



General Duty Equality report 2015 – 2016

**Incorporating Cambridgeshire 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 Cambridgeshire 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

Cambridgeshire 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 Cambridgeshire Constabulary during the 12 months from 1 April 2015 to 31 March 2016.

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 ORIGIN records. All static data was taken on 31 March 2016 unless stipulated.

Recruitment data covers 12 month period ending March 2016 (01/04/2015 – 31/03/2016).

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 2014, 2015 and 2016.

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

	Representation	Mar - 14	Mar - 15	Mar - 16
All	Police staff numbers	897	873	847
	Police officer numbers	1391	1393	1381
	PCSO numbers	145	154	141
BME	Police staff numbers	18	24	23
	Police staff %	2%	2.7%	2.7%
	Police Officer numbers	32	28	33
	Police Officer %	2.3%	2%	2.4%
	PCSO numbers	14	15	12
	PCSO %	9.65%	9.7%	8.5%
Female	Police staff numbers	550	535	521
	Police staff %	61%	61%	61.5%
	Police Officer numbers	408	417	420
	Police Officer %	29%	30%	30%
	PCSO numbers	81	82	75
	PCSO %	56%	53%	53%
Under 24 years	Police staff numbers	53	55	55
	Police staff %	6%	6%	6.5%
	Police Officer numbers	50	47	54
	Police Officer %	4%	3%	3.9%
	PCSO numbers	9	14	15
	PCSO %	6%	9%	10.6%
45 – 55+ years	Police staff numbers	461	460	435
	Police staff %	51%	52%	51%
	Police Officer numbers	449	411	419
	Police Officer %	32%	29%	30%
	PCSO numbers	50	45	45
	PCSO %	34%	28.5%	32%
Disability	Police staff numbers	73	89	101
	Police staff %	8%	10%	12%
	Police Officer numbers	74	87	90
	Police Officer %	5%	6%	6.5%
	PCSO numbers	8	8	7
	PCSO %	5.5%	5%	5%

The data excludes seconded officers, agency staff, volunteers/work experience and those on career break, but includes those on maternity leave.

Overall workforce breakdown

All Cambridgeshire Constabulary officers and staff are encouraged to enter personal information via a 'self-service' portal.

It is possible under religion and sexuality to select a self-defined sexuality or religion type, select the 'prefer not to say' option or leave the record blank. When the record is left blank the entry is shown as NULL.

Religion

	Mar-14	Mar-15	Mar - 16
Number disclosed	2435	2420	2369
Muslim, Buddhist, Sikh, Hindu, Judaism	45	49	48
% of those disclosed	1.8%	2%	2%
Christian/Church of England/Scotland	1138	1102	1053
% of those disclosed	46.7%	45.5%	44.5%
Other	340	351	345
% of those disclosed	14%	14.5%	14.6%
None	524	536	546
% of those disclosed	21.5%	22%	23%
Prefer not to say	321	316	286
% of those disclosed	13%	13%	12%
NULL return	67	66	91
% of those disclosed	2.7%	2.7%	3.8%

Sexuality

	Mar -14	Mar - 15	Mar - 16
Number disclosed	2435	2420	2369
Gay / Lesbian	43	44	45
% of those disclosed	1.8%	1.8%	1.9%
Bi-Sexual	8	8	11
% of those disclosed	<1%	<1%	<1%
Heterosexual	1977	1981	1948
% of those disclosed	81%	81%	82%
Prefer not to say	226	217	203
% of those disclosed	9.2%	8.9%	8.6%
NULL return	181	170	162
% of those disclosed	7.4%	7%	6.8%

Disability

	2013/2014	2014/2015	2015/2016
Number with reported disability			
Police staff	73	89	101
Police officers	74	87	90
PCSO	8	8	7

Senior rank / grade structure

Excludes career break and secondees. **Includes** maternity leave. Includes those in acting and temporary roles.

	As at	Force total	BME		Female		Disabled		Age 45 – 55+	
Sergeant and above	March 31 2014	332	8	2.4%	75	22.8%	14	4.2%	147	44.2%
	March 31 2015	343	8	2.3%	79	23%	15	4.4%	151	44.4%
	March 31 2016	333	8	2.4%	82	24.6%	17	5.1%	150	45%
Police staff grade SO and above	March 31 2014	171	3	1.7%	84	46%	4	2%	106	60%
	March 31 2105	176	4	2.2%	82	46.5%	5	2.8%	105	59%
	March 31 2016	169	6	3.5%	89	52.6%	12	7%	98	58%

Flexible Working

All Police Officers and staff within Cambridgeshire Constabulary have the right to request a change to their working patterns or hours. Examples of flexible working arrangements include compressed hours (working the same number of hours in fewer days), working some of the time from home or working different shift patterns as an agreed arrangement.

Where percentages are provided in the table below, they relate to the proportion of staff with a particular characteristic recorded as working flexibly within the date parameters of 1st April 2015 – 31st March 2016.

Data limitations: Many 'informal' flexible working agreements will not be documented.

		Total No. of employees	No with flexible working arrangements	% with FWAs	Declined applications
Police Officers	BME	33	1	3%	0
	White includes white other	1348	61	4.5%	1
	Female	420	43	10.2%	1
	Male	961	19	2%	0
Police staff includes PCSOs	BME	35	1	2.9%	0
	White includes white other	953	20	2.1%	4
	Female	596	18	3%	4
	Male	392	3	0.8%	0

- 62 Police Officers (4.5% of all officers) and 21 police staff (2.4% of all police staff) had flexible working arrangements in place during 2015 – 16.
- 69% of all police officers on flexible working arrangements are female, compared to only 30% of our police officer strength being female. For police staff, 86% of all police staff on flexible working arrangements are female compared to 61.5% of our overall police staff strength.

The ability to accommodate requests for flexible working could become more difficult as the organisation reduces its core number of officers and staff. To monitor this data will become a benchmark for next year.

Retention

The figures below indicate average length of service within each category, of those currently still employed with the force.

		2013/14	2014/15	2015/16
Male	Staff	12.31	9.86	11.2
	Officers	12.97	13.19	12.7
	PCSO	5.92	6.36	7.23
Female	Staff	10.23	10.44	10.72
	Officers	11.09	11.42	9.1
	PCSO	7.38	7.65	7.8
BME	Staff	5.85	5.22	4.95
	Officers	11.26	11.24	10.45
	PCSO	5.39	6.5	7.2
Disability	Staff	12.56	13.82	12.74
	Officers	17.27	16.15	15.61
	PCSO	8.22	9.11	9.51

We will continue to monitor any future impacts on retention as part of the on-going change programmes.

Recruitment

Police Staff

Police staff vacancies that occurred during 2015 – 16 were offered in the first instance for the redeployment of staff. Our vacancy management, recruitment activity during the last twelve months resulted in a total of 96 vacancies being filled by staff on differing contractual basis' (fixed term, zero hours or temporary contracts) or by agency staff joining the organisation.

These are shown disaggregated by gender and ethnicity in the table below.

Police Staff	Total	
All	96	
BME	6	6.25%
Female	61	63.5%

Police Officers

Recruitment activity during this reporting period brought in a total of 74 officers. These are shown disaggregated by gender and ethnicity in the table below.

Police Officers	Total	
All	74	
BME	5	6.75%
White other	1	1.3%
Female	26	35%

PCSO

PCSO	Total	
All	5	
BME	0	N/A
White other	0	N/A
Female	3	60%

Ceased employment

Reasons for ceasing employment with the organisation between date parameters analysed.

1st April 2015 – 31 March 2016.

	Total		BME		Female		45- 50+		Disability	
	No	%	No	%	No	%	No	%	No	%
Police Staff										
Total	125		8		76		63		8	
Resignation	76	60.8%	7	87.5%	50	65.8%	26	41.3%	7	87.5%
Redundancy	17	13.6%	0	0%	10	13.1%	12	19%	0	0%
End of Contract	4	3.2%	0	0%	0	0%	3	4.8%	0	0%
Retirement	13	10.4%	0	0%	1	1.3%	13	20.6%	0	0%
Other	15	12%	1	12.5%	15	19.7%	9	14.3%	1	12.5%
Police Officer										
Total	86		1		27		50		12	
Retirement	19	22.1%	0	0%	4	14.8%	18	35%	1	8.3%
Resignation	27	31.4%	1	100%	14	51.8%	5	10%	2	16.6%
30 year service retirement	25	29.1%	0	0%	4	14.8%	25	50%	8	66.6%
Other	15	17.4%	0	0%	5	18.5%	2	4%	1	8.33%
PCSO										
Total	20		3		10		6		3	
Resignation	13	65%	1	33.3%	6	60%	4	66.6^	3	100%
Joined regulars	4	20%	1	33.3%	2	20%	0	0%	0	0%
Other	3	15%	1	33.3%	2	20%	2	33.3%	0	0%

Comments: The 'other field covers: transfer to other force, retired medically under 25yrs service, died in service, early retirement, compromise agreement, medical dismissal, dismissed, TUPE.

Special Constabulary

Equality & Diversity within the Special Constabulary

N.B. Report compiled with data pertaining to 31 March 2016 taken from the ORIGIN system on 8 April 2016. Due to the voluntary status of Special Constables there is a month's lag on the leaver's data and these figures could change.

		Mar-14	Mar – 15	Mar – 16
All	Specials numbers	284	275	259
	Specials %			
BME	Specials numbers	6	9	9
	Specials %	2%	3.2%	3.5%
Female	Specials numbers	86	82	74
	Specials %	30%	30%	28.6%
Under 24 years	Specials numbers	117	110	78
	Specials %	41%	41%	30%
45 – 55+ years	Specials numbers	25	31	33
	Specials %	9%	11%	12.7%
Disability	Specials numbers	4	5	5
	Specials %	1%	2%	1.9%

Special Constabulary Recruitment

Recruitment activity throughout the reporting period brought in 38 Specials.

Specials	Total	
All	38	
BME	1	2.6%
Female	8	21%

- Our force strength at the end of March was 259 Specials
- There are planned intakes throughout the year
- A year end strength target of 300 Specials is in place.

Working towards: Increasing the representation of females and individuals from a minority ethnic background within the Special Constabulary by using targeted approaches in recruitment.

Special Constabulary Leavers

Special Constabulary	Total		BME		Female		Over 50		Disabled	
	No	%	No	%	No	%	No	%	No	%
Total	51		1		14		1		1	
Resignation	41	80.4%	1	100%	11	78.6%	1	100%	1	100%
Joined regulars	9	17.6%	0	0%	3	21.5%	0	0%	0	0%
Other	1	2%	0	0%	0	0%	0	0%	0	0%

Retention of Specials

Provisional figures show 51 leavers have been recorded during the date parameters analysed. However, due to their voluntary status there is a month's lag on the leaver's data and this figure could change.

Retention continues to be an issue affecting overall numbers despite recruitment.

Summary

NOTE: Police service strength data is published by the Home Office biannually. Therefore when national figures are quoted in this summary for comparator purposes, they relate to the situation as at 31 March 2015.

1. Workforce Strength**1.1 Police Officer strength**

- Police Officer strength on 31 March 2016 was 1381.

1.2 Police staff strength (excluding PCSOs)

- Police staff strength on 31st March 2016 was 847
- The number of police staff workers has decreased by 27 (3%) over the last 12 months.
- There has been a total reduction in staff numbers of 305 since 2010

1.3 PCSO strength

- PCSO strength stands at 141.
- 20 PCSOs were recorded as leavers during the date parameters analysed however, four of these went on to join the regulars.

1.4 Specials

- Our Force strength stands at 259 Specials.

1.4.1 Retention of Specials

- Provisional figures show 51 Specials have been recorded as leaving during the date parameters analysed, however, nine of these joined the regulars. Due to their voluntary status there is a month's lag on the leaver's data and this figure could change.

National position: In the year to 31 March 2015, 4127 special constables joined the 43 police forces, accounting for 25.6% of special constables. Over the same period, 5110 special constables left, representing a wastage rate of 31.7%. During the 12 months to 31 March 2015, 12.7% of police officer joiners were previously special constables. These joiner and leaver rates are much higher than the other worker types, highlighting the higher turnover rate of special constables.

1.5 Ethnicity

- Our ethnic minority strength currently shows as 33 Officers (2.4%). This is an increase of five on the previous 12 months data. However, this figure remains low compared to the national picture where 6% of all police officers across the 43 forces in England and Wales are from an ethnic minority background.
- 23 (2.7%) police staff are from a black or minority ethnic background. This is one less than the figures recorded last year.
- There are 12 PCSOs from a minority ethnic background employed at Cambridgeshire Constabulary. Our representation stands at 8.5% - down slightly and slightly lower compared to the national picture of 9.1% of all PCSOs from a black or minority ethnic background.
- We have nine Specials (3.5%) from an ethnic minority background.
- In total 38 Specials were recruited into the Constabulary, of which 1 (2.6%) identified as BME.

National Position: As at 31 March 2015 there were 6979 minority ethnic officers in the 43 forces of England and Wales accounting for 6% of the total police strength. This is an increase of 265 or 3.9% compared to a year earlier.

1.6 Gender

- The organisational male / female split as a whole is 57% - 43%.
- For the third year Cambridgeshire Constabulary has seen an increase in the number of female officers which is in line with the national trend. Our gender mix of officers (30% female) also compares favourably to the national average of 28.2% (HO strength bulletin 31 March 2015)
- Of the 1381 officers, 333 hold the rank of Sergeant and above. 82 (24.6%) are women.

- Our mix of police staff currently shows as 326 male (38.5%) and 521 female (61.5%) out of a total 847 members of police staff. 169 hold the grade of SO and above. Of these, 80 are male (47.3%) and 89 are female (52.7%).
- For the fourth year we have seen a decrease in the number of female police staff but we remain slightly above the national figure for police staff which shows females account for 60.4% of the total staff workforce, a much higher proportion than police officer ranks.
- Specials, our gender mix shows as 185 (71.4%) male and 74 (28.6 %) female (slightly lower than the national figure of 30% females).

Point to note: We are monitoring our change management programmes through Equality Impact Assessment to ensure there is no disproportionate impact against any of the protected characteristics. To mitigate any potential adverse impact we will consider what other steps could be taken to reduce the number of staff who may be made redundant e.g. redeployment alternatives, job share, part time working etc.

1.7 Age

- Of all our Police Officers, 419 (30.3%) are in the 45 – 55+ age category. No significant change from previous years.

1.8 Disability

- The figures shown equate to 6.5% of our Police Officer workforce and 11.9% of our police staff indicating that they have a disability. For all Force employees (including PCSOs of 4.9%) that equates to 8.35% of the workforce.
- We have seen an increase in the numbers disclosing a disability.

1.9 Non mandatory fields

The HR ORIGIN system allows for voluntary disclosure of religion and sexual orientation. The figures recorded show a perceived increase in confidence to declare personal sensitive data with a decline in the numbers choosing the 'prefer not to say' or 'not stated' options when completing these fields.

2.0 Flexible Working

- 62 police officers (4.4% of all officers) and 21 police staff (2.4% of all staff) currently have flexible working arrangements in place.
- 69% of all police officers with flexible working arrangements are female, compared to only 30% of our officer strength being female. For police staff, 86% of all those on flexible working arrangements are female compared to 61.5% of our overall police staff strength.

3.0 Retention

The average length of service has decreased for Police Officers across all categories. The highest proportion of police officer leavers retired (44 officers - 51%).

27 (31%) Police officers resigned from the organisation during the date parameters analysed.

Female Police Officers average length of service is two and a half years shorter than their male counterparts.

The average length of service for police staff and Police Officers has decreased in the BME and Disability categories.

4.0 Recruitment

Recruitment activity remains limited whilst change management programmes are in place. However, Cambridgeshire Constabulary has agreed an equality objective to shape recruitment, retention and progression activity to achieve a representative workforce.

5.0 Special Constabulary

At the end of March our force strength shows 259 Specials. Females accounted for 28.6% of all special constables (slightly lower than the national figure of 30%)

Minority ethnic special constables accounted for 3.9%. This is significantly lower than the 11.2% of all special constables nationally.

51 Specials left the constabulary during the date parameters analysed (of which nine joined the regulars).

N.B There is a month's lag on the leaver's data and this figure could change.

National position: In the year to 31 March 2015, 4127 special constables joined the 43 police forces, accounting for 25.6% of special constables. Over the same period, 5110 special constables left, representing a wastage rate of 31.7%. During the 12 months to 31 March 2015, 12.7% of police officer joiners were previously special constables. These joiner and leaver rates are much higher than the other worker types, highlighting the higher turnover rate of special constables.

Glossary of terms

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:

White: Covers the following ethnic groups: White British, white Irish and any other white background.

PCSO: Police community support officers (PCSOs) are police staff employed in a highly visible, patrolling role. They complement the work of police officers by focussing predominately on lower-level crime, disorder and anti-social behaviour. They also free up police officer time by taking on those policing functions that do not require the full expertise of a police officer. The legislation of PCSOs was introduced as part of the Police Reform Act 2002. The Act enables chief officers to designate PCSOs with limited enforcement powers. Unlike police officers they do not have the power of arrest, but there are standard powers that they hold (e.g. to stop and search members of the public in certain situations). The first PCSO started work on the streets of London in September 2002.

Flexible working arrangements:

All employees within Cambridgeshire Constabulary have the right to request a change to their working patterns or hours. Examples of flexible working arrangements include compressed hours (working the same number of hours in fewer days), working some of the time from home or working different shift patterns.

Special Constabulary:

The Special Constabulary consists of volunteer police officers who are expected to carry out the same duties as their regular police colleagues. They are issued with the same uniform and equipment and are given full police training.