



BRITISH
TRANSPORT
POLICE

BTPA : PRC
Diversity & Inclusion Performance
2016-17 Q2
Thursday 27 October 2016

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?

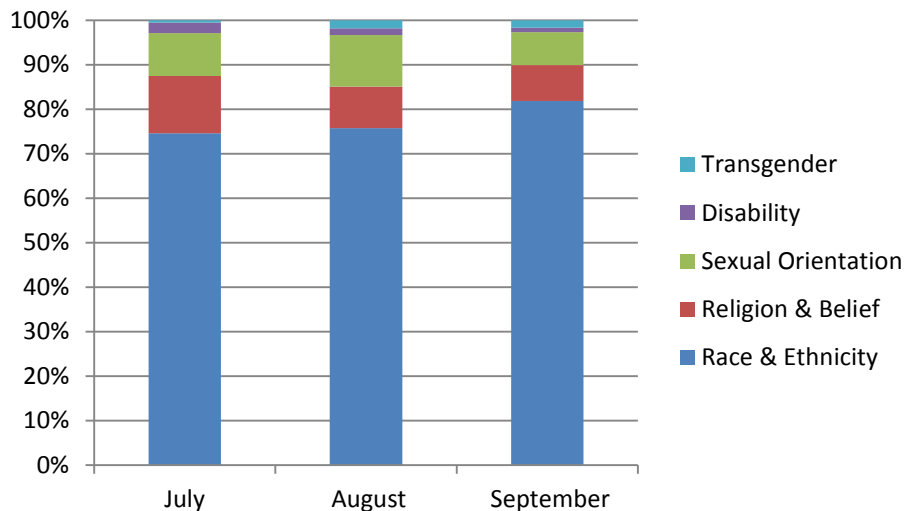
These questions, in part, inform BTP’s Equality & Diversity Gold Strategy & Action Plan 2014-2019; a statutory obligation under the Public Sector Equality Duties of the Equality Act 2010.



BRITISH
TRANSPORT
POLICE

2016-17 Q2: Hate Crime Performance

Hate Crime: National Overview Q2 2016-17

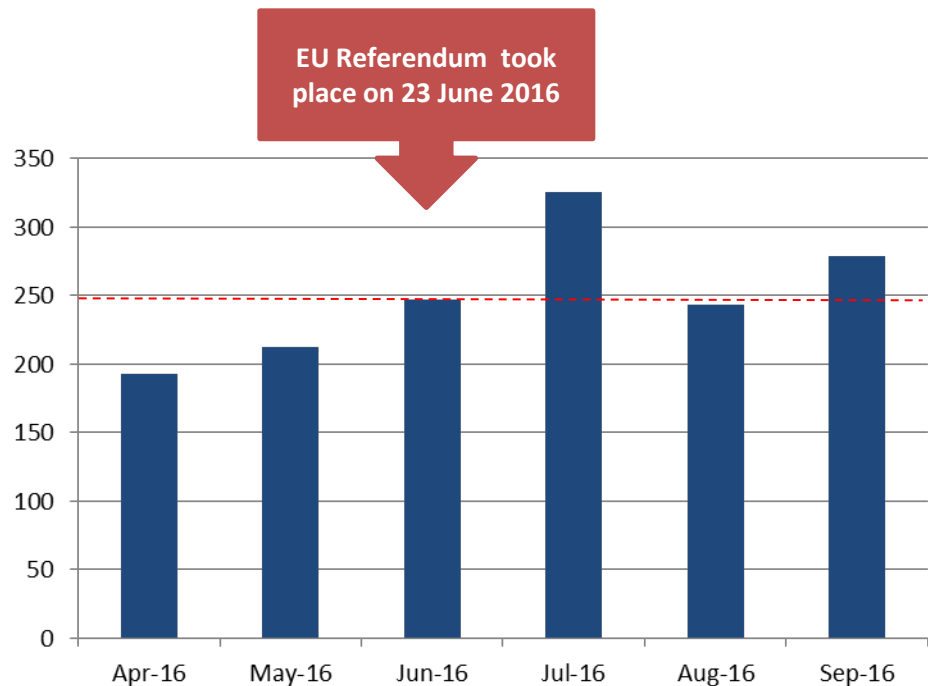


There were 847 Hate Crimes recorded during Q2, with 940 Hate Crime markers being selected.

This is an Increase of 18% on Q1, but in line with HO trends

| | July 2016 | | August 2016 | | September 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 |
| | 374 | 325 | 268 | 243 | 298 | 279 |
| Race & Ethnicity | 279 | 203 | 203 | 244 | 244 | 244 |
| | 74.6% | 75.7% | 75.7% | 81.8% | 81.8% | 81.8% |
| Religion & Belief | 48 | 25 | 25 | 24 | 24 | 24 |
| | 12.8% | 9.3% | 9.3% | 8.1% | 8.1% | 8.1% |
| Sexual Orientation | 36 | 31 | 31 | 22 | 22 | 22 |
| | 9.6% | 11.6% | 11.6% | 7.4% | 7.4% | 7.4% |
| Disability | 9 | 4 | 4 | 3 | 3 | 3 |
| | 2.4% | 1.5% | 1.5% | 1.0% | 1.0% | 1.0% |
| Transgender | 2 | 5 | 5 | 5 | 5 | 5 |
| | 0.6% | 1.9% | 1.9% | 1.7% | 1.7% | 1.7% |

Hate Crime: Year to Date & Trends



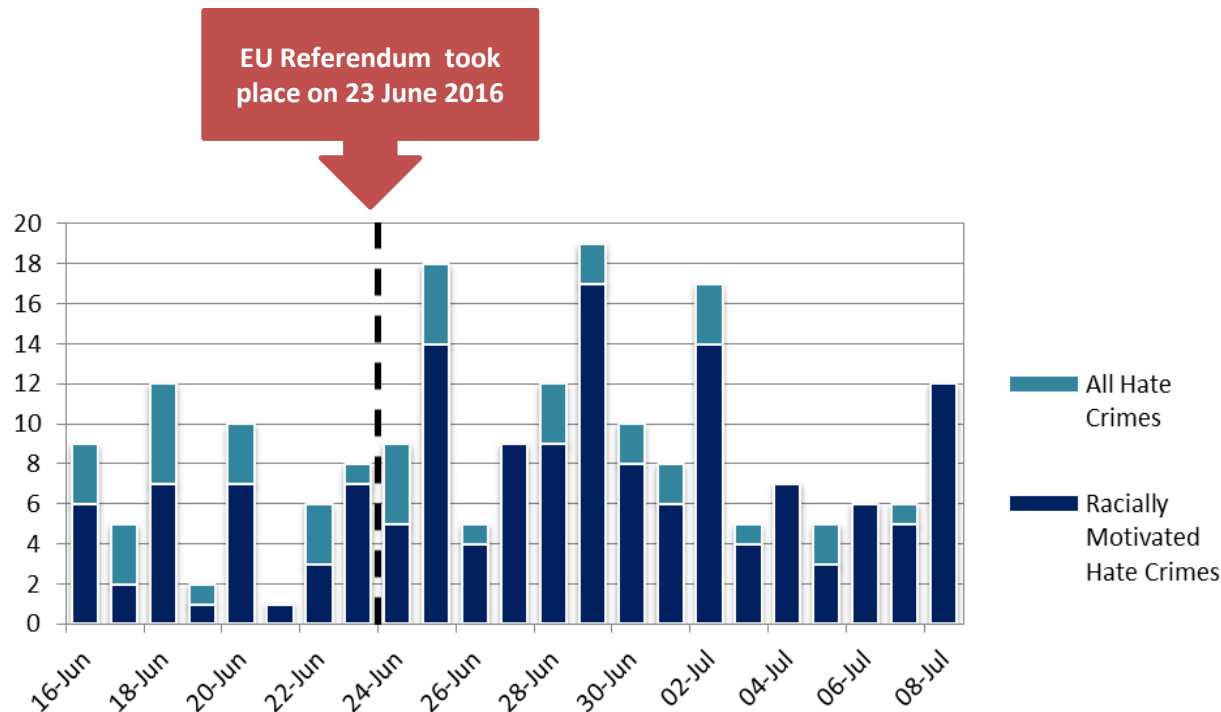
Hate crime levels spiked in **July 2016** following increased reporting in the two months post-EU Referendum, dropping briefly in August.

Hate crime levels have increased again by 15% since August and the post-EU Referendum average number of Hate Crimes has begun to settle at around 10 crimes per day.

The upward trend post EU-Referendum continues into Q3 with no sign of returning to pre-Referendum levels.

The geographical distribution of Hate Crimes has changed again since August and is back in line with July where Hate Crime on B Division accounted for 74% of all Hate Crimes. Volumes across C and D divisions have remained very similar to August whilst B division volumes rose by 24%.

Hate Crime: Post-EU Referendum



The above shows a clearer picture of Hate Crimes being reported to BTP in the last week of June and first week of July 2016. Looking at the figures month-by-month gives the false impression of a consistent number of Hate Crimes spread throughout each month.

An actual increase in the number of reported hate crimes is also a side-effect of an increased confidence in the public to report hate crimes. This increase is a welcome expectation and is a consequence of an increased community social responsibility to report crime.

Q1 Complaints by Demographics

BTP recorded **122 public complaints** in Q2 of the 2016/2017 policing year. Where recorded, the highest proportion of complainants were **white at 35.2%** and **BME complainants made up 13.9%** of those recorded. This is an increase in BME complainants from the last Quarter (1), from 9.1%.

50.8% of complainants did not record their ethnicity which is a small drop on the last Quarter (1) from 53.7%.

The 122 complaints listed show the demographics for all complainants in Q2, 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.



66.4% of complainants were male, 30.3% were female. 3.3% did not record a gender

There were 5 complaints including allegations of **Discriminatory Behaviour** recorded in Q2.

Of the 5 complainants, 2 were BME (3 unknown). 4 were Male and 1 unrecorded.

1 of these 5 complaints was not upheld, 1 resolved locally, 1 de-recorded and 2 remain open and are being investigated

Ethnicity of ALL 122 complainants

