

# EQUALITY, DIVERSITY & INCLUSION

Performance & Delivery Committee  
2017 Quarter 2

## Diversity & Inclusion Strategy 2018+



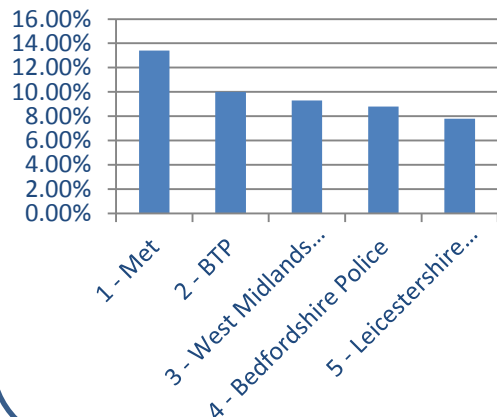
Diversity & Inclusion Strategy being redesigned, for publication in March 2018 alongside Force Strategy.

Working Group led by DCC.



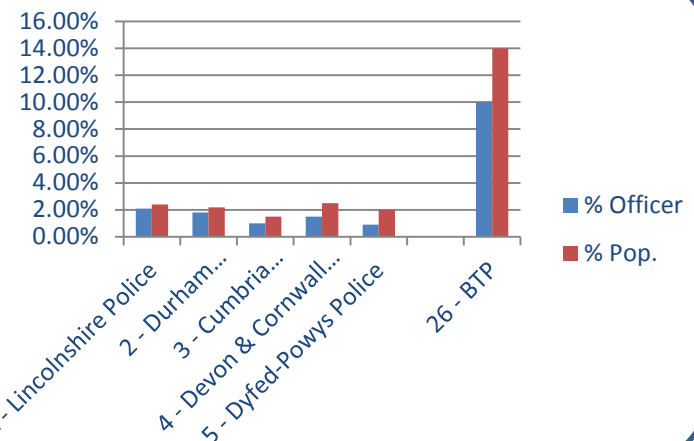
## The Equality Act 2010

- Eliminate unlawful discrimination, victimisation and any other conduct prohibited by the Act
  - Advance equality of opportunity between people who share a protected characteristic and people who do not share it
  - Foster good relations between people who share a protected characteristic and people who don't
- Specific Duty:-
- Publish information to show compliance with the Equality Duty at least annually
  - Set & publish equality objectives at least every 4 years



■ % Officer

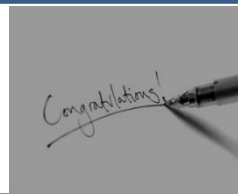
By **volume**, BTP places at number 2 (of 44) forces, and number 26 (of 44) for **population representation**.





**Positive Action**  
first Introduced  
by BTP (BAME &  
Females) in  
2014

Positive Action team re-launched in October 2017 working on new Positive Action Recruitment Campaign.



Positive Action development programme Pilot, 'Promoting Difference', launched for BAME Sgts in 2016. Cohort 2 in 2017 extended to females & BAME



**grievances**

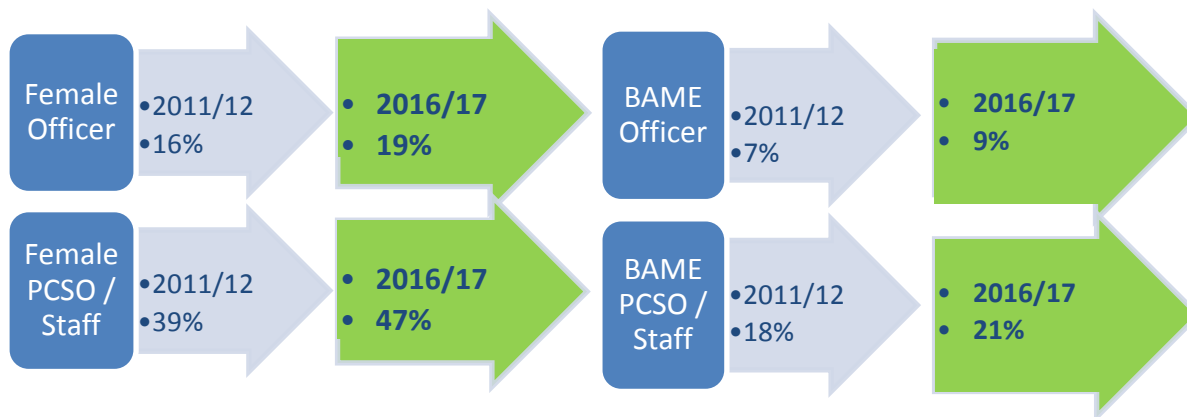
Of the 15 grievances active between April and September 2017, 1/3 of the complainants were female (5 of 10).



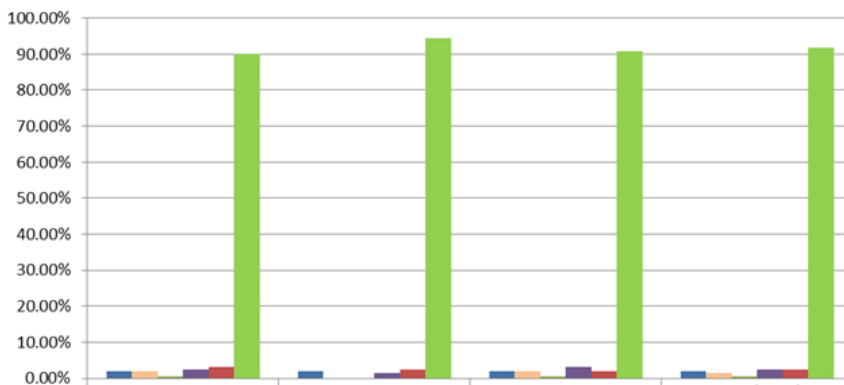
1 case was recorded on the grounds of 'Discrimination – Race' (by a female employee)



1 case was recorded on the grounds of 'Discrimination – Disability' (by a male employees)



No of Officer Leavers - Split by Ethnicity 5+1



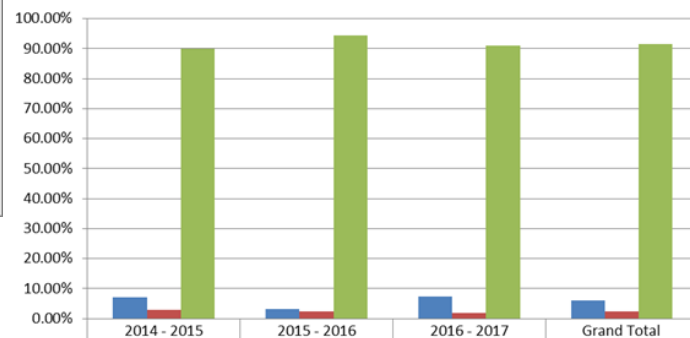
	2014 - 2015	2015 - 2016	2016 - 2017	Grand Total
Asian or Asian British	2.01%	1.88%	1.83%	1.89%
Black or Black British	2.01%	0.00%	1.83%	1.35%
Chinese Other Ethnic Group	0.50%	0.00%	0.61%	0.41%
Mixed	2.51%	1.41%	3.05%	2.43%
Not Stated	3.02%	2.35%	1.83%	2.30%
White	89.95%	94.37%	90.85%	91.62%

## Leavers by self-defined ethnicity

The number of leavers from BAME communities has remained relatively consistent over time, with a marked drop noted during 2015/16.

White employees are proportionately more likely to leave the organisation than BAME employees based on the force's workforce demographics

No of Officer Leavers - Split by Ethnicity 2+1



	2014 - 2015	2015 - 2016	2016 - 2017	Grand Total
Ethnic Minority	7.04%	3.29%	7.32%	6.08%
Not Stated	3.02%	2.35%	1.83%	2.30%
White	89.95%	94.37%	90.85%	91.62%



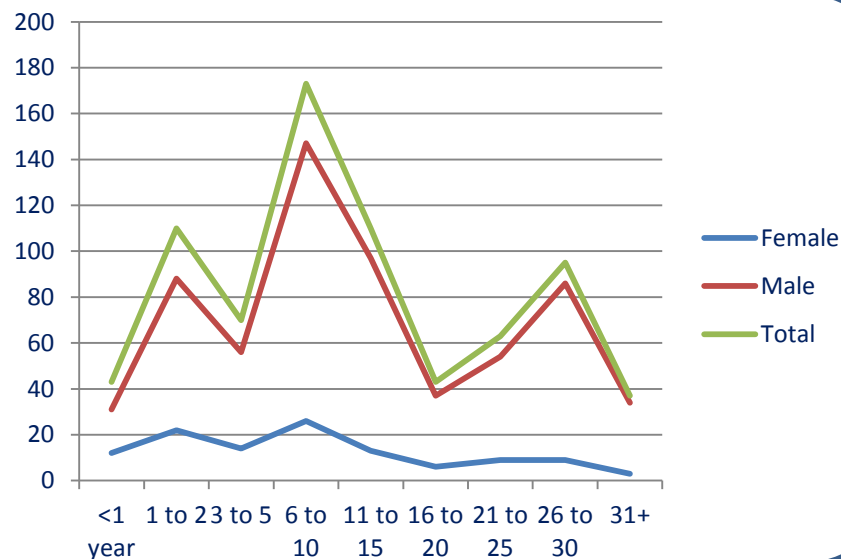
## Leavers by length of service

Overall, normal 'Retirement' remains the most common way for employees to leave the force.

**ill-health retirement** accounted for a consistent number of individuals leaving the organisation over the 3 years analysed:  
2014/15 = 24  
2015/16 = 22  
2016/17 = 21

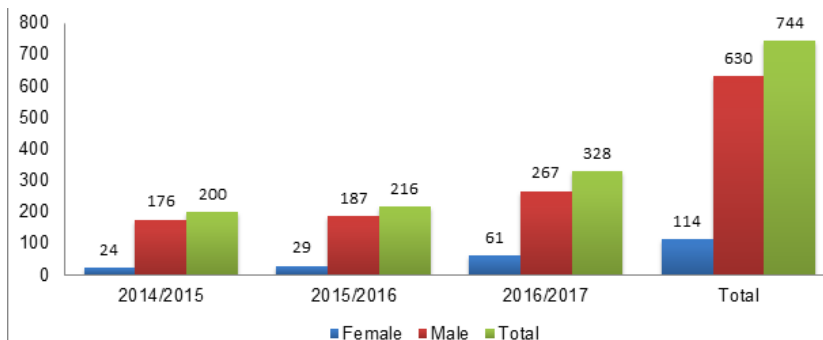


**Female** leavers were proportionately more likely to voluntarily resign than to take retirement.



## leavers by gender

The number of females leaving the organisation rose from 12% in 2014/15, to 13.43% in 2015/16 and again to 18.60% in 2016/17



## Use of Force



75% of subjects were perceived as 'White', 15% 'Black (or Black British)' and 9% 'Asian', 'Chinese', 'mixed' or 'Other'. This largely follows the 'offender and suspect profile' of the Force.



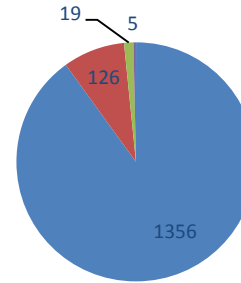
Perceived  
disability

None: 90%

Emotionally or mentally distressed: 8%

Physically disabled: 1.3%

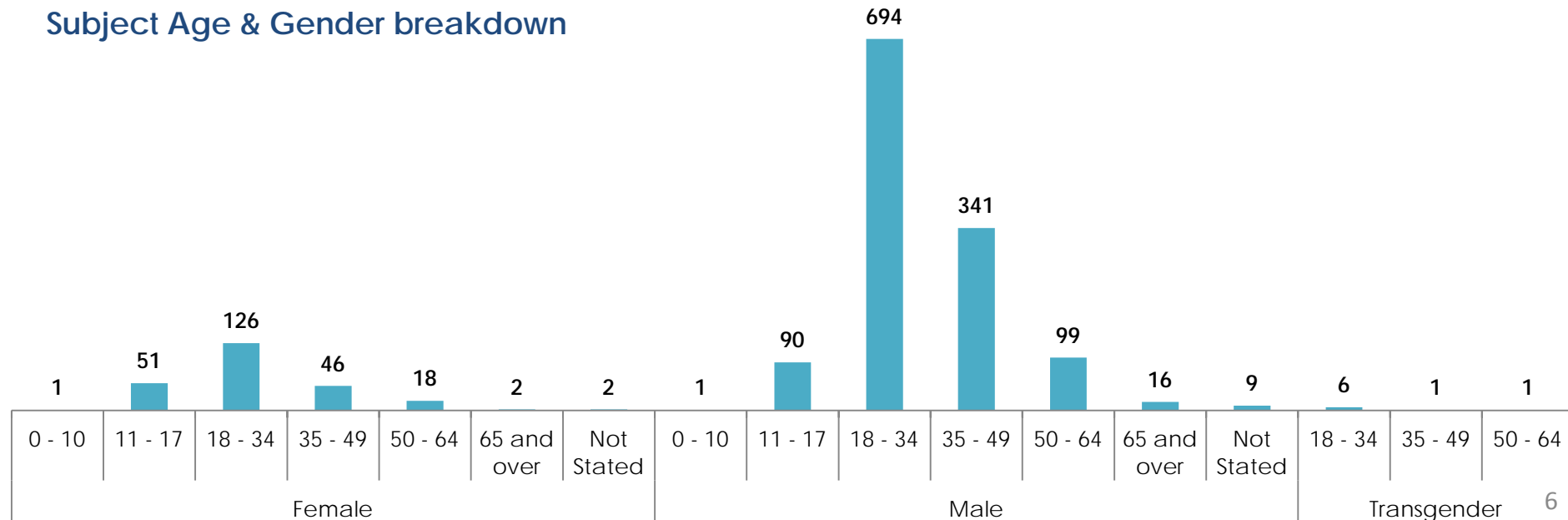
Both: 0.3%



Age /  
Gender

The most common subject profile is **male** between the age of **18-34** accounting for **46%** of all instances .

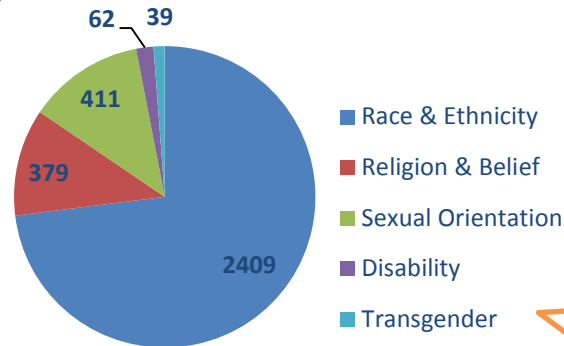
## Subject Age & Gender breakdown



ALL Hate Crime in England & Wales increased by 29% in 2016/17, the largest increase since 2011/12.



(BTP recorded an increase of 24% against the same period)



## BTP

Race or Ethnicity: 73%  
Religion of Belief: 11%  
Sexual Orientation: 12%  
Disability: <2%  
Transgender: >1%

## National

78%  
7%  
11%  
7%  
2%



How many racially aggravated Hate crimes are mis-recorded based on interpretation?



Trends indicate that Social Media is being used more frequently to report hate incidents to us, including via our text 61016 service.



Across all 43 HO forces, **Sexual Orientation** (+27%), **Disability** (+53%) and **Transgender** (+45%) Hate Crimes all saw the sharpest increase in recorded crimes during 2016/17.

## proposed new categories



## Misogyny and/or Gender

Already adopted by Nottinghamshire, Staffordshire, Durham (Gender), Northumbria (Gender), Suffolk (Gender) and North Yorkshire

## Alternative Lifestyles

An increasing number of forces treat 'Alternative Lifestyle' as a monitored Hate Crime category, and forces are being asked to reconsider the inclusion of this category.







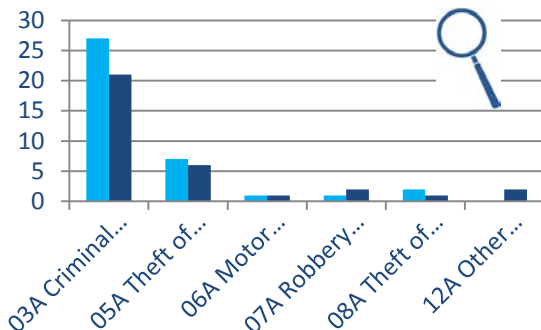
Theft of  
Passenger  
Prop.  
-1 (-14%)



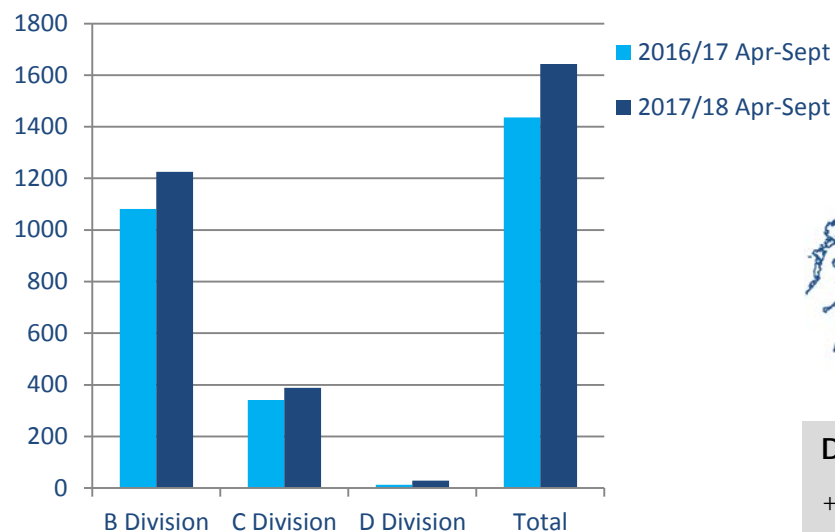
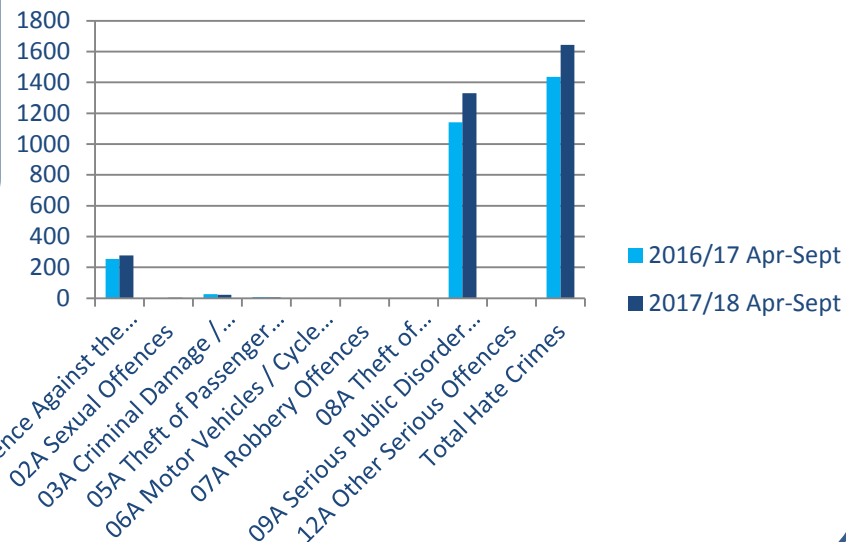
Theft of  
Rail/Comm.  
Prop.  
-1 (-50%)



Criminal  
Damage  
-6 (-22%)



**All Crime Types with Hate Crime Markers**



**D Division**

+123%  
= 2% of all HC



**C Division**

+14%  
= 24% of all HC



**B Division**

+13%  
= 75% of all HC



**100%** of Lesbian, Gay and Bisexual respondents were overall satisfied

**84%** of women & **87%** of men were overall satisfied

**77%** of disabled people were overall satisfied

**83%** of Black, Asian or Minority Ethnic respondents were overall satisfied

- Victim of Crime Survey
- National Rail Passenger Survey
- Rail Staff Survey
- Public Consultation (What Matters)



## Offender profiles



Of the disposal methods available to BTP, none are set up to record the religion, disability or sexual orientation of the offender.\*

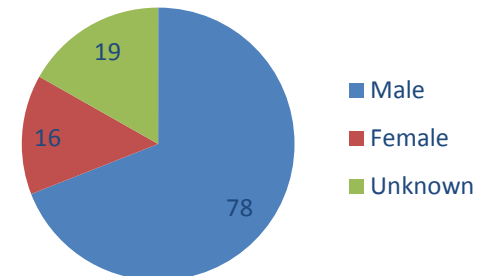
*\*An offenders disability and religion may be recorded during custody (booking in) processes by HO forces.*

## complaints

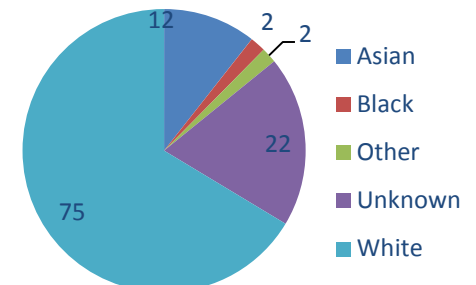
There have been **87** complaints recorded YTD relating to **113** BTP officers.

There is no data available on officer self-declared disability or religion / belief.

Officer Gender



Officer Ethnicity



## Stop & search



So far this year **1,457** stop searches conducted with **47%** drugs related.



An object was found in **25%** of the searches.



**31%** of searches resulted in a positive outcome, with **14%** arrested.



**74%** of subjects were male, **10%** female & **15%** unknown



Ethnicity subject profile; **54%** defined as White, **12%** Black, **8%** Asian or Chinese & **4%** Mixed



## Ride Alongs

In 2017-18 YTD, **20 ride alongs** have taken place nationwide, from Southampton to Scotland.

A number of these would now like to join BTP as Officers or Specials.



## Independent Advisory Groups (IAG)

Our IAG is made up of five groups across the country; **Scotland, Pennine, Wales & Western, Midlands & London**. Meetings are **quarterly** with members and BTP SPOCs updating on any changes to **BTP policies/procedures** and what is happening locally.

Between June 2016-March 2017 **49 events** have taken place varying from Ascot, European football championships, London Pride and custody visits. They also attended and advised night tube & policing Notting Hill Carnival. **Feedback forms** are then completed telling BTP what went well and where areas need to be addressed.