

CENTRAL SCOTLAND POLICE

EQUALITY AND DIVERSITY MONITORING REPORT

1 JULY TO 30 SEPTEMBER 2009

INTRODUCTION

Central Scotland Police is committed to

“Recruit, develop and maintain a skilled workforce that reflects and understands the communities of Scotland, respects personal dignity, difference and individuality and actively promotes Equality and Diversity”.

ACPOS Equality and Diversity Strategy 2009-2012

Purpose of this Report

The purpose of this report is to provide an overview of the demographic makeup of Central Scotland Police, throughout the employment cycle. This is known as ‘Employment Monitoring’. The report is based on statistical data and every effort will be made to ensure that the figures presented are accurate and complete.

The report aims to highlight any possible patterns of inequality and take action, as appropriate, to remove barriers and promote equality of opportunity.

Monitoring also allows us to check systematically and ensure that our equality policies are working.

It is an integral part of performance management.

Legislative Requirements

The Race Relations (Amendment) Act 2000 sets out some general and specific duties which are intended to ensure police forces and other public authorities

- Remove all forms of discrimination;
- Promote equal opportunities;
- Promote good relationships between themselves and all racial groups.

To meet our obligations under the amended Act, Scottish Police Forces are required to monitor various aspects of service delivery and employment.

In relation to employment we must monitor the profile of potential and existing staff, which includes applications for employment and internal promotions by racial group, and publish the results. In addition, we are also required to monitor the level of grievances and disciplinary action, performance appraisals and personal development. There is also the requirement to monitor staff turnover by ethnicity to establish the reason(s) why staff decide to leave the authority.

We have also captured data on gender and disability and in line with the Scottish Police Forces commitment towards promoting equality we have further extended monitoring to include sexual orientation and religion or belief.

This will help to ensure that our procedures, policies and processes are non-discriminatory, transparent, consistent and in line with current and forthcoming Equalities legislation.

Best Practice Recommendations

Monitoring will be undertaken in accordance with best practice recommendations, particularly from bodies such as the Equality and Human Rights Commission which was established in October 2007 to bring together the work of the three previous equality commissions and also takes on responsibility for the other aspects of equality: age, sexual orientation and religion or belief, as well as human rights.

Requirement to publish information

There is a requirement to publish the results annually in line with the requirements of the Race Relations (Amendment) Act 2000 and specific employment duties.

It was agreed at the ACPOS Personnel and Training meeting on 5th March 2009 that each force should monitor on all 6 strands of equality. It was also agreed that for the purposes of publishing information on the Employment Monitoring Template, rather than have each of the templates split by each diversity strand any relevant statistical type information would be flagged up within the “Additional Information” text fields.

This recognises the need to ensure confidentiality of personal information. For example, in some forces there are very few promotions or leavers within the reporting period specified, so breaking this right down by disability, sexual orientation, religion or belief etc would potentially “out” someone or disclose information about an individual.

The Commission for Racial Equality's guidance states that sub-sets of less than 5 should not be published. Sub-sets of less than 5 are reported as "Less than 5" above.

The guidance also ensures compliance with the Data Protection Act.

It is important to note that for some areas data cannot be completed. Where this is the case, this gap needs to be identified in the Actions/Proposals for future attention e.g. Work Life Balance Module due for 2010 or manual process being introduced.

Where numbers are too small to report or may potentially identify an individual, this decision not to report needs to be logged under Additional Information to flag that the information has been monitored but the figures are too small to publish.

Force and National Employment Monitoring Report

Where forces have additional categories that they use, these can be monitored internally i.e. Lothian and Borders Police monitor both Northern and Southern Irish.

To gain a meaningful National Scottish Police Service workforce profile overview, the information required has been requested in a more generic way.

This does not prevent forces choosing to complete more comprehensive monitoring and reporting this within their individual force.

Review

This guidance will be reviewed on a regular basis in accordance with legislative developments and the need for good practice.

CONTENTS PAGE

Details	Page		Page
Introduction		5. Additional Payments	
1. Force Profiles		5.1 Police Officer Special Priority Payments (SPP)	18
1.1 Staff Profile	7	5.2 Police Officer Bonus Payments	18
1.2 Service Profile	8	5.3 Police Officer Competency Related Threshold Payments	19
1.3 Age Profile	8		
1.4 Ethnic Origin Profile	9	6. Leavers	
1.5 Disability Profile	9	6.1 Police Officer Figures	20
1.6 Sexual Orientation Profile	10	6.2 Police Staff Figures	20
1.7 Religion or Belief Profile	10	6.3 Special Constable Figures	21
2. Recruitment		7. Work Life Balance	
2.1 Police Officer Recruitment	11	7.1 Police Officer Flexible Working Requests & Approvals	22/23
2.2 Accelerated Career Development Programme (ACDP)	12	7.2 Police Staff Flexible Working Requests & Approvals	24/25
2.3 Police Officer 30+ Scheme	12		
2.4 Special Constable Recruitment	13	8. Grievance	
2.5 Police Staff Recruitment	13	8.1 Grievance Profile	26
3. Promotion		9. Discipline	
3.1 Police Officer Promotions	14	9.1 Police Officer Dismissal/ Misconduct	27
3.2 Police Staff Promotions	15	9.2 Police Staff Discipline Profile Figures	28
4. Training			
4.1 Police Officer Training	16		
4.2 Police Staff Training	17		

1. FORCE PROFILES – EO: Rank/Grade Profile with Ethnic Origin on 30.09.09

1.1 Staff Profile - Figures as at 30 September 2009

	Total	Gender				BME	
		Female	%	Male	%	Total	%
Police Officer							
Chief Constable	1	0	0%	1	100%	0	0%
Deputy Chief Constable	1	0	0%	1	100%	0	0%
Assistant Chief Constable	1	0	0%	1	100%	0	0%
Chief Superintendent	2	0	0%	2	100%	0	0%
Superintendent	10	2	20%	8	80%	0	0%
Chief Inspector	17	2	12%	15	88%	1	6%
Inspector	51	7	14%	44	86%	0	0%
Sergeant	131	20	15%	111	85%	0	0%
Constable	615	190	31%	425	69%	4	0.8%
TOTALS	829	221	27%	608	73%	5	0.7%
Promoted Posts	214	31	14%	183	86%	1	0.5%
Officers working Part-Time	31	30	97%	1	3%	0	0%
Number of Officers on 30+ Scheme	1	0	0%	1	100%	0	0%
Special Constable	106	47	44%	59	56%	1	0.9%
TOTALS	106	47	44%	61	55%	1	0.9%
Police Staff	378	257	68%	121	32%	1	0.3%
TOTALS	378	257	68%	121	32%	1	0.3%
Police Staff Working Part-Time/Job-Share	84	76	90%	8	10%	0	0%

Additional Information/ Observation

The total number of Police Officers is 830. The above breakdown in Rank does not include one ACC who is currently seconded.

1.2 Service Profile at 30 September 2009

Years of Police Service	Police Officers		Police Staff		Special Constables	
	Total	%	Total	%	Total	%
0 – 2 years	105	12.7%	117	31.0%	50	47%
3- 5 years	118	14.2%	71	18.8%	41	39%
6 – 10 years	135	16.3%	64	16.9%	7	6%
11 – 15 years	133	16%	38	10.1%	2	2%
16 – 20 years	130	15.7%	39	10.3%	2	2%
21 – 25 years	125	15%	27	7.1%	2	2%
26 – 30 years	79	9.5%	12	3.2%	2	2%
30+	5	0.6%	10	2.6%	0	0%
TOTALS	830	100%	378	100%	106	100%

1.3 Age Profile at 30 September 2009

Age Group	Police Officers		Police Staff		Special Constables	
	Total	%	Total	%	Total	%
16-24	50	6%	19	5%	35	33.6%
25-34	288	34.7%	55	14.6%	22	19.7%
35-44	312	37.6%	112	29.6%	34	32.7%
45-54	179	21.6%	119	31.5%	12	11.2%
55-64	1	0.1%	70	18.5%	3	2.8%
65+	0	0%	3	0.8%	0	0%
TOTALS	830	100%	378	100%	106	100%

1.4 Ethnic Origin Profile - Figures as at 30 September 2009

Ethnic Origin	Police Officers		Police Staff		Special Constables	
	Total	%	Total	%	Total	%
White	798	96%	350	92.6%	70	66%
BME	5	0.6%	1	0.26%	1	0.9%
Choose Not to Disclose	23	2.8%	9	2.38%	6	5.7%
Unknown	4	0.5%	18	4.76%	29	27.4%
TOTALS	830	100%	378	100%	106	100%

1.5 Disability Profile - Figures as at 30 September 2009

Disability	Police Officers		Police Staff		Special Constables	
	Total	%	Total	%	Total	%
Yes	0	0%	0	0%	0	0%
No	733	88%	304	80%	32	30%
Choose Not to Disclose	91	11%	74	20%	72	68%
Unknown	6	1%	0	0%	2	2%
TOTALS	830	100%	378	100%	106	100%

Additional Information/Actions & Proposals

We have now commenced monitoring disability however at present no member of staff has declared themselves as disabled although there is a high level of 'Choose not to Disclose'

Actions & Proposals

Further consideration to be given to encouraging those who have elected to choose not to disclose to complete a specific category.

1.6 Sexual Orientation Profile - Figures as at 30 September 2009

	Police Officers	Police Staff	Special Constables
Sexual Orientation	%	%	%
Gay/Lesbian/Bisexual	2%	2%	3%
Heterosexual	81%	76%	26%
Choose not to Disclose	9%	6%	1%
Unknown	8%	16%	70%
TOTALS	100% (830)	100% (378)	100% (106)

Additional Information/Observations

Recording of Sexual Orientation Profile commenced on 1 April 2009

1.7 Religion or Belief Profile - Figures as at 30 September 2009

	Police Officers	Police Staff	Special Constables
Religion or Belief	%	%	%
Christian	49%	51%	11%
Other Religions	1%	1%	1%
Choose not to Disclose	13%	10%	1%
No Religion/Belief	29%	22%	17%
Unknown	8%	16%	70%
TOTALS	100% (830)	100% (378)	100% (106)

Additional Information/Observation

Recording of Religion/Belief commenced as of 1 April 2009

2. RECRUITMENT

2.1 Police Officer Recruitment – Figures from 1 July to 30 September 2009

Recruitment Process	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Applications Received									
Sat Standard Entrance Test	42	12	29%	30	71%	3	7%	0	0%
Passed Standard Entrance Test	35	11	31%	24	69%	2	6%	0	0%
* Sat Critical Thinking Tool	23	7	30%	16	70%	2	9%	0	0%
* Passed Critical Thinking Tool	22	6	27%	16	73%	2	9%	0	0%
Attended Final/Senior Officers Interview									
Passed Final/Senior Officers Interview	18	6	33%	12	67%	2	11%	0	0%
Sat Fitness Standard	18	6	33%	12	67%	2	11%	0	0%
Passed Fitness Standard	18	6	33%	12	67%	2	11%	0	0%
Sat Medical	21	10	48%	11	52%	2	10%	0	0%
Passed Medical	21	10	48%	11	53%	2	10%	0	0%
Appointed	0	0	0%	0	0%	0	0	0	0%

Additional Information/Observation

It should be noted that applications received are not currently recorded, nor those who attended final/senior officers interview

2.2 Accelerated Career Development Programme – Figures from 1 July to 30 September 2009

		Gender	BME	Disability
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	Total	Female	%	Male	%	Total	%	Yes	%
Applications Received	0	0	0	0	0	0	0	0	0
Aptitude Testing	0	0	0	0	0	0	0	0	0
Force Selection Board	0	0	0	0	0	0	0	0	0
Assessment Centre	0	0	0	0	0	0	0	0	0
Successful Applicants	0	0	0	0	0	0	0	0	0

Additional Information/ Observations

Applications have only recently been requested for the ACDP therefore there will be no figures available for this section until April 2010.

2.3 Police Officer 30+ Scheme Profile - Figures from 1 July to 30 September 2009

	Total	Gender			BME		Disability		
		Female	%	Male	%	Total	%	Total	%
Applications Made	0	0	0%	0	100%	0	0%	0	0%
Successful Applications	0	0	0%	0	100%	0	0%	0	0%
TOTALS	0	0	0%	0	100%	0	0%	0	0%

2.4 Special Constable Recruitment – Figures from 1 July to 30 September 2009

	Total	Gender			BME		Disability	
		Female	%	Male	%	Total	%	Yes

Applications Received	20	15	75%	5	25%	0	0%	0	0%
Sat Interview Process	16	11	69%	5	31%	0	0%	0	0%
Passed Interview Process	16	11	69%	5	31%	0	0%	0	0%
Sat Fitness Standard									
Passed Fitness Standard									
Sat Medical	16	11	69%	5	31%	0	0%	0	0%
Passes Medical	14	9	64%	5	36%	0	0%	0	0%
Appointed	0	0	0%	0	0%	0	0%	0	0%

Additional Information/ Observations

Special Constables do not currently require to pass a fitness test

2.5 Police Staff Recruitment – Figures from 1 July to 30 September 2009

	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Applications Received	589	357	61%	232	39%	3	0.5%	35	6%
Applications Shortlisted/Sat Interview Process	73	45	62%	28	38%	0	0%	2	3%
Appointed	25	14	56%	11	44%	0	0%	0	0%

3. PROMOTION

3.1 Police Officer Promotion – Figures from 1 July to 30 September 2009

Rank)	Total	Gender				BME	
		Female	%	Male	%	Total	%
Constable to Temporary Sergeant							
Constable to Sergeant							
Sergeant to Temporary Inspector							
Sergeant to Inspector							
Inspector to Temporary Chief Inspector							
Chief Inspector to Temporary Superintendent							
Superintendent to Temporary Chief Superintendent							
TOTALS	10	5	50%	5	50%	0	0%

Additional Information/ Observations

It should be noted that total figures only are identified but full monitoring is undertaken.

3.2 Police Staff Promotion – Figures from 1 July to 30 September 2009

	Total	Gender				BME	
		Female	%	Male	%	Total	%
Permanent Promotions	1						
Temporary Promotions	1						
TOTALS	2						

Additional Information/ Observations

It should be noted that total figures only are identified but full monitoring is undertaken

4. TRAINING

4.1 Police Officer Training – Figures from 1 July to 30 September 2009: Unable to provide figures

	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Number of Applications/Requests for Training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Police Officers who participated in non-mandatory training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Police Officers who participated in mandatory training (e.g. Officer Safety, Diversity etc).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Additional Information/ Observations

At the current time a working group has been set up under ACPOS to consider this issue and how monitoring should be undertaken in line with best practice.

4.2 Police Staff Training – Figures from 1 July to 30 September 2009: Unable to provide figures

	Total	Gender			BME		Disability		
		Female	%	Male	%	Total	%	Yes	%
Number of Applications/Requests for Training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Police Staff who participated in non-mandatory training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Police Staff who participated in mandatory training (e.g. Officer Safety, Diversity etc).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Additional Information/ Observations

At the current time a working group has been set up under ACPOS to consider this issue and how monitoring should be undertaken in line with best practice.

5. ADDITIONAL PAYMENTS

5.1 Police Officer Special Priority Payment Scheme (SPP) (2008)

	Gender					Part-Time						BME	
	Total	Female	%	Male	%	Total	%	Female	%	Male	%	Total	%
Number of Police Officers in receipt of SPP	358	66	18.4%	292	81.6%	11	3.1%	11	100%	0	0%	0	0%
TOTAL	358	66	18.4%	292	81.6%	11	3.1%	11	100%	0	0%	0	0%

Additional Information/ Observations

Annual figures only available as payments are made on a yearly basis.

5.2 Police Officer Bonus Payments – Figures from 1 July to 30 September 2009

	Gender					Part-Time						BME	
	Total	Female	%	Male	%	Total	%	Female	%	Male	%	Total	%
Number of Bonus Payments made	15	6	40%	9	60%	0	0%	0	0%	0	0%	0	0%
TOTAL	15	6	40%	9	60%	0	0%	0	0%	0	0%	0	0%

5.3 Police Officer Competency Related Threshold Payment at 30 September 2009

	Total	Gender				BME	
		Female	%	Male	%	Total	%
Number Eligible for CRTP	10						
Number in Receipt of CRTP	6						
Number Eligible but not in Receipt of CRTP	4						

.Additional Information/ Observations

It should be noted that total figures only are identified but full monitoring is undertaken

6. LEAVERS

6.1 Police Officer Figures from 1 July to 30 September 2009

Reason For Leaving	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Dismissals	0	0	0%	0	0%	0	0%	0	0%
Resignations	4	2	50%	2	50%	0	0%	0	0%
Retiral on Completion of Service	17	0	0%	17	100%	0	0%	0	0%
Retiral on Ill Health Grounds	2	1	50%	1	50%	0	0%	0	0%
Transfers	0	0	0%	0	0%	0	0%	0	0%
Death in Service	0	0	0%	0	0%	0	0%	0	0%
TOTALS	23	3	13%	20	87%	0	0%	0	0%

6.2 Police Staff Figures from 1 July to 30 September 2009

Reason For Leaving	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Dismissals	0	0	0%	0	0%	0	0%	0	0%
End of Temporary Contract	0	0	0%	0	0%	0	0%	0	0%
Resignations	7	4	57%	3	43%	0	0%	0	0%
Retirals	2	0	0%	2	100%	0	0%	0	0%
Retiral on Ill Health Grounds	1	0	0%	1	100%	0	0%	0	0%
Transfers	0	0	0%	0	0%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%
TOTALS	10	4	40%	6	60%	0	0%	0	0%

6.3 Special Constables Figures from 1 July to 30 September 2009

Reason For Leaving	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Appointed to Regulars	0	0	0%	0	100%	0	0%	0	0%
Resignations	1	1	50%	0	50%	0	0%	0	0%
Transfers	1	1	0%	0	0%	0	0%	0	0%
TOTALS	2	1	50%	1	50%	0	0%	0	0%

7. WORK-LIFE BALANCE

7.1 Police Officer Flexible Working Requests & Approvals - Figures from 1 July to 30 September 2009

REQUESTS Type of Flexible Working	Total	Gender			BME		Disability		
		Female	%	Male	%	Total	%	Yes	%
Job Share	0	0	0%	0	0%	0	0%	0	0%
Part Time	0	0	0%	0	0%	0	0%	0	0%
Fixed Shifts	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Full Time	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Part Time	0	0	0%	0	0%	0	0%	0	0%
Term Time Working	0	0	0%	0	0%	0	0%	0	0%
Variance in Shift Pattern	1	1	100%	0	0%	0	0%	0	0%
Homeworking	0	0	0%	0	0%	0	0%	0	0%
Increase in Working Hours	1	1	100%	0	0%	0	0%	0	0%
TOTALS	2	2	100%	0	0%	0	0%	0	0%

APPROVED Type of Flexible Working	Total	Gender			BME		Disability		
		Female	%	Male	%	Total	%	Yes	%
Job Share	0	0	0%	0	0%	0	0%	0	0%
Part Time	0	0	0%	0	0%	0	0%	0	0%
Fixed Shifts	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Full Time	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Part Time	0	0	0%	0	0%	0	0%	0	0%
Term Time Working	0	0	0%	0	0%	0	0%	0	0%
Variance in Shift Pattern	1	1	100%	0	0%	0	0%	0	0%
Homeworking	0	0	0%	0	0%	0	0%	0	0%
Increase in Working Hours	1	1	100%	0	0%	0	0%	0	0%
TOTALS	2	2	100%	0	0%	0	0%	0	0%

REFUSALS	Gender					BME		Disability	
Type of Flexible Working	Total	Female	%	Male	%	Total	%	Yes	%
Job Share	0	0	0%	0	0%	0	0%	0	0%
Part Time	0	0	0%	0	0%	0	0%	0	0%
Fixed Shifts	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Full Time	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Part Time	0	0	0%	0	0%	0	0%	0	0%
Term Time Working	0	0	0%	0	0%	0	0%	0	0%
Variance in Shift Pattern	0	0	0%	0	0%	0	0%	0	0%
Homeworking	0	0	0%	0	0%	0	0%	0	0%
Increase in Working Hours	0	0	0%	0	0%	0	0%	0	0%
TOTALS	0	0	0%	0	0%	0	0%	0	0%

.Additional Information/ Observations

There is further work ongoing with SCOPE HR IT system in relation to Worklife balance monitoring however the module will not be available until 2011

7.2 Police Staff Flexible Working Requests & Approvals - Figures from 1 July to 30 September 2009

REQUESTS	Gender		BME	Disability
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Type of Flexible Working	Total	Female	%	Male	%	Total	%	Yes	%
Job Share	0	0	0%	0	0%	0	0%	0	0%
Part Time	2	2	100%	0	0%	0	0%	0	0%
Annualised Hours	0	0	0%	0	0%	0	0%	0	0%
Fixed Shifts	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Full Time	1	1	0%	0	0%	0	0%	0	0%
Compressed Hours – Part Time	0	0	0%	0	0%	0	0%	0	0%
Term Time Working	0	0	0%	0	0%	0	0%	0	0%
Variance in Shift Pattern	2	1	50%	1	50%	0	0%	0	0%
Homeworking	0	0	0%	0	0%	0	0%	0	0%
Increase in Working Hours	1	0	0%	1	100%	0	0%	0	0%
TOTALS	6	4	60%	2	40%	0	0%	0	0%

APPROVED		Gender				BME		Disability	
Type of Flexible Working	Total	Female	%	Male	%	Total	%	Yes	%
Job Share	0	0	0%	0	0%	0	0%	0	0%
Part Time	2	2	100%	0	0%	0	0%	0	0%
Annualised Hours	0	0	0%	0	0%	0	0%	0	0%
Fixed Shifts	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Full Time	1	1	0%	0	0%	0	0%	0	0%
Compressed Hours – Part Time	0	0	0%	0	0%	0	0%	0	0%
Term Time Working	0	0	0%	0	0%	0	0%	0	0%
Variance in Shift Pattern	2	1	50%	1	50%	0	0%	0	0%
Homeworking	0	0	0%	0	0%	0	0%	0	0%
Increase in Working Hours	1	0	0%	1	100%	0	0%	0	0%
TOTALS	6	4	60%	2	40%	0	0%	0	0%

REFUSALS		Gender				BME		Disability	
Type of Flexible Working	Total	Female	%	Male	%	Total	%	Yes	%

Job Share	0	0	0%	0	0%	0	0%	0	0%
Part Time	0	0	0%	0	0%	0	0%	0	0%
Annualised Hours	0	0	0%	0	0%	0	0%	0	0%
Fixed Shifts	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Full Time	0	0	0%	0	0%	0	0%	0	0%
Compressed Hours – Part Time	0	0	0%	0	0%	0	0%	0	0%
Term Time Working	0	0	0%	0	0%	0	0%	0	0%
Variance in Shift Pattern	0	0	0%	0	0%	0	0%	0	0%
Homeworking	0	0	0%	0	0%	0	0%	0	0%
Increase in Working Hours	0	0	0%	0	0%	0	0%	0	0%
TOTALS	0	0	0%	0	0%	0	0%	0	0%

8. GRIEVANCE

8.1 Grievance Profile – Figures 1 July to 30 September 2009

	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Number of Staff that have raised a grievance under a formal grievance procedure	1	0	0%	1	100%	0	0%	0	0%

Number of Staff that have raised a grievance as a specific complaint of:	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Bullying or harassment	0	0	0%	0	0%	0	0%	0	0%
Discrimination	0	0	0%	0	0%	0	0%	0	0%
Other	1	0	0%	1	100%	0	0%	0	0%
TOTALS	1	0	0%	1	100%	0	0%	0	0%

9.1 Police Officer Disciplinary/Misconduct – figures 1 July to 30 September 2009

Officers subject to Disciplinary/Misconduct in period	Gender					BME		Disability	
	Total	Female	%	Male	%	Total	%	Yes	%
New cases recorded in quarter	7	2	28%	5	72%	0	0	0	0
TOTALS	7	2	28	5	72	0	0	0	0

Disciplinary/Misconduct Closed in period (includes cases recorded in Q2 and previous quarters)	Gender					BME		Disability	
	Total	Female	%	Male	%	Total	%	Yes	%
5(2) Warning	1	0	0%	1	100%			0	0%
5(3) Warning	3	1	33%	2	66%			0	0%
6(6) Warning	2	0	0%	2	100%			0	0%
Counselled	0	0	0%	0				0	0%
Formal Hearing	0	0	0%	0				0	0%
No Action Taken	1	1	100%	0				0	0%
Unsubstantiated	1	0	0%	1	100%			0	0%
Resigned Prior to Completion	0	0	0%	0				0	0%
Other	0	0	0%	0				0	0%
TOTALS	8	2	25%	6	75%			0	0

9.2 Police Staff Disciplinary Profile Figures 1 July to 30 September 2009

	Total	Gender				BME		Disability	
		Female	%	Male	%	Total	%	Yes	%
Investigations Conducted	0	0	0%	0	0%	0	0%	0	0%
Number which Progress to Disciplinary Hearing	0	0	0%	0	0%	0	0%	0	0%
Number Subject to Informal Disciplinary Sanction (Corrective Advice etc)	0	0	0%	0	0%	0	0%	0	0%
Number Subject to Formal Disciplinary Sanction (e.g. Final Written Warning)	0	0	0%	0	0%	0	0%	0	0%
Number Subject to No Disciplinary Action	0	0	0%	0	0%	0	0%	0	0%

September 2009