



Freedom of Information request ref 01/FOI/25/3424
We received your request on the 02/06/2025.

Request

You asked us:

What would you like to know?:

- 1) Does your force have an active Black Police Association or similar for Black, Asian and ethnic minority (BAME) members of your workforce?
- 2) What is it called?
- 3) How many officers, support staff and PCSOs do you have?
- 4) How many of those are BAME workforce (officers, support staff and PCSOs)?
- 5) How many current Attendance Management cases do you have? (Force compared to BAME)?
- 6) How many current Complaints do you have? (Force compared to BAME)?
- 7) How many current Disciplinary cases do you have where regulation 21 notices have been served to attend a misconduct meeting/hearing? (Force compared to BAME)?
- 8) How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME)?
- 9) How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)?
- 10) How many current Incapability/capability cases do you have? (Force compared to BAME)?
- 11) How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BAME)?
- 12) How many current Unsatisfactory Performance Procedures Tribunals do you have, or equivalent? (Force compared to BAME)?
- 13) What plans does your force have to improve and support the voice, position and confidence of women of colour in policing?
- 14) What grade, pay scale or band is your most senior BAME police staff? What is their gender?

We have handled your request under the Freedom of Information Act (FOIA)

Our response:

1. Yes
2. SAME (Support Association for Minority Ethnic Employees)
- 3.

Count of Police Number	Ethnic Origin 5+1					
BTP Employee Type	White	Asian or Asian British	Black or Black British	Mixed	Not Stated	Grand Total
Police Officer	2611	157	79	104	106	3057
Police Staff	1285	238	125	63	45	1756
Special Officer	187	20	3	8	11	229
PCSO	162	24	4	8	8	206
Grand Total	4245	439	211	183	170	5248

4. 16.13% (798)

5.
There are currently 115 stage one sickness cases recorded, of which 17 were BAME employees.

Also, there are currently 6 stage two sickness cases recorded, of which 1 were BAME employees.

- 6.

How many current Complaints do you have? (Force compared to BAME)?	
Row Labels	Count of Ethnic Appearance
Unknown	40
White	21
Black	7
Other	4
Asian	3
Grand Total	75

- 7.

How many current Disciplinary cases do you have where regulation 21 notices have been served to attend a misconduct meeting/hearing? (Force compared to BAME)?	
Row Labels	Count of Ethnic Appearance
White	12
Asian	1
Grand Total	13

8.

9 Live employment tribunals

9.

01/06/2025 – 30/06/2025 BTP had 10 live grievances

10.

We currently have 45 step 1 and 18 step 2 Capability cases due to ill-health.

11.

How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BAME)?	
Row Labels	Count of Ethnic Appearance
White	105
Asian	9
Other	7
Unknown	3
Black	1
Grand Total	125

12.

None

13.

Black Talent Programme

BTP runs a specific programme to support and develop Black members of staff. The programme consists of coaching and mentoring, career pathways, networking and leadership masterclasses.

Employee Support Networks

Female Police Association and SAME provide support women of colour and are given a voice in key decisions. The inclusion and diversity strategy includes an objective around inclusive culture and representation with objectives of engaging and involving our people, improving our workforce representation and equity and embedding continuous learning for our people.

All people survey and Our Black Workforce Survey

The voice of BTP's people is captured through the annual All People survey. The data can be filtered down by gender and ethnicity as well as regionally to identify outliers. BTP also promoted and undertook the Our Black Workforce survey and the results of this are expected later this year.

Independent Advisory Groups

IAG members are invited to key meetings and are briefed on areas of business such as the ethnicity pay gap report. Whilst the IAG consists of external members of the community, they hold BTP to account and are representative of the communities that we serve.

Equality Impact Assessments

BTP now conducts internal as well as external equality impact assessments for key events and issues that affects different communities. The assessments consider protected

characteristics and provide recommended actions influenced by the input and views of our internal community.

14.
Grade C004, Gender: Male