



Equality Duty

Publication of Information
2013-2014

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2013/14 - All Staff by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	790	378	24	1	17	3	1213
Police Staff	295	422	9	11	11	13	761
Special Constables	83	34	3	0	0	0	120
Total Headcount	1168	834	36	12	28	16	2094
Previous Year	1222	856	37	11	26	14	2166

2013/14 - Disabled Staff by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	25	16	0	0	1	0	42
Police Staff	11	18	0	0	1	0	30
Special Constables	2	1	1	0	0	0	4
Total Headcount	38	35	1	0	2	0	76
Previous Year	44	34	2	0	1	1	82

2013/14 - Non-Disabled Staff by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	766	362	24	1	15	3	1171
Police Staff	284	404	9	11	10	13	731
Special Constables	81	33	2	0	0	0	116
Total Headcount	1131	799	35	12	25	16	2018
Previous Year	1178	822	35	11	25	13	2084

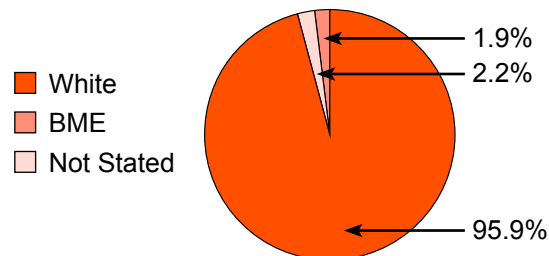
Overall, 95.6% of the total workforce are White, 2.3% Black and minority Ethnic (BME) and 2.1% have not stated their ethnicity. The organisation BME representation has increased when compared to 2012/13 by 0.1%points to 2.3%p. This follows an increase in the previous year, which was the first in recent years with rates having declined year on year since 2010/11. Although the total number of BME employees has remained the same at 48, 3 BME have left the organisation whilst 2 were employed and 1 BME employee was transferred.

The majority of BME employees, at 0.9% classify themselves as Asian, closely followed by Mixed background at 0.7%, Black background is 0.3%, Chinese is 0.2% and 'Any Other Ethnic Group' 0.2%. National Government statistics indicate that 5.3% of England and Wales Police Workforce are BME. Thus Gloucestershire Constabulary is unrepresentative on a national level, but also locally, as 2011 census information indicates that 4.7% of Gloucestershire's total population categorize themselves as BME. Although the constabulary's distribution of ethnicity reflects that of the community it serves, at 2.3% it remains 2% under representative in all BME categories apart from 'Any Other Ethnic Group'.

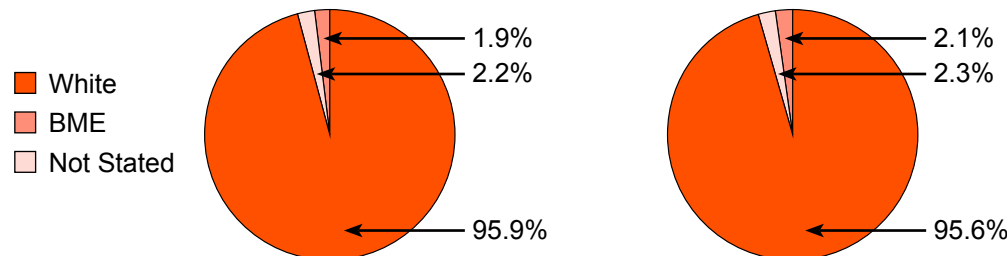
Of those who categorized themselves as 'White', 93.3% are 'White British', 0.6% are 'White Irish' and 1.7% are 'any other White British'. 91.6% of Gloucestershire's population is 'White British', thus the Constabulary is over representative by 1.7%. Census information shows that 3.2% of Gloucestershire's population categorize themselves as 'any other White British' and the constabulary is therefore under representative by 1.5. As 0.6% of the Constabulary classify themselves as 'White Irish', thus the constabulary is representative of this ethnic group.

3.6% of the workforce classifies themselves as disabled, a minimal decrease on last year (3.8%). In total 76 employees (a reduction of 6 employees) classified themselves as disabled, 65.7% of which have been with Gloucestershire Constabulary for more than 10 years. This decrease is proportionate to the drop in the total headcount (from 2,166 to 2,094 employees). 16.7% of Gloucestershire's population declare themselves to be living with a 'Limiting Long-term Illness', thus the constabulary remains to an extent, unrepresentative of the community it serves.

2012/13 Workforce Profile



2013/14 Workforce Profile



2013/14 - Transferees within the Workforce by Ethnicity & Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	159	70	8	0	8	1	246
Police Staff*	31	57	1	2	1	9	101
Special Constables*	15	4	0	0	0	0	19
Total Headcount	205	131	9	2	9	10	366
Total by Ethnicity	336		11		19		

In total, 22.9% (11 employees) of BME employees are transfers to Gloucestershire Constabulary, compared to 16.8% (336 employees) of White employee transfers.

In total, 20.3% (246 people) of all Police Officers at Gloucestershire Constabulary are transfers. 32% (8 people) of which are BME, compared to 19.6% (229 people) of the total number of White Police Officers. Therefore overall, a higher representative percentage of BME Police Officers are transfers to Gloucestershire Constabulary.

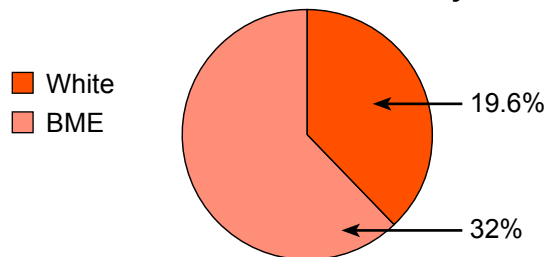
In the year of 2013/14, 63.3% of all Staff transferred to the constabulary were Police Officers, 96.8% of which are White and 3.2% have 'Not Stated' their ethnic background, no BME Police Officers were transferred in during this year. 27.6% of all transfers to Gloucestershire Constabulary are Police Staff. 15% of all police Staff are BME agency transfers, whereas 12.3% are White agency transfers.

2013/14 - New Transfers by Ethnicity & Transfer

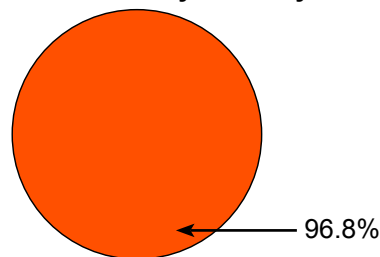
	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	21	9	0	0	1	0	31
Police Staff*	6	6	1	0	1	1	15
Special Constables*	2	1	0	0	0	0	3
Total Headcount	29	16	1	0	2	1	49
Total by Ethnicity	45		1		3		

*Only Police Officers can transfer, staff and special constable figures attribute to agency employed staff

% All Police Officers Transferred by ethnicity



% New Officer Transfers by ethnicity - 2013/14



2013/14 - 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	4	0	0	1	0	0	5	20.0%
Superintendent	7	0	0	2	0	0	9	22.2%
Chief Inspector	17	0	1	2	0	0	20	10.0%
Inspector	46	1	0	12	0	0	59	20.3%
Sergeant	129	5	5	36	0	0	175	20.6%
Constable	586	18	10	324	1	3	942	34.8%
Headcount	790	24	17	378	1	3	1213	
Police Officer Total	831			382			1219	31.5%
Previous Year	846			373				30.6%

2013/14 - Special Constables by Gender

	2013/14	2012/13
Male	71.7%	69.1%
Female	28.8%	30.9%
Total	5.7%	8.1%

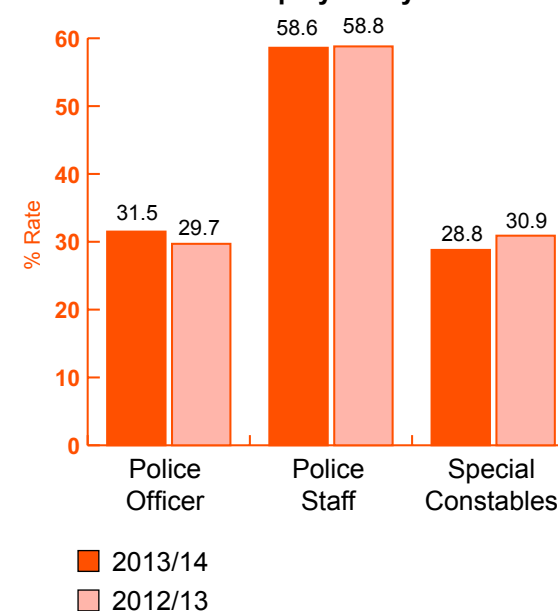
Although Special Constables did not have a rank system during 2013/14, female representation among Special Constables has decreased by 2.1%p, from 30.9% to 28.8%. There is a 29.8%p difference between female Special Constables and female Police Staff, compared to a 2.6% difference between Specials and Police Officers. This points towards the core roles of the job contributing to the low level of women in Police Officer roles.

Overall, female Police Officer representation at Gloucestershire Constabulary (31.5%) is unrepresentative of the Gloucestershire community (51%). Having said this, when compared to 2014 National Police Force Statistics, Gloucestershire Constabulary is over representative of female Police Officers by 3.6%p.

With 7 additional female Officers and reductions in the male workforce, female representation in the force has increased year on year. Female representation at Constable (+0.8%p), Inspector (+4.0%p), Chief Inspector (+2.2%p), and Superintendent (+6.8%p) ranks have all increased. Representation at the rank of Chief Officer (-16.7%p) has fallen slightly following the increase of the previous year, due to additional male Staff. Chief Superintendent rank has no change since 2012/13. Of all female Police Officers, 0.3%, which equates to 1 individual, are of BME background. In comparison 2.9% (24 individuals) of all male officers are BME, a difference of 2.6%p. This should be highlighted as an area to monitor in the forthcoming years.

The Constabulary's female Officers and Staff are supported through 'a-gender', 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. It's hoped that future promotion processes for Sergeant, Inspector and more senior ranks with the help of 'a-gender' may lead to a future increase in female representation.

% Female Employees by Position



2013/14 - Police Staff by Rank, Gender & Ethnicity

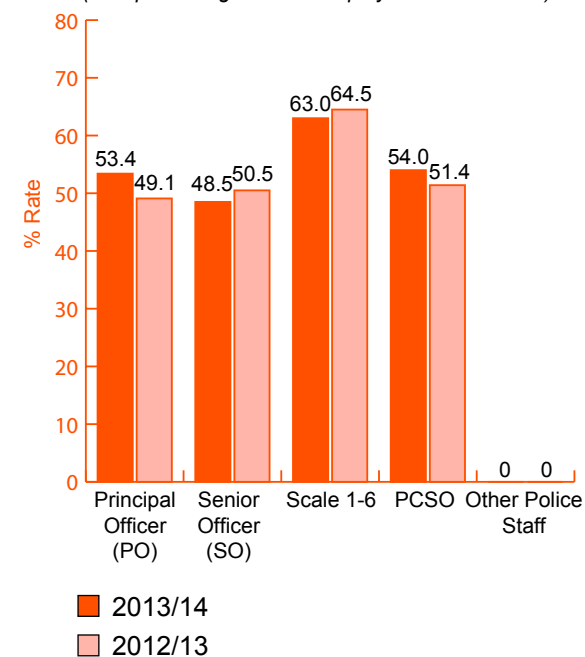
	Male			Female			Total	% Female
	White	BME	Not Stated	White	BME	Not Stated		
PO	26	0	1	29	2	0	58	53.4%
SO	49	1	1	48	0	0	99	48.5%
Scale 1-6	164	4	7	282	7	9	473	63.0%
PCSO	53	4	1	62	2	4	126	54.0%
Other Staff *	3	0	1	0	0	0	4	0.0%
PO11	0	0	0	1	0	0	1	100.0%
Headcount	295	9	11	422	11	13		
Police Officer Total	315			446			761	58.6%
Previous Year	318			454			772	58.8%

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

58.6% 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 0.2% point reduction from 2012/13. Female representation of Senior Officer (-2.0%p) and Scale 1-6 (-1.6%p) have both decreased. Whereas, Principal Officer (+4.3%p), PCSOs(+2.6%p) and Other Police Staff (+20.00%p) have all increased. In real terms, 1 female employee has joined the Other Police Staff category.

Female Police Staff by Grade
(as a percentage of total employees at each rank)



2013/14 - Police Officers Age Group by Rank

	Age Group (Years)						Grand Total
	18-25	26-35	36-45	46-55	56-65	66+	
Chief Officer	0	0	0	3	0	0	3
Chief Superintendent	0	0	0	5	0	0	5
Superintendent	0	0	3	5	1	0	9
Chief Inspector	0	1	8	11	0	0	20
Inspector	0	1	20	34	4	0	59
Sergeant	0	23	86	62	4	0	175
Constable	16	345	345	227	9	0	942
Police Officer Total	16	370	462	347	18	0	1213
Previous Year	18	380	469	340	12	0	1219

In general, Police Staff continue to have a higher proportion of older individuals when compared to Police Officers. During 2013/14, 51.3% of Police Staff were aged over 46 years, compared with 19.45% of Police Officers. This reflects the difference in pension regulations, which allows a Police Officer to retire in receipt of full pension upon completion of 30 years' service.

Overall, Special Constables has seen a decrease of 55 volunteers, the majority of which aged between 18-25 (-32 individuals) and 26-35 (-11 individuals). This is in line with recruitment opportunities becoming available in the role of Police Officer (see Staff Leaving pages for more information). This therefore indicates that one of the most common entry methods into policing is volunteering as a Special Constable.

Despite a fall in the total number of Police Staff, the representative percentage of those aged 18-25 has increased by 0.31%p from 3.24%p to 3.54%p as a result of recruitment.

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.

2013/14 - Police Staff Age Group by Rank

	Age Group (Years)						Grand Total
	18-25	26-35	36-45	46-55	56-65	66+	
PO	0	5	25	19	9	0	58
SO	2	25	23	31	18	0	99
Scale 1-6	19	96	107	142	97	11	472
PCSOs	5	37	26	42	15	1	126
Other Police Staff*	1	0	0	2	2	0	5
PO11	0	0	1	0	0	0	1
Total Police Staff	27	163	182	236	141	12	761
Previous Year	25	168	195	229	143	12	772

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

2013/14 - Special Constables Age Group by Rank

	Age Group (Years)						Grand Total
	18-25	26-35	36-45	46-55	56-65	66+	
Special Constables	34	46	19	19	2	0	120
Previous Year	66	57	32	17	3	0	175

2013/14 - Religion

	Buddhist	Christian	Hindu	Muslim	Sikh	None	Other	Prefer Not to Say	Not Stated	Total
Police Officers	9	450	3	2	0	229	33	97	390	1213
Police Staff	4	307	1	8	1	127	25	40	248	761
Special Constables	0	35	0	1	1	31	2	3	47	120
Total	13	792	4	11	2	387	60	140	685	2094
Previous Year	11	831	4	11	2	395	63	152	697	2166

In 2013/14, 37.8% of employees classified themselves as Christian, a decrease of 0.5%points on the previous year. The number of people who prefer not to say (140 individuals or 6.7%) has decreased by 0.3%p due to organisational initiatives aimed at increasing levels of trust and confidence within the workplace.

The proportion of employees stating 'None' (18.5%) however has increased by 0.3%p. Other categories show no significant year-on-year change.

2013/14 - Sexual Orientation

	Bisexual	Gay/ Lesbian	Hetrosexual	Prefer Not to Say	Not Stated	Total
Police Officers	5	16	685	90	417	1213
Police Staff	4	6	441	41	269	761
Special Constables	2	2	67	3	46	120
Total	11	24	1193	134	732	2094
Previous Year	11	24	1237	146	748	2166

The trends noted above extend to Sexual Orientation, where the number of people who prefer not to say, shows a decrease of 0.3%p from last year. The proportion of people classifying themselves as heterosexual shows a 0.1%p increase on last year.

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.

Applications For Employment

Categorised by Ethnicity, Gender & Disability

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers									
Police Officer Application Form Received	253	111	6	3	36	15	424	5	1
Police Officer Application Successful	21	6	0	0	4	3	34	0	0
Police Staff							Total	Male	Female
Police Staff Application Form Received	302	451	17	7	15	19	811	11	18
Police Staff Application Successful	46	53	2	1	5	5	112	4	3

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 Officer

There is a shortage of BME Police Officer applicants, making up just 2.1% (9 individuals) of all application forms received, none of which were successful. Of all Police Officer application forms received in 2013/14, 69.6% were male, compared to 30.4% female.

Police Staff

Of all Police Staff applications received in 2013/14, 2.95% (24 individuals) were BME. This has doubled since the previous year, as 1.9% were BME applicants (12 individuals). Of all the 2013/14 BME applications, 12.5% (3 individuals) were successful, compared to 8.3% (1 individual) in the previous year. It is important to note that the number of applicants not stating their ethnicity decreased by 3.3%p (-14 individuals), from 7.5% (48 individuals) in 2012/13 to 4.2% (34 individuals) in 2013/14. Of all Police Staff applications received in 2013/14, 41.2% were male compared to 58.8% female.

Applications For Employment

Categorised by Age

10

Police Officers	18-25	26-35	36-45	46-55	56-65	66+	Not Stated	Total
Police Officer Application Form Received	84	151	98	64	3	0	24	424
Police Officer Application Successful	0	5	12	16	0	0	1	34
Police Staff	18-25	26-35	36-45	46-55	56-65	66+	Not Stated	Total
Police Staff Application Form Received	185	274	140	134	68	4	6	811
Police Staff Application Successful	22	36	26	20	6	0	2	112

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 26-35 at 35.6% (151 individuals). In contrast to this, the most successful age group during 2013/14 were 46-55 year olds, at 47.1% (16 individuals).

Police Staff

Similarly to Officers, the majority, at 33.8% (274 individuals) of Police Staff application forms received were submitted by people aged between 26-35. At 32.1% (36 individuals) the majority of successful applicants were also aged between 26-35.

Staff Benefiting From Performance Assessment Procedures

Categorised by Ethnicity, Gender & Disability

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
CRTP	346	156	11	1	8	2	524	22	10
% Received	66.03	29.77	2.10	0.19	1.53	0.38	100	4.20	1.91
% Organisation	65.13	31.16	1.98	0.08	1.40	0.25	100	2.14	1.32
% Difference	0.90	-1.39	0.12	0.11	0.13	0.13		2.06	0.59
Previous Year	0.14	-4.32	-0.20	0.09	3.16	1.13		2.33	0.15

Honorarium	44	31	1	0	1	2	79	4	1
% Received	55.70	39.24	1.27	0.00	1.27	2.53	100	5.06	1.27
% Organisation	38.76	55.45	1.18	1.45	1.45	1.71	100	1.58	2.37
% Difference	16.93	-16.21	0.08	-1.45	-0.18	0.82		3.49	-1.10
Previous Year	7.05	-11.23	0.81	-1.45	4.93	-0.11		0.02	0.42

The Competence Related Threshold Payment scheme (CRTP) 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 5970 payments were made in 2013/14 to 524 people, of which 66% were White male Police Officers, and 29.7% were White female Officers. This by and large reflects the gender split of all Police Officers at Gloucestershire Constabulary, at 68.5% male and 31.5% female. The differential may be due to the fact that female Officers within the age bandings where the majority of CRTPs are paid, are more likely to take breaks from service for domestic reasons eg. maternity leave or childcare and thus it may take longer to reach eligibility, 12 months at the top of their pay scale which takes 12 years to achieve. It is important to note that the representation of female Officers would have been lower twelve years ago and the number of payments being made to female Officers will reflect this. The significant change in the differential percentage is a result of displaying payments per person rather than a total of all payments made.

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 Benefiting From Performance Assessment Procedures

Categorised by Age

	18-25	26-35	36-45	46-55	56-65	66+	Total
CRTP	0	14	214	279	17	0	524
% Received	0	2.67	40.84	53.24	3.24	0	100
% Organisation	1.32	30.50	38.09	28.61	1.48	0.00	100
% Difference	-1.32	-27.83	2.75	24.64	1.76	0.00	
Previous Year	-1.32	-26.48	4.32	19.78	2.43	1.26	

Honorarium	5	17	17	32	7	1	79
% Received	6.33	21.52	21.52	40.51	8.86	1.27	100
% Organisation	3.55	21.42	23.92	31.01	18.53	1.58	100
% Difference	2.78	0.10	-2.40	9.49	-9.67	-0.31	
Previous Year	6.01	3.28	1.58	1.26	-11.36	0.78	

As the eligibility criteria for CRTPs requires the Officer having been on the maximum of their pay scale for at least 12 months, it would not be expected to see any payments being made to Officers in the 18-25 age category, and few between the ages of 26-35.

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 Staff receiving honorarium payments have been with the force between 5-10 Years, followed shortly by 10+ years of service and the majority of recipients were aged between 46-55. Of the 20 BME Staff employed by Gloucestershire Constabulary in 2013/14, 1 individual (5%) received an Honorarium Payment.

In 2013/14, 58.2% of honorarium payments were made to male members of Staff, 41.8% to females. Honorarium payments previously showed disproportionality towards male Staff, but the process has since been reviewed to ensure overtime payments are not classed as honorarium payments.

Staff Involved In Grievance Procedures

Categorised by Ethnicity, Gender and Disability

Taking Out A Grievance - Respect

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	0	1	0	0	0	0	1	0	0
Police Staff	0	0	0	0	0	0	0	0	0
Total	0	1	0	0	0	0	1	0	0
Previous Year	9	3	1	0	0	0	13	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	2	1	0	0	0	0	3	1	0
Police Staff	3	2	0	0	0	0	5	1	0
Total	5	3	0	0	0	0	8	2	0
Previous Year	4	4	0	0	0	0	8	0	0

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 2013/14, 1 Respect complaint, due to alleged inappropriate behaviour, was investigated and concluded, a decrease of 12 complaints when compared to the previous year.

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.

A total of 8 Fairness at Work complaints were investigated and concluded in 2013/14, remaining consistent with the previous year. All complaints were related to procedure and unfair treatment.

Staff Involved In Grievance Procedures

Categorised by Ethnicity, Gender and Disability

Grieved Against - Respect

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

Grieved Against - Fairness at Work

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

Although there were 8 Fairness at Work cases investigated and concluded in 2013/14, the above data shows that 9 people were the subject of this complaint type. This is a result of one case regarding multiple members of staff.

Only 1 Respect case was investigated and concluded in 2013/14 and only 1 individual was the subject of this complaint.

By Ethnicity, Gender and Disability

	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Police Officers	6	2	0	0	0	0	8	0	0
Police Staff	10	7	1	0	2	0	20	2	0
Total	16	9	1	0	2	0	28	2	0
Previous Year	9	3	1	0	1	0	14	0	0

By Age

	18-25	26-35	36-45	46-55	56-65	66+	Total
Police Officers	0	2	6	0	0	0	8
Police Staff	2	2	8	7	1	0	20
Total	2	4	14	7	1	0	28
Previous Year	0	4	4	3	3	0	14

Overall, the number of employees subject to disciplinary procedures increased from 14 in 2012/13 to 28 in 2013/14. There were no significant organisational changes to contribute to this increase and this is to be monitored in forthcoming years.

During 2013/14 a total of 7 PCSOs were subject to disciplinary procedures, 2 of which were not taken further, 2 were given a written warning, 2 were issued final written warnings and 1 person was dismissed with no notice.

A total of 12 Police Staff were subject to disciplinary procedures, 1 individual received 2 sanctions, a written warning, followed by a final written warning. On top of this, 3 procedures were not taken any further, 3 members of staff received verbal warnings, 2 received written warnings, 1 received a final written warning and 1 was dismissed with no notice. 57.9% of all Police Staff subject to disciplinary procedures in 2013/14 had been with the Force between 5-10 Years. 21.1% had been with the Force for over 10 years. 15.8% has been with the force under 5 years.

2013/14 - All Leavers by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	56	15	0	0	0	0	71
Police Staff	40	47	2	0	2	3	94
Special Constables	33	21	1	0	1	0	56
Total Headcount	129	83	3	0	3	3	221
Previous Year	96	76	3	0	2	3	180

2013/14 - Disabled Leavers by Ethnicity and Gender

	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	7	1	0	0	0	0	8
Police Staff	3	3	0	0	1	0	7
Special Constables	0	0	0	0	0	0	0
Total Headcount	10	4	0	0	1	0	15
Previous Year	8	4	1	0	0	0	13

2013/14 - Non-Disabled Leavers by Ethnicity and Gender

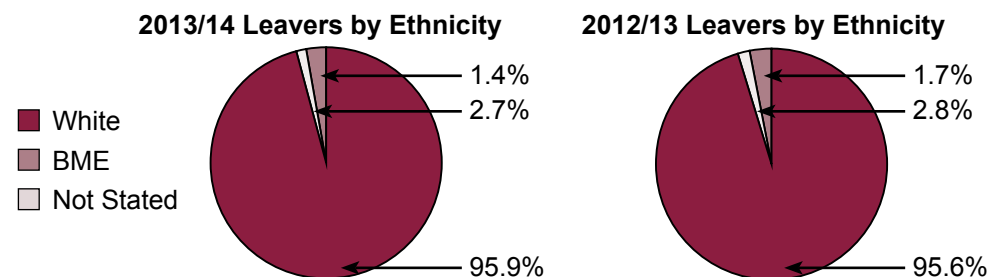
	White		BME		Not Stated		Total
	Male	Female	Male	Female	Male	Female	
Police Officers	49	14	0	0	0	0	63
Police Staff	37	44	2	0	2	2	87
Special Constables	33	21	1	0	1	0	56
Total Headcount	119	79	3	0	3	2	206
Previous Year	88	72	2	0	2	3	167

Overall, the number of staff leaving Gloucestershire Constabulary has increased by 41 employees. Of all employees who left the force in 2013/14, 42.5% were Police Staff, this shows a 4.1% decrease when compared to the previous year.

Since 2006/07 the majority of leavers have been Police Staff, and since a peak of 56% in 2011/12 due to OSSR2 where staff were either undertaking voluntary or compulsory redundancies. As OSSR2 completed in 2012/13, the representative percentage of Police Staff leaving Gloucestershire Constabulary has decreased by 4.1%p since 2012/13, from 46.7%p to 42.5%p. Having said this, the actual number of Police Staff leaving the Force has increased by 10 people, from 84 in 2012/13 to 94 in 2013/14, due to the increase in leavers from other sections of the organisation.

At 32.1%, there is no significant change in the percentage representation of Police Officers leaving the Force. Unlike the previous year, 2013/14 has seen no BME Police Officers leaving Gloucestershire Constabulary.

In 2013/14, 56 Special Constables, equating to 46.6%, 'Voluntarily Resigned'. The representative percentage across the entire workforce has increased by 3.7% (from 21.7% to 25.3%). NB refer to Leaving - Stayed in Force page.



Staff Leaving the Force

By Method of Leaving

2013/14 - Staff Leaving the Force - by Method

	Police Officers	Police Staff	Specials	Total
Dismissals	0	2	0	2
Voluntary Redundancy	0	10	0	10
Compulsory Redundancy	0	6	0	6
Voluntary Resignation	12	51	34	97
Resigned & Stayed in the Force	0	12	22	34
Medical Retirements	7	0	0	7
Ordinary Retirements	43	12	0	55
Voluntary Early Retirements	0	1	0	1
Transfers	9	0	0	9
All Deaths	0	0	0	0
Total Leavers	71	94	56	221
Previous Year	57	84	39	180

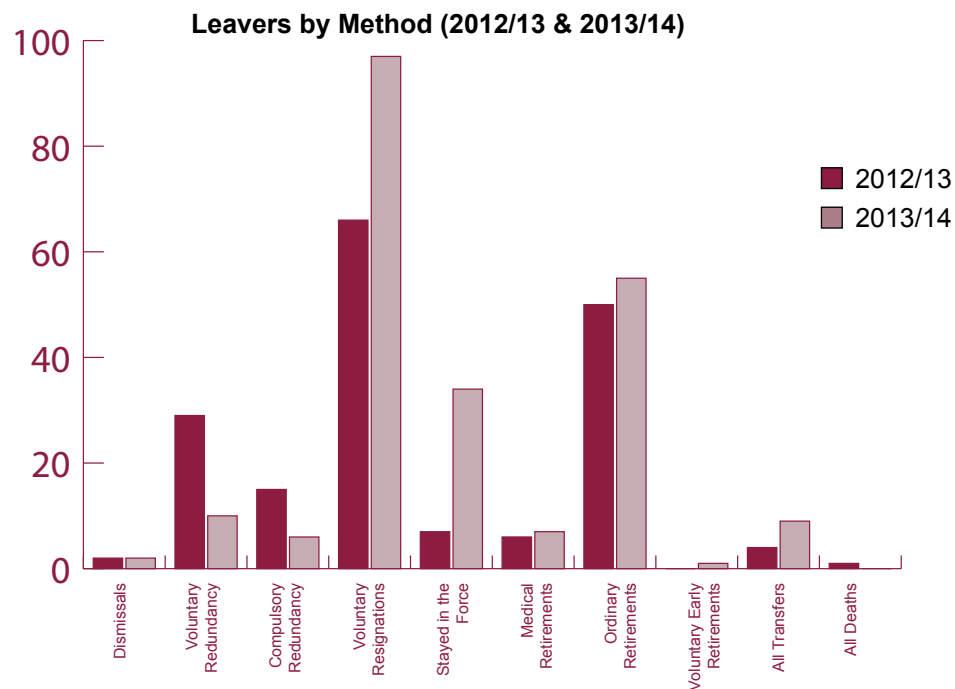
OSSR2, which aimed to reduce the number of Police Staff in order to cut the cost of support services, meant in 2012/13 there was a high number of voluntary and compulsory redundancies. This has seen a reduction of 17.2%p from 24.4%p to 7.2%p.

Overall, in 2013/14, Gloucestershire Constabulary has seen an increase in the number of employees leaving the force, which is largely a result of the increase in 'Voluntary Resignations' in Police Staff and Officer roles, which increased from 66 leavers to 97. The number of Police Staff voluntarily resigning from the force has increased by 22 employees, from 29 individuals to 51.

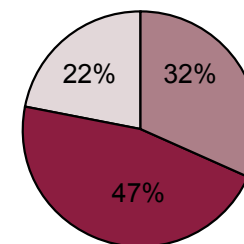
In 2013/14, Special Constables lost 46.6% (56 people) of their volunteers through voluntary resignations. 39.3% (22 leavers) of which resigned in order to join another part of the force, thus the number of Specials who voluntarily resigned from their post and leaving the organisation decreased from 38 individuals in 2012/13 to 34 in 2013/14. Of the whole workforce, the representative percentage of Special Constables leaving has decreased from 17.2% in 2012/13 to 15.4% in 2013/14.

The number of Police Officers voluntarily resigning from their position has doubled, from 6 leavers in 2012/13 to 12 in 2013/14.

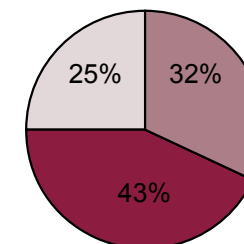
As expected at 60.6%, 'Ordinary Retirements' remains to be the most frequently stated reason for Police Officers leaving the Force. The number of Police Officers voluntarily resigning has doubled in comparison to the previous year. One Police Officer resigned having only been with the Force for less than 6 months, and another left having served between 6 months - 2 years, both of which were aged 26-35.



2012/13 Leavers Profile



2013/14 Leavers Profile



■ Police Staff
■ Police Officers
■ Special Constables

2013/14 - Resigned & Stayed in the Force by Gender

	Resign to join Force		Resign to be PCSO		Total
	Male	Female	Male	Female	
Police Officers	0	0	0	0	0
Police Staff	8	4	0	0	12
Special Constables	14	7	0	1	22
Total	22	11	0	1	34
Total Headcount	33		1		

2013/14 - Special Constable Leavers by Age

	Resign to join Force		Resign to be PCSO		Total
	Male	Female	Male	Female	
18-25	7	5	0	0	12
26-35	6	1	0	1	8
36-45	1	1	0	0	2
56-65	0	0	0	0	0
Total	14	7	0	1	22
Total Headcount	21		1		

2013/14 - Special Constable Leavers by Length of Service

	Resign to join Force	Resign to be PCSO	Resignation	Total
<6 Months	0	0	1	1
6 Months - 2 Years	2	0	6	8
2 - 5 Years	18	1	20	39
5 - 10 Years	1	0	3	4
10+ Years	0	0	4	4
Total Headcount	21	1	34	56

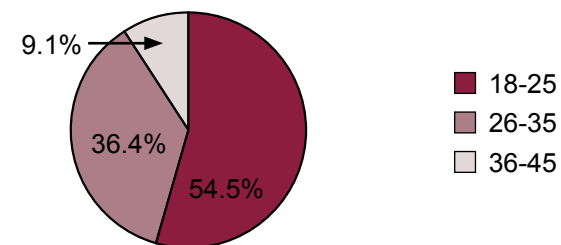
Of all leavers, 15.38% left their role in order to join a different section of the organisation.

At 64.7%, the majority of Staff who left in order to join another section of the Constabulary were Special Constables. As 54.5% (12 people) of which were aged 18-25, and 31.8% were 26-35 years old, it is evident that volunteering as a Special Constable is one of the main entries into Police Officer roles.

63.6% of Special Constables resigning in order to remain within the Force are male, 36.4% female, which is in line with the gender distribution of all Special Constables within Gloucestershire Constabulary.

Of the 18-25 year olds leaving the Special Constables in order to join the Force, 91.7% had been a Special for 2 - 5 years (11 people), 8.3% (1 person) for 6 months - 2 years. When compared with the length of service of those who resigned and left the Force, it is evident that the employees who have been volunteers between 2 - 5 years are looking for employment elsewhere.

Special Constables Leaving by Age 2013/14



Police Officers	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Training Delivered	1008	310	24	0	22	2	1366	38	15
% Delivered	73.79%	22.69%	1.76%	0.00%	1.61%	0.15%	100%	2.78%	1.10%
% Organisation	65.13%	31.16%	1.98%	0.08%	1.40%	0.25%	100%	2.14%	1.32%
% Difference	8.66%	-8.47%	-0.22%	-0.08%	0.21%	-0.10%		0.64%	-0.22%
2011/12 % Difference	11.01%	-12.19%	0.24%	-0.08%	1.14%	-0.11%		-0.07%	-0.15%

This training data is gathered from courses that are considered to be developmental, with all compulsory (core to role) training excluded from the analysis.

Training data was removed from the 2012/13 publication due to the lack of disproportionality as a result of the Comprehensive Spending Review. Therefore the most recent comparable data is from the 2011/12 Employment Monitoring Report.

Due to the impact of the Comprehensive Spending Review, it was decided that developmental training was to be limited to that which would either cause an unacceptable risk to the organisation if not undertaken or would disadvantage an individual's performance. Thus as expected, an overall lower level of training was delivered in 2013/14 when compared to the year of 2011/12.

Overall the number of courses delivered has decreased by 135 courses, from 2675 in 2011/12 to 2540 in 2013/14. Having said this, only officers saw a decrease (-764) in the number of training courses delivered. Both Staff (+509) and Special Constables (+120) have increased.

A disproportionate number of white male Officers received training during 2013/14, resulting in white female Officers receiving less training. This may be due to a large number of developmental courses within areas such as Firearms and Roads Policing, which are traditionally more popular with male Officers.

Police Staff	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Training Delivered	384	512	14	12	31	53	1006	7	10
% Delivered	38.17%	50.89%	1.39%	1.19%	3.08%	5.27%	100%	0.70%	0.99%
% Organisation	38.76%	55.45%	1.18%	1.45%	1.45%	1.71%	100%	1.58%	2.37%
% Difference	-0.59%	-4.56%	0.21%	-0.25%	1.64%	3.56%		-0.88%	-1.37%
2011/12 % Difference	6.09%	-5.01%	-0.89%	0.03%	-0.01%	-0.21%		2.32%	-0.50%

Special Constables	White		BME		Not Stated		Total	Disability	
	Male	Female	Male	Female	Male	Female		Male	Female
Training Delivered	116	47	5	0	0	0	168	3	0
% Delivered	69.05%	27.98%	2.98%	0.00%	0.00%	0.00%	100%	1.79%	0.00%
% Organisation	69.17%	28.33%	2.50%	0.00%	0.00%	0.00%	100%	2.50%	0.83%
% Difference	-0.12%	-0.36%	0.48%	0.00%	0.00%	0.00%		-0.71%	-0.83%
2011/12 % Difference	14.40%	-11.53%	-1.44%	-0.48%	-0.48%	-0.48%		5.26%	1.59%

Age Group (Years)							
Police Officers	18-25	26-35	36-45	46-55	56-65	66+	Total
Training Delivered	34	417	488	403	24	0	1366
% Delivered	2.5%	30.5%	35.7%	29.5%	1.8%	0.0%	
% Organisation	1.3%	30.5%	38.1%	28.6%	1.5%	0.0%	
% Difference	1.19%	0.03%	-2.38%	0.90%	0.26%	0.00%	
2011/12 % Difference	1.94%	9.89%	-3.69%	-7.73%	-0.41%	0.00%	

The majority of officer training continues to be delivered to employees within the 36-45 age category.

In contrast to Police Officers, the training delivered to Staff shows a wider spread of age, which is in line with the distribution of age within the constabulary. A significantly disproportionate number of 26-35 year old Police Staff attended developmental training courses in 2013/14. In contrast to Officers, the training delivered to Staff shows a wider spread of age.

Age Group (Years)							
Police Staff	18-25	26-35	36-45	46-55	56-65	66+	Total
Training Delivered	150	436	164	175	78	3	1006
% Delivered	14.9%	43.3%	16.3%	17.4%	7.8%	0.0%	
% Organisation	3.5%	21.4%	23.9%	31.0%	18.5%	1.6%	
% Difference	11.41%	21.94%	-7.60%	-13.60%	-10.75%	0.00%	
2011/12 % Difference	-1.86%	2.47%	9.41%	-6.15%	-2.59%	-0.98%	

Developmental training courses attended by Special Constables illustrates a disproportionate number of 18-25 year olds. This age group shows a significant increase in the number of courses delivered since 2011/12 (from 17 to 62), whilst the percentage of the organisation has decreased from 48.8% to 28.3%.

38% of developmental courses were delivered to Special Constables aged between 26-35, and 37% were aged between 18-25. Thus unlike Police Officers and Staff, the majority of developmental training was delivered to those within the youngest two age groups. Having said this, these figures reflect the overall age distribution of Special Constables within the constabulary.

Age Group (Years)							
Special Constables	18-25	26-35	36-45	46-55	56-65	66+	Total
Training Delivered	62	64	21	20	1	0	168
% Delivered	36.9%	38.1%	12.5%	11.9%	0.6%	0.0%	
% Organisation	28.3%	38.3%	15.8%	15.8%	1.7%	0.0%	
% Difference	8.60%	-0.20%	-3.30%	-3.90%	-1.10%	0.00%	
2011/12 % Difference	-16.11%	4.45%	9.69%	3.40%	-1.44%	0.00%	

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:

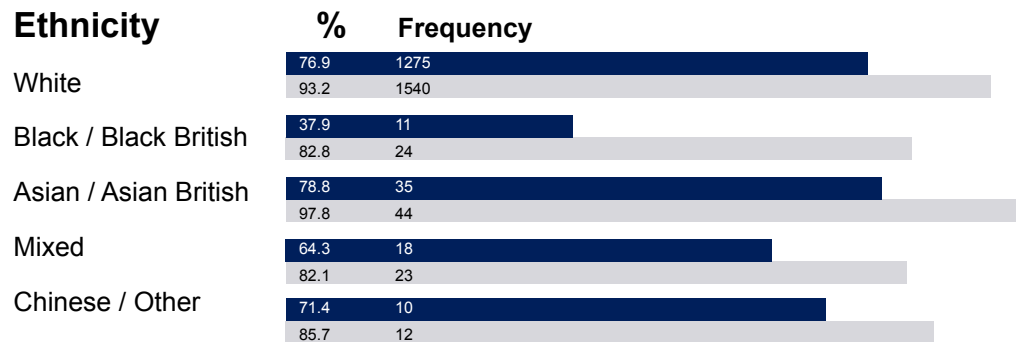
1. **'At least very satisfied'**: This includes respondents who were 'very satisfied' or 'completely satisfied' with the service that they received.
2. **'At least fairly satisfied'**: This includes respondents who were 'fairly satisfied', 'very satisfied', or 'completely satisfied' with the service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

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

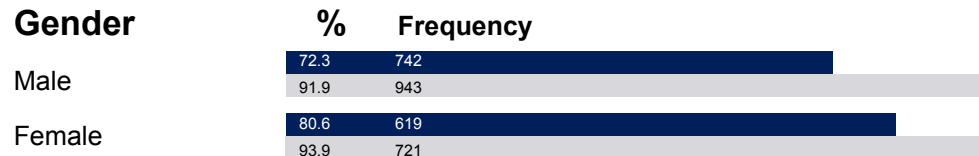
- Neither satisfied nor dissatisfied
- Fairly dissatisfied
- Very dissatisfied
- Completely dissatisfied

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

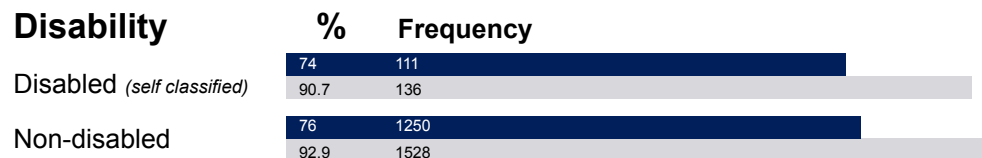
Ethnicity



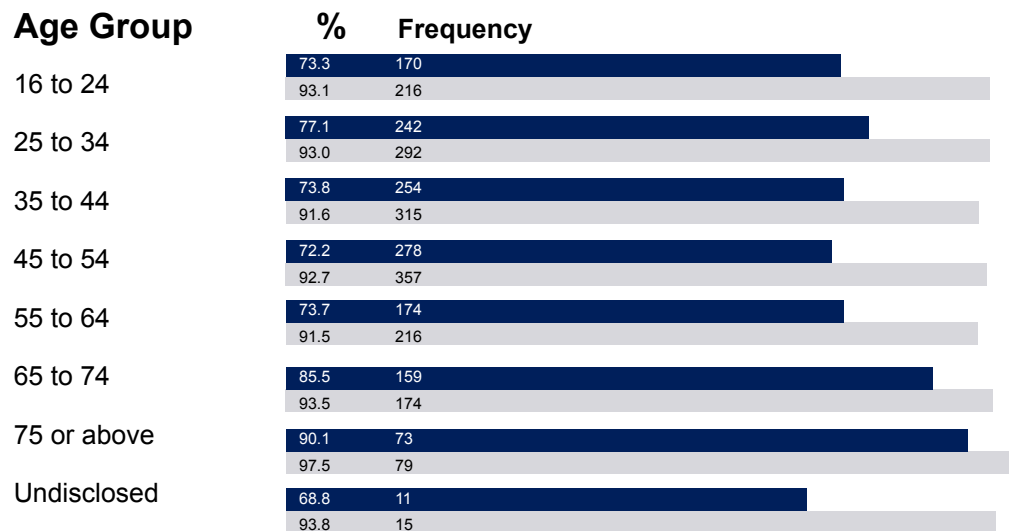
Gender



Disability

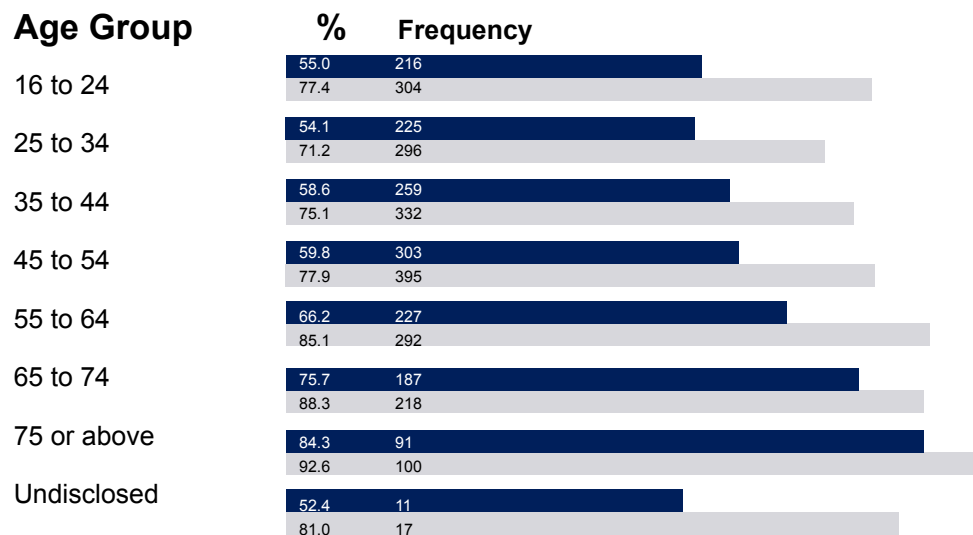
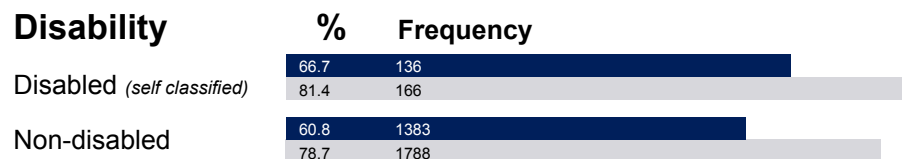
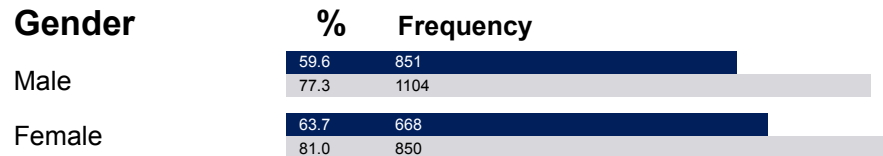
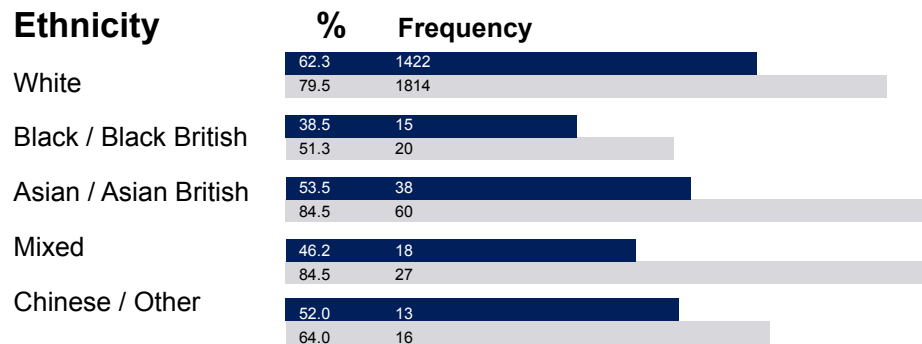


Age Group



At least very satisfied
 At least fairly satisfied

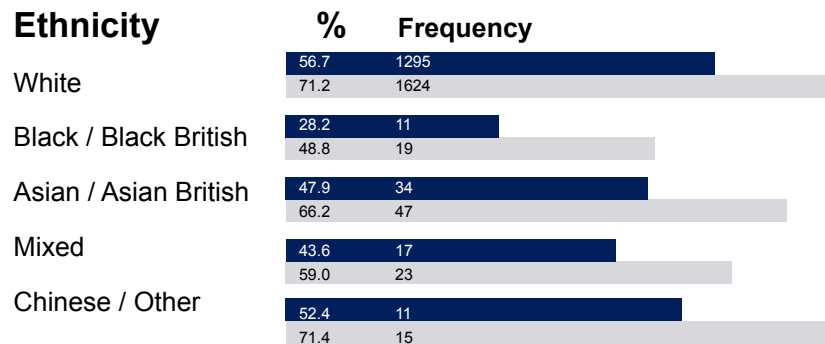
Thinking about what the police did once they had been given the initial details, are you satisfied or dissatisfied or neither with the actions taken by the police?



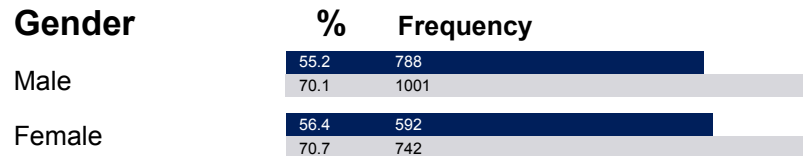
At least very satisfied
 At least fairly satisfied

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

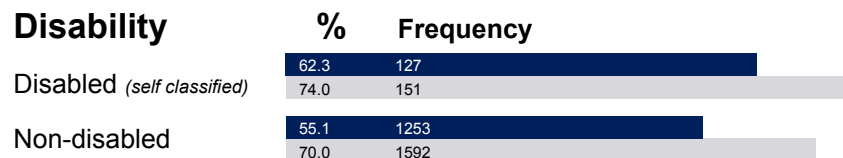
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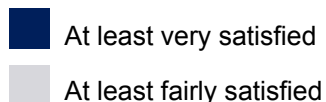
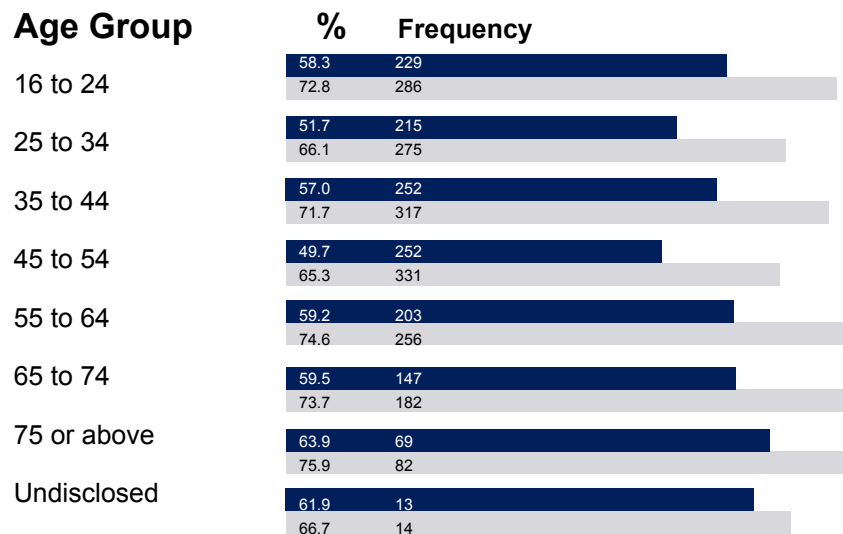
Gender



Disability

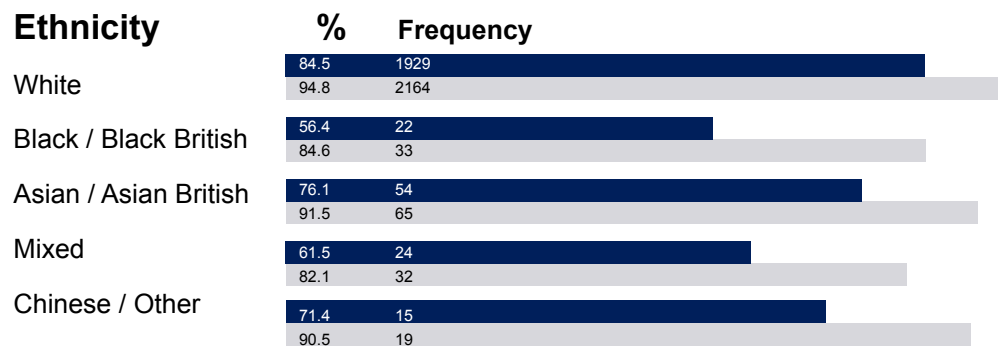


Age Group

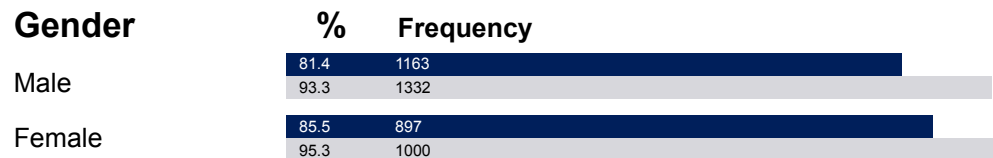


Thinking about their attitude and behaviour - are you satisfied, dissatisfied or neither with the way you were treated by the police officers and police staff who dealt with you?

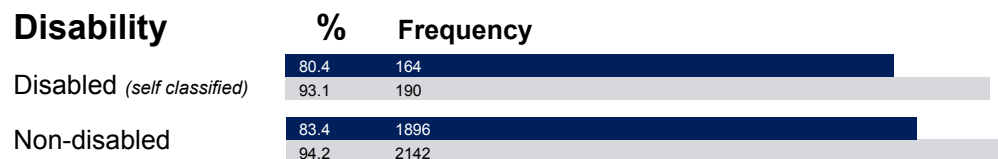
Ethnicity



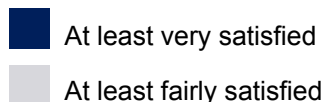
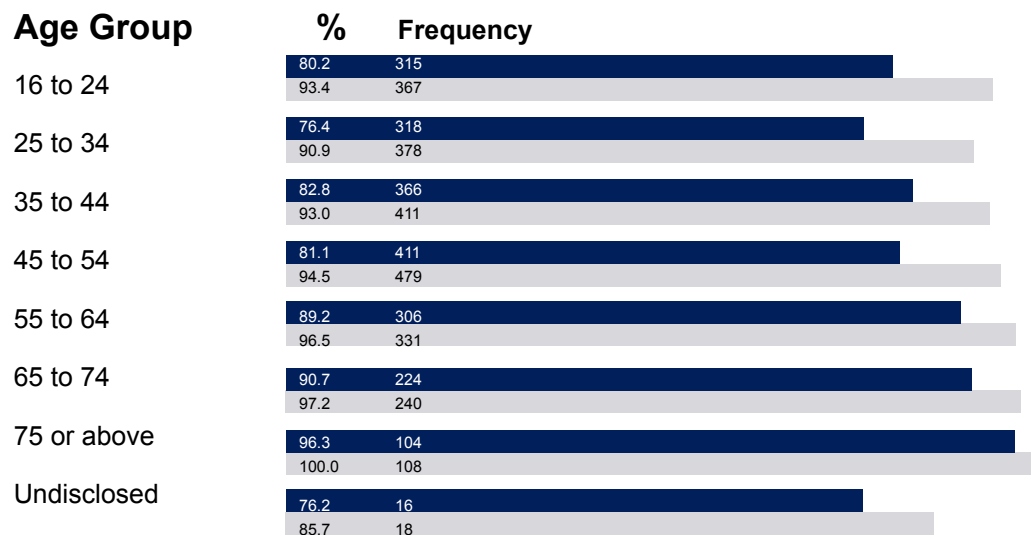
Gender



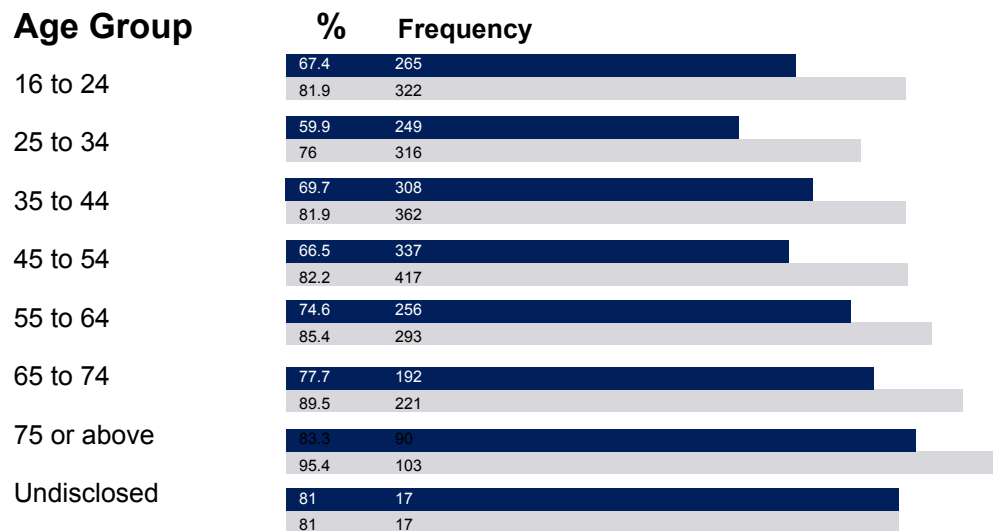
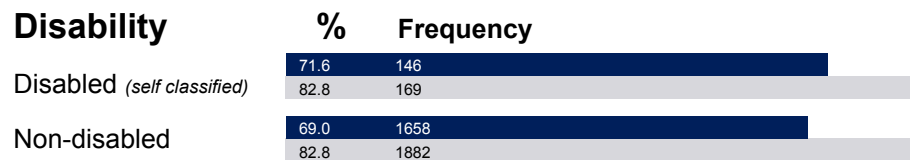
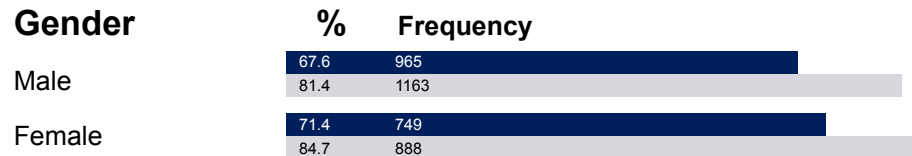
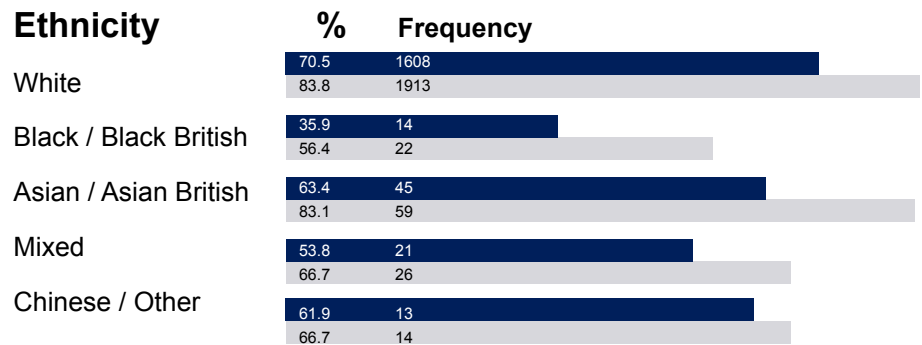
Disability



Age Group



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

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。

આ દસ્તાવેજમાં આપેલી માહિતી ભીંજી કોઈ ભાષામાં, મોટા અક્ષરોમાં ભાષેલી અથવા ઓડિયો ટેપ ઉપર મોકલવા માટે, કમ્યુનિટી પાર્ટનરશીપ ડિપાર્ટમેન્ટમાં 'ડાયવર્સિટી યુનિટ'ની 101 પર સંપર્ક કરો.

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