



General Duty Equality report 2017 – 2018

**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 2017 to 31 March 2018.

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 2018 unless stipulated.

Recruitment data covers 12 month period ending March 2018 (01/04/2017 – 31/03/2018).

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 2015, 2016, 2017 and 2018.

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.

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Workforce representation – headcount not FTE

Figures shown are headcounts and exclude career break and secondment (external and regional)

	Representation	Mar-15	Mar-16	Mar-17	Mar-18
All	Police Staff numbers	873	847	832	894
	Police Officer numbers	1393	1381	1349	1369
	PCSO numbers	154	141	142	117
BME	Police Staff numbers	24	23	29	37
	Police Staff %	2.7%	2.7%	3.5%	4.14%
	Police Officer numbers	28	33	37	44
	Police Officer %	2.0%	2.4%	2.7%	3.21%
	PCSO numbers	15	12	10	9
	PCSO %	9.7%	8.5%	7.0%	7.69%
Female	Police Staff numbers	535	521	520	573
	Police Staff %	61.0%	61.5%	62.5%	64.09%
	Police Officer numbers	417	420	416	423
	Police Officer %	30.0%	30.0%	30.8%	30.9%
	PCSO numbers	82	75	67	62
	PCSO %	53.0%	53.0%	47.2%	52.99%
Under 24 years	Police Staff numbers	55	55	42	46
	Police Staff %	6.0%	6.5%	5.0%	5.15%
	Police Officer numbers	47	54	22	46
	Police Officer %	3.0%	3.9%	1.6%	3.36%
	PCSO numbers	14	15	12	8
	PCSO %	9.0%	10.6%	8.5%	6.84
45 – 55+ years	Police Staff numbers	460	435	409	471
	Police Staff %	52.0%	51.0%	49.2%	52.68%
	Police Officer numbers	411	419	367	396
	Police Officer %	29.0%	30.0%	27.2%	28.93%
	PCSO numbers	45	45	42	51
	PCSO %	28.5%	32.0%	29.6%	43.59%
Disability	Police Staff numbers	89	101	100	75
	Police Staff %	10.0%	12.0%	12.0%	8.39%
	Police Officer numbers	87	90	109	83
	Police Officer %	6.0%	6.5%	8.1%	6.06%
	PCSO numbers	8	7	8	5
	PCSO %	5.0%	5.0%	5.6%	4.27%

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*National
Average:

OFFICER	
BME	6.1%
Female	29.1%

PCSO	
BME	9.3%
Female	45.0%

*Home Office Strength Bulletin (43 forces of England and Wales) - March 2017

**Local
Population:

BME	9.7%
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**Census 2011 - representation of local population (taken from College of Policing BME Progression Report)

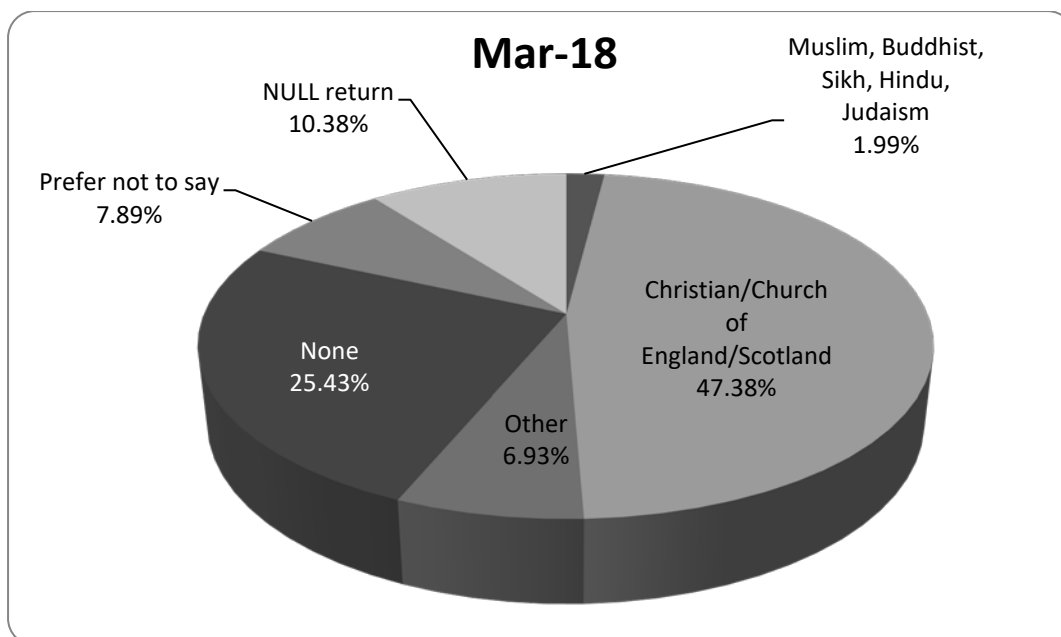
Overall workforce breakdown

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 (headcount)

	Mar-15	Mar-16	Mar-17	Mar-18
Number disclosed	2420	2369	2559	2611
Muslim, Buddhist, Sikh, Hindu, Judaism	49	48	50	52
% of those disclosed	2.0%	2.0%	2.0%	2%
Christian/Church of England/Scotland	1102	1053	1261	1237
% of those disclosed	45.5%	44.5%	49.3%	47.38%
Other	351	345	167	181
% of those disclosed	14.5%	14.6%	6.5%	6.93%
None	536	546	627	664
% of those disclosed	22.0%	23.0%	24.5%	25.43%
Prefer not to say	316	286	213	206
% of those disclosed	13.0%	12.0%	8.3%	7.89%
NULL return	66	91	241	271
% of those disclosed	2.7%	3.8%	0.0%	10.38%



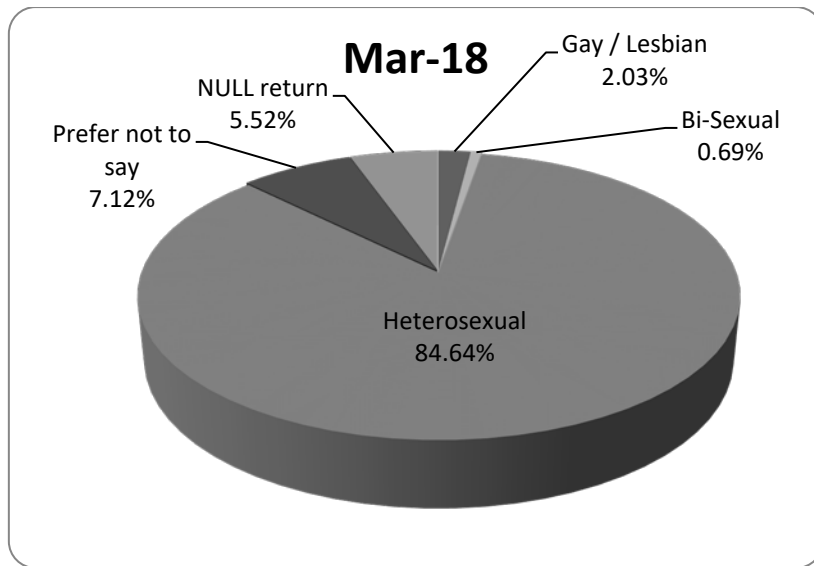
Sexual Orientation (headcount)

Data as at 31 March 2018

The data provided relates to staff, officers, PCSOs and Specials

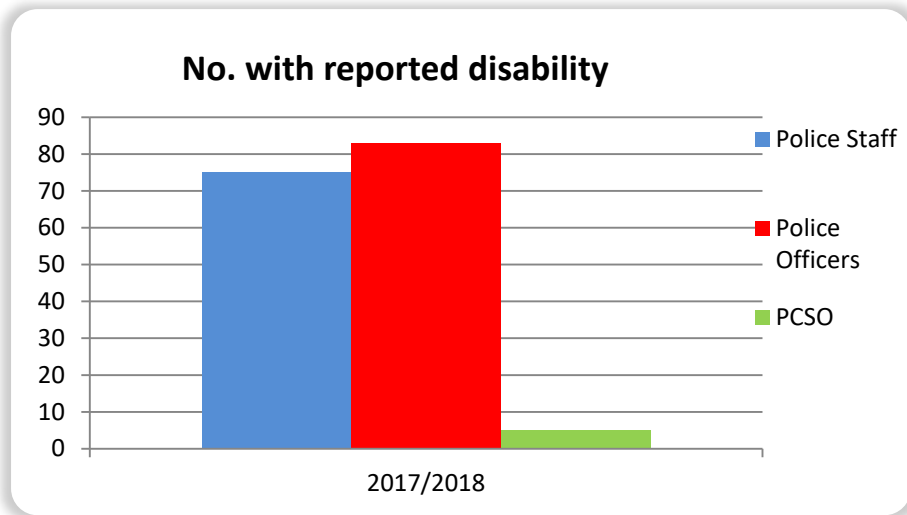
	Mar-15	Mar-16	Mar-17	Mar-18
Number disclosed	2420	2369	2559	2611
Gay / Lesbian	44	45	47	53
% of those disclosed	1.8%	1.9%	1.8%	2.03%
Bi-Sexual	8	11	12	18
% of those disclosed	< 1%	< 1%	< 1%	<1%
Heterosexual	1981	1948	2145	2210
% of those disclosed	81.0%	82.0%	83.8%	84.64%
Prefer not to say	217	203	190	186
% of those disclosed	8.9%	8.6%	7.4%	7.12%
NULL return	170	162	165	144
% of those disclosed	7.0%	6.8%	6.4%	5.52%

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Disability (headcount)

Number with reported disability	2014/15	2015/16	2016/17	2017/18
Police Staff	89	101	100	75
Police Officers	87	90	109	83
PCSO	8	7	8	5



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Senior rank / grade structure

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

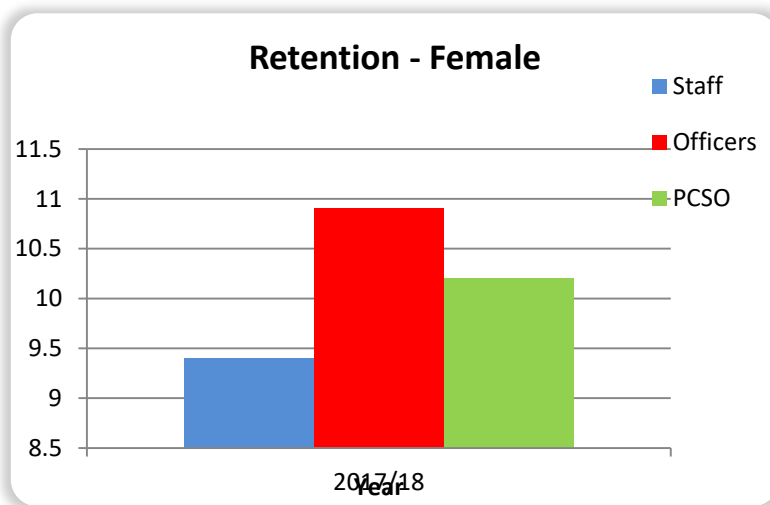
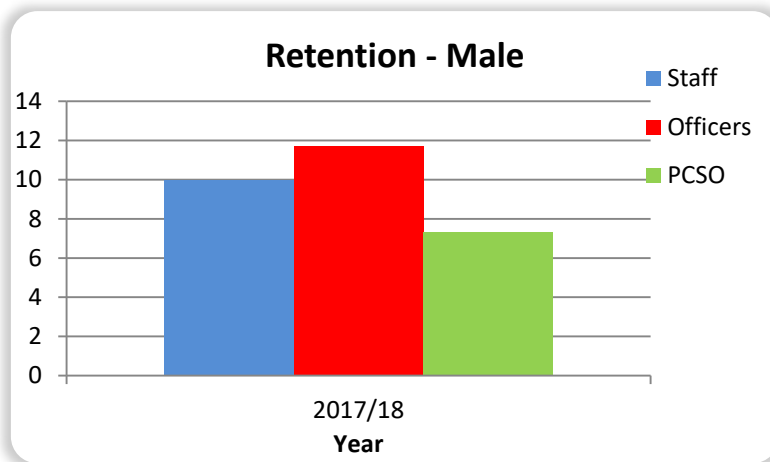
	As at	Force Total	BME		Female		Disabled		Age 45 – 55+	
Sergeant and above	31 March 2015	343	8	2.3%	79	23.0%	15	4.4%	151	44.4%
	31 March 2016	333	8	2.4%	82	24.6%	17	5.1%	150	45.0%
	31 March 2017	334	10	3.0%	84	25.1%	22	6.6%	132	39.5%
	31 March 2018	273	10	3.66%	73	26.74%	11	4.03%	127	46.52%
Police staff grade SO and above	31 March 2015	176	4	2.2%	82	46.5%	5	2.8%	105	59.0%
	31 March 2016	169	6	3.5%	89	52.6%	12	7.0%	98	58.0%
	31 March 2017	209	7	3.3%	117	56.0%	24	11.5%	113	54.1%
	31 March 2018	213	8	3.76%	123	57.75%	14	6.57%	133	62.44%

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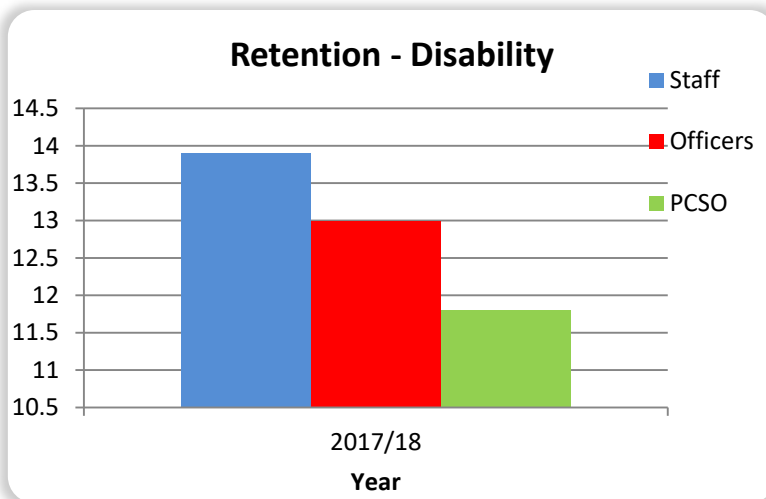
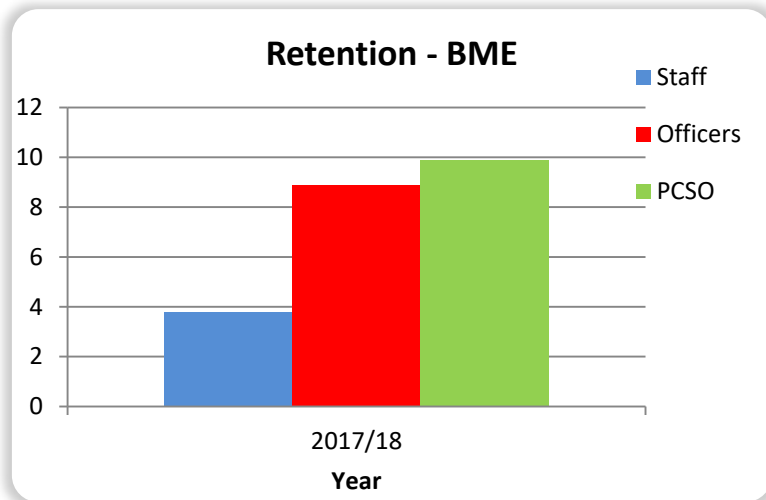
Retention

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

		2014/15	2015/16	2016/17	2017/18
Male	Staff	9.86	11.2	7.8	10
	Officers	13.19	12.7	11.7	11.7
	PCSO	6.36	7.23	5.8	7.3
Female	Staff	10.44	10.72	9.6	9.4
	Officers	11.42	9.1	10.6	10.9
	PCSO	7.65	7.8	8.7	10.2
BME	Staff	5.22	4.95	3.7	3.8
	Officers	11.24	10.45	8.2	8.9
	PCSO	6.5	7.2	9.2	9.9
Disability	Staff	13.82	12.74	13.4	13.9
	Officers	16.15	15.61	13.9	13
	PCSO	9.11	9.51	10.5	11.8



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Recruitment

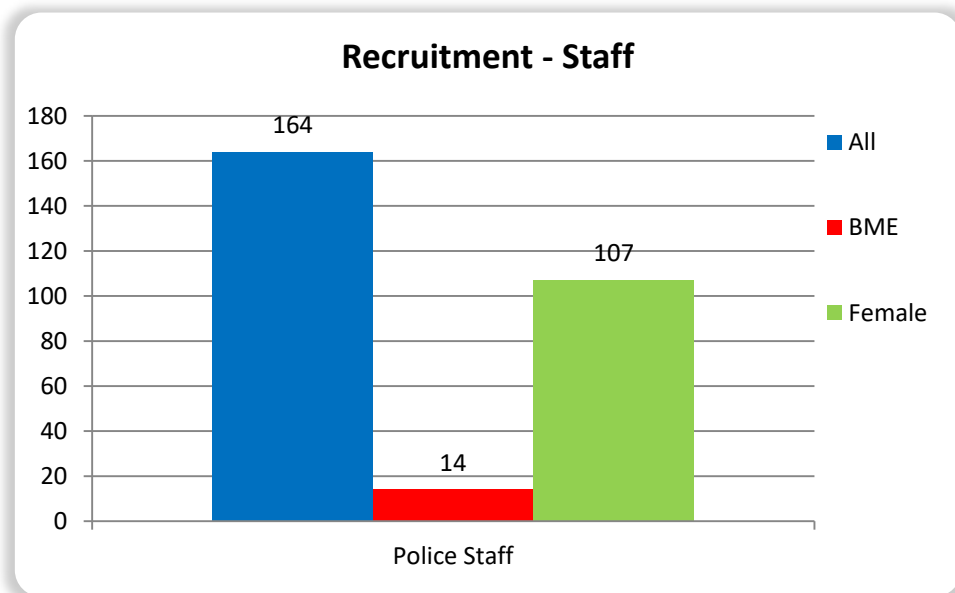
(Headcount)

Data for period 01/04/17 - 31/03/18

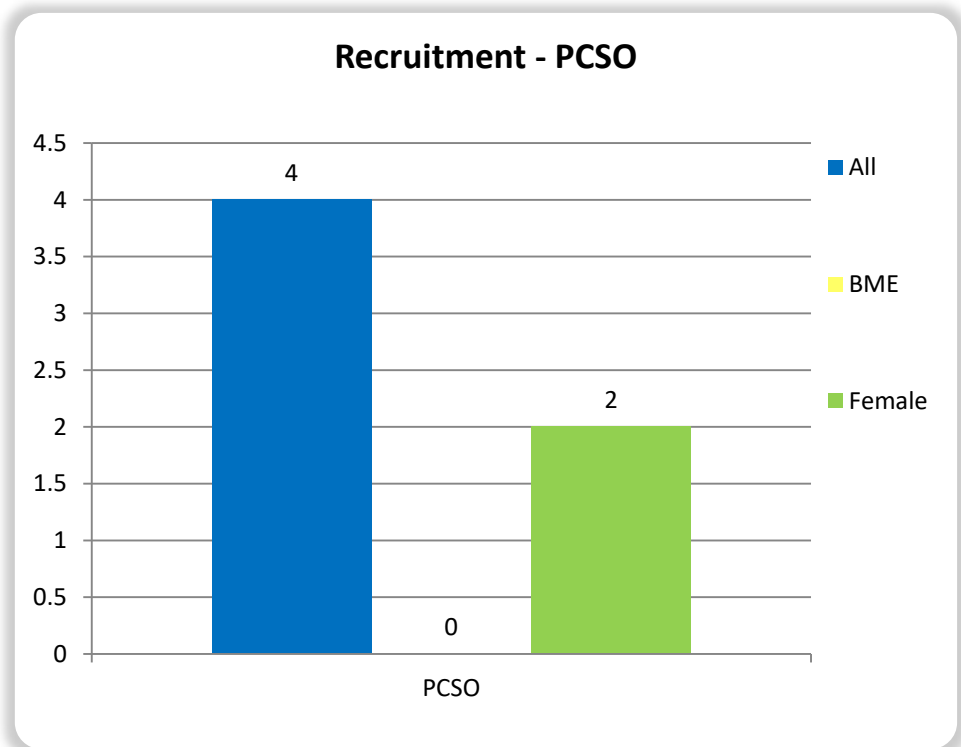
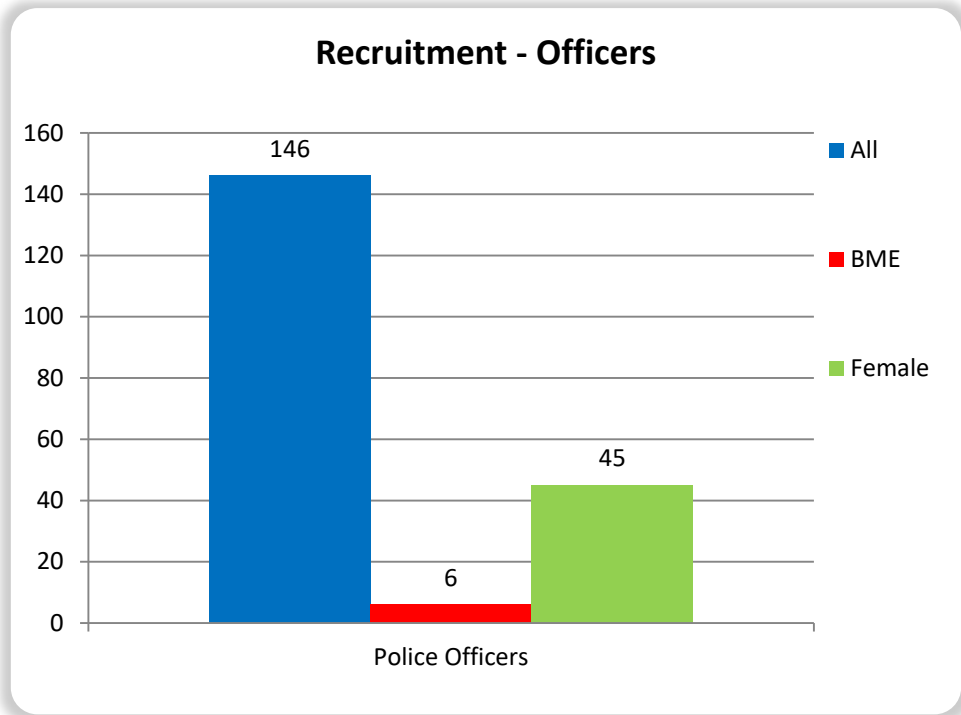
Police Staff	Total	
All	164	
BME	14	8.54%
Female	107	65.24%

Police Officers	Total	
All	146	
BME	6	4.11%
Female	45	30.82%

PCSO	Total	
All	4	
BME	0	0.00%
Female	2	50.00%



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Ceased Employment (Leavers Headcount)

Data for period 01/04/17 - 31/03/18

The data in the "other" field includes dismissal & death in service.

Data based on Leaving reason:

	Total		BME		Female		45 - 50+		Disability	
	No	%	No	%	No	%	No	%	No	%
Police Staff Total	106		7		59		49		10	
Joined Regulars	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	18	16.98%	1	14.29%	11	18.64%	14	28.57%	1	10.00%
Resignation	73	68.87%	5	71.43%	43	72.88%	24	48.98%	7	70.00%
Retirement	11	10.38%	1	14.29%	2	3.39%	11	22.45%	2	20.00%
Transfer Out	4	3.77%	0	0.00%	3	5.08%	0	0.00%	0	0.00%
Police Officer Total	104		0		28		63		9	
Joined Regulars	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	4	3.85%	0	0.00%	0	0.00%	2	3.17%	0	0.00%
Resignation	33	31.73%	0	0.00%	18	64.29%	6	9.52%	2	22.22%
Retirement	54	51.92%	0	0.00%	8	28.57%	54	85.71%	7	77.78%
Transfer Out	13	12.50%	0	0.00%	2	7.14%	1	1.59%	0	0.00%
PCSO Total	26		1		6		2		2	
Joined Regulars	8	30.77%	0	0.00%	1	16.67%	0	0.00%	0	0.0%
Other	1	3.85%	0	0.00%	0	0.00%	0	0.00%	0	0.0%
Resignation	16	61.54%	0	0.00%	4	66.67%	1	50.00%	2	100.0%
Retirement	1	3.85%	1	100.00%	1	16.67%	1	50.00%	0	0.0%
Transfer Out	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.0%

Special Constabulary**Equality & Diversity within the Special Constabulary**

		Mar-15	Mar-16	Mar-17	Mar-18
All	Specials numbers	275	259	236	231
BME	Specials numbers	9	9	5	9
	Specials %	3.2%	3.5%	2.1%	3.9%
Female	Specials numbers	82	74	69	71
	Specials %	30.0%	28.6%	29.2%	30.74%
Under 24 years	Specials numbers	110	78	54	60
	Specials %	41.0%	30.0%	22.9%	25.97%
45 – 55+ years	Specials numbers	31	33	33	45
	Specials %	11.0%	12.7%	14.0%	19.48%
Disability	Specials numbers	5	5	6	4
	Specials %	2%	2%	3%	1.73%

Special Constabulary Recruitment

(Headcount)

Data for period 01/04/17 - 31/03/18

Specials	Total	
All	73	
BME	4	5.48%
Female	30	41.10%

*National Average:

SPECIALS	
BME	10.7%
Female	29.7%

*Home Office Strength Bulletin (43 forces of England and Wales) - March 2017

**Local Population:

BME	9.7%
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**Census 2011 - representation of local population (taken from College of Policing BME Progression Report)

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Special Leavers
(Headcount)

Data for period 01/04/17 - 31/03/18

Special Constabulary	Total		BME		Female		Over 50		Disabled	
	No	%	No	%	No	%	No	%	No	%
Total	61		0		21		2		3	
Resignation	49	80.33%	0	0.00%	15	71.43%	2	100.00%	3	100.00%
Joined regulars	10	16.39%	0	0.00%	5	23.81%	0	0.00%	0	0.00%
Other	2	3.28%	0	0.00%	1	4.76%	0	0.00%	0	0.00%

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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.

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.