



General Duty Equality report 2018 – 2019

**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 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 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.

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 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.

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

Workforce representation – headcount not FTE

OFFICIAL

Data at 31st March 2019

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

	Representation	Mar-17	Mar-18	Mar-19
All	Police Staff numbers	717	810	816
	Police Officer numbers	1046	1067	1108
	PCSO numbers	47	58	55
BME	Police Staff numbers	38	53	58
	Police Staff %	5.3%	6.54%	7.11%
	Police Officer numbers	92	110	110
	Police Officer %	8.8%	10.31%	9.93%
	PCSO numbers	4	4	6
	PCSO %	8.5%	6.9%	10.91%
Female	Police Staff numbers	462	534	544
	Police Staff %	64.4%	65.93%	66.67%
	Police Officer numbers	357	368	388
	Police Officer %	34.1%	34.49%	35.02%
	PCSO numbers	20	24	28
	PCSO %	42.6%	41.38%	50.91%
Under 24 years	Police Staff numbers	25	52	57
	Police Staff %	3.5%	6.42%	6.99%
	Police Officer numbers	36	59	61
	Police Officer %	3.4%	5.53%	5.51%
	PCSO numbers	12	14	13
	PCSO %	25.5%	24.14%	23.64%
45 – 55+ years	Police Staff numbers	382	399	402
	Police Staff %	53.3%	49.26%	49.26%
	Police Officer numbers	312	288	291
	Police Officer %	29.8%	26.99%	26.26%
	PCSO numbers	8	10	10
	PCSO %	17.0%	17.24%	18.18%
Disability	Police Staff numbers	30	38	38
	Police Staff %	4.2%	4.69%	4.66%
	Police Officer numbers	25	26	25
	Police Officer %	2.4%	2.44%	2.26%
	PCSO numbers	2	1	0
	PCSO %	4.3%	1.72%	0.00%

Religion (Headcount)

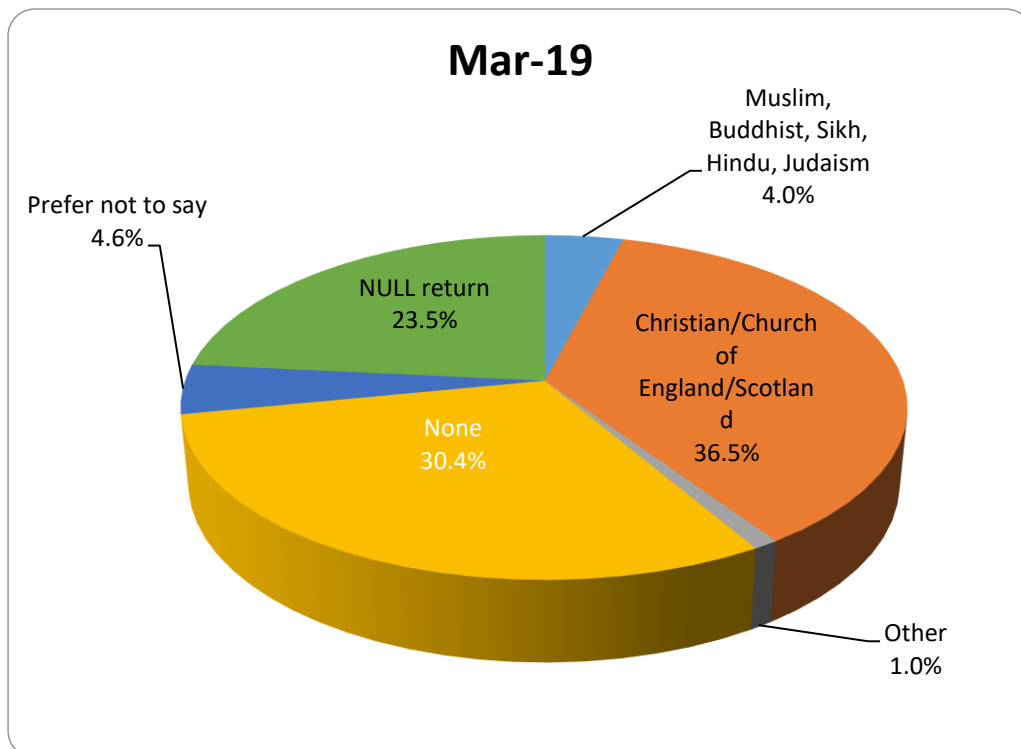
OFFICIAL

Data as at 31/03/2019

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

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

	Mar-17	Mar-18	Mar-19
Number disclosed	2193	2113	2153
Muslim, Buddhist, Sikh, Hindu, Judaism	61	77	87
% of workforce	2.8%	3.6%	4.0%
Christian/Church of England/Scotland	763	789	786
% of workforce	34.8%	37.3%	36.5%
Other	15	18	21
% of workforce	0.7%	0.9%	1.0%
None	535	581	654
% of workforce	24.4%	27.5%	30.4%
Prefer not to say	91	165	100
% of workforce	4.1%	7.8%	4.6%
NULL return	728	483	505
% of workforce	0.0%	22.9%	23.5%



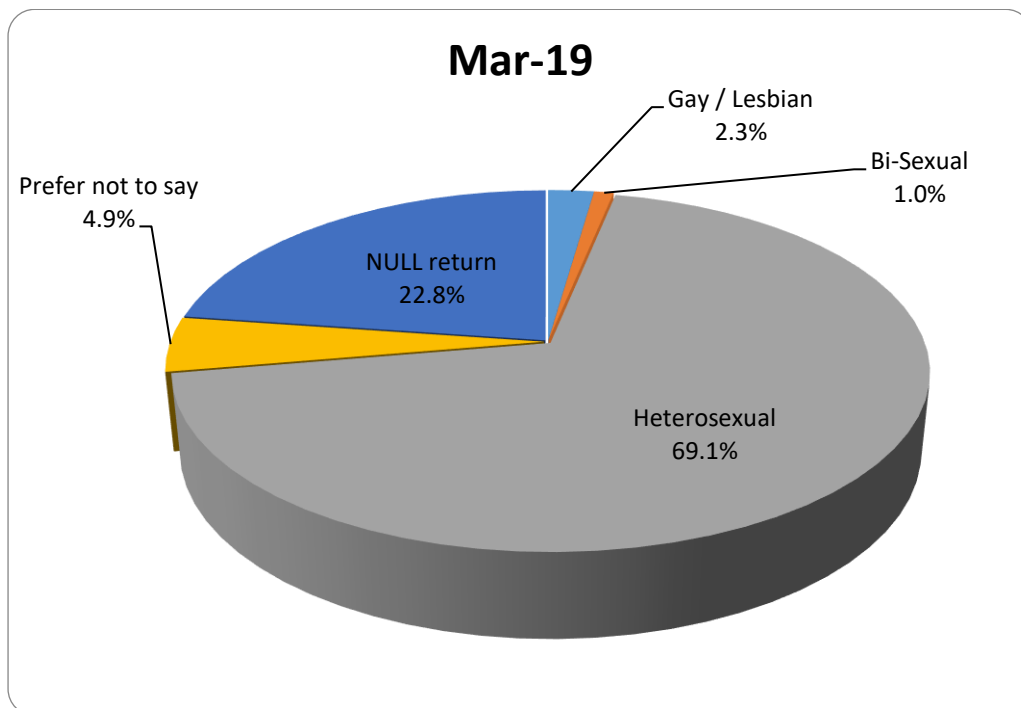
Sexual Orientation

Data as at 31/03/2019

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

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

	Mar-17	Mar-18	Mar-19
Number disclosed	2193	2113	2153
Gay / Lesbian	40	49	49
% of workforce	1.8%	2.3%	2.3%
Bi-Sexual	15	19	21
% of workforce	< 1%	<1%	<1.0%
Heterosexual	1262	1397	1487
% of workforce	57.5%	66.1%	69.1%
Prefer not to say	110	151	106
% of workforce	5.0%	7.1%	4.9%
NULL return	766	497	490
% of workforce	34.9%	23.5%	22.8%

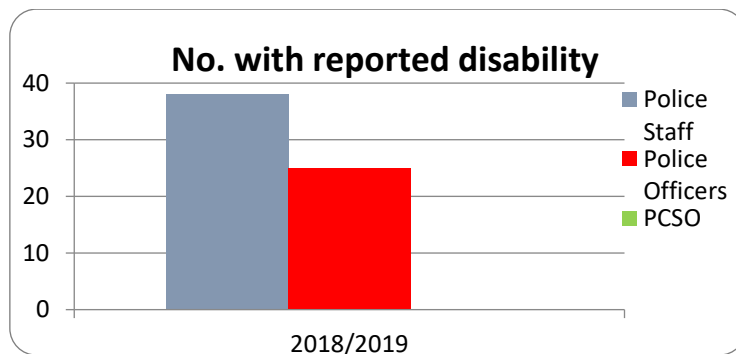


Disability (Headcount)

Data as at 31/03/2019

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

Number with reported disability	2016/2017	2017/2018	2018/2019
Police Staff	30	38	38
% of police staff workforce	4.2%	4.69%	4.66%
Police Officers	25	26	25
% of police officer workforce	2.4%	2.44%	2.26%
PCSO	2	1	0
% of PCSO workforce	4.3%	1.72%	0%



** 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

Data as at 31/03/2019

	As at	Force Total	BME		Female		Disabled		Age 45 – 55+	
Sergeant and above	31 March 2017	235	13	5.5%	87	37%	7	3%	130	55.3%
	31 March 2018	237	13	5.49%	94	39.66%	7	2.95%	122	51.48%
	31 March 2019	240	12	5.06%	91	38.4%	7	3%	126	55.3%
Police staff grade SO and above	31 March 2017	249	10	4%	140	56.2%	14	5.6%	144	57.8%
	31 March 2018	141	4	2.84%	70	49.65%	8	5.67%	88	62.41%
	31 March 2019	145	3	2.1%	78	55.32%	8	5.6%	94	66.6%

Retention (Length of service) Headcount

Data as at 31/03/2019

The data refers to average length of service within each category, of those currently still employed by the force.

Data provided relates to staff, officers and PCSOs

		2018/19
Male	Staff	7.7
	Officers	10.9
	PCSO	4.1
Female	Staff	9.0
	Officers	10.8
	PCSO	4.4
BME	Staff	6.8
	Officers	6.7
	PCSO	4.0
Disability	Staff	11.8
	Officers	13.7
	PCSO	0.0

No data available for previous years.

Recruitment

Data collated at year end March 31st

	2018		2019	
Police Staff	Total		Total	
All	222		165	
BME	26	11.71%	20	12.12%
Female	156	70.27%	112	67.88%

Police Officers	Total		Total	
All	130		144	
BME	29	22.31%	23	15.97%
Female	41	31.54%	56	38.89%

PCSO	Total		Total	
All	20		17	
BME	0	0.0%	3	17.65%
Female	5	25%	12	70.59%

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Ceased Employment (Leavers Headcount)

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

Data based on Leaving reason:

	Total	BME	Female	45 - 50+	Disability
Police Staff Total	157	16	104	58	6
Joined Regulars	0	0	0	0	0
Other	17	0	16	0	0
Resignation	113	15	71	39	4
Retirement	7	0	2	7	0
Transfer Out	10	0	7	3	2
Redundancy	10	1	8	9	0
Police Officer Total	105	22	36	42	4
Joined Regulars	0	0	0	0	0
Other	5	1	1	2	0
Resignation	43	14	15	5	2
Retirement	31	2	14	30	1
Transfer Out	26	5	6	5	1
PCSO Total	19	1	8	2	1
Joined Regulars	0	0	0	0	0
Other	0	0	0	0	0
Resignation	19	1	8	2	1
Retirement	0	0	0	0	0
Transfer Out	0	0	0	0	0

Special Constabulary

The following data refers to Specials only.

Equality & Diversity (Headcount)

		Mar-18	Mar-19
All	Specials numbers	178	174
BME	Specials numbers	21	23
	Specials %	11.80%	13.22%
Female	Specials numbers	40	38
	Specials %	22.47%	21.84%
Under 24 years	Specials numbers	36	33
	Specials %	20.22%	18.97%
45 – 55+ years	Specials numbers	40	37
	Specials %	22.47%	21.26%
Disability	Specials numbers	3	4
	Specials %	1.69%	2.30%

Recruitment (Headcount)

2019 data for period 01/04/18 - 31/03/19

Specials	2018		2019	
All	51		41	
BME	7	13.73%	8	19.51%
Female	12	23.53%	13	31.71%

*National Average:

SPECIALS	
BME	10.3%
Female	29.4%

*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.