

2014/2015



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Glossary of Terms

BRM – Black or Racial Minority. While BRM is the term preferred by Merseyside communities, ‘Black or Minority Ethnic’ (BME) is more common, nationally.

LGB – Lesbian, Gay or Bisexual

Establishment – The number of persons employed by the organisation

Protected Characteristics – The following individual characteristics are defined as ‘protected’ under the Equality Act 2010: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.



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Police Officer Establishment

Group	Number	Percent
All Individuals	3,905	100%
Male	2824	72%
Female	1,081	28%
White	3741	96%
BRM	132	3%
Disabled	8	0%
LGB	82	2%
Religious Affiliation	1,945	50%
Transgender	2	0%

Just over a quarter of Merseyside police officers are women and three per cent are of a BRM background.



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NB: Data is entered voluntarily by employees. While the response rate for gender and ethnicity characteristics is very high, the response rate for other characteristics is variable.

Police Staff Establishment

Group	Number	Percent
All Individuals	2,346	100%
Male	908	39%
Female	1,438	61%
White	2295	98%
BRM	39	2%
Disabled	49	2%
LGB	35	1%
Religious Affiliation	1,011	43%
Transgender	0	0%

Nearly two thirds of police staff are women and 2% are of a BRM background.



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Training Opportunities

Group	Number	Percent
All Individuals	5,077	5,077
Male	3,312	65%
Female	1,765	35%
White	4,883	96%
BRM	150	3%
Disabled	18	0%
LGB	126	2%
Religious Affiliation	2,395	47%

In the period, over a third of attendees at training courses were women, making them slightly under-represented. Just under three per cent of attendees were of a BRM background, making them slightly under-represented.

* These figures could include an individual undertaking more than one training course. It is not necessarily a count of distinct individuals.



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Police Officer Leavers

Group	Number	Percent
All Individuals	197	100%
Male	162	82%
Female	35	18%
White	194	98%
BRM	3	2%
Disabled	6	3%
LGB	3	2%
Religious Affiliation	141	72%
Transgender	0	0%

During 2014/15 197 police officers left the organisation. Just under a fifth were women, making them under-represented. Two per cent of police leavers were of a BRM background, which is less than their proportion in the establishment.



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Police Officer Leavers: Reasons

Reason	Male	Female	White	BME (BRM)
Death	3	0	3	0
Dismissal	5	1	6	0
Medical Retirement	21	11	32	0
Normal Retirement	113	14	124	3
Required to Resign	2	1	3	0
Transferred to other HO Force	4	0	4	0
Voluntary Resignation	14	8	22	0
Total	162	35	194	3

The majority of male and white police officers leaving the organisation retired under normal circumstances. For female officers there was a more even split between medical retirement, normal retirement and voluntary resignation. There were too few BRM officers leaving to draw inference from the data.



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Staff Leavers

Group	Number	Percent
All Individuals	156	100%
Male	71	46%
Female	85	54%
White	153	98%
BRM	3	2%
Disabled	2	1%
LGB	1	1%
Religious Affiliation	59	38%
Transgender	0	0%

During 2014/15 156 police staff left the organisation. Just over half were women, making them slightly under-represented. Two per cent of police leavers were of a BRM background, in line with their representation in the establishment.



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Staff Leavers: Reasons

Reason	Male	Female	White	BME
Death	2	0	2	0
Dismissal	5	2	6	1
End of Contract	1	0	1	0
Medical Retirement	2	1	3	0
Normal Retirement	28	26	53	1
Redundancy	2	14	16	0
Voluntary Resignation	31	42	72	1
Total	71	85	153	3

The single most common reason for all four highlighted groups of police staff leaving the organisation was voluntarily resignation. Female staff were over-represented in the category of Redundancy.



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Flexible Working Agreements

Group	Number	Percent
All Individuals	901	100%
Male	197	22%
Female	704	78%
White	879	98%
BRM	16	2%
Disabled	9	1%
LGB	9	1%
Religious Affiliation	436	48%
Transgender	0	0%

The majority of employees with a flexible working arrangement are women. Often, the reason provided for wanting a flexible working arrangement is to help with childcare. Research shows that women still take the lead in childcare roles at home.



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Recorded Grievance

Group	Number	Percent
All Individuals	34	100%
Male	14	41%
Female	20	59%
White	33	97%
BRM	1	3%
Disabled	34	100%
LGB	1	3%
Religious Affiliation	31	91%
Transgender	0	0%

During 2014/15 34 grievances were submitted by employees. More than half originated from women, in line with their representation. However, care should be taken in interpretation due to the very small numbers involved.



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Maternity Leave

Group	Number	Percent
All Individuals	127	100%
White	123	97%
BRM	4	3%
Disabled	0	0%
LGB	1	1%
Religious Affiliation	61	48%
Transgender	0	0%

During 2014/15 there were 127 instances of maternity leave. The proportion of BRM individuals and those with a religious affiliation were broadly representative of the whole establishment.



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Hate Crime

	Apr 14-Mar 15	Apr 13-Mar 14	Difference	% Difference
Racial	1700	1361	339	25%
Disability	179	99	80	81%
Homophobic	322	193	129	67%
Religious	88	41	47	115%
Transphobic	23	25	-2	-8%
Total Hate Crime *	2311	1711	600	35%

During 2014/15, hate crime has increased compared to the previous year in 4 out of 5 categories. The highest increase has been in religious-related hate crime, albeit from a low volume starting point. Disability and Homophobic hate crimes have also increased by over 60%. The majority of hate crimes are low level public order offences



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* The sum of the five groups may not equal the total shown, as some victims may be counted in more than one protected group.

Hate Crime Outcomes*

	Apr 14-Mar 15	Apr 13-Mar 14	Difference
Hate Crime - Crime Outcomes	712	690	22
Hate Crimes	2311	1711	600
Hate Crime - Crime Outcome Rate	30.8%	40.3%	-9.5%

During 2014/15, the proportion of hate crimes with an outcome reduced compared to the previous year.



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* A crime outcome is achieved for a crime if an offender has been: charged, summonsed to court, given a caution, a formal warning, a fixed penalty notice, a warning for cannabis possession, a community resolution, or had an offence taken into consideration.

Satisfaction of Victims of Racist Incidents

	Apr-14 to Mar-15	Apr-13 to Mar-14	Difference
Satisfaction	87.8%	90.7%	2.9
Respondents	197	183	6

There has been an reduction in the proportion of surveyed victims of racist incidents who were fairly, very or completely satisfied with the overall service they received from the police. However, the relatively low number of respondents means that the findings are not necessarily representative of all victims of racist incidents.



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Satisfaction of Female Victims of Violent Crime*

	Apr-14 to Mar-15	Apr-13 to Mar-14	Difference
Satisfaction	85.1%	85.1%	0
Respondents	431	335	96

There has been no change in the proportion of surveyed female victims of violent crime who were fairly, very or completely satisfied with the overall service they received from the police. However, the relatively low number of respondents means that the findings are not necessarily representative of all female victims of violent crime.



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* Violent crime includes victims of wounding, assault and personal robbery offences.

Stop-Search Disproportionality

White Individuals	Apr 14-Mar 15	Apr 13-Mar 14	Difference
Stop Searches	19969	34752	-14783
Rate (per 1000 residents *)	15.6	27.1	-11.5

BRM Individuals	Apr 14-Mar 15	Apr 13-Mar 14	Difference
Stop Searches	1046	1848	-802
Rate (per 1000 residents *)	15.0	26.5	-11.5

During 2014/15, BRM individuals were stopped and searched slightly less often than White individuals, as a proportion of resident population. This was also the case during the previous twelve months.



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* Populations are derived from ONS mid-2009 estimates. These are experimental and should be treated with caution

Arrest Disproportionality

White Individuals	Apr 14-Mar 15	Apr 13-Mar 14	Difference
Arrests	35363	39632	-4269
Rate (per 1000 residents *)	27.6	30.9	-3.3

BRM Individuals	Apr 14-Mar 15	Apr 13-Mar 14	Difference
Arrests	2534	2718	-184
Rate (per 1000 residents *)	36.4	39.0	-2.6

During 2014/15, BRM individuals were arrested slightly more often than white individuals, as a proportion of resident population. This was also the case during the previous year, arrest volumes for both groups were also down.



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Custody Disproportionality

	Apr 14-Mar 15		Apr 13-Mar 14	
	White	BRM	White	BRM
Custody Outcomes *	23515	1459	26793	1588
Rate (per arrests)	0.66	0.58	0.68	0.58

	Apr 14-Mar 15		Apr 13-Mar 14	
	White	BRM	White	BRM
Bailed from Custody	16993	1263	17926	1413
Rate (per arrests)	0.48	0.50	0.45	0.52

	Apr 14-Mar 15		Apr 13-Mar 14	
	White	BRM	White	BRM
No Further Action Taken	14204	1083	15659	1136
Rate (per arrests)	0.40	0.43	0.40	0.42

During 2014/15, the ratio of custody outcomes per arrest was higher for white detainees than for BRM detainees. By contrast the ratio of bail outcomes to arrests, was higher for BRM detainees. The ratio of 'no further action' decisions to arrests was slightly higher for BRM detainees.



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* Custody outcomes include: charges, summonses, postal charges and requisitions, cautions, cannabis warnings, fixed penalty notices, offences taken into consideration, and community resolutions.

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Complaints

	Apr 14-Mar 15		Apr 13-Mar 14	
	White	BRM	White	BRM
Complaint Cases	418	41	508	48
Rate (per 1000 residents *)	0.33	0.59	0.40	0.69

During 2014/15, the rate of complaints received from BRM individuals was higher than for white individuals. Both the volume and rate for both groups was lower compared to the previous year.

However, the numbers involved are small, and should be treated with caution.



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