



BRITISH
TRANSPORT
POLICE

BTPA : PRC
Diversity & Inclusion Performance
2015-16 Q4
Thursday 19 May 2016

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Overview



This report aims to measure diversity & inclusion performance in an operational Policing environment; by providing evidence where it is available to show that BTP provides an equitable “Quality of Service” to anyone who interacts with us; irrespective of their background or personal circumstances.

In order to be able to measure whether we have met the needs of all people, we aim to answer the following questions:

- How effectively does the force ensure that victims of crime are treated fairly and equitably in terms of the service they receive?
- How effectively does the force deal with hate crime in terms of preventing it from happening; encouraging victims to report it when it does happen; and investigating it and securing a satisfactory outcome when it is reported?
- How effectively does the force ensure that it deals with the people it comes into contact with fairly and equitably?
- Does the force use its Powers of Arrest effectively and fairly?

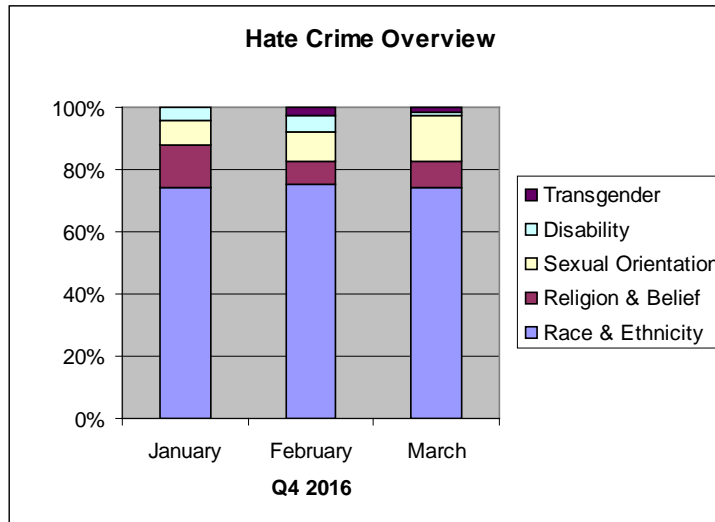
These questions, in part, inform BTP’s Equality & Diversity Gold Strategy & Action Plan 2014-2019; a statutory obligation under the Public Sector Equality Duties of the Equality Act 2010.



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2015-16 Q4: Hate Crime Performance

Hate Crime: National Overview Q4 2015-16



There were 566 Hate Crimes recorded during Q4, with 588 Hate Crime markers being selected.

Only one Hate Crime contained more than 2 markers

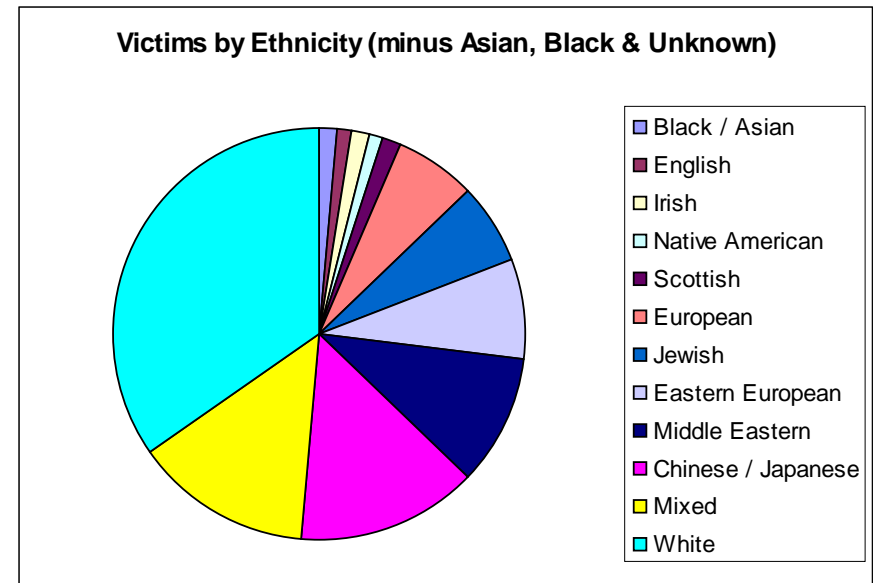
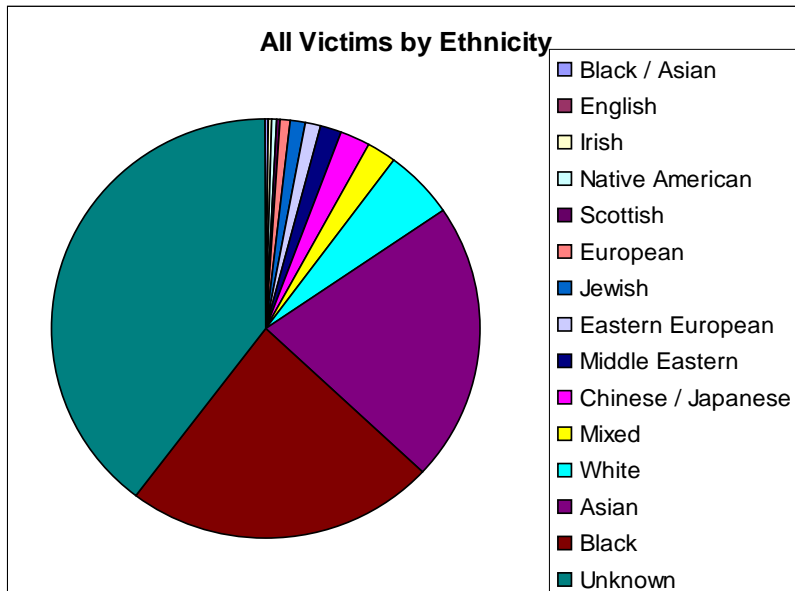
	January 2016		February 2016		March 2016	
	No. of Hate Crime Markers	Recorded Hate Crimes	No. of Hate Crime Markers	Recorded Hate Crimes	No. of Hate Crime Markers	Recorded Hate Crimes
	206	198	182	173	200	195
Race & Ethnicity	153 74.3%		137 75.3%		148 74%	
Religion & Belief	28 13.6%		13 7.1%		17 8.5%	
Sexual Orientation	16 7.8%		18 9.9%		30 15%	
Disability	9 4.3%		9 4.9%		2 1%	
Transgender	0 N/A		5 2.8%		3 1.5%	

Hate Crime: Overview by Victim Ethnicity

Victims of BTP recorded Hate Crime, shown by self-defined ethnicity.

52.7% of ALL
Hate Crime
victims
declared their
ethnicity to BTP

69.9% of
Racial Hate
Crime victims
declared their
ethnicity



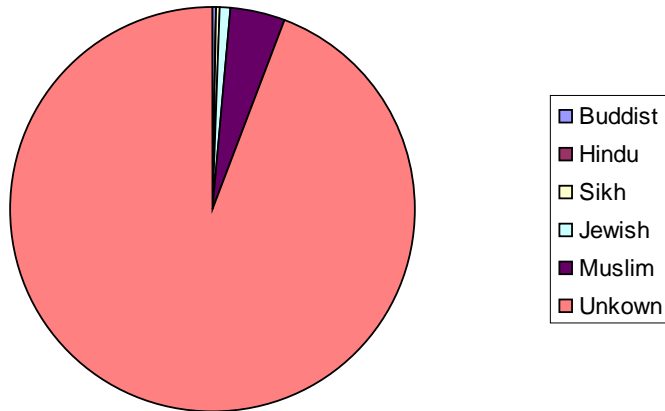
Hate Crime: Overview by Victim Religion or Belief

Victims of BTP recorded Hate Crime, shown by self-defined religion or belief.

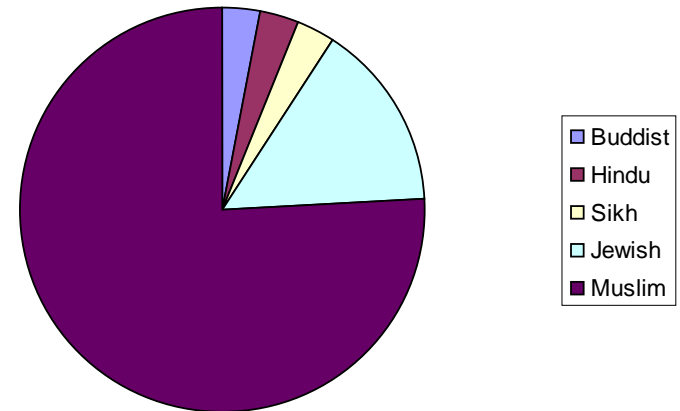
7.7% of ALL
Hate Crime
victims
declared their
religion or
belief

50% of
religious Hate
Crime victims
declared their
religion or
belief

All Victims by Religion



Victims by Religion Where Given



Hate Crime: Overview by Victim Sexual Orientation

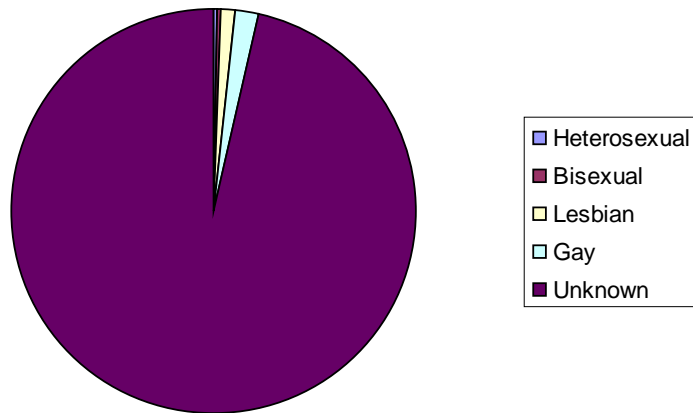
Victims of BTP recorded Hate Crime, shown by self-defined sexual orientation.

4.6% of ALL
Hate Crime
victims
declared a
sexual
orientation

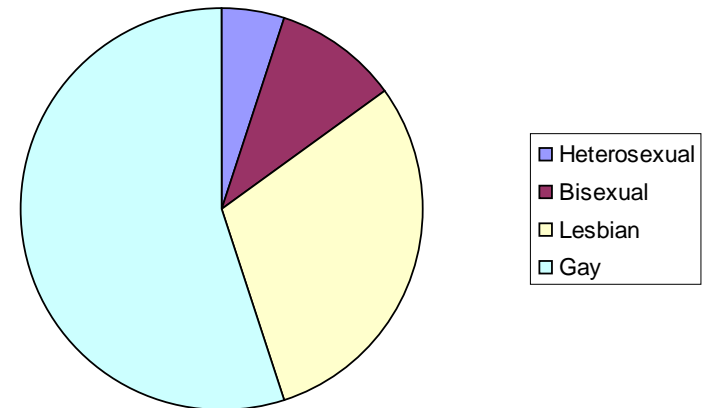
59.4% of S.O.
Hate Crime
victims
declared their
sexual
orientation

There were 8
Transgender Hate Crimes
recorded by BTP during
Q4. All associated victims
declared themselves as
being transgender but
provided no further
demographic data

All Victims by Sexual Orientation



Victims by Sexual Orientation Where Given

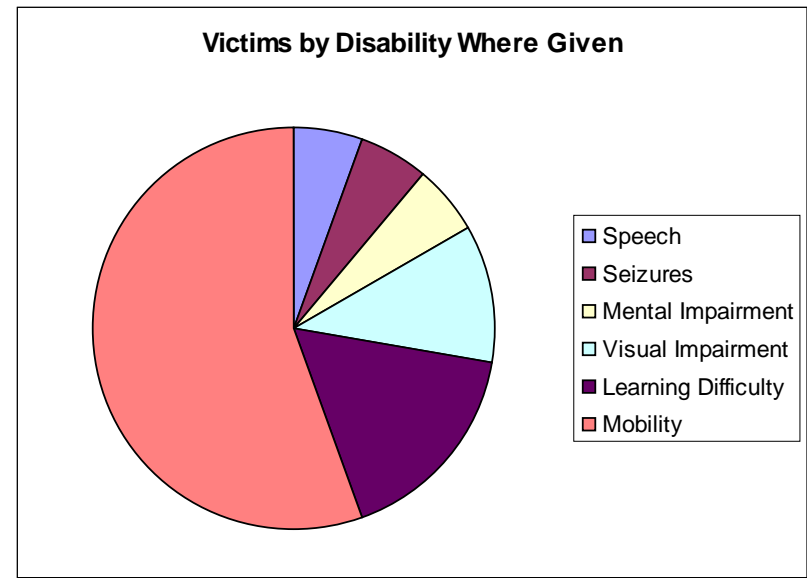
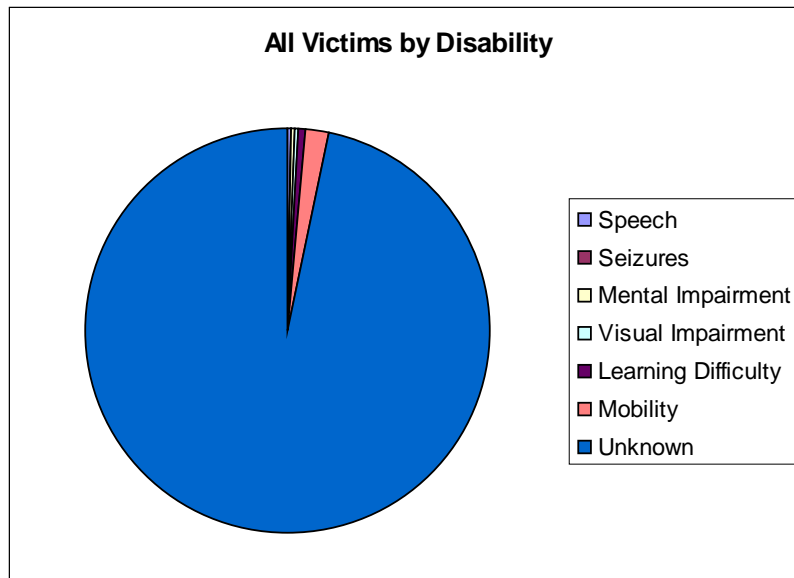


Hate Crime: Overview by Victim Disability

Victims of BTP recorded Hate Crime, shown by self-defined disability.

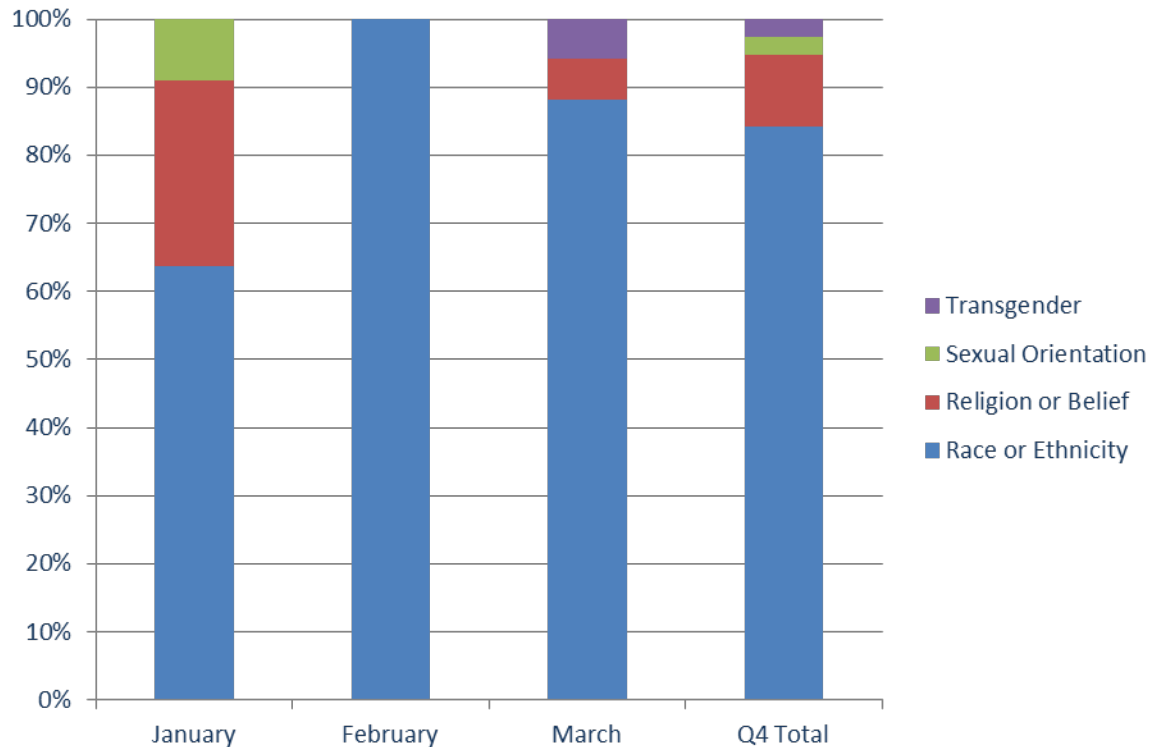
3.9% of ALL
Hate Crime
victims
declared their
disability

90% of
disability hate
crime victims
declared their
disability



Hate Crime: Repeat Victims

	January	February	March	Q4 Total
Race or Ethnicity	7	10	15	32
Religion or Belief	3	0	1	4
Sexual Orientation	1	0	0	1
Transgender	0	0	1	1



38 (6.7%) of ALL Hate Crime victims were recorded as repeat victims

None of those repeat victims were recorded under the 'disability' marker



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2015-16 Q4: Third Party Reporting

3rd Party Reporting: True Vision



True Vision is a police-funded and Home Office controlled confidential 3rd party reporting support service for all victims of Hate Crimes.

	2012/2013	2013/2014	2014/2015	2015/2016	Increase on 2015/2016	% Chg
BTP	12	8	14	26	12	+86%
All Reports	2957	3641	4169	4764	595	+15%

Isle of Man Police received the lowest number, with 3 reports during 2015/16 (0.06% of total reports)



The number of 3rd party reports relating to BTP jurisdiction increased by 86% in 2015/16; however this is still a disproportionately low number of reports, standing at 0.6% of all reports to True Vision

The MetPol received the largest number of reports with 1,335 during 2015/16 (28.1% of total reports)



Department for Communities and Local Government

3rd Party Reporting: Tell MAMA



FAITH MATTERS

Tell MAMA (Measuring Anti Muslim Attacks) is a confidential 3rd party reporting and support service for victims of **Islamophobia** and **anti-Muslim hatred** and is supported by the Home Office and the NPCC Lead for Hate Crime

	Q4 TOTAL
Number of 3 rd Party Reports assigned to BTP jurisdiction	7
<i>[% of all Tell MAMA reports]</i>	3.0%
Total Number Reported to Tell MAMA	234

	January 2016	February 2016	March 2016
Number of 3 rd Party Reports assigned to BTP jurisdiction	3	1	3
<i>[% of all Tell MAMA reports]</i>	2.9%	1.6%	4.3%
Total Number Reported to Tell MAMA	104	61	69
Number of Police Forces involved	27	22	20

Promoting Hate Crime Reporting

Increasing Confidence:



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Report hate crime
Text 61016
Call 0800 40 50 40
report-it.org.uk

**Travel
with
pride**

#WeStandTogether
@BTPDiversity

In an emergency call 999

Expect

We understand that you might not feel comfortable talking to the police about what happened. There are other ways to report it.

Visit report-it.org.uk to submit a report, which can be anonymous.

For anti-Muslim incidents
Tell MAMA on 0800 456 1226
or at tellmamauk.org

For antisemitic incidents call CST
on 0208 457 9999 or report at
cst.org.uk



**HATE
CRIME
your guide**

#WeStandTogether
BTP

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Hi this is [redacted], the guard on [redacted].
Had a complaint that a male has been
insulting a lady because of her disability.

The lady is upset, the male is under the
influence and denying any wrongdoing.

2.14 PM TEXT RECEIVED
2.21 PM OFFICERS DEPLOYED
2.43 PM OFFICERS ON SCENE
3.15 PM ARREST MADE

text 61016 BRITISH
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In an emergency dial 999.
Your first text may incur a small charge.

#WeStandTogether – Working in Partnership with:



2015/2016 Arrests by Demographics



BTP recorded **13,191** arrests in the 2015/2016 policing year.



Analysis of these arrests by demographics (particularly ethnicity) does not provide accurate data due to an individual's ethnicity being recorded against the person; not the arrest. When sorting by self-defined ethnicity data, this number rises to 15,097. The number of arrests have not increased, but the recorded ethnicities have (a person may self-define differently at each interaction with BTP; making 10 arrests of the same person, declaring 3 different ethnicities recording '30 arrests' on our records.)*

Self Defined Ethnicity	M	F	Not Recorded	TOTAL
A1. Asian - Indian	137	7	1	145
A2. Asian - Pakistani	88	3	0	91
A3. Asian - Bangladeshi	50	4	0	54
A9. Any other Asian background	237	24	5	266
B1. Black Caribbean	414	47	2	463
B2. Black African	516	53	2	571
B9. Any other Black background	420	56	6	482
M1. White & Black Caribbean	160	21	0	181
M2. White & Black African	45	13	0	58
M3. White & Asian	4	1	0	5
M9. Any other mixed background	58	12	0	70
NS. Not stated	712	118	7	837
O1. Chinese	32	5	0	37
O9. Any other ethnic group	22	8	0	30
W1. White British	5806	760	37	6603
W2. White Irish	226	39	1	266
W9. Any other white background	1839	288	11	2138
Not Recorded	2376	384	40	2800
TOTAL	13142	1843	112	15097



Of the 13,191 arrests made; 87.2% of those arrested were male and 12.2% arrested were female. 0.6% of arrests recorded an unknown gender

Q4 Complaints by Demographics

BTP recorded **109 public complaints** in Q4 of the 2015/2016 policing year. Where recorded, the highest proportion of complainants were **white at 39.5%** and **BME complainants made up 14.7%** of those recorded.

44% of complainants did not record their ethnicity.

The 109 complaints listed show the demographics for all complainants in Q4 of 15/16, not just those of a discriminatory nature and in all instances, the recording of demographic data remains voluntary. BTP does not record any details not provided by the complainant directly.



64.0% of complainants were male, 32.4% were female and 0.9% were transgender (1 case). 2.7% did not record a gender

There were 7 complaints including allegations of **Discriminatory Behaviour** recorded in Q4.

5 complainants were Black and 2 White. 4 Female and 3 Male.

3 of these complaints were not upheld and 4 remain open and are being investigated

Ethnicity of ALL 109 complainants

