

People Data - 1st April 2021 to 30 September 2021.

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Purpose of the Paper

This is a quarterly data pack which aims to inform the Committee about key people metrics and the workplan of People and Culture

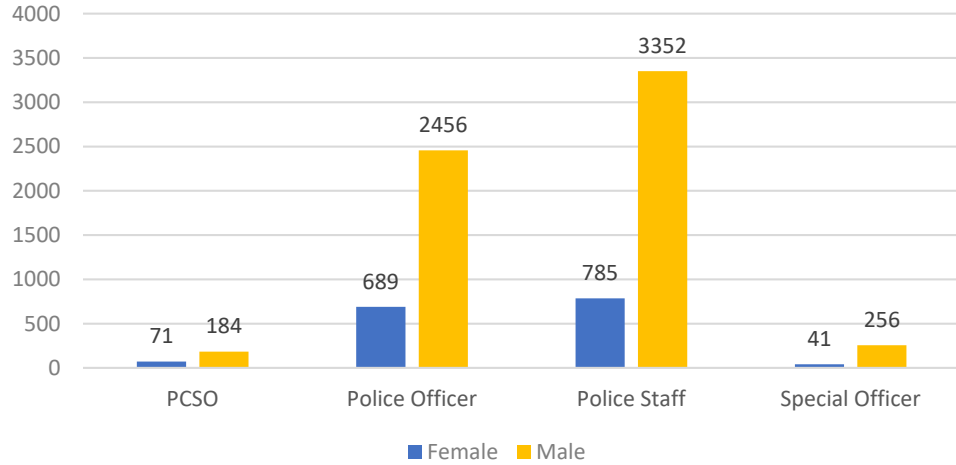
Outcome Sought

- PCC to note



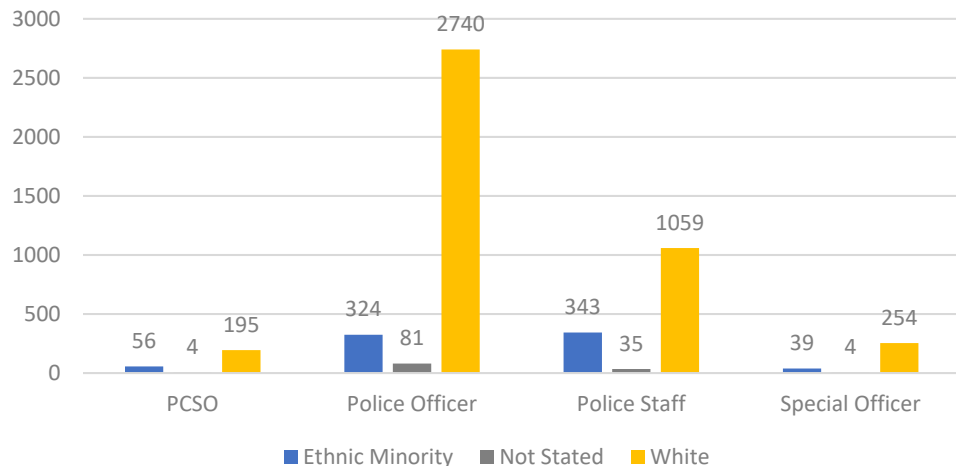
Diversity of BTP workforce 19/20 versus 2021 (Ethnicity & Gender)

Gender by Employee Type



| | 2021 | 2020 |
|-----------------|--------|--------|
| PCSO | 27.84% | 25.86% |
| Police Officer | 21.91% | 21.24% |
| Police Staff | 54.63% | 53.98% |
| Special Officer | 13.80% | 14.94% |
| Grand Total | 30.89% | 30.31% |

Ethnicity by Employee Type

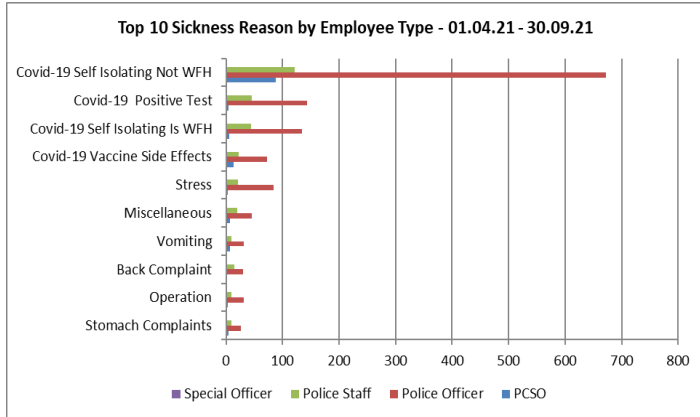


| | 2021 | 2020 |
|-----------------|--------|--------|
| PCSO | 21.96% | 18.53% |
| Police Officer | 10.30% | 9.71% |
| Police Staff | 23.87% | 23.66% |
| Special Officer | 13.13% | 10.71% |
| Grand Total | 14.84% | 14.10% |

- Female Police Officer representation has increased to 21.91% from the previous year's Q2 reported 21.24%. The UK average for female police officer representation is 31.2% and BTP remains the lowest representative police service for females.
- Police Officers from ethnic minorities has also increased to 10.30% from 9.71% in the same quarter in the previous year, and is an increase from the previous quarter from 10.23%. The UK average for Police Officers from ethnic minorities is 7.3%.
- Overall representation of both female and ethnic minority employees has increased year on year.
- There is a year on year decrease in representation in female Special Constables, which has dropped to 13.80% from the same period in 2020. However, this is an increase from the previous quarter (Q1 2021) from 13.13% but remains the lowest represented employee type for females.



Absence



Turnover

| 21/22 Officers | | 21/22 PCSO | |
|--------------------------|-------------|--------------------------|-------------|
| Headcount - 01.04.21 | 3122 | Headcount - 01.04.21 | 233 |
| Headcount - 30.09.21 | 3145 | Headcount - 30.09.21 | 255 |
| Avg Headcount | 3133.5 | Avg Headcount | 244 |
| Leavers | 125 | Leavers | 17 |
| Turnover Rate (%) | 3.99 | Turnover Rate (%) | 6.97 |

| 21/22 Staff Turnover | | 21/22 Staff Redundancy | |
|--------------------------|-------------|--------------------------|-------------|
| Headcount - 01.04.21 | 1426 | Headcount - 01.04.21 | 1426 |
| Headcount - 30.09.21 | 1471 | Headcount - 30.09.21 | 1471 |
| Avg Headcount | 1448.5 | Avg Headcount | 1448.5 |
| Leavers | 102 | Leavers | 19 |
| Turnover Rate (%) | 7.04 | Turnover Rate (%) | 1.31 |

| 21/22 Overall | |
|--------------------------|-------------|
| Headcount - 01.04.21 | 4781 |
| Headcount - 30.09.21 | 4871 |
| Avg Headcount | 4826 |
| Leavers | 142 |
| Turnover Rate (%) | 2.94 |

INSIGHT:

- Covid-19 related absences have increased this year by 68.5%, due to increases in self isolation, testing and vaccine side effects.
- Depression and anxiety has come out of the Top 10 in this reporting period, the number of instances has broadly remained the same, accounting for 54 this year v 59 in the same period last year.
- T/O for Officers increased to 3.99% v 3.23% in same period last year. Increase in line with external market; wage growth continuing to rise and the highest number of vacancies in the market since records began.

Misconduct Allegations

| Type of conduct allegations | |
|--|-----------|
| Authority, Respect and Courtesy | 11 |
| Equality and Diversity | 1 |
| Use of Force | 5 |
| Orders and Instructions | 5 |
| Duties and Responsibilities | 11 |
| Fitness for Duty | 2 |
| Discreditable Conduct | 20 |
| Challenging, Reporting Improper Conduct | 1 |
| Authority, Respect and Courtesy | 3 |
| Discreditable conduct | 1 |
| Duties and Responsibilities | 2 |
| Not specified | 3 |
| Orders and Instructions | 1 |
| Grand Total | 79 |
| 57 cases | |
| 79 allegations, involving 70 subjects | |

Capability Cases (due to ill-health)

Total of 4 dismissals of which 3 x officers, 1 x PCSO. One female, 3 males all classified as white.
 40 current live cases (in line with average) – 1 x case is at the last step of the process.
 10 x employees are on “adjusted duties” where reasonable adjustments have been accommodated under our duty of the Equality Act of which 9 x officers, 1 x PCSO.

Live Employment Tribunals

| TYPE OF CLAIMS | NUMBER* |
|------------------------------------|---------|
| Sex (including pay) discrimination | 1 |
| Disability discrimination | 2 |
| Unfair dismissal | 3 |
| Whistleblowing | 1 |
| Other complaints | 1 |

Total of 4 live claims (1 ET claim can have multiple allegations)

Concluded Employment Tribunals

1 ET claim concluded – withdrawn following robust management.

Finalised Case Misconduct Cases

| Outcome | |
|--------------|-----------|
| Reflection | 20 |
| No Action | 4 |
| UPP | 1 |
| Total | 25 |

Grievance by Allegation

| Type of Allegation | Gender |
|---|------------------|
| Bullying and Harassment | Female 6 |
| Discrimination - Race | Male 13 |
| Not specified | Total 19 |
| T&C of Employment - Policies/Procedures | Ethnicity |
| T&C of Employment - Restructuring | Black 2 |
| Victimisation | Other 2 |
| Grand Total 16 | Unknown 3 |
| | White 12 |
| | Total 19 |

Note: 16 grievances involving 19 employees



Peer Support Programme

- 20 Wellbeing Peer Support Champions have now been recruited and will be trained by 5th November, each Champion will be asked to nominate or recruit additional supporters
- 33 Peer Supporters have already been recruited and will be trained by January 2022

Employee Assistance Programme

- New Workplace Wellbeing online platform due to be delivered in November 2021, a project decision was made to wait until this is live before launching marketing material and promoting the new contract under Help Employee Assistance

Wellbeing Engagement

- 'Meet the Wellbeing Team' virtual session have taken place between July and September with 91 employees attending
- Virtual workshops, webinars and online sessions have taken place with external speakers, covering the following areas: Suicide Awareness, Gynaecological Cancer Awareness, Menopause Awareness. Feedback from these sessions has been extremely positive and further sessions are planned including Prostate Cancer Awareness session on 17th November
- In total 319 employees have participated or attended these sessions
- Wellbeing input has been provided to circa 150 employees during departmental meetings, Op Hampshire Champions day and new recruit training.

Psychological Support Framework

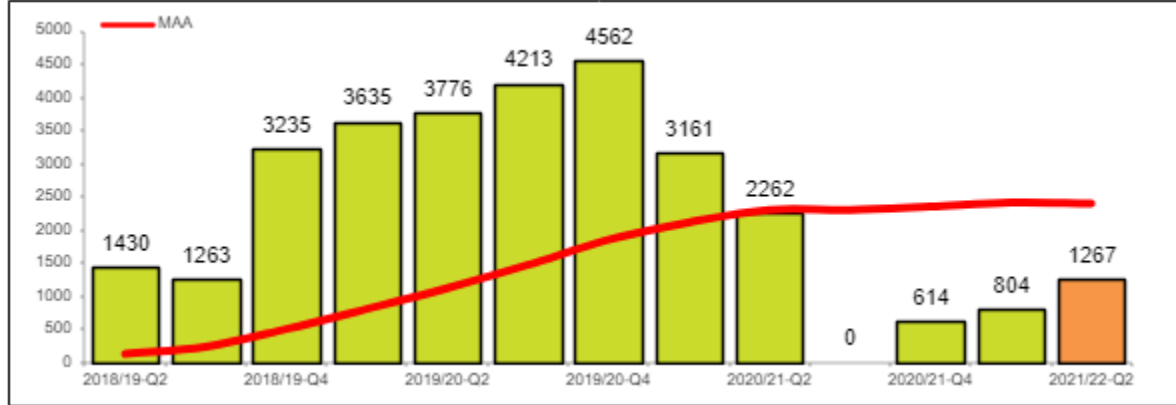
- 6 Mind Mental Health for Line managers courses have taken place with approx. 92 delegates attending
- 15 more courses are due to be delivered between November 2021 and February 2022 with the potential of 300 more delegates been trained if each course had full capacity

Flu Vaccination Vouchers

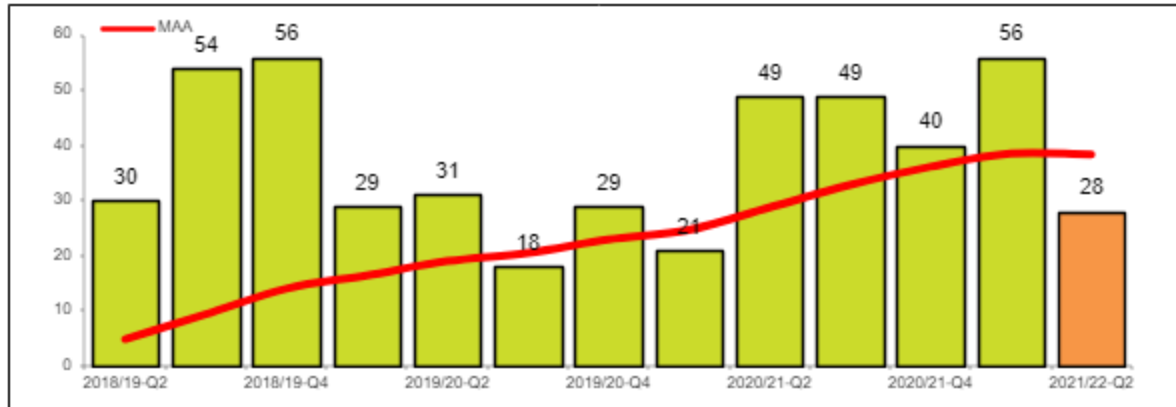
- Considering the increased risk of flu and COVID-19 co-circulating this winter, a decision was made to offer free Boots Flu Vaccination e-vouchers to employees and volunteers who do not meet the eligibility criteria for a free vaccination.
- 318 vouchers have been issued in September and October.



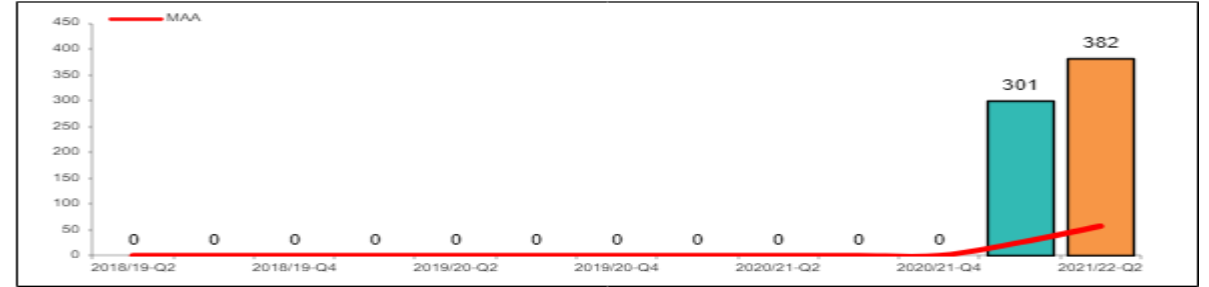
TRiM Debriefs



TRiM Assessments Completed



Occupational Health Report



INSIGHT:

- Management referrals there have been a 26.9% increase in Occupational Health Appointments.
- Staffing continues to have an impact on SLA's and prioritisation has focused on case management and AFO/Taser medicals. Delays are mainly seen in JRFT and Night Workers assessments.
- Efficacy referrals have remained relatively static however we have seen a 40% increase in PTSD diagnosis. All have been provided appropriate treatment. Recovery rates remain consistently high at 88%

Further Action New OHA commences on 09/11/2021 which will begin to support the internal pressures and support C Division. Complete the tender process for psychological clinical support with a go live date of 01/12/2021. Occupational Health Futures business case to be presented to PCIB 4/11/2021 to determine the future delivery model for OH.

INSIGHT:

TRiM referrals remain consistent. TRiM emails now being sent to deployed resources with details reported via a Boxi report. Wellbeing quarterly newsletter is sent to control rooms to reduce number of emails sent.

Further Action Begin to review OH referrals from TRiM to assess volumes and appropriate support is offered.



Injuries

- Injuries have decreased this quarter by 11% from 209 (Q1) to 186 (Q2). The overall trend and risk profile of injuries remains broadly comparable to previous quarters.
- 29 of 186 injuries attributed to knee injuries, largely driven by take-down procedure.
- Knee injuries remain the most impacted body part over the last 18 months with 145 knee injuries since Apr 2020. 80% of which attributed to detainee interaction, assault and slip, trip and fall.

RIDDOR

- 88% compliant to HSE statutory reporting with 15 out of 17 reported on time. Late reporting due to late line manager update on absenteeism.
- 281 operational days lost due to impact of injuries/harm sustained with an average of 21 days absence per employee.
- 4 officers remained absent from work (as of 30/09), accruing 155 days lost.
- 11 level 3 investigations completed within 28 days
- 5 investigations delayed due to limited interaction with line manager obtaining witness statements and/or injured party statement.

Fire Safety

- 134 out of 140 BTP locations have an in-date fire risk assessment.
- 2 out of 140 have expired (Keston and Guildford). These have now been completed and delays attributed to new locations.
- 4 out of 140 are due for review. Baskerville House and Taunton are pending building hand over to BTP. Glasgow and Southampton now completed following peer review.
- 5 High Actions:
 - 1 – Darlington
 - 3 x fire doors still outstanding. Currently being managed by Noel Scott.
 - 2 – FHQ
 - 2 x significantly blocked fire exits (1 x basement, 1 x major investigation unit)
 - 2 – Albany House
- Most self-closing fire doors to the lobbies on 2nd and 5th floor require maintenance due to excessive gaps, damaged or missing intumescent strips and smoke seals.
- Fire doors removed around the female locker room which compromises compartmentation integrity.
- The majority of outstanding actions can be mitigated locally without estates / third party intervention.

| HEALTH AND SAFETY | | | | |
|---|--------|---------|------------|--------------|
| KPI | Result | % Dif | Q2 2021/22 | Last Quarter |
| Fatality Weighted Index (FWI) | ● | -34.10% | 0.634 | 0.962 |
| Lost Time Injury Frequency Rate (LTIFR) | ● | 16.93% | 18.004 | 15.398 |
| Fire Action Weighted Index (FAWI) | ● | 50.33% | 12.710 | 8.455 |
| Total Incidents | ● | -10.05% | 331 | 368 |
| Injuries | ● | -11.00% | 186 | 209 |
| Non-Injuries | ● | -8.81% | 145 | 159 |
| AMS Open Incidents | ● | -41.67% | 28 | 48 |
| AMS Closed Incidents | ● | -5.31% | 303 | 320 |
| Assaults (AMS) | ● | -11.17% | 167 | 188 |
| Total RIDDOR | ● | -26.09% | 17 | 23 |
| Over 7+ RIDDOR | ● | -18.75% | 13 | 16 |
| Specified Injury RIDDOR | ● | -42.86% | 4 | 7 |
| Open FRA Actions | ● | -10.50% | 179 | 200 |
| Closed FRA Actions | ● | -9.09% | 110 | 121 |
| Inspections Completed | ● | 35.00% | 27 | 20 |
| Open Inspection Actions | ● | 110.00% | 126 | 60 |
| Closed Inspection Actions | ● | 758.33% | 103 | 12 |

Inspections

- 27 Inspections have been completed for Q2 for an average rating.
- 126 outstanding actions. Largely attributed to fire hazards, house keeping and routine servicing and maintenance of premises.

NCALT – eLearning

- H&S for Managers continues to be a focus, but has improved from 82.2% (Q1) to 88.8% (Q2) compliance