

General Duty Equality report 2016 – 2017

**Incorporating Norfolk Constabulary's
response to the information requirements
(employment) of the Equality Act 2010
(Public Sector Equality Duty)**

Introduction

The Equality Act 2010 requires public authorities; including Norfolk Constabulary to meet the three aims of the general equality duty, to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under 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 relevant protected characteristic and those who do not share it.

The protected characteristics referred to are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage/civil partnership.¹ Norfolk Constabulary is also subject to secondary legislation called the specific duties. As part of this we are required to publish information to show how we are complying with the aims of the general equality duty.

This document contains equality data relating to people who share a protected characteristic and who belong to our workforce.

It considers the formal employment practices undertaken by Norfolk Constabulary during the 12 months from 1 April 2016 to 31 March 2017.

This report will be used as the baseline for future annual reporting so that comparisons can be made. It is not an end in itself but a mechanism for improving performance on the general equality duty.

Data Source:

The data used in this document was taken from HR records. All static data was taken on 31 March 2017 unless stipulated.

Recruitment data covers 12 month period ending March 2017 (01/04/2016 – 31/03/2017).

Comment: Discrepancies can arise throughout this report due to the not-stated category.

¹ Marriage and civil partnership is only applicable in relation to the first aim, to eliminate unlawful discrimination.

Workforce strength

The next page provides a table outlining the total force strength (headcount) as at 31st March 2017.

The table has been broken down into Police Staff, Police Officer and PCSO and further disaggregated by BME, Gender, Age and Disability.

Points to note

It is important to note that workforce representation indicates total headcount, rather than full time equivalent. The data excludes seconded officers, agency staff, volunteers/work experience and those on career break, but includes those on maternity leave.

For the purposes of this report BME (Black Minority Ethnic) covers the following ethnic groups (using 16+1 ethnicity categories): Asian or Asian British: (Indian, Pakistani, Bangladeshi, and any other Asian background); Black or Black British: (Caribbean, African and any other background); Mixed: (White and Black Caribbean, White and Black African, White and Asian any other background); Chinese or other ethnic group: It **does not** include 'white other'.

The percentages show the proportion of the total force strength accounted for by each protected group.

Workforce representation – Headcount not FTE

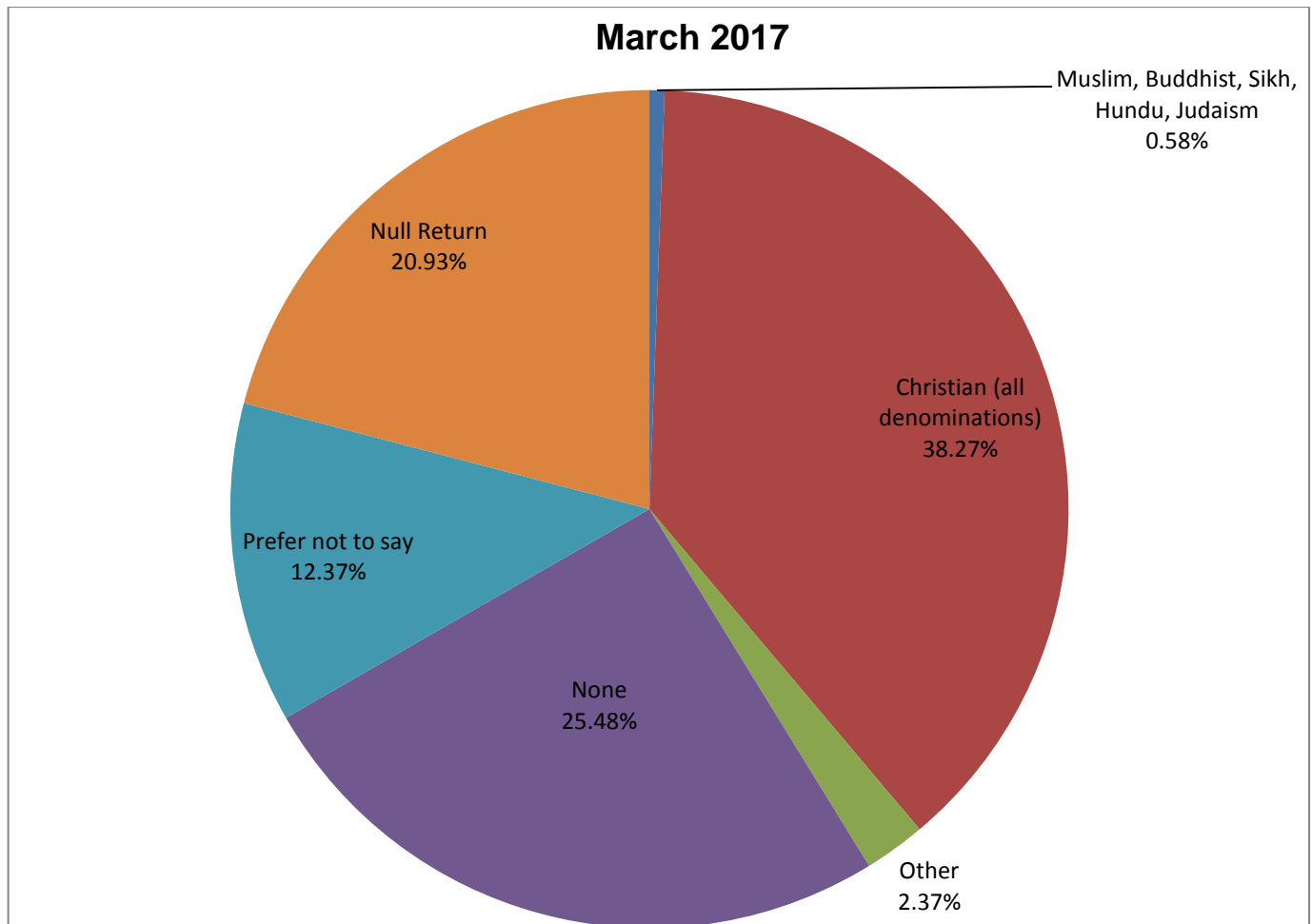
Data at 31st March 2017

Figures shown are headcounts and exclude career break and secondment (external and regional)

	Representation	Mar-16	Mar-17
All	Police Officer Numbers	1552	1516
	PCSO Numbers	182	161
	Police Staff Numbers	1138	1186
	Police Special Numbers	251	218
BME	Police Officer Numbers	27	27
	Police Officer %	1.74%	1.78%
	PCSO Numbers	2	2
	PCSO %	1.10%	1.24%
	Police Staff Numbers	14	8
	Police Staff %	1.23%	0.67%
	Police Special Numbers	4	3
	Police Special %	1.59%	1.38%
Female	Police Officer Numbers	454	451
	Police Officer %	29.25%	29.75%
	PCSO Numbers	85	71
	PCSO %	46.70%	44.10%
	Police Staff Numbers	681	702
	Police Staff %	59.84%	59.19%
	Police Special Numbers	71	60
	Police Special %	28.29%	27.52%
Under 24 Years	Police Officer Numbers	10	15
	Police Officer %	0.64%	0.99%
	PCSO Numbers	4	2
	PCSO %	2.20%	1.24%
	Police Staff Numbers	46	38
	Police Staff %	4.04%	3.20%
	Police Special Numbers	75	41
	Police Special %	29.88%	18.81%
45-55+ Years	Police Officer Numbers	524	522
	Police Officer %	33.76%	34.43%
	PCSO Numbers	81	78
	PCSO %	44.51%	48.45%
	Police Staff Numbers	593	624
	Police Staff %	52.11%	52.61%
	Police Special Numbers	41	34
	Police Special %	16.33%	15.60%
Disability	Police Officer Numbers	14	13
	Police Officer %	0.90%	0.86%
	PCSO Numbers	1	1
	PCSO %	0.55%	0.62%
	Police Staff Numbers	29	29
	Police Staff %	2.55%	2.45%
	Police Special Numbers	1	3
	Police Special %	0.40%	1.38%

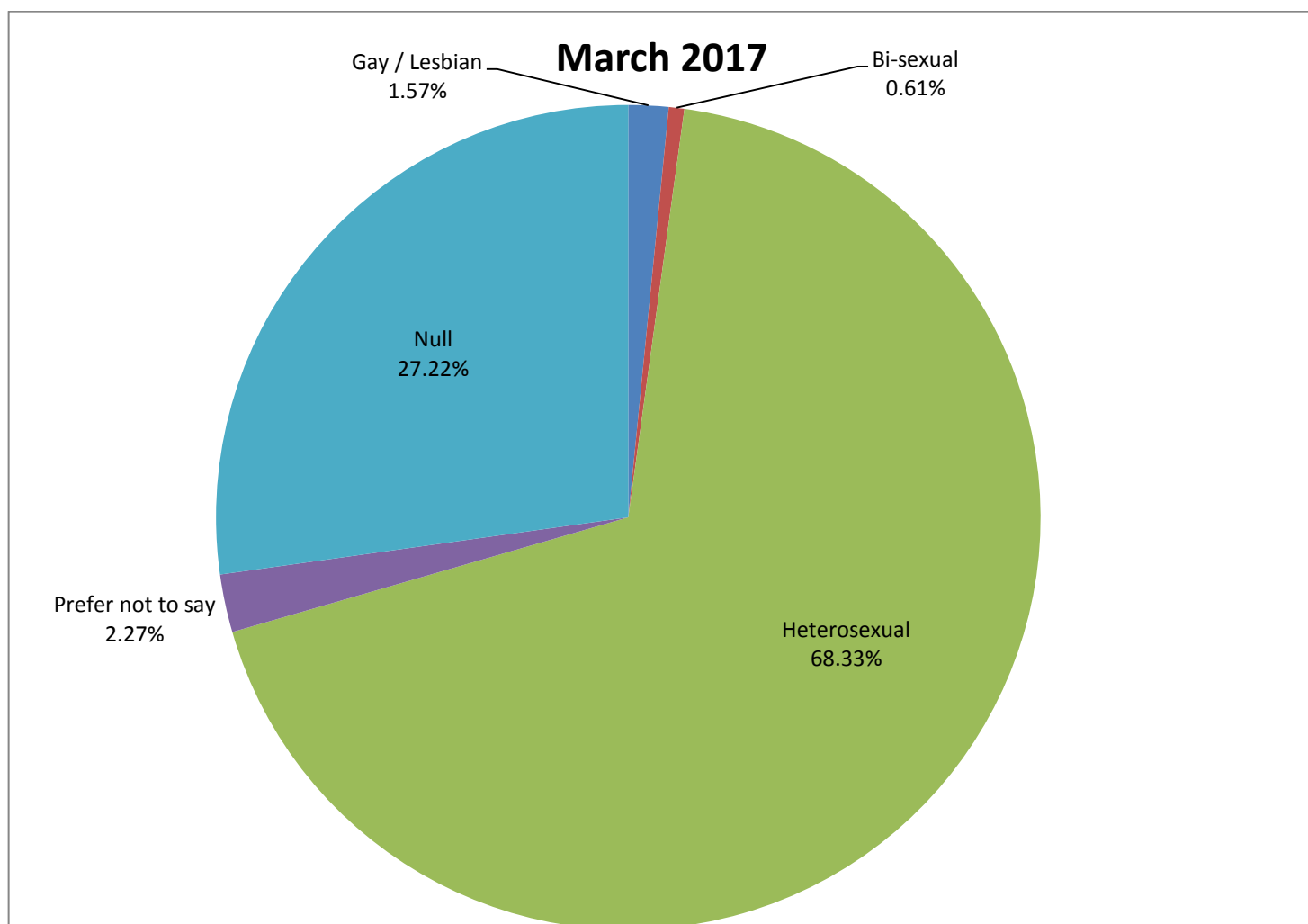
Religion

	March 16	March 17
Number disclosed	3123	3081
Muslim, Buddhist, Sikh, Hindu, Judaism	22	18
% of those disclosed	0.70%	0.58%
Christian (All denominations)	1196	1179
% of those disclosed	38.26%	38.27%
Other	85	73
% of those disclosed	2.72%	2.37%
None	773	785
% of those disclosed	24.75%	25.48%
Prefer not to say	367	381
% of those disclosed	11.75%	12.37%
NULL return	681	645
% of those disclosed	21.81%	20.93%



Sexuality

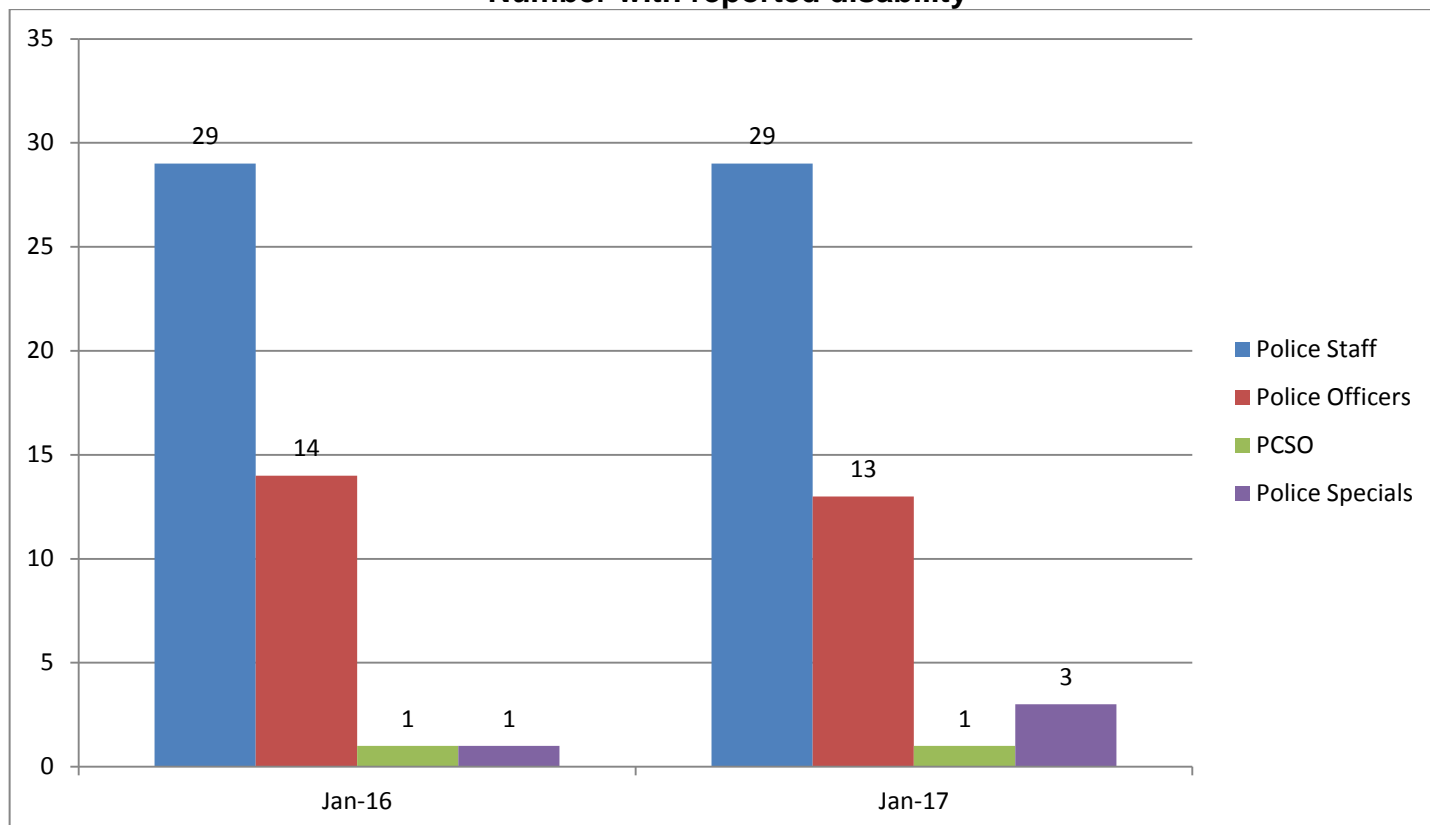
	March 16	March 17
Numbers disclosed	3123	3081
Gay / Lesbian	49	49
% of those disclosed	1.57%	1.59%
Bi-Sexual	19	19
% of those disclosed	0.61%	0.62%
Heterosexual	2134	2111
% of those disclosed	68.33%	68.52%
Prefer not to say	71	109
% of those disclosed	2.27%	3.54%
NULL return	850	793
% of those disclosed	27.22%	25.74%



Disability

	March 16	March 17
Number with reported disability	45	46
Police Staff	29	29
Police Officers	14	13
PCSO	1	1
Police Specials	1	3

Number with reported disability



Senior Rank / Grade Structure

Excludes career break and secondments, includes maternity leave.

	As At	Force Total	BME		Female		Disabled		Age 45-55+	
Substantive Sergeants and above	March 31st 2017	329	3	0.91%	74	22.49%	1	0.30%	174	52.89%
Police Staff (Band F and above)	March 31st 2017	152	3	1.97%	65	42.76%	6	3.95%	77	50.66%

Flexible Working

Fall police officers and staff working within Norfolk Constabulary have the right to request a change to their working pattern or hours. Examples of flexible working arrangements include compressed hours (working the same number of hours in fewer shifts/days), working some of the time from home or working difference shift patterns as an agreed arrangement.

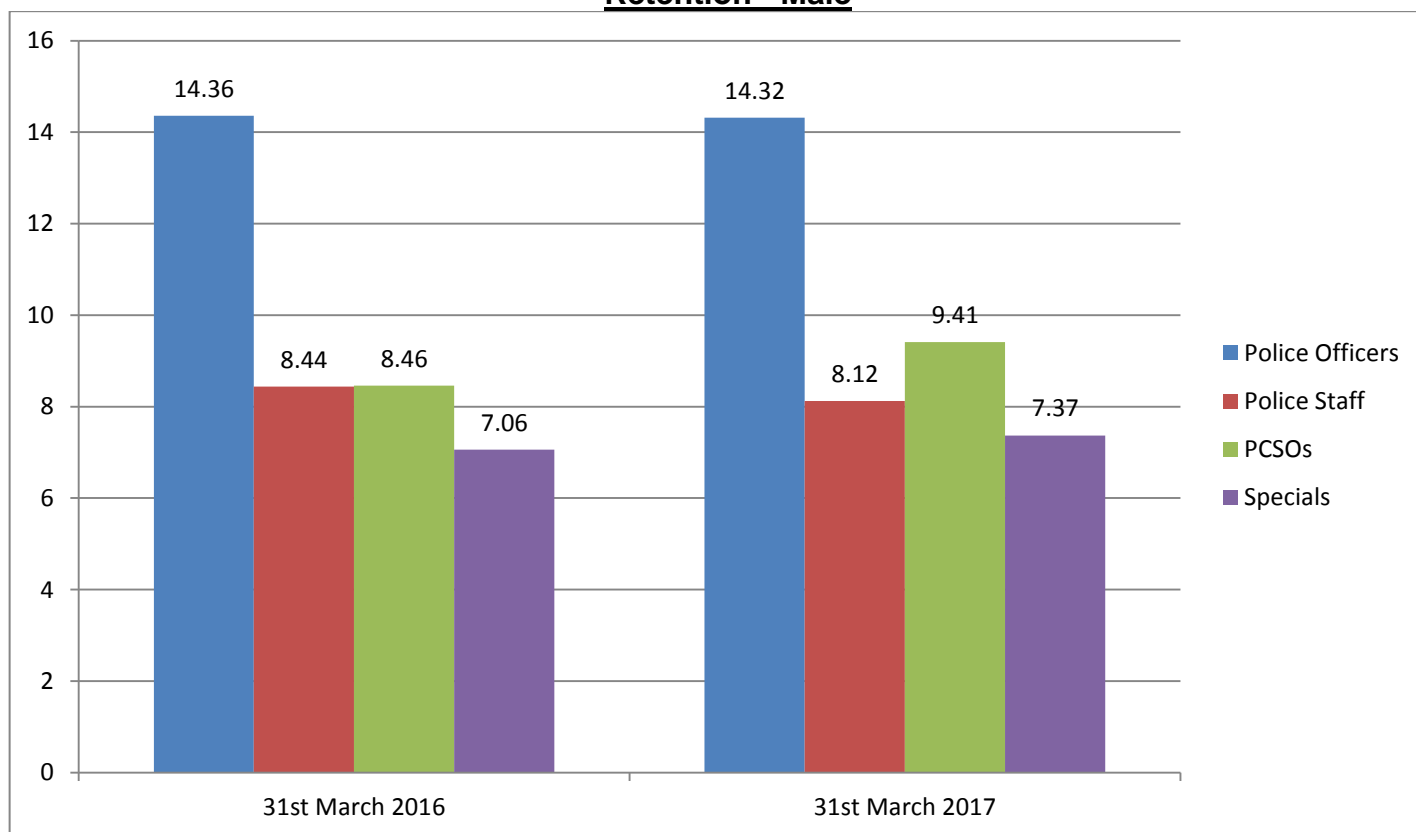
Currently this information is not stored on our HR system as many are informal local flexible working agreements. These are being looked at and hopefully data will be able to be shown in our next report.

Retention

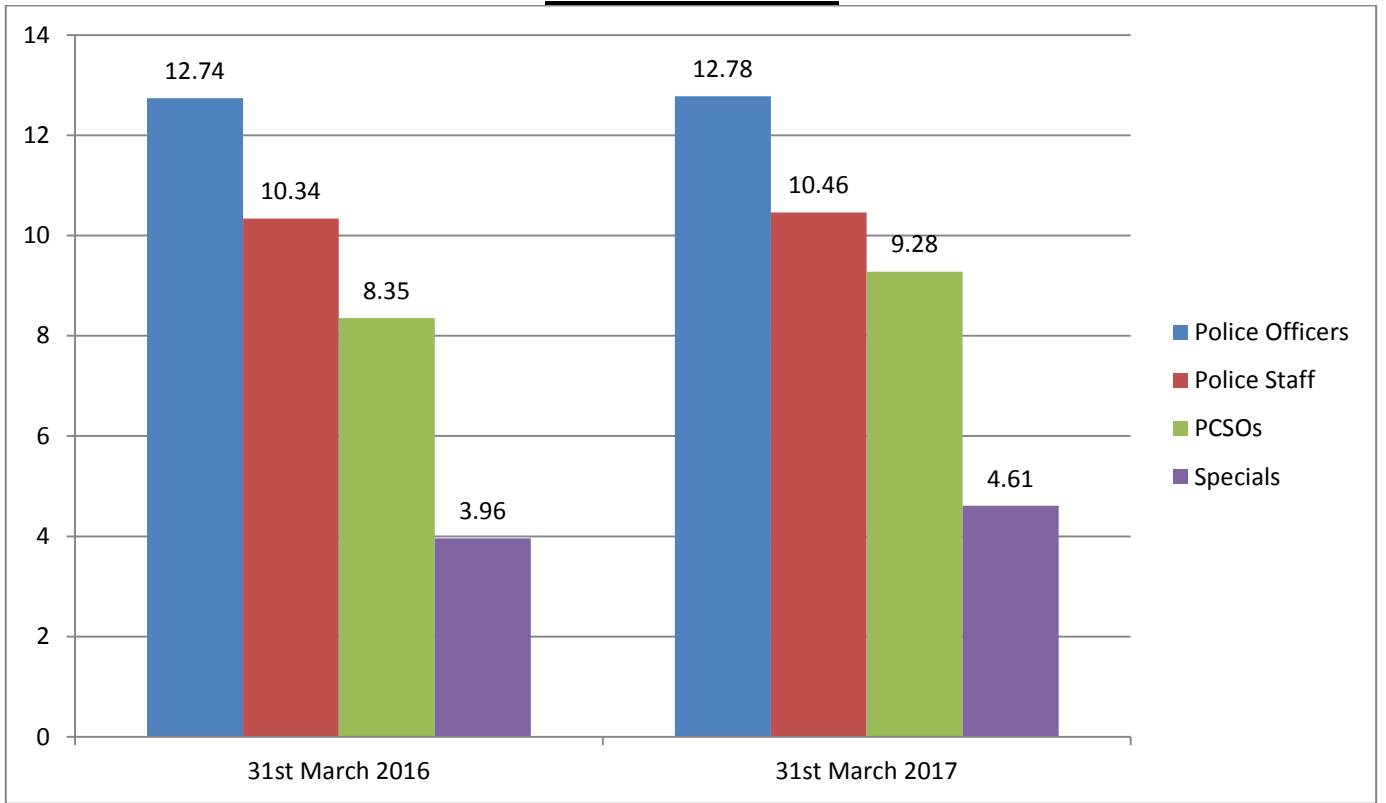
The figures below indicate average length of service within each category, or those employed with the force as at 31st March 2016 or 31st March 2017.

		31 st March 2016	31 st March 2017
Male	Police Officers	14.36	14.32
	Police Staff	8.44	8.12
	PCSOs	8.46	9.41
	Specials	7.06	7.37
Female	Police Officers	12.74	12.78
	Police Staff	10.34	10.46
	PCSOs	8.35	9.28
	Specials	3.96	4.61
BME	Police Officers	10.78	9.87
	Police Staff	4.84	6.95
	PCSOs	10.31	11.31
	Specials	4.44	4.28
Disability	Police Officers	9.41	8.20
	Police Staff	15.38	14.07
	PCSOs	19.41	20.41
	Specials	19.54	7.64

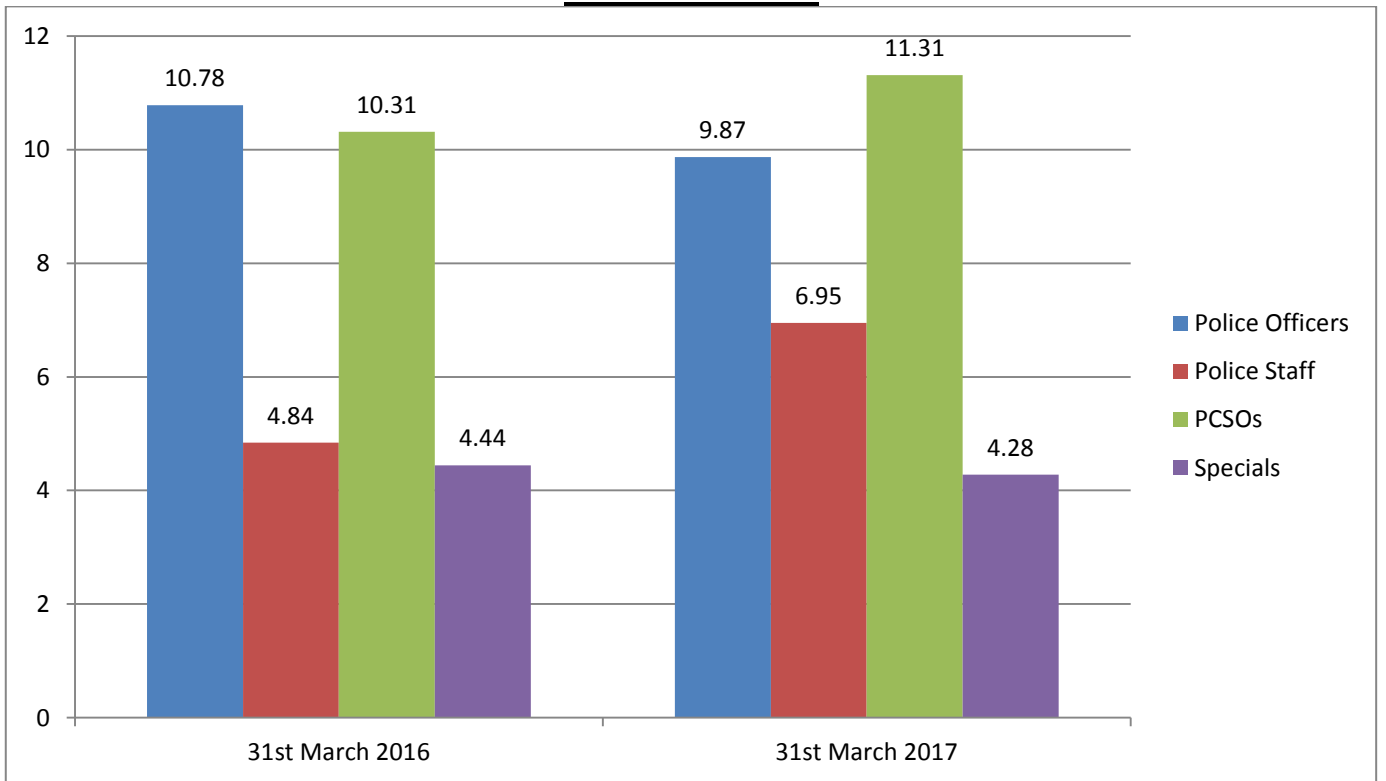
Retention - Male



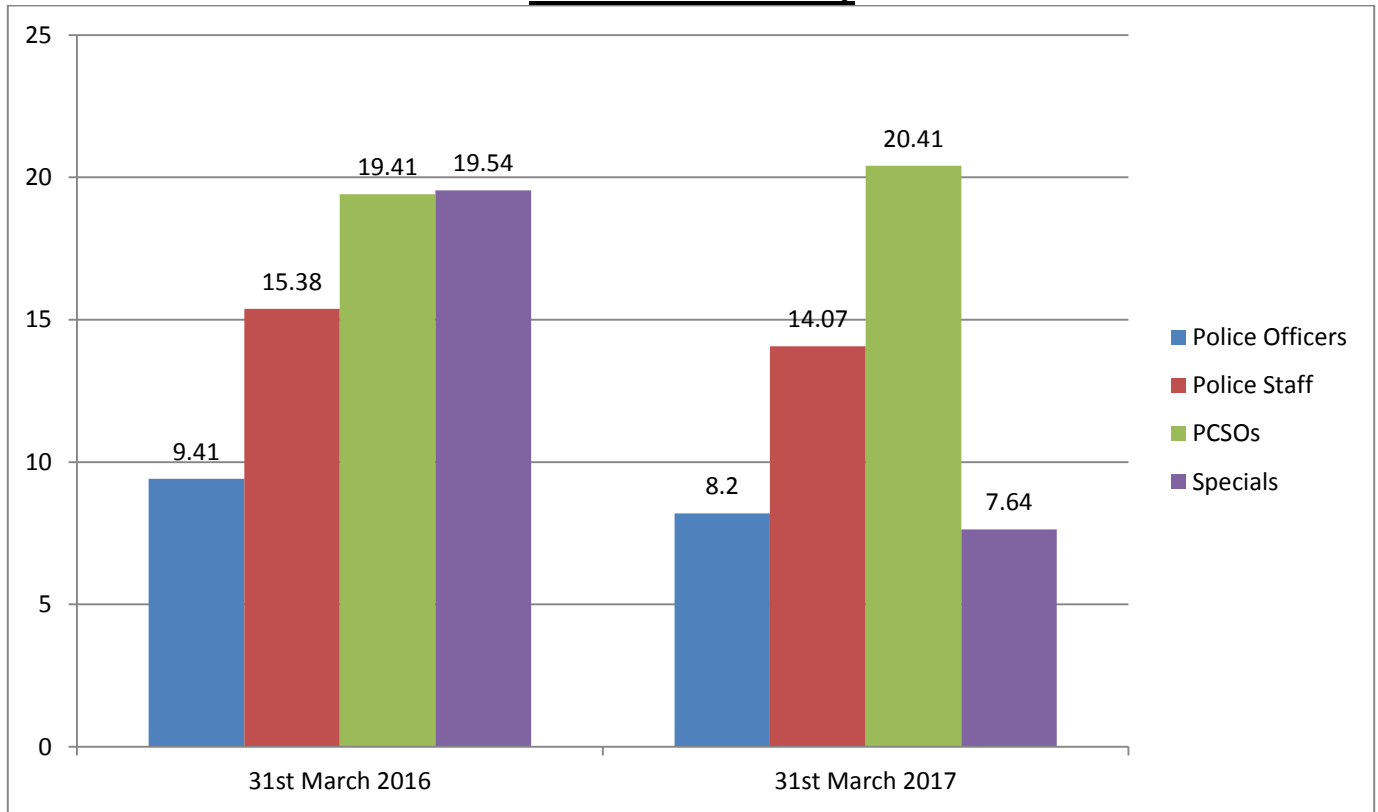
Retention – Female



Retention – BME



Retention – Disability



Recruitment

Police Staff

Police Staff	Total	
All	163	
White Other	3	1.84%
Female	85	52.15%

Police Officers

Police Officer	Total	
All	80	
BME	3	3.75%
White Other	1	1.25%
Female	27	33.75%

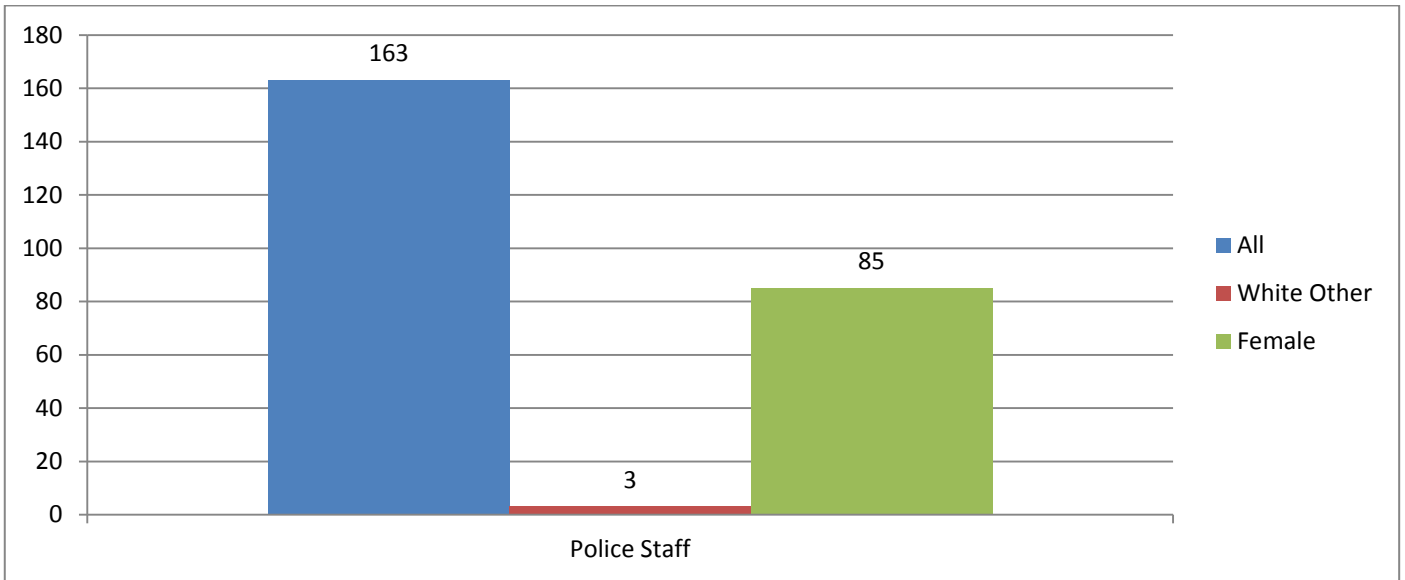
PCSOs

PCSOs	Total
All	0

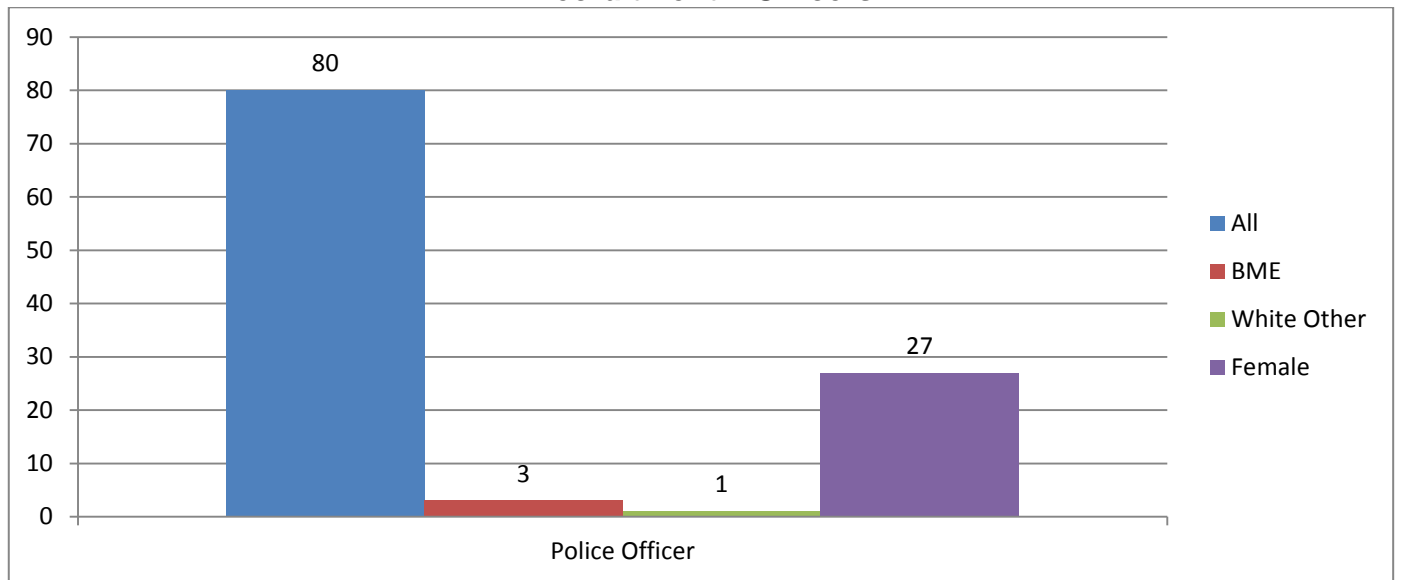
Specials

Specials	Total	
All	48	
White Other	3	6.25%
Female	18	37.50%

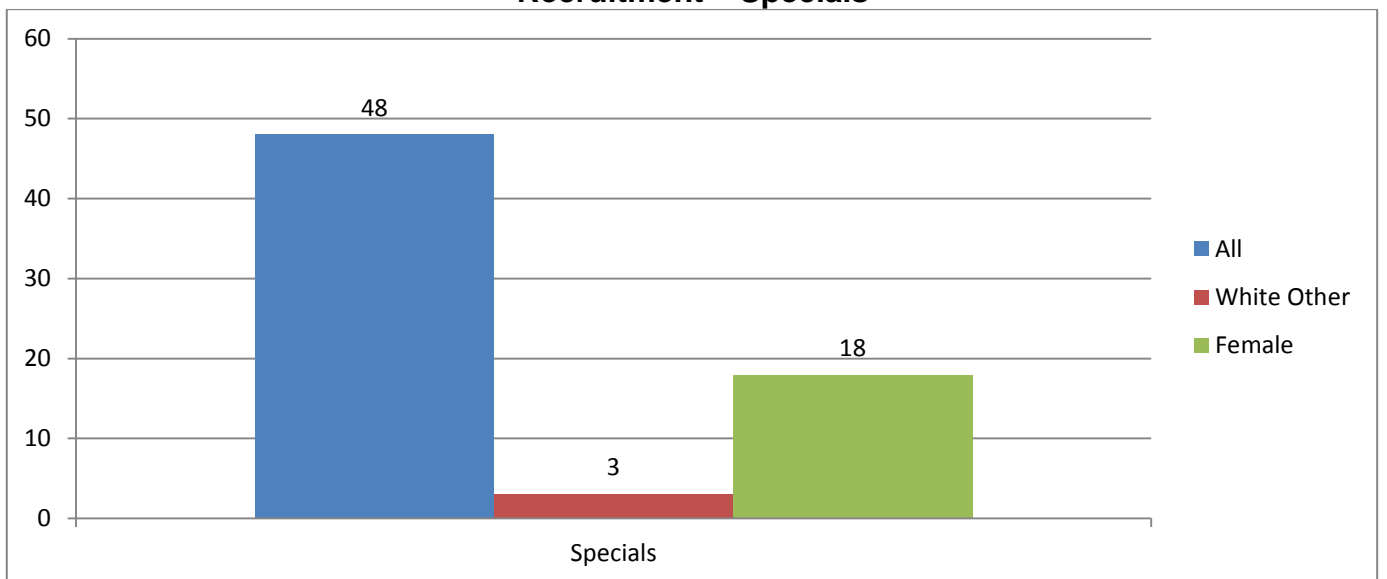
Recruitment - Staff



Recruitment - Officers



Recruitment - Specials



Ceased Employment

	Total		BME		Female		45-50+	
Police Staff	No.	%	No.	%	No.	%	No.	%
Total	123		5		73		55	
Joined Regulars	13	10.57%	0	0.00%	6	8.22%	0	0.00%
Redundancy	13	10.57%	1	20.00%	8	10.96%	10	18.18%
Resignation	75	60.98%	0	0.00%	51	69.86%	30	54.55%
Retirement	13	10.57%	4	80.00%	4	5.48%	12	21.82%
Other	9	7.32%	0	0.00%	4	5.48%	3	5.45%
Police Officer	No.	%	No.	%	No.	%	No.	%
Total	103		3		23		66	
Resignation	14	13.59%	1	33.33%	5	21.74%	4	6.06%
Retirement	73	70.87%	1	33.33%	16	69.57%	58	87.88%
Transfer	10	9.71%	0	0.00%	1	4.35%	2	3.03%
Other	6	5.83%	1	33.33%	1	4.35%	2	3.03%
PCSO	No.	%	No.	%	No.	%	No.	%
Total	15		0		8		6	
Joined Regulars	4	26.67%	0	0.00%	1	12.50%	0	0.00%
Redundancy	1	6.67%	0	0.00%	0	0.00%	1	16.67%
Resignation	9	60.00%	0	0.00%	7	87.50%	5	83.33%
Other	1	6.67%	0	0.00%	0	0.00%	0	0.00%
Specials	No.	%	No.	%	No.	%	No.	%
Total	73		0		24		9	
Joined Regulars	11	15.07%	0	0.00%	4	16.67%	0	0.00%
Resignation	54	73.97%	0	0.00%	19	79.17%	6	66.67%
Retirement	3	4.11%	0	0.00%	0	0.00%	3	33.33%
Transfer	3	4.11%	0	0.00%	0	0.00%	0	0.00%
Other	2	2.74%	0	0.00%	1	4.17%	0	0.00%

Ceased By Rank

	Total		BME		Female		45-50+	
Police Officer	No.	%	No.	%	No.	%	No.	%
Total	103		3		23		66	
Constable	74	71.84%	2	66.67%	17	73.91%	43	65.15%
Sergeant	16	15.53%	1	33.33%	3	13.04%	15	22.73%
Inspector	8	7.77%	0	0.00%	2	8.70%	5	7.58%
Chief Inspector	1	0.97%	0	0.00%	0	0.00%	0	0.00%
Superintendent	1	0.97%	0	0.00%	0	0.00%	0	0.00%
Ch Superintendent	1	0.97%	0	0.00%	0	0.00%	0	0.00%
ACPO	2	1.94%	0	0.00%	1	4.35%	2	3.03%