



Equality Duty

Publication of Information
2012-2013



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- 25 Hate Crime
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Stop Search

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2012/13 - All Staff by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	808	369	23	1	15	3	1219
Police Staff	297	433	10	10	11	11	772
Special Constables	117	54	4	0	0	0	175
Total Headcount	1222	856	37	11	26	14	2166
Previous Year	1292	919	35	12	28	15	2301

2012/13 - Disabled Staff by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	29	14	0	0	0	0	43
Police Staff	13	19	1	0	1	1	35
Special Constables	2	1	1	0	0	0	4
Total Headcount	44	34	2	0	1	1	82
Previous Year	52	30	2	0	1	1	86

2012/13 - Non-Disabled Staff by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	779	355	23	1	15	3	1176
Police Staff	284	414	9	10	10	10	737
Special Constables	115	53	3	0	0	0	171
Total Headcount	1178	822	35	11	25	13	2084
Previous Year	1240	889	33	12	27	14	2215

The workforce Black and Minority Ethnic (BME) representation has increased by 0.2%points. This increase is the first in recent years with rates having declined year on year since 2010/11. In real terms, there is one additional BME employee in 2012/13 (48) compared to 2011/12 (47) despite overarching reductions in the Constabulary's headcount.

3.8% of the workforce classifies themselves as disabled, a minimal increase on last year (3.7%). In total 82 employees (a reduction of 4 employees from last year) classified themselves as disabled. This reduction is proportionate to the drop in overall total headcount (2,301 to 2,166 employees).

2011 Census information indicates that from the total population, Gloucestershire currently has a BME population of 3.3% and 16.8% who declare themselves as living with a 'Limiting Long-term Illness'. Gloucestershire Constabulary therefore remains under-representative of the community it serves.

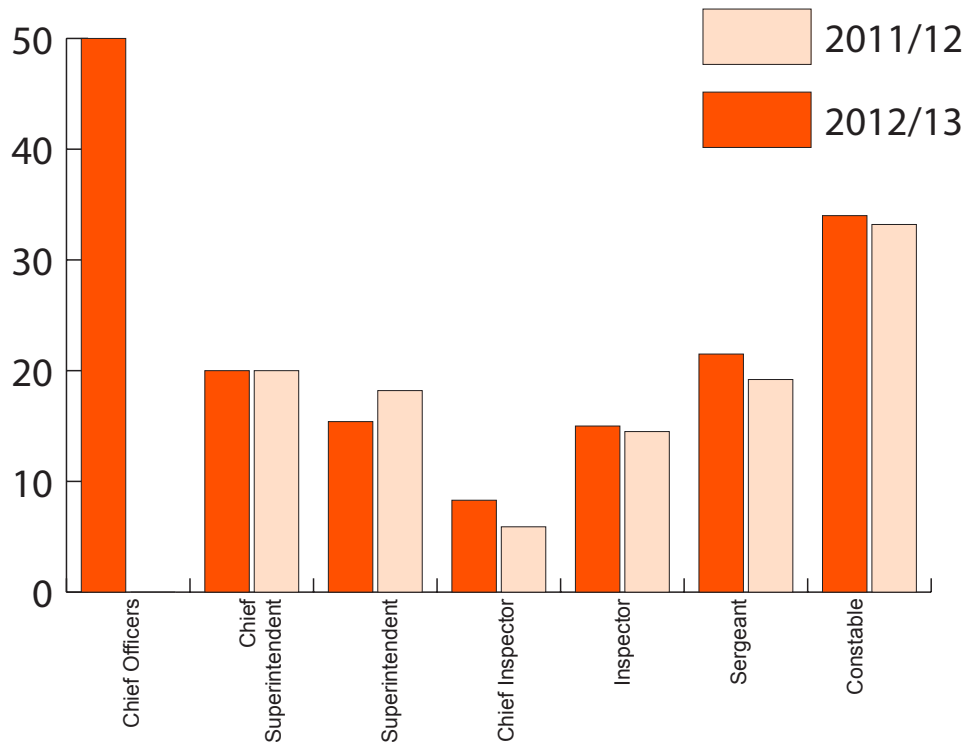
Recruitment restrictions have limited the number of employees joining the organisation. It is predicted however with an anticipated need for future recruitment that these rates will rise over the coming year.

2012/13 - Police Officer by Rank and Gender

Rank	Male	Female	Total	% Female
Chief Officers	1	1	2	50.0
Chief Superintendent	4	1	5	20.0
Superintendent	11	2	13	15.4
Chief Inspector	11	1	12	8.3
Inspector	51	9	60	15.0
Sergeant	150	41	191	21.5
Constable	618	318	936	34.0
Police Officer Total	846	373	1219	30.6
Previous Year	875	369	1244	29.7

Female Police Officers by Rank

(as a percentage of all officers at each rank)



With four additional female officers but reductions in the male workforce, overall female representation in the force has increased year on year.

Female representation at Constable (+0.8%points), Sergeant (2.3%p), Inspector (+0.5%p), Chief Inspector (+2.4%) and Chief Officer (+50%p) ranks have all increased.

Representation at the rank of Superintendent (-2.8%p) has fallen slightly following the increase of the previous year. Chief Superintendent rank has no change from the female representation in 2011/12.

The Constabulary's female officers and staff are supported through 'a:gender', a working group which aims to make senior management roles more accessible. If it is hoped that future promotion processes for Sergeant and Inspector in 2012/13 and the help of 'a:gender' may lead to a future increase in female representation.

2012/13 - Police Officer by Rank and Gender

Role/Grade	Male	Female	Total	% Female
PO	27	26	53	49.1
SO	50	51	101	50.5
Scale 1-6	167	303	470	64.5
PCSO	70	74	144	51.4
Other Police Staff*	4	0	4	0.0
Police Officer Total	318	454	772	58.8
Previous Year	345	503	848	59.3

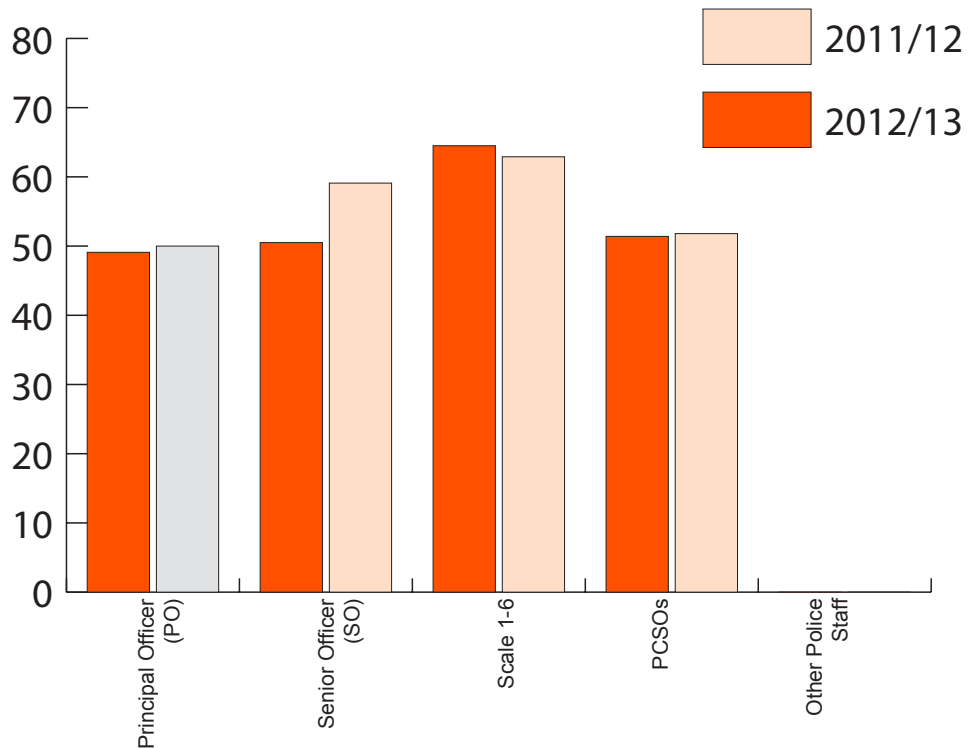
* = Other Staff includes Department Heads and Police Authority members (where grade is not specified).

Overall, the rate of female representation across Police Staff grades shows a 0.5% point reduction from 2011/12.

Due to the organisations restructure that took place in 2012/13, the actual numbers of females in Principal (-0.9%p) and Senior Officer (-8.6%p) roles within the organisation has decreased. There was also a (0.4%p) decrease of female representation in the role of PCSO but a (1.6%p) increase in females Within Scale 1 - 6.

Female Police Staff by Grade

(as a percentage of all officers at each rank)



2012/13 - Age Group by Rank - POLICE OFFICERS

	Age Group (Years)						Grand Total
	18-25	26-35	36-45	46-55	56-65	66+	
Chief Officers	0	0	0	2	0	0	2
Chief Superintendent	0	0	1	4	0	0	5
Superintendent	0	0	3	10	0	0	13
Chief Inspector	0	1	4	7	0	0	12
Inspector	0	1	24	33	2	0	60
Sergeant	0	28	94	68	1	0	191
Constable	18	350	343	216	9	0	936
Police Officer Total	18	380	469	340	12	0	1219
Previous Year	27	401	477	324	15	0	1244

In general, Police Staff continue to have a higher proportion of older staff members than Police Officers. At the end of 2012/13, 49.7% of Police Staff were aged over 46 years, compared with 28.9% of Police Officers. This reflects the difference in pension regulations, which allow a Police Officer to retire in receipt of full pension upon completion of 30 years service. As data in the Staff Leaving section indicates, this remains the most common method by which Police Officers leave the organisation.

Future reports will monitor if there is a noticeable increase in the number of Police Staff within the 66+ category as a result of the abolition of the Default Retirement Age. During 2012/13 there was an increase of 1, despite voluntary redundancy and voluntary early retirement programmes being in place during 2012/13.

2012/13 - Age Group by Scale - POLICE STAFF

	Age Group (Years)						Grand Total
	18-25	26-35	36-45	46-55	56-65	66+	
PO	0	7	17	19	10	0	53
SO	2	24	27	28	19	1	101
Scale 1-6	12	92	118	139	98	11	470
PCSOs	11	45	33	41	14	0	144
Other Police Staff*	0	0	0	2	2	0	4
Total Police Staff	25	168	195	229	143	12	772
Previous Year	44	184	224	250	135	11	848

* = Other Staff includes Department Heads and Police Authority members (where grade is not specified).

2012/13 - Age Group by Scale - SPECIAL CONSTABLES

	Age Group (Years)						Grand Total
	18-25	26-35	36-45	46-55	56-65	66+	
Special Constables	66	57	32	17	3	0	175
Previous Year	102	55	32	17	3	0	209

The highest proportion of Special Constables, 37%, fall within the 18-25 age category. This indicates that, while recruitment restrictions persist, the most common method of entry into policing remains volunteering as a Special Constable. Indeed, the proportion of Police Officers and Police Staff in the 18-35 age range continues to fall. For Police Officers, this trend is expected to continue while recruitment restrictions remain in place. The statistics for Police Staff, however, indicate that staff continue to seek career development opportunities outside of the constabulary in the absence of the structured career pathways enjoyed by Police Officers.

2012/13 - Religion

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	None	Other	Prefer Not to Say	Not Stated	Total
Police Officers	8	465	3	0	2	0	222	33	101	385	1219
Police Staff	3	310	1	0	8	1	134	26	47	242	772
Special Constables	0	56	0	0	1	1	39	4	4	70	175
Total	11	831	4	0	11	2	395	63	152	697	2166
Previous Year	10	861	3	1	12	2	402	63	152	795	2301

At the end of 2012/13, 38.4% of employees classified themselves as Christian, an increase of 1%point on the previous year. The number of people who have not stated their religion (697 or 32%) has reduced by 2%p due to organisational initiatives aimed at increasing levels of trust and confidence within the workplace. The proportion of employees stating 'None' (18.2%p) has also increased by 0.7%points. Other categories show no significant year-on-year change.

2012/13 - Sexual Orientation

	Bisexual	Gay/Lesbian	Hetrosexual	Prefer Not to Say	Not Stated	Total
Police Officers	3	16	692	413	95	1219
Police Staff	6	6	448	266	46	772
Special Constables	2	2	97	69	5	175
Total	11	24	1237	146	748	2166
Previous Year	12	23	1265	149	852	2301

The trends noted above extend to Sexual Orientation, where the number of people who have not stated their orientation shows a reduction of 2.5% points from last year. The proportion of people classifying themselves as heterosexual shows a 2.1%p increase on last year.

The organisation continues to work with it's support associations to improve the levels of confidence and trust in the workplace.

Police Staff	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
1. Police Staff Application Form Request	395	454	8	12	267	221	1357	6	14
2. Police Staff Application Form Received	307	277	5	7	24	24	644	5	10
3. Police Staff Application Successful	20	27	0	1	4	3	55	0	2

Police Officers

No recruitment has taken place in the past 12 months.

Police Staff

The data presented for Police Staff applications represents both internal and external candidates for a range of posts including career development opportunities, new (or specialist) posts and redeployments. The figures indicate a shortage of applicants from a BME background, with just 1.5% of application requests made by candidates classifying themselves as BME. The proportion of submitted applications from BME applicants was 1.9%, with one candidate successfully appointed (1.82% of all appointments made). It should, however, be noted that 36% of applicants did not disclose their ethnicity. External positive action initiatives continue to promote the constabulary as an employer of choice throughout the county and encourage applications from BME candidates.



Police Staff	18-25	26-35	36-45	46-55	56-65	66+	Not Stated	Total
1. Police Staff Application Form Request	314	183	315	214	218	107	6	1357
2. Police Staff Application Form Received	30	138	174	114	129	57	2	644
3. Police Staff Application Successful	2	4	19	10	17	3	0	55

Police Officers

No recruitment has taken place in the past 12 months.

Police Staff

60% of those requesting an application form were aged 18-45, with 40% from applicants aged between 46 - 66+. Overall, candidates aged between 26-45 made the highest number of application submissions (48.5% of all applications received), while candidates aged between 26-35 showed a greatest return rate (with 75% of application forms requested being sent back). Candidates aged 36 - 65 proved the most successful (appointed to 83.6% of the roles). These statistics reflect the volume of vacancies filled during 2012/13.



	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
C RTP	4495	1846	122	12	308	95	6878	308	101
% Received	65.35	26.84	1.77	0.17	4.48	1.38	100	4.48	1.47
% Organisation	66.28	30.27	1.89	0.08	1.23	0.25	100	2.38	1.15
% Difference	-0.93	-3.43	-0.11	0.09	3.25	1.14		2.10	0.32
Previous Year	5.02	-5.40	-0.29	0.15	0.38	0.15		3.45	0.20

SPP	531	162	16	0	71	4	784	12	2
% Received	67.73	20.66	2.04	0.00	9.06	0.51	100	1.53	0.26
% Organisation	66.28	30.27	1.89	0.08	1.23	0.25	100	2.38	1.15
% Difference	1.45	-9.61	0.15	-0.08	7.83	0.26		-0.85	-0.89
Previous Year	9.90	-10.11	0.28	-0.08	0.26	-0.25		-0.35	-1.01

Honorarium	115	111	5	0	16	4	251	4	7
% Received	45.82	44.22	1.99	0.00	6.37	1.59	100	1.59	2.79
% Organisation	38.47	56.09	1.30	1.30	1.42	1.42	100	1.94	2.59
% Difference	7.35	-11.86	0.70	-1.30	4.95	0.17		-0.35	0.20
Previous Year	14.23	-12.93	-0.05	-1.30	-0.59	0.65		0.13	-1.76

The Competence Related Threshold Payment (C RTP) scheme is open to all Police Officers in the federated ranks who have been on the maximum point of their pay scale for at least 12 months. To receive an award, eligible Officers must demonstrate high professional competence in four National standards and twelve associated criteria. A total of 6878 C RTP payments were made during 2012/13, of which 65% were received by white male Police Officers and 27% by white female Officers.

This broadly reflects the Police Officer establishment gender split of 70% male and 30% female however the differential in comparison is likely to be due to the fact that female Officers within the age bandings where the majority of C RTPs are paid are more likely to take breaks from service for domestic reasons, i.e. maternity, caring responsibilities, etc., and therefore can take longer to reach the basic eligibility criteria (at least 12 months at the maximum pay point of the scale, which takes 12 years for a Police Constable to achieve). It should be noted that the representation of women in the Constabulary would have been much lower 12 years ago.

	18-25	26-35	36-45	46-55	56-65	66+	Total
C RTP	0	277	2917	3328	269	87	6878
% Received	0	4.03	42.41	48.39	3.91	1.26	100
% Organisation	1.48	31.17	38.47	27.89	0.98	0.00	100
% Difference	-1.48	-27.15	3.94	20.49	2.93	1.26	
Previous Year	-2.17	-29.18	4.87	24.47	2.01	0.00	

SPP	4	218	297	206	34	25	784
% Received	0.51	27.81	37.88	26.28	4.34	3.19	100
% Organisation	1.48	31.17	38.47	27.89	0.98	0.00	100
% Difference	-0.97	-3.37	-0.59	-1.62	3.35	3.19	
Previous Year	-1.49	1.19	-0.73	1.02	0.01	0.00	

Honorarium	24	62	64	81	18	2	251
% Received	9.56	24.70	25.50	32.27	7.17	0.80	100
% Organisation	3.24	21.76	25.26	29.66	18.52	1.55	100
% Difference	6.32	2.94	0.24	2.61	-11.35	-0.76	
Previous Year	5.60	-0.12	0.14	-3.75	-1.81	-0.05	

It would not ordinarily be expected to see any CRTPs paid in the 18-25 banding, and few in the 26-35 age banding. This again is because of the eligibility criteria for the payment of CRTP relying on the Officer having been on the maximum of their pay scale for at least 12 months. As a PC takes 10 years to reach the top of the pay scale and must effectively serve a minimum of 11 years to qualify for payment, the bulk of the payments can legitimately be expected to fall to those in the age categories 36-45 and beyond, as reflected in the 2012/13 data.

Under the terms of the Special Priority Payment Scheme, additional one-off payments of between £500 and £3,000 can be made to Police Officers performing in qualifying posts, roles or activities. A total of 784 SPPs were made against the criteria for the 2012/13 Scheme, 79% to male officers, 21% to female officers. This shows some disproportionality in favour of male Police Officers. In relation to age, SPP payments are broadly in line with the Police Officer age profile.

Honorarium payments, which apply to Police Staff only, are made either as an addition to salary or as a lump sum, to recognise factors that are not reflected in an employee's basic pay, e.g. where an individual has worked over and above the requirements of their substantive role or where they are routinely undertaking additional duties and responsibilities in excess of their post. In 2012/13, 54% of honorarium payments were made to male members of staff, 46% to females. This shows disproportionality towards male Police Staff.

Taking Out A Grievance - Respect

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	8	2	1	0	0	0	11	0	0
Police Staff	1	1	0	0	0	0	2	0	0
Total	9	3	1	0	0	0	13	0	0
Previous Year	1	3	0	1	0	0	5	0	0

Taking Out A Grievance - Fairness at Work

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	3	2	0	0	0	0	5	0	0
Police Staff	1	2	0	0	0	0	3	0	0
Total	4	4	0	0	0	0	8	0	0
Previous Year	9	4	0	0	0	0	5	0	0

The Gloucestershire Constabulary will not tolerate any form of bullying, harassment or unacceptable behaviour. The aim of the Respect policy and its associated procedures is to ensure that all staff understand that they have the right not to be bullied or harassed at work and the right to complain about it, should they perceive it has occurred.

In 2012/13 a total of 13 Respect complaints were investigated and concluded, an increase of 8 from the previous year. Those who raised complaints were both male and female and were also from Police Officers and Police staff. The cases alleged bullying and harassment, unfair treatment or in-appropriate behaviour. Following investigation the allegations were not substantiated in any of the cases, but organisational learning and development needs for individuals involved were identified.

It is also incumbent on all organisations to provide a mechanism for staff to raise concerns about workplace issues. The purpose of the Fairness at Work Policy and its associated procedures is to provide a framework to support this.

In 2011/12 a total of 8 Fairness at Work complaints were investigated and concluded, an increase of 3 from the previous year. There was a 50:50 gender split of Fairness At Work cases raised by Police Officers and Police Staff.

All complaints were against the application of a policy or procedure. 4 of the complaints were related to recruitment processes due to the organisational restructure. The remainder of the cases were in relation to decisions that had been made in line with Force Policy. Following investigation, none of the complaints were upheld although in two cases there were reviews of policies and they were re-worded to make the provisions for staff clearer.

Grieved Against - Respect

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	13	0	0	0	0	0	13	1	0
Police Staff	1	4	0	0	0	0	5	0	1
Total	14	4	0	0	0	0	18	1	1
Previous Year	11	2	0	0	0	0	13	2	0

Grieved Against - Fairness at Work

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	1	0	0	0	0	0	1	0	0
Police Staff	0	0	0	0	0	0	0	0	0
Total	1	0	0	0	0	0	1	0	0
Previous Year	2	0	0	0	0	0	5	0	0

Although there were 13 Respect cases were investigated and concluded in 2012/13 the data above shows that 18 people were the subject of complaints. This is due to the fact that in there were five cases where the complaint was about 2 other members of staff. This would also account for the increase in total from 2011/12.

Although there were 8 Fairness at Work cases investigated and concluded in 2012/13 the data above show that only 1 person was the subject of this type of complaint. In the majority of cases the Constabulary was the subject due to a policy decision or the application of a policy or procedure.

Methodology

To accurately identify disproportionality it is fundamentally important that there is a clear understanding of the information that is captured and the processes used to govern this.

Process

During 2012-2013 a project was initiated to link training to Post and Skills within the organisation. This work has been completed for Police Officers, but is still ongoing for Special Constables and Police Staff.

On completion, the identification of developmental training will be possible enabling disproportionality to be identified.

Outcomes

Due to the knock on impact of the Comprehensive Spending Review, the decision was taken to limit developmental training to that which would either cause an unacceptable risk to the organisation if not undertaken or would disadvantage an individuals performance. As a result the section for 2012-13 has been removed as there was no disproportionality.



By Ethnicity, Gender and Disability

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	5	0	0	0	0	0	5	0	0
Police Staff	4	3	1	0	1	0	9	0	0
Total	9	3	1	0	1	0	14	0	0
Previous Year	6	5	0	0	0	0	11	0	0

By Age

	18-25	26-35	36-45	46-55	56-65	66+	Total
Police Officers	0	2	2	1	0	0	5
Police Staff	0	2	2	2	3	0	9
Total	0	4	4	3	3	0	14
Previous Year	1	1	4	5	0	0	11

During 2012/13 a total of five Police Officers were subject to disciplinary procedures. Of these cases two officers received management advice, one received a written warning, one a final written warning and one officer had no further action taken against him. All of these proceedings were misconduct meetings.

Of the 9 members of Police Staff that were subject to disciplinary procedures, 1 male was subject to no sanction following the investigation and had no case to answer, one male received a written warning and 2 males were dismissed from the organisation. Of the 3 female members of Police Staff, 2 received final written warnings whilst the remaining female was dismissed from the organisation following the disciplinary investigation.

The behaviour that resulted in the instigation of disciplinary proceedings for Police Officers and Police Staff in 2012/13 included breaches of the Constabulary's Code of Conduct and Standards of Professional Behaviour and a breach of the Data Protection Act.

The figures are low and as such it is not possible to identify any disproportionality in relation to the number of disciplinary procedures be instigated against any particular group or within any specific age range.

2012/13 - All Leavers by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	47	8	1	0	1	0	57
Police Staff	29	50	2	0	1	2	84
Special Constables	20	18	0	0	0	1	39
Total Headcount	96	76	3	0	2	3	180
Previous Year	104	67	3	3	4	1	182

2012/13 - Disabled Leavers by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	7	2	1	0	0	0	10
Police Staff	1	2	0	0	0	0	3
Special Constables	0	0	0	0	0	0	0
Total Headcount	8	4	1	0	0	0	13
Previous Year	7	5	1	0	0	0	13

2012/13 - Non-Disabled Leavers by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	40	6	0	0	1	0	47
Police Staff	28	48	2	0	1	2	81
Special Constables	20	18	0	0	0	1	39
Total Headcount	88	72	2	0	2	3	167
Previous Year	97	62	2	3	4	1	169

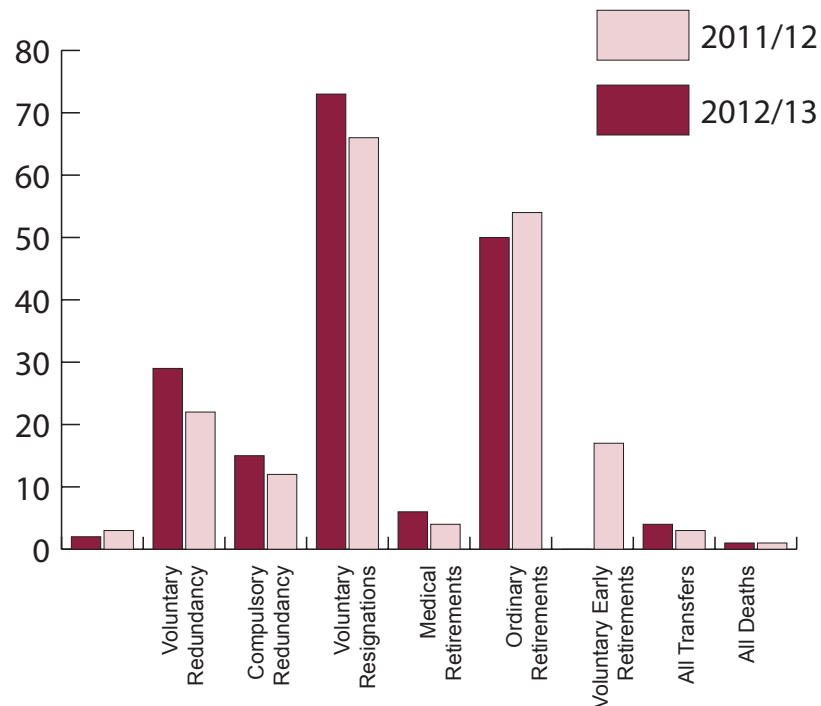
180 people left the Constabulary in 2012/13, 47% of these leavers were members of Police Staff which is inline with the implementation of the change programme OSSR2.

32% of the leavers were Police Officers which was a 1.4%point decrease from 2011/12 and 22% were Special Constables, which was a significant increase of 10.7%points on last year. The number of BME leavers was less than 1% of the overall leavers for 2012/13.

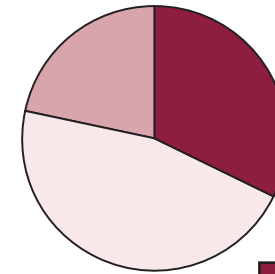
The figures for 2012/13 clearly highlight the impact of change and financial constraints upon the constabulary, two factors which have caused an increase in leavers from all backgrounds.

2012/13 - Staff Leaving the Force - by Method

	Police Officers	Police Staff	Specials	Total
Dismissals	0	2	0	2
Voluntary Redundancy	0	29	0	29
Compulsory Redundancy	0	15	0	15
Voluntary Resignation	6	29	38	73
Medical Retirements	3	3	0	6
Ordinary Retirements	47	3	0	50
Voluntary Early Retirements	0	0	0	0
Transfers	1	3	0	4
All Deaths	0	0	1	1
Total Leavers	57	84	39	180
Previous Year	63	96	23	182

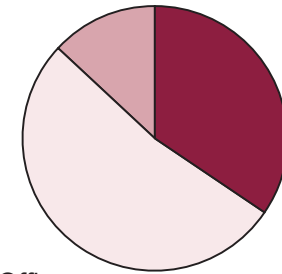


2012/13
Leavers Profile



■ Police Officers
■ Police Staff
■ Special Constables

2011/12
Leavers Profile



The proportion of leavers who are Police Staff leaving the organisation in 2012/13 shows a 6%point reduction, due largely to the completion of OSSR2 which began in 2011/12. An analysis of leavers by method shows a small increase in the number of Police Staff leaving the organisation via voluntary & compulsory redundancy in 2012/13, this illustrates the implementation of OSSR2 which was aimed at reducing Police Staff strength to cut the cost of support services.

The proportion of Police Officers leaving the organisation shows no significant change year-on-year, despite an increase in the actual number of Police Officer leavers. Ordinary Retirement remains the most frequently reported reason for leaving, as expected.

The proportion of leavers that were Special Constables increased by 9% in 2012/13. A significant recruitment campaign was undertaken to recruit to this role.

Background information to the User Satisfaction Survey

The User Satisfaction Survey is a Home Office mandated survey which has been running since 2004/05. It has been conducted in its current telephone interview format since 2006/07. All Police Forces in England and Wales are required to report their findings back to the Home Office on a quarterly basis.

The findings from Gloucestershire's User Satisfaction Survey are also discussed at a monthly Performance and Operations meeting. Since April 2011-12 surveys have been conducted with victims of Domestic Burglary, Vehicle Crime, Violent Crime and Racist Incidents. Interviews are carried out continually throughout the year. The majority of questions that are used within Gloucestershire's survey are those that have been mandated by the Home Office, with supplementary questions that have been selected for the Constabulary's own use. Data derived from the mandatory questions are reported within the data tables.

The data has been collapsed to produce two measures of victim satisfaction:

1. **'At least very satisfied'**: This includes respondents who were 'very satisfied' or 'completely satisfied' with the service that they received.
2. **'At least fairly satisfied'**: This includes respondents who were 'fairly satisfied', 'very satisfied', or 'completely satisfied' with the service that they received.

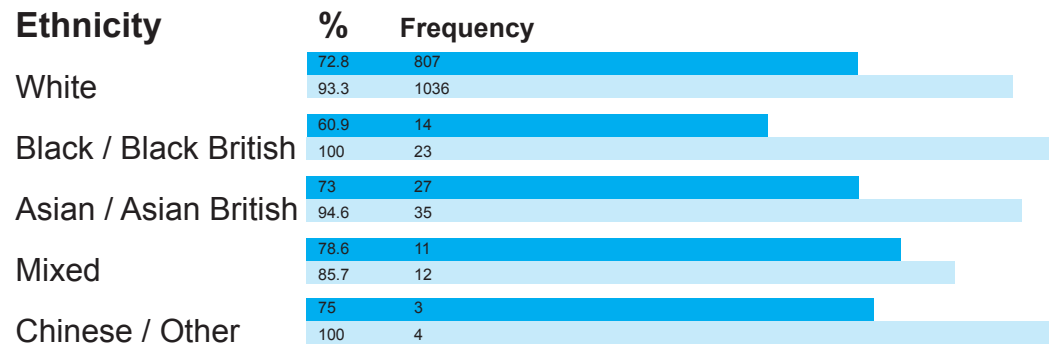
The response options for each satisfaction question that make up the remaining total percentage are:

- Neither satisfied nor dissatisfied
- Fairly dissatisfied
- Very dissatisfied
- Completely dissatisfied

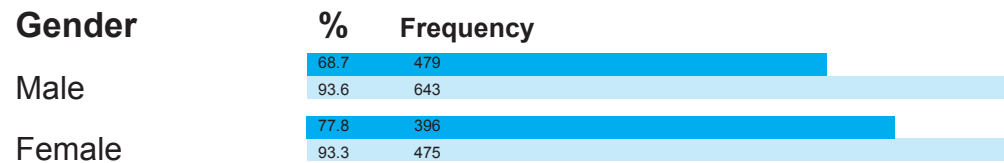


Are you satisfied or dissatisfied or neither with how easy it was to contact someone to assist you?

Ethnicity



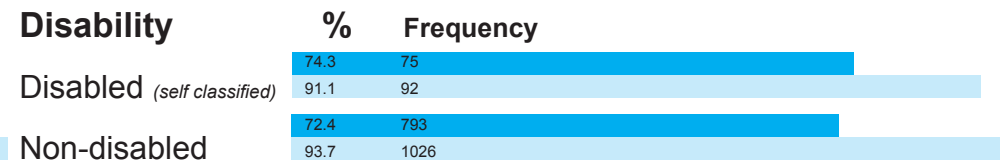
Gender



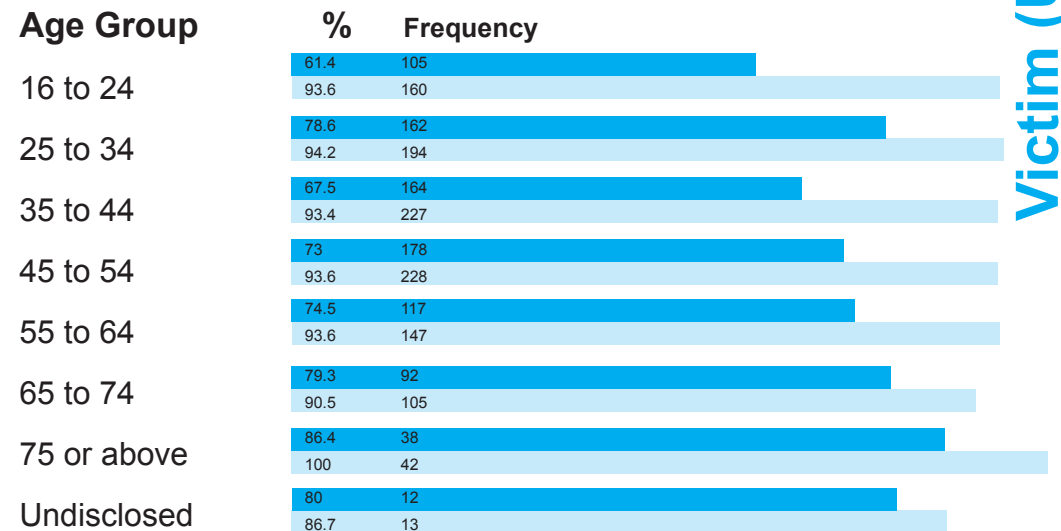
 At least very satisfied

 At least fairly satisfied

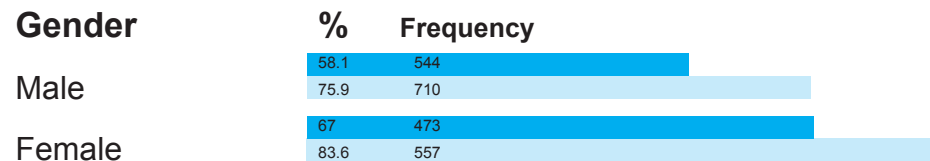
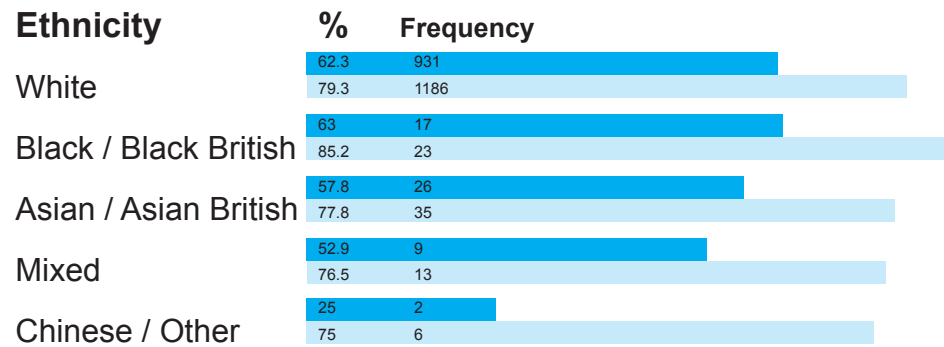
Disability



Age Group

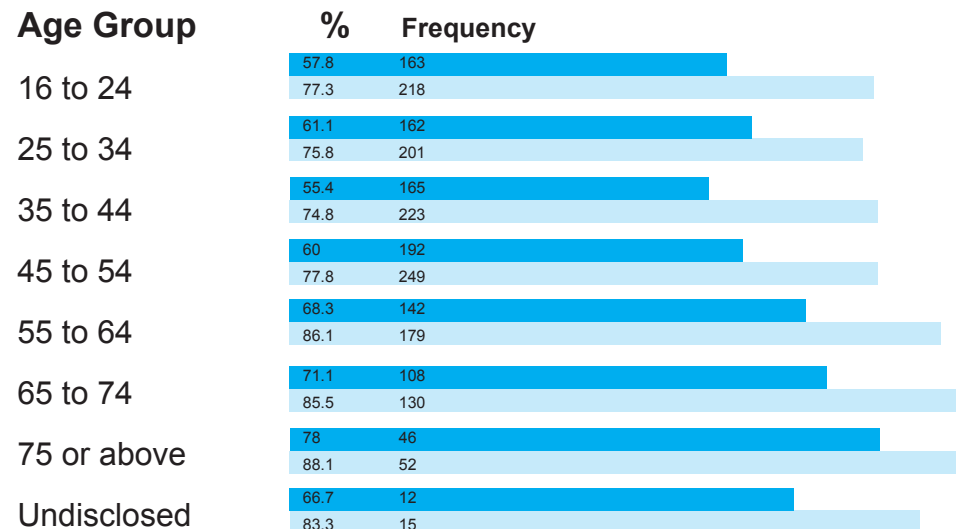
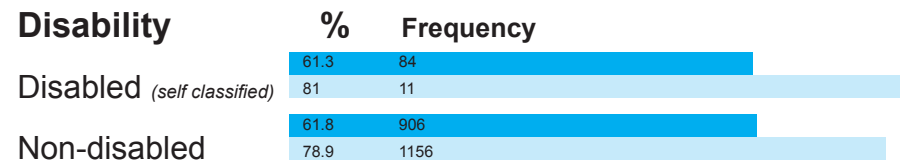


Thinking about what the police did once they had been given the initial details, are you satisfied or dissatisfied or neither with the actions taken by the police?

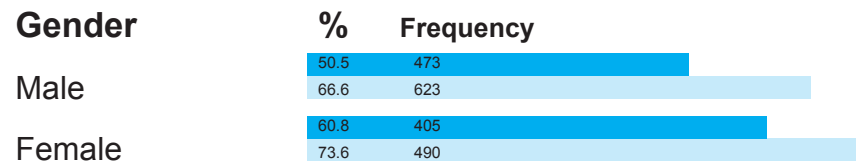
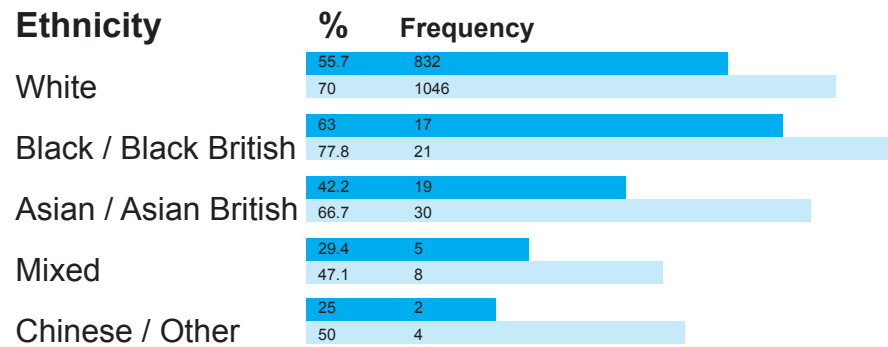


At least very satisfied

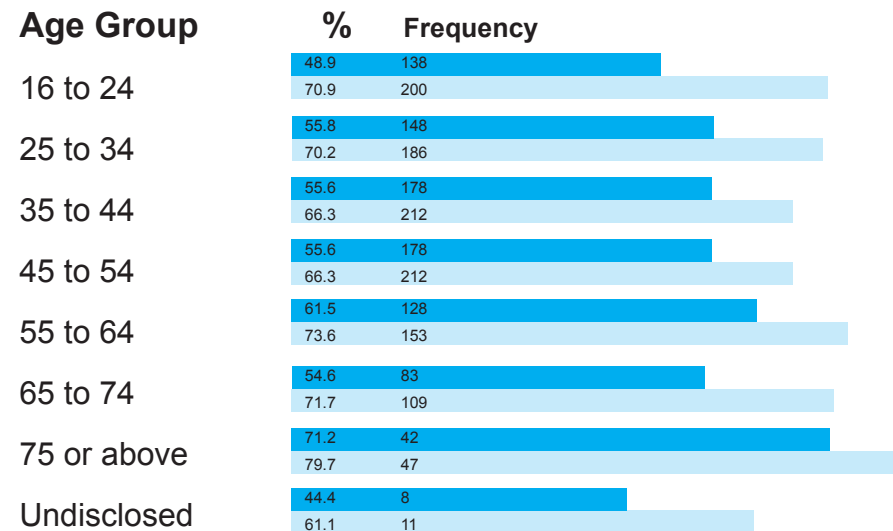
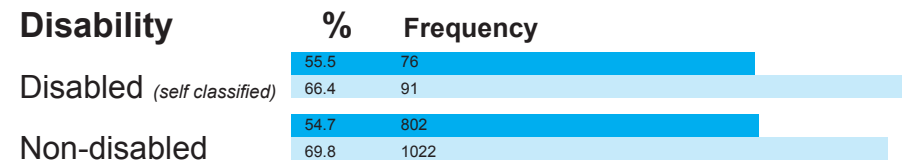
At least fairly satisfied



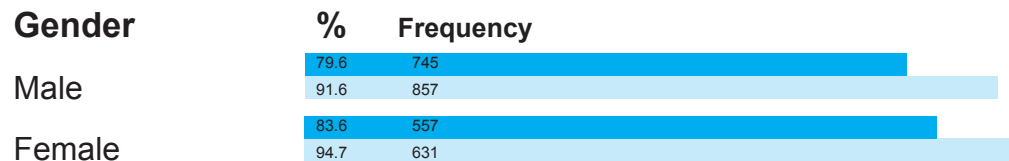
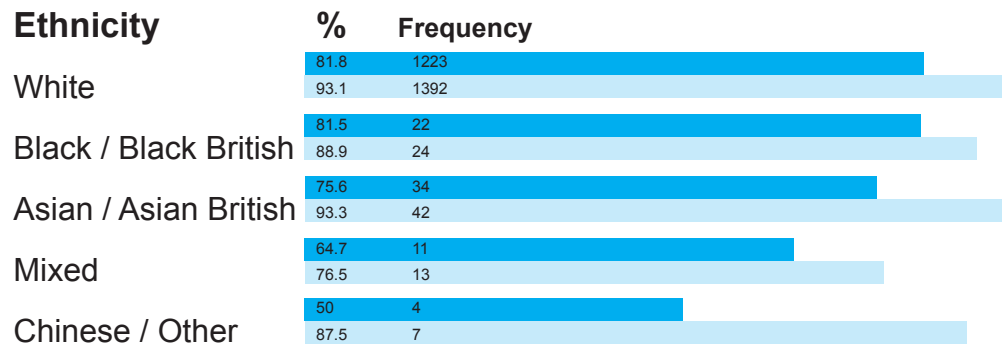
Are you satisfied, dissatisfied or neither with how well you were kept informed of progress?



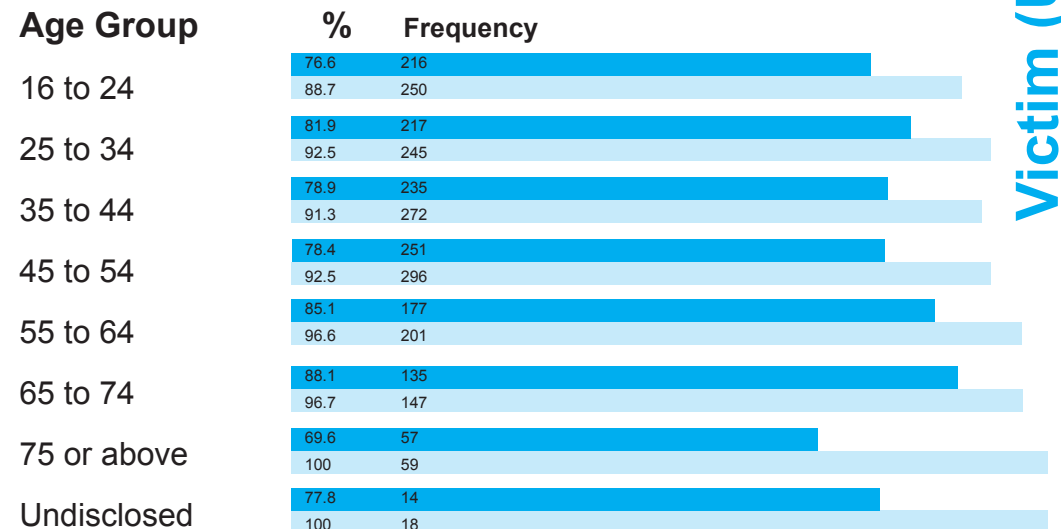
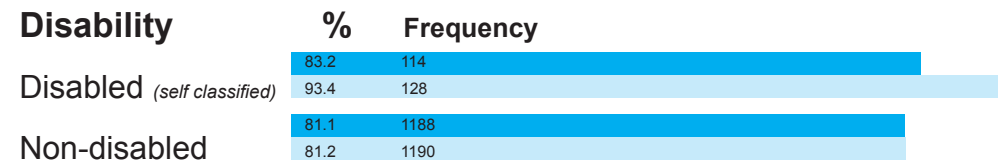
 At least very satisfied
 At least fairly satisfied



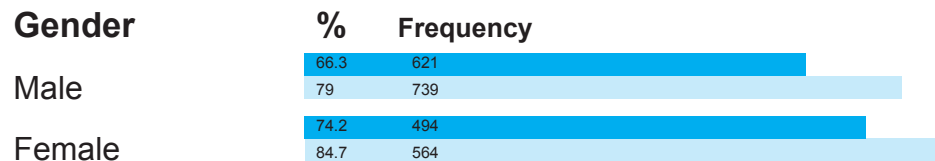
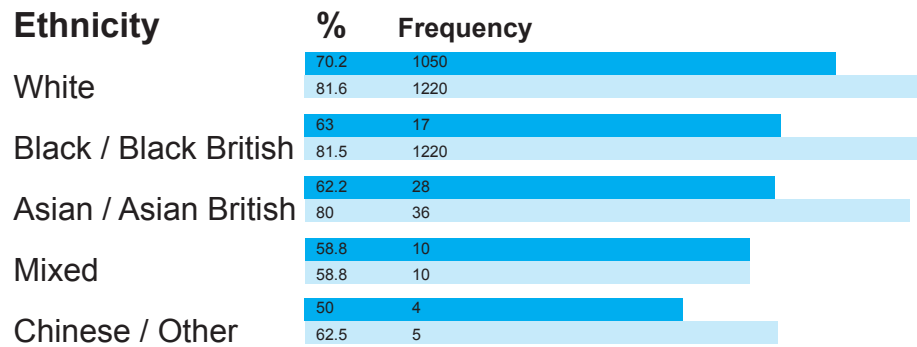
Thinking about their attitude and behaviour - are you satisfied, dissatisfied or neither with the way you were treated by the police officers and police staff who dealt with you?



 At least very satisfied
 At least fairly satisfied

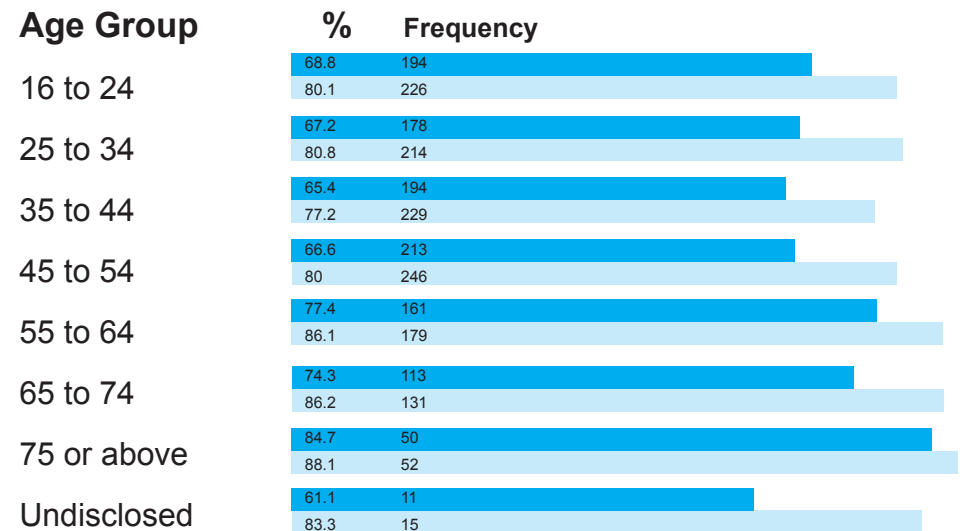
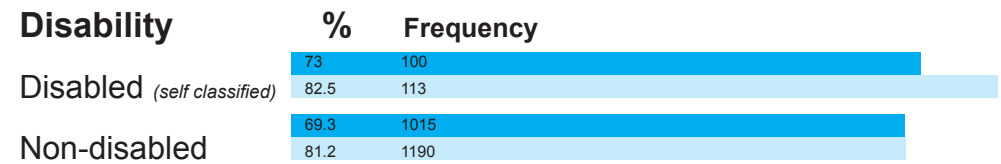


Taking the whole experience into account, are you satisfied, dissatisfied or neither with the service provided by the police in this case?



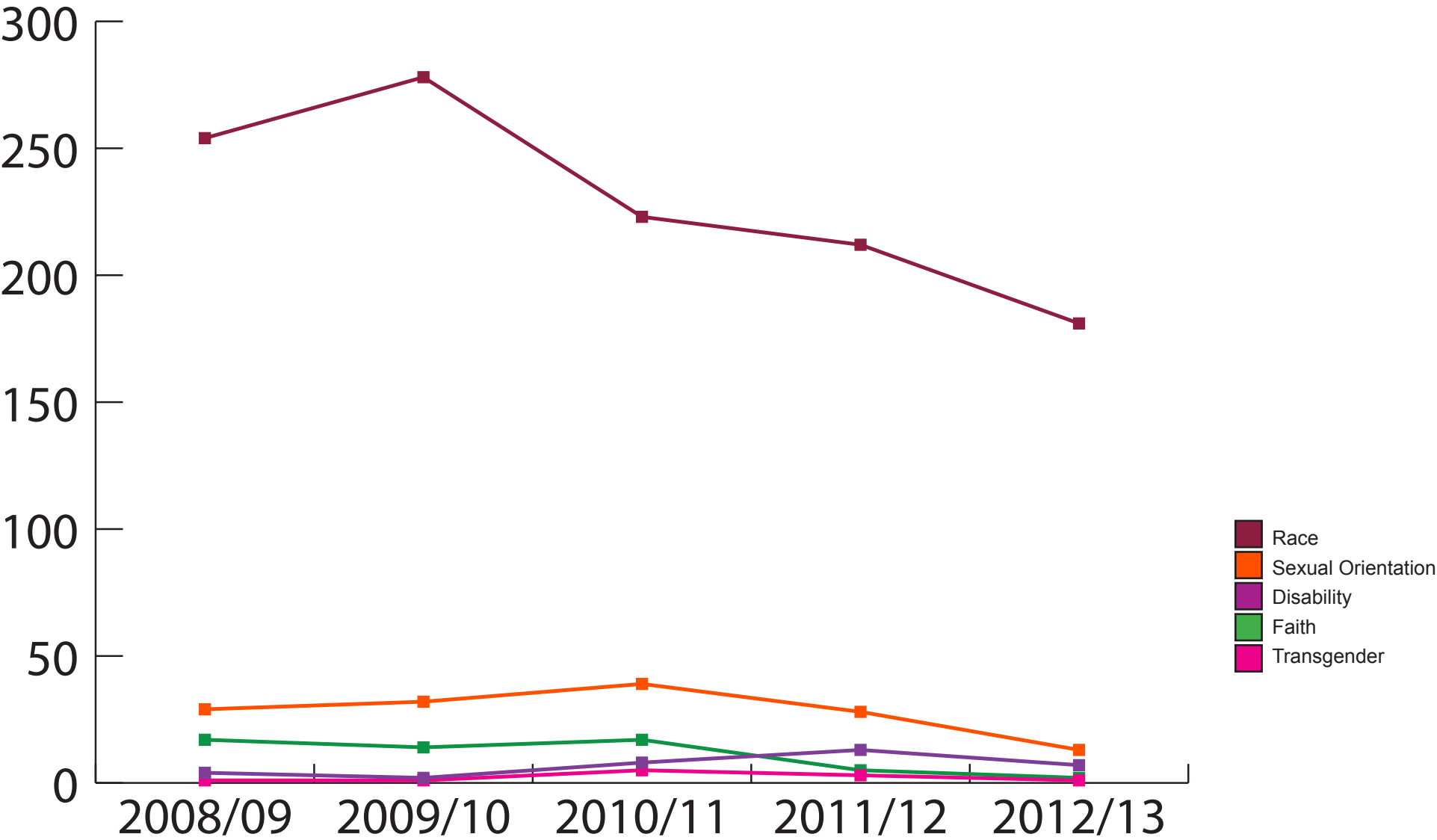
At least very satisfied

At least fairly satisfied



Local Policing Area

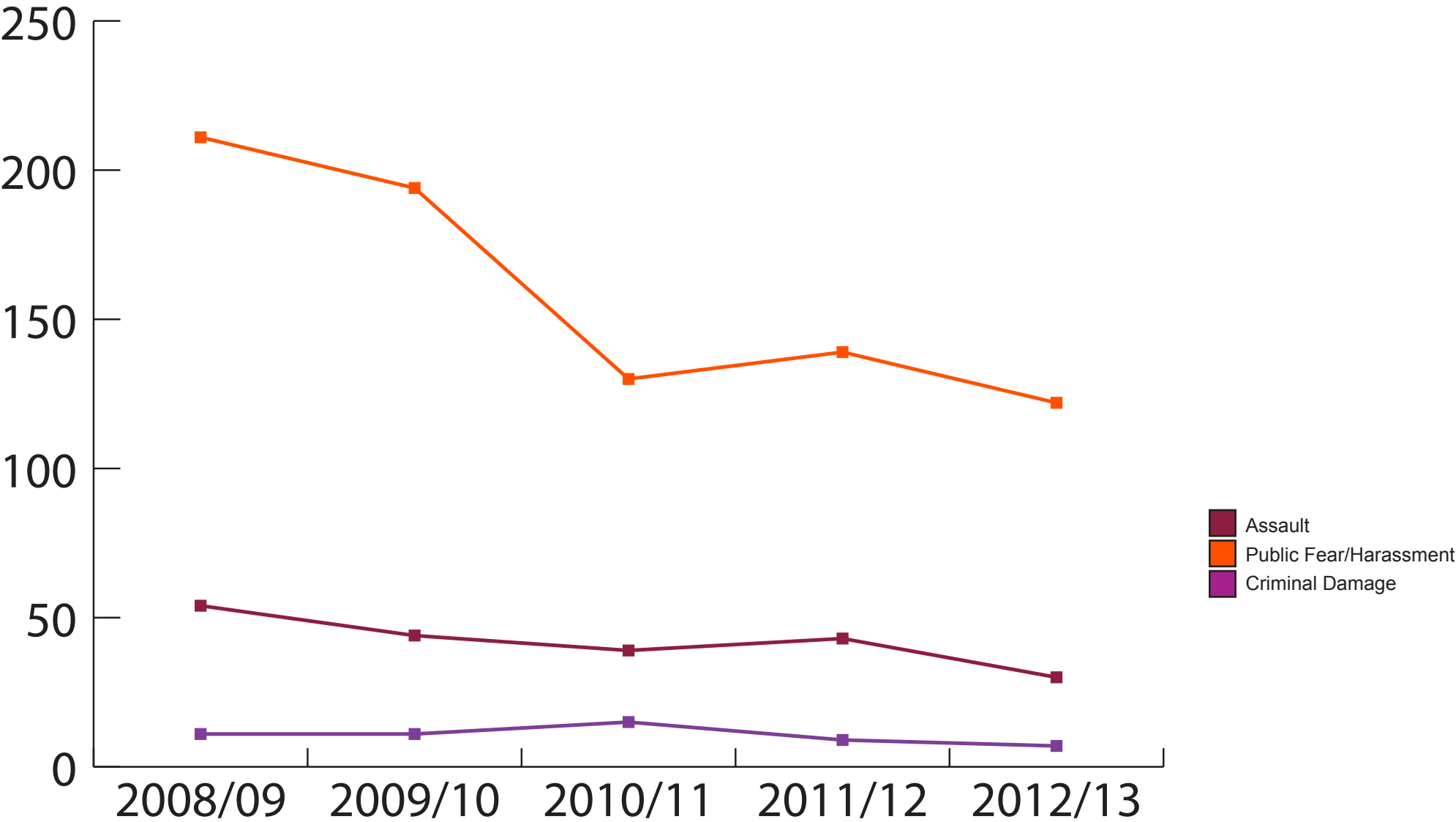
		Cheltenham	Gloucester	Stroud	Tewkesbury	Forest	Cotswolds	Subtotal	Total
Quarter 1	Race	16	21	1	2	3	4	47	53
	Faith	0	0	0	0	0	1	1	
	Sexual Orientation	0	1	2	0	0	1	4	
	Transgender	0	0	0	0	0	0	0	
	Disability	0	0	1	0	0	0	1	
Quarter 2	Race	12	21	5	4	7	5	54	60
	Faith	1	0	0	0	0	1	2	
	Sexual Orientation	0	2	0	0	0	1	3	
	Transgender	0	0	0	1	0	0	1	
	Disability	0	0	0	0	0	0	0	
Quarter 3	Race	8	26	6	1	2	3	46	51
	Faith	0	1	0	1	0	0	2	
	Sexual Orientation	0	2	0	0	1	0	3	
	Transgender	0	0	0	0	0	0	0	
	Disability	0	0	0	0	0	0	0	
Quarter 4	Race	9	17	1	4	1	2	34	40
	Faith	1	1	0	0	0	0	2	
	Sexual Orientation	0	1	0	0	0	2	3	
	Transgender	0	0	0	0	0	0	0	
	Disability	0	0	0	0	0	1	1	
2012/13 Total	Race	45	85	13	11	13	14	181	204
	Faith	2	2	0	1	0	2	7	
	Sexual Orientation	0	6	2	0	1	4	13	
	Transgender	0	0	0	1	0	0	1	
	Disability	0	0	1	0	0	1	2	
		94	186	32	26	28	42		

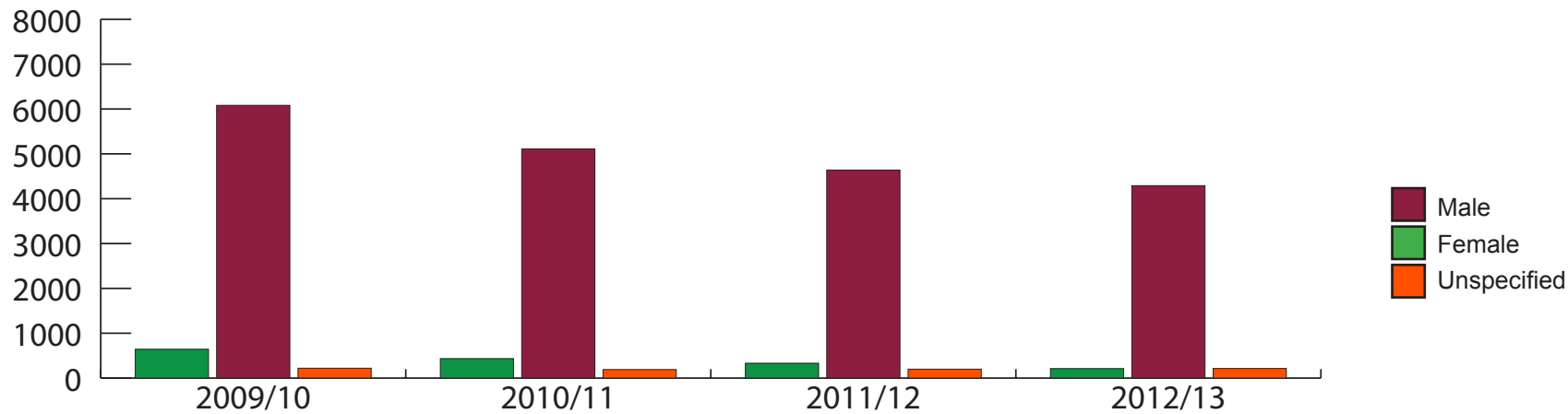
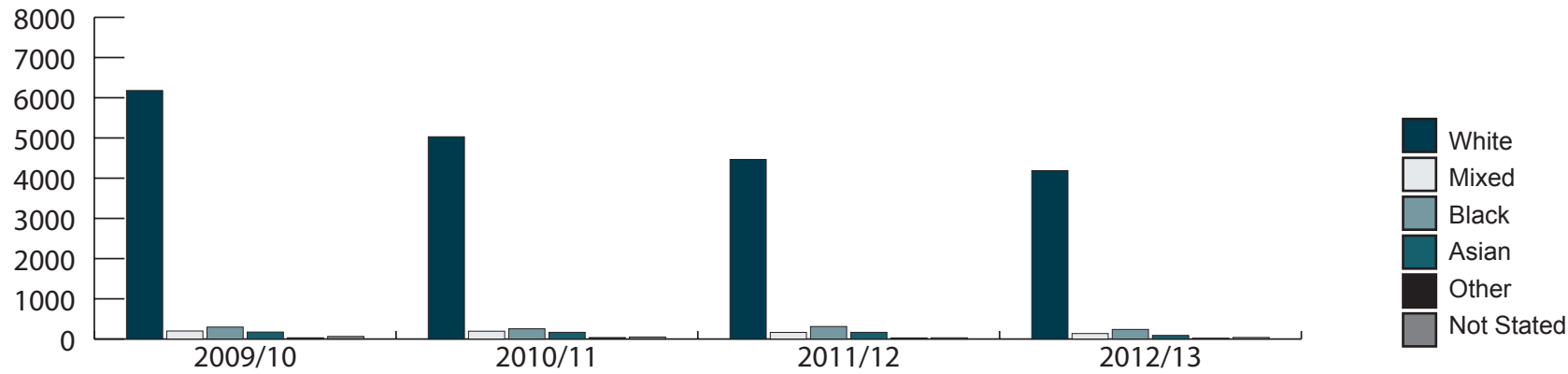


Local Policing Area

		Cheltenham	Gloucester	Stroud	Tewkesbury	Forest	Cotswolds	Subtotal	Total
Quarter 1	Assault	1	6	0	1	1	0	9	43
	Criminal Damage	0	2	0	0	0	0	2	
	Public Fear and Harassment	12	16	0	1	1	2	32	
Quarter 2	Assault	1	4	1	2	1	1	10	50
	Criminal Damage	0	1	0	0	0	1	2	
	Public Fear and Harassment	7	16	4	2	5	4	38	
Quarter 3	Assault	2	3	0	0	0	0	5	39
	Criminal Damage	0	1	0	1	0	0	2	
	Public Fear and Harassment	5	18	5	0	2	2	32	
Quarter 4	Assault	2	3	0	1	0	0	6	27
	Criminal Damage	0	1	0	0	0	0	1	
	Public Fear and Harassment	5	10	1	1	2	1	20	
2012/13 Total	Assault	6	16	1	4	2	1	30	159
	Criminal Damage	0	5	0	1	0	1	7	
	Public Fear and Harassment	29	60	10	4	10	9	122	
		70	162	22	18	24	22		

Transgender and Disability crimes have only been assessed since April 2009 in line with Home Office Requirements.





Year 2012/13	Male	Female	Not Specified	Total
White	3799	198	191	4188
Mixed	125	5	7	137
Black	229	3	7	239
Asian	83	2	5	90
Other	19	2	1	22
Not Stated/ Recorded	36	1	3	40
Total	4291	211	214	4716

Notes:

Ethnicity based on Self-Classification by the subject of the search

Previous years documents has also provided breakdowns by age but this information is not available for the period under examination. Obtaining the date of birth or age of the subject is no longer required.

Year: 2012/13	White	Mixed	Black	Asian	Other	Not Stated	Total
Searches Conducted	4188	137	239	90	22	40	4716
Population	510232	5871	4470	8760	2673		532006
Rate per 1000 pop	8.2	23.3	53.5	10.3	8.2		8.9

Population based on 2011 census, residential population aged over 10 years

Year: 2012/13	Female	Male	Unspecified	Total
Searches Conducted	211	4291	214	4716
Population	276643	255363		532006
Rate per 1000 pop				

Population based on 2011 census, residential population aged over 10 years



Pokud si přejete obdržet informace obsažené v tomto dokumentu v jiném jazyku, velkém písmu nebo na audiokazetě, zkontaktujte prosím jednotku Diversity Unit v oddělení Community Partnership na telefonním čísle 101.

এই ডকুমেন্টের তথ্যাবলী অন্য ভাষায়, বড় প্রিন্ট বা অডিও টেপ আকারে পেতে হলে কমিউনিটি পার্টনারশিপ ডিপার্টমেন্টের ডাইভারসিটি ইউনিটের সাথে 101 নম্বরে যোগাযোগ করুন।

如欲索取本文件中所載資料的另 語文、特大字體或錄音帶版本，請致電 101 與 社區合作伙伴部 (Community Partnership Department) 多元化小組 (Diversity Unit) 聯絡。

আ দস্তাবেজমাঁ আবেলী মাঙিতী ঔরীত্র ঔঠে লামামাঁ, মোটা সক্ষমতাঁ প্রবেলী সথবা সৌত্রী টেপ ওপর মেজববা মাটে, কমিউনিটি পার্টনারশিপ ডিপার্টমেন্টমাঁ 'গ্রাউথসিটি ইউনিট'না 101 পর সংর্ক ঔহে।

Pokiaľ si prajete dostať informácie zahrnuté v tomto dokumentu v inom jazyku, veľkom písmu alebo na audiokazete, skontaktujte prosím jednotku Diversity Unit v oddelení Community Partnership na telefónnom čísle 101.

W celu uzyskania informacji zawartej w niniejszym dokumencie w innym języku, dużym drukiem lub na taśmie magnetofonowej, prosimy o kontakt z Diversity Unit (Wydziałem ds. różnorodności) w Community Partnership Department (Departament Partnerstwa z Lokalnymi Społecznościami) pod nr. tel. 101.

Если вы хотите получить копию данного документа на другом языке, аудиокассете или напечатанную крупным шрифтом, звоните в Службу защиты многообразия (Diversity Unit) при Отделе партнерского взаимодействия с общественностью (Community Partnership Department) по тел. 101.

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GL2 2AN
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For enquiries relating to the Gloucestershire Equality Document contact the Business Improvement Department, 101 ext. 4295