



Equality Duty

Publication of Information

2014-2015



Contents

Staff in Post

Ethnicity, Gender and Disability (All Employees)	3
Transfer by Gender & Ethnicity	4
Gender (Police Officers)	5
Gender (Police Staff)	6
2014/15 Special Constables by Gender	7
% of Employee Group for each Age Category	8
Age - Officers (by Scale/Rank)	9
Age - Police Staff (by Scale/Rank)	10
Age - Special Constables (by Scale/Rank)	11
Religion and Sexual Orientation (All Employees)	12
Length of Service - Ethnicity, Gender and Disability (All Employees)	13
Length of Service - Ethnicity, Gender and Disability (All Employees)	14
% Police Officer Workforce transferred in by ethnicity	14
% New Officer transfers by ethnicity - 2014/15	14

Applications For Employment

Ethnicity, Gender and Disability (All Employees)	15
Applications for Employment	16
Categorised by Age	16

Recipients of Honorarium Payments

Categorised by Ethnicity, Gender & Disability	17
---	----

Staff Involved in Grievance Procedures

Categorised by Ethnicity, Gender & Disability	18
---	----

Disciplinary Procedures

19

Staff Leaving the Force

By Ethnicity, Gender and Disability	20
By Method of Leaving	21

Training Delivery

by Ethnicity & Gender	22
Training Delivery by Age	23

Victim (User) Satisfaction Survey

Are you satisfied or dissatisfied or neither with how easy it was to contact someone to assist you?	24
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?	25
Are you satisfied, dissatisfied or neither with how well you were kept informed of progress?	26
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?	27
Taking the whole experience into account, are you satisfied, dissatisfied or neither with the service provided by the police in this case?	28

Staff in Post

Ethnicity, Gender and Disability (All Employees)

3

2014/15 - All Staff by Ethnicity and Gender

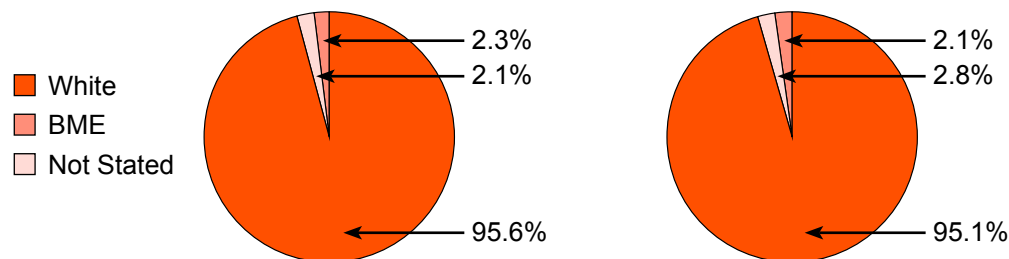
	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	757	379	23	1	19	4	1183
Police Staff	303	426	7	9	16	17	778
Special Constables	82	28	3	0	1	2	116
Total Headcount	1142	833	33	10	36	23	2077
Previous Year	1168	834	36	12	28	16	2094

2014/15 - Disabled Staff by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	26	17	1	0	0	0	44
Police Staff	14	21	0	0	1	0	36
Special Constables	2	0	1	0	0	0	3
Total Headcount	42	38	2	0	1	0	83
Previous Year	38	35	1	0	2	0	76

2013/14 Workforce Profile

2014/15 Workforce Profile



2014/15 - Non-Disabled Staff by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	731	362	22	1	19	4	1139
Police Staff	289	405	7	9	15	17	742
Special Constables	80	28	2	0	1	2	113
Total Headcount	1100	795	31	10	35	23	1994
Previous Year	1131	799	35	12	25	16	2018

Overall, 95.1% of Gloucestershire Constabulary employees are White, 2.1% Black and Minority (BME) and 2.8% have not stated their ethnicity. Despite a small increase in the previous year, the Constabulary's BME representation has decreased by 0.2%points in 2014/15. Prior to 2013/14 BME representation declined year on year since 2010/11.

Overall the representative percentage of BME employees has decreased by 0.2%p in 2014/15. At 0.8%, the majority of BME employees at Gloucestershire Constabulary classify themselves as Asian, closely followed by Mixed Background at 0.7%, Black Background accounts for 0.3% of the force, Chinese is 0.2% and Any Other Ethnic Group is 0.1%. National Government Statistics indicate that 5.3% of England and Wales police Workforce are BME. Thus Gloucestershire is unrepresentative on a national level, but also locally, as the 2011 Census data indicates that 4.7% of Gloucestershire's total population categorise themselves as BME. Although the Constabularies distribution of ethnicity reflects that of the community it serves, at 2.1% it remains 2.4% under representative in all BME categories.

95.1% are of all employees within the Constabulary in 2014/15 are White, a decrease of 0.51%p since the previous year (2013/14). 92.78% of all White employees in 2014/15 categorised themselves as White British (+0.52%p), 0.53% as White Irish and 1.78% as Any Other White Background (+0.08%p). Results from the 2011 census show that 91.6% of the population of Gloucestershire categorise themselves as White British, thus the Constabulary is 1.18% over representative of this group.

In 2014/15, 4.0% of employees within Gloucestershire Constabulary classified themselves as disabled. Despite the decrease in the overall headcount, this has increased by 0.4%p since 2013/14, from 76 employees to 83. This increase is likely to be due to new individuals coming into the organisation as 5 disabled individuals have been employed by the constabulary for less than 6 months. In relation to this, 60.2% of all disabled employees have been with the constabulary for more than 10 years, a decrease of 5.5%p when compared to the previous year. 16.7% of Gloucestershire's population declare themselves to be living with a 'Limiting Long-Term Illness' thus the constabulary remains under representative of the community it serves.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.

Staff in Post

Transfer by Gender & Ethnicity

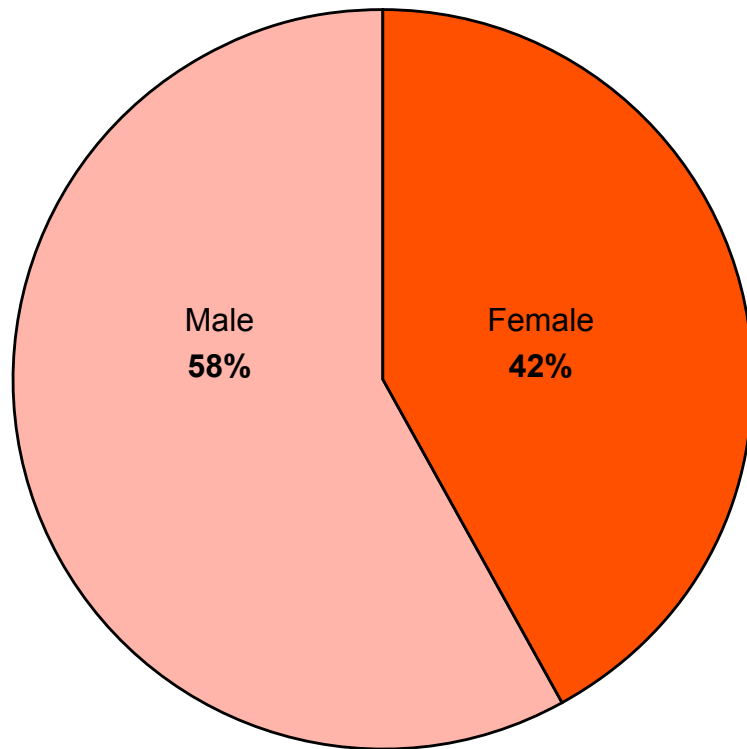
4

The Constabulary's female Officers and Staff are supported through 'The Womens Initiative Network', a support network for female Police Officers and Police Staff that aims to provide guidance and support to encourage development both laterally and in terms of promotion through all ranks endeavouring towards gender equality.

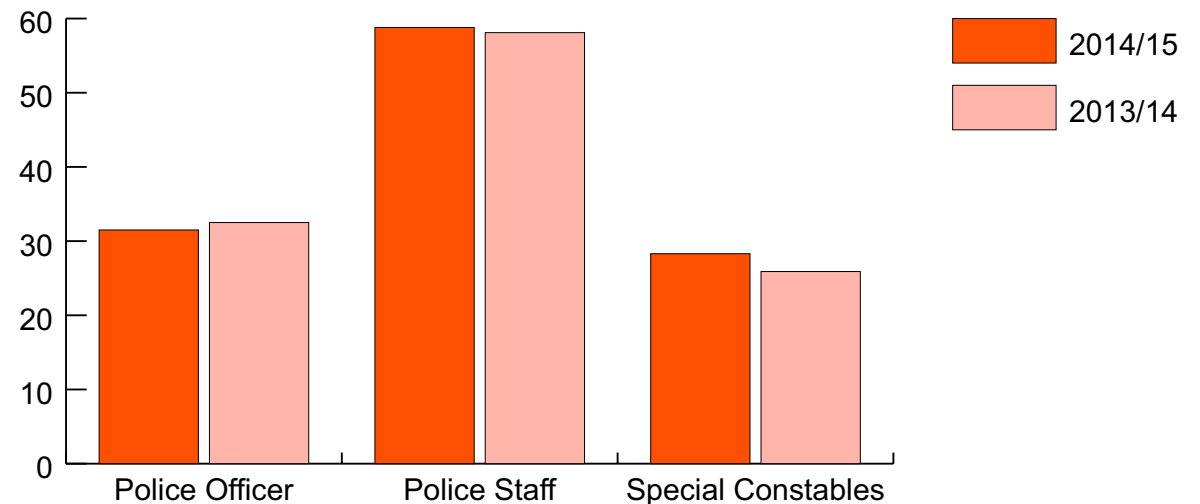
Overall, 42% of all employees at Gloucestershire Constabulary are female, 58% are male.

As seen in the bar chart below, a higher percentage of Police Staff are female (58.1%) when compared to other groups within the Constabulary. Having said this, the female gender group for Police Officers and Special Constables who were underrepresented in 2013/14, have reported an increase this year. For more information on these changes, please see the gender pages that follow.

Overall Gender Breakdown 2014/15



% Female Employees Per Group & Year



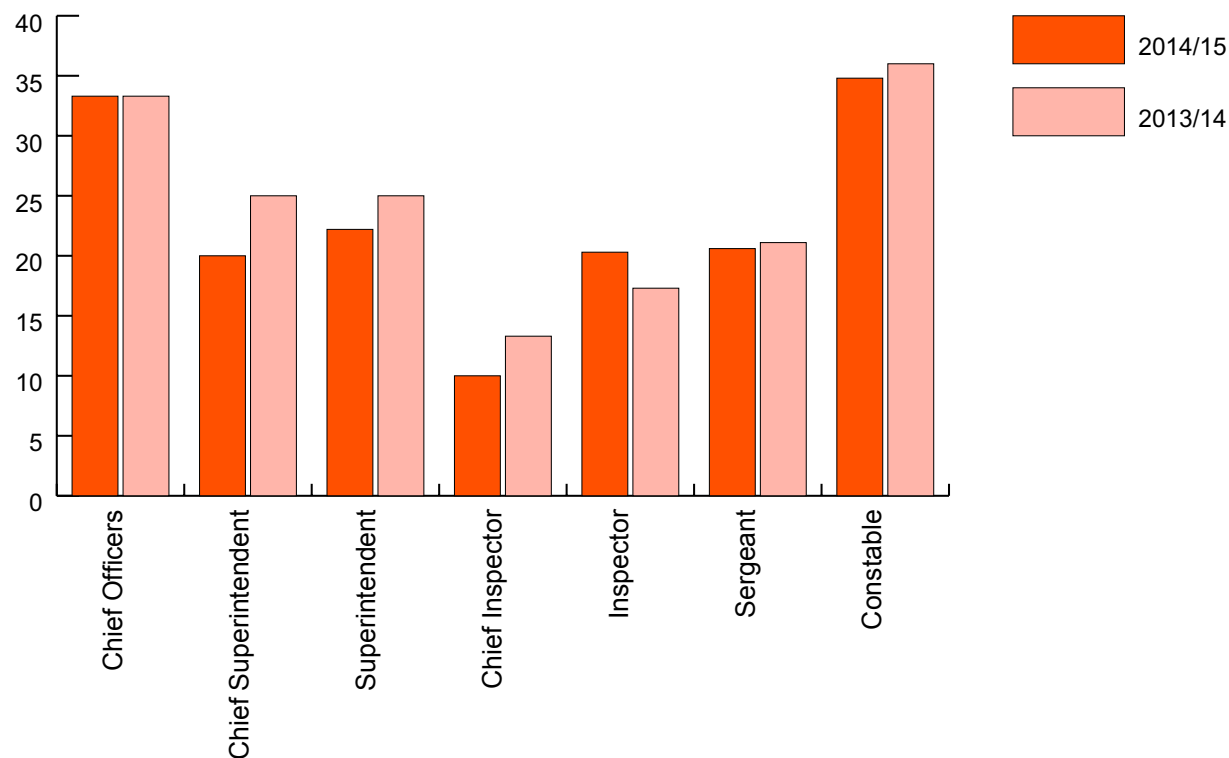
Staff in Post

Gender (Police Officers)

5

2014/15 - Police Officers by Rank, Gender & Ethnicity

	Male			Female			Total	% Female
	White	BME	Not Stated	White	BME	Not Stated		
Chief Officers	1	0	1	1	0	0	3	33.3%
Chief Superintendent	3	0	0	1	0	0	4	25.0%
Superintendent	6	0	0	2	0	0	8	25.0%
Chief Inspector	12	0	1	2	0	0	15	13.3%
Inspector	42	1	0	9	0	0	52	17.3%
Sergeant	137	4	5	39	0	0	185	21.1%
Constable	556	18	12	325	1	4	916	36.0%
Headcount	757	23	19	379	1	4	1183	32.5%
Police Officer Total	799			384			1183	32.5%
Previous Year	831			382			1213	31.5%



Overall, 32.5% of all Police Officers within the Constabulary are female, and therefore unrepresentative of the Gloucestershire community (51%). Having said this, when compared to the 2014 National Police Force Statistics, Gloucestershire Constabulary is 4.6%p over representative of female Police Officers.

With 2 additional female Officers and 32 fewer male Officers, female representation has increased for the third year in a row. Female representation at Constable (+1.2%p), Chief Inspector (+3.0%p), Superintendent (+2.8%p) and Chief Superintendent (+5.0p) have all increased. Representation at the rank of Sergeant (-0.5%p) and Inspector (3.0%p) have both decreased whilst Chief Officers has remained the same at 33.3%. Of all female Police Officers, 0.26%, which equates to 1 individual, are of BME background. In comparison, 2.88% of all male Officers are BME, a difference of 2.62%.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.

Staff in Post

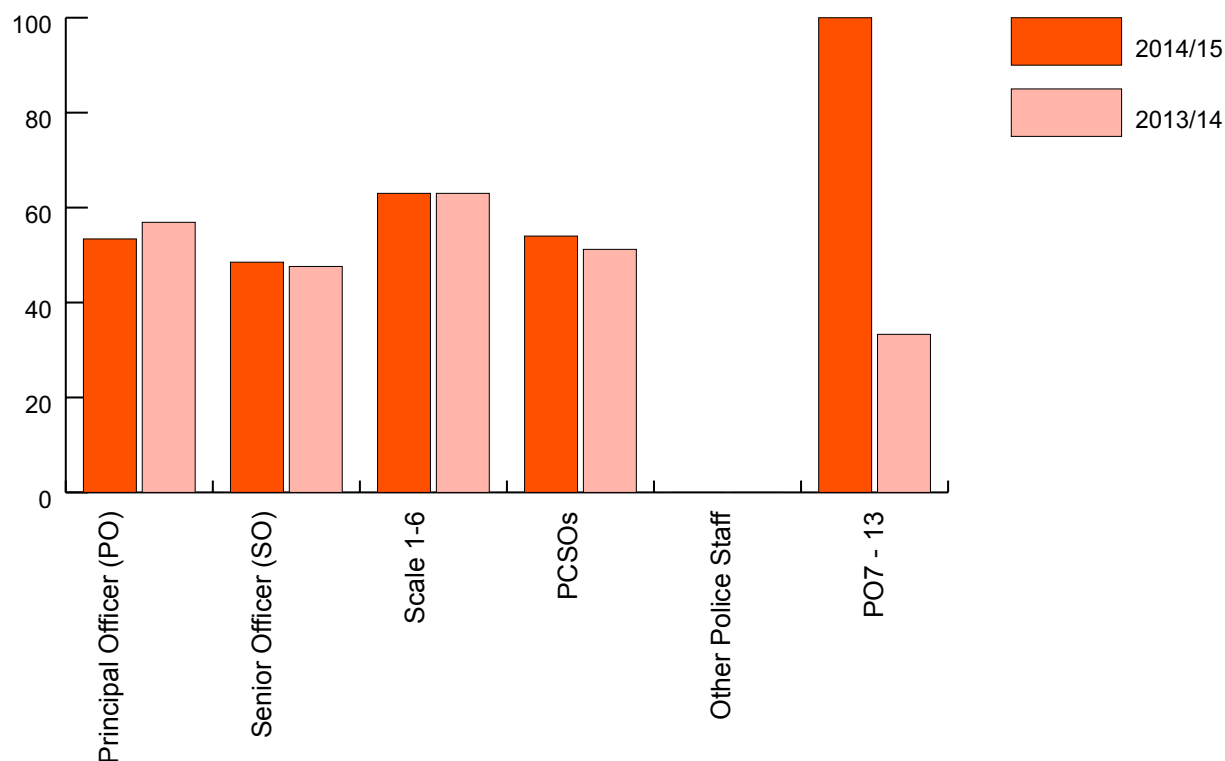
Gender (Police Staff)

6

2014/15 - Police staff by Rank, Gender & Ethnicity

	Male			Female			Total	% Female
	White	BME	Not Stated	White	BME	Not Stated		
PO7 - 13	4	0	0	2	0	0	6	33.3%
PO	25	0	0	32	1	0	58	56.9%
SO	52	1	2	49	0	1	105	47.6%
Scale 1-6	163	2	12	281	7	13	478	63.0%
PCSO	58	4	1	62	1	3	129	51.2%
Other Staff *	1	0	1	0	0	0	2	0.0%
Headcount	303	7	16	426	9	17	778	58.1%
Police Officer Total	326			452				
Previous Year	315			446			761	58.8%

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



58.1% of Police Staff at Gloucestershire Constabulary are female, forming the majority within the organisation. National Police Force Statistics for England and Wales show that 60.3% of Police Staff are female, thus on a national scale, Gloucestershire Constabulary is under representative. Having said this 51% of the population of Gloucestershire is female, thus despite seeing a reduction from the previous year, Police Staff at Gloucestershire Constabulary are over representative of the local community.

Overall, the rate of female representation across Police Staff grades shows a 0.7%p decrease from 2013/14. Female representation in the Not Stated (+4 individuals) and White (+4 individuals) ethnicity categories have both increased within 2014/15. Female Officers from BME background have decreased by 2 individuals, when compared to the previous year.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.

Staff in Post

Gender (Special Constables)

7

2014/15 - Special Constables by Rank, Gender & Ethnicity

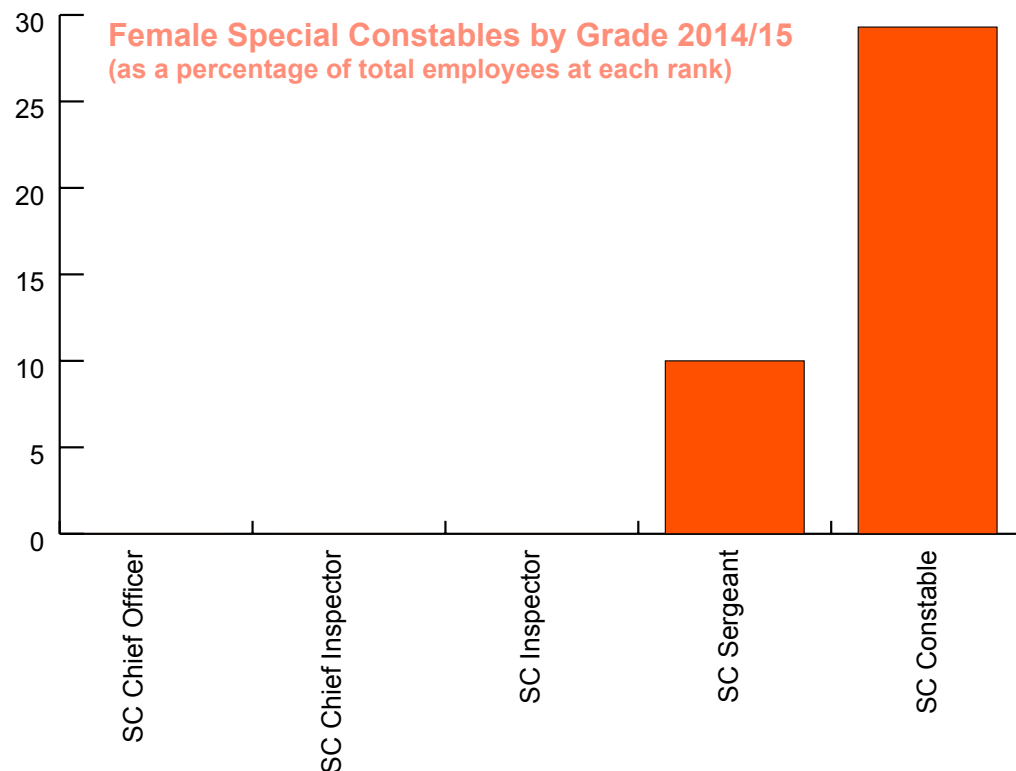
	Male			Female			Total	% Female
	White	BME	Not Stated	White	BME	Not Stated		
SC Chief Officer	1	0	0	0	0	0	1	0.0%
SC Chief Inspector	1	0	0	0	0	0	1	0.0%
SC Inspector	5	0	0	0	0	0	5	0.0%
SC Sergeant	8	1	0	1	0	0	10	10.0%
SC Constable	68	2	0	27	0	2	99	29.3%
Headcount	83	3	0	28	0	2	116	25.9%
Police Officer Total	86			30				
Previous Year	86			34			120	28.3%

The rank structure within Gloucestershire Special Constabulary has been updated to reflect the national breakdown, which is similar to the ranks of regular Police Officers.

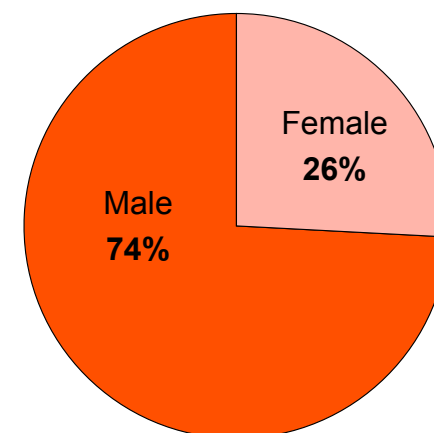
Overall the number of Special Constables have reported a further decrease of 4 individuals within 2014/15. This may be linked to the substantial number of leavers in the previous year. Despite 3 intakes of Special Constables in 2014/15, the female representation within this group has decreased by -2.9%p (4 individuals), from 28.8% 2013/14 to 25.9%. The majority of female Special Constables are at the level of Constable (29.6%).

As in the previous year, the majority (34.5%) of Special Constables are aged between 26-35. This has decreased by 3.8%p since the previous year due to a reduction of 6 Special Constables.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.



2014/15 Special Constables by Gender



Staff in Post

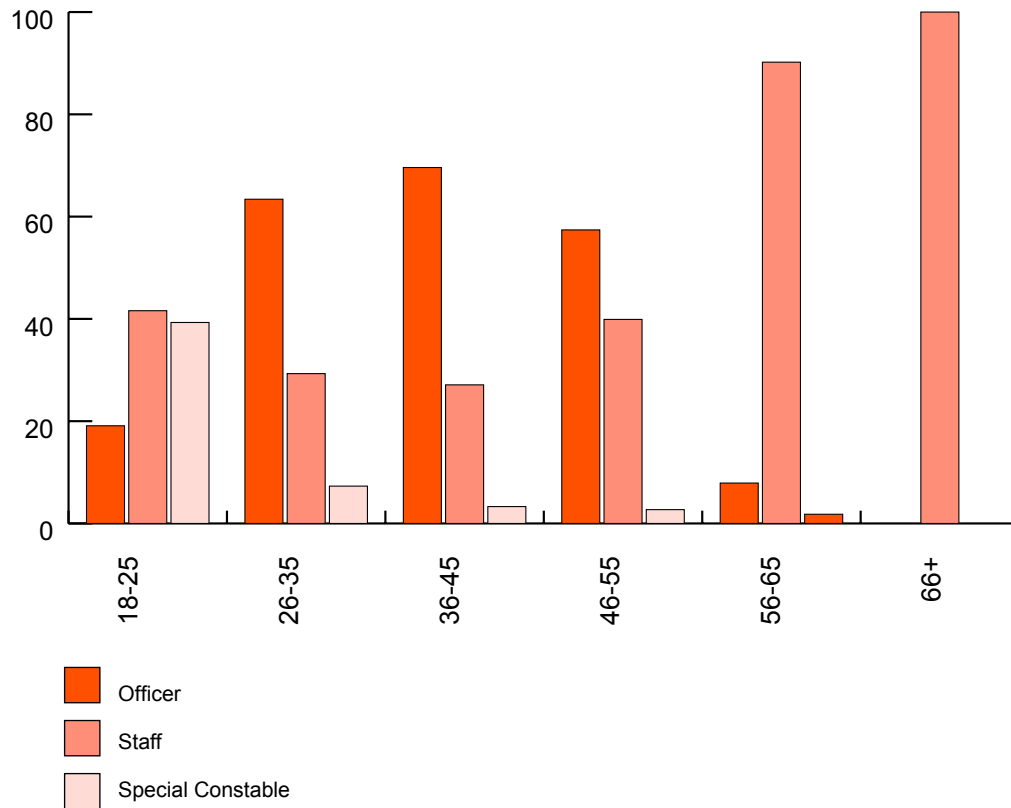
Age Overview

8

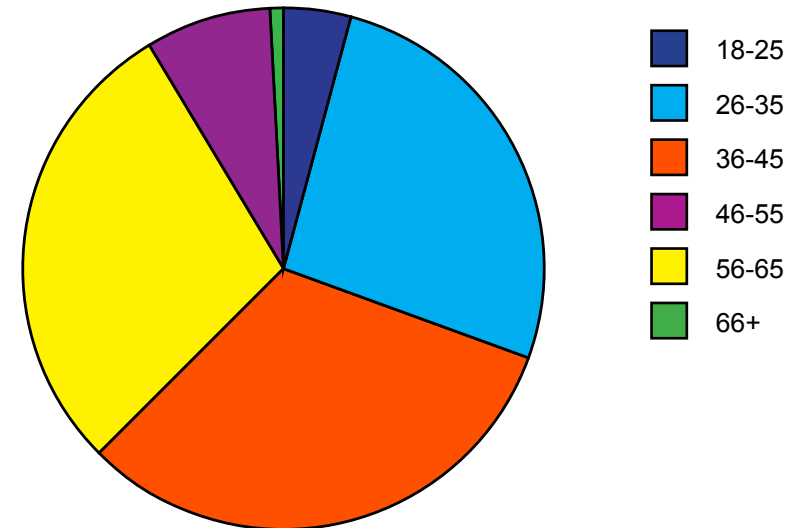
Overall, at 32% the majority of employees at the constabulary are aged 36 - 45, followed by the 46-55 category at 29%.

Due to requirements of Officer & Special Constable roles, all employees within the 66+ age category and 90.2% of 56-65 year olds are Police Staff. For further information per Group, please see the age pages that follow.

% of Employee Group for each Age Category



2014/15 Special Constables by Gender



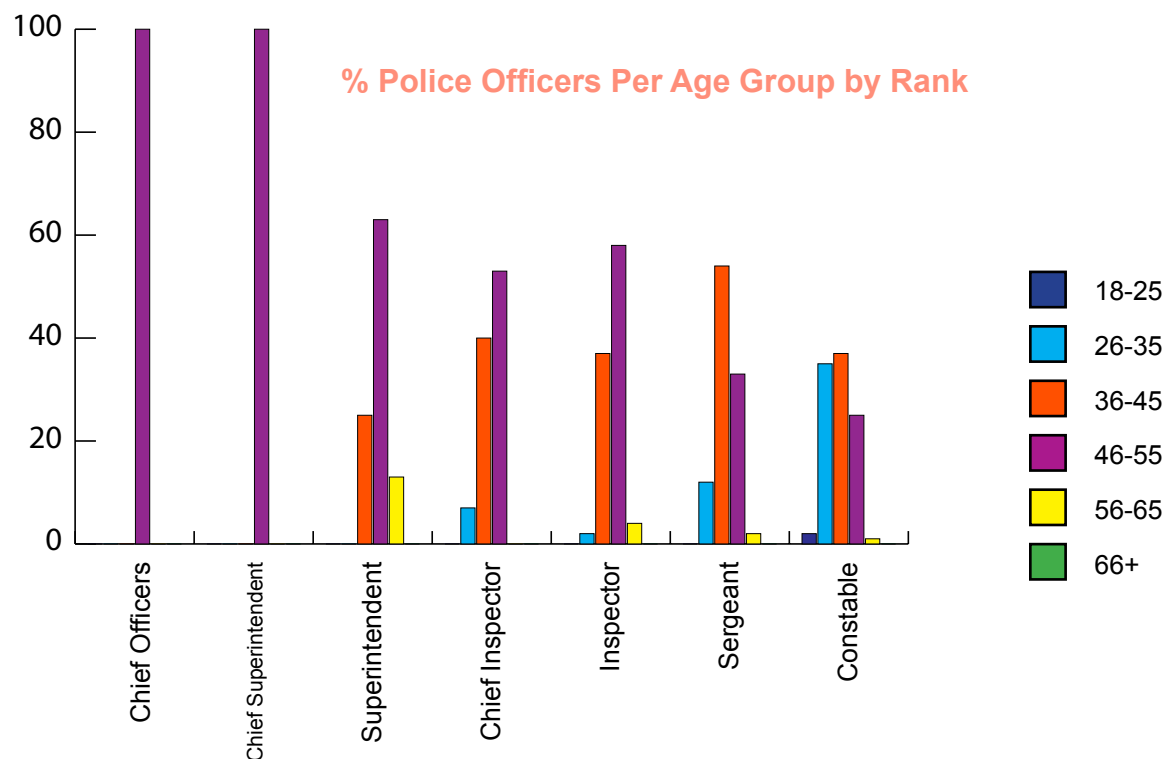
Staff in Post

Age - Officers (by Scale/Rank)

9

2014/15 - Police Officers Age Group by Rank

	Age Group (Years)						Grand Total	% Per Rank
	18-25	26-35	36-45	46-55	56-65	66+		
Chief Officer	0	0	0	3	0	0	3	0.3%
Chief Superintendent	0	0	0	4	0	0	4	0.3%
Superintendent	0	0	2	5	1	0	8	0.7%
Chief Inspector	0	1	6	8	0	0	15	1.3%
Inspector	0	1	19	30	2	0	52	4.4%
Sergeant	0	22	99	61	3	0	185	15.6%
Constable	17	322	339	231	7	0	916	77.4%
Police Officer Total	17	346	465	342	13	0	1183	100%
% Per Age Group	1.3%	30.5%	38.1%	28.6%	1.5%	0.0%	100.0%	
Previous Year	16	370	462	347	18	0	1213	



Police Staff continue to have a higher proportion of older employees when compared to Police Officers in 2014/15. 20.8% of Police Staff were aged 56 and over, an increase of 0.1%p since the previous year, compared with 1.1% of Police Officers. This is a year on year trend, due to the differences in pension regulations, which allows a Police Officer to retire in receipt of full pension upon completion of 30 year service.

The representative percentage of Police Staff in the 18-25 age category has increased within 2014/15, by 1.2%p. This is in line with a 1.1% increase in the total number of Police Staff within 2014/15 due to recruitment.

2014/15 recorded a 0.22%p (2 individuals) increase in the number of Police Staff within the 66+ age category. Due to the abolition of the default retirement age, employees can now choose when to retire thus it is important to monitor in future years if there is a noticeable increase in the number of Police Staff within the 66+ category .

Due to the 30 years service policy for Police Officers, 7.7% of 56-65 year olds at the Constabulary are Police Officers, and 100% of employees aged 66+ are Police Staff.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.

Staff in Post

Age - Police Staff (by Scale/Rank)

10

2014/15 - Police Staff Age Group by Rank

	Age Group (Years)						Grand Total	% Per Rank
	18-25	26-35	36-45	46-55	56-65	66+		
PO	0	9	24	17	8	0	58	7.5%
PO7 - 13	0	0	2	3	1	0	6	0.8%
SO	3	29	23	29	21	0	105	13.5%
Scale 1-6	24	84	110	148	99	13	478	61.4%
PCSOs	10	38	22	41	17	1	129	16.6%
Other Police Staff*	0	0	0	0	2	0	2	0.3%
Total Police Staff	37	160	181	238	148	14	778	
% Per Age Group	4.8%	20.6%	23.3%	30.6%	19.0%	1.8%	100.0%	
Previous Year	27	163	182	236	141	12	761	

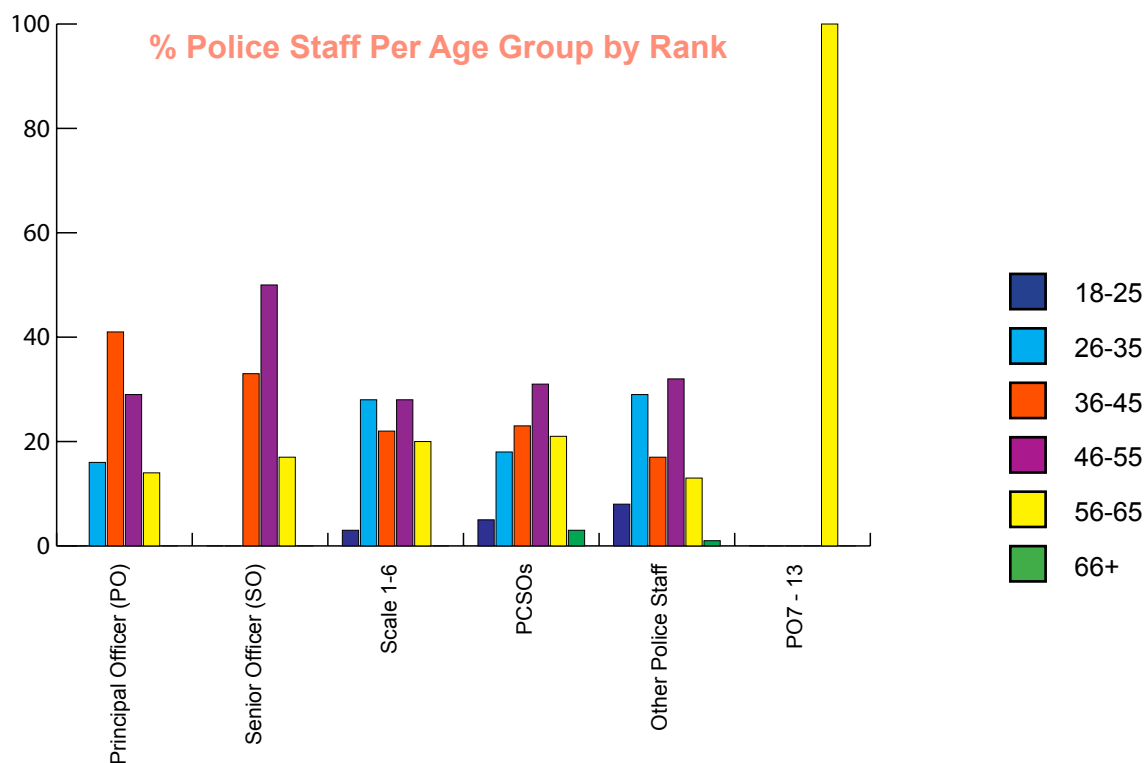
* = Other Staff includes Department Heads and Police Authority members (where grade is not specified).

Police Staff continue to have a higher proportion of older employees when compared to Police Officers in 2014/15. 20.8% of Police Staff were aged 56 and over, an increase of 0.1%p since the previous year, compared with 1.1% of Police Officers. This is a year on year trend, due to the differences in pension regulations, which allows a Police Officer to retire in receipt of full pension upon completion of 30 year service.

The representative percentage of Police Staff in the 18-25 age category has increased within 2014/15, by 1.2%p. This is in line with a 1.1% increase in the total number of Police Staff within 2014/15 due to recruitment.

2014/15 recorded a 0.22%p (2 individuals) increase in the number of Police Staff within the 66+ age category. Due to the abolition of the default retirement age, employees can now choose when to retire thus it is important to monitor in future years if there is a noticeable increase in the number of Police Staff within the 66+ category.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.



Staff in Post

Age - Special Constables (by Scale/Rank)

11

2014/15 - Special Constables Age Group by Rank

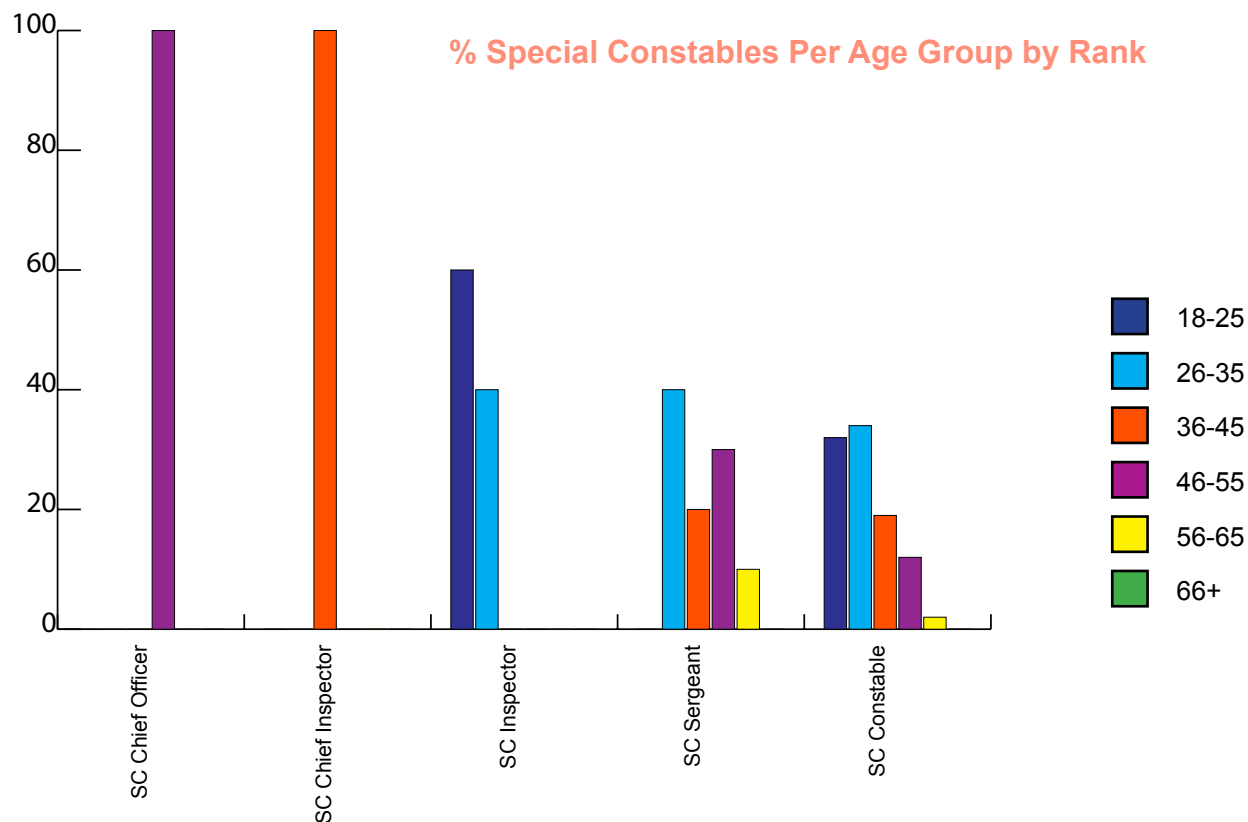
	Age Group (Years)						Grand Total	% Per Rank
	18-25	26-35	36-45	46-55	56-65	66+		
SC Chief Officer	0	0	0	1	0	0	1	0.9%
SC Chief Inspector	0	0	1	0	0	0	1	0.9%
SC Inspector	3	2	0	0	0	0	5	4.3%
SC Sergeant	0	4	2	3	1	0	10	8.6%
SC Constable	32	34	19	12	2	0	99	85.3%
Special Constable Total	35	40	22	16	3	0	116	100%
% Per Age Group	30.2%	34.5%	19.0%	13.8%	2.6%	0.0%	100.0%	
Previous Year	34	46	19	19	2	0	120	

The rank structure within Gloucestershire Special Constabulary has been updated to reflect the national breakdown, which is similar to the ranks of regular Police Officers. Overall, despite continuous recruitment the number of Special Constables have reported a further decrease of 4 individuals within 2014/15. This may be linked to the substantial number of leavers in the previous year, for more information on this please see the leaving pages.

Despite 3 intakes of Special Constables in 2014/15, the female representation within this group has decreased by -2.9%p (4 individuals), from 28.8% 2013/14 to 25.9%. The majority of female Special Constable representation is in majority at the level of Constable with 29.6%.

As in the previous year, the majority (34.5%) of Special Constables are aged between 26-35. This has decreased by 3.8% since the previous year due to a reduction of 6 Special Constables.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.



Staff in Post

Religion and Sexual Orientation (All Employees)

12

2014/15 - Religion

	Buddhist	Christian	Hindu	Muslim	Sikh	None	Other	Prefer Not to Say	Not Stated	Total
Police Officers	8	437	3	2	0	231	31	97	374	1183
Police Staff	3	310	1	8	0	136	27	34	259	778
Special Constables	0	29	0	1	1	24	1	1	59	116
Total	11	776	4	11	1	391	59	132	692	2077
Previous Year	13	792	4	11	2	387	60	140	685	2094

In 2014/15, 37.4% of employees classified themselves as Christian, a decrease of 0.4%p (16 individuals) on the previous year. The number of individuals who 'prefer not to say' has decreased by 0.3%p (8 individuals), from 6.7 in 2013/14 to 6.4% in 2014/15.

The proportion of employees describing themselves with no religion has increased for the third year in a row 0.3%p, from 18.4% in 2013/14 to 18.8% in 2014/15. A lower proportion of people follow a religion other than Christianity when compared to England & Wales as a whole. This therefore reflects the ethnic composition of Gloucestershire.

2014/15 - Sexual Orientation

	Bisexual	Gay/Lesbian	Hetrosexual	Prefer Not to Say	Not Stated	Total
Police Officers	5	18	673	87	400	1183
Police Staff	5	6	450	38	279	778
Special Constables	2	2	51	3	58	116
Total	12	26	1174	128	737	2077
Previous Year	11	24	1193	134	732	2094

As with religion, the number of employees who 'Prefer Not To Say' their Sexual Orientation has decreased again this year by 0.1% (6 individuals). The proportion of people classifying themselves as either Bisexual or Gay/Lesbian has increased by 0.16%p since 2013/14, from 35 to 38 in 2014/15.

The organisation continues to work with its support associations to improve the levels of confidence and trust in the workplace as well as within the Gloucestershire Community.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.

Staff in Post

Length of Service - Ethnicity, Gender and Disability (All Employees)

13

2014/15 - Police Officer Length of Service by Ethnicity & Gender

	White		BME		Not Stated		Total	%
	Male	Female	Male	Female	Male	Female		
< 6 Months	15	13	1	0	1	0	30	2.5%
6 Months - 2 Years	21	11	2	0	1	0	35	3.0%
2 - 5 Years	12	4	0	0	1	0	17	1.4%
5 - 10 Years	178	124	5	0	3	1	311	26.3%
10+ Years	531	227	15	1	13	3	790	66.8%
Previous Year	757	379	23	1	19	4	1183	100%

The majority of Police Officers, at 66.8%, have been with the Constabulary for 10+ years, followed by 26.3% between 5-10 years.

As with Officers, the majority of Police Staff, at 42.7%, have been with the Constabulary for 10+ Years, followed by 5-10 years at 36.8%.

As the graph shows, only 18.5% of all employees with 2-5 years service are Police Officers, this may be linked to the profile of leavers (see leavers pages for more information).

At 30.2%, the majority of Special Constables have been volunteers at the Constabulary for 2-5 years. Due to the high number of leavers in the previous year resulting in intakes, a larger proportion of Special Constables (when compared to Police Officers & Staff) have been with the Constabulary for less than 6 months.

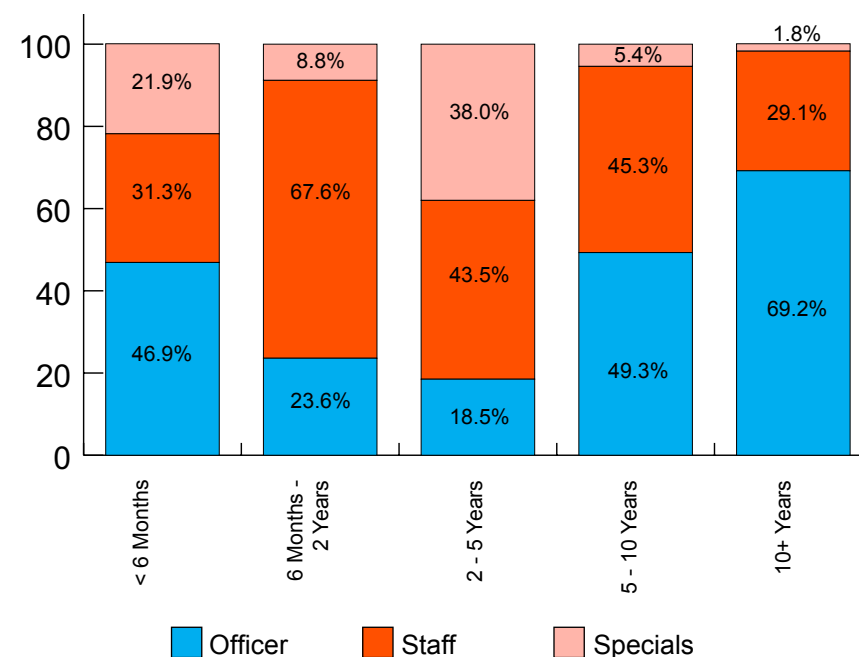
2014/15 - Police Staff Length of Service by Ethnicity & Gender

	White		BME		Not Stated		Total	%
	Male	Female	Male	Female	Male	Female		
< 6 Months	10	6	0	0	2	2	20	2.6%
6 Months - 2 Years	47	43	0	1	3	6	100	12.9%
2 - 5 Years	16	20	0	0	3	1	40	5.1%
5 - 10 Years	117	150	4	4	3	8	286	36.8%
10+ Years	113	207	3	4	5	0	332	42.7%
Previous Year	303	426	7	9	16	17	778	100%

2014/15 - Special Constable Length of Service by Ethnicity & Gender

	White		BME		Not Stated		Total	%
	Male	Female	Male	Female	Male	Female		
< 6 Months	8	4	0	0	0	2	14	12.1%
6 Months - 2 Years	9	3	0	0	1	0	13	11.2%
2 - 5 Years	25	8	2	0	0	0	35	30.2%
5 - 10 Years	22	11	1	0	0	0	34	29.3%
10+ Years	18	2	0	0	0	0	20	17.2%
Previous Year	82	28	3	0	1	2	116	100%

% of Employee Group for each Length of Service Category



Staff in Post

Transferees – Gender and Ethnicity

14

2014/15 Transferees within the Workforce by Ethnicity & Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	155	71	5	0	7	3	241
Total Headcount	155	71	5	0	7	3	241
Total by Ethnicity	226		5		10		
Previous Year	229		8		9		246

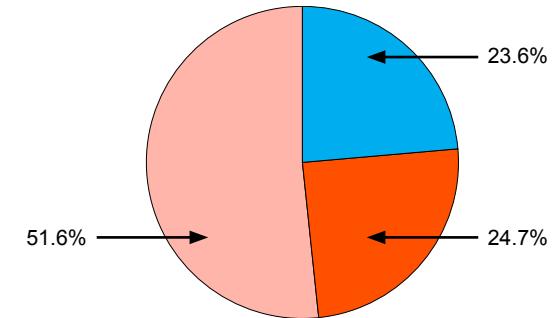
2014/15 - New Transfers by Ethnicity & Transfer

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	8	9	0	0	0	2	19
Total Headcount	8	9	0	0	0	2	19
Total by Ethnicity	17		0		2		
Previous Year	30		0		1		31

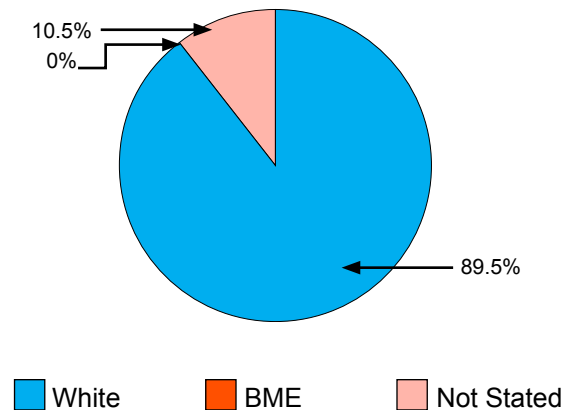
Overall, 20.4% (241 individuals) of all Police Officers at the Constabulary are transferees. Of which, 93.8% are White, 2.1% are BME & 4.1% did not state their ethnicity. 24.7% of all BME Police Officers are transfers to Gloucestershire Constabulary, compared to 19.9% of all White Officers. Thus overall, a higher representative percentage of BME Police Officers are transfers to Gloucestershire Constabulary.

Of all Police Officer transferees in 2014/15, 89.5% (17 individuals) were White and 10.5% (2 individuals) did not state their ethnicity. As in the previous year, no BME Police Officers were transferred in during 2014/15.

% Police Officer Workforce transferred in by ethnicity



% New Officer transfers by ethnicity - 2014/15



Applications For Employment

Ethnicity, Gender and Disability

15

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers									
Application Received Supported	74	31	0	0	24	7	136	1	0
Application Received Unsupported	1	0	0	0	0	2	3	0	0
Invited to Interview	29	14	0	0	7	5	55	1	0
Application Successful	9	8	0	0	5	0	22	0	0
Application Withdrawn	44	23	0	0	10	11	88	0	0
Police Staff	Male	Female	Male	Female	Male	Female		Male	Female
Application Received	136	217	3	11	67	85	519	7	15
Invited to Interview	65	73	1	4	12	14	169	3	2
Application Successful	25	26	1	0	4	5	61	0	2
Application Withdrawn	11	9	0	1	10	15	46	0	0

Please note that individuals who were successful but not appointed during this time are not included in the data.

The applications for employment figures for both Police Officers and Police Staff includes internal and external applications, excluding posts that relate to transfers, promotions and secondments.

Police Officers

In contrast to 2013/14, 0 applications were received in 2014/15 by individuals who categorised themselves as being of BME background, compared to 2.1% (9 individuals) in the previous year. Of all Police Officer application forms received in 2014/15, 71.2% were male, compared to 28.8% female.

Police Staff

Of all Police Staff applications received in 2014/15, 2.7% (14 individuals) were BME, an increase of 0.8%p (2 individuals) since 2013/15. Having said this, 1.6%, equivalent to 1 individual was successful in 2014/15. Of all applications received within this year, 29.3% of Police Staff did not state their ethnicity, compared to 23.7% of Police Officers. In contrast to Police Officers, 39.7% of all Police Staff Applications were female compared to 60.3% female, although 50.8% of all successful applications were female.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.

Applications for Employment

Categorised by Age

16

Police Officers	18-25	26-35	36-45	46-55	56-65	66+	Not Stated	Total
Application Received Supported	0	24	63	41	0	0	8	136
Application Received Unsupported	0	0	3	0	0	0	0	3
Invited to Interview	0	8	25	17	0	0	5	55
Application Successful	0	7	9	4	0	0	2	22
Application Withdrawn	0	28	35	22	0	0	3	88
Police Staff	18-25	26-35	36-45	46-55	56-65	66+	Not Stated	Total
Application Received	69	115	79	99	35	2	120	519
Invited to Interview	12	46	36	38	17	1	19	169
Application Successful	6	20	14	14	6	0	1	61
Application Withdrawn	2	7	5	5	0	1	26	46

Please note that individuals who were successful but not appointed during this time are not included in the data.

The applications for employment figures for both Police Officers and Police Staff includes internal and external applications, excluding posts that relate to transfers, promotions and secondments.

Police Officers

The majority of Police Officer application forms received were submitted by individuals aged between 36-45 at 47.5% (66 individuals). At 40.9% (9 individuals) the 36-45 age group was also the most successful within 2014/15.

Police Staff

The majority, 23.1% of Police Staff applications were received by individuals who did not state their age (120 individuals), this is followed by applicant within the 26-35 age group at 22.2%. At 56.5% the most successful applicants did not state their age during the recruitment process.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.

Recipients of Honorarium Payments

Categorised by Ethnicity, Gender & Disability

17

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
	55	41	0	4	1	0	101	1	0
% Received	54.46	40.59	0.00	3.96	0.99	0.00	100%	0.99	0.00
% Organisation	38.95	54.76	0.90	1.16	2.06	2.19	100%	1.93	2.70
% Difference	15.51	-14.16	-0.90	2.80	-1.07	-2.19		-0.94	-2.70
Previous Year	16.93	-16.21	0.08	-1.45	-0.18	0.82		3.49	-1.10
	18-25	26-35	36-45	46-55	56-65	66+			
	0	25	39	34	3	0	101		
% Received	0.0%	24.8%	38.6%	33.7%	3.0%	0.0%	100%		
% Organisation	4.76	20.57	23.26	30.59	19.02	1.80	100%		
% Difference	-4.76	4.19	15.35	3.07	-16.05	-1.80			

Honorarium payments are made to Police Staff only either as an addition to their salary or as a lump sum, to recognise factors that are not reflected in an employee's basic pay. For example, 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.

The majority of Police Staff who received Honorarium payments in 2014/15 were aged between 36-45, at 38.6%, shortly followed by 46-55 year olds at 33.7%. 44.6% of all honorarium payments were made to female Staff, compared to 55.4% male. As 58.1% of all Police Staff are female, this distribution is overall unrepresentative of this group.

Special Priority Payment scheme (SPP), where additional one-off payments were made to Police Officers performing in qualifying posts, roles or activities is no longer available.

Staff Involved in Grievance Procedures

Categorised by Ethnicity, Gender & Disability

18

Taking Out A Grievance - Respect & Fairness at Work

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	7	5	0	0	0	0	12	0	1
Police Staff	1	1	0	0	0	0	2	0	0
Total	8	6	0	0	0	0	14	0	1
Previous Year	5	4	0	0	0	0	9	0	0

Grieved Against - Respect & Fairness at Work

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	6	2	2	0	0	0	10	0	0
Police Staff	0	2	0	0	0	0	2	0	0
Total	6	4	2	0	0	0	12	0	0
Previous Year	4	5	0	1	0	0	10	1	1

Taking Out A Grievance - Respect & fairness at Work

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 understands 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. 2014/15 was consistent with the previous financial year, reporting only 1 Respect complaint by a White male Officer. This is following a decrease of 12 complaints in 2013/14.

It is also essential for all organisations to provide a mechanism for staff to raise concerns about workplace issues, in order to improve policies, processes and fairness at work. The purpose of the Fairness at Work Policy and its associated procedures is to provide a framework to support this. The number of Fairness at Work (taking out a grievance) complaints has increased from 8 in 2013/14 to 13 in 2014/15. 84.6% of all Fairness at Work (taking out a grievance) are Police Officers.

Grieved Against - Respect & Fairness at Work

As in the previous year, only 1 Respect complaint was investigated and concluded in 2014/15, and only 1 individual (White, Female, Police Staff) was the subject of this complaint. Although there were 13 Fairness at Work cases investigated and concluded in 2014/15, the above data shows that 11 people were the subject of this complaint type. This is a result of two cases regarding multiple members of staff.

Please note: this data refers to complaint cases that were investigated and concluded in 2014/15. Individuals within the data provided can be counted more than once, if involved in multiple cases.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.

Disciplinary Procedures

19

By Ethnicity, Gender and Disability

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	2	1	0	0	0	0	3	0	0
Police Staff	5	3	1	0	0	0	9	0	0
Total	7	4	1	0	0	0	12	0	0
Previous Year	15	8	1	0	2	0	26	0	0

By Age

	18-25	26-35	36-45	46-55	56-65	66+	Total
Police Officers	0	2	1	0	0	0	3
Police Staff	0	2	2	3	2	0	9
Total	0	4	3	3	2	0	12
Previous Year	2	4	11	8	1	0	26

Upon review, the previous years figures have been updated to reflect the number of discipline cases that had concluded between 01/04/2013 & 31/03/2014 (-2 cases)

Please note, upon review, the previous year's figures have been updated to reflect the number of discipline cases that had concluded between 01/04/2013 & 31/03/2014. (-2 cases)

Overall the number of employees subject to disciplinary procedures has decreased by 53.8%, equivalent to 14 cases.

During 2014/15 a total of 3 Police Officers were subject to disciplinary procedures, a decrease of 19.2% since 2013/14 (-5 cases). 1 individual received management advice, and 2 had final written warnings, one of which is under appeal.

A total of 9 Police Staff were subject to disciplinary procedures in 2014/15, a decrease of 42.3% (11 cases) when compared to the previous year. Of these, 3 received written warnings. 1 received a final written warning, 1 resigned and 1 was found to have no case to answer. 3 Police Staff subject to disciplinary procedures were in PCSO roles, 2 of which received written warnings, and 1 individual received a final written warning.

Staff Leaving the Force

Categorised by Ethnicity, Gender & Disability (All)

20

2014/15 - All Leavers by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	51	18	2	0	1	1	73
Police Staff	24	28	1	2	1	1	57
Special Constables	17	13	0	0	0	0	30
Total Headcount	92	59	3	2	2	2	160
Previous Year	129	83	3	0	3	3	221

2014/15 - Disabled Leavers by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	1	5	0	0	0	0	6
Police Staff	1	1	0	0	0	0	2
Special Constables	0	1	0	0	0	0	1
Total Headcount	2	7	0	0	0	0	9
Previous Year	10	4	0	0	1	0	15

2014/15 - Non-Disabled Leavers by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	50	13	2	0	1	1	67
Police Staff	23	27	1	2	1	1	55
Special Constables	17	12	0	0	0	0	29
Total Headcount	90	52	3	2	2	2	151
Previous Year	119	79	3	0	3	2	206

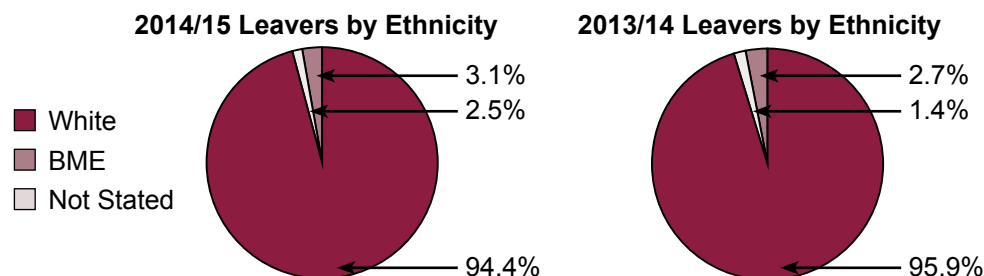
Overall, the number of staff leaving Gloucestershire Constabulary has decreased by 61 employees. Of all employees who left the force in 2014/15, 45.6% were Officers, 35.6% were Staff and 18.8% were Special Constables.

Due to decreases in the number of Police Staff and Special Constable leavers, the representative percentage of Police Officer leavers has increased by 13.5% (+ 2 Officer Leavers). In contrast to the previous year where no BME Police Officers left, 2014/15 reported 2 male BME Officer leavers, representing 6.1% of the male BME Officers at the Constabulary.

In previous years Police Staff have reported the majority of leavers, reaching a peak of 56% in 2011/12, due to OSSR2, where Staff were either undertaking voluntary or compulsory redundancies. Since the completion of OSSR2 in 2012/13 the representative percentage of Police Staff leaving the Constabulary has decreased year on year. This trend continues in 2014/15, with a decrease of 6.9%, from 42.5% in 2013/14 to 35.6%.

In 2014/15, there has been a significant decrease (-6.5%p) in the number of Special Constables leaving the Constabulary. The representative percentage decreased from 25.3% in 2013/14 to 18.8% within this financial year, which equates to a reduction of 26 individual leavers. This may be due to fewer Special Constables leaving to join other groups in the force, this is explored further on staff leaving by category page.

Please note: Data which is referring to a change in two proportions are referred to using %points or %p, to differentiate between a change in number.



Staff Leaving the Force

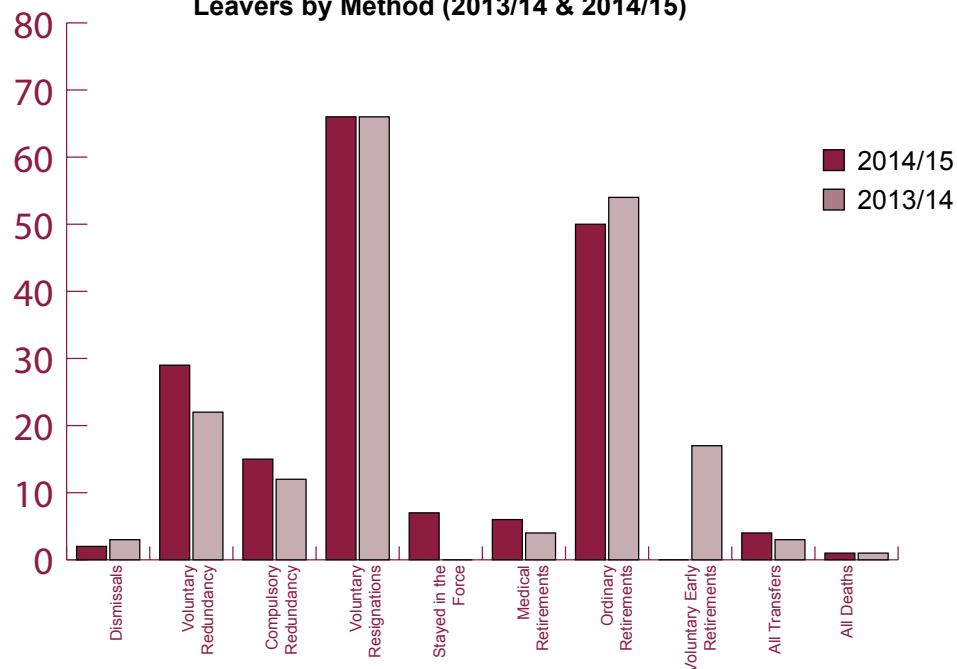
By Method of Leaving

21

2014/15 - Staff Leaving the Force - by Method

	Police Officers	Police Staff	Specials	Total
Dismissals	0	0	0	0
Voluntary Redundancy	0	1	0	1
Compulsory Redundancy	0	1	0	1
Voluntary Resignation	16	40	23	79
Resigned & Stayed in the Force	0	2	7	9
Medical Retirements	8	4	0	12
Ordinary Retirements	40	7	0	47
Voluntary Early Retirements	0	1	0	1
Transfers	9	0	0	9
All Deaths	0	1	0	1
Total Leavers	73	57	30	160
Previous Year	71	94	56	221

Leavers by Method (2013/14 & 2014/15)



OSSR2, which aimed to reduce the number of Police Staff in order to cut the cost of support services, meant in 2012/13 there was a high number of voluntary and compulsory redundancies. 2014/15 financial year has reported a reduction of 5.95%p, from 7.2% to 12.5%.

Gloucestershire Constabulary has seen an overall decrease in the number of employees leaving within 2014/15. This is partly due to a decrease in the number of Police Staff voluntary resignations, following an increase in the previous year, which due to changes in other reasons for leaving the representative percentage has increased from 43.9% to 49.4%. A reduction in the number of Compulsory and Voluntary Redundancies has also contributed to this decrease.

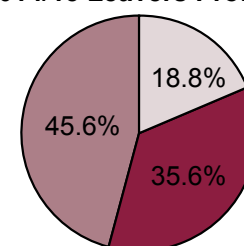
18.8% of all leavers within this financial year were Special Constables, compared to 25.3% in the previous year. This 6.5%p (26 individuals) decrease is partly due to the freeze in Officer recruitment part way through the financial year, as fewer Special Constables (-16%) were leaving to join another part of the force.

The decrease in Special Constable leavers can also be attributed to the increase in Special Constable recruitment, following a substantial increase in leavers within 2013/14. 19.8% of all Special Constables in 2014/15 started within this financial year, compared to 6.7% in 2013/14, therefore as a higher proportion of Specials were new starters during this year, fewer left during this time.

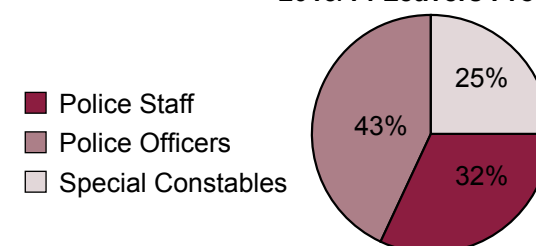
The number of Police Officers voluntarily resigning from their position increased again within 2014/15 by 5%p, equivalent to 4 individuals. This follows an increase in the previous year, from 6 in 2012/13 to 12 in 2013/14.

As expected the majority, at 54.8% 'Retire with Pension' remains to be the most frequently stated reason for Police Officers leaving the Constabulary. One Police Officer resigned having only been with the Force >36wks and <2 years.

2014/15 Leavers Profile



2013/14 Leavers Profile



Training Delivery by Ethnicity & Gender

22

Police Officers	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Training Delivered	297	173	10	0	5	0	485	12	6
% Delivered	61.24%	35.67%	2.06%	0.00%	1.03%	0.00%	100%	2.47%	1.24%
% Organisation	63.99%	32.04%	1.94%	0.08%	1.61%	0.34%	100%	2.28%	1.44%
% Difference	-2.75%	3.63%	0.12%	-0.08%	-0.58%	-0.34%		0.19%	-0.20%
2013/14 % Difference	8.66%	-8.47%	-0.22%	-0.08%	0.21%	-0.10%		0.64%	-0.22%

In order to analyse how developmental training within the Constabulary is distributed & to monitor disproportionality, this data excludes all mandated or core to role training.

When compared to the previous year, the disproportionality gap for White Male and Female Police Officers has decreased: The 8.66% disproportionality for White Male Officers in 2013/14 decreased to -2.75% this financial year. Showing, based on their organisational percentage, White Male Officers received less training than expected in 2014/15.

Police Staff	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Training Delivered	37	100	1	2	4	2	146	2	7
% Delivered	38.17%	50.89%	1.39%	1.19%	3.08%	5.27%	100%	1.37%	4.79%
% Organisation	38.95%	54.76%	0.90%	1.16%	2.06%	2.19%	100%	1.93%	2.70%
% Difference	-0.78%	-3.86%	0.49%	0.04%	1.02%	3.08%		-0.56%	2.09%
2013/14 % Difference	-0.59%	-4.56%	0.21%	-0.25%	1.64%	3.56%		-0.88%	-1.37%

Similarly, White Female Officers disproportionality percentage increased from -8.47% to 3.63% in 2014/15.

As with Officers, the disproportionality gap has closed for White Female Police Staff, which increased from -4.56% to -3.86% in 2014/15.

These changes may reflect the introduction of two personal development programmes, one for each male & female Officers and Staff. The Springboard (women) & Navigator (men) personal development courses aimed to provide participants with the most conducive learning environment to develop self-confidence, manage change, building assertiveness skills & balance work & home life.

Special Constables	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Training Delivered	19	2	0	0	0	0	21	1	0
% Delivered	69.05%	27.98%	2.98%	0.00%	0.00%	0.00%	100%	4.76%	0.00%
% Organisation	70.69%	24.14%	2.59%	0.00%	0.86%	1.72%	100%	2.59%	0.00%
% Difference	-1.64%	3.84%	0.39%	0.00%	-0.86%	-1.72%		2.17%	0.00%
2013/14 % Difference	-0.12%	-0.36%	0.48%	0.00%	0.00%	0.00%		-0.71%	-0.83%

Due to data definitions, individuals may be duplicated within the data. For example, an individual who attended 2 different developmental courses within the financial year will appear twice in the data.

Training Delivery by Age

23

Age Group (Years)						
Police Officers	18-25	26-35	36-45	46-55	56-65	66+
Training Delivered	3	93	188	193	8	0
% Delivered	0.6%	19.2%	38.8%	39.8%	1.6%	0.0%
% Organisation	1.4%	29.2%	39.3%	28.9%	1.1%	0.0%
% Difference	-0.82%	-10.07%	-0.54%	10.88%	0.55%	0.00%
2013/14 % Difference	1.19%	0.03%	-2.38%	0.90%	0.26%	0.00%

At 39.8%, the majority of Police Officer developmental training courses were delivered to those within the 46-55 year old age category. This is 10.88% more than this age groups representation within the constabulary.

In contrast, the developmental training delivered to Police Staff shows a wider spread of age & overall more in line with the distribution of age within the Constabulary.

As in 2013/14, 47.6% of all developmental training courses delivered to Special Constables in 2014/15 were aged 26-35. Special Constables aged 18-25 are significantly disproportionate, as no developmental training was received.

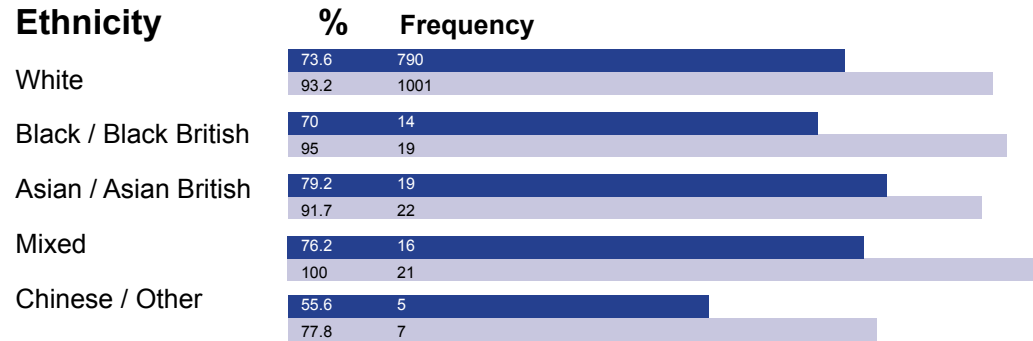
Due to data definitions, individuals may be duplicated within the data. For example, an individual who attended 2 different developmental courses within the financial year will appear twice in the data.

Age Group (Years)						
Police Staff	18-25	26-35	36-45	46-55	56-65	66+
Training Delivered	6	41	41	37	20	1
% Delivered	4.1%	28.1%	28.1%	25.3%	13.7%	0.0%
% Organisation	4.8%	20.6%	23.3%	30.6%	19.0%	1.8%
% Difference	-0.65%	7.52%	4.82%	-5.25%	-5.32%	-1.80%
2013/14 % Difference	11.41%	21.94%	-7.60%	-13.60%	-10.75%	0.00%

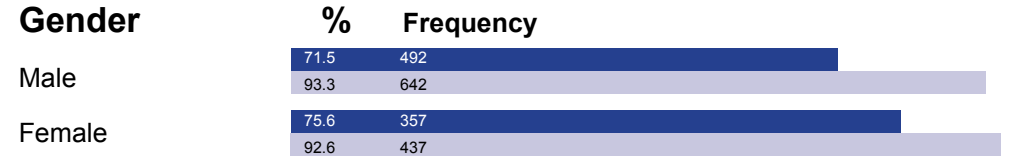
Age Group (Years)						
Special Constables	18-25	26-35	36-45	46-55	56-65	66+
Training Delivered	0	10	5	5	1	0
% Delivered	0.0%	47.6%	23.8%	23.8%	4.8%	0.0%
% Organisation	30.2%	34.5%	19.0%	13.8%	2.6%	0.0%
% Difference	-30.17%	13.14%	4.84%	10.02%	2.18%	0.00%
2013/14 % Difference	8.60%	-0.20%	-3.30%	-3.90%	-1.10%	0.00%

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

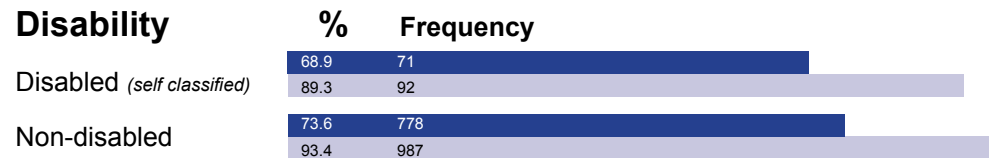
Ethnicity



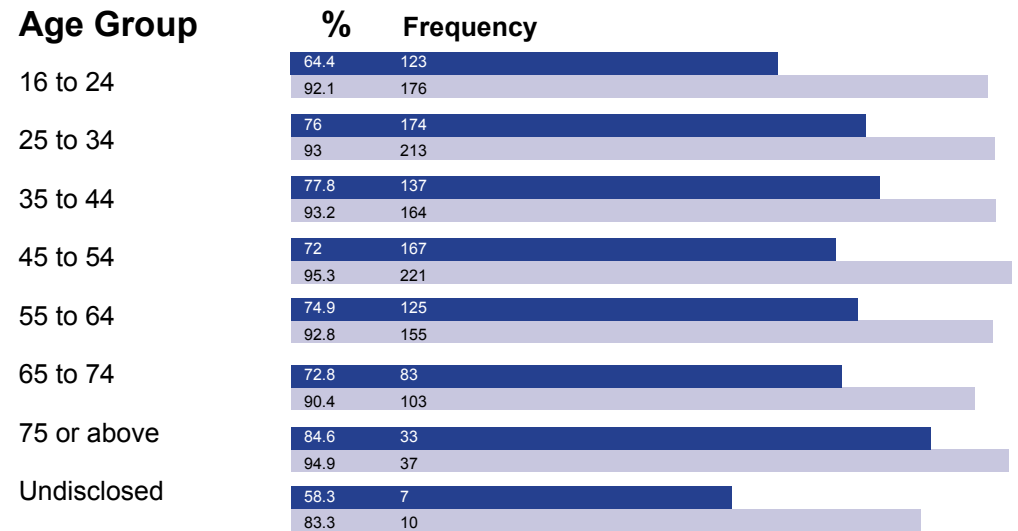
Gender



Disability



Age Group



At least very satisfied

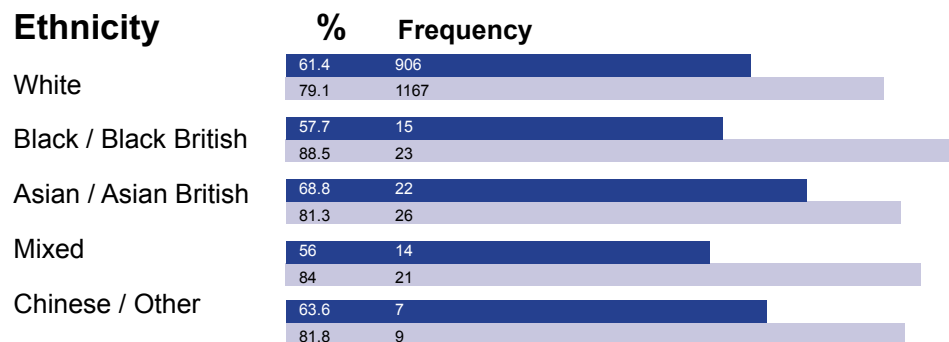
At least fairly satisfied

Victim (User) Satisfaction Survey

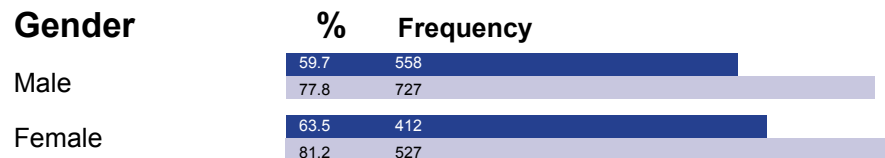
25

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

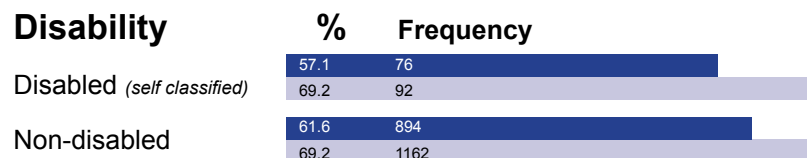
Ethnicity



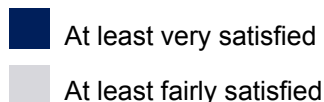
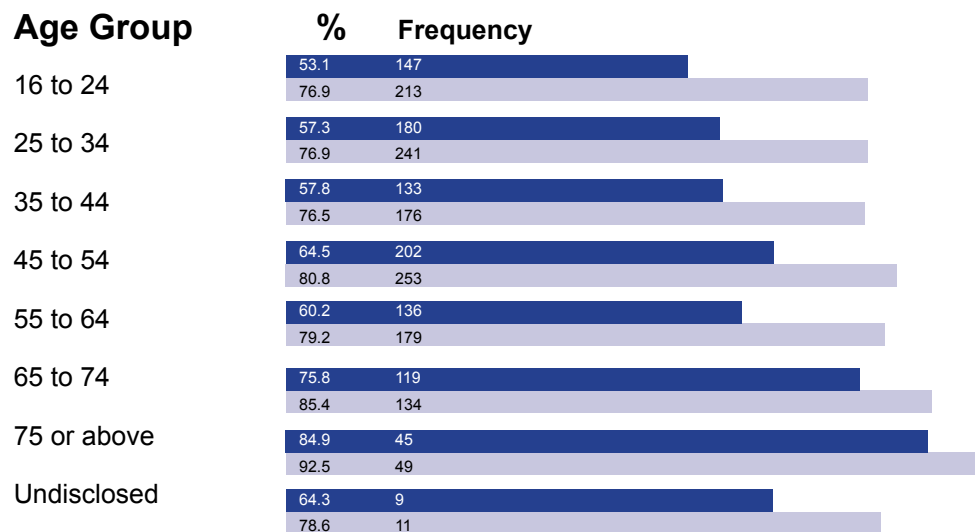
Gender



Disability



Age Group

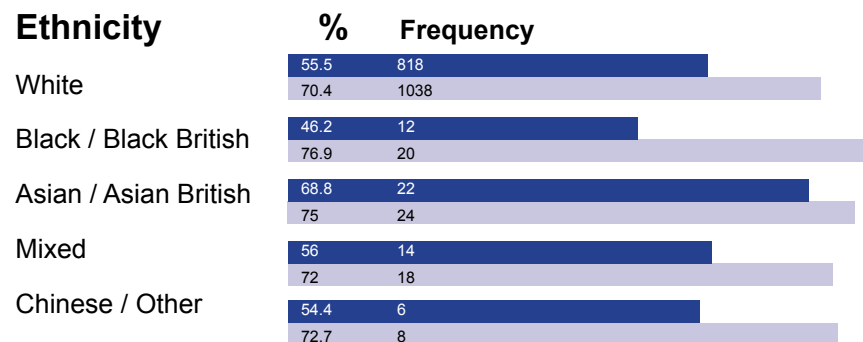


Victim (User) Satisfaction Survey

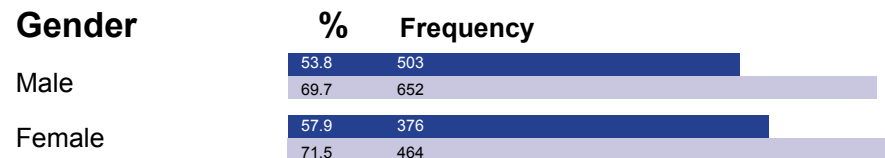
26

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

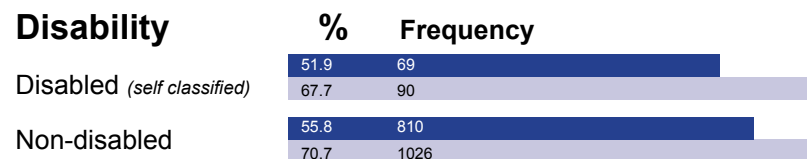
Ethnicity



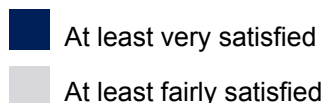
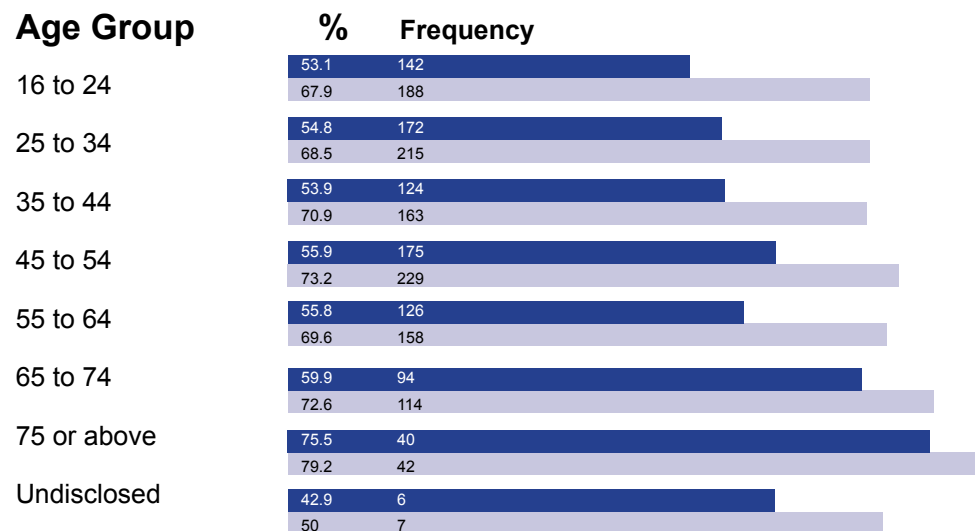
Gender



Disability



Age Group

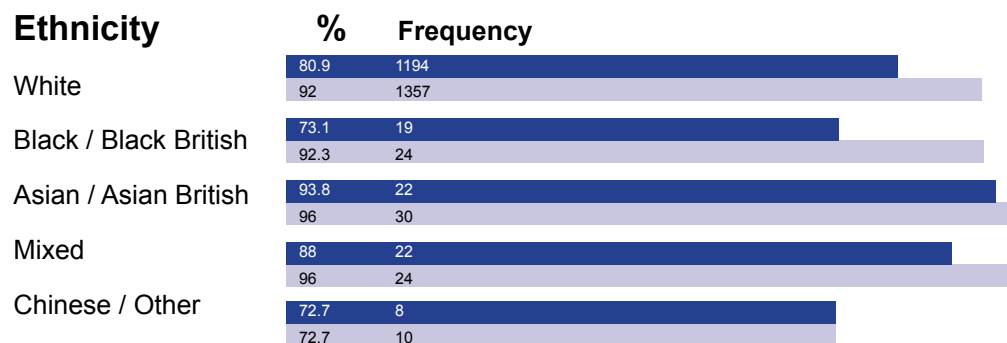


Victim (User) Satisfaction Survey

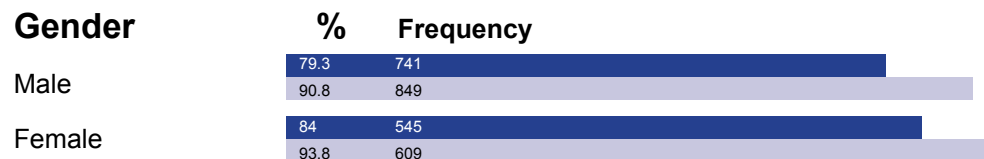
27

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?

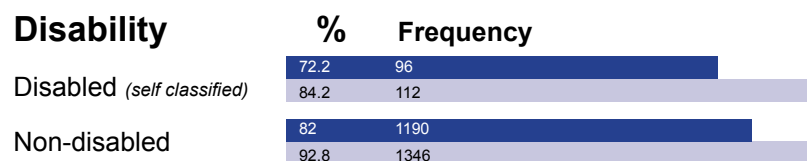
Ethnicity



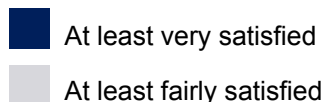
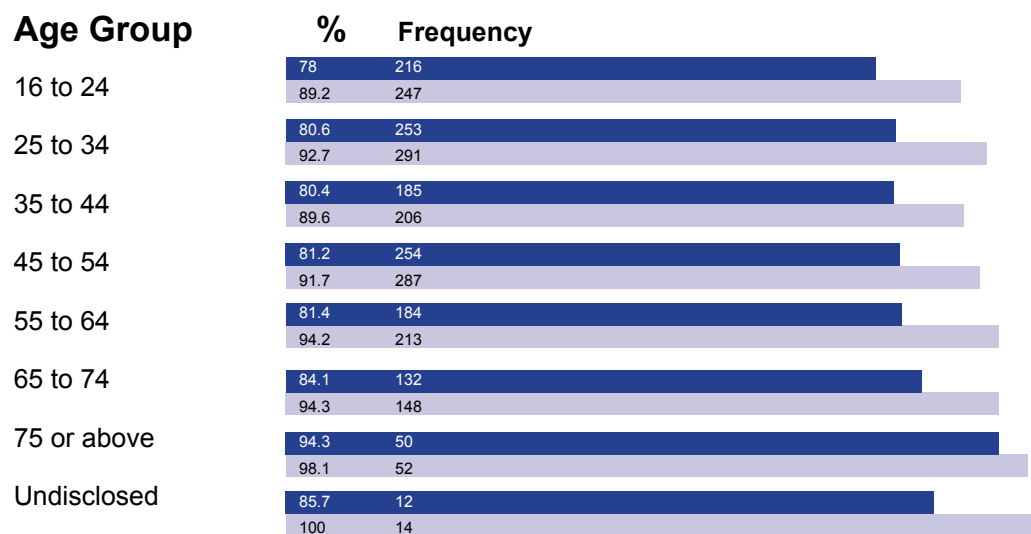
Gender



Disability



Age Group

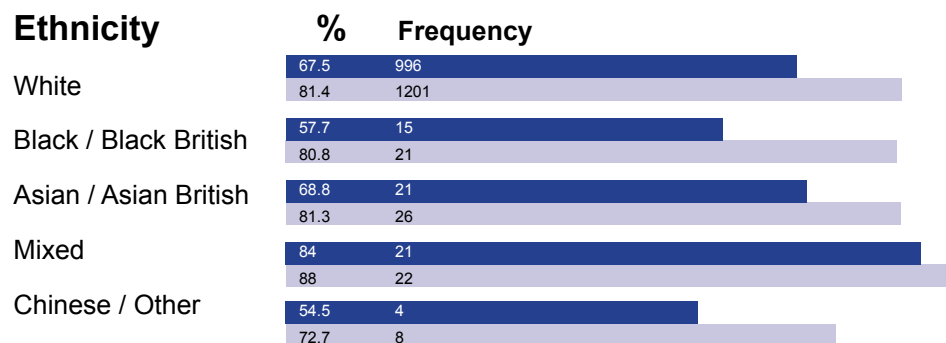


Victim (User) Satisfaction Survey

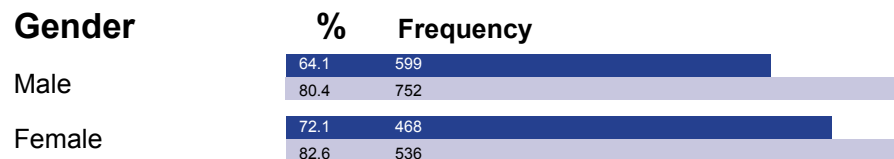
28

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

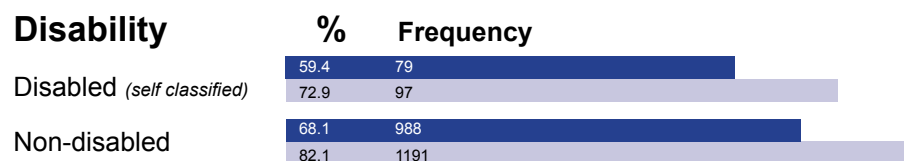
Ethnicity



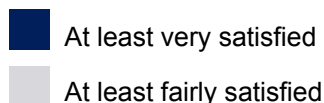
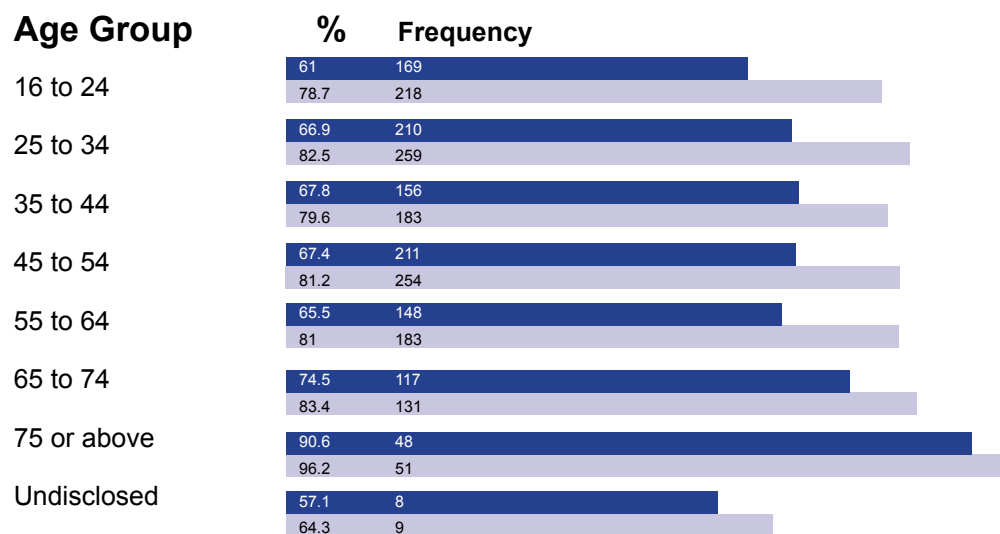
Gender



Disability



Age Group



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 ডাইভার্সিটি 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 চেনাবেঙ্গমাঁ আঁপেঁলী গাভিঁলী গীতিও গীতিও বাঁখাঁমাঁ, মৌলি অক্ষরগাঁ আঁপেঁলী অথবা অডিও টেপ ওপর গীতবলী গাভে, ডাইভার্সিটি পার্টনারশিপ ডিপার্টমেন্টমাঁ 'গ্রাউন্ডিং ইউনিট'নী 101 পর সংর্ক ওহী.

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.

Gloucestershire Constabulary
No1 Waterwells
Waterwells Drive
Quedgeley
GL2 2AN
Phone: 101

Email: 101@gloucestershire.police.uk

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