

The DDA defines a person as having a disability if they have a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

How we have addressed disability:

- produced an Equality Scheme for 2008-2011 which sets out how we will promote disability equality
- involved people with disabilities in the development of the scheme
- introduced SMS text messaging which allows people who are hard of hearing, deaf or speech impaired to register their mobile phone numbers. This helps them to make direct contact with the force's control room for emergency contact
- produced a computer-based training package to advise people of the general and specific duties under the DDA and their responsibilities
- disability was included on the monitoring form for applications for police officers
- we conducted a workforce audit asking staff if they have a disability
- the force completed the Employers Forum Disability Standard 2007. The standard benchmarks an organisations performance on disability across a range of policies and practices
- A new force website was developed which meets national requirements for accessibility for people with disabilities. The website has also been awarded the Shaw Trust Accreditation for accessibility for people with disabilities. The website allows individuals to have the text spoken or to change the size of the text and background colour.

How we are addressing disability:

- producing employment monitoring figures including disability.
- including disability in victim satisfaction surveys
- recording hate crime relating to disability
- we consider whether our policies are likely to have any negative impact on people with a disability
- monitoring progress of the equality scheme through the Police Authority and force Joint Equality and Diversity Board, the force Tactical Diversity Group and the support associations
- reporting annually on progress of the equality scheme in the equality and diversity monitoring report
- reviewing the equality scheme every three years
- continuing to work with the Disability Support Group in particular, to monitor progress of the equality scheme and action plan
- progressing actions in the force diversity action plan that relate to disability
- working with the disability satellite panel so the views of people with disabilities can be used in our policy development and decision making.

Gender

The Equality Act 2006 places general and specific duties on public authorities, including Staffordshire Police to promote gender equality. It is aimed at men and women, including people who identify as transsexual.

How we have addressed gender:

- produced an Equality Scheme 2008-2011 which sets out how we will promote gender equality
- when developing the GES we consulted with men and women
- published employment monitoring for gender annually in the Equality and Diversity Monitoring report
- hold an annual all female award ceremony
- Recruitment monitoring highlighted that a significant number of females were failing the physical assessment section of the recruitment process. As a result, we now run familiarisation courses in preparation for the fitness assessment to increase the number of successful female applicants
- recruitment advertising through leaflet drops at female retailers

How we are addressing gender:

- producing employment monitoring figures which include gender
- including gender in victim satisfaction surveys
- recording hate crime relating to gender
- we consider whether our policies are likely to have any negative impact on men or women
- monitoring progress of the equality scheme through the Police Authority and force Joint Equality and Diversity Board, the force Tactical Diversity Group and the support associations
- reporting annually on progress of the equality scheme in the equality and diversity monitoring report
- reviewing the equality scheme every three years
- continuing to work with the Staffordshire Association for Women in Policing in particular, to monitor progress of the equality scheme and action plan.
- reviewing the job evaluation scheme
- working with Staffordshire Association for Women in Policing to advertise posts and raise awareness of roles in specialist departments where females are under-represented
- conducting an equal pay review
- Progressing actions in the force diversity action plan that relate to gender

Transgender

The Sex Discrimination Regulations 2008 came into effect on 6th April 2008 and made it unlawful to discriminate against people who identify as transsexual in the provision of goods and services.

Gender Definitions

Transsexual

Transsexual is used to describe the condition of someone who feels their gender identity does not match with the biological characteristics they were born with.

Transsexual people are those who feel a consistent and overwhelming desire to go through the transition process and change from male to female or female to male in order to live as a member of the opposite gender.

Transvestism

Wearing clothes usually associated with the opposite gender and is often referred to as 'cross dressing'. Generally transvestites do not wish to alter their body.

Transgender

Literally means 'across gender'. It is often used as an umbrella term for all people with gender identity issues, running across the spectrum from occasional cross-dresser to post-operative transsexual.

Transgender can also be used to refer to someone who lives permanently in the opposite gender role but who does not intend to undergo treatment to alter their body.

Trans

The shortened term 'trans' is often used instead of transsexual or transgender. Trans is a term that may be used without causing offence.

How we have addressed transgender:

- Produced an Equality Scheme 2008–2011 which set out how we will promote Transgender equality
- developed a trans Policy. The transsexual, transvestite and transgender policy was published in March 2007. The policy provides guidance for policing the trans community including when detaining and searching individuals. The policy also provides guidance for supporting the employment of trans people including when someone is going through the transition process
- worked with Gender Matters, a support group originally for trans people in Shropshire and West Midlands to develop a support group for trans people in Stoke on Trent and North Staffs. The network called Sanctuary Stoke holds monthly meetings which are attended by a police liaison officer
- introduced a question in the staff perception survey about being transgender in the personal information section. The question asked if the person would describe themselves as being transgender

- provided trans awareness training to hate crime officers and human resources staff through the Gender Advisory Bureau

How we are addressing transgender:

- recording hate crime relating to transgender
- providing trans awareness training using the Gender Advisory Bureau
- we consider whether our policies are likely to have any negative impact on trans people
- monitoring progress of the equality scheme through the Police Authority and force Joint Equality and Diversity Board, the force Tactical Diversity Group and the support associations
- reporting annually on progress of the equality scheme in the equality and diversity monitoring report
- reviewing the equality scheme every three years
- progressing actions in the diversity action plan that relate to transgender
- developing a LGBT satellite panel so the views of people who are Transgender can be used in our policy development and decision making

Race

The Race Relations (Amendment) Act 2000 (RR(A)A) places general and specific duties on public authorities including Staffordshire Police to promote race equality.

How we have addressed race:

- produced an Equality Scheme 2008-2011 which sets out how we promote race equality.
- produced a computer-based training package to advise people of the general and specific duties under the RR(A)A and their responsibilities
- a full-time resource is dedicated to pro-active recruitment and positive action
- targeted recruitment advertising through leaflet drops based on post codes
- run traineeships under section 37 RR(A)A for ethnic minority applicants
- reviewed and amended the interpreters policy
- reviewed and amended the stop and search policy. A new form has been introduced and a training package produced.
- The new packs for Truevision (an information pack for reporting hate crime) contain additional information about Gypsies and Travellers, asylum seekers and refugees.
- The force has developed a new website which can translate the text into a choice of four languages Polish, French, Chinese and Hindi.

How we are addressing race:

- producing employment monitoring figures including ethnicity
- including ethnicity in victim satisfaction surveys
- recording hate crime relating to race

- we consider whether our policies are likely to have any negative impact on people due to race
- monitoring progress of the equality scheme through the Police Authority and force Joint Equality and Diversity Board, the force Tactical Diversity Group and the support associations
- reporting annually on progress of the equality scheme in the equality and diversity monitoring report
- reviewing the equality scheme every three years
- continuing to work with the Multicultural Association in particular, to monitor progress of the equality scheme and action plan
- continuing to be proactive in trying to attract more ethnic minority applicants
- taking the recruitment vehicle to community events
- the force is involved in ongoing community engagement and the building of relationships with key groups. These include the Race Equality Council and Jobcentre Plus, with joint initiatives being held in partnership organisations
- working with the multicultural association to advertise posts and raise awareness of roles in specialist departments where ethnic minority staff are under represented
- the multicultural association contact all new ethnic minority police officers
- progressing actions in the diversity action plan that relate to race
- developing a Black and Minority Ethnic (BME) satellite panel so the views of BME communities can be used in our policy development and decision making

Religion or Belief

The Equality Act 2006 Part 2 came into effect on 30th April 2007 and made it unlawful to discriminate on the grounds of religion or belief in the provision of goods, facilities and services, education, the use and disposal of premises and the exercise of public functions.

The Employment Equality (Religion or Belief) Regulations 2003 came into effect on 2nd December 2003 and made it unlawful to discriminate on the grounds of religion or belief or perceived religion or belief in employment.

How we have addressed religion and belief:

- produced an Equality Scheme 2008-2011 which sets out how we will promote religion and belief equality
- human resources policies were reviewed to ensure they did not discriminate against anyone due to religion or belief
- religion or belief was included on the monitoring form for applications
- we conducted a workforce audit asking staff about their religion or belief

How we are addressing religion and belief:

- producing employment monitoring figures including religion or belief for the first time for 2007-2008
- including religion or belief in victim satisfaction surveys. Religion or belief has been monitored since 1 April 2007
- recording hate crime relating to religion or belief
- we consider whether our policies are likely to have any negative impact on people due to their religion or belief
- monitoring progress of the equality scheme through the Police Authority and force Joint Equality and Diversity Board, the force Tactical Diversity Group and the support associations
- reporting annually on progress of the equality scheme in the equality and diversity monitoring report
- reviewing the equality scheme every three years
- progressing actions in the diversity action plan that relate to religion or belief
- developing a faith satellite panel so the views of people with different faiths can be used in our policy development and decision making
- developing a Chaplaincy Scheme to provide pastoral support to all staff

Sexual Orientation

The Equality Act (Sexual Orientation) Regulations 2007 and the Employment Equality (Sexual Orientation) Regulations 2003 have made it unlawful to discriminate on the grounds of sexual orientation in the provision of goods and services, the exercise of public functions and in employment.

The Civil Partnership Act 2004 allows same sex couples to make a formal legal commitment to each other by forming a Civil Partnership, which has many of the same rights and responsibilities as marriage.

How we have addressed sexual orientation:

- Staffordshire Police was hailed as Britain's top employer for lesbian, gay and bisexual staff by Stonewall in 2006. The force was placed top in the Stonewall workplace equality index which measures a range of policies and practices. We were awarded second place in 2007, third place in 2008 and twenty fourth place in 2009. We will be working hard to retain a high position in the next index
- in September 2006 Staffordshire Police Lesbian Gay Bisexual Group hosted the Stonewall Diversity Champion Conference. The conference was attended by staff, partner agencies and representatives from other forces including the Dutch Police Service. The day showcased best practice and recognised the work achieved by the LGB Group since it was formed in 2000
- sexual orientation was included on the monitoring form for applications
- human resources and payroll systems and forms were reviewed and amended to recognise civil partnerships

- we conducted a workforce audit asking staff about their sexual orientation
- taken the recruitment vehicle to the Gay Pride event in Birmingham
- expanded the sexual orientation question in the staff perception survey to ask if the person was 'out' at home, with colleagues, with line manager and generally at work

How are we addressing sexual orientation:

- produced an Equality Scheme 2008-2011 which sets out how we will promote sexual orientation equality
- producing employment monitoring figures including sexual orientation for the first time for 2007-2008
- including sexual orientation in victim satisfaction surveys.
- recording hate crime relating to sexual orientation
- we consider whether our policies are likely to have any negative impact on people due to their sexual orientation
- monitoring progress of the equality scheme through the Police Authority and force Joint Equality and Diversity Board, the force Tactical Diversity Group and the support associations
- reporting annually on progress of the equality scheme in the equality and diversity monitoring report
- reviewing the equality scheme every three years
- continuing to work with the LGB Group in particular, to monitor progress of the equality scheme and action plan
- progressing actions in the diversity action plan that relate to sexual orientation
- developing a LGBT satellite panel so the views of people who are LGB can be used in our policy development and decision making

Appendix B

Employment Monitoring Data 2008 - 2009

Workforce Profile
31 March 2008

		Executive	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Police Total	DOR	Grade K	Grade J	Grade I	Grade H	Grade G	Grade F	Grade E	Grade D	Grade C	Police Staff Total	PCSO	PCSO Total	Chief Officer	Divisional Officer	Section Officer	Special Constable	Specials Total	
AGE	25 & Under						1	83	84							1	13	42	45	7	108	73	73			2	128	130
	26 - 40			4	5	32	167	978	1186		4		6	20	55	113	228	85	3	514	105	105		5	11	123	139	
	41 - 55	4	6	14	32	86	213	640	995	1	6	3	9	19	64	134	269	107	7	619	58	58		10	13	49	72	
	Over 55				1	2	2	11	16		2	1	4	8	26	69	151	71	30	362	8	8	1	5	1	5	12	
DISABLED	No	4	6	17	38	119	377	1690	2251	1	12	4	18	46	145	318	667	304	46	1561	241	241					0	
	Yes			1		1	6	22	30				1	1	1	11	23	4	1	42	3	3					0	
GENDER	Female		1		3	16	71	498	589		5	2	11	20	64	166	501	241	12	1022	126	126		3	5	115	123	
	Male	4	5	18	35	104	312	1214	1692	1	7	2	8	27	82	163	189	67	35	581	118	118	1	17	22	190	230	
RACE / ETHNICITY	Not Stated							1	1				1		3		26	4		34		0				1	1	
	Asian or Asian British					1	2	11	14				1	1	3	3	1	2			11	6	6				5	5
	Black or Black British				1	2		9	12							1	3	2			6	5	5					0
	Chinese or other																						0				1	1
	Mixed					1	2	16	19					1	3	1	1	1			7	3	3		1		1	2
White	4	6	18	37	116	379	1675	2235	1	12	4	17	45	137	324	659	299	47	1545	230	230	1	19	27	297	344		
RELIGION	Buddhist							2	2								1	2		3	2	2				1	1	
	Christian	3	3	10	28	60	167	519	790		5	3	13	22	75	146	329	149	13	755	134	134	1	5	6	107	119	
	Hindu								0						3			1		4		0					0	
	Jewish							2	2									1		1		0					0	
	Muslim					1	1	4	6					1							1	2	2					0
	None	1		1	2	10	40	192	246	1	3	1		7	24	54	92	37	4	223	48	48		3		65	68	
	Prefer not to say			1	4	11	34	111	161				1	4	14	20	38	14	1	92	2	2		1		7	8	
	Sikh							2	2				1	1	1	1	1	1			6		0				2	2
Not Stated		3	6	4	38	141	880	1072		4		4	13	28	108	229	103	29	518	56	56		11	21	123	155		
SEXUAL ORIENTATION	Bisexual								7												2	2	2					0
	Gay Man								7												3	3	3					3
	Gay woman/Lesbian								15												2	5	5					2
	Heterosexual/Straight								1049												1013	183	183					182
	Prefer not to say								136												71	2	2					10
Not Stated								1067												512	49	49					156	

Includes Career Break Officers & Seconded

Part Time

		Executive	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Police Total	DOR	Grade K	Grade J	Grade I	Grade H	Grade G	Grade F	Grade E	Grade D	Grade C	Police Staff Total	PCSO	PCSO Total	
AGE	25 & Under								0								6	11	1	18	7	7	
	26 - 40					1	8	96	105	1			1	2	4	10	67	37	2	124	8	8	
	41 - 55					1	5	47	53				2	3	4	19	78	47	2	155	3	3	
	Over 55								0				2		3	15	47	34	9	110		0	
DISABLED	No					2	13	139	154		1		5	5	11	43	194	128	15	402	18	18	
	Yes							4	4							1	4	1		6		0	
GENDER	Female					2	12	138	152		1		2	5	7	28	160	106	7	316	13	13	
	Male						1	5	6				5		4	16	38	23	7	93	5	5	
RACE / ETHNICITY	Not Stated								0									1		1		0	
	Asian or Asian British								0									2		2		0	
	Black or Black British							1	1							1		1		2	1	1	
	Chinese or other								1	1											0		0
	Mixed							1	1												0		0
White					2	13	141	156	1			5	5	11	43	198	125	14	402	17	17		
RELIGION	Buddhist								0								1	1		2		0	
	Christian					9	42		51				4	3	6	20	92	59	5	189		0	
	Hindu								0									1		1		0	
	Jewish								0											0		0	
	Muslim							1	1											0		0	
	None					1	13		14		1			1	2	3	23	12	1	43		0	
	Prefer not to say							4	4						1	3	12	7		23		0	
	Sikh								0									1		1		0	
Not Stated					2	3	88	93				1	1	2	18	70	48	8	148		0		
SEXUAL ORIENTATION	Bisexual								1														0
	Gay Man																						0
	Gay woman/Lesbian								1												1		0
	Heterosexual/Straight								64												240	15	15
	Prefer not to say								4												18		0
Not Stated								88												148	3	3	

Includes Career Break Officers & Seconded

Applications - Police

				Rejected															
		Active	Hired	Initial Paper sift	Additional Paper Sift	Application Other Force	Assessment Centre	Convictions	DNA Assessment Centre	Financial Position	No Reply	References	Unsuitable	Final Interview	No reason given	Other	Rejected Total	Withdrawn	Total Appointed during Year
AGE	25 & Under	48	1	3	52		1			1					1		58		15
	26 - 40	91	13	9	36		4			1				13	11	1	75	6	37
	41 - 55	24	11	14	3		6							13	6	1	43	5	6
	Over 55														1		1		
DISABLED	No	162	25	24	90		9			2				24	19	2	170	11	58
	Yes	1		2	1		2							2			7		
GENDER	Female	63	9	7	40		5							6	4		62	1	15
	Male	100	16	19	51		6			2				20	15	2	115	10	43
RACE / ETHNICITY	Asian or Asian British	3			1												1		1
	Black or Black British	3	1														0		
	Mixed				2												2		2
	Not Stated																0		
	White	157	24	26	88		11			2				26	19	2	174	11	55
RELIGION	Buddhist	1		2	1					1							4		
	Christian	81	14	8	48		2							8	3		69	5	41
	Jewish		1														0		
	Muslim	1															0		1
	None	31	2	2	27					1				5	2	1	38		12
	Prefer not to say	12	1	4	2		2							5	5		18		
	Sikh	1			1												1		
	Not Stated	36	7	10	12		7							8	9	1	47	6	4
SEXUAL ORIENTATION	Bisexual	1			1												1		
	Gay man	1			1												1		
	Gay woman/Lesbian	1			1		1										2		1
	Heterosexual/Straight	116	19	14	75		1			2				14	9	1	116	5	53
	Prefer not to say	9		2	6		2							4	1		15		1
	Not Stated	35	6	10	7		7							8	9	1	42	6	3

Applications - Staff (excluding PCSOs)

		Active	Hired	Rejected																				Withdrawn	Vacancy Withdrawn	Total Appointed during Year				
				Convictions	DNA Assessment Centre	Exam	ExclEmpl	Eyeshight	Final Interview	Financial	Medical	NA PIR	National	No Reply	No Show	Other	Unsuitable	Initial Papersift	Additional Papersift	Another Applicant hired	Assessment Centre	Application pending elsewhere	Past Close date	Incomplete application form	References	No Reason Given	Rejected Total			
AGE	25 & Under	10	34		1				13						1	1	2	62			3		1			17	101	10	5	28
	26 - 40	9	55					41								2		71	1		7		1	1		11	135	16	12	49
	41 - 55	12	45	1				35								2		57			13		3		1	11	123	18	8	60
	Over 55	2	6					8										10			1	1				2	22	3	3	11
DISABLED	No	33	137	1	1			95						1	5	2	198	1		24	1	5	1	1	41	377	47	27	144	
	Yes		3					2									2									4		1	4	
GENDER	Female	17	82		1			64						1	5	2	140	1		13		3	1	1	27	259	31	16	67	
	Male	16	58	1				33									60			11	1	2			14	122	16	12	81	
RACE / ETHNICITY	Asian or Asian British							2								1		2								5				
	Black or Black British		1																							0		1		
	Mixed		2					2										2								4			2	
	Not Stated		3					3										6	1				1		1	12		1		
White	33	134	1	1			90						1	4	2	190			24	1	4	1	1	1	40	360	47	26	146	
RELIGION	Buddhist							2																		2				
	Christian	23	73					47									1	117		13		2			24	204	24	14	84	
	Hindu		1																							0				
	Muslim							1										2								3				
	None	5	35					20							1	1	43			2		1			9	78	7	6	31	
	Prefer not to say		4					7										3			1				1	3	15	8	3	2
	Sikh							1								1										2				
Not Stated	5	27	1				19							1	3		35	1		8	1	2	1		5	77	8	5	31	
SEXUAL ORIENTATION	Bisexual																									0				
	Gay Man		1															1			1					2		1		
	Gay woman/Lesbian	2						1																		1			2	
	Heterosexual/Straight	26	111					73							3	2	164			17		3			33	296	36	23	113	
	Prefer not to say		2					6										3						1	3	13	4	1	3	
Not Stated	5	26	1				17							1	2		32	1		6	1	2	1		5	69	7	3	30	

Applications PCSOs

Rejected

		Active	Hired	Convictions	DNA Assessment Centre	Exam	ExclEmpl	Eyesight	Final Interview	Financial	Medical	NA PIR	National	No Reply	No Show	Other	Unsuitable	Initial Papersift	Additional Papersift	Another Applicant hired	Assessment Centre	No Skills Match	Past Close date	Physical	References	No Reason Given	Rejected Total	Withdrawn	Vacancy Withdrawn	Total Appointed during Year
AGE	25 & Under	5	25					6										8	7								21	2		30
	26 - 40	4	25					4										4	2								10	2		30
	41 - 55	4	10					3										3	1								7	1		15
	Over 55																										0			
DISABLED	No	13	60					13										15	10								38	5		75
	Yes																										0			
GENDER	Female	8	28					9										9	6								24	1		34
	Male	5	32					4										6	4								14	4		41
RACE / ETHNICITY	Asian or Asian British		1															1	1								2			2
	Black or Black British		3																								0			3
	Mixed		1																								0			2
	Not Stated	1						1										1									2	1		
	White	12	55					12										13	9								34	4		68
RELIGION	Buddhist																										0			
	Christian	7	43					12										7	8								27	3		46
	Hindu																										0			
	Muslim		1																								0			1
	None	1	10					1										3	1							5	1		14	
	Prefer not to say	1	1															1									1	1		1
	Sikh																	1	1								2			
	Not Stated	4	5															3									3			13
SEXUAL ORIENTATION	Bisexual	1						1																			1			
	Gay Man																										0			1
	Gay woman/Lesbian																										0			
	Heterosexual/Straight	10	56					11										11	10								32	3		62
	Prefer not to say																	1									1			
	Not Stated	2	4					1										3									4	2		12

Applications - Specials

				Rejected																
		Active	Hired	Convictions	DNA Assessment Centre	Exam	ExclEmpl	Eyesight	Final Interview	Financial	Medical	NA PIR	National	No Reply	No Show	Other	Unsuitable	Rejected Total	Withdrawn	Total Appointed during Year
AGE	25 & Under	1	34															0		50
	26 - 40	1	5	2					2									4		16
	41 - 55		5															0		3
	Over 55																	0	1	
DISABLED	No	2	44	2					2									4	1	69
	Yes																	0		
GENDER	Female	2	16						1									1		31
	Male		28	2					1									3	1	38
RACE / ETHNICITY	Asian or Asian British																	0		1
	Black or Black British																	0		
	Mixed		2															0		2
	Not Stated																	0		
	White	2	42	2					2								4	1	66	
RELIGION	Christian	1	28						1									1	1	42
	Buddhist																	0		1
	Hindu																	0		
	Muslim																	0		
	None		14	2														2		20
	Prefer not to say																	0		1
	Sikh																	0		1
Not Stated	1	2						1									1		4	
SEXUAL ORIENTATION	Bisexual		1															0		
	Gay Man																	0		1
	Gay woman/Lesbian		1															0		1
	Heterosexual/Straight	2	41	2					2									4		64
	Prefer not to say		1															0		1
Not Stated																	0	1	2	

Promotion Processes 1.4.08 - 31.3.09

PC to Sgt

Application Stages	White		Ethnic Minority		Total	White		Ethnic Minority	
	M	F	M	F		M	F	M	F
No of Applicants	53	11	3	0	67	79.1%	16.4%	4.5%	0%
Unsuccessful Applicants	27	4	2	0	33	81.8%	12.1%	6.1%	0%
Successful Applicants	26	7	1	0	34	76.5%	20.6%	2.9%	0%

Sgt to Insp

Application Stages	White		Ethnic Minority		Total	White		Ethnic Minority	
	M	F	M	F		M	F	M	F
No of Applicants	29	3	0	0	32	91%	9%	0%	0%
Unsuccessful Applicants	15	2	0	0	17	88%	12%	0%	0%
Successful Applicants	14	1	0	0	15	93%	7%	0%	0%

Insp to Ch Insp

Application Stages	White		Ethnic Minority		Total	White		Ethnic Minority	
	M	F	M	F		M	F	M	F
No of Applicants	14	2	2	0	18	77.8%	11.1%	11.1%	0%
Unsuccessful Applicants	11	2	2	0	15	73.4%	13.3%	13.3%	0%
Successful Applicants	3	0	0	0	3	100%	0%	0%	0%

Ch Insp to Supt

Application Stages	White		Ethnic Minority		Total	White		Ethnic Minority	
	M	F	M	F		M	F	M	F
No of Applicants	10	1	0	0	11	91%	9%	0%	0%
Unsuccessful Applicants	8	0	0	0	8	100%	0%	0%	0%
Successful Applicants	2	1	0	0	3	67%	33%	0%	0%

Supt to Ch Supt

Application Stages	White		Ethnic Minority		Total	White		Ethnic Minority	
	M	F	M	F		M	F	M	F
No of Applicants	3	0	0	0	3	100%	0%	0%	0%
Unsuccessful Applicants	1	0	0	0	1	100%	0%	0%	0%
Successful Applicants	2	0	0	0	2	100%	0%	0%	0%

Retention Ethnicity

Officers Leaving 01.04.08- 31.03.2009						Retention Rate	
Emp Category Description	Action Description (Leavers)	Leaving LOS group	Ethnic Minority	White	Grand Total	Ethnic Minority	White
Police	Termination	1. Less than 6 months	0	0	0	0%	0.00%
		2. 6 months to less than 2 years	1	3	4	33%	8.33%
		3. 2 years - less than 5 years		7	7	0%	2.65%
		4. 5 years - less than 10 years		10	10	0%	2.46%
		5. 10 years & over	1	31	32	4%	2.09%

Strength Figures as at 31.03.2009					
	Length of Service Bands	Ethnic Minority	White	Not Stated	Grand Total
Police	Less than six months	3	43		46
	6 Mnths - 2 Years	3	36		39
	2 - under 5 Years	7	264		271
	5 - under 10 years	4	406		410
	10 +	28	1486	1	1515
Grand Total		45	2235	1	2281

Retention Gender

Officers Leaving 01.04.08- 31.03.2009					Retention Rate	
Action Description(Leavers)	Leaving LOS group	F	M	Grand Total	F	M
Termination	1. Less than 6 months			0	0.00%	0.00%
	2. 6 months to less than 2 years	2	2	4	9.52%	11.11%
	3. 2 years - less than 5 years	3	4	7	2.68%	2.52%
	4. 5 years - less than 10 years	1	9	10	1.06%	2.85%
	5. 10 years & over	3	29	32	0.86%	2.49%

Strength Figures as at 31.03.2009				
Emp Category Description	Length of Service Bands	F	M	Grand Total
Police	Less than six months	13	33	46
	6 Mnths - 2 Years	21	18	39
	2 - under 5 Years	112	159	271
	5 - under 10 years	94	316	410
	10 +	349	1166	1515
Grand Total		589	1692	2281

Progression Ethnicity

Officers with 5-10 Yrs Service Rank Sgt or above				
		Ethnic Minority	White	Grand Total
Emp Category Description	Rank Descript.	5-10 Yrs	5-10 Yrs	
Police	Constable	4	370	374
	Sergeant		35	35
	Inspector		1	1
Grand Total		4	406	410

Progression Rate	All Ethnic Minority	White
	5-10 Yrs	5-10 Yrs
Constable	4	370
Sergeant	0	36
Inspector		
Grand Total	4	406
%	0.00%	8.87%

Officers with 5-15 Yrs Service Rank Insp or above					
		Ethnic Minority	Not Stated	White	Grand Total
Emp Category Description	Rank Descript.	5-15 Yrs	5-15 Yrs	5-15 Yrs	
Police	Constable	10	1	675	686
	Sergeant	1		131	132
	Inspector	1		15	16
	Chief Inspector			3	3
	Superintendent				0
Grand Total		12	1	824	837

Progression Rate	All Ethnic Minority	White & Not Stated
	5-15 Yrs	5-15 Yrs
Constable	11	807
Sergeant		
Inspector		
Chief Inspector	1	18
Superintendent		
Grand Total	12	825
%	8.33%	2.18%

Officers with 10-15 Yrs Service Rank Ch Insp or above					
		Ethnic Minority	Not Stated	White	Grand Total
Emp Category Description	Rank Descript.	10-15 Yrs	10-15 Yrs	10-15 Yrs	
Police	Constable	6	1	305	312
	Sergeant	1		96	97
	Inspector	1		14	15
	Chief Inspector			3	3
	Superintendent				0
Grand Total		8	1	418	427

Progression Rate	Ethnic Minority	White & Not Stated
	10-15 Yrs	10-15 Yrs
Constable		
Sergeant	8	416
Inspector		
Chief Inspector	0	3
Superintendent		
Grand Total	8	419
%	0.00%	0.72%

Officers with 10- U20 Yrs Service Rank Supt or above					
		Ethnic Minority	Not Stated	White	Grand Total
Emp Category Description	Rank Descript.	10-U20 Yrs	10-U20 Yrs	10-U20 Yrs	
Police	Constable	14	1	598	613
	Sergeant	4		184	188
	Inspector	2		42	44
	Chief Inspector	1		6	7
	Superintendent			3	3
	ACC				0
Grand Total		21	1	833	855

Progression Rate	Ethnic Minority	White & Not Stated
	10-U20 Yrs	10-U20 Yrs
Constable		
Sergeant	21	831
Inspector		
Chief Inspector		
Superintendent	0	3
ACC		
Grand Total	21	834
%	0.00%	0.36%

Officers with 15 - U25 Yrs Service Rank ACC or above				
		Ethnic Minority	White	Grand Total
Emp Category Description	Rank Descript.	15- U25 Yrs	15- U25 Yrs	
Police	Constable	10	480	490
	Sergeant	3	183	186
	Inspector	2	62	64
	Chief Inspector	1	12	13
	Superintendent		9	9
	Chief Superintendent		4	4
	ACC		2	2
	Deputy Chief Constable		1	1
	Grand Total		16	753

Progression Rate	Ethnic Minority	White & Not Stated
	15- U25 Yrs	15- U25 Yrs
Constable		
Sergeant		
Inspector	16	750
Chief Inspector		
Superintendent		
Chief Superintendent		
ACC	0	3
Deputy Chief Constable		
Grand Total	16	753
%	0.00%	0.40%

Progression Gender

Officers with 5-10 Yrs Service Rank Sgt or above				
		Female	Male	Grand Total
Emp Category Description	Rank Descript.	5-10 Yrs	5-10 Yrs	
Police	Constable	84	290	374
	Sergeant	10	25	35
	Inspector		1	1
Grand Total		94	316	410

Progression Rate	Female	Male
	5-10 Yrs	5-10 Yrs
Constable	84	290
Sergeant	10	26
Inspector		
Grand Total	94	316
%	10.64%	8.23%

Officers with 5-15 Yrs Service Rank Insp or above				
		Female	Male	Grand Total
Emp Category Description	Rank Descript.	5-15 Yrs	5-15 Yrs	
Police	Constable	188	498	686
	Sergeant	30	102	132
	Inspector	3	13	16
	Chief Inspector		3	3
	Superintendent			0
Grand Total		221	616	837

Progression Rate	Female	Male
	5-15 Yrs	5-15 Yrs
Constable	218	600
Sergeant		
Inspector		
Chief Inspector	3	16
Superintendent		
Grand Total	221	616
%	1.36%	2.60%

Officers with 10-15 Yrs Service Rank Ch Insp or above				
		Female	Male	Grand Total
Emp Category Description	Rank Descript.	10-15 Yrs	10-15 Yrs	
Police	Constable	104	208	312
	Sergeant	20	77	97
	Inspector	3	12	15
	Chief Inspector		3	3
	Superintendent			0
Grand Total		127	300	427

Progression Rate	Female	Male
	10-15 Yrs	10-15 Yrs
Constable	127	297
Sergeant		
Inspector		
Chief Inspector	0	3
Superintendent		
Grand Total	127	300
%	0.00%	1.00%

Officers with 10- U20 Yrs Service Rank Supt or above				
		Female	Male	Grand Total
Emp Category Description	Rank Descript.	10-U20 Yrs	10-U20 Yrs	
Police	Constable	197	416	613
	Sergeant	40	148	188
	Inspector	7	37	44
	Chief Inspector		7	7
	Superintendent		3	3
	ACC			0
Grand Total		244	611	855

Progression Rate	Female	Male
	10-U20 Yrs	10-U20 Yrs
Constable		
Sergeant	244	608
Inspector		
Chief Inspector		
Superintendent	0	3
ACC		
Grand Total	244	611
%	0.00%	0.49%

Officers with 15 - U25 Yrs Service Rank ACC or above				
		Female	Male	Grand Total
Emp Category Description	Rank Descript.	15- U25 Yrs	15- U25 Yrs	
Police	Constable	140	350	490
	Sergeant	35	151	186
	Inspector	9	55	64
	Chief Inspector	2	11	13
	Superintendent		9	9
	Chief Superintendent	1	3	4
	ACC		2	2
	Deputy Chief Constable		1	1
	Grand Total		187	582

Progression Rate	Female	Male
	15- U25 Yrs	15- U25 Yrs
Constable	187	579
Sergeant		
Inspector		
Chief Inspector		
Superintendent		
Chief Superintendent		
ACC	0	3
Deputy Chief Constable		
Grand Total	187	582
%	0.00%	0.52%

Training for Police Officers 1.4.08 - 31.3.09

Applications for Training

Division	Male	Female	White	Ethnic Minority	Total	Male%	Female%	White%	Ethnic Minority%
Chase	133	63	195	1	196	68%	32%	99%	1%
North Staffs	44	28	72	0	72	61%	39%	100%	0%
Stoke on Trent	115	46	159	2	161	72%	28%	99%	1%
Trent Valley	229	69	290	8	298	76.8%	23.2%	97.3%	2.7%
Crime and Operational Support	21	18	39	0	39	54%	46%	100%	0%
Organisational Support	2	1	3	0	3	67%	33%	100%	0%
Total	544	225	758	11	769	71%	29%	98%	2%

Training Received

Division	Male	Female	White	Ethnic Minority	Total	Male%	Female%	White%	Ethnic Minority%
Chase	80	39	119	0	119	67%	33%	100%	0%
North Staffs	34	23	57	0	57	60%	40%	100%	0%
Stoke on Trent	86	26	111	1	112	77%	23%	99%	1%
Trent Valley	66	34	95	5	100	66%	34%	95%	5%
Crime and Operational Support	19	18	37	0	37	51%	49%	100%	0%
Organisational Support	2	1	3	0	3	67%	33%	100%	0%
Total	287	141	422	6	428	67%	33%	98%	2%

Training for Police Staff 1.4.08 - 31.3.09

Applications for Training

Division	Male	Female	White	Ethnic Minority	Total	Male%	Female%	White%	Ethnic Minority%
Chase	2	1	3	0	3	64%	33%	100%	0%
North Staffs	3	4	7	0	7	43%	67%	100%	0%
Stoke on Trent	0	1	1	0	1	0%	100%	100%	0%
Trent Valley	11	21	32	0	32	34%	66%	95%	5%
Crime and Operational Support	18	100	118	0	118	15%	85%	100%	0%
Organisational Support	8	14	19	3	22	36%	64%	86%	14%
Total	42	141	180	3	183	23%	77%	98%	2%

Training Received

Division	Male	Female	White	Ethnic Minority	Total	Male%	Female%	White%	Ethnic Minority%
Chase	2	1	3	0	3	64%	33%	100%	0%
North Staffs	3	4	7	0	7	43%	67%	100%	0%
Stoke on Trent	0	1	0	0	1	0%	100%	100%	0%
Trent Valley	3	12	15	0	15	20%	80%	100%	0%
Crime and Operational Support	18	98	116	0	116	15%	85%	100%	0%
Organisational Support	8	14	19	3	22	36%	64%	86%	14%
Total	34	130	160	3	164	21%	79%	98%	2%

Leavers - Police

		Early Retirement	Normal Retirement	Medical Retirement	Retire 30+ Scheme	Death	Resigned While Suspended	Required to Resign	Following SOCA secondment	VR - Following 30+ scheme	VR - Following Career Break	VR - To join regular force	VR - Transfer to another Force	VR - Other	Police Total
AGE	25 & Under						1				1	2	2		6
	26 - 40			1			2	1		1		5	11		21
	41 - 55	1	49	3	1	1	1		11			9	4		80
	Over 55		4						1						5
DISABLED	No	1	51	2	1	1	4	1	1	11	1	1	15	17	107
	Yes		2	2									1		5
GENDER	Female		3	1				1					2	6	13
	Male	1	50	3	1	1	4		1	11	1	1	14	11	99
RACE / ETHNICITY	Asian or Asian British						1								1
	Black or Black British												1		1
	Mixed														0
	Unknown														0
	White	1	53	4	1	1	3	1	1	11	1	1	15	17	110
RELIGION	Buddhist			1										1	
	Christian		29	1			1		7		1	6	8		53
	Hindu														0
	Muslim						1								1
	None		4						1			1	2		8
	Prefer not to say		6	1								1	1		9
	Sikh														0
	Unknown	1	14	1	1	1	2	1	1	3	1		8	5	39
SEXUAL ORIENTATION	Bisexual														0
	Gay woman/Lesbian														0
	Heterosexual/Straight		34	1			1		8		1	6	12		63
	Prefer not to say		5	2			1					2			10
	Unknown	1	14	1	1	1	2	1	1	3	1		8	5	39
Total		6	318	24	6	6	24	6	6	66	6	6	96	102	670

Leavers - Staff

		Early Retirement	Medical Retirement	Normal Retirement	Career Break	Death	Dismissed - Capability	End of temporary employment	End of Agency Service	End of Casual Contract	Redundancy	Resigned While Suspended	Term of Temporary Contract	VR - Domestic Reasons	VR - Following Career Break	VR - Following Maternity Leave	VR - To Join Regular Force	VR - Other	VR - To Emigrate	VR - To Start Business	VR - Dislikes shiftwork	Police Staff Total	
AGE	25 & Under						1	4	16	27							1	8					57
	26 - 40		1		2				10	10				1		2	6	24					56
	41 - 55		1	2	1		1	1	16	6	1				1				14	1			45
	Over 55	4		18		1			11	11			1					1					47
DISABLED	No	4	1	18	3	1	2	5	53	52	1		1	1	1	2	7	47	1				200
	Yes		1	2						2													5
GENDER	Female		2	11	3		1	2	25	34	1			1		2	2	32	1				117
	Male	4		9		1	1	3	28	20			1	1	1		5	15					88
RACE / ETHNICITY	Asian or Asian British								2	1													3
	Black or Black British																						0
	Mixed									1							1	1					3
	Unknown								30	1													31
	White	4	2	20	3	1	2	5	21	51	1		1	1	1	2	6	46	1				168
RELIGION	Buddhist									2													
	Christian	1		10	2		2	2	4	24			1		1	1	4	23	1				76
	Hindu																						0
	Muslim								2														0
	None							3	5	10							3	11					32
	Prefer not to say		1						1	2				1					2				7
	Sikh									1													1
	Unknown	3	1	10	1	1			41	15	1					1		11					85
SEXUAL ORIENTATION	Bisexual																						0
	Gay woman/Lesbian				1		1																2
	Heterosexual/Straight			9	1		1	5	11	38			1		1	1	7	33	1				109
	Prefer not to say	1	1	1					1	2				1					2				9
	Unknown	3	1	10	1	1			41	14	1					1		12					85

Leavers - PCSO

Early Retirement	Medical Retirement	Normal Retirement	Career Break	Death	Dismissed - Capability	Dismissed on Probation	End of Agency Service	End of Casual Contract	Redundancy	Resigned While Suspended	Term of Temporary Contract	VR - Domestic Reasons	VR - Following Career Break	VR - Following Maternity Leave	VR - To Join Regular Force	VR - Other	VR - To Emigrate	VR - To Start Business	VR - Dislikes shiftwork	Police Staff Total
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AGE	25 & Under									1					7	10				18
	26 - 40														8	7				15
	41 - 55														1	3				4
	Over 55															1				1

DISABLED	No									1					15	21				37
	Yes														1					1

GENDER	Female													4	12					16
	Male								1					12	9					22

RACE / ETHNICITY	Asian or Asian British													1						1
	Black or Black British																			0
	Mixed															1				1
	Unknown																			0
	White								1						15	20				36

RELIGION	Christian													11	9					20
	Hindu																			0
	Muslim													1						0
	None													3	6					9
	Prefer not to say													1	1					2
	Sikh																			0
	Unknown								1							5				6

SEXUAL ORIENTATION	Bisexual																			0
	Gay woman/Lesbian																			0
	Heterosexual/Straight														15	15				30
	Prefer not to say														1	1				2
Unknown								1							5				6	

Leavers - Specials

		Early Retirement	Normal Retirement	Death	Required to Resign	VR - Domestic Reasons	VR - To Join Regular Force	VR - Transfer to Another Force	VR - Work Commitments	VR - Other	VR - Alternative to Dismissal	VR - Excluded Occupation	VR - Resigned While Suspended	Specials Total
AGE	25 & Under				2	3			36					41
	26 - 40				3	7		4	15		1			30
	41 - 55	1							9		1			11
	Over 55								1					1
DISABLED	No	1			5	10		4	60		2			82
	Yes								1					0
GENDER	Female				5	1		3	29		2			40
	Male	1				9		1	32					43
RACE / ETHNICITY	Asian or Asian British								1					0
	Black or Black British													0
	Mixed								1					0
	Unknown													0
	White	1			5	10		4	59		2			81
RELIGION	Christian				1	8			18		1			28
	Hindu													0
	Muslim													0
	None				1	2		1	14					18
	Prefer not to say								2					0
	Sikh													0
	Unknown	1			3			3	27		1			35
SEXUAL ORIENTATION	Bisexual													0
	Gay woman/Lesbian													0
	Heterosexual/Straight				2	10		1	32		1			
	Prefer not to say								1					
Unknown	1			3			3	28		1			36	