



Equality and Human Rights Annual Report

Financial Year 2019 - 2020



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Introduction

Equality and Human Rights can affect everyone – this is in all areas of life and is no different within policing. North Yorkshire Police (NYP) covers one of the largest geographical areas for policing in England, and this consists of a mixture of cities, towns, villages, and rural areas. The diversity this brings can be vast and ever changing, so understanding the different needs and beliefs of such a diverse community can be challenging but also rewarding and will help to engage with everyone that NYP serves.

The commitment within NYP to inclusion and diversity (previously referred to as equality) has continued to grow in all areas of policing, and it is always at the forefront of all activities and working practices. It is imperative that all police officers, police staff employees, volunteers and special constables treat everyone they come into contact with through their policing activities equally and with respect, and in turn all employees will be treated the same by NYP. This shows that NYP are a committed, confident, and approachable police service in all areas, and equips everyone with the skills they need to communicate with and serve all our communities.

This report details specific work within inclusion and diversity, in particular around internal areas of business and how all the work within this area links in with external contact and anyone who may come into contact with NYP. The theme throughout this report shows the continuous commitment by everyone to this agenda through all areas of NYP policing business.



The Equality Act 2010



Human Rights Act 1998

Our Obligations

The Equality Act 2010 streamlined the law by consolidating existing equality law into a single piece of legislation. It lists nine protected characteristics within the Act – people are not allowed to discriminate, harass, or victimise another person due to any of the following –

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (Gender)
- Sexual Orientation

The Public Sector Equality Duty (PSED – S.149 of the Equality Act 2010) requires NYP, as a public authority, to have due regard to the need to –

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Under the Specific Duty NYP is required to publish equality objectives at least every four years and make equality information accessible on an annual basis to demonstrate their compliance with this duty. This ensures that we are fully transparent and illustrates how we have fulfilled the requirements of the PSED.

The Human Rights Act 1998 codifies the European Convention on Human Rights into UK law, and sets out the fundamental rights and freedoms that individuals in the UK have access to. It provides public authorities with a legal framework to help ensure that their actions respect the human rights of those for whom they provide services. Under the Police Reform and Social Responsibility Act 2011 the Police, Fire and Crime Commissioner has an obligation to monitor compliance with the duties imposed upon police forces by the Human Rights Act 1998 – this human rights duty is complimented by the equality and diversity monitoring practices.

The attached appendices show statistical information for the financial year 2019-2020 in relation to the equality agenda for Human Resources (HR), Crime and Professional Standards Department (PSD). These are a detailed analysis of recorded data collections to show that NYP is compliant in associated areas with regards to equality. They provide a comprehensive overview of a range of areas, including employment data, grievances, crime data, hate crime and complaints.

Strategic Governance

The governance structure was reviewed and revised in 2018-2019 to ensure a more consistent and proportionate approach across all areas of policing business for the inclusion and diversity agenda. One area which remains at the forefront of all policing activities is positive action. This is one of the forces main priorities to address areas of workforce representation which are currently under-represented as defined by the Equality Act 2010, and in particular the nine protected characteristic groups. The introduction of a Positive Action Coordinator and team working exclusively on this area has developed crucial links with our diverse community, and our diverse workforce, and links into the national positive action agenda.

The Inclusion and Diversity Board meeting is a top-level meeting which is part of the People Performance meeting structure and is chaired by the Assistance Chief Constable who is the portfolio lead for local policing. It is attended by senior Heads of Departments such as Human Resources and Professional Standards, Federation and Unison representatives, association representatives, strategic internal support network leads, and other personnel who have equality and diversity within their area of business or work. The meeting focuses on the strategic decisions for this area of business, updates from internal support networks, themed topics, hate crime and positive action updates.

NYP has several internal inclusion and diversity support networks which cover a number of the nine protected characteristic groups. They all have strategic leads and leaders who meet on a regular basis to discuss any issues or good working practices which can be shared across all the networks. Any decisions which are made or need to be discussed further are fed into the main Inclusion and Diversity Board meeting. The networks undertake lots of work, sometimes on top of their substantive roles, to make sure this agenda is heard throughout the force.

The Independent Advisory Groups (IAG) act as a critical friend to the police and were created to challenge conventional thinking to give independent perspective on issues, and to work as genuine partners with the police to inform improvements in service delivery. An IAG aims to increase trust and confidence in policing amongst all communities. The IAG's in North Yorkshire are under review to ensure the groups are representative of the nine protected characteristics and all the diverse communities we have in North Yorkshire.

The Inclusion and Diversity Coordinator sits within the Partnership Hub and reports to the Superintendent within that department. The post oversees the coordination of inclusion and diversity within NYP and works with the internal support networks and external equality groups in providing a point of contact and support in embedding the principles within force. Their role is vast but as a point of contact can bring this agenda together with all areas of business.

Equality Objectives – North Yorkshire Police

The current equality objectives for NYP were set in 2016 following the revision of the inclusion and diversity agenda. New objectives will be devised and implemented in the 2020-2021 financial year to reflect the direction NYP wish to focus on, and these will detail not just the objective but how they are going to be achieved. They will focus on both inward and outward direction for the force and will detail specific targets to be achieved. They will all reflect the force's values and ethics and will show the commitment to this agenda that the force wishes to attain.

The current equality objectives with a brief update are as follows:

- 1. Understanding and involving diverse communities by taking steps to increase the number of Black and Minority Ethnic (BME) and under-represented groups within police staff, police officers, PCSO's, volunteers and special constabulary. We will seek to achieve this by identifying and removing any actual or perceived barriers to equality of opportunity in recruitment, retention, and progression. This seeks to develop a workforce which represents our diverse communities and will be achieved by campaigning to promote representation in groups which are currently unrepresented within North Yorkshire Police.*

The number of BME staff continues to increase across all functions – the number of BME police officers has risen by 2.4%, police staff by 1.5%, special constables by 3% and PCSO's by 0.8%. Work continues within the Positive Action team, who work with the Talent and Recruitment team to identify and remove any barriers to equality of opportunity in recruitment, retention, and progression. Our current workforce continues to reflect the communities we serve, and work will continue to develop links with our more diverse communities to encourage them that the police is an employer of choice.

- 2. Supporting vulnerable victims, witnesses, suspects, and detainees by explaining how North Yorkshire Police will work closely with partner agencies. To review and develop the organisational approach towards Hate Crimes and Hate Incidents. This includes care and assistance provided to victims and witnesses and encompasses:*
 - Establishing and communicating clear reporting channels to communities in order that victims and witnesses know how to report Hate Crimes and Hate Incidents to North Yorkshire Police.*
 - Promoting and explaining the service standards that victims and witnesses can expect from North Yorkshire Police.*
 - Promoting and explaining how North Yorkshire Police will work with partner agencies to support victims and witnesses.*
 - Clearly outlining how North Yorkshire Police will utilise Independent Advisory Groups (IAG) as a critical friend to assist in reviewing the organisational response to Hate Crime and Hate Incidents.*

Training in hate crime and hate incidents continues to be incorporated into student officer training and other relevant training courses to equip everyone with the skills they need when dealing with such incidents. Partner agencies are utilised within the training to help support and promote the work they carry out, and to ensure the right messages are received. The IAG's will continue to act as a critical friend once they have been revised.

3. *Increasing the knowledge and confidence of North Yorkshire police officers and staff in dealing with Hate Crimes and Hate Incidents, ensuring they fully understand their role and the assistance they can provide to victims and witnesses.*

As with the second objective, hate crime is incorporated into all relevant training courses to ensure onward compliance with the legislation. This will ensure that the knowledge and understanding of this area is increased, and that they have the required skills to deal with such situations or incidents.

4. *Improving management data on equality issues. Monitoring Equality, Diversity and Human Rights (EDHR) performance and understanding how this compares to other business sectors.*

This continues to be achieved through the Positive Action team and the Inclusion and Diversity Coordinator working together to improve the diversity of our employees. They continue to address under-representation of some of the nine protected characteristic groups within NYP and develop the recording of data to be completed accurately, in particular for preferred gender and sexual orientation. Data does continue to be used to monitor the make-up of all our staff.



Human Rights Compliance

The Police Authorities (Particular Functions and Transitional Provisions) Order 2008 made under the Police and Justice Act 2006 provides that:

'A police authority shall monitor the performance of the police force maintained for its area in complying with the duties imposed on that force by the Human Rights Act 1998.'

This monitoring duty came into effect on 14 March 2008. Under the Police Reform and Social Responsibility Act 2011, police authorities were abolished and replaced by Police and Crime Commissioners with effect from 22 November 2012. The above monitoring duty on police authorities transferred to Police and Crime Commissioners.

The human rights monitoring duty should complement the equality and diversity monitoring practices; however, recognition needs to be given to ensure that aspects of human rights monitoring that do not relate to the equalities duties are properly considered. Development of meaningful standards against performance of the police is required to be monitored.

Training is one area where it is very important that the principles of human rights continues to be incorporated into all training materials and packages. Onward compliance is monitored through line managers and through the Performance Development Reviews (PDR) process.

Equality and Human Rights Assessments are completed for all policies and procedures, working practices, functions, and training packages to mitigate any risk of significant breach of the Human Rights Act 1998. All policies authors/owners regularly review the wording within their documents to make sure they are inclusive for everyone. NYP has very few claims which have an element of human rights within them which shows the good position the force is in if such claims are brought.

The Commissioner closely monitors equality, diversity, inclusion, and issues of human rights as significant public policy priorities through their governance structure with regular reports at monthly Executive Board and Public Accountability meetings. Independent Scrutiny Panels are also in place to further assure significant issues of public interest around the use of police powers, in particular Stop and Search, Use of Force, and the use of Out of Court Disposals. Furthermore, within the Office of the Police, Fire and Crime Commissioner, these issues are a business priority as part of the Office's business development strategy with a portfolio lead in the Executive Management Team.



Organisational Practices

Inclusion and Diversity Internal Support Networks

NYP has six established internal support networks which seek to improve the working environment of all police officers and police staff. Their aim is to promote relations between the police and minority groups within the community with a view to enhancing the quality of service to the public, and to protect the rights of everyone within the police service. Each network has a strategic lead, network lead and various specialists within their networks to assist as many people as possible who may fall within some of the nine protected characteristic groups.

Brief updates from each network are below:

Disability Network – this network has been involved in producing relevant guidance documents and a toolkit checklist for line managers to assist them in helping anyone who may have a disability, and with the completion of wellbeing passports. They also continue to be involved with assisting the deaf and hearing-impaired community with accessing services within NYP.

Gender Network – this network has several groups within it covering different areas including menopause, endometriosis and women and men's health. These groups offer help and advice to anyone who may need it and have all grown over time with an increase in people wishing to either join them or access their services. The third NYP Women in Policing conference took place in October 2019 which was attended by men and women from all areas of business and was hailed a great success with the various inspirational speakers and motivational talks.

LGBT+ Network – this network is involved in the planning and attendance at the Pride events in York and Harrogate which take place during May and June. They show a visible representation of the commitment and understanding of LGBT+ communities and are there to offer help and advice to anyone who may need it. This network is very highly promoted and popular amongst the whole force, and they continue to promote the LGBT+ Ally programme and operate their own Twitter and Facebook accounts.

Neurodiversity Network – this network continues to offer help and advice to anyone who may have a neurological condition, and to those who need guidance regarding these conditions. Specific leads have been introduced within the network with people who are either specialists in certain conditions, or who have had experience of working with people who are on the spectrum. This has greatly increased the knowledge of the various conditions within neurodiversity and has helped promote the network across the force.

Race Network – this network continues to help with recruitment, retention, and progression in conjunction with the NYP Black Police Association and the Positive Action Coordinator. The network acknowledges significant dates and always promotes these across force, including Stephen Lawrence Day in April and Black History Month in October.

Religion (Faith) Network – this network helps promote relations between the police and all religious groups, in particular around significant events, for example Ramadan. The network has been involved in producing guidance around the care of detainees and religious observations. NYP hosted the National Christian Police Association conference in April 2019 in Harrogate which was attended by people from across the whole country, and this was hailed a great success by everyone who attended.

Positive action is a programme of activities, aimed at creating equality of opportunity for people with protected characteristics, who might otherwise be at a disadvantage when it comes to recruitment, promotion, and retention. Positive action is about doing things to level the playing field and not about employing or promoting people simply because they have one of the protected characteristics, regardless of merit. That would be discrimination which is unlawful.

Workshops are run to support people from any of the nine protected characteristic groups to encourage them to perform to the best of their ability in the recruitment process. This gives everyone an opportunity to learn about the application process and role-play the assessment, so they know what to expect for the recruitment process – to note the actual recruitment is completely on qualification and merit.

Unconscious bias training continues to be delivered to all new student police officers and new police staff employees and has also been incorporated into all line manager training sessions. These sessions detail techniques which can be used for challenging this both personally and organisationally and understand why we process information like we do. There is also an internet-based package which everyone in force completes.



Associations/Networks within North Yorkshire Police

There are several different Associations and networks within NYP that all police officers and police staff can be part of and access their services if they wish to do so. They cover a wide range of business areas and offer help and support to those who require it. This is imperative to show that all employees feel supported, included, and valued whilst carrying out their duties for NYP.

The formation of an informal Women's network has proved a great success. The network provides peer support and encouragement, and acts as a sounding board and critical friend for all members. The network has grown in the number of members and offers help and advice on any issues for women. They have established a menopause support group for both women and men who can speak to individuals for any advice needed, and they offer one to one session for anyone who may not feel comfortable in a group situation.

After the success of the Women's network, a Men's Health network was established to offer a similar service for those who required it. This groups works in the same format and can be accessed by anyone who may need it. They support International Men's Day which takes place in November by focusing on men's health, promoting gender equality, and highlighting discrimination against men.

HeforShe is a United Nations campaign that the police service in England and Wales has chosen to adopt, and NYP did adopt this. HeforShe recognises that gender equality isn't just a women's issue, it is a human rights issue, and they wish to create a visible and united force for gender equality. In NYP, women have been asked to nominate a male colleague who demonstrates support for the women they work with and ask them to sign up to the campaign.

Other associations include the Christian Police Association, Association of Culture and Ethnicity (ACE – formally Black Police Association – BPA), Superintendent's Association, Federation and Unison. These can all be accessed by anyone who may require their services or who have an interest in their ethics and beliefs. Information on every network association can be found on the NYP intranet which details contact information and the type of services they offer.

Asset Management

It is imperative that all NYP buildings are compliant with the requirements held within the Equality Act 2010 so that they are accessible for both the public and all employees. Special consideration is given to disabled access and facilities for both internal and external buildings and amenities. This is to ensure that anyone who may have a disability can access our buildings with ease.

Equality implications for any relocation of services are taken into consideration at all stages of any move or new way of working. Reasonable adjustments are considered at all stages of any move or new working practice to ensure individual requirements are considered and implemented. This includes provisions for individuals to commence home working due to operational requirements or government decisions. This is done via individual risk assessments which are regularly reviewed by both the individual and line managers, and to equip all employees with the tools they need to carry out their roles.

Conclusions

The commitment to inclusion and diversity within a public body is imperative for the public and its employees to see to show that the police service can be an employer of choice for all diverse communities, and that it will look after all its employees regardless of whether they have a protected characteristic or not. Ongoing work in this area is essential for success, and it is quite clear that all high standards are being achieved in all the work which has already been completed and this will progress into all future projects.

Addressing under-representation of the protected characteristic groups within NYP remains a top priority to show the commitment to ensuring NYP's workforce represents all our diverse communities. Current focus is to increase the number of women and BME employees within NYP, but this does not exclude any of the other protected characteristic groups, and we encourage everyone, no matter of background, to apply for positions within force. The visual representation of diversity is increasing all the time and we will continue to address this across all business areas.

As we enter an ever changing world, not just in relation to work but also our home lives due to coronavirus, it is hard to predict what the future may hold and what and where our places of work may look like. So it is imperative that NYP continues the work that has already been achieved through this agenda, and to look to the future by engaging with all employees to ensure that all requirements are met and that any reasonable adjustments are discussed and agreed when appropriate. This will also ensure that inclusion and diversity is not forgotten while we all try to deal with something which is out of the ordinary.



Appendices

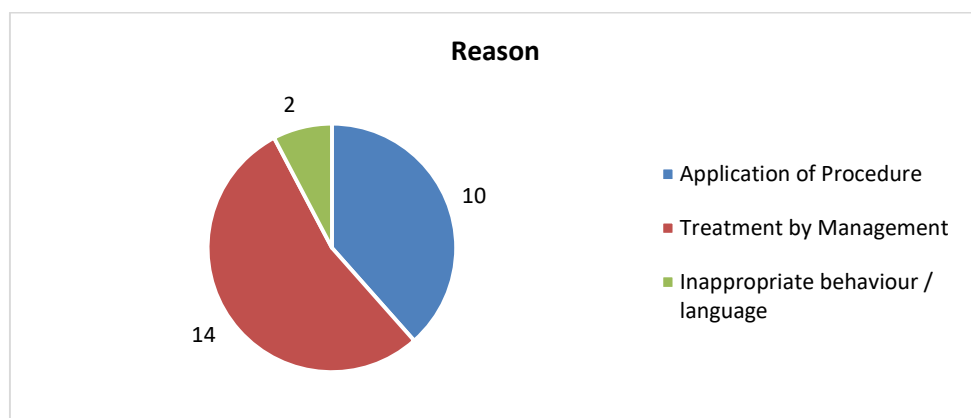
Appendix 1 – Human Resources (HR)

Grievances and Mediation

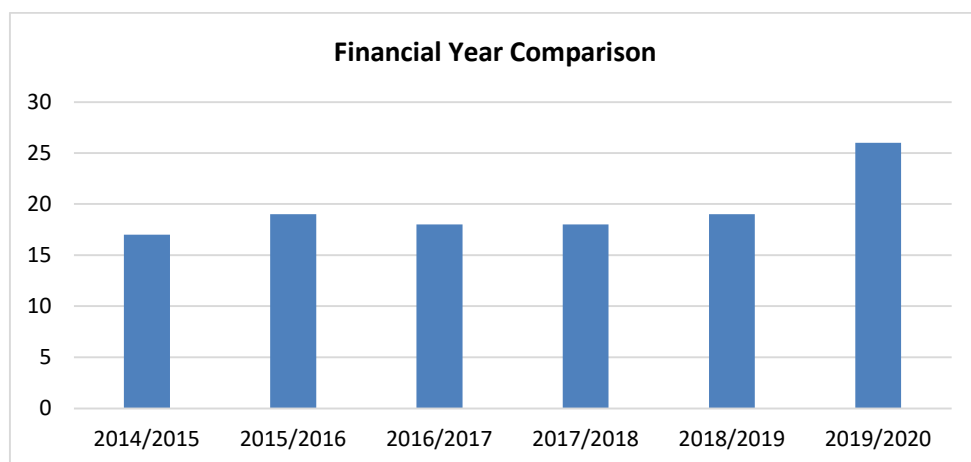
North Yorkshire Police (NYP) has an internal grievance procedure which follows the Advisory, Conciliatory and Arbitration Service (ACAS) guidelines. Analysis of grievance data is carried out being mindful of the need to protect individual's identity.

It should be noted that there are overlaps in the nature of the grievance as often there are personal relationship difficulties intertwined with application of policy.

From April 2019 to March 2020, 16 grievances were received.



The chart below shows the comparison in the number of grievances from the last 5-year periods.



Recording the nature of the grievance enables potential problems to be identified and appropriate action to be taken. The grievances have been categorised by the complainant's perception of the issues and therefore there can be overlaps in the nature of the grievance.

Employment Data Collection

By collecting, analysing, and using employment data NYP aims to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Identify any barriers to recruitment, progression, and retention of staff
- Identify what the key priority equality issues are for NYP.

NYP does not currently record data on sexual orientation or religion and belief. All employment data refers to actual headcount rather than full time equivalent figures.

The data is the same as submitted on the Police Personnel Annual Data Return. It uses a point in time staff list as at 31 March 2020.

Ethnicity

All of the below data for ethnicity shows the overall workforce strength as at 31 March 2020 broken down into police officers (by rank), police staff (by grade), special constables and police community support officers (PCSOs). It includes secondments and career breaks.

	Asian	%	Black	%	Chinese /Other	%	Mixed	%	White	%	Not Stated	%	Total	Total BME	% BME
Police Officers	14	0.9%	3	0.2%	3	0.2%	16	1.0%	1476	96.9%	12	0.8%	1,524	36	2.4%
Police Staff	6	0.5%	3	0.3%	3	0.3%	5	0.4%	1086	97.6%	10	0.9%	1,113	17	1.5%
Specials	1	1.0%	0	0.0%	1	1.0%	1	1.0%	90	90.9%	6	6.1%	99	3	3.0%
PCSOs	1	0.4%	1	0.4%	0	0.0%	0	0.0%	235	99.2%	0	0.0%	237	2	0.8%
Total													2,973		

Police Officers	Asian	%	Black	%	Chinese /Other	%	Mixed	%	White	%	Not Stated	%	Total
PC	13	1.1%	3	0.3%	3	0.3%	9	0.8%	1113	96.6%	11	1.0%	1152
Sergeant	1	0.4%	0	0.0%	0	0.0%	3	1.2%	243	98.0%	1	0.4%	248
Inspector	0	0.0%	0	0.0%	0	0.0%	2	2.4%	82	97.6%	0	0.0%	84
Chief Insp	0	0.0%	0	0.0%	0	0.0%	0	0.0%	18	100.0%	0	0.0%	18
Supt	0	0.0%	0	0.0%	0	0.0%	1	6.3%	15	93.8%	0	0.0%	16
Chief Supt	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%	1
ACPO	0	0.0%	0	0.0%	0	0.0%	1	20.0%	4	80.0%	0	0.0%	5
Total													1,524

Police Staff Ethnicity by Grade													
Police Staff	Asian	%	Black	%	Chinese /Other	%	Mixed	%	White	%	Not Stated	%	Total
Scale 1 - 6	5	0.6%	2	0.2%	1	0.1%	2	0.2%	834	98.5%	3	0.4%	847
SO Grade	0	0.0%	1	0.8%	0	0.0%	1	0.8%	126	96.9%	2	1.5%	130
PO Grade	0	0.0%	0	0.0%	1	1.0%	1	1.0%	95	96.0%	2	2.0%	99
HoS grade	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	100.0%	0	0.0%	8
JNC	0	0.0%	0	0.0%	1	33.3%	0	0.0%	2	66.7%	0	0.0%	3
PCSOs	1	0.0%	1	0.4%	0	0.0%	0	0.0%	234	99.2%	0	0.0%	236
Career break	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%	0	0.0%	5
Apprentice	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%	3
Agency	1	5.9%	0	0.0%	0	0.0%	1	5.9%	15	88.2%	0	0.0%	17
Specials	1	1.0%	0	0.0%	1	1.0%	1	1.0%	90	90.9%	6	6.1%	99
Total													1447
Total Excluding Agency,PCSO and Specials													1095

Part Time	Asian	%	Black	%	Chinese /Other	%	Mixed	%	White	%	Not Stated	%	Total
Police Officers	0	0.0%	0	0.0%	0	0.0%	0	0.0%	99	100.0%	0	0.0%	99
Police Staff	0	0.0%	0	0.0%	1	0.3%	1	0.3%	282	98.3%	3	1.0%	287
PCSOs	0	0.0%	0	0.0%	0	0.0%	0	0.0%	35	100.0%	0	0.0%	35
Specials	Not Applicable												
Total													421

Disability

The below data for disability shows that proportion of police officers and police staff who have declared that they have a disability, for both full time and part time working.

Disability All	Yes	%	No	%	Total
Police Officers	39	2.6%	1485	97.4%	1524
Police Staff	31	2.8%	1082	97.2%	1113
PCSOs	15	6.3%	222	93.7%	237
Specials	0	0.0%	99	100.0%	99
Total					2973

Disability part time	Yes	%	No	%	Total
Police Officers	6	0.4%	93	6.1%	99
Police Staff	14	1.3%	273	24.5%	287
PCSOs	4	1.7%	31	13.1%	35
Specials	Not Applicable				
Total					421

Gender

The below data for gender shows the make-up of all the force broken down into male/female and police officers/police staff. It shows the breakdown by gender of part time officers and staff, as well as the gender by rank. It also shows a breakdown of the make-up of staff within the different functions.

Note: the figures include secondments, maternity, and career breaks.

Gender All	Male	%	Female	%	Total
Police Officers	981	64.4%	543	35.6%	1524
Police Staff	452	40.6%	661	59.4%	1113
PCSOs	114	48.1%	123	51.9%	237
Special	57	57.6%	42	42.4%	99
Total	1604	54.0%	1369	46.0%	2973

Gender Part Time	Male	%	Female	%	Total
Police Officers	8	8.1%	91	91.9%	99
Police Staff	79	27.5%	208	72.5%	287
PCSOs	4	11.4%	31	88.6%	35
Specials	Not Applicable				
Total					421

Police Officers					Police Staff					
Functions	Male	%	Female	%	Total	Male	%	Female	%	Total
NYP Career Breaks	1	11.1%	8	88.9%	9	1	25.0%	3	75.0%	4
NYP CHC Non Operational	12	66.7%	6	33.3%	18	2	66.7%	1	33.3%	3
NYP Chief Constable	10	62.5%	6	37.5%	16	10	47.6%	11	52.4%	21
NYP Chief Constable CFO & Support	0	0.0%	0	0.0%	0	0	0.0%	1	100.0%	1
NYP Command Support Team	2	0.0%	2	0.0%	0	0	0.0%	5	100.0%	5
NYP Corporate Communications	0	0.0%	0	0.0%	0	3	33.3%	6	66.7%	9
NYP Enabling Services	38	61.3%	24	38.7%	62	18	64.3%	10	35.7%	28
NYP Human Resources	3	0.0%	0	0.0%	3	3	6.1%	46	93.9%	49
NYP Information Management	0	0.0%	0	0.0%	0	15	28.8%	37	71.2%	52
NYP Legal Services	0	0.0%	0	0.0%	0	7	23.3%	23	76.7%	30
NYP Nexus	1	25.0%	3	75.0%	4	9	52.9%	8	47.1%	17
NYP Office of the PCC	0	0.0%	0	0.0%	0	0	0.0%	1	100.0%	1
NYP Operations	912	65.0%	491	35.0%	1403	274	38.9%	430	61.1%	704
NYP Organisational Development	0	0.0%	0	0.0%	0	14	23.3%	46	76.7%	60
NYP Professional Standards	2	40.0%	3	0.0%	5	8	36.4%	14	63.6%	22
NYP Workforce Support Services	0	0.0%	0	0.0%	0	88	0.0%	19	17.8%	107
Total	981	64.4%	543	35.6%	1524	452	40.6%	661	59.4%	1113

Functions	PCSO					Specials				
	Male	%	Female	%	Total	Male	%	Female	%	Total
NYP Career Breaks	0	0.0%	1	100.0%	1	0	0.0%	0	0.0%	0
NYP Enabling Services	14	56.0%	11	44.0%	25	0	0.0%	0	0.0%	0
NYP Operations	100	47.39%	111	52.6%	211	57	57.58%	42	42.42%	99
Total	114	48.10%	123	51.90%	237	57	57.58%	42	42.42%	99

Leavers

The below data for leavers show the reason for leaving the organisation; broken down into police officers, police staff, specials and PCSO's.

Police Officers	Died In Service		Dismissal		Voluntary Resignation		Medical Retirement		Retirement		Transfers		Redundancy		Expiration of Contract	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White	0	0	0	0	13	13	9	4	39	13	6	2	0	0	0	0
Ethnic Minority	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Not Stated	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	15	13	9	4	39	13	7	2	0	0	0	0

Police Staff	Died In Service		Dismissal		Voluntary Resignation		Medical Retirement		Retirement		Transfers		Redundancy		Expiration of Contract	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White	0	0	2	0	56	74	0	2	10	5	0	0	14	46	7	4
Ethnic Minority	0	0	1	0	2	3	0	0	0	0	0	0	0	1	0	0
Not Stated	0	0	0	0	2	3	0	0	0	0	0	0	1	1	0	2
Total	0	0	3	0	60	80	0	2	10	5	0	0	15	48	7	6

PCSO	Died In Service		Dismissal		Voluntary Resignation		Medical Retirement		Retirement		Transfers		Redundancy		Expiration of Contract	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White	0	0	0	1	21	14	0	0	0	0	0	1	0	0	0	0
Ethnic Minority	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Stated	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	21	14	0	0	0	0	0	1	0	0	0	0

Specials	Died In Service		Dismissal		Voluntary Resignation		Medical Retirement		Retirement		Transfers		Redundancy		Expiration of Contract	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
White	0	0	0	0	18	7	0	0	0	0	0	0	0	0	0	0
Ethnic Minority	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0
Not Stated	0	0	0	0	5	1	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	24	10	0	0	0	0	0	0	0	0	0	0

Appendix 2 – Crime

Crime Data

The below crime data shows the number of crimes where the ethnicity of a victim is known or not stated. There are crimes recorded without a 'person as a victim', for example in the case where Regina is classed as the victim. A victim is asked to state their 'self-defined ethnicity' but it should be noted that this is not mandatory. This excludes Fraud offences. Crime with a victim – a person could be a victim more than once and these have been counted each time a person is a victim.

2018/2019	2019/2020	% Inc/Dec
45,889	47,198	3%

Self Defined Ethnicity	2018/2019	2019/2020	% Inc/Dec
01. White	13,010	13,768	5.51%
02. Black	96	92	-4.35%
03. Asian	181	234	22.65%
04. Other	85	80	-6.25%
05. Mixed	106	115	7.83%
06. NS. Not stated	22,371	22,488	0.52%
07. Gypsy or Irish Traveller	0	0	
Total	35,849	36,777	2.52%

Gender	2018/2019	2019/2020	% Inc/Dec
Male	17,690	17,671	-0.1%
Female	17,753	18,449	3.8%
Indeterminate	3	3	0.0%
Unknown	403	654	38.4%
Total	35,849	36,777	2.5%

Stop and Search

The below data shows the breakdown of the total number of stop/searches, and it shows most people stopped were white. This indicates that the stop/search power generally being applied is in a fair and proportionate way and not discriminatory towards any ethnic group.

All stop/searches must have a reason for the search, and this is recorded on the form. Percentages are calculated using the total in each ethnic appearance category. The data shows that the greatest number of searches across all ethnicities was for drug searches.

It is worth noting that the statistics do not show a breakdown from within each district and whether the individuals are resident within North Yorkshire as there could be a risk from cross-border criminals from neighbouring counties.

Number of stop/searches by ethnicity and type:

Ethnic Appearance	Stolen Property		Drugs		Firearms		Offensive Weapon		Going Equiped		Criminal Damage		Other		Total
White	206	10.1%	1266	62.1%	11	0.5%	221	10.8%	259	12.7%	12	0.6%	64	3.1%	2039
Black	6	12.0%	35	70.0%	0	0.0%	4	8.0%	3	6.0%	0	0.0%	2	4.0%	50
Asian	6	8.2%	52	71.2%	2	2.7%	2	2.7%	8	11.0%	0	0.0%	3	4.1%	73
Other	5	8.6%	38	65.5%	2	3.4%	5	8.6%	5	8.6%	0	0.0%	3	5.2%	58
Unknown	21	8.9%	145	61.4%	2	0.8%	21	8.9%	27	11.4%	2	0.8%	18	7.6%	236

Number of arrests resulting from a stop/search:

Ethnic Appearance	Stolen Property		Drugs		Firearms		Offensive Weapon		Going Equiped		Criminal Damage		Other		Total
White	50	18.6%	141	52.4%	1	0.4%	26	9.7%	40	14.9%	1	0.4%	10	3.7%	269
Black	2	0.7%	5	1.9%	0	0.0%	2	0.7%	1	0.4%	0	0.0%	1	0.4%	11
Asian	0	0.0%	10	3.7%	0	0.0%	1	0.4%	4	1.5%	0	0.0%	0	0.0%	15
Other	2	0.7%	8	3.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	1	0.4%	12
Unknown	3	1.1%	14	5.2%	0	0.0%	3	1.1%	7	2.6%	0	0.0%	0	0.0%	27

Primary Arrests for Recorded Crime

The data below shows the overall number of arrests has increased for both males and females. This data excludes voluntary attendees. Where the self-defined ethnicity was blank, these have been added under the Not Stated heading.

Ethnicity	Male		% Inc/Dec
	2018/2019	2019/2020	
A1. Indian	18	27	33.3%
A2. Pakistani	69	45	-53.3%
A3. Bangladeshi	17	20	15.0%
A4. Chinese	20	18	-11.1%
A9. Any other Asian background	56	60	6.7%
B1. Caribbean	51	26	-96.2%
B2. African	58	57	-1.8%
B9. Any other Black background	38	40	5.0%
M1. White and Black Caribbean	54	38	-42.1%
M2. White and Black African	9	13	30.8%
M3. White and Asian	32	19	-68.4%
M9. Any other mixed	35	30	-16.7%
NS. Not Stated	1,544	1,496	-3.2%
O9. Any other	59	59	0.0%
W1. British	7,549	7,431	-1.6%
W2. Irish	35	46	23.9%
W3. Gypsy or Irish Traveller	11	11	0.0%
W9. Any other white background	358	368	2.7%
Total	10,013	9,804	-2.1%

Ethnicity	Female		% Inc/Dec
	2018/2019	2019/2020	
A1. Indian	1	6	83.3%
A2. Pakistani	6	3	-100.0%
A4. Chinese	5	5	0.0%
A9. Any other Asian background	4	3	-33.3%
B1. Caribbean	3	1	-200.0%
B2. African	8	16	50.0%
B9. Any other Black background	9	14	35.7%
M1. White and Black Caribbean	4	6	33.3%
M2. White and Black African	1	0	
M3. White and Asian	5	3	-66.7%
M9. Any other mixed	9	4	-125.0%
NS. Not Stated	419	439	4.6%
O9. Any other	15	8	-87.5%
W1. British	1,640	1,611	-1.8%
W2. Irish	10	12	16.7%
W3. Gypsy or Irish Traveller	3	7	57.1%
W9. Any other white background	62	57	-8.8%
Total	2,204	2,195	-0.4%

Hate Crime

The below data shows where a crime has not been recorded but there is a NICL closing code such as 'Prejudice'. Hate crime is where there is a crime recorded with one or more hate crime description. All crimes have only been counted once.

Count of Occurrence Number	Recorded FY
NICL Closure Class Desc - Hate Incidents	2019/2020
Alcohol;Call made with good intent;Prejudice - Racial	1
Alcohol;Prejudice - Gender;Mental health	1
Alcohol;Prejudice - Racial	3
Alcohol;Prejudice - Racial;Prejudice - Religion/faith	1
Alcohol;Prejudice - Religion/faith	1
Alcohol;Prejudice - Sexual orientation	1
Domestic abuse;Prejudice - Racial;Mental health	2
Domestic abuse;Prejudice - Racial;Other public agency/police force dealing	1
Drugs;Prejudice - Disability;Vulnerable adult	1
Prejudice - Age	2
Prejudice - Age;Other public agency/police force dealing;Vulnerable adult	1
Prejudice - Disability	18
Prejudice - Disability;Mental health	4
Prejudice - Disability;Mental health;Other public agency/police force dealing;Mental health	1
Prejudice - Disability;Mental health;Vulnerable adult	1
Prejudice - Disability;Mental health;Youth related;Vulnerable adult;Mental health	1
Prejudice - Disability;Other public agency/police force dealing	2
Prejudice - Disability;Youth related	2
Prejudice - Disability;Youth related;Mental health	1
Prejudice - Disability;Youth related;Other public agency/police force dealing;Weapons;Mental health;Vulnerable child/young person	1
Prejudice - Gender	2
Prejudice - Gender;Youth related	1
Prejudice - Racial	57
Prejudice - Racial;Mental health	5
Prejudice - Racial;Other public agency/police force dealing	6
Prejudice - Racial;Prejudice - Religion/faith	2
Prejudice - Racial;Prejudice - Sexual orientation;Mental health	1
Prejudice - Racial;Vulnerable adult	1
Prejudice - Racial;Youth related	4
Prejudice - Religion/faith	10
Prejudice - Religion/faith;Mental health	1
Prejudice - Religion/faith;Mental health;Mental health	1
Prejudice - Religion/faith;Youth related	1
Prejudice - Sexual orientation	16
Prejudice - Sexual orientation;Mental health	1
Prejudice - Sexual orientation;Mental health;Mental health	1
Prejudice - Sexual orientation;Prejudice - Gender	1
Prejudice - Sexual orientation;Prejudice - Racial;Prejudice - Gender;Prejudice - Religion/faith	1
Prejudice - Sexual orientation;Prejudice - Religion/faith	1
Prejudice - Sexual orientation;Prejudice - Transgender	1
Prejudice - Sexual orientation;Youth related	1
Prejudice - Transgender	4
Prejudice - Transgender;Mental health	2
Grand Total	167

Count of Occurrence Number	Recorded FY
Hate Crime Description	2019/2020
Age related	2
Age related;Vulnerable adult	1
Disability	51
Disability;Domestic	1
Disability;Racial	1
Domestic	2
Gender	1
Gender;Misogyny	1
Hate - other	4
Homophobic	111
Homophobic;Disability	1
Homophobic;Domestic	1
Homophobic;Transphobic	1
Homophobic;Transphobic;Gender	1
Irish travellers	1
Misogyny	2
Racial	336
Racial;Domestic	4
Racial;Hate - other	1
Racial;Homophobic	1
Racial;Homophobic;Hate - other	1
Racial;Homophobic;Romany peoples	1
Racial;Misogyny	1
Racial;Police officer	3
Racial;Refugee	1
Religion or belief - Anti Christian	3
Religion or belief - Anti Christian;Racial;Police officer	1
Religion or belief - Anti Jewish	4
Religion or belief - Anti Jewish;Hate - other	1
Religion or belief - Anti Jewish;Racial	7
Religion or belief - Anti Jewish;Racial;Hate - other	2
Religion or belief - Anti Muslim	8
Religion or belief - Anti Muslim;Racial	6
Religion or belief - Anti Muslim;Racial;Irish travellers	1
Religion or belief - Anti other	1
Religion or belief - Anti other;Racial;Domestic	2
Religion or belief - Anti Sikh;Racial	1
Religion or belief - No religion;Racial	1
Religion or belief - Unknown	3
Religion or belief - Unknown;Racial	1
Religion or belief - Unknown;Racial;Disability	1
Romany peoples	1
Romany peoples;Hate - other	1
Transphobic	11
Transphobic;Gender	1
Grand Total	588

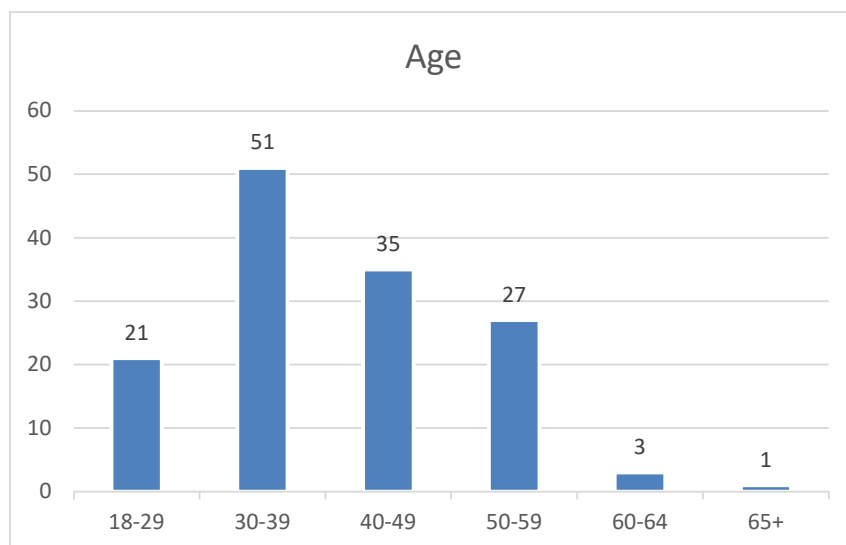
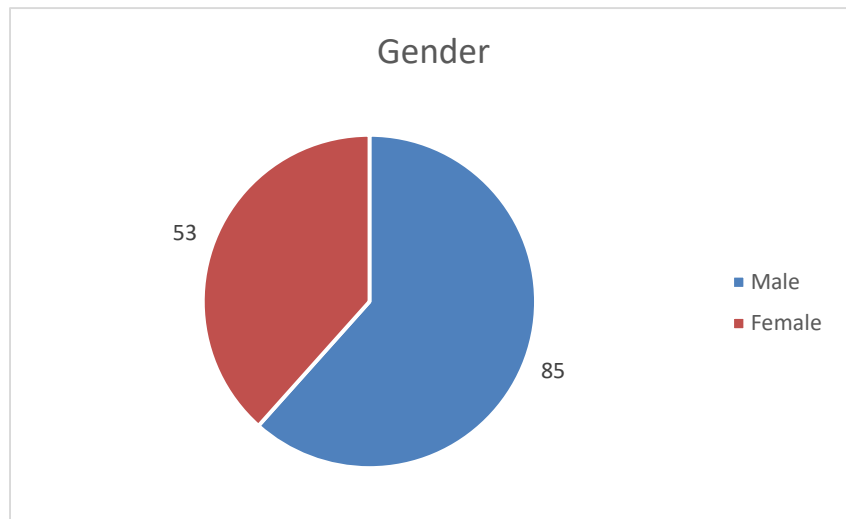
Appendix 3 – Professional Standards

Substance Misuse Testing for Internal Staff

There is no evidence of disproportionality in respect of people who fall within the categories of the nine protected characteristic groups, regarding the way substance misuse testing is applied.

During the period 2019-20 there were 138 people tested – this is a decrease to last year (2018-19 178). The statistics show that there were more males tested compared to females, but the gap has significantly reduced. The majority of people tested were White British which is due to the current gender and ethnicity make-up of the work force.

SDE	Total
White	137
Other	1
Total	138



Complaints from Members of the Public

During the period 1 April 2019 to 31 March 2020, there were 399 cases recorded within the Professional Standards Department.

Please note that there may be multiple complainants for any one complaint.

Gender	Total
Female	160
British	89
Not Stated	51
Unknown	15
Any Other White Background	2
Any Other Asian Background	1
Any Other Ethnic Group	1
Irish	1
Male	235
Any Other Asian Background	1
British	141
Not Stated	57
Unknown	22
Any Other Black Background	3
Any other Mixed	3
White and Black Caribbean	2
Any Other	2
Any Other White Background	2
White and Black African	1
White and Asian	1
Unknown	4
Not Stated	3
Unknown	1
Grand Total	399

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