



BRITISH
TRANSPORT
POLICE

BTPA : PRC

Diversity & Inclusion Performance

2016-17 Q3

Tuesday 17 January 2017

Overview

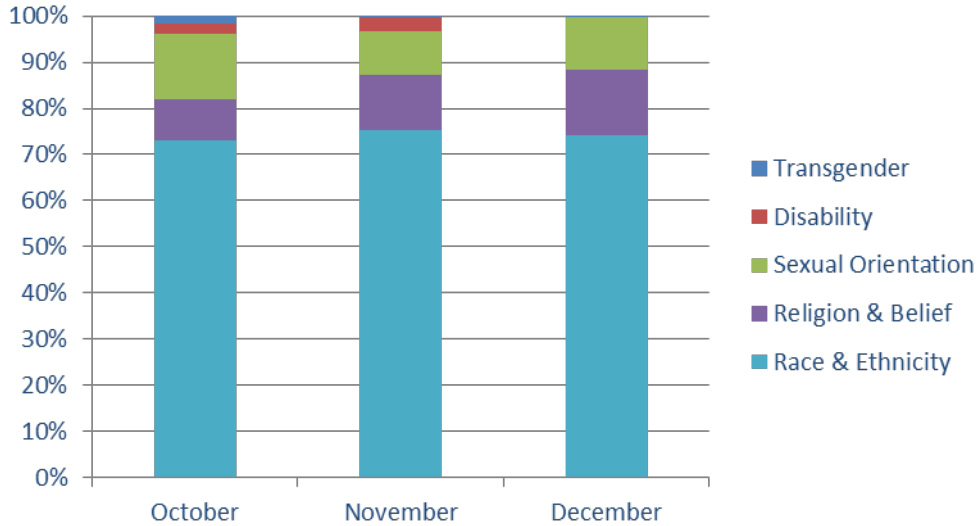
This report aims to measure diversity & inclusion performance in an operational Policing environment; by providing evidence where it is available to show that BTP provides an equitable “Quality of Service” to anyone who interacts with us; irrespective of their background or personal circumstances.

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.

Hate Crime: National Overview Q3 2016-17



There were 774 Hate Crimes recorded during Q3, with 853 Hate Crime markers being selected.

This is an 8.6% decrease on Q2 but still higher than in Q1

	October 2016		November 2016		December 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
	283	255	292	262	278	257
Race & Ethnicity	207 74.6%		220 75.7%		206 74.1%	
Religion & Belief	25 12.8%		35 9.3%		40 14.4%	
Sexual Orientation	40 9.6%		27 11.6%		31 11.1%	
Disability	6 2.4%		9 1.5%		0 -	
Transgender	5 0.6%		1 1.9%		1 0.4%	

Hate Crime: Rail Staff Q3 2016-17

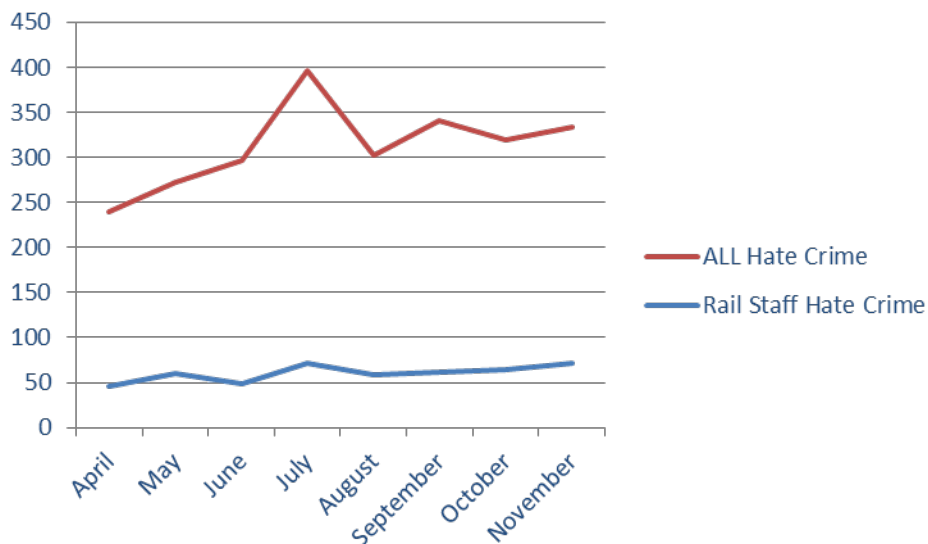


	B Division			C Division				D Division	Total
	East	South	TfL	Western	Wales	Pennines	Midlands	Scotland	
October	24	4	24	2	1	7	2	0	64
November	16	12	23	2	0	10	4	5	72
December									

Rail Staff Reported Hate Crime – Year to Date

BTP recorded **483** (of 2,016) Hate Crimes reported by Rail Staff between April and November 2016; which accounts for **24.0%** of all Hate Crimes between the same period. The trends for rail staff reported Hate Crimes tend to mirror the overall national numbers.

The biggest spike in Rail Staff reported Hate Crimes occurred during July 2016 (post EU Referendum), rising from 49 to 71, and then dropping in August back to 59 reports.



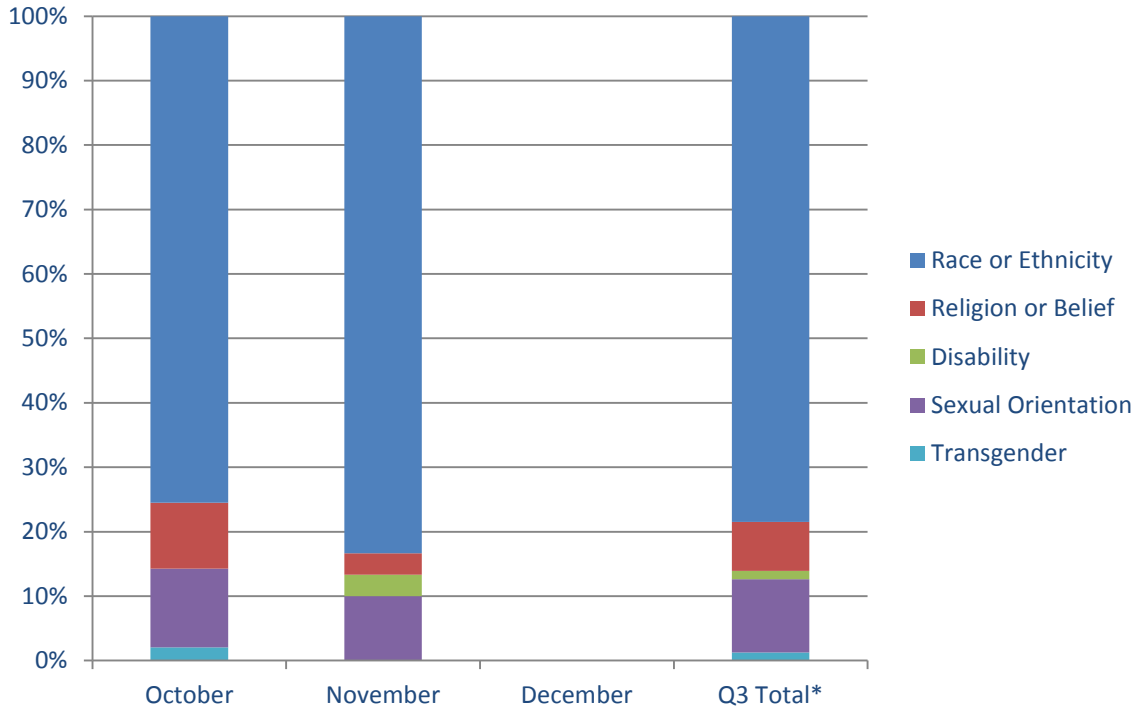
Rail Staff Repeat Victims

The number of repeat victims in October peaked at 44; with 66% of those repeat victims being rail staff on duty. For clarity, the remaining 34% of repeat victims are members of the public.

In November, the number of repeat victims fell to 27; however two thirds of these were still recorded by rail staff on duty.

Hate Crime: Repeat Victims

	October	November	December	Q3 Total*
Race or Ethnicity	37	25	-	62
Religion or Belief	5	1	-	6
Disability	0	1	-	1
Sexual Orientation	6	3	-	9
Transgender	1	0	-	1



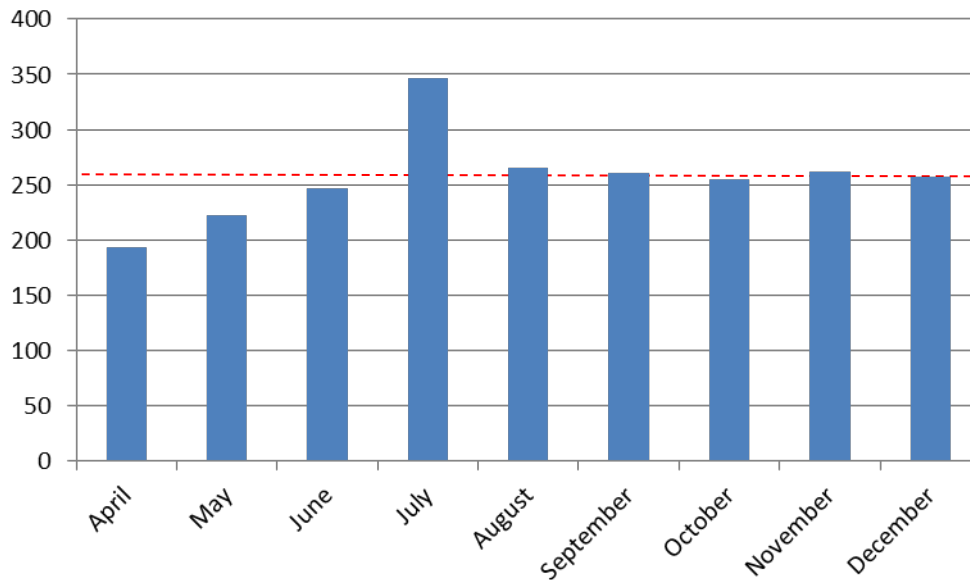
**71 (13.7%) of ALL
Hate Crime
victims were
recorded as
repeat victims**

**Only 1 repeat
victim was
recorded under
the 'disability'
marker**

*December 2016 data not yet available

Hate Crime: Year to Date & Trends

EU Referendum took place on 23 June 2016



Hate crime reporting reached their highest levels for offences committed in July 2016 following the spike in reporting in the two months following the EU Referendum.

However, figures now suggest a return to an almost monthly average of 256 Hate Crimes being reported to BTP (the median line is shown in red).

The slightly elevated trend remains consistent with Home Office force Hate Crime reports.

The high profile launch of BTP's 'We Stand Together' anti-hate crime campaign (outlined in slide 7) in the immediate weeks following the EU Referendum helped to raise awareness of hate crimes on the railway network and of BTP's zero tolerance approach to them. This has had the dual effect of dissuading those who would attempt to carry out offences on the network as well as given confidence to all of our passengers and rail staff that they can travel safely without fear of attack.

Action Taken – Increasing Passenger Confidence

- BTP works with other police forces and community groups and has produced 200,000 information cards to be handed out to passengers across the country.
- The Metropolitan Police Service has adopted and adapted the card for use across London and Greater Manchester's hate crime partnership is in the process of adopting the content for their own information cards.
- The London Travel Community Safety Partnership (LTCSP) hate crime working group, which includes BTP, Transport for London, the Metropolitan Police Service and the City of London Police, adopted the campaign for the London transport network, in partnership with the Mayor of London, Sadiq Khan. It was officially launched in early July 2016 shortly after the EU referendum.
- Engagement events are held in London every month since the campaign began. Officers from all three police (London) forces engage directly with the travelling public.
- Engagement events were held on 8 July, 24 August, 14 September, 12 October (during national hate crime awareness week), 23 November and 21 December, with the next event planned for 18 January. The activity has attracted positive media coverage.



3rd Party Reporting: Islamophobic / Anti-Muslim Reports



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

	Q3 TOTAL (to date)
Number of 3 rd Party Reports assigned to BTP jurisdiction <i>[% of all Tell MAMA reports]</i>	4 3.4%
Total Number Reported to Tell MAMA	119

3rd Party reports covering 1 to 31 December are not available at this time (published end-January)

	October 2016	November 2016	December 2016
Number of 3 rd Party Reports assigned to BTP jurisdiction <i>[% of all Tell MAMA reports]</i>	2 3.3%	2 3.4%	<i>tbc</i> %
Total Number Reported to Tell MAMA	61	58	<i>tbc</i>
Number of Police Forces involved	21	20	<i>tbc</i>

Q3 Complaints by Demographics

BTP recorded **115 public complaints** in Q3 of the 2016/2017 policing year. Where recorded, the highest proportion of complainants were **white at 31.0%** and **BME complainants made up 9.5%** of those recorded. This is a drop in BME complainants from the last Quarter (2), but an increase on Quarter 1's 9.1%.

59.5% of complainants did not record their ethnicity which is a large increase on the last Quarter (2) from 50.8%.

The 115 complaints listed show the demographics for all complainants in Q3, 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.



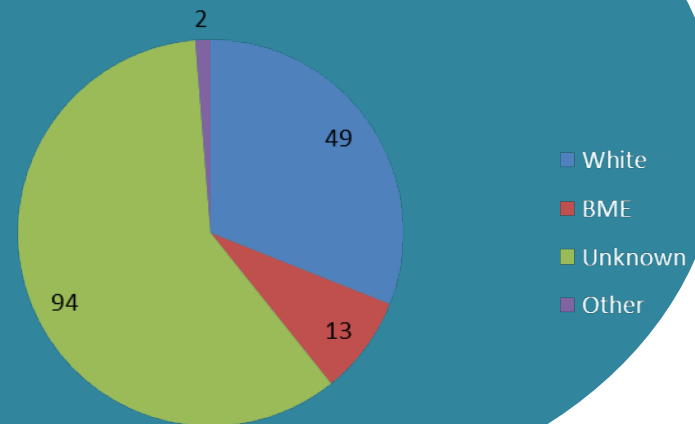
57.6% of complainants were male, **39.9%** were female. **1.9%** did not record a gender. **0.6%** (1 individual) was Transgender

There were 14 complaints including allegations of **Discriminatory Behaviour** recorded in Q3.

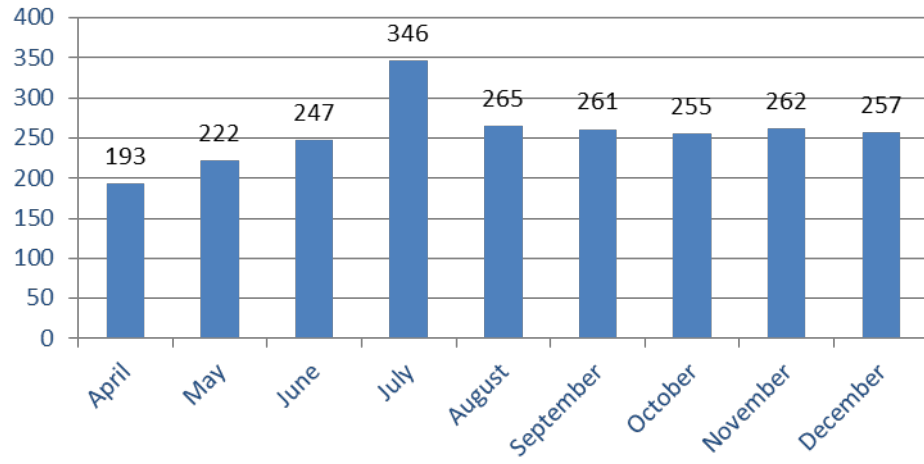
Of the 14 complainants, 8 were BME and 4 unknown. 10 were Male, 3 Female and 1 unrecorded.

6 of these 14 complaints were not upheld, 3 resulted in Special Requirements and 5 remain open and are being investigated

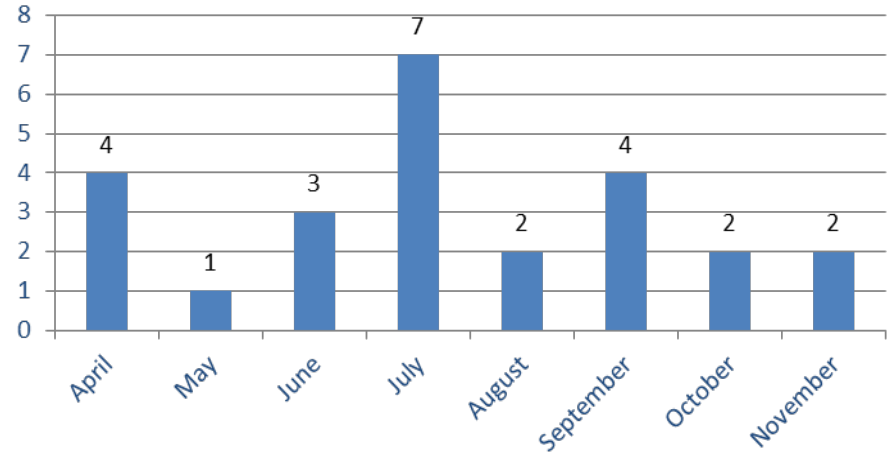
Ethnicity of ALL 115 complainants



ALL Hate Crime YTD



3rd Party Tell MAMA YTD



Rail Staff Hate Crime YTD

