



# General Duty Equality report 2018 – 2019

**Incorporating Cambridgeshire Constabulary's  
response to the information requirements  
(employment) of the Equality Act 2010  
(Public Sector Equality Duty)**



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### 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.<sup>1</sup>

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 2018 to 31 March 2019.

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 2019 unless stipulated.

Recruitment data covers 12 month period ending March 2019 (01/04/2018 – 31/03/2019).

**Comment:** Discrepancies can arise throughout this report due to the not-stated category.

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<sup>1</sup> 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 31<sup>st</sup> March 2016, 2017, 2018 and 2019.

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)*

	<b>Representation</b>	<b>Mar-16</b>	<b>Mar-17</b>	<b>Mar-18</b>	<b>Mar-19</b>
<b>All</b>	Police Staff numbers	847	832	894	934
	Police Officer numbers	1381	1349	1369	1418
	PCSO numbers	141	142	117	88
<b>BME</b>	Police Staff numbers	23	29	37	36
	Police Staff %	2.7%	3.5%	4.14%	3.85%
	Police Officer numbers	33	37	44	57
	Police Officer %	2.4%	2.7%	3.21%	4.02%
	PCSO numbers	12	10	9	8
	PCSO %	8.5%	7.0%	7.69%	9.09%
<b>Female</b>	Police Staff numbers	521	520	573	586
	Police Staff %	61.5%	62.5%	64.09%	62.74%
	Police Officer numbers	420	416	423	447
	Police Officer %	30.0%	30.8%	30.9%	31.52%
	PCSO numbers	75	67	62	49
	PCSO %	53.0%	47.2%	52.99%	55.68%
<b>Under 24 years</b>	Police Staff numbers	55	42	46	43
	Police Staff %	6.5%	5.0%	5.15%	4.60%
	Police Officer numbers	54	22	46	80
	Police Officer %	3.9%	1.6%	3.36%	5.64%
	PCSO numbers	15	12	8	2
	PCSO %	10.6%	8.5%	6.84	2.27%
<b>45 – 55+ years</b>	Police Staff numbers	435	409	471	493
	Police Staff %	51.0%	49.2%	52.68%	52.78%
	Police Officer numbers	419	367	396	391
	Police Officer %	30.0%	27.2%	28.93%	27.57%
	PCSO numbers	45	42	51	46
	PCSO %	32.0%	29.6%	43.59%	52.27%
<b>Disability</b>	Police Staff numbers	101	100	75	82
	Police Staff %	12.0%	12.0%	8.39%	8.78%
	Police Officer numbers	90	109	83	81
	Police Officer %	6.5%	8.1%	6.06%	5.71%
	PCSO numbers	7	8	5	4
	PCSO %	5.0%	5.6%	4.27%	4.55%

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\*National  
Average:

OFFICER	
BME	6.4%
Female	29.8%

PCSO	
BME	9.2%
Female	45.3%

\*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.

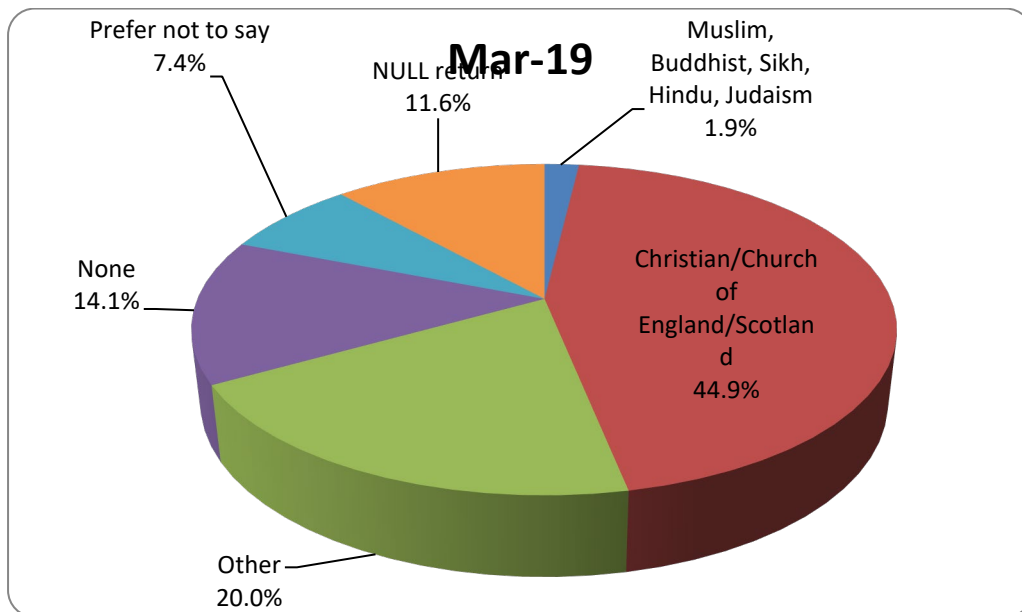
When the record is left blank the entry is shown as NULL.

Data as at 31/03/2019 relates to Staff, Officer, PCSOs and Specials

*The data is based on headcount and excludes career break and secondment (external and regional) and includes PCC*

**Religion (headcount)**

	Mar-16	Mar-17	Mar-18	Mar-19
<b>Number disclosed</b>	<b>2369</b>	<b>2559</b>	<b>2611</b>	<b>2663</b>
<b>Muslim, Buddhist, Sikh, Hindu, Judaism</b>	<b>48</b>	<b>50</b>	<b>52</b>	<b>50</b>
% of those disclosed	2.0%	2.0%	2%	1.9%
<b>Christian/Church of England/Scotland</b>	<b>1053</b>	<b>1261</b>	<b>1237</b>	<b>1197</b>
% of those disclosed	44.5%	49.3%	47.38%	44.9%
<b>Other</b>	<b>345</b>	<b>167</b>	<b>181</b>	<b>533</b>
% of those disclosed	14.6%	6.5%	6.93%	20%
<b>None</b>	<b>546</b>	<b>627</b>	<b>664</b>	<b>375</b>
% of those disclosed	23.0%	24.5%	25.43%	14.1%
<b>Prefer not to say</b>	<b>286</b>	<b>213</b>	<b>206</b>	<b>198</b>
% of those disclosed	12.0%	8.3%	7.89%	7.4%
<b>NULL return</b>	<b>91</b>	<b>241</b>	<b>271</b>	<b>310</b>
% of those disclosed	3.8%	0.0%	10.38%	11.6%

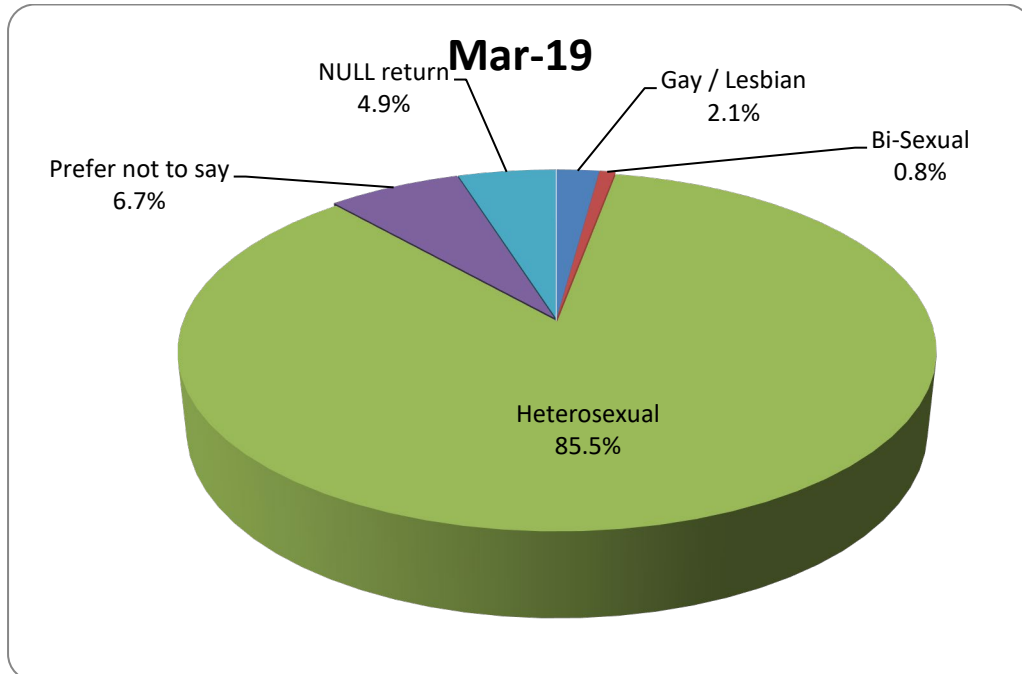


**Sexual Orientation (headcount)**

Data as at 31 March 2019

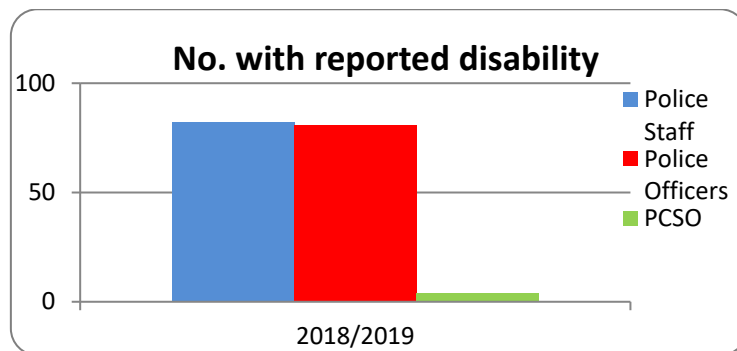
The data provided relates to staff, officers, PCSOs and Specials

	Mar-16	Mar-17	Mar-18	Mar-19
<b>Number disclosed</b>	<b>2369</b>	<b>2559</b>	<b>2611</b>	<b>2663</b>
Gay / Lesbian	45	47	53	57
% of those disclosed	1.9%	1.8%	2.03%	2.1%
Bi-Sexual	11	12	18	21
% of those disclosed	< 1%	< 1%	<1%	<1%
Heterosexual	1948	2145	2210	2276
% of those disclosed	82.0%	83.8%	84.64%	85.5%
Prefer not to say	203	190	186	178
% of those disclosed	8.6%	7.4%	7.12%	6.7%
NULL return	162	165	144	131
% of those disclosed	6.8%	6.4%	5.52%	4.9%



**Disability (headcount)**

<b>Number with reported disability</b>	<b>2015/16</b>	<b>2016/2017</b>	<b>2017/2018</b>	<b>2018/2019</b>
Police Staff	101	100	75	82
% of police staff workforce	12%	12%	8.39%	8.78%
Police Officers	90	109	83	81
% of police officer workforce	6.5%	8.1%	6.06%	5.71%
PCSO	7	8	5	4
% of PCSO workforce	5%	5.6%	4.27%	4.55%



\*\* Over 7 million people or 18% of the working age population in Britain are disabled as defined by the Equality Act 2010 (Source: Employers Forum on Disability).



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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+	
<b>Sergeant and above</b>	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%
	31 March 2019	276	8	2.90%	74	26.81	11	3.99%	131	47.46%
<b>Police staff grade SO and above</b>	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%
	31 March 2019	269	7	2.60%	143	53.16%	17	6.32%	157	58.36%

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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	2018/19
<b>Male</b>	<b>Staff</b>	9.86	11.2	7.8	10	9.4
	<b>Officers</b>	13.19	12.7	11.7	11.7	11.1
	<b>PCSO</b>	6.36	7.23	5.8	7.3	9.8
<b>Female</b>	<b>Staff</b>	10.44	10.72	9.6	9.4	9.4
	<b>Officers</b>	11.42	9.1	10.6	10.9	10.5
	<b>PCSO</b>	7.65	7.8	8.7	10.2	11.5
<b>BME</b>	<b>Staff</b>	5.22	4.95	3.7	3.8	4.3
	<b>Officers</b>	11.24	10.45	8.2	8.9	6.3
	<b>PCSO</b>	6.5	7.2	9.2	9.9	11.4
<b>Disability</b>	<b>Staff</b>	13.82	12.74	13.4	13.9	13.3
	<b>Officers</b>	16.15	15.61	13.9	13	12.5
	<b>PCSO</b>	9.11	9.51	10.5	11.8	13.0

**Recruitment  
(Headcount)**

Year-end data March 31<sup>st</sup>.

	2018		2019	
<b>Police Staff</b>	<b>Total</b>		<b>Total</b>	
<b>All</b>	<b>164</b>		<b>156</b>	
<b>BME</b>	14	8.54%	10	6.41%
<b>Female</b>	107	65.24%	89	57.05%

<b>Police Officers</b>	<b>Total</b>		<b>Total</b>	
<b>All</b>	<b>146</b>		<b>174</b>	
<b>BME</b>	6	4.11%	19	10.9%
<b>Female</b>	45	30.82%	57	32.76%

<b>PCSO</b>	2018	
	<b>Total</b>	
<b>All</b>	<b>4</b>	
<b>BME</b>	0	0%
<b>Female</b>	2	50%

**No PCSO recruitment activity during 2018-19**

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**Ceased Employment (Leavers Headcount)**

Data for period 01/04/18 - 31/03/19

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

**Data based on Leaving reason:**

	<b>Total</b>	<b>BME</b>	<b>Female</b>	<b>45 - 50+</b>	<b>Disability</b>
<b>Police Staff Total</b>	<b>125</b>	<b>9</b>	<b>82</b>	<b>49</b>	<b>9</b>
Joined Regulars	0	0	0	0	0
Other	11	0	6	8	1
Resignation	95	9	67	25	3
Retirement	12	0	7	12	4
Transfer Out	1	0	0	0	0
Redundancy	6	0	2	4	1
<b>Police Officer Total</b>	<b>110</b>	<b>4</b>	<b>33</b>	<b>59</b>	<b>9</b>
Joined Regulars	0	0	0	0	0
Other	8	0	4	5	0
Resignation	39	1	18	4	3
Retirement	49	1	9	48	6
Transfer Out	14	2	2	2	0
<b>PCSO Total</b>	<b>22</b>	<b>1</b>	<b>7</b>	<b>4</b>	<b>1</b>
Joined Regulars	7	1	0	0	0
Other	0	0	0	0	0
Resignation	13	0	5	3	1
Retirement	0	0	2	1	0

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**Special Constabulary**

**Equality & Diversity within the Special Constabulary**

		<b>Mar-16</b>	<b>Mar-17</b>	<b>Mar-18</b>	<b>Mar-19</b>
<b>All</b>	<b>Specials numbers</b>	<b>259</b>	<b>236</b>	<b>231</b>	<b>223</b>
<b>BME</b>	Specials numbers	9	5	9	9
	Specials %	3.5%	2.1%	3.9%	4.04%
<b>Female</b>	Specials numbers	74	69	71	76
	Specials %	28.6%	29.2%	30.74%	34.08%
<b>Under 24 years</b>	Specials numbers	78	54	60	47
	Specials %	30.0%	22.9%	25.97%	21.08%
<b>45 – 55+ years</b>	Specials numbers	33	33	45	50%
	Specials %	12.7%	14.0%	19.48%	22.42%
<b>Disability</b>	Specials numbers	5	6	4	6
	Specials %	2%	3%	1.73%	2.69%

**Special Constabulary Recruitment**

(Headcount)

Data for period 01/04/18 - 31/03/19

	<b>2018</b>		<b>2019</b>	
<b>Specials</b>	<b>Total</b>		<b>Total</b>	
<b>All</b>	73		49	
<b>BME</b>	4	5.48%	3	6.12%
<b>Female</b>	30	41.10%	24	48.98%

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\*National Average:

SPECIALS	
BME	10.3%
Female	29.4%

\*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)

**Special Leavers**  
**(Headcount)**

Data for period 01/04/18 - 31/03/19

Special Constabulary	Total	BME	Female	Over 50	Disabled
<b>Total</b>	<b>49</b>	<b>2</b>	<b>17</b>	<b>3</b>	<b>0</b>
Resignation	35	1	12	3	0
Joined regulars	14	1	5	0	0
Other	0	0	0	0	0

**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.