



General Duty Equality report 2017 – 2018

**Incorporating Bedfordshire Police'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 Bedfordshire Police to meet the three aims of the 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

Bedfordshire Police 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 Bedfordshire Police 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 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 representation – headcount not FTE**Data at 31st March 2018***Figures shown are headcounts and exclude career break and secondment (external and regional)*

	Representation	Mar-16	Mar-17	Mar-18
All	Police Staff numbers	893	717	810
	Police Officer numbers	1084	1046	1067
	PCSO numbers	44	47	58
BME	Police Staff numbers	47	38	53
	Police Staff %	5.3%	5.3%	6.54%
	Police Officer numbers	69	92	110
	Police Officer %	6.4%	8.8%	10.31%
	PCSO numbers	5	4	4
	PCSO %	11.4%	8.5%	6.9%
Female	Police Staff numbers	566	462	534
	Police Staff %	63.4%	64.4%	65.93%
	Police Officer numbers	347	357	368
	Police Officer %	32.0%	34.1%	34.49%
	PCSO numbers	21	20	24
	PCSO %	47.8%	42.6%	41.38%
Under 24 years	Police Staff numbers	50	25	52
	Police Staff %	5.6%	3.5%	6.42%
	Police Officer numbers	62	36	59
	Police Officer %	5.7%	3.4%	5.53%
	PCSO numbers	5	12	14
	PCSO %	11.4%	25.5%	24.14%
45 – 55+ years	Police Staff numbers	291	382	399
	Police Staff %	32.6%	53.3%	49.26%
	Police Officer numbers	276	312	288
	Police Officer %	25.5%	29.8%	26.99%
	PCSO numbers	10	8	10
	PCSO %	22.7%	17.0%	17.24%
Disability	Police Staff numbers	30	30	38
	Police Staff %	3.4%	4.2%	4.69%
	Police Officer numbers	22	25	26
	Police Officer %	2.0%	2.4%	2.44%
	PCSO numbers	0	2	1
	PCSO %	0.0%	4.3%	1.72%

OFFICIAL

*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	22.5%
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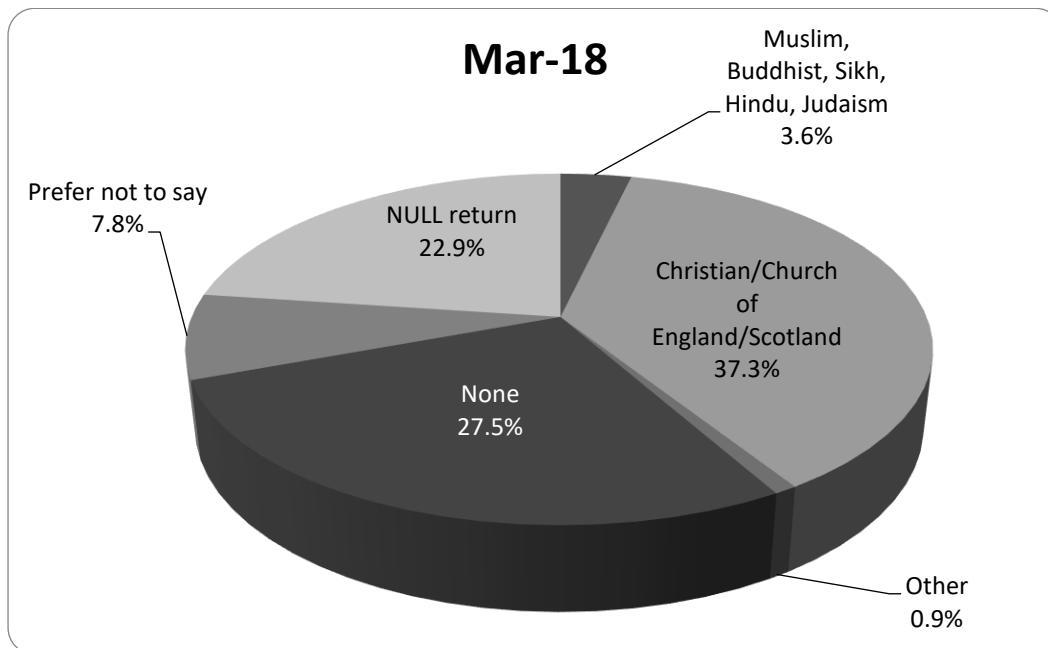
**Census 2011 - representation of local population (taken from College of Policing BME Progression Report)

Religion (Headcount)

Data as at 31/03/2018

The data provided relates to Staff, Officers, PCSOs and Specials.

	Mar-16	Mar-17	Mar-18
Number disclosed	2021	2193	2113
Muslim, Buddhist, Sikh, Hindu, Judaism	39	61	77
% of workforce	1.9%	2.8%	3.6%
Christian/Church of England/Scotland	764	763	789
% of workforce	37.8%	34.8%	37.3%
Other	12	15	18
% of workforce	0.6%	0.7%	0.9%
None	410	535	581
% of workforce	20.3%	24.4%	27.5%
Prefer not to say	102	91	165
% of workforce	5.0%	4.1%	7.8%
NULL return	694	728	483
% of workforce	34.0%	0.0%	22.9%

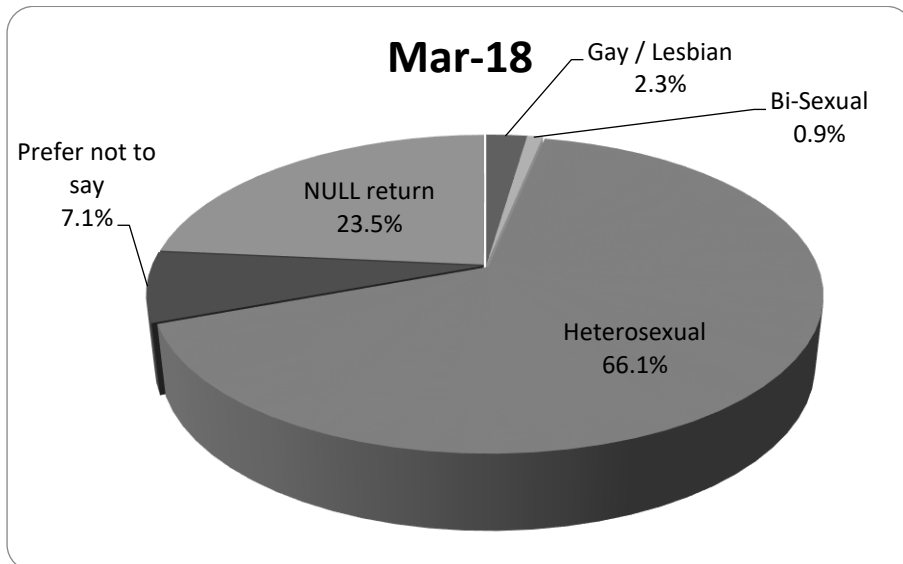


Sexual Orientation

Data as at 31/03/2018

The data provided relates to Staff, Officers, PCSOs and Specials.

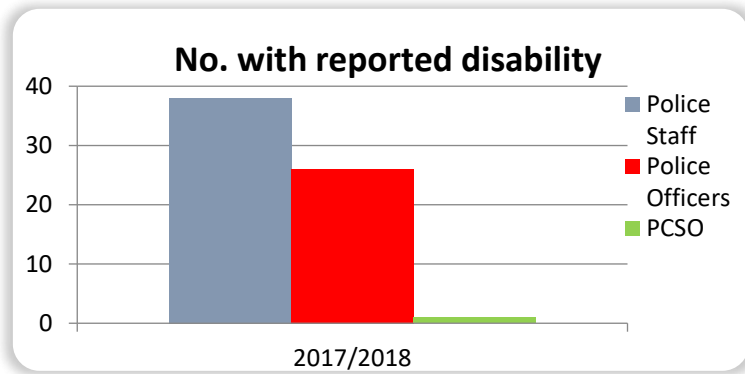
	Mar-16	Mar-17	Mar-18
Number disclosed	2021	2193	2113
Gay / Lesbian	34	40	49
% of workforce	1.7%	1.8%	2.3%
Bi-Sexual	11	15	19
% of workforce	< 1%	< 1%	<1%
Heterosexual	1148	1262	1397
% of workforce	56.8%	57.5%	66.1%
Prefer not to say	120	110	151
% of workforce	5.9%	5.0%	7.1%
NULL return	708	766	497
% of workforce	35.0%	34.9%	23.5%



Disability (Headcount)

Data as at 31/03/2018

Number with reported disability	2015/2016	2016/2017	2017/2018
Police Staff	30	30	38
Police Officers	22	25	26
PCSO	0	2	1



OFFICIAL

Senior Rank / Grade structure

Data as at 31/03/2017

	Force Total	BME		Female		Disabled		Age 45 – 55+	
Sergeant and above	235	13	5.5%%	87	37%	7	3%	130	55.3%
Police staff grade SO2 and above	249	10	4.0%	140	56.2%	14	5.6%	144	57.8%

Data as at 31/03/2018

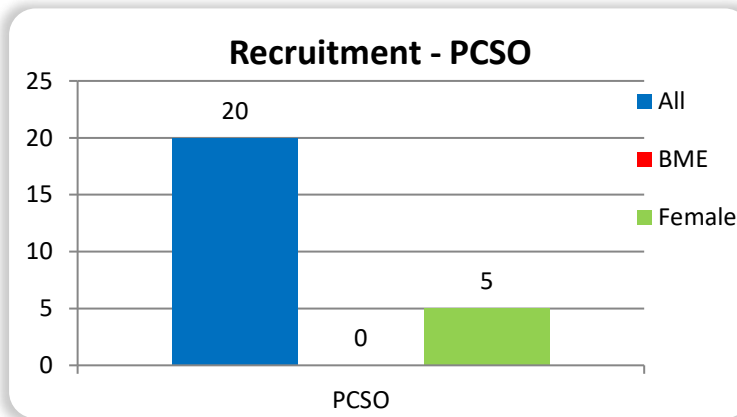
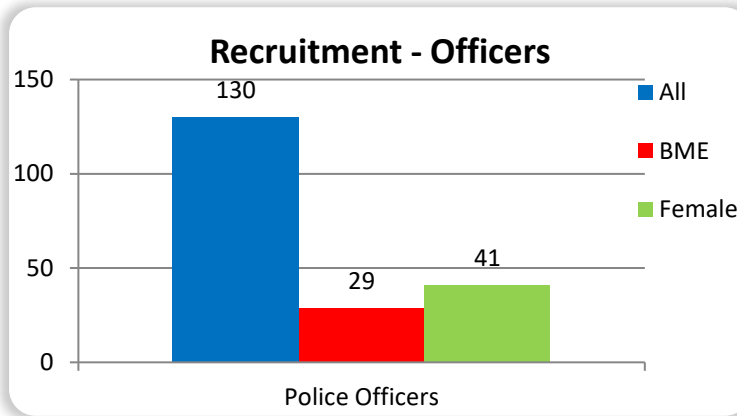
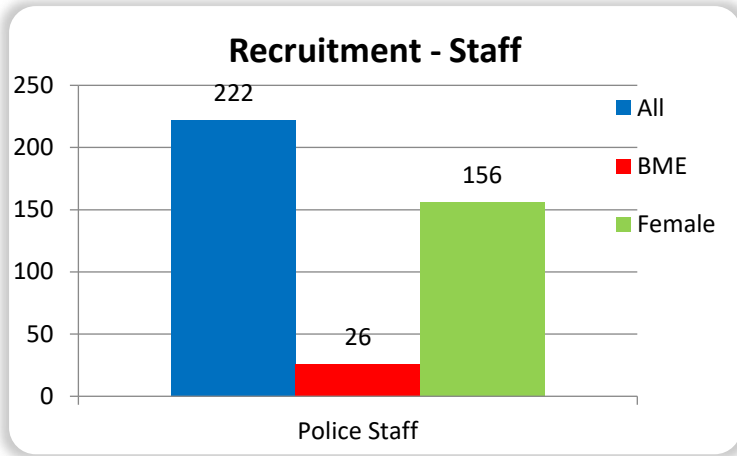
	Force Total	BME		Female		Disabled		Age 45 – 55+	
Sergeant and above	237	13	5.49%	94	39.66%	7	2.95%	122	51.48%
Police staff grade SO2 and above	141	4	2.84%	70	49.65%	8	5.67%	88	62.41%

Recruitment

Police Staff	Total	
All	222	
BME	26	11.71%
Female	156	70.27%

Police Officers	Total	
All	130	
BME	29	22.31%
Female	41	31.54%

PCSO	Total	
All	20	
BME	0	0.0%
Female	5	25%



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Ceased Employment (Leavers Headcount)

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

Data based on Leaving reason:

	Total		BME		Female		45 - 50+		Disability	
	No	%	No	%	No	%	No	%	No	%
Police Staff Total	117		11		79		49		1	
Joined Regulars	7	5.98%	2	18.18%	1	1.27%	0	0.00%	0	0.00%
Other	1	0.85%	0	0.00%	1	1.27%	0	0.00%	0	0.00%
Resignation	74	63.25%	4	36.36%	53	67.09%	25	51.02%	1	100.00%
Retirement	10	8.55%	0	0.00%	3	3.80%	10	20.41%	0	0.00%
Transfer Out	11	9.40%	2	18.18%	8	10.13%	1	2.04%	0	0.00%
Redundancy	14	11.97%	3	27.27%	13	16.46%	13	26.53%	0	0.00%
Police Officer Total	105		9		28		43		2	
Joined Regulars	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	2	1.90%	1	11.11%	0	0.00%	0	0.00%	0	0.00%
Resignation	50	47.62%	6	66.67%	17	60.71%	3	6.98%	0	0.00%
Retirement	38	36.19%	2	22.22%	6	21.43%	38	88.37%	2	100.00%
Transfer Out	15	14.29%	0	0.00%	5	17.86%	2	4.65%	0	0.00%
PCSO Total	9		0		1		1		1	
Joined Regulars	1	11.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Resignation	8	88.89%	0	0.00%	1	100.00%	1	100.00%	1	100.00%
Retirement	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Transfer Out	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Special Constabulary

The following data refers to Specials only.

Equality & Diversity (Headcount)

Data as at 31/03/2018

		Mar-18
All	Specials numbers	178
BME	Specials numbers	21
	Specials %	11.80%
Female	Specials numbers	40
	Specials %	22.47%
Under 24 years	Specials numbers	36
	Specials %	20.22%
45 – 55+ years	Specials numbers	40
	Specials %	22.47%
Disability	Specials numbers	3
	Specials %	1.69%

Recruitment (Headcount)

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

Specials	Total	
All	51	
BME	7	13.73%
Female	12	23.53%

*National Average:

SPECIALS	
BME	10.7%
Female	29.7%

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

**Local Population:

BME	22.5%
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**Census 2011 - representation of local population (taken from College of Policing BME Progression Report)

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.