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PROMOTING DIVERSITY
STATUTORY DUTIES REPORT
RACE RELATIONS (Amendment) ACT 2000

Community and Race Relations Unit



ETHNICITY MONITORING
(2005/2006)

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Version 1.0

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Document History			
Version	Author	Distribution	Notes
V0.1	Declan McHenry	n/a	Initial working copy
V1.0	Declan McHenry	Chief Officer Group	Sample copy
V1.1	Declan McHenry	Race Equality Scheme	Amended following COG input

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SUMMARY

Police Officers	Employment Stage									
	Ethnicity	Economically Active	Applied	Selected	In Post	Training	Promotion	Development	Grievance	Dismissal
White	91.8%	83.1%	89.7%	94.1%	ND	ND	ND	SIZE	SIZE	95.4%
Mixed	0.9%	2.2%	3.0%	1.4%						0.8%
Asian	4.2%	6.4%	2.3%	1.7%						1.5%
Black	2.1%	6.1%	2.8%	2.0%						1.5%
Other	1.0%	1.1%	0.5%	0.3%						0.0%
Not Stated	0.0%	1.1%	1.8%	0.4%						0.8%

- ND = No data, Size = Sample size too small to be statistically useful.
- Asian and Black populations over-represented at the application stage but under-represented at actual selection. The reasons for this are unknown.

Special Constables	Employment Stage									
	Ethnicity	Economically Active	Applied	Selected	In Post	Training	Promotion	Development	Grievance	Dismissal
White	91.8%	62.3%	78.8%	70.2%	ND	ND	ND	SIZE	SIZE	84.6%
Mixed	0.9%	2.5%	0.0%	0.8%						0.0%
Asian	4.2%	18.9%	7.6%	9.4%						1.9%
Black	2.1%	9.7%	3.0%	7.3%						5.8%
Other	1.0%	1.7%	0.0%	0.0%						1.9%
Not Stated	0.0%	4.9%	10.6%	12.2%						5.8%

- ND = No data, Size = Sample size too small to be statistically useful.
- Asian and Black populations over-represented at the application stage but this drops at actual selection. The reasons for this are unknown.

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Police Staff	Employment Stage									
Ethnicity	Economically Active	Applied	Selected	In Post	Training	Promotion	Development	Grievance	Dismissal	Leaving
White	91.8%	ND	78.1%	81.9%	ND	ND	ND	SIZE	SIZE	75.2%
Mixed	0.9%		2.7%	2.0%						3.6%
Asian	4.2%		4.8%	5.7%						5.5%
Black	2.1%		7.7%	7.4%						9.1%
Other	1.0%		0.8%	0.7%						1.2%
Not Stated	0.0%		5.9%	2.2%						5.5%

- ND = No data, Size = Sample size too small to be statistically useful.
- The white population is under-represented. This appears linked to the higher proportion of Police Staff posts in the Greater London area where the proportion of the overall population from Visible Minority Ethnicities is significantly higher than the general background population of Britain.

PCSOs	Employment Stage									
Ethnicity	Economically Active	Applied	Selected	In Post	Training	Promotion	Development	Grievance	Dismissal	Leaving
White	91.8%	ND	ND	64.0%	ND	ND	ND	SIZE	SIZE	ND
Mixed	0.9%			6.7%						
Asian	4.2%			12.9%						
Black	2.1%			13.5%						
Other	1.0%			1.7%						
Not Stated	0.0%			1.1%						

- ND = No data, Size = Sample size too small to be statistically useful.
- Visible Minority Ethnic populations over-represented among those in post. This is especially noteworthy when compared to the other staff types and may be reflective of some aspect of the criteria for role eligibility or the actual selection process.

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1 Introduction

- 1.1 The Race Relations (Amendment) Act 2000 places a statutory duty on public authorities to promote race equality. The aim of the duty is to ensure that the services provided by a public authority are fair and equally accessible to all sections of the community.
- 1.2 The purpose of this report is to provide an overview of the demographic make-up of British Transport Police at various stages of the force's employment and service delivery processes.
- 1.3 This is known as 'Ethnicity Monitoring' and is geared to highlight possible inequity in the way services are provided. The report is based on statistical data showing how many individuals, from different racial groups, are involved in, or affected by, the various activities performed by BTP.
- 1.4 At a base level the proportion of individuals from each identified racial group, involved in or affected by BTP activities, is compared against background populations derived from Official Census data.
- 1.5 It should be noted that any apparent differences between racial groups, as identified within this report, does not itself constitute any evidence of inequality. Instead, it provides an indicator of where additional investigation may be required in order to establish actual reasons for the differences and to identify and overcome any specific barriers to equality.
- 1.6 This report is produced in support of the BTP's Race Equality Scheme.
- 1.7 The employment areas to be monitored directly reflect guidance issued by the Police National Diversity Team. Although the PNDT suggest diversity monitoring should include gender, religion, sexual orientation, age and disability as well as race, this report focuses purely on race.

2 Background Demographics

- 2.1 The data in this report has been compared against background demographics for the whole of Britain (i.e. England, Scotland and Wales).
- 2.2 The primary comparison has been made with demographic data compiled by the Office of National Statistics (for England and Wales) and the General Register Office (for Scotland) as part of the 2001 Census.
- 2.3 Further comparison has been made against Labour Market Statistics, in line with Home Office guidance, to identify the actual demographics of the background population who would be of working age. In theory this provides a more accurate picture of the demographics of the general population who would potentially be available for employment.

<p>SECTION A</p> <p>STAFF IN POST</p>

Staff in Post (5+1 breakdown)

Ethnicity	Police Officers		Special Constables		Police Staff		PCSOs		Workforce Total	Population (Britain)	
	No	%	No	%	No	%	No	%		Census 2001	Economically Active
White	2513	94.1%	172	70.2%	803	81.9%	114	64.0%	88.5%	91.9%	93.2%
Mixed	37	1.4%	2	0.8%	20	2.0%	12	6.7%	1.7%	1.2%	0.8%
Asian	45	1.7%	23	9.4%	56	5.7%	23	12.9%	3.6%	4.0%	3.4%
Black	54	2.0%	18	7.3%	73	7.4%	24	13.5%	4.2%	2.0%	1.8%
Other	9	0.3%	0	0.0%	7	0.7%	3	1.7%	0.4%	0.8%	0.8%
Not Stated	12	0.4%	30	12.2%	22	2.2%	2	1.1%	1.6%	0.0%	0.0%
Visible Minority total	145	5.4%	43	17.6%	156	15.9%	62	34.8%	10.0%	8.1%	6.9%

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo)
- The Asian population is particularly under represented among Police Officers,
- Higher proportions of Visible Minority Ethnic populations are apparent in support roles,
- The organisation is least likely to capture ethnicity data in relation to Special Constables.

Actions/ Proposals

- Compare and evaluate the eligibility, application and selection processes for Police Officers against other roles to identify reasons for disproportionality in proportions of staff in post,
- Strengthen procedures for capturing personnel information, especially in relation to Special Constables.

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Staff in Post (16+1 breakdown)

Ethnicity	Police Officers		Special Constables		Police Staff		PCSOs		Workforce Total	Population (Britain)	
	No	%	No	%	No	%	No	%		Census 2001	Economically Active
White British	2381	89.2%	163	66.5%	740	75.4%	104	58.4%	83.2%	88.2%	89.0%
White Irish	40	1.5%	1	0.4%	12	1.2%	3	1.7%	1.4%	1.2%	1.3%
Other White	92	3.4%	8	3.3%	51	5.2%	7	3.9%	3.9%	2.5%	2.9%
Mixed	37	1.4%	2	0.8%	20	2.0%	12	6.7%	1.7%	1.2%	0.8%
Indian	20	0.7%	8	3.3%	36	3.7%	11	6.2%	1.8%	1.8%	1.9%
Pakistani	20	0.7%	4	1.6%	3	0.3%	5	2.8%	0.8%	1.3%	0.8%
Bangladeshi	3	0.1%	8	3.3%	2	0.2%	4	2.2%	0.4%	0.5%	0.3%
Other Asian	2	0.1%	3	1.2%	15	1.5%	3	1.7%	0.6%	0.4%	0.4%
Black Caribbean	29	1.1%	5	2.0%	43	4.4%	7	3.9%	2.1%	1.0%	1.0%
Black African	18	0.7%	10	4.1%	21	2.1%	17	9.6%	1.6%	0.8%	0.7%
Other Black	7	0.3%	3	1.2%	9	0.9%	0	0.0%	0.5%	0.2%	0.1%
Chinese	3	0.1%	0	0.0%	2	0.2%	0	0.0%	0.1%	0.4%	0.4%
Any other ethnic group	6	0.2%	0	0.0%	5	0.5%	3	1.7%	0.3%	0.4%	0.4%
Not Stated	12	0.4%	30	12.2%	22	2.2%	2	1.1%	1.6%	0.0%	0.0%
Visible Minority total	145	5.4%	43	17.6%	156	15.9%	62	34.8%	10.0%	8.1%	6.9%

Additional Information/ Observations

- This provides a more detailed breakdown of the preceding table (Staff in Post)
- Data is for the full 2005/2006 year (source Apollo)
- The Asian Indian population is shown to be particularly under represented among Police Officers,
- The Chinese community is under represented across the whole organisation.

Actions/ Proposals

- While continuing to generally encourage employment of Visible Minority Ethnicities, especial effort should be focused on encouraging police officer applications from the Asian Indian community,
- General attempts should be made to increase engagement with the Chinese community.

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SECTION B

RECRUITMENT

Applications Requested for Police Officer and Special Constable Roles

Ethnicity	Police Officers		Special Constables		Population (Britain)	
	No	%	No	%	Census 2001	Economically Active
White British	4317	79.9%	261	55.3%	88.2%	89.0%
White Irish	39	0.7%	6	1.3%	1.2%	1.3%
Other White	134	2.5%	27	5.7%	2.5%	2.9%
Mixed	117	2.2%	12	2.5%	1.2%	0.8%
Indian	133	2.5%	29	6.1%	1.8%	1.9%
Pakistani	109	2.0%	39	8.3%	1.3%	0.8%
Bangladeshi	54	1.0%	11	2.3%	0.5%	0.3%
Other Asian	52	1.0%	10	2.1%	0.4%	0.4%
Black Caribbean	117	2.2%	9	1.9%	1.0%	1.0%
Black African	197	3.6%	34	7.2%	0.8%	0.7%
Other Black	18	0.3%	3	0.6%	0.2%	0.1%
Chinese	9	0.2%	2	0.4%	0.4%	0.4%
Any other ethnic group	48	0.9%	6	1.3%	0.4%	0.4%
Not Stated	59	1.1%	23	4.9%	0.0%	0.0%
Visible Minority total	854	15.8%	155	32.8%	8.1%	6.9%

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Human Resources)
- With the exception of the Chinese community applications from Visible Minority Ethnicities are well represented among Police Officers,
- Applications from the Irish and Other White communities, for Police Officers, are under represented. This may reflect changing demographics but, for the Other White community, may reflect selection criteria such as Nationality.

Actions/ Proposals

- Further research to identify shortfalls in applications from the Irish and Other White community,
- Specific action should be taken to encourage applications from the Chinese community.

People Selected and Starting in Police and Special Constable Roles

Ethnicity	No. of Starters (Police Officers)		No. of Starters (Special Constables)		Population (Britain)	
					Census 2001	Economically Active
White	356	89.7%	52	78.8%	91.9%	91.8%
Mixed	12	3.0%	0	0.0%	1.2%	0.9%
Asian	9	2.3%	5	7.6%	4.1%	4.2%
Black	11	2.8%	2	3.0%	2.0%	2.1%
Other	2	0.5%	0	0.0%	0.8%	1.0%
Not Stated	7	1.8%	7	10.6%	0.0%	0.0%

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo)
- The Asian and Other populations are significantly under represented among those starting in Police Officer posts,
- Compared to the proportions requesting application information there are significant shortfalls in the proportion of applications from Visible Minority Ethnicities actually making the selection stage.

Actions/ Proposals

- Further research to identify the decline in the proportions of people from the Asian and Other communities arriving at the selection stage compared to those requesting application information.

Ethnicity statistics for the numbers of people requesting application packs for Police Staff or Community Support Roles are not currently available. Force Human Resources have implemented systems to begin capturing this data from April 2006. It will be available for future ethnicity monitoring reports.

Starters in Police Staff Roles

Ethnicity	No. of Starters (Police Staff)		Population (Britain)	
			Census 2001	Economically Active
White	293	78.1%	91.9%	91.8%
Mixed	10	2.7%	1.2%	0.9%
Asian	18	4.8%	4.1%	4.2%
Black	29	7.7%	2.0%	2.1%
Other	3	0.8%	0.8%	1.0%
Not Stated	22	5.9%	0.0%	0.0%

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo),
- The Black and Mixed populations are over represented among Police Staff roles but that appears linked to the prevalence of such roles in the Greater London area,
- Currently the Apollo system is limited in its ability to fully distinguish PCSO staff.

Actions/ Proposals

- Standard Apollo reports are further developed to provide more detail on PCSO starters.

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SECTION C

TRAINING

- Information in relation to training is held on the TAS Module of the Apollo Database.
- The TAS Module has recently been rolled out and full information is not held for 2005/2006 year.
- Training information will be recorded on TAS from April 2006.
- Human Resources are currently examining the technical capability of TAS to produce diversity monitoring data for future monitoring purposes.

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SECTION D

PROMOTION

- Processes for the capture of diversity information in relation to promotion were not in place for the 2005/2006 year.
- Human Resources have now put in place systems to capture information from April 2006 and this will be included in analysis from July 2006 onwards.

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SECTION E

PERSONAL DEVELOPMENT

- Diversity information in relation to personal development is captured through the Personal Development Review System.
- Diversity information from the system was due to be captured by the end of April 2006 (for the 2005/2006 year). This data is not yet available for analysis.

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SECTION F

GRIEVANCES AND DISCIPLINE

Grievances

Ethnicity	No. of people raising grievances		No. of people with specific complaints of bullying, harassment or discrimination		Population (Britain)	
					Census 2001	Economically Active
White	68	85.0%	28	80.0%	91.9%	91.8%
Mixed	2	2.5%	2	5.7%	1.2%	0.9%
Asian	1	1.3%	0	0.0%	4.1%	4.2%
Black	7	8.8%	4	11.4%	2.0%	2.1%
Other	1	1.3%	0	0.0%	0.8%	1.0%
Not Stated	1	1.3%	1	2.9%	0.0%	0.0%

Additional Information/ Observations

- Data is for April 2005 to February 2006 (source Human Resources),

Complaints of Bullying, Harassment or Discrimination

	Police Staff	Police Officer	PCSO	Not Stated	Total
White	3	23	1	1	28
Black	1	3			4
Asian					0
Mixed	1		1		2
Other					0
Not Stated	1				1
	6	26	2	1	35

Additional Information/ Observations

- Data is for April 2005 to February 2006 (source Human Resources),
- Police Officers are over represented among those raising grievances,
- On average a person raising a grievance has nearly 12 years service with the organisation; however this figure is nearly halved where the complainant comes from a Visible Minority.

Actions/ Proposals

- Further research is conducted to identify reasons why police officers are more likely to record complaints of bullying, harassment or discrimination.

Resolution of Complaints of Bullying Harassment or Discrimination

	Resolved	Yes	No	
Stage 1	15	13	2	15
2	10	8	2	10
3	8	6	2	8
Not Stated	2			2

Additional Information/ Observations

- Data is for April 2005 to February 2006 (source Human Resources).

Employment Tribunals

	Male	Female	Total
White	4		4
Black	2	1	3
Asian			0
Mixed			0
Other	1		1
Not Stated			0
	7	1	8

Race Discrimination	4	1	5
Sexual Discrimination	1		1
Sexual Orientation Discrimination	2		2
	7	1	8

Additional Information/ Observations

- Data is for April 2005 to February 2006 (source Human Resources),
- Numbers are too low to make any significant statistical analysis,
- Half of the tribunals relate involve a complainant of Sergeant rank, half of Police Constable. No police staff were recorded.

Actions/ Proposals

- Human Resources begins to record the financial cost of Employment Tribunals.

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Dismissals

	Police	Special	Staff	Total	Proportion	End of Contract	Unsatisfactory Performance	Redundancy	Not Stated	Total
White	3	3	15	21	67.7%	10	2	4	5	21
Black			6	6	19.4%	5	1			6
Asian			2	2	6.5%	2				2
Mixed			1	1	3.2%	1				1
Other				0	0.0%					0
Not Stated			1	1	3.2%	1				1
	3	3	25	31		19	3	4	5	31

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo),
- Numbers are too low to make any significant statistical analysis,
- However the Visible Ethnic Minority communities appear over-represented in direct comparison to the White population.

Actions/ Proposals

- Human Resources begins to record the financial cost of Employment Tribunals.

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SECTION G
LEAVING

Staff Leaving BTP Employment

Ethnicity	Police Officers		Special Constables		Police Staff		Workforce Total	Population (Britain)	
	No	%	No	%	No	%		Census 2001	Economically Active
White	125	95.4%	44	84.6%	124	75.2%	84.2%	91.9%	91.8%
Mixed	1	0.8%	0	0.0%	6	3.6%	2.0%	1.2%	0.9%
Asian	2	1.5%	1	1.9%	9	5.5%	3.4%	4.1%	4.2%
Black	2	1.5%	3	5.8%	15	9.1%	5.7%	2.0%	2.1%
Other	0	0.0%	1	1.9%	2	1.2%	0.9%	0.8%	1.0%
Not Stated	1	0.8%	3	5.8%	9	5.5%	3.7%	0.0%	0.0%

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo)
- Visible Minority Ethnicity populations are over-represented among Police Staff. The reason for this is unclear but could be linked to the prevalence of posts in Greater London but may also be linked to the nature of local contracts and roles.

Actions/ Proposals

- Further research is undertaken to identify nature of posts and contracts held by Police Staff who are leaving.

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Police Officers Leaving

Ethnicity	Reason For Leaving (Police Officers)						
	Death	Dismissal	IHR	Resign	Retire	Transfer	Not Stated
White	2	5	11	64	35	7	1
Mixed				1			
Asian				1			
Black				2			
Other				0			
Not Stated				1			

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo)

Special Constables Leaving

Ethnicity	Reason For Leaving (Special Constables)						
	Death	Dismissal	IHR	Resign	Retire	Transfer	Not Stated
White				41			3
Mixed				0			
Asian				1			
Black				3			
Other				1			
Not Stated				3			

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo)

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Police Staff Leaving

Ethnicity	Reason For Leaving (Police Staff)						
	Death	Dismissal	IHR	Resign	Retire	Transfer	Not Stated
White	2	18	3	92	7		2
Mixed		2		3			1
Asian		4		5			
Black		7		6	1		1
Other		0		2			
Not Stated		1		7			1

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo)

Probationer Constables Resigning

Ethnicity	Probationer Constables	
	Resigned	%
White	2	100.0%
Mixed	0	0.0%
Asian	0	0.0%
Black	0	0.0%
Other	0	0.0%
Not Stated	0	0.0%

Additional Information/ Observations

- Data is for the full 2005/2006 year (source Apollo)

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SECTION H

FLEXIBLE WORKING

- Diversity statistics in relation to flexible working are not currently available. The new Flexible Working Policy is being launched in mid-May 2006 and includes directions on the inclusion of diversity monitoring information. A specific screen has also been designed for capturing data from the Apollo system.
- Diversity information should be available from July 2006.

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