# Equality, Diversity and Human Rights Information

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# 1. Foreword: Force Values

Diversity presents a challenge and an opportunity. It presents us with the challenge of making our service accessible and relevant to all the people in the West Midlands. To achieve that goal we need to have the best possible understanding of what is wanted and required from our communities and we need to have the most knowledgeable and representative workforce to meet those needs. Critical to this will be ensuring that the actual and perceived service received by each diverse group and individual is of the same level.

Our vision is simple in that we embrace the right of each member of our community and each member of our workforce to be treated fairly, with dignity and respect and to be offered equality of opportunity and service.

The force's values capture what the policing experience in West Midlands stands for:

- We put the public first in everything we do
- We act with integrity, fairness and humanity
- We are one team working together
- We listen, learn and strive to improve

**Chris Sims**
*Chief Constable*

# 2. Introduction

**The Equality Act 2010**
The Equality Act 2010 replaced previous anti-discriminatory laws with a single Act. The rationale for this was to simplify the law and make it easier for people to understand.
Within the Act there is an Equality Duty which relates to public sector organisations.
This can be found in Section 149 of the Act.
This section helps to support public sector organisations to ensure that they are effective and efficient to the people they serve.
Consideration must be given as to how different people will be affected by our activities, and in providing a service which meets different people needs.

**Specific Duty**
The Equality Duty is supported by Specific Duties which came into force in September 2011. The Specific Duty requires West Midlands Police to publish relevant and proportionate information of their compliance with the Equality Duty and to set equality objectives by April 2012.
All information must be published so that it is easy for people to access.

**Information Themes**
The information has to show “due regard” to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

We describe these as the three aims of the Equality Duty.

**Due Regard**
Due regard means thinking about the three aims of the Equality Duty as part of the process of policy development and decision-making. This means that consideration of equality issues must influence the decisions made. This can take the form of how we act as an employer; how we develop, evaluate and review policy; how we design, deliver and evaluate services; and how we commission and procure from others.

**What are Protected Characteristics?**
There are nine protected characteristics defined for the benefit of the Equality Act.

**Age**
Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
**Disability**
A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
**Gender reassignment**
The process of transitioning from one gender to another.
**Marriage and civil partnership**
Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.
**Pregnancy and maternity**
Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

# 2. Introduction

**Race**
Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

**Religion and belief**
Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex**
A man or a woman.

**Sexual orientation**
Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

# 3. Demographics: 2001 Census Data

**Population Profiles**
West Midlands Police is the second largest police force in the country, covering an area of 348 sq miles and serving a population of almost 2.63 million.

The region sits at the very heart of the country and covers the three major centres of Birmingham, Coventry and Wolverhampton. It also includes the busy and thriving districts of Sandwell, Walsall, Solihull and Dudley.

We deal with more than 2,000 emergency calls for help every day, as well as patrolling the streets and responding to incidents 24-hours-a-day, seven days a week.

The region is rich in diversity in terms of our communities with a variety of cultures and beliefs. Each Local Police Unit is aware of the breakdown of their communities to enable them to provide the best service to suit the needs of local people.

The profiles provide various information about the population of a chosen area. Further information about the demographics of the areas in terms of:

- Age range
- Ethnicity
- Gender
- Country of birth
- Religion
- General health
- Employment status
- Occupation
- Qualifications
- Travel to work
- Breakdown of housing

This information can be found at appendix 1.

# 4. Community Involvement

**How we engage with Protected Groups**

**Internally**
The force promotes Staff Support Networks to help members of staff and to link in with external organisations through their knowledge and expertise of that community i.e.

- Black and Asian Police Association
- Association of Women in Policing
- Christian Police Network
- Faith & Belief Group
- Muslim Police Association
- Disability & Carers Network
- LGBT Network
- Police Federation
- Unite (union)
- Unison (union)

**Externally**
**Key Individual Network**
Each Local Policing Unit (LPU) has a KIN (Key Individual Network). This group is made up from the community, and represents the diversity of the area. The individuals usually have standing within the community and can be called upon if a situation arises to provide expert knowledge of that community.

**Strategic Key Individual Network**
The Local Policing Department is responsible for the force KIN. This group is predominantly community leaders, who if the need arises can circulate information within their communities and have an impact dependant on the situation. The group is drawn from all walks of life and covers the West Midlands region.

**Independent Advisory Group/Reference Groups**
The purpose of the group is to act as a critical friend who represents the needs and concerns of their communities. In turn this can influence the Local Policing Unit by providing independent advice and making recommendations in order to improve effectiveness in the following:

- Increase trust and confidence in policing amongst different communities
- Consider, advise and monitor strategies, policies and practice within the Local Policing Unit in order to ensure a fair and equitable delivery of policing services to all communities
- Recommend ways in which West Midlands Police can provide a non-discriminatory service
- Examine and analyse data provided by the force performance indicators

The group are all volunteers and represent the diversity within the area served.

# 4. Community Involvement

**Street Watch**

Street Watch provides an opportunity for civic minded individuals to empower their local communities. West Midlands Police are currently piloting Street Watch on Birmingham East LPU.

Street Watch is a community led initiative based upon regulated, civilian street patrols and whose members are citizens with no police powers. Groups are managed by a volunteer coordinator who provides advice, guidance and support in consultation with the local police.

Street Watch volunteers are expected to contribute a minimum of two hours per month. Street Watch members are provided with a short training session followed by six weekly meetings with a neighbourhood sergeant.

Members of the neighbourhood policing team or a senior volunteer go out on the first patrol with new volunteers. The Street Watch scheme has protocols in place and insurance is provided by Lloyds Underwriters for any volunteers aged 18 years or over.

**Street Pastor Patrols**
Street Pastor Schemes are an interdenominational Church response to neighbourhood problems. They enable volunteers from churches to receive training and engage with people on the streets in night-time venues to care, listen, and help in practical ways.

The schemes now have more than 2,500 trained volunteers and operate in over 100 locations in the UK. Typically churches in an area come together and express an interest in Street Pastors.

A management group is set up and a coordinator identified. At least four churches need to be involved in each scheme.There are currently Street Pastor Patrols working in Dudley, Sandwell, Walsall, Wolverhampton and Birmingham.

**Community Speed Watch**
Volunteers can support Neighbourhood Police Teams to help raise awareness within the community of the dangers of speeding and control the problem locally.

This provides a way of local community volunteers doing something practical to help reduce speeding in their neighbourhoods. This form of volunteering is straightforward and managed locally.

# 5. Engaging with Protected Groups

West Midlands Police has links into the local LGBT communities to help bridge gaps between the community and the police. It has taken time to build trust and confidence and is very much work in progress.

Many of our staff have been involved in LGBT community events i.e.

- Birmingham Pride - West Midlands Police provided a contingency of staff and had our own stand with a high profile presence.

- The internal LGBT Network was heavily involved in working the event and thoroughly enjoyed the opportunity to work with our communities.

- Staff are involved in a variety of initiatives across the region. In Sandwell staff are involved in anti-homophobic workshops for schools link officers.

- An LGBT conference was held at Smethwick ShOUT Youth Club.

- The city centre has many gay social venues which attract large numbers of LGBT people. In Birmingham city centre the neighbourhood police teams liaise with identified premises that cater for the LGBT community, so that structures are already in place should the need arise.

The force has links with local LGBT groups including:

- ShOUT is an LGBT youth steering group to give young people a voice in Sandwell.

- Sandwell LGBT is a new group that has volunteered to become a mechanism for third party reporting of hate crime.

- Pink Shield is a non political forum which exists to promote better understanding of LGBT issues and is based in the Birmingham area.

- WAASP (Women against anti-social persecution) is a new group based in Walsall. Their staff have been trained to act as a mechanism for third party hate crime reporting.

- Birmingham LGBT go from strength to strength having just received a lottery grant to open a Health & Wellbeing Centre with funding for four years. The centre will be a one stop shop for the community and community groups and will work with other service providers to address health inequalities within the LGBT community. Birmingham LGBT have been involved strategically with the force and we look forward to further partnership working in the future.

# 5. Engaging with Protected Groups

- Wolverhampton LGBT have a local policing liaison officer who attends the local meetings and is part of the local community. Wolverhampton are hoping to host an LGBT conference this year with police involvement. The local liaison officer, in conjunction with the Terence Higgins Trust, delivers talks on homophobia in local schools.

- Gender Matters have been involved in a variety of police advisory forums and were involved in the consultation groups for hate crime.

The force has two hate crime reference groups, one for Transgender and one for LGB. These reference groups are at strategic level and comprise local community LGBT groups from across the region. The terms of reference are at appendix A.

The LGBT community West Midlands Police and the NHS are at the initial stages of arranging an LGBT Stakeholders and Fact Finding Group. The aim is to discuss and break down barriers in order to increase self referral of LGBT groups to the Sexual Assault Referral Centres (SARC provision) and linked health services.

# 5. Engaging with Protected Groups

**West Midlands Police**
**Hate Crime LGBT Reference Group**

**Terms of Reference**

**Foreword**
Reference groups provide a key strand of community engagement and consultation demonstrating our willingness to involve, consult and listen to diverse views and opinions.

The main role of the reference group is to inform West Midlands Police and Local Policing Units of the impact / potential impact of new policies, strategies, functions and actions affecting community trust and confidence.

West Midlands Police recognises that hate crime is under reported and we want to work with the community to help us in our mission to better understand, challenge and tackle hate crime.

Reference group members are encouraged to provide advice, views or opinions; it is up to West Midlands Police to decide what action and tactical decisions to take after receiving this advice. Members of the reference group are not decision-makers, consultants or policy makers.

Members of the reference group are a link between communities and West Midlands Police and provide an opportunity to maintain and enhance good relationships and effective service delivery. They are not necessarily representatives of the community, but members of the community who have experiences and advice to share. In this way, they 'reflect' the community.

**Aims:**
- To achieve improved community confidence and satisfaction in respect of hate crime reporting
- To improve the level of service to hate crime victims
- To remove the barriers to reporting hate crime
- To increase the number of offenders brought to justice
- To identify and share best practice and deliver to commonly agreed minimum standards
- To map current provision of support networks, both voluntary and statutory, across the force area

**Operating Principles:**
- Key members of the community will be invited to form the reference group. Members will be appointed for their specialist knowledge, experience, and/or links with particular groups, or other special interests. (This does not imply that such representatives represent or speak on behalf of those communities).

- The reference group will meet approximately every two to three months for two hours (with the flexibility to meet more frequently when required).

- Ongoing communications with reference group members will be achieved through regular updating.

# 5. Engaging with Protected Groups

**Objectives / monitoring progress and measuring outcomes:**

- To bring community issues to the group and formulate solutions
- To align the work of statutory and third sector partners across the region to more effectively support victims and witnesses, drawing on current good practice and building on existing support networks
- To improve communication links with the community via the reference group
- To ensure best practice is shared between partner agencies and support networks
- To increase awareness of hate crime with our communities
- To help to increase the level of satisfaction with police actions for those who report hate crime
- To understand key locations where hate crime occurs and support reduction
- To work with a range of Criminal Justice partners to utilise all the options to support victims and bring offenders to justice
- To help tailor West Midlands Police response to hate crime to meet the needs of the victim
- To promote the use of the True Vision website
- To assist in increasing the reporting and recording of hate incidents and crimes specifically relating to sexual orientation
- To increase public confidence and satisfaction in relation to the investigation of hate crimes and incidents relating to sexual orientation
- To identify opportunities, and provide recommendations on improving accessibility for victims to encourage reporting and help build trust and confidence
- To ensure that we build understanding of hate crime (sexual orientation) across the force
- To improve public confidence for victims and witnesses, reduce crime and reduce re-offending

# 5. Engaging with Protected Groups

## Equality of Access

We endeavour to ensure that our environment and services are accessible to all protected groups. In order to ensure equality of opportunity for those with disabilities, disability consultants have undertaken audits on all of our buildings. This has led to alterations being made to building designs and services provided to enable people with disabilities to enter, manoeuvre and contact us without any barriers.

Some of the positive action we have already taken is detailed below:

- Access ramps to our buildings
- Increased door widths
- Text phones
- Toilets with emergency cords for people with disabilities
- Car park facilities
- Induction loops for those with hearing impairments
- Evacuation aids
- Web design which allows the user to enlarge, alter background, colours etc

For those with language barriers, caused perhaps by having English as a second language, we use an interpreter service to ensure that individuals and officers can communicate with each other effectively. The contracted company delivers the following services:

- Face-to-face interpretation
- Telephone interpreting
- Translation (including Braille and Easy-read)
- British Sign Language, Sign Supported English, Note Taking, Finger Spelling and Lip Speaking
- Other non-defined language support services as and when they arise

## PocketComms

We also use a communication tool called PocketComms, which is useful for individuals with communication difficulties in terms of language and disability. Its secondary function is to act as an Aide Memoir in terms of religious observance and customs. Where it is evident that there is a communication barrier, PocketComms can be used in the first instance to provide timely intervention.

**PocketComms can be used for:**
- Identifying a language
- Communication for disabled people
- Custody suites
- Police station front desks
- Evidence gathering

**PocketComms Success - West Midlands Police Lead The Way**
So far, over 10,000 copies of West Midlands Police PocketComms have been sold. Twenty other forces have purchased PocketComms and others are currently trialling PocketComms. This communication tool is becoming well travelled and has gone as far as Hong Kong, Germany and Dutch police forces.

# 6. Supporting Vulnerable People

**How we support vulnerable individuals from protected groups**

**1. Vulnerable Adults – Wolverhampton Example**

Recommendations from the Serious Case Review following the murder of Steven Hoskin in 2007 suggested a problem solving approach by agencies be put in place to share information more effectively.

In view of such, Cornwall agencies established a Trigger Tool process to complement existing safeguarding adult arrangements. Sandwell Borough have completed a three month pilot in Tipton using the same Trigger Tool to signpost individuals who need short term help or assistance from other agencies. This process is due to be extended across the six towns in the borough of Sandwell. A similar tool has now been implemented in Wolverhampton.

In Wolverhampton it was agreed that partner agencies were to conduct research to devise a Top 10 of vulnerable adults based on an agreed criteria. The criteria would also determine a specific time period in which to conduct the research.

The below criteria was set:

- Adults who have been repeat callers to police
- Adults who are seen as "vulnerable" in some way
- Partner agencies that have some specific concerns
- Adults who have committed anti-social behaviour
- Adults who have been the victim of hate crime
- Adults who have been the victim of an ASB non-crime incident

# 7. Hate Crime

**Hate Crime Reference Groups**
The force has recently started to form reference groups for each of the strands of hate crime:
- Disability
- Race
- Lesbian, Gay, Bisexual
- Transgender
- Religion or Belief

The reference groups are made up of organisations from across the region that represent each element. These groups provide a wealth of experience in their field which has obvious benefits for the force and gives expert links directly into the community.

**Third Party Reporting Centres for Hate Crime**
The force has recently completed an audit of all third party reporting centres in our area. We are currently providing training to new centres and providing marketing material to raise the profile of hate crime. Each new centre is being asked to sign up to a set of joint commitments in partnership with West Midlands Police. Once the centre has signed up to the commitment they are awarded a certificate which effectively kite marks that organisation.
The force has developed a training package for the staff which is currently being rolled out across the force.

**Community Groups**
Each Local Policing Unit has links into different community groups and has regular contact with each group, often attending local events and working as partners for the benefit of the community.

**Other Agencies**
The police often work with other agencies i.e. local council, housing associations, NHS, etc. This may be in terms of forums in dealing with issues or just working together as partners.

**Hate crime reporting**
Nationally, levels of hate crime reporting have fallen. Data published by ACPO[1] shows a total of 51,920 hate crimes were recorded across England, Wales and Northern Ireland in 2009. In 2010 the total reporting reduced to 48,127, a reduction of 3,793 crimes.

Reporting levels within the West Midlands reflect the national picture, with fluctuating levels of reporting experienced. Appendix 2 outlines the reporting levels per 1,000 residents within the Most Similar Force Group (MSF). These figures show reporting levels per 1,000 residents as second only to Greater Manchester Police.

Extensive work is being conducted to increase hate crime reporting. A revised third party reporting process is currently being piloted at six Remploy sites across the West Midlands (Birmingham East, Coventry, Wolverhampton and Birmingham West & Central). Remploy are an organisation which works with individuals who may have barriers to gaining employment. A large proportion of Remploy's clients are from the disabled community.

The third party reporting process places emphasis on providing a supportive environment for the victims and signposting West Midlands Police to incidents and crimes. The accreditation process before organisations can be classified as reporting centres promotes investment in time and resources to provide a high quality service, discouraging the appointment of high numbers at the cost of standards.

Further work is underway to provide partners, and especially local authorities, with the knowledge to support victims and provide a third party reporting mechanism. The work with partners will be supported through the True Vision reporting site. Partnerships currently developing a closer relationship include Solihull, Dudley, Wolverhampton and Coventry.

[1] Data published on the True Vision website – www.report-it.org.uk

# 7. Hate Crime

The hate crime governance structure has allowed the force to improve the quality of investigation from initial report through to charge. Closer working with the Crown Prosecution Service (and the creation of joint West Midlands Police and CPS service standards) has allowed increased scrutiny and management of hate crime cases. See Appendix 2a.

Increased accountability and scrutiny of hate crime cases has resulted in an increase in 'solve and resolve' rates for hate crime offences. The force has increased solved and resolved cases of hate crime since April 2011 when the hate crime governance structure was introduced. The force is now achieving its milestone with a rate of 40.1%. See Appendix 2b, which charts the improvement in hate crime solve and resolve performance during 2011.

**Strategic Development**

The Force Local Policing Department has responsibility for developing the Force Hate Crime Strategy on behalf of the Force Lead/Silver Commander. Some of the work undertaken in the past twelve months includes:

- Hate crime policy (Manual of Standards): now mainstream business
- Hate crime delivery plan: available to LPUs to help shape service delivery
- Hate crime tool kit: cultural and lifestyle resource for officers and staff
- Service level agreement between police and CPS: assisting closer working
- Problem profile: supporting the strategy
- National Centre for applied Learning Technologies (NCALT) blended learning / classroom contact: hate crime and Manual of Standards awareness training
- Wider approach to use of education resources: hate crime features in a number of resources developed by the force (e.g. anti-bullying DVD)
- Development of local authority partnership arrangements
- Suite of local and force measures to assess victim satisfaction and resolution

West Midlands Police has responded to a number of national hate crime reports, and has accepted and responded to the findings in a number of ways.
The Mencap commissioned "Stand By Me" campaign and "Don't Stand By" report reviewed partnership approaches to tackling disability hate crime. West Midlands Police signed up to the Don't Stand By promise committing to recognising disability hate crime, responding appropriately to the needs of the victim and listening to their concerns.

The Equality and Human Rights Commission (EHRC) "Hidden in Plain Sight" report on disability harassment investigated the causes of disability harassment and the actions of partners to prevent and eliminate it.

**Training**

A programme of hate crime training has been developed by the Force Local Policing and Learning & Development Departments including:

- Online hate crime training (currently being adapted for use on the True Vision website – to be made available nationally)
- One hour mandatory training on third party reporting centre awareness training (including True Vision)
- Six minute briefings providing scenario based learning
- Hate crime toolkit containing practical advice on dealing with victims and communities affected by hate crime

In addition to internal training, the force is working to raise awareness of hate crime amongst young people. Hate crime is a theme which runs through West Midlands Police education resources, for example: hate crime scenarios and victim accounts were included a recent anti-bullying DVD commissioned by West Midlands Police (part of the "Free to Be Me" campaign). The Free to Be Me campaign and DVD is being used in schools across the West Midlands.

[2] At 7th December 2011.

[3] NCALT – format for providing online/elearning.

# 7. Hate Crime

**Equalities Implications**

The Hate Crime Policy (Manual of Standards) Review has been conducted in line with equalities legislation, particularly with reference to the Equality Act 2010. The policy and the supporting material have been subjected to an equality impact assessment which was considered from the start of policy design.

Hate crime national guidelines outline five key groups – Disability, Race, Religion, Transgender and Sexual Orientation. The five key groups have been included in the policy and consultation, however, the other protected characteristics have also been impact assessed.

Previous equalities legislation mandated equality impact assessment on three strands: Disability, Gender and Race; however West Midlands Police has always impact assessed against all the protected characteristics; this position has not changed since the introduction of the Equalities Act in 2010.

In order to inform the design of the policy and to ensure no adverse impact, West Midlands Police has involved and consulted a range of organisations and individuals both internally and externally - the Enhanced Understanding workstreams provide increased consultation and engagement across the five strands of hate crime.

**West Midlands Police Hate Crime Strategy**

The strategic objectives of the Force Hate Crime Control Plan are:

- To improve the level of service to hate crime victims
- To remove the barriers to reporting hate crime
- To increase the number of offenders brought to justice
- To achieve improved community confidence and satisfaction

The strategic delivery of hate crime is ultimately the responsibility of the Chief Constable. West Midlands Police hate crime manual of standards outlines the role LPU commanders and department heads have in ensuring that the entire business process for coordination and investigation is afforded the appropriate levels of priority.

A Force Hate Crime Silver Commander (Superintendent Chris Johnson) has been appointed to govern the hate crime policy and strategy. In support of the strategy each LPU has an appointed hate crime lead (Detective Chief Inspector – Crime Manager) who will act as a single point of contact for hate crime issues.

# 8. Our People

**a) Monitoring Employment Composition of the Workforce**

As part of the equality duties, we have responsibilities to monitor aspects of the recruitment and development of our workforce. We therefore monitor by all protected characteristics the numbers of people:

- In post
- Applying for employment, training and promotion
- Receiving training
- Benefiting or suffering a detriment as a result of performance assessment procedures
- Involved in grievance / resolution procedures
- Subject to disciplinary procedures
- Ceasing employment

See Appendix 3.

**b) Monitoring Faith and Belief**

West Midlands Police collects and monitors data regarding the religion/belief of individuals through the Oracle HR system and staff surveys. We collect this data so we can gain a meaningful picture regarding the experiences of individuals from different faith/belief backgrounds.

Monitoring is a useful way of measuring change and identifying issues that are more salient to one faith/belief than another; we aim to encourage more individuals to disclose their faith/belief.

This enables the force to manage its workforce more effectively and improve its processes to identify, tackle and prevent discrimination against staff from particular faith/belief backgrounds, which can undermine productivity and contribute towards costly and damaging employment tribunals.

The force supports three staff associations in terms of faith and belief which offer additional support to the members and which additionally link in with external groups.

- Christian Police Network
- Muslim Police Association
- Faith & Belief Group

**c) Reasonable Adjustments**

West Midlands Police takes every reasonable step to recruit and retain disabled employees, as we want to harness the valuable skills and experience of all, preferring to focus on “ability” than “disability”.

We have a robust process for putting reasonable adjustments in place for individuals with disabilities that are as simple, cost effective and timely as possible.

The adjustments might cover the hours worked, extra equipment or support or making some changes to the work done depending on individual needs.

The process begins, for those with complex or sudden and unexpected needs, with a case conference to help to identify the individual’s needs and how we can best help them.

Case conferences are set up in a timely manner and will include the individual, Occupational Health, the diversity manager, an HR manager and the individual’s line manager.

The individual can also bring a personal representative if they like. Following the case conference, a report is prepared to indicate the adjustments needed by the individual so they can carry out their role effectively and with the same equality of opportunity as their colleagues.

In order to determine the exact reasonable adjustments that are required, the individual will self refer to the government agency “Access to Work” that provides assistance where the health or disability affects the way an individual can do their job.

Once the level of support has been confirmed by Jobcentreplus, West Midlands Police will arrange the agreed support and buy the necessary equipment. In addition, all staff with disabilities must be assessed by a competent risk assessor to determine any significant hazards to them or to others.

# 8. Our People

If individuals require adjustments to help them to perform their role effectively, but don't meet the Access to Work requirements, they can apply for equipment through a central budget.

This process is detailed in a comprehensive reasonable adjustments policy, complemented by a line manager guidance document. Further information and support can also be obtained from the West Midlands Police Disability and Carers' Network, a staff association for disabled and carer colleagues.

**d) Working Hours and Leave**
West Midlands Police not only adheres to all statutory provisions regarding flexible working entitlements, it goes much further than these to ensure that it can accommodate, recruit and retain all members of staff and officers in recognition of their inherent value to the service. We offer a wide range of flexible working options, which include:

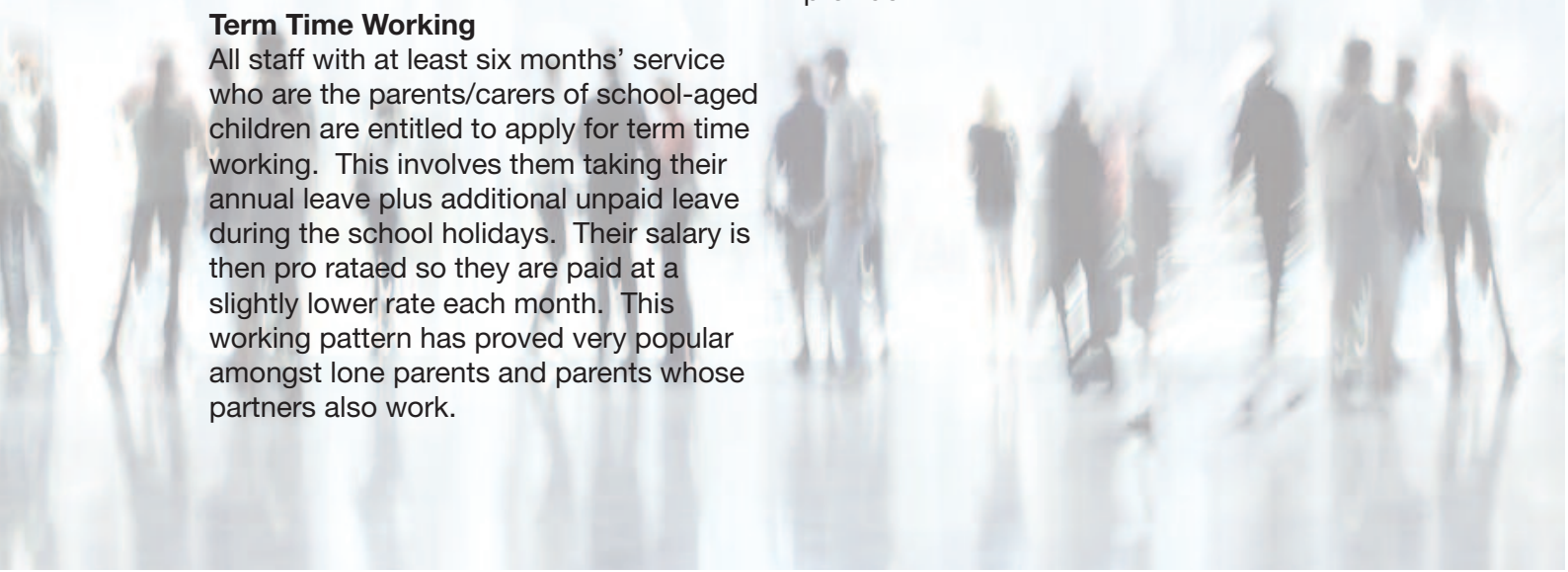
**Flexible Working Hours**
All staff who are not employed on a shift system are entitled to work within the remit of the flexible hours' arrangement. This allows staff to work any hours between 08:00-18:30 as long as they work the core hours of 09:30-12:00 and 14:00-16:00. This proves beneficial for staff who have childcare or other caring commitments or who wish to work certain hours to fit into their lifestyle. It also allows staff to accrue up to 10 hours a month which they can take off as part or full flexi days.

**Term Time Working**
All staff with at least six months' service who are the parents/carers of school-aged children are entitled to apply for term time working. This involves them taking their annual leave plus additional unpaid leave during the school holidays. Their salary is then pro rataed so they are paid at a slightly lower rate each month. This working pattern has proved very popular amongst lone parents and parents whose partners also work.

**Reduced Hours Working**
This is the most popular of flexible working options on offer and it takes many forms. Many staff work reduced hours on a weekly basis, whereas others work much more unusual arrangements. Management teams try to accommodate the needs of staff and be as innovative and creative as possible when deciding on working patterns to best suit the needs of individuals and operational requirements.

**Job Share**
Job Share involves two people performing one specific full-time post. It may involve for example, one member of staff working Monday, Tuesday and Wednesday morning, while the other works Wednesday afternoon, Thursday and Friday; or one officer/employee may work mornings and the other afternoons. Both colleagues are treated as part-time workers in the way that their annual leave and pay are pro rata. This is also popular amongst officers who work shifts.

**Compressed Hours**
Compressed hours involve a member of staff working four longer days so they can take one day off a week. This particularly suits carers or those who wish to spend more time on a hobby or personal project. It can also help to reduce travelling costs as staff will only be making the trip to work for four days instead of five. It is also of benefit to West Midlands Police as it provides cover outside of normal working hours for four days in the week which can be particularly useful in a 24-7 service provider.



# 8. Our People

**Annualised Hours**
This involves a member of staff being contracted to work a certain number of hours per year, usually on project work. This working approach is particularly suited to very experienced staff who are nearing retirement and wish to spend more time on themselves, but who still have a great deal to offer West Midlands Police. It enables people to work flexibly while the force benefits from their continued expertise and commitment.

**Flexible Workplaces**
This initiative is becoming much more popular within West Midlands Police. On the whole it involves staff being provided with a laptop so they can work from home or any other location, and also with a desk in their normal team office or in another convenient police location. West Midlands Police has an excessive hours policy which all staff should adhere to.

**Excessive Hours Policy**
Managers should monitor on a regular basis to ensure that people aren't working excessively long hours and to address any staffing/welfare issues as is necessary. In addition, West Midlands Police strives to avoid a long hours policy and managers are reminded regularly by their Personnel teams of the importance of this.

**Career Breaks**
The career break policy allows for staff to take unpaid leave of between one - five years. Career breaks can be used for any purpose, whether it is for child or elder care, further study or travel. The only prohibition is for staff to engage in other paid work during their career break. They must attend work for two weeks per year to keep in touch and maintain their skill level. For West Midlands Police it means that we retain the knowledge, skills and experience of valued employees, who might otherwise be lost to the organisation; whereas for the staff, it gives them the opportunity to maintain their career while also taking time out to take care of other responsibilities or to enhance their development or pleasure.

**Leave Arrangements for Cultural or Religious Reasons**
West Midlands Police endeavours to ensure that all staff have the opportunity to observe their own religious and cultural festivals and practices. West Midlands Police makes every attempt to ensure that where requested, staff can take annual leave during important festival periods, or can modify their working hours during certain periods such as the fast of Ramadhan.

**Disability Related Absence and Leave**
The force offers staff who qualify as disabled under the provisions of the Equality Act, Disability Related Absence and Leave, neither of which count on their sickness record so they are not disadvantaged by their disability.

**Disability Related Absence**
This can be taken if an officer/employee who is disabled needs to take a period of sick leave due to the effects of their disability or needs to undergo treatment relating to their disability. This could be an operation or admission to hospital or prolonged treatment that would incapacitate them from working.

**Disability Related Leave**
This can be taken by an officer/employee who is disabled for the purpose of attending a hospital appointment, rehabilitation or treatment which is related directly to their disability.

**Special Leave**
Two types of Special Leave are available within West Midlands Police: paid and unpaid. Managers have the discretion to grant 10 days without pay in a variety of situations, but most of the Special Leave which is granted is paid.

# 8. Our People

**Family Leave**
Family leave provides support for police officers and police staff in particular domestic situations by enabling line managers to grant paid leave outside of their annual leave entitlement. All applications are subject to operational requirements, but should always be treated sympathetically and not unreasonably refused. The scheme applies to all police officers and police staff regardless of length of service.

**Illness of a close relation**
Three - five days with pay is acceptable to grant in these circumstances.

**Death of a close relation or in-law**
Three - five days with pay will be approved, with additional paid leave in exceptional circumstances. Line managers should consider this in the context of offering a wider package to enable staff to take time off (to include for example annual leave, time owing, flexible working arrangements, home working etc). This additional leave is principally intended to assist those who are responsible for making funeral arrangements, administering the estate of the deceased etc.

**Funeral of a close relation or in-law**
One day with pay, or if the funeral takes place at a distance of more than half a day's journey from the place of work, up to three days. Line managers should acknowledge and be aware of funerary rites of diverse religions.

**Personal presentation of a degree or investiture with honour or decoration of the employee or close relation**
Not more than one day with pay is recommended.

**Urgent private business**
Not exceeding 10 days without pay in any year at the discretion of the head of department, who must be satisfied that the applicant will not be employed elsewhere during the period of leave.

**Birth of a child (where the employee is the recognised partner or the carer of the person giving birth)**
Not exceeding five days' paid leave around the time of the birth. Unlike the paternity leave entitlements, this ensures that those who have less than 26 weeks' service before the 15th week before the EWC and who are the carers/partners/biological fathers of expectant mothers can also take time off to support them.

**IVF Related Leave**
Line managers will approve leave for IVF related treatment in accordance with the following: GP/hospital appointments should be attended outside of working hours. However, where this is not possible, leave will be granted for IVF treatment with up to three treatments and a maximum of 10 days paid leave each year.

**Cosmetic Surgery**
Line managers will approve leave for cosmetic surgery where surgery is recommended by a doctor/consultant for medical reasons. This will be treated like any other pre-planned surgery.

Appointments should be attended outside of working hours, however, where this is not possible, leave will be granted and the individual will be required to make up the time.

**Reservist**
Special Leave provisions for weekend or annual camp – special leave may be granted up to six days or 50% of the time.

**Removal leave**
Any member of police staff or police officer who has satisfactorily completed six months service may apply for removal leave, and a maximum of two consecutive days paid leave can be granted. This entitlement should be granted on a pro rata basis for those individuals working part time.

# 8. Our People

**Childcare Vouchers**
West Midlands Police operates a childcare voucher scheme in partnership with Computershare Voucher Services, whereby families with children up to 16 years of age can make tax free savings of up to £1,866 per year on all types of registered childcare including school trips and activities.

These enhanced entitlements are included in several policies and procedures, all of which are publicised on our intranet system, and which are communicated regularly to staff in departments and Local Policing Units (LPUs) These policies and procedures are regularly utilised by employees and officers and are applied innovatively to ensure they provide best fit for individual circumstances.

**e) Details of specialist officers i.e. those with specialist skills (Domestic Abuse/ Forced Marriage etc)**
The Public Protection Unit provides a corporate capability and capacity to deal with the risks and threats associated with the protection of vulnerable people beyond the scope of local policing and thereby ensures a consistency in protection and service delivery across West Midlands Police.

The headcount of employees within the PPU can be seen in Appendix A attached and is detailed in brief below. These officers are classed as Specialist Officers having specific knowledge and training attributed to Child Abuse, Adult Abuse, Rape, Domestic Abuse, Vulnerable Adults, Child Individual Management Reviews and Domestic Homicide Reviews.

Further to this a multi-agency team provides central HQ support to the Multi-Agency Public Protection Arrangements (MAPPA) ensuring a corporate approach and adherence to national standards.

**Specialist Child Abuse Investigators:**
10 x DIs
20 x DSs
124 x DCs

**Sex Offender Managers:**
1 x DI
6 x DSs
44 x DCs

**Adult Abuse Investigators (Domestic Abuse, Most Serious Violence and Rape and Serious Sexual Offences):**
5 x DIs
23 x DSs
122 x DCs

**Rape Specially Trained Officers (STO):**
84 x DCs

**Safeguarding Specialist Officers:**
3 x DIs
8 x DSs
40 x DCs

DI Detective Inspector
DS Detective Sergeant
DC Detective Constable

**f) Disciplinary and Resolution Equality Data**

**Disciplinary Statistical Analysis April 2011 – December 2011**

The police staff workforce comprises 38.76% male and 61.24 % female. 28 cases relate to males (54.9%). 21 cases relate to females (41.1%)

| *Role* | *Non BME* | *BME* |
|---|---|---|
| Manager | 2 | |
| Data Handler | | 1 |
| PCSO | 10 | 6 |
| Phoenix Officer | 1 | 1 |
| Cleaner | 2 | |
| Business Support Assistant | 3 | 4 |
| RAD | 2 | |
| Business Support Officer | 1 | |
| DEO | 1 | |
| Records Officer | 1 | 1 |
| Forensic Technician | 2 | |
| Crime Screener | 1 | |
| Telephone Operator | 1 | 2 |
| FSI | 3 | |
| Intelligence Officer | 1 | |
| Contact Officer | 1 | |
| Supervisor | | 2 |

# 8. Our People

32 cases relate to white members of staff, which equates to 62.7 % of the reported cases. 17 cases relate to BME, which equates to 33.3% of the reported cases. The police staff workforce comprises 89% white and 11% BME.

| Age Range | |
|---|---|
| 20 – 29 | 14 |
| 30 – 39 | 12 |
| 40 – 49 | 16 |
| 50 and above | 7 |

There appears to be no significant proportion of staff in certain age groups, compared with the diversity data for police staff within West Midlands Police.

**Police Officers - Resolution Data**
**April – Dec 2011**

**Gender Profile**

| *Rank* | *Male* | *Female* |
|---|---|---|
| Constable | 6 | 7 |
| Sergeant | 3 | 3 |
| Inspector | 1 | 0 |
| **Total** | **10** | **10** |

50% of the Resolutions are lodged by female police officers, however female officers equate to 30.5% of the workforce.

**Ethnic Profile**

| *Rank* | *Non BME* | *BME* |
|---|---|---|
| Constable | 11 | 2 |
| Sergeant | 4 | 2 |
| Inspector | 0 | 1 |
| **Total** | **15** | **5** |

25% of the Resolutions are lodged by officers from a BME background, however officers from a BME background only equate to 8.96% of the workforce.

**Age Profile**

| *Rank* | *20-29* | *30-39* | *40-49* | *50 and over* |
|---|---|---|---|---|
| Constable | 1 | 7 | 5 | |
| Sergeant | 0 | 1 | 5 | |
| Inspector | 0 | 0 | 1 | |
| Total | 1 | 8 | 11 | |

55% of the Resolutions submitted were by police officers between the ages of 40-49, however only 33% of officers fall within this age bracket within West Midlands Police.

**Police Staff – Resolution Data**
**April – December 2011**

| *Role* | *Male* | *Female* |
|---|---|---|
| Cleaner | 2 | 1 |
| PCSO | 2 | 4 |
| DEO | 1 | 1 |
| Business Support | 2 | 1 |
| Local Policing | 1 | |
| CMC | | 2 |
| Facilities | 1 | |
| Learning and Development | 1 | |
| Force CID / Coroners | | 1 |
| **Total** | **10** | **10** |

50% of police staff who lodged Resolutions are male, however male employees make up 38.76% of the workforce.

**Ethnic Profile**

| *Role* | *Non BME* | *BME* |
|---|---|---|
| Cleaner | 3 | 0 |
| PCSO | 3 | 3 |
| DEO | 2 | 0 |
| Business Support | 2 | 1 |
| Local Policing | | 1 |
| CMC | 2 | 0 |
| Facilities | 1 | |
| Learning and Development | 1 | |
| Force CID / Coroners | 1 | 0 |
| **Total** | **15** | **5** |

25% of the Resolutions lodged are from employees from a BME background, however employees from a BME background makeup approximately 11% of the police staff workforce.

# 8. Our People

**Age Profile**

| *Rank* | *20-29* | *30-39* | *40-49* | *50 and over* |
|---|---|---|---|---|
| Cleaner | | | 1 | 2 |
| PCSO | 2 | 2 | 2 | |
| DEO | | 1 | | 1 |
| Business Support | | 2 | 1 | |
| Local Policing | | 1 | | |
| CMC | | | | 2 |
| Facilities | | | | 1 |
| Learning and Development | | | | 1 |
| Force CID / Coroners | | 1 | | |
| **Total** | **2** | **6** | **3** | **9** |

45% of Resolutions are submitted by employees ages 50 and over, however only 23.5% of police staff work force are aged 50 and over.

**g) Equality and Diversity Training**

West Midlands Police is committed to ensuring that our staff have the right skills and experience to carry out their duties effectively.

Every member of the force is responsible for carrying out their duties in a way which promotes the diversity objectives of West Midlands Police.

The Learning & Development Department has an Equality and Diversity hub to ensure that there is an element of Equality and Human Rights embedded in all training.

Due to the nature of the strands of Diversity it is a challenge to incorporate all knowledge into learning and development packages. The Diversity Unit has recognised this and has proactively sought bespoke training in areas of perceived need for example:

- Muslim awareness
- Transgender awareness
- Disability for Line Managers
- Managing Diversity Level 3 NCFE. 160 staff passed the course [Solihull College]
- Equality & Diversity Level 2 NCFE. 137 staff passed the course [Solihull College]
- Equality Impact Assessors Strategic Level
- Equality Impact Assessors Tactical Level - ongoing training. 300 booked for courses.
- Disability Learning Awareness training by Mencap [1 course]
- Hate Crime training - Forcewide in progress

# 9. Tackling Crime

## Stop & Search

### Explanation of powers to stop and search

This code applies to powers of stop and search as follows:
(a) powers which require reasonable grounds for suspicion, before they may be exercised; that articles unlawfully obtained or possessed are being carried, or
under Section 43 of the Terrorism Act 2000 that a person is a terrorist;
(b) authorised under section 60 of the Criminal Justice and Public Order Act 1994, based upon a reasonable belief that incidents involving serious violence may take place or that people are carrying dangerous instruments or offensive weapons within any locality in the police area;
(c) authorised under section 44(1) and (2) of the Terrorism Act 2000 based upon a consideration that the exercise of one or both powers is expedient for the prevention of acts of terrorism;
(d) powers to search a person who has not been arrested in the exercise of a power to search premises (see Code B paragraph 2.4).

### Principles governing stop and search

Powers to stop and search must be used fairly, responsibly, with respect for people being searched and without unlawful discrimination. The Race Relations (Amendment) Act 2000 makes it unlawful for police officers to discriminate on the grounds of race, colour, ethnic origin, nationality or national origins when using their powers.

The intrusion on the liberty of the person stopped or searched must be brief and detention for the purposes of a search must take place at or near the location of the stop.

If these fundamental principles are not observed the use of powers to stop and search may be drawn into question. Failure to use the powers in the proper manner reduces their effectiveness. Stop and search can play an important role in the detection and prevention of crime, and using the powers fairly makes them more effective.

The primary purpose of stop and search powers are to enable officers to allay or confirm suspicions about individuals without exercising their power of arrest. Officers may be required to justify the use or authorisation of such powers, in relation both to individual searches and the overall pattern of their activity in this regard, to their supervisory officers or in court. Any misuse of the powers is likely to be harmful to policing and lead to mistrust of the police. Officers must also be able to explain their actions to the member of the public searched. The misuse of these powers can lead to disciplinary action.

An officer must not search a person, even with his or her consent, where no power to search is applicable. Even where a person is prepared to submit to a search voluntarily, the person must not be searched unless the necessary legal power exists, and the search must be in accordance with the relevant power and the provisions of this Code.

The only exception, where an officer does not require a specific power, applies to searches of persons entering sports grounds or other premises carried out with their consent given as a condition of entry.

# 9. Tackling Crime

## a) Stop and Search

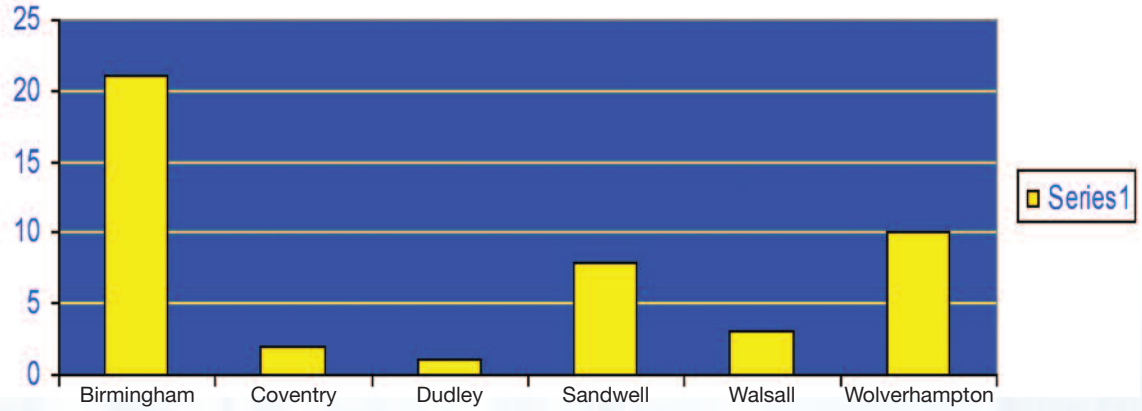
Number of persons stopped and searched by object of search and search date is between 01/04/2010 to 31/03/2011

| | Stolen Property | Drugs | Firearms | Offensive Weapons | Going Equipped | Criminal Damage | Other | Sect. 60 | Prevention of Terrorism Act 2000 section 44 | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| White | 1,828 | 4,354 | 73 | 948 | 2,910 | 0 | 3 | 62 | 0 | 10,178 |
| Mixed | 144 | 394 | 10 | 115 | 205 | 0 | 0 | 18 | 0 | 886 |
| Asian | 496 | 3,111 | 51 | 567 | 728 | 0 | 0 | 93 | 0 | 5,046 |
| Black | 454 | 1,228 | 71 | 391 | 474 | 0 | 1 | 101 | 0 | 2,720 |
| Other | 52 | 85 | 2 | 29 | 58 | 0 | 0 | 3 | 0 | 229 |
| Not Stated | 194 | 661 | 41 | 154 | 317 | 0 | 0 | 42 | 0 | 1,409 |
| Total | 3,168 | 9,833 | 248 | 2,204 | 4,692 | 0 | 4 | 319 | 0 | 20,468 |

## b) Gang Crime

Within the West Midlands area it has been identified that we have 45 Urban Street Gangs. The Urban Street Gangs are prominent in the following areas;

| | |
|---|---|
| Birmingham | 21 |
| Coventry | 2 |
| Dudley | 1 |
| Sandwell | 8 |
| Walsall | 3 |
| Wolverhampton | 10 |




Under the Freedom of Information Act the force would be exempt from releasing the identity of the gangs.

# 9. Tackling Crime

## 1.Domestic Violence Data

The below data relates to DV incidents and non-crime data where Special Interest Markers 'POP' (Partner on Partner) between 1 September 2010 and 31 October 2011. The data is based on comparing the gender of the victim and offender role types

| Date | Not Same Sex | Same Sex Female | Same Sex Male | Unknown | Grand Total |
|---|---|---|---|---|---|
| Sep-10 | 1,287 | 26 | 29 | 15 | **1,357** |
| Oct-10 | 1,451 | 18 | 37 | 14 | **1,520** |
| Nov-10 | 1,341 | 16 | 23 | 6 | **1,386** |
| Dec-10 | 1,336 | 17 | 24 | 8 | **1,385** |
| Jan-11 | 1,446 | 26 | 34 | 12 | **1,518** |
| Feb-11 | 1,297 | 16 | 24 | 6 | **1,343** |
| Mar-11 | 1,333 | 24 | 21 | 12 | **1,390** |
| Apr-11 | 1,214 | 21 | 33 | 23 | **1,291** |
| May-11 | 1,279 | 18 | 15 | 27 | **1,339** |
| Jun-11 | 1,296 | 15 | 18 | 28 | **1,357** |
| Jul-11 | 1,316 | 15 | 20 | 21 | **1,372** |
| Aug-11 | 983 | 17 | 14 | 18 | **1,032** |
| Sep-11 | 1,017 | 17 | 19 | 9 | **1,062** |
| Oct-11 | 1,113 | 14 | 16 | 42 | **1,185** |
| **Grand Total** | **17,709** | **260** | **327** | **241** | **18,537** |

## 2. Walsall Domestic Violence Forum DART & Outreach Data

Outreach support offers a specialised service, targeting the hard to reach groups (including BME, male, LGBT, older people, mental health, alcohol and drug dependant). The Outreach officers received 332 referrals in the year 2011/12. IDVAs (Independent Domestic Violence Advocates) offer support regardless of criteria limitations and assess the needs of each individual client with direct referrals made to Outreach for further enhanced support.

DASH risk is undertaken with the majority of clients (77.4% Outreach and 65.25% DART) but does depend upon client willingness to engage and also police criteria. Both IDVAs and Outreach conduct risk assessments (although these are predominantly carried out within DART meetings or by IDVAs) and this may result in the client being presented to MARAC for further discussion and safety aspects to be addressed.

# 9. Tackling Crime

**Outreach data analysis**
Of the 332 clients there were 630 outcomes, of which 22 required no further action. It is fair to say that the majority of clients supported by Outreach will access at least two of the services provided. Outreach offers telephone support (61.11% of all outcomes) as the initial response to the majority of all referrals received. This may result in ongoing support (8.73%), a visit (2.86%), or one to one sessions (15.55%) being offered in addition to telephone contact. Telephone contact consists of individual calls made to the client and does not include any additional calls made to professional agencies in regard to that individual client. Outreach liaises with all professionals (including mental health agencies, GP, probation, Adaction, respite care, Lantern House, housing etc) in offering all possible support to that person and will attend any meetings in order to fully support the client. Outreach may only be able to provide telephone support due to client willingness to engage with the service or due to increased risk factors.

During the financial year 2010/11, 55 (8.73% of outcomes and 16.6% of all clients) received ongoing telephone support on either a weekly or monthly basis.

Of those accessing support 52 (8.26%) have been sent information but may also be receiving additional support.

Of those accessing this service (2.86%) received a visit within the support provided.

**DART data analysis**
Of the 1,036 individual clients there were 3,276 outcomes of which 1,499 (45.76%) required no further action. No further action relates to those clients who will not receive any support with the case being closed immediately. This is usually as a result of the client declining any support at all. IDVAs also offer telephone support - 12.67% accessed this service. This may result in ongoing support (1.07%) or a DART pack being sent (37.45%) although a DART pack may be the only means of contact provided due to the assessments made within the multi-agency meeting. During the financial year 2010/11, 35 (1.07% of outcomes and 3.4% of all clients) received ongoing support. Of those accessing support 1,227 (37.45%) were sent information but many also received additional support. Of those accessing IDVA support 100 (3.05%) received a visit as part of the support provided.

**From period 01/04/11 – 30/11/11 -**
Outreach received a total of 329 referrals with the following additional needs: –

- 28% from BME community
- 52% from mental health criteria
- 31% from drugs / alcohol
- 16% male
- 35% age related (aged 16yrs -24yrs / or over 55+yrs)
- 9% from disabilities (sensory learning or physical)
- 6% from same sex (either male or female)

# 9. Tackling Crime

**d) Forced marriage data**

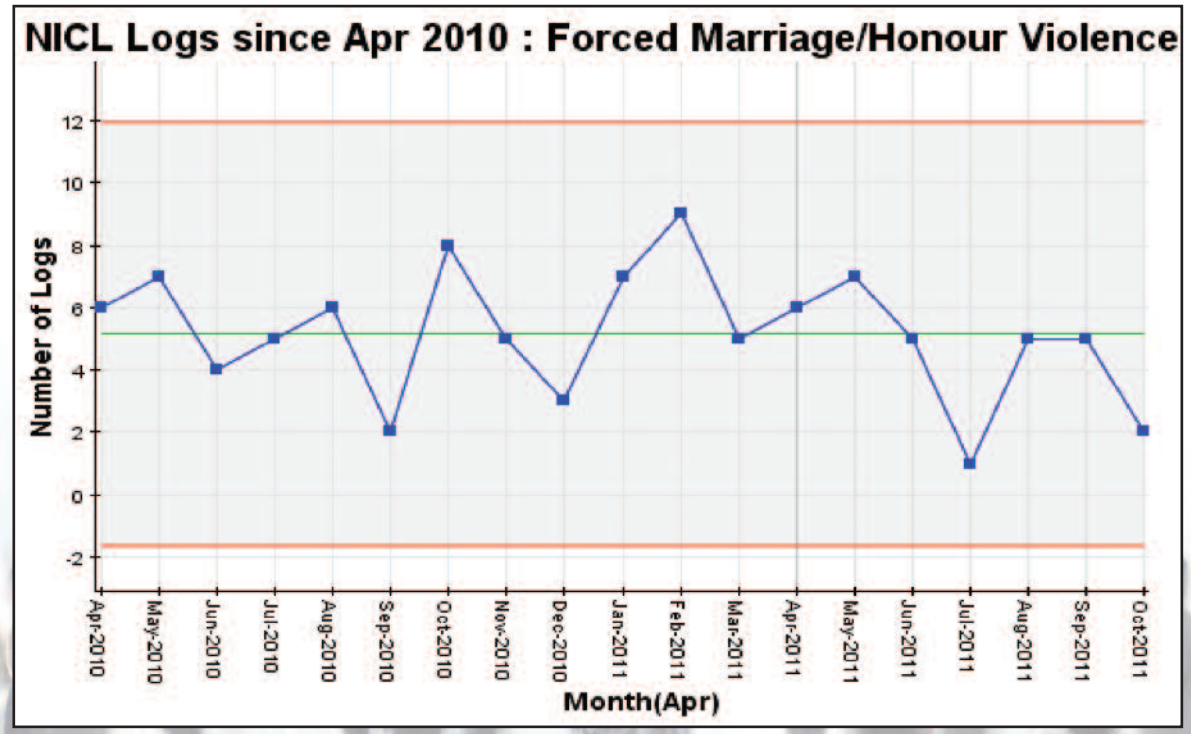
**Data** - The below data has been taken from Signals from Noise. The data, combined with a search from Discovery 4, details 170 Honour-Based Violence (HBV) incidents between April 2010 and October 2011; of which 53 incidents relate to forced marriage. These incidents are not classified or regarded as offences under the Home Office Counting Rules, therefore, incidents cannot be broken down into age, gender etc. This level of data capture would require additional markers / flags to be included on the OASIS Log.

**Government Agenda**- Campaigners suggest that HBV is one of the biggest problems facing women from ethnic communities. The new cross-Government strategy aimed at tackling violence against women will only be effective if issues that most affect ethnic minority women are properly addressed.

The Government announced this week that children as young as five will be given lessons in gender equality as part of the national curriculum to combat negative attitudes towards girls and women that could lead to a tendency for violence in later life. This came as David Green, the director of the think-tank, warned the strategy is "skirting around the edges" of the key issue surrounding violence against women: "It would be much better to focus on that. One of the dangers of having lessons to teach everyone from a certain age that it is wrong to use violence against women is that is implies that men are all a potential menace but that is not the problem we face."

The document also highlighted that certain groups of women, particularly those from ethnic minorities, face specific forms of violence, namely forced marriages, honour-based crime and female genital mutilation.

**For West Midlands Police this means continuing to understand particular needs in particular communities.**




| Month | Number | Month | Number | Month | Number |
|---|---|---|---|---|---|
| Apr-10 | 6 | Nov-10 | 5 | Jun-11 | 5 |
| May-10 | 7 | Dec-10 | 3 | Jul-11 | 1 |
| Jun-10 | 4 | Jan-11 | 7 | Aug-11 | 5 |
| Jul-10 | 5 | Feb-11 | 9 | Sep-11 | 5 |
| Aug-10 | 6 | Mar-11 | 5 | Oct-11 | 2 |
| Sep-10 | 2 | Apr-11 | 6 | | |
| Oct-10 | 8 | May-11 | 7 | | |

# 9. Tackling Crime

### e) Adult Community Impact Statements

**What is a Community Impact Statement?**
A community impact statement is a short document illustrating the concerns and priorities of a specific community over a set time period. The statements will be compiled and owned by the police and be made in the form of a section 9 witness statement. We have identified two different approaches for delivering community impact statements, either a generic or specific statement.

**Option 1 - Generic**
Generic statements contain information related to a range of offences and anti-social behaviour (ASB) incidents that have been identified by the community as a local concern, including details of the harm and impact which that type of offence has had on that particular community. The generic statement is to be applied to a case where the offence or ASB committed matches the type of offences and/or ASB referred to in the statement. The same generic statement can be attached to numerous cases and the information within them will remain in existence for a set period after which it will be updated. (See example at Annex A)

**Option 2 – Specific**
Specific statements contain information relating to a specific offence or ASB incident which has been identified by the community as a local concern. The statement will illustrate the impact and harm on the community arising from the specific offence/incident and will be applied to a case that involves the noted offence. (See example at Annex B)

**Purpose**
A community impact statement is intended to provide relevant and useful additional information about the impact crime and ASB (or a particular incident) is having on a particular community. The intention is to enable better informed decisions that are made with knowledge of the local context and can be used throughout the justice system. Such decisions may include charging decisions, sentencing, restorative justice and reparation interventions. The use of the community impact statement should not be confined to court proceedings, especially as the type of concerns raised by communities are often low level. The community impact statement may be used at various other stages in the justice process as noted in this guidance including out of court disposals such as cautions and restorative justice interventions.

**Community Safety Partnerships (CSPs)** across England and Wales have a key role in identifying key local community safety priorities and ensuring the right partners come together to tackle the issues that are of most concern to particular neighbourhoods. The statutory responsible authorities are police, police authorities, fire and rescue, health, local authorities and from 1 April 2010, probation. CSPs carry out annual strategic assessments to identify local priorities and formulate a partnership plan to address those priorities including using resources flexibly to address the particular concerns of different neighbourhoods. Information and data shared by all the responsible authorities, and critically, input from the local community, provide essential input to the strategic assessment process. Some of this information may also be of use for developing community impact statements, which in turn can help inform partnership activity.

The community impact statement may be used in addition to an existing Victim Personal Statement. The community impact statement will only be applied at the discretion of the relevant authority.

[5] Criminal Justice Act 1967

# 10. Our Commitment: Satisfying the Duties of the Equality Act



West Midlands Police has maintained an ongoing commitment to eliminating discrimination and harassment, advancing equality of opportunity and fostering good relations between people with all nine protected characteristics for a number of years. This is demonstrated by the publication of our Combined Equality and Human Rights Scheme (CEHRS) in 2009.

The aim of the CEHRS is to detail West Midlands Police's current approach to delivering the general duty for all protected characteristics and through consultation with its staff and service users, providing an action plan showing the steps we will take to improve our working environment and service delivery for people with specific protected characteristics. During the development of the CEHRS, we were careful to keep a watchful eye on the evolving legislative landscape and took a dynamic approach to embedding the changes proposed in the Equality Bill into the CEHRS.

We have published a review of the CEHRS and its action plan, and these reviews have demonstrated how West Midlands Police has responded to the legislative changes heralded by the Equality Act and how we have incorporated them into our approach to EDHR.

In 2010, we implemented a benchmarking tool to allow us to drill down to a local level and identify our exact position regarding EDHR in relation to our objectives. This tool is called the Equality Standard for the Police Service (the Standard); it is administered by the National Policing Improvement Agency (NPIA) and has been adopted by several other forces, which enables us to gauge our progress against other similar organisations as well as against our own objectives.

The Standard allows us to measure our progress on meeting the public sector general duty of the Equality Act regarding the following dimensions:

- Organisational processes, which refers to how we embed EDHR into our policies and procedures
- People and culture, which refers to how we embed EDHR into the working environment for our staff at all levels of the organisation
- Operational delivery, which refers to how we embed EDHR into our approach to service delivery

Completion of the Standard has allowed us to draw our activities together across the organisation to enable us to easily identify our good practice on delivering the general duty and to identify any gaps to inform our action plan. For example, the Standard has identified the following progress in meeting the three aims of the general duty in the specified areas:

- We have met all aims of the general duty in terms of organisational processes by ensuring that equality impact assessments are completed for all of our policies and functions, which entails policy owners stating all of the consultation and research they have undertaken in order to eliminate discrimination and harassment, advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not. For example, in conducting an equality impact assessment on our manual of standards for ASB, it was recommended that equalities analysis takes place regarding calls for service pertaining to ASB to allow the identification of any vulnerability factors in relation to protected characteristics. This has now been built into our process going forward, so there will be a way of tracking calls for service regarding ASB in terms of protected characteristics to allow any trends to be identified and remedial action to be implemented to eliminate discrimination and enhance equality of opportunity.

# 10. Our Commitment: Satisfying the Duties of the Equality Act

- In terms of people and culture, we eliminate discrimination and harassment by ensuring that EDHR is a golden thread running through all of our learning and development programmes. We advance equality of opportunity by engaging in monitoring of our recruitment, retention and progression data to identify any difficulties faced by those with protected characteristics in order to implement robust actions to eradicate them.

  We foster good relations by supporting a number of diversity staff support associations that champion the needs of a variety of protected groups. We ensure that they have a platform to assume the role of a critical friend and influence the decision making processes of West Midlands Police.

- In terms of operational delivery, we have eliminated discrimination and harassment by ensuring that all student officers are given access to a variety of protected groups in the community, so they become acquainted with their specific needs and build up a network of key contacts to advise their approach to policing throughout their careers.

  We have also, in consultation with our communities, developed a hate crime policy, which is underpinned by an extensive toolkit to support our staff in ensuring that hate crime is treated in an appropriate manner from the outset right through the investigation process.

  We have enhanced equality of opportunity for those with learning disabilities and those with English as a second language by adopting a communication aid called PocketComms, which enables officers to communicate with individuals via a series of pictures. This empowers them to provide their own statement of events.

  We have also enhanced equality of opportunity by broadening the communication methods that can be employed between West Midlands Police and its service users. We now use Facebook, Twitter and Youtube to communicate messages to the public, which enable us to reach younger communities, who are generally more conversant with technology. However, we also use more traditional methods such as leaflets and the press, so we also reach those communities that are less computer-literate, such as more elderly people or people from poorer socio-economic backgrounds, who may not have access to computers.

  We have also broadened the ways in which service users can contact us, for example to report an incident. As well as the traditional phone or personal contact, service users can now contact us via text messaging or email, which provides equality of opportunity for younger people and those with a hearing or speech impairment.

  We have fostered good relations by facilitating reference groups to offer feedback on our service provision consisting of individuals from all protected groups. This has resulted in us being able to police with confidence in the knowledge that we are doing so with the consent of the communities we serve.

  We have also facilitated a network of Youth4ems to give young people a voice in how they are policed and also to provide them with meaningful diversions from engaging in criminal or antisocial activity. Through these Youth4ems, West Midlands Police has succeeded in fostering good relations between people who do not share a protected characteristic by encouraging young people to undertake tasks to improve the lives of elderly neighbours, such as cleaning up the local area or volunteering at coffee mornings to bring the generations together.

  By 31 January 2012, West Midlands Police will publish information on an annual basis in order to comply with the specific duties of the Equality Act 2010. We will publish information that shows how we deliver policies and services which are efficient and effective, accessible to all and which meet different people's needs. This information will be relevant and proportionate demonstrating our compliance with the Equality Duty and we will set ourselves equality objectives which are specific and measurable.

# 10. Our Commitment: Satisfying the Duties of the Equality Act



The aim of publishing relevant equality information is to make West Midlands Police transparent about our decision-making processes, and accountable to our service users. It will give the public the information they need to hold us to account for our performance on equality.

This information will be published in a way which makes it easy for people to access it and it will show that we have due regard to the three aims of the equality duty, which are the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

The information we publish will show that we consciously thought about the three aims of the Equality Duty as part of the process of decision-making and it will include:

- Information relating to employees who share protected characteristics
- Information relating to people who share protected characteristics who are affected by our policies and practices

The Equality Duty requires us to consider how our activities as an employer affect people who share different protected characteristics. It also requires us to consider how the decisions that we make, and the services we deliver, affect people who share different protected characteristics. This could include information we consider relating to the number of people with different protected characteristics who access and use services in different ways.

We will prepare and publish one or more specific and measurable equality objectives which will help us to further the three aims of the Equality Duty. These objectives will be stretching, and focus on the biggest equality challenges facing West Midlands Police, as this will have the greatest impact in furthering the aims of the Equality Duty. When deciding what equality objectives to set, we will take into account evidence of equality issues across all our functions; consider issues affecting people sharing each of the protected characteristics; and think about each of the three aims of the Equality Duty. In setting our objectives, we will think about:

- What evidence we could use to inform the objectives, from both internal and external sources
- What types of equality issues are raised by our staff and service users
- Where the evidence indicates that equality performance is poor
- What objectives could be set to stretch WMP to perform better on equality issues in key areas
- Whether there is scope to benchmark equality information and objectives against similar public bodies
- The people and organisations it would be useful to talk to in the process of setting objectives
- Whether to set short term, medium term or long term objectives in different areas
- How progress against the objectives will be measured

We will also consider:

- What equality information is published by similar bodies
- Topical equality issues – such as stop and search – which are relevant to our activities and how these have been considered

We will ensure that the information and objectives are easy to find, easy to understand by the general public, published as quickly as possible after collection, as detailed as possible and freely available for reuse by the public. We will produce information in alternative formats for disabled people by way of reasonable adjustment.

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Birmingham *(Page 1 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS01 - Population*** | | | | |
| Total Population | 977078 | | | |
| - Total Males | 473261 | 48.4% | 48.7% | 48.7% |
| - Total Females | 503817 | 51.6% | 51.3% | 51.3% |
| People Living in Households | 960600 | 98.3% | 98.6% | 98.2% |
| People Living in Communal Establishments | 16478 | 1.7% | 1.4% | 1.8% |
| Students away from Home | 6626 | | | |
| Total Households | 390768 | | | |
| ***KS02 - Age Profile:*** | | | | |
| Aged 0 to 9 | 140945 | 14.4% | 13.4% | 12.3% |
| Aged 10 to 15 | 88039 | 9.0% | 8.6% | 7.8% |
| Aged 16 to 17 | 27340 | 2.8% | 2.7% | 2.5% |
| Aged 18 to 19 | 31069 | 3.2% | 2.8% | 2.4% |
| Aged 20 to 24 | 74144 | 7.6% | 6.6% | 6.0% |
| Aged 25 to 29 | 68461 | 7.0% | 6.6% | 6.7% |
| Aged 30 to 44 | 208339 | 21.3% | 21.6% | 22.7% |
| Aged 45 to 59 | 154569 | 15.8% | 17.4% | 18.9% |
| Aged 60 to 74 | 116153 | 11.9% | 13.2% | 13.2% |
| Aged 75 or over | 68154 | 7.0% | 7.3% | 7.5% |
| ***KS05 - Country of Birth:*** | | | | |
| Population | | | | |
| Born in UK | 815816 | 83.5% | 88.6% | 90.7% |
| Born in Rep. Ireland | 22617 | 2.3% | 1.6% | 0.9% |
| Born in Other EU | 7309 | 0.7% | 0.7% | 1.4% |
| Born in Other Country | 131101 | 13.4% | 9.3% | 6.9% |
| ***KS06 - Ethnicity:*** | | | | |
| White | 687378 | 70.4% | 79.9% | 90.9% |
| Asian/Asian British | 190761 | 19.5% | 13.4% | 4.6% |
| - Indian | 55774 | 5.7% | 6.2% | 2.1% |
| - Pakistani | 104052 | 10.6% | 5.4% | 1.4% |
| - Bangladeshi | 20647 | 2.1% | 1.1% | 0.6% |
| Black/Black British | 59764 | 6.1% | 3.7% | 2.3% |
| - Black Caribbean | 47798 | 4.9% | 3.0% | 1.1% |
| - Black African | 6191 | 0.6% | 0.4% | 1.0% |
| Mixed ethnicity | 27928 | 2.9% | 2.1% | 1.3% |
| Chinese & other ethnic group | 11196 | 1.1% | 0.8% | 0.9% |
| ***KS07 - Religion:*** | | | | |
| Christian | 577776 | 59.1% | 66.6% | 71.7% |
| Buddhist | 3039 | 0.3% | 0.2% | 0.3% |
| Hindu | 19359 | 2.0% | 1.9% | 1.1% |
| Jewish | 2363 | 0.2% | 0.1% | 0.5% |
| Muslim | 140080 | 14.3% | 7.5% | 3.1% |
| Sikh | 28561 | 2.9% | 3.5% | 0.7% |
| Other religion / no religion | 205984 | 21.1% | 20.0% | 22.6% |
| ***KS08 - General Health:*** | | | | |
| All people | 977078 | | | |
| Residents with Limiting Long Term Illness | 192022 | 19.7% | 19.6% | 17.9% |
| Residents with Good Health | 641592 | 65.7% | 66.7% | 68.8% |
| Residents with Fairly Good Health | 229371 | 23.5% | 23.7% | 22.2% |
| Residents with Not Good Health | 106115 | 10.9% | 10.6% | 9.0% |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Birmingham *(Page 2 of 3)*

| | Number | % | Force average | England average | |
|---|---|---|---|---|---|
| ***KS09 - Employment Status of persons aged 16-74:*** | | | | | |
| All Residents aged 16-74 | 680087 | | | | |
| (a) Total Economically Active (EA) | 410597 | 60.4% | 62.9% | 66.9% | |
| - Economically active: Employees (part & full time) | 313715 | 76.4% | 79.0% | 78.7% | (of EA) |
| - Economically active: Self Employed | 37429 | 9.1% | 9.1% | 12.4% | (of EA) |
| - Economically active: Unemployed | 38816 | 9.5% | 7.7% | 5.0% | (of EA) |
| - Economically active: Full time students | 20636 | 5.0% | 4.2% | 3.9% | (of EA) |
| (b) Total Economically Inactive (EIA) | 269489 | 39.6% | 37.1% | 33.1% | |
| - Economically inactive: retired | 83320 | 30.9% | 36.5% | 40.9% | (of EIA) |
| - Economically inactive: all other inactive | 186169 | 69.1% | 63.5% | 59.1% | (of EIA) |
| Unemployed aged 16 to 24 | 10742 | 27.7% | 26.8% | 25.7% | (of EA unemployed) |
| Unemployed aged 50 and over | 6238 | 16.1% | 17.4% | 18.6% | (of EA unemployed) |
| Unemployed aged 16-74: never employed | 5972 | 15.4% | 12.6% | 9.3% | (of EA unemployed) |
| Unemployed aged 16-74: long term unemployed | 14115 | 36.4% | 34.8% | 30.3% | (of EA unemployed) |
| ***KS12: Occupation of persons aged 16-74 in employment:*** | | | | | |
| All Residents aged 16-74 in employment | 367121 | | | | |
| - Managers & Senior Officials | 43163 | 11.8% | 12.3% | 15.3% | |
| - Professional occupations | 42442 | 11.6% | 9.8% | 11.2% | |
| - Associate professional & technical | 45095 | 12.3% | 11.6% | 13.8% | |
| - Administrative and secretarial | 51588 | 14.1% | 13.8% | 13.4% | |
| - Skilled trades | 41130 | 11.2% | 12.7% | 11.6% | |
| - Personal Services | 25939 | 7.1% | 6.7% | 6.9% | |
| - Sales & Customer Service | 28274 | 7.7% | 7.9% | 7.7% | |
| - Process; plant & machine operatives | 39721 | 10.8% | 11.9% | 8.4% | |
| - Elementary occupations | 49748 | 13.6% | 13.3% | 11.8% | |
| ***KS13: Qualifications*** *(see footnotes):* | | | | | |
| All Residents aged 16-74 | 680036 | | | | |
| - Aged 16-74 with no qualifications | 252207 | 37.1% | 37.6% | 28.9% | |
| - Aged 16-74 with Highest Qualification Level 1 | 101664 | 14.9% | 16.1% | 16.6% | |
| - Aged 16-74 with Highest Qualification Level 2 | 111309 | 16.4% | 17.1% | 19.4% | |
| - Aged 16-74 with Highest Qualification Level 3 | 60284 | 8.9% | 7.6% | 8.3% | |
| - Aged 16-74 with Highest Qualification Level 4 | 113041 | 16.6% | 14.8% | 19.9% | |
| Full time students/school children aged 16-17 | 20503 | | | | |
| Full time students/school children aged 16-74 | 48260 | | | | |
| ***KS15: Travel to Work:*** | | | | | |
| Residents aged 16-74 in employment | 367281 | | | | |
| - Work at or from home | 27441 | 7.5% | 7.4% | 9.2% | |
| - Travel on public transport | 83610 | 22.8% | 16.9% | 14.9% | |
| - Car driver or passenger | 212907 | 58.0% | 63.2% | 61.0% | |
| - Motorcycle | 2514 | 0.7% | 0.8% | 1.1% | |
| - Other form of transport/walking | 40608 | 11.1% | 11.7% | 13.8% | |
| ***KS16: Housing Stock:*** | | | | | |
| HH spaces (with & without residents) | 404210 | | | | |
| - HH spaces with residents | 390788 | 96.7% | 96.6% | 96.2% | |
| - HH spaces with no residents: vacant | 12933 | 3.2% | 3.3% | 3.2% | |
| - HH spaces with no residents: holiday/second home | 489 | 0.1% | 0.1% | 0.6% | |
| HH spaces - house: detached | 44443 | 11.0% | 14.7% | 22.5% | |
| HH spaces - house: semi-detached | 141145 | 34.9% | 39.0% | 31.6% | |
| HH spaces - house: terraced (incl. end terrace) | 125364 | 31.3% | 27.6% | 25.6% | |
| HH spaces - flat: purpose built flats | 72204 | 17.9% | 15.2% | 14.0% | |
| HH spaces - flat: part of shared / converted including bed-sits | 15628 | 3.9% | 2.4% | 4.6% | |
| HH spaces - flat: flat in commercial building | 4317 | 1.1% | 1.0% | 1.2% | |
| HH spaces - other: Caravan / other mobile / temporary structure | 149 | 0.0% | 0.1% | 0.4% | |

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# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Birmingham *(Page 3 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS17: Households with CARS:*** | | | | |
| Total households | 390767 | | | |
| - Households with no car | 152399 | 38.8% | 33.7% | 26.8% |
| - Households with 1 car | 162999 | 41.7% | 42.5% | 43.7% |
| - Households with 2 cars | 63730 | 16.3% | 19.4% | 23.6% |
| - Households with 3 cars | 10656 | 2.7% | 3.4% | 4.5% |
| - Households with 4 or more cars | 2984 | 0.8% | 1.0% | 1.4% |
| Total cars in area | 335657 | | | |
| ***KS18: Household Tenure:*** | | | | |
| Total households | 390771 | | | |
| - Owner occupied | 235162 | 60.4% | 64.6% | 68.7% |
| - Rented from Local Authority | 75811 | 19.4% | 19.2% | 13.2% |
| - Rented from Housing Assoc. / RSL | 32553 | 8.3% | 6.2% | 6.1% |
| - Rented from Private Landlord/agency | 32658 | 7.8% | 6.3% | 8.5% |
| - Rented from other source | 15567 | 4.0% | 3.7% | 3.2% |
| ***KS19: Housing & Deprivation:*** | | | | |
| Total Households | 390768 | | | |
| - Overcrowded households | 37364 | 9.6% | 7.4% | 7.1% |
| - Households with no central heating | 82153 | 20.5% | 15.9% | 8.5% |
| - Households without sole use of WC/shower | 2202 | 0.6% | 0.4% | 0.5% |
| - Households on 1st floor or above | 54762 | 14.0% | 11.4% | 11.7% |
| ***KS20: Household Composition:*** | | | | |
| Total Households | 390841 | | | |
| Lone pensioner households | 55797 | 14.6% | 14.8% | 14.4% |
| Single person households (non-pensioner) | 72695 | 18.7% | 15.8% | 15.7% |
| One family: all pensioners | 27409 | 7.0% | 6.3% | 6.9% |
| Lone parent households with dependent children | 37721 | 9.7% | 8.1% | 6.4% |
| All student households | 3377 | 0.9% | 0.6% | 0.4% |
| Other households: all pensioners | 1597 | 0.4% | 0.4% | 0.4% |
| ***KS21: Households & Employment:*** | | | | |
| Total Households | 390768 | | | |
| Households: no adult in employment - with dependent children | 35470 | 9.1% | 7.2% | 4.8% |
| Households: no adult in employment - without dependent children | 129109 | 33.0% | 33.0% | 30.9% |
| Households: with dependent children (all ages) | 123674 | 32.9% | 31.6% | 29.5% |
| Households: with dependent children (aged 0-4) | 53917 | 13.8% | 12.7% | 11.4% |
| Households with one or more persons with LLTI | 148201 | 37.9% | 37.7% | 33.6% |
| ***KS22: Lone Parent Households*** | | | | |
| Lone Parent Households with Dependent children | 37661 | 9.6% | 8.1% | 6.4% |

***Notes:***

**Qualification levels:**

Level 1: 1+ "O" level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ

Level 2: 5+ "O" level passes, 5+ CSEs (grade 1), 5+ GCSEs (grades A-C), School Certificate, 1+ A levels/ AS levels, NVQ level 2, Intermediate GNVQ

Level 3: 2+ "A" levels, 4+ AS levels, Higher School Certificate, NVQ level 3, Advanced GNVQ

Level 4/5: First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor.

*All Data is taken from the Office for National Statistics (ONS) 2001 Census Key Statistics tables*
*Produced by Geo-spatial research & intelligence team, West Midlands Police*

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# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Coventry

*(Page 1 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS01 - Population*** | | | | |
| Total Population | 300845 | | | |
| - Total Males | 149114 | 49.6% | 48.7% | 48.7% |
| - Total Females | 151732 | 50.4% | 51.3% | 51.3% |
| People Living in Households | 293379 | 97.5% | 98.6% | 98.2% |
| People Living in Communal Establishments | 7464 | 2.5% | 1.4% | 1.8% |
| Students away from Home | 2317 | | | |
| Total Households | 122352 | | | |
| ***KS02 - Age Profile:*** | | | | |
| Aged 0 to 9 | 38696 | 12.9% | 13.4% | 12.3% |
| Aged 10 to 15 | 24943 | 8.3% | 8.6% | 7.8% |
| Aged 16 to 17 | 7977 | 2.7% | 2.7% | 2.5% |
| Aged 18 to 19 | 10201 | 3.4% | 2.8% | 2.4% |
| Aged 20 to 24 | 24205 | 8.0% | 6.6% | 6.0% |
| Aged 25 to 29 | 20935 | 7.0% | 6.6% | 6.7% |
| Aged 30 to 44 | 64198 | 21.3% | 21.6% | 22.7% |
| Aged 45 to 59 | 49874 | 16.6% | 17.4% | 18.9% |
| Aged 60 to 74 | 37458 | 12.5% | 13.2% | 13.2% |
| Aged 75 or over | 22346 | 7.4% | 7.3% | 7.5% |
| ***KS05 - Country of Birth:*** | | | | |
| Population | | | | |
| Born in UK | 261757 | 87.0% | 88.5% | 90.7% |
| Born in Rep. Ireland | 7940 | 2.6% | 1.6% | 0.9% |
| Born in Other EU | 3653 | 1.2% | 0.7% | 1.4% |
| Born in Other Country | 27525 | 9.1% | 9.3% | 6.9% |
| ***KS06 - Ethnicity:*** | | | | |
| White | 252666 | 84.0% | 79.9% | 90.9% |
| Asian/Asian British | 33935 | 11.3% | 13.4% | 4.6% |
| - Indian | 24163 | 8.0% | 6.2% | 2.1% |
| - Pakistani | 6172 | 2.1% | 5.4% | 1.4% |
| - Bangladeshi | 1749 | 0.6% | 1.1% | 0.5% |
| Black/Black British | 5432 | 1.8% | 3.7% | 2.3% |
| - Black Caribbean | 3332 | 1.1% | 3.0% | 1.1% |
| - Black African | 1657 | 0.6% | 0.4% | 1.0% |
| Mixed ethnicity | 5075 | 1.7% | 2.1% | 1.3% |
| Chinese & other ethnic group | 3741 | 1.2% | 0.8% | 0.9% |
| ***KS07 - Religion:*** | | | | |
| Christian | 196344 | 65.3% | 66.6% | 71.7% |
| Buddhist | 792 | 0.3% | 0.2% | 0.3% |
| Hindu | 7758 | 2.6% | 1.9% | 1.1% |
| Jewish | 212 | 0.1% | 0.1% | 0.5% |
| Muslim | 11664 | 3.9% | 7.5% | 3.1% |
| Sikh | 13947 | 4.6% | 3.5% | 0.7% |
| Other religion / no religion | 70073 | 23.3% | 20.0% | 22.6% |
| ***KS08 - General Health:*** | | | | |
| All people | 300845 | | | |
| Residents with Limiting Long Term Illness | 55648 | 18.6% | 19.6% | 17.9% |
| Residents with Good Health | 202788 | 67.4% | 65.7% | 68.5% |
| Residents with Fairly Good Health | 68070 | 22.6% | 23.7% | 22.2% |
| Residents with Not Good Health | 29987 | 10.0% | 10.6% | 9.0% |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Coventry *(Page 2 of 3)*

| | Number | % | Force average | England average | |
|---|---|---|---|---|---|
| ***KS09 - Employment Status of persons aged 16-74:*** | | | | | |
| All Residents aged 16-74 | 214821 | | | | |
| (a) Total Economically Active (EA) | 135564 | 63.1% | 62.9% | 66.9% | |
| - Economically active: Employees (part & full time) | 108034 | 79.7% | 79.0% | 78.7% | (of EA) |
| - Economically active: Self Employed | 11086 | 8.2% | 9.1% | 12.4% | (of EA) |
| - Economically active: Unemployed | 8509 | 6.3% | 7.7% | 5.0% | (of EA) |
| - Economically active: Full time students | 7936 | 5.9% | 4.2% | 3.9% | (of EA) |
| (b) Total Economically Inactive (EIA) | 79257 | 36.9% | 37.1% | 33.1% | |
| - Economically inactive: retired | 27117 | 34.2% | 36.5% | 40.9% | (of EIA) |
| - Economically inactive: all other inactive | 52141 | 65.8% | 63.6% | 59.1% | (of EIA) |
| Unemployed aged 16 to 24 | 2346 | 27.6% | 26.6% | 25.7% | (of EA unemployed) |
| Unemployed aged 60 and over | 1317 | 15.5% | 17.4% | 18.6% | (of EA unemployed) |
| Unemployed aged 16-74: never employed | 1051 | 12.4% | 12.6% | 9.3% | (of EA unemployed) |
| Unemployed aged 16-74: long term unemployed | 2563 | 30.1% | 34.8% | 30.3% | (of EA unemployed) |
| ***KS12: Occupation of persons aged 16-74 in employment:*** | | | | | |
| All Residents aged 16-74 in employment | 125758 | | | | |
| - Managers & Senior Officials | 14267 | 11.4% | 12.3% | 15.3% | |
| - Professional occupations | 13131 | 10.4% | 9.6% | 11.2% | |
| - Associate professional & technical | 15256 | 12.1% | 11.6% | 13.8% | |
| - Administrative and secretarial | 17109 | 13.6% | 13.8% | 13.4% | |
| - Skilled trades | 15282 | 12.2% | 12.7% | 11.6% | |
| - Personal Services | 8743 | 7.0% | 6.7% | 6.9% | |
| - Sales & Customer Service | 10526 | 8.4% | 7.9% | 7.7% | |
| - Process; plant & machine operatives | 13650 | 11.0% | 11.9% | 8.4% | |
| - Elementary occupations | 17577 | 14.0% | 13.3% | 11.6% | |
| ***KS13: Qualifications*** *(see footnotes):* | | | | | |
| All Residents aged 16-74 | 214827 | | | | |
| - Aged 16-74 with no qualifications | 67444 | 31.4% | 37.6% | 28.9% | |
| - Aged 16-74 with Highest Qualification Level 1 | 36226 | 16.9% | 16.1% | 16.6% | |
| - Aged 16-74 with Highest Qualification Level 2 | 37889 | 17.6% | 17.1% | 19.4% | |
| - Aged 16-74 with Highest Qualification Level 3 | 22086 | 10.3% | 7.6% | 8.3% | |
| - Aged 16-74 with Highest Qualification Level 4 | 35942 | 16.7% | 14.6% | 19.9% | |
| Full time students/school children aged 16-17 | 6090 | | | | |
| Full time students/school children aged 16-74 | 19694 | | | | |
| ***KS15: Travel to Work:*** | | | | | |
| Residents aged 16-74 in employment | 125740 | | | | |
| - Work at or from home | 8176 | 6.5% | 7.4% | 9.2% | |
| - Travel on public transport | 16796 | 13.4% | 16.9% | 14.9% | |
| - Car driver or passenger | 81766 | 65.0% | 63.2% | 61.0% | |
| - Motorcycle | 989 | 0.8% | 0.8% | 1.1% | |
| - Other form of transport/walking | 18009 | 14.3% | 11.7% | 13.8% | |
| ***KS16: Housing Stock:*** | | | | | |
| HH spaces (with & without residents) | 126619 | | | | |
| - HH spaces with residents | 122352 | 96.6% | 96.6% | 96.2% | |
| - HH spaces with no residents: vacant | 4334 | 3.4% | 3.3% | 3.2% | |
| - HH spaces with no residents: holiday/second home | 133 | 0.1% | 0.1% | 0.6% | |
| HH spaces - house: detached | 11957 | 9.5% | 14.7% | 22.5% | |
| HH spaces - house: semi-detached | 33971 | 26.8% | 39.0% | 31.6% | |
| HH spaces - house: terraced (incl. end terrace) | 59692 | 47.2% | 27.6% | 25.8% | |
| HH spaces - flat: purpose built flats | 17118 | 13.5% | 15.2% | 14.0% | |
| HH spaces - flat: part of shared / converted including bed-sits | 2369 | 1.9% | 2.4% | 4.6% | |
| HH spaces - flat: flat in commercial building | 1238 | 1.0% | 1.0% | 1.2% | |
| HH spaces - other: Caravan / other mobile / temporary structure | 245 | 0.2% | 0.1% | 0.4% | |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Coventry

*(Page 3 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS17: Households with CARS:*** | | | | |
| Total households | 122351 | | | |
| - Households with no car | 40490 | 33.1% | 33.7% | 26.8% |
| - Households with 1 car | 54117 | 44.2% | 42.5% | 43.7% |
| - Households with 2 cars | 22896 | 18.7% | 19.4% | 23.5% |
| - Households with 3 cars | 3843 | 3.1% | 3.4% | 4.5% |
| - Households with 4 or more cars | 1006 | 0.8% | 1.0% | 1.4% |
| Total cars in area | 115929 | | | |
| ***KS18: Household Tenure:*** | | | | |
| Total households | 122399 | | | |
| - Owner occupied | 84695 | 69.2% | 64.6% | 68.7% |
| - Rented from Local Authority | 10158 | 8.3% | 19.2% | 13.2% |
| - Rented from Housing Assoc / RSL | 12184 | 10.0% | 6.2% | 6.1% |
| - Rented from Private Landlord/agency | 10660 | 8.7% | 6.3% | 8.8% |
| - Rented from other source | 4712 | 3.8% | 3.7% | 3.2% |
| ***KS19: Housing & Deprivation:*** | | | | |
| Total Households | 122352 | | | |
| - Overcrowded households | 9860 | 8.1% | 7.4% | 7.1% |
| - Households with no central heating | 14668 | 12.0% | 16.9% | 8.5% |
| - Households without sole use of WC/shower | 644 | 0.5% | 0.4% | 0.5% |
| - Households on 1st floor or above | 12401 | 10.1% | 11.4% | 11.7% |
| ***KS20: Household Composition:*** | | | | |
| Total Households | 122326 | | | |
| Lone pensioner households | 18097 | 14.8% | 14.8% | 14.4% |
| Single person households (non-pensioner) | 20215 | 16.5% | 16.8% | 18.7% |
| One family: all pensioners | 10077 | 8.2% | 8.3% | 8.9% |
| Lone parent households with dependent children | 10157 | 8.3% | 8.1% | 6.4% |
| All student households | 1798 | 1.5% | 0.6% | 0.4% |
| Other households: all pensioners | 459 | 0.4% | 0.4% | 0.4% |
| ***KS21: Households & Employment:*** | | | | |
| Total Households | 122352 | | | |
| Households: no adult in employment - with dependent children | 7980 | 6.5% | 7.2% | 4.8% |
| Households: no adult in employment - without dependent children | 40130 | 32.8% | 33.0% | 30.9% |
| Households: with dependent children (all ages) | 38099 | 31.1% | 31.8% | 29.5% |
| Households: with dependent children (aged 0-4) | 14877 | 12.2% | 12.7% | 11.4% |
| Households with one or more persons with LLTI | 43838 | 35.8% | 37.7% | 33.5% |
| ***KS22: Lone Parent Households*** | | | | |
| Lone Parent Households with Dependent children | 10178 | 8.3% | 8.1% | 6.4% |

***Notes:***

**Qualification levels:**

Level 1: 1+ 'O' level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ

Level 2: 5+ 'O' level passes, 5+ CSEs (grade 1), 5+ GCSEs (grades A-C), School Certificate, 1+ A levels/AS levels, NVQ level 2, Intermediate GNVQ

Level 3: 2+ 'A' levels, 4+ AS levels, Higher School Certificate, NVQ level 3, Advanced GNVQ

Level 4/5: First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor.

*All Data is taken from the Office for National Statistics (ONS) 2001 Census Key Statistics (KS) tables*
*Produced by:*
*Geo-spatial research & intelligence team*

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Dudley

*(Page 1 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS01 - Population*** | | | | |
| Total Population | 305155 | | | |
| - Total Males | 149714 | 49.1% | 48.7% | 48.7% |
| - Total Females | 155441 | 50.9% | 51.3% | 51.3% |
| People Living in Households | 302364 | 99.1% | 98.6% | 98.2% |
| People Living in Communal Establishments | 2771 | 0.9% | 1.4% | 1.8% |
| Students away from Home | 1805 | | | |
| Total Households | 124968 | | | |
| ***KS02 - Age Profile:*** | | | | |
| Aged 0 to 9 | 36896 | 12.1% | 13.4% | 12.3% |
| Aged 10 to 15 | 23922 | 7.8% | 8.6% | 7.8% |
| Aged 16 to 17 | 7468 | 2.4% | 2.7% | 2.5% |
| Aged 18 to 19 | 6500 | 2.1% | 2.8% | 2.4% |
| Aged 20 to 24 | 15792 | 5.2% | 6.6% | 6.0% |
| Aged 25 to 29 | 18662 | 6.1% | 6.6% | 6.7% |
| Aged 30 to 44 | 67573 | 22.1% | 21.6% | 22.7% |
| Aged 45 to 59 | 60669 | 19.9% | 17.4% | 18.9% |
| Aged 60 to 74 | 45144 | 14.8% | 13.2% | 13.2% |
| Aged 75 or over | 22534 | 7.4% | 7.3% | 7.5% |
| ***KS05 - Country of Birth:*** | | | | |
| Population | | | | |
| Born in UK | 293637 | 96.2% | 88.5% | 90.7% |
| Born in Rep. Ireland | 1127 | 0.4% | 1.6% | 0.9% |
| Born in Other EU | 1169 | 0.4% | 0.7% | 1.4% |
| Born in Other Country | 9287 | 3.0% | 9.3% | 6.9% |
| ***KS06 - Ethnicity:*** | | | | |
| White | 285876 | 93.7% | 79.9% | 90.9% |
| Asian/Asian British | 12169 | 4.0% | 13.4% | 4.6% |
| - Indian | 4743 | 1.6% | 6.2% | 2.1% |
| - Pakistani | 6222 | 2.0% | 5.4% | 1.4% |
| - Bangladeshi | 274 | 0.1% | 1.1% | 0.6% |
| Black/Black British | 2873 | 0.9% | 3.7% | 2.3% |
| - Black Caribbean | 2342 | 0.8% | 3.0% | 1.1% |
| - Black African | 239 | 0.1% | 0.4% | 1.0% |
| Mixed ethnicity | 3134 | 1.0% | 2.1% | 1.3% |
| Chinese & other ethnic group | 1134 | 0.4% | 0.8% | 0.9% |
| ***KS07 - Religion:*** | | | | |
| Christian | 237208 | 77.7% | 66.6% | 71.7% |
| Buddhist | 395 | 0.1% | 0.2% | 0.3% |
| Hindu | 1672 | 0.5% | 1.9% | 1.1% |
| Jewish | 72 | 0.0% | 0.1% | 0.5% |
| Muslim | 7486 | 2.5% | 7.5% | 3.1% |
| Sikh | 2654 | 0.9% | 3.5% | 0.7% |
| Other religion / no religion | 55690 | 18.2% | 20.0% | 22.6% |
| ***KS08 - General Health:*** | | | | |
| All people | 305155 | | | |
| Residents with Limiting Long Term Illness | 58265 | 19.1% | 19.6% | 17.9% |
| Residents with Good Health | 200790 | 65.8% | 65.7% | 68.8% |
| Residents with Fairly Good Health | 73769 | 24.2% | 23.7% | 22.2% |
| Residents with Not Good Health | 30696 | 10.0% | 10.6% | 9.0% |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Dudley *(Page 2 of 3)*

| | Number | % | Force average | England average | |
|---|---|---|---|---|---|
| ***KS09 - Employment Status of persons aged 16-74:*** | | | | | |
| All Residents aged 16-74 | 221706 | | | | |
| (a) Total Economically Active (EA) | 149264 | 67.3% | 62.9% | 66.9% | |
| - Economically active: Employees (part & full time) | 121539 | 81.4% | 79.0% | 78.7% | (of EA) |
| - Economically active: Self Employed | 14484 | 9.7% | 9.1% | 12.4% | (of EA) |
| - Economically active: Unemployed | 8742 | 5.9% | 7.7% | 5.0% | (of EA) |
| - Economically active: Full time students | 4519 | 3.0% | 4.2% | 3.9% | (of EA) |
| (b) Total Economically Inactive (EIA) | 72422 | 32.7% | 37.1% | 33.1% | |
| - Economically inactive: retired | 33287 | 46.0% | 36.5% | 40.9% | (of EIA) |
| - Economically inactive: all other inactive | 39134 | 54.0% | 63.5% | 59.1% | (of EIA) |
| Unemployed aged 16 to 24 | 2051 | 23.5% | 26.8% | 25.7% | (of LA unemployed) |
| Unemployed aged 50 and over | 1985 | 22.7% | 17.4% | 18.6% | (of LA unemployed) |
| Unemployed aged 16-74: never employed | 659 | 7.5% | 12.6% | 9.3% | (of LA unemployed) |
| Unemployed aged 16-74: long term unemployed | 3124 | 35.7% | 34.6% | 30.3% | (of LA unemployed) |
| ***KS12: Occupation of persons aged 16-74 in employment:*** | | | | | |
| All Residents aged 16-74 in employment | 139647 | | | | |
| - Managers & Senior Officials | 18641 | 13.3% | 12.3% | 15.3% | |
| - Professional occupations | 11786 | 8.4% | 9.8% | 11.2% | |
| - Associate professional & technical | 16077 | 11.5% | 11.6% | 13.8% | |
| - Administrative and secretarial | 19599 | 14.0% | 13.8% | 13.4% | |
| - Skilled trades | 20398 | 14.6% | 12.7% | 11.6% | |
| - Personal Services | 8712 | 6.2% | 6.7% | 6.9% | |
| - Sales & Customer Service | 11786 | 8.4% | 7.9% | 7.7% | |
| - Process; plant & machine operatives | 16975 | 12.1% | 11.9% | 8.4% | |
| - Elementary occupations | 15974 | 11.4% | 13.3% | 11.8% | |
| ***KS13: Qualifications*** *(see footnotes):* | | | | | |
| All Residents aged 16-74 | 221726 | | | | |
| - Aged 16-74 with no qualifications | 82906 | 37.4% | 37.6% | 28.9% | |
| - Aged 16-74 with Highest Qualification Level 1 | 38145 | 17.2% | 16.1% | 16.6% | |
| - Aged 16-74 with Highest Qualification Level 2 | 41147 | 18.6% | 17.1% | 19.4% | |
| - Aged 16-74 with Highest Qualification Level 3 | 13633 | 6.1% | 7.6% | 8.3% | |
| - Aged 16-74 with Highest Qualification Level 4 | 28253 | 12.7% | 14.6% | 19.9% | |
| Full time students/school children aged 16-17 | 5456 | | | | |
| Full time students/school children aged 16-74 | 5117 | | | | |
| ***KS15: Travel to Work:*** | | | | | |
| Residents aged 16-74 in employment | 139642 | | | | |
| - Work at or from home | 10433 | 7.5% | 7.4% | 9.2% | |
| - Travel on public transport | 14165 | 10.1% | 16.9% | 14.9% | |
| - Car driver or passenger | 99195 | 70.9% | 63.2% | 61.0% | |
| - Motorcycle | 1429 | 1.0% | 0.8% | 1.1% | |
| - Other form of transport/walking | 14720 | 10.5% | 11.7% | 13.8% | |
| ***KS16: Housing Stock:*** | | | | | |
| HH spaces (with & without residents) | 126266 | | | | |
| - HH spaces with residents | 124968 | 97.4% | 96.6% | 96.2% | |
| - HH spaces with no residents: vacant | 3191 | 2.6% | 3.3% | 3.2% | |
| - HH spaces with no residents: holiday/second home | 107 | 0.1% | 0.1% | 0.6% | |
| HH spaces - house: detached | 28246 | 22.0% | 14.7% | 22.5% | |
| HH spaces - house: semi-detached | 63627 | 49.5% | 39.0% | 31.6% | |
| HH spaces - house: terraced (incl. end terrace) | 20609 | 16.2% | 27.6% | 25.8% | |
| HH spaces - flat: purpose built flats | 12871 | 10.0% | 15.2% | 14.0% | |
| HH spaces - flat: part of shared / converted including bed-sits | 1707 | 1.3% | 2.4% | 4.6% | |
| HH spaces - flat: flat in commercial building | 1157 | 0.9% | 1.0% | 1.2% | |
| HH spaces - other: Caravan / other mobile / temporary structure | 78 | 0.1% | 0.1% | 0.4% | |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Dudley

*(Page 3 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS17: Households with CARS:*** | | | | |
| Total households | 124963 | | | |
| - Households with no car | 31670 | 25.3% | 33.7% | 26.8% |
| - Households with 1 car | 54010 | 43.2% | 42.6% | 43.7% |
| - Households with 2 cars | 31568 | 25.3% | 19.4% | 23.6% |
| - Households with 3 cars | 6069 | 4.9% | 3.4% | 4.5% |
| - Households with 4 or more cars | 1666 | 1.3% | 1.0% | 1.4% |
| Total cars in area | 142961 | | | |
| ***KS18: Household Tenure:*** | | | | |
| Total households | 124932 | | | |
| - Owner occupied | 89165 | 71.4% | 64.6% | 68.7% |
| - Rented from Local Authority | 24233 | 19.4% | 19.2% | 13.2% |
| - Rented from Housing Assoc. / RSL | 3048 | 2.4% | 6.2% | 6.1% |
| - Rented from Private Landlord/agency | 4361 | 3.5% | 6.3% | 6.9% |
| - Rented from other source | 4125 | 3.3% | 3.7% | 3.2% |
| ***KS19: Housing & Deprivation:*** | | | | |
| Total households | 124968 | | | |
| - Overcrowded households | 5773 | 4.6% | 7.4% | 7.1% |
| - Households with no central heating | 18352 | 14.7% | 15.9% | 8.5% |
| - Households without sole use of WC/shower | 282 | 0.2% | 0.4% | 0.5% |
| - Households on 1st floor or above | 9566 | 7.6% | 11.4% | 11.7% |
| ***KS20: Household Composition:*** | | | | |
| Total households | 125019 | | | |
| Lone pensioner households | 18165 | 14.5% | 14.8% | 14.4% |
| Single person households (non-pens oner) | 15664 | 12.5% | 15.8% | 15.7% |
| One family: all pensioners | 12300 | 9.8% | 8.3% | 8.9% |
| Lone parent households with dependent children | 6865 | 5.5% | 8.1% | 6.4% |
| All student households | 62 | 0.0% | 0.6% | 0.4% |
| Other households: all pensioners | 462 | 0.4% | 0.4% | 0.4% |
| ***KS21: Households & Employment:*** | | | | |
| Total Households | 124968 | | | |
| Households: no adult in employment: - with dependent children | 5865 | 4.7% | 7.2% | 4.8% |
| Households: no adult in employment: - without dependent children | 39626 | 31.6% | 33.0% | 30.9% |
| Households: with dependent children (all ages) | 37562 | 30.1% | 31.8% | 29.5% |
| Households: with dependent children (aged 0-4) | 14112 | 11.3% | 12.7% | 11.4% |
| Households with one or more persons with LLTI | 45361 | 36.3% | 37.7% | 33.6% |
| ***KS22: Lone Parent Households*** | | | | |
| Lone Parent Households with Decendent children | 6865 | 5.5% | 8.1% | 6.4% |

***Notes:***

**Qualification levels:**

Level 1: 1+ 'O' level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ

Level 2: 5+ 'O' level passes, 5+ CSEs grade 1, 5+ GCSEs grades A-C, School Certificate, 1+ A levels/ AS levels, NVQ level 2, Intermediate GNVQ

Level 3: 2+ 'A' levels, 2+ AS levels, Higher School Certificate, NVQ level 3, Advanced GNVQ

Level 4/5: First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor.

*All Data is taken from the Office for National Statistics (ONS) 2001 Census Key Statistics (KS) tables*
*Produced by:*
*Geo-spatial research & intelligence team*

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Sandwell

*(Page 1 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS01 - Population*** | | | | |
| Total Population | 282906 | | | |
| - Total Males | 136498 | 48.2% | 48.7% | 48.7% |
| - Total Females | 146408 | 51.8% | 51.3% | 51.3% |
| People Living in Households | 280765 | 99.2% | 98.6% | 98.2% |
| People Living in Communal Establishments | 2139 | 0.8% | 1.4% | 1.8% |
| Students away from Home | 1187 | | | |
| Total Households | 115427 | | | |
| ***KS02 - Age Profile:*** | | | | |
| Aged 0 to 9 | 37888 | 13.4% | 13.4% | 12.3% |
| Aged 10 to 15 | 23642 | 8.4% | 8.6% | 7.8% |
| Aged 16 to 17 | 7515 | 2.7% | 2.7% | 2.5% |
| Aged 18 to 19 | 6706 | 2.4% | 2.8% | 2.4% |
| Aged 20 to 24 | 15604 | 5.5% | 6.6% | 6.0% |
| Aged 25 to 29 | 19262 | 6.8% | 6.6% | 6.7% |
| Aged 30 to 44 | 62597 | 22.1% | 21.6% | 22.7% |
| Aged 45 to 59 | 48866 | 17.3% | 17.4% | 18.9% |
| Aged 60 to 74 | 39101 | 13.8% | 13.2% | 13.2% |
| Aged 75 or over | 21704 | 7.7% | 7.3% | 7.5% |
| ***KS05 - Country of Birth:*** | | | | |
| Population | | | | |
| Born in UK | 255849 | 90.4% | 88.5% | 90.7% |
| Born in Rep. Ireland | 1837 | 0.6% | 1.6% | 0.9% |
| Born in Other EU | 1168 | 0.4% | 0.7% | 1.4% |
| Born in Other Country | 24048 | 8.5% | 9.3% | 6.9% |
| ***KS06 - Ethnicity:*** | | | | |
| White | 225474 | 79.7% | 79.9% | 90.9% |
| Asian/Asian British | 39548 | 14.0% | 13.4% | 4.6% |
| - Indian | 25855 | 9.1% | 6.2% | 2.1% |
| - Pakistani | 8321 | 2.9% | 5.4% | 1.4% |
| - Bangladeshi | 3418 | 1.2% | 1.1% | 0.6% |
| Black/Black British | 10821 | 3.8% | 3.7% | 2.3% |
| - Black Caribbean | 9417 | 3.3% | 3.0% | 1.1% |
| - Black African | 574 | 0.2% | 0.4% | 1.0% |
| Mixed ethnicity | 5972 | 2.1% | 2.1% | 1.3% |
| Chinese & other ethnic group | 1025 | 0.4% | 0.8% | 0.9% |
| ***KS07 - Religion:*** | | | | |
| Christian | 194138 | 68.6% | 66.6% | 71.7% |
| Buddhist | 370 | 0.1% | 0.2% | 0.3% |
| Hindu | 5571 | 2.0% | 1.9% | 1.1% |
| Jewish | 78 | 0.0% | 0.1% | 0.5% |
| Muslim | 13039 | 4.6% | 7.5% | 3.1% |
| Sikh | 19409 | 6.9% | 3.5% | 0.7% |
| Other religion / no religion | 50259 | 17.8% | 20.0% | 22.6% |
| ***KS08 - General Health:*** | | | | |
| All people | 282906 | | | |
| Residents with Limiting Long Term Illness | 61448 | 21.7% | 19.6% | 17.9% |
| Residents with Good Health | 177233 | 62.6% | 65.7% | 68.8% |
| Residents with Fairly Good Health | 71946 | 25.4% | 23.7% | 22.2% |
| Residents with Not Good Health | 33727 | 11.9% | 10.6% | 9.0% |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Sandwell *(Page 2 of 3)*

| | Number | % | Force average | England average | |
|---|---|---|---|---|---|
| ***KS09 - Employment Status of persons aged 16-74:*** | | | | | |
| All Residents aged 16-74 | 199640 | | | | |
| (a) Total Economically Active (EA) | 124994 | 62.6% | 62.9% | 66.9% | |
| - Economically active: Employees (part & full time) | 101387 | 81.1% | 79.0% | 78.7% | (of EA) |
| - Economically active: Self Employed | 9037 | 7.2% | 9.1% | 12.4% | (of EA) |
| - Economically active: Unemployed | 10590 | 8.5% | 7.7% | 5.0% | (of EA) |
| - Economically active: Full time students | 3979 | 3.2% | 4.2% | 3.9% | (of EA) |
| (b) Total Economically Inactive (EIA) | 74646 | 37.4% | 37.1% | 33.1% | |
| - Economically Inactive: retired | 28184 | 37.8% | 36.5% | 40.9% | (of EIA) |
| - Economically Inactive: all other inactive | 46462 | 62.2% | 63.5% | 59.1% | (of EIA) |
| Unemployed aged 16 to 24 | 2622 | 24.8% | 26.8% | 25.7% | (of EA unemployed) |
| Unemployed aged 50 and over | 1992 | 18.8% | 17.4% | 18.6% | (of EA unemployed) |
| Unemployed aged 16-74: never employed | 1191 | 11.2% | 12.6% | 9.3% | (of EA unemployed) |
| Unemployed aged 16-74: long term unemployed | 3980 | 37.6% | 34.8% | 30.3% | (of EA unemployed) |
| ***KS12: Occupation of persons aged 16-74 in employment:*** | | | | | |
| All Residents aged 16-74 in employment | 113540 | | | | |
| - Managers & Senior Officials | 11398 | 10.0% | 12.3% | 15.3% | |
| - Professional occupations | 7231 | 6.4% | 9.8% | 11.2% | |
| - Associate professional & technical | 11317 | 10.0% | 11.6% | 13.8% | |
| - Administrative and secretarial | 15435 | 13.6% | 13.8% | 13.4% | |
| - Skilled trades | 16539 | 14.6% | 12.7% | 11.6% | |
| - Personal Services | 7260 | 6.4% | 6.7% | 6.9% | |
| - Sales & Customer Service | 8986 | 7.9% | 7.9% | 7.7% | |
| - Process; plant & machine operatives | 17948 | 15.8% | 11.9% | 8.4% | |
| - Elementary occupations | 17425 | 15.3% | 13.3% | 11.8% | |
| ***KS13: Qualifications*** *(see footnotes)*: | | | | | |
| All Residents aged 16-74 | 199640 | | | | |
| - Aged 16-74 with no qualifications | 90934 | 45.5% | 37.6% | 28.9% | |
| - Aged 16-74 with Highest Qualification Level 1 | 33252 | 16.7% | 16.1% | 16.6% | |
| - Aged 16-74 with Highest Qualification Level 2 | 31096 | 15.6% | 17.1% | 19.4% | |
| - Aged 16-74 with Highest Qualification Level 3 | 10899 | 5.5% | 7.6% | 8.3% | |
| - Aged 16-74 with Highest Qualification Level 4 | 19356 | 9.7% | 14.8% | 19.9% | |
| Full time students/school children aged 16-17 | 5355 | | | | |
| Full time students/school children aged 18-74 | 5779 | | | | |
| ***KS15: Travel to Work:*** | | | | | |
| Residents aged 16-74 in employment | 113454 | | | | |
| - Work at or from home | 7774 | 6.9% | 7.4% | 9.2% | |
| - Travel on public transport | 19531 | 17.2% | 16.9% | 14.9% | |
| - Car driver or passenger | 70858 | 62.5% | 63.2% | 61.0% | |
| - Motorcycle | 903 | 0.8% | 0.8% | 1.1% | |
| - Other form of transport/walking | 14387 | 12.7% | 11.7% | 13.8% | |
| ***KS16: Housing Stock:*** | | | | | |
| HH spaces (with & without residents) | 119577 | | | | |
| - HH spaces with residents | 115427 | 96.5% | 96.6% | 96.2% | |
| - HH spaces with no residents: vacant | 4085 | 3.4% | 3.3% | 3.2% | |
| - HH spaces with no residents: holiday/second home | 65 | 0.1% | 0.1% | 0.6% | |
| HH spaces - house: detached | 12415 | 10.4% | 14.7% | 22.5% | |
| HH spaces - house: semi-detached | 53853 | 45.0% | 39.0% | 31.6% | |
| HH spaces - house: terraced (incl. end terrace) | 32149 | 26.9% | 27.6% | 25.8% | |
| HH spaces - flat: purpose built flats | 18469 | 15.4% | 15.2% | 14.0% | |
| HH spaces - flat: part of shared / converted including bed-sits | 1450 | 1.2% | 2.4% | 4.6% | |
| HH spaces - flat: flat in commercial building | 1165 | 1.0% | 1.0% | 1.2% | |
| HH spaces - other: Caravan / other mobile / temporary structure | 101 | 0.1% | 0.1% | 0.4% | |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Sandwell *(Page 3 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS17: Households with CARS:*** | | | | |
| Total households | 115476 | | | |
| - Households with no car | 43261 | 37.5% | 33.7% | 26.8% |
| - Households with 1 car | 49811 | 43.1% | 42.5% | 43.7% |
| - Households with 2 cars | 18509 | 16.0% | 19.4% | 23.6% |
| - Households with 3 cars | 3114 | 2.7% | 3.4% | 4.5% |
| - Households with 4 or more cars | 781 | 0.7% | 1.0% | 1.4% |
| Total cars in area | 99355 | | | |
| ***KS18: Household Tenure:*** | | | | |
| Total households | 115443 | | | |
| - Owner occupied | 69638 | 60.3% | 64.6% | 68.7% |
| - Rented from Local Authority | 30646 | 26.5% | 19.2% | 13.2% |
| - Rented from Housing Assoc. / RSL | 4339 | 3.8% | 6.2% | 6.1% |
| - Rented from Private Landlord/agency | 5366 | 4.6% | 6.3% | 8.8% |
| - Rented from other source | 5454 | 4.7% | 3.7% | 3.2% |
| ***KS19: Housing & Deprivation:*** | | | | |
| Total Households | 115427 | | | |
| - Overcrowded households | 7600 | 6.6% | 7.4% | 7.1% |
| - Households with no central heating | 20835 | 18.1% | 15.9% | 8.5% |
| - Households without sole use of WC/shower | 289 | 0.3% | 0.4% | 0.5% |
| - Households on 1st floor or above | 12354 | 10.7% | 11.4% | 11.7% |
| ***KS20: Household Composition:*** | | | | |
| Total Households | 115439 | | | |
| Lone pensioner households | 18522 | 16.0% | 14.8% | 14.4% |
| Single person households (non-pensioner) | 16550 | 14.3% | 15.8% | 15.7% |
| One family: all pensioners | 9566 | 8.3% | 8.3% | 8.9% |
| Lone parent households with dependent children | 9291 | 8.0% | 8.1% | 6.4% |
| All student households | 118 | 0.1% | 0.6% | 0.4% |
| Other households: all pensioners | 501 | 0.4% | 0.4% | 0.4% |
| ***KS21: Households & Employment:*** | | | | |
| Total Households | 115427 | | | |
| Households: no adult in employment - with dependent children | 8799 | 7.6% | 7.2% | 4.8% |
| Households: no adult in employment - without dependent children | 39896 | 34.6% | 33.0% | 30.9% |
| Households: with dependent children (all ages) | 36465 | 31.6% | 31.8% | 29.5% |
| Households: with dependent children (aged 0-4) | 14528 | 12.6% | 12.7% | 11.4% |
| Households with one or more persons with LLTI | 47430 | 41.1% | 37.7% | 33.6% |
| ***KS22: Lone Parent Households*** | | | | |
| Lone Parent Households with Dependent children | 9261 | 8.0% | 8.1% | 6.4% |

***Notes:***

**Qualification levels:**

***Level 1***: 1+ 'O' level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ

***Level 2***: 5+ 'O' level passes, 5+ CSEs (grade 1). 5+ GCSEs (grades A-C), School Certificate, 1+'A' levels/ AS levels, NVQ level 2, Intermediate GNVQ

***Level 3***: 2+ 'A' levels, 4+ AS levels, Higher School Certificate, NVQ level 3, Advanced GNVQ

***Level 4/5***: First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor.

***All Data is taken from the Office for National Statistics (ONS) 2001 Census Key Statistics (KS) tables***
***Produced by:***
***Geo-spatial research & intelligence team.***

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Solihull *(Page 1 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS01 - Population*** | | | | |
| Total Population | 199612 | | | |
| - Total Males | 96661 | 48.5% | 48.7% | 48.7% |
| - Total Females | 102832 | 51.5% | 51.3% | 51.3% |
| People Living in Households | 196174 | 99.3% | 98.6% | 98.2% |
| People Living in Communal Establishments | 1338 | 0.7% | 1.4% | 1.8% |
| Students away from Home | 2377 | | | |
| Total Households | 80908 | | | |
| ***KS02 - Age Profile:*** | | | | |
| Aged 0 to 9 | 24659 | 12.4% | 13.4% | 12.3% |
| Aged 10 to 15 | 17131 | 8.6% | 8.6% | 7.8% |
| Aged 16 to 17 | 5339 | 2.7% | 2.7% | 2.5% |
| Aged 18 to 19 | 4214 | 2.1% | 2.8% | 2.4% |
| Aged 20 to 24 | 8863 | 4.5% | 6.6% | 6.0% |
| Aged 25 to 29 | 10152 | 5.1% | 6.6% | 6.7% |
| Aged 30 to 44 | 43711 | 21.9% | 21.6% | 22.7% |
| Aged 45 to 59 | 41564 | 20.8% | 17.4% | 18.9% |
| Aged 60 to 74 | 28575 | 14.3% | 13.2% | 13.2% |
| Aged 75 or over | 15321 | 7.7% | 7.3% | 7.5% |
| ***KS05 - Country of Birth:*** | | | | |
| Population | | | | |
| Born in UK | 188392 | 94.4% | 88.5% | 90.7% |
| Born in Rep. Ireland | 2932 | 1.5% | 1.6% | 0.9% |
| Born in Other EU | 1401 | 0.7% | 0.7% | 1.4% |
| Born in Other Country | 6751 | 3.4% | 9.3% | 6.9% |
| ***KS06 - Ethnicity:*** | | | | |
| White | 188718 | 94.6% | 79.9% | 90.9% |
| Asian/Asian British | 5065 | 2.5% | 13.4% | 4.6% |
| - Indian | 3628 | 1.8% | 6.2% | 2.1% |
| - Pakistani | 971 | 0.5% | 5.4% | 1.4% |
| - Bangladeshi | 79 | 0.0% | 1.1% | 0.6% |
| Black/Black British | 1903 | 1.0% | 3.7% | 2.3% |
| - Black Caribbean | 1528 | 0.8% | 3.0% | 1.1% |
| - Black African | 226 | 0.1% | 0.4% | 1.0% |
| Mixed ethnicity | 2518 | 1.3% | 2.1% | 1.3% |
| Chinese & other ethnic group | 1237 | 0.6% | 0.8% | 0.9% |
| ***KS07 - Religion:*** | | | | |
| Christian | 155990 | 78.2% | 66.6% | 71.7% |
| Buddhist | 354 | 0.2% | 0.2% | 0.3% |
| Hindu | 1635 | 0.9% | 1.9% | 1.1% |
| Jewish | 402 | 0.2% | 0.1% | 0.5% |
| Muslim | 1642 | 0.8% | 7.5% | 3.1% |
| Sikh | 1569 | 0.8% | 3.5% | 0.7% |
| Other religion / no religion | 37743 | 18.9% | 20.0% | 22.6% |
| ***KS08 - General Health:*** | | | | |
| All people | 199612 | | | |
| Residents with Limiting Long Term Illness | 32576 | 16.3% | 19.6% | 17.9% |
| Residents with Good Health | 141441 | 70.9% | 66.7% | 68.8% |
| Residents with Fairly Good Health | 42106 | 21.1% | 23.7% | 22.2% |
| Residents with Not Good Health | 15968 | 8.0% | 10.6% | 9.0% |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Solihull *(Page 2 of 3)*

| | Number | % | Force average | England average | |
|---|---|---|---|---|---|
| ***KS09 - Employment Status of persons aged 16-74:*** | | | | | |
| All Residents aged 16-74 | 142405 | | | | |
| (a) Total Economically Active (EA) | 97930 | 68.8% | 62.9% | 66.9% | |
| - Economically active: Employees (part & full time) | 79082 | 80.8% | 79.0% | 78.7% | (of EA) |
| - Economically active: Self Employed | 11338 | 11.6% | 9.1% | 12.4% | (of EA) |
| - Economically active: Unemployed | 4221 | 4.3% | 7.7% | 5.0% | (of EA) |
| - Economically active: Full time students | 3290 | 3.4% | 4.2% | 3.9% | (of EA) |
| (b) Total Economically Inactive (EIA) | 44476 | 31.2% | 37.1% | 33.1% | |
| - Economically inactive: retired | 21768 | 48.9% | 36.5% | 40.9% | (of EIA) |
| - Economically inactive: all other inactive | 22707 | 51.1% | 63.5% | 59.1% | (of EIA) |
| Unemployed aged 16 to 24 | 1144 | 27.1% | 26.8% | 25.7% | (of LA unemployed) |
| Unemployed aged 50 and over | 891 | 21.1% | 17.4% | 18.6% | (of LA unemployed) |
| Unemployed aged 16-74: never employed | 321 | 7.6% | 12.6% | 9.3% | (of LA unemployed) |
| Unemployed aged 16-74: long term unemployed | 1198 | 28.4% | 34.8% | 30.3% | (of LA unemployed) |
| ***KS12: Occupation of persons aged 16-74 in employment:*** | | | | | |
| All Residents aged 16-74 in employment | 93416 | | | | |
| - Managers & Senior Officials | 16821 | 18.0% | 12.3% | 15.3% | |
| - Professional occupations | 11687 | 12.5% | 9.8% | 11.2% | |
| - Associate professional & technical | 12102 | 13.0% | 11.6% | 13.6% | |
| - Administrative and secretarial | 14993 | 16.9% | 13.8% | 13.4% | |
| - Skilled trades | 9548 | 10.2% | 12.7% | 11.6% | |
| - Personal Services | 5486 | 5.9% | 6.7% | 6.9% | |
| - Sales & Customer Service | 6898 | 7.4% | 7.9% | 7.7% | |
| - Process, plant & machine operatives | 6734 | 7.2% | 11.9% | 8.4% | |
| - Elementary occupations | 9248 | 9.9% | 13.3% | 11.8% | |
| ***KS13: Qualifications*** *(see footnotes):* | | | | | |
| All Residents aged 16-74 | 142432 | | | | |
| - Aged 16-74 with no qualifications | 39836 | 28.0% | 37.6% | 28.9% | |
| - Aged 16-74 with Highest Qualification Level 1 | 24125 | 16.9% | 16.1% | 16.6% | |
| - Aged 16-74 with Highest Qualification Level 2 | 29448 | 20.7% | 17.1% | 19.4% | |
| - Aged 16-74 with Highest Qualification Level 3 | 10536 | 7.4% | 7.6% | 8.3% | |
| - Aged 16-74 with Highest Qualification Level 4 | 28105 | 19.7% | 14.8% | 19.9% | |
| Full time students/school children aged 16-17 | 4230 | | | | |
| Full time students/school children aged 16-74 | 3414 | | | | |
| ***KS15: Travel to Work:*** | | | | | |
| Residents aged 16-74 in employment | 93428 | | | | |
| - Work at or from home | 8547 | 9.1% | 7.4% | 9.2% | |
| - Travel on public transport | 12807 | 13.7% | 16.9% | 14.9% | |
| - Car driver or passenger | 64081 | 68.6% | 63.2% | 61.0% | |
| - Motorcycle | 651 | 0.7% | 0.8% | 1.1% | |
| - Other form of transport/walking | 7343 | 7.9% | 11.7% | 13.8% | |
| ***KS16: Housing Stock:*** | | | | | |
| HH spaces (with & without residents) | 83465 | | | | |
| - HH spaces with residents | 80928 | 97.0% | 96.6% | 96.2% | |
| - HH spaces with no residents: vacant | 2289 | 2.7% | 3.3% | 3.2% | |
| - HH spaces with no residents: holiday/second home | 248 | 0.3% | 0.1% | 0.6% | |
| HH spaces - house: detached | 24323 | 29.1% | 14.7% | 22.5% | |
| HH spaces - house: semi-detached | 32419 | 38.8% | 39.0% | 31.6% | |
| HH spaces - house: terraced (inc. end terrace) | 13417 | 16.1% | 27.6% | 25.6% | |
| HH spaces - flat: purpose built flats | 11868 | 14.2% | 15.2% | 14.0% | |
| HH spaces - flat: part of shared / converted including bed-sits | 568 | 0.7% | 2.4% | 4.6% | |
| HH spaces - flat: flat in commercial building | 662 | 0.8% | 1.0% | 1.2% | |
| HH spaces - other: Caravan / other mobile / temporary structure | 182 | 0.2% | 0.1% | 0.4% | |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Solihull

*(Page 3 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS17: Households with CARS:*** | | | | |
| Total households | 80915 | | | |
| - Households with no car | 16656 | 20.6% | 33.7% | 26.8% |
| - Households with 1 car | 33163 | 41.0% | 42.6% | 43.7% |
| - Households with 2 cars | 24701 | 30.6% | 19.4% | 23.6% |
| - Households with 3 cars | 4832 | 6.0% | 3.4% | 4.5% |
| - Households with 4 or more cars | 1571 | 1.9% | 1.0% | 1.4% |
| Total cars in area | 103966 | | | |
| ***KS18: Household Tenure:*** | | | | |
| Total households | 80991 | | | |
| - Owner occupied | 63578 | 78.5% | 64.6% | 68.7% |
| - Rented from Local Authority | 11001 | 13.6% | 19.2% | 13.2% |
| - Rented from Housing Assoc. / RSL | 2116 | 2.6% | 6.2% | 6.1% |
| - Rented from Private Landlord/agency | 2966 | 3.6% | 6.3% | 6.8% |
| - Rented from other source | 1339 | 1.7% | 3.7% | 3.2% |
| ***KS19: Housing & Deprivation:*** | | | | |
| Total Households | 80908 | | | |
| - Overcrowded households | 3175 | 3.9% | 7.4% | 7.1% |
| - Households with no central heating | 3719 | 4.6% | 15.9% | 8.5% |
| - Households without sole use of WC/shower | 84 | 0.1% | 0.4% | 0.5% |
| - Households on 1st floor or above | 7603 | 9.4% | 11.4% | 11.7% |
| ***KS20: Household Composition:*** | | | | |
| Total Households | 80997 | | | |
| Lone pensioner households | 11467 | 14.2% | 14.6% | 14.4% |
| Single person households (non-pensioner) | 9796 | 12.1% | 15.6% | 15.7% |
| One family: all pensioners | 8782 | 10.8% | 8.3% | 8.9% |
| Lone parent households with dependent children | 4962 | 6.1% | 6.1% | 6.4% |
| All student households | 15 | 0.0% | 0.6% | 0.4% |
| Other households: all pensioners | 362 | 0.4% | 0.4% | 0.4% |
| ***KS21: Households & Employment:*** | | | | |
| Total Households | 80828 | | | |
| Households: no adult in employment: - with dependent children | 3238 | 4.0% | 7.2% | 4.8% |
| Households: no adult in employment: - without dependent children | 24779 | 30.6% | 33.0% | 30.9% |
| Households: with dependent children (all ages) | 25518 | 31.6% | 31.8% | 29.5% |
| Households: with dependent children (aged 0-4) | 9903 | 11.0% | 12.7% | 11.4% |
| Households with one or more persons with LLTI | 25620 | 31.9% | 37.7% | 33.6% |
| ***KS22: Lone Parent Households*** | | | | |
| Lone Parent Households with Dependent children | 4963 | 6.2% | 6.1% | 6.4% |

*Notes:*

Qualification levels:

Level 1: 1+ 'O' level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ

Level 2: 5+ 'O' level passes, 5+ CSEs (grade 1), 5+ GCSEs (grades A-C), School Certificate, 1+ A levels/ AS levels, NVQ level 2, Intermediate GNVQ

Level 3: 2+ 'A' levels, 4+ AS levels, Higher School Certificate, NVQ level 3, Advanced GNVQ

Level 4/5: First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor.

*All Data is taken from the Office for National Statistics (ONS) 2001 Census Key Statistics (KS) tables*

*Produced by:*
*Geo-spatial research & intelligence team*

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Walsall *(Page 1 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS01 - Population*** | | | | |
| Total Population | 253506 | | | |
| - Total Males | 123192 | 48.6% | 48.7% | 48.7% |
| - Total Females | 130313 | 51.4% | 51.3% | 51.3% |
| People Living in Households | 251343 | 99.1% | 98.6% | 98.2% |
| People Living in Communal Establishments | 2162 | 0.9% | 1.4% | 1.8% |
| Students away from Home | 1616 | | | |
| Total Households | 101336 | | | |
| ***KS02 - Age Profile:*** | | | | |
| Aged 0 to 9 | 33918 | 13.4% | 13.4% | 12.3% |
| Aged 10 to 15 | 21176 | 8.4% | 8.6% | 7.8% |
| Aged 16 to 17 | 6814 | 2.7% | 2.7% | 2.6% |
| Aged 18 to 19 | 5857 | 2.3% | 2.8% | 2.4% |
| Aged 20 to 24 | 13744 | 5.4% | 6.6% | 6.0% |
| Aged 25 to 29 | 15774 | 6.2% | 6.6% | 6.7% |
| Aged 30 to 44 | 54576 | 21.5% | 21.6% | 22.7% |
| Aged 45 to 59 | 46829 | 18.5% | 17.4% | 18.9% |
| Aged 60 to 74 | 37031 | 14.6% | 13.2% | 13.2% |
| Aged 75 or over | 17862 | 7.0% | 7.3% | 7.5% |
| ***KS05 - Country of Birth:*** | | | | |
| Population | | | | |
| Born in UK | 236161 | 93.2% | 88.5% | 90.7% |
| Born in Rep. Ireland | 1069 | 0.4% | 1.6% | 0.9% |
| Born in Other EU | 971 | 0.4% | 0.7% | 1.4% |
| Born in Other Country | 15207 | 6.0% | 9.3% | 6.9% |
| ***KS06 - Ethnicity:*** | | | | |
| White | 219106 | 86.4% | 79.9% | 90.9% |
| Asian/Asian British | 26481 | 10.4% | 13.4% | 4.6% |
| - Indian | 13765 | 5.4% | 6.2% | 2.1% |
| - Pakistani | 9337 | 3.7% | 5.4% | 1.4% |
| - Bangladeshi | 2513 | 1.0% | 1.1% | 0.6% |
| Black/Black British | 3521 | 1.4% | 3.7% | 2.3% |
| - Black Caribbean | 2844 | 1.1% | 3.0% | 1.1% |
| - Black African | 376 | 0.1% | 0.4% | 1.0% |
| Mixed ethnicity | 3536 | 1.4% | 2.1% | 1.3% |
| Chinese & other ethnic group | 872 | 0.3% | 0.8% | 0.9% |
| ***KS07 - Religion:*** | | | | |
| Christian | 182756 | 72.1% | 66.6% | 71.7% |
| Buddhist | 268 | 0.1% | 0.2% | 0.3% |
| Hindu | 4068 | 1.6% | 1.9% | 1.1% |
| Jewish | 63 | 0.0% | 0.1% | 0.5% |
| Muslim | 13623 | 5.4% | 7.5% | 3.1% |
| Sikh | 7713 | 3.0% | 3.5% | 0.7% |
| Other religion / no religion | 45004 | 17.8% | 20.0% | 22.6% |
| ***KS08 - General Health:*** | | | | |
| All people | 253506 | | | |
| Residents with Limiting Long Term Illness | 51792 | 20.4% | 19.6% | 17.9% |
| Residents with Good Health | 164107 | 64.7% | 65.7% | 68.8% |
| Residents with Fairly Good Health | 61648 | 24.3% | 23.7% | 22.2% |
| Residents with Not Good Health | 27751 | 10.9% | 10.6% | 9.0% |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Walsall *(Page 2 of 3)*

| | Number | % | Force average | England average | |
|---|---|---|---|---|---|
| ***KS09 - Employment Status of persons aged 16-74:*** | | | | | |
| All Residents aged 16-74 | 180641 | | | | |
| (a) Total Economically Active (EA) | 114140 | 63.2% | 62.9% | 66.9% | |
| - Economically active: Employees (part & full time) | 92052 | 80.6% | 79.0% | 78.7% | (of EA) |
| - Economically active: Self Employed | 10634 | 9.5% | 9.1% | 12.4% | (of EA) |
| - Economically active: Unemployed | 7694 | 6.9% | 7.7% | 5.0% | (of EA) |
| - Economically active: Full time students | 3360 | 2.9% | 4.2% | 3.9% | (of EA) |
| (b) Total Economically Inactive (EIA) | 66501 | 36.8% | 37.1% | 33.1% | |
| - Economically Inactive: retired | 26656 | 40.1% | 36.8% | 40.9% | (of EIA) |
| - Economically Inactive: all other Inactive | 39845 | 59.9% | 63.5% | 59.1% | (of EIA) |
| Unemployed aged 16 to 24 | 2214 | 28.0% | 26.8% | 25.7% | (of EA unemployed) |
| Unemployed aged 50 and over | 1323 | 16.8% | 17.4% | 18.6% | (of EA unemployed) |
| Unemployed aged 16-74: never employed | 668 | 10.9% | 12.6% | 9.3% | (of EA unemployed) |
| Unemployed aged 16-74: long term unemployed | 2535 | 32.1% | 34.8% | 30.3% | (of EA unemployed) |
| ***KS12: Occupation of persons aged 16-74 in employment:*** | | | | | |
| All Residents aged 16-74 in employment | 105600 | | | | |
| - Managers & Senior Officials | 13046 | 12.4% | 12.3% | 15.3% | |
| - Professional occupations | 7860 | 7.4% | 9.8% | 11.2% | |
| - Associate professional & technical | 10719 | 10.2% | 11.6% | 13.8% | |
| - Administrative and secretarial | 13339 | 12.6% | 13.8% | 13.4% | |
| - Skilled trades | 16360 | 15.5% | 12.7% | 11.5% | |
| - Personal Services | 7033 | 6.7% | 6.7% | 6.9% | |
| - Sales & Customer Service | 7644 | 7.4% | 7.9% | 7.7% | |
| - Process; plant & machine operatives | 14988 | 14.2% | 11.9% | 8.4% | |
| - Elementary occupations | 14408 | 13.6% | 13.3% | 11.8% | |
| ***KS13: Qualifications*** *(see footnotes):* | | | | | |
| All Residents aged 16-74 | 180632 | | | | |
| - Aged 16-74 with no qualifications | 77160 | 42.7% | 37.6% | 28.9% | |
| - Aged 16-74 with Highest Qualification Level 1 | 30536 | 16.9% | 16.1% | 16.6% | |
| - Aged 16-74 with Highest Qualification Level 2 | 29789 | 16.5% | 17.1% | 19.4% | |
| - Aged 16-74 with Highest Qualification Level 3 | 9551 | 5.3% | 7.6% | 8.3% | |
| - Aged 16-74 with Highest Qualification Level 4 | 19992 | 11.1% | 14.8% | 19.9% | |
| Full time students/school children aged 16-17 | 5027 | | | | |
| Full time students/school children aged 16-74 | 4733 | | | | |
| ***KS15: Travel to Work:*** | | | | | |
| Residents aged 16-74 in employment | 105565 | | | | |
| - Work at or from home | 7936 | 7.6% | 7.4% | 9.2% | |
| - Travel on public transport | 13585 | 12.9% | 16.9% | 14.9% | |
| - Car driver or passenger | 69824 | 66.1% | 63.2% | 61.0% | |
| - Motorcycle | 677 | 0.6% | 0.8% | 1.1% | |
| - Other form of transport/walking | 13342 | 12.6% | 11.7% | 13.8% | |
| ***KS16: Housing Stock:*** | | | | | |
| HH spaces (with & without residents) | 105786 | | | | |
| - HH spaces with residents | 101336 | 95.8% | 96.6% | 96.2% | |
| - HH spaces with no residents: vacant | 4347 | 4.1% | 3.3% | 3.2% | |
| - HH spaces with no residents: holiday/second home | 103 | 0.1% | 0.1% | 0.6% | |
| HH spaces - house: detached | 19059 | 18.0% | 14.7% | 22.5% | |
| HH spaces - house: semi-detached | 45982 | 43.5% | 39.0% | 31.6% | |
| HH spaces - house: terraced (incl. end terrace) | 24217 | 22.9% | 27.6% | 25.8% | |
| HH spaces - flat: purpose built flats | 13992 | 13.2% | 15.2% | 14.0% | |
| HH spaces - flat: part of shared / converted including bed-sits | 1199 | 1.1% | 2.4% | 4.6% | |
| HH spaces - flat: flat in commercial building | 1089 | 1.0% | 1.0% | 1.2% | |
| HH spaces - other: Caravan / other mobile / temporary structure | 269 | 0.3% | 0.1% | 0.4% | |

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# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Walsall

*(Page 3 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS17: Households with CARS:*** | | | | |
| Total households | 101409 | | | |
| - Households with no car | 31465 | 31.0% | 33.7% | 26.8% |
| - Households with 1 car | 43416 | 42.8% | 42.8% | 43.7% |
| - Households with 2 cars | 21658 | 21.4% | 19.4% | 23.5% |
| - Households with 3 cars | 3815 | 3.8% | 3.4% | 4.5% |
| - Households with 4 or more cars | 1054 | 1.0% | 1.0% | 1.4% |
| Total cars in area | 102816 | | | |
| ***KS18: Household Tenure:*** | | | | |
| Total households | 101297 | | | |
| - Owner occupied | 66664 | 64.7% | 64.6% | 68.7% |
| - Rented from Local Authority | 22539 | 22.3% | 19.2% | 13.2% |
| - Rented from Housing Assoc / RSL | 6262 | 6.2% | 6.2% | 6.1% |
| - Rented from Private Landlord/agency | 4373 | 4.3% | 6.3% | 6.8% |
| - Rented from other source | 3548 | 3.5% | 3.7% | 3.2% |
| ***KS19: Housing & Deprivation:*** | | | | |
| Total Households | 101336 | | | |
| - Overcrowded households | 5723 | 5.6% | 7.4% | 7.1% |
| - Households with no central heating | 13802 | 13.6% | 16.9% | 8.5% |
| - Households without sole use of WC/shower | 283 | 0.3% | 0.4% | 0.5% |
| - Households on 1st floor or above | 9275 | 9.2% | 11.4% | 11.7% |
| ***KS20: Household Composition:*** | | | | |
| Total Households | 101366 | | | |
| Lone pensioner households | 14963 | 14.8% | 14.8% | 14.4% |
| Single person households (non-pens ioner) | 12896 | 12.6% | 16.8% | 16.7% |
| One family: all pensioners | 9960 | 9.2% | 8.3% | 8.9% |
| Lone parent households with dependent children | 7350 | 7.0% | 8.1% | 6.4% |
| All student households | 48 | 0.0% | 0.6% | 0.4% |
| Other households: all pensioners | 421 | 0.4% | 0.4% | 0.4% |
| ***KS21: Households & Employment:*** | | | | |
| Total Households | 101336 | | | |
| Households: no adult in employment: - with dependent children | 6734 | 6.6% | 7.2% | 4.8% |
| Households: no adult in employment: - without dependent children | 33029 | 32.6% | 33.0% | 30.9% |
| Households: with dependent children (all ages) | 32702 | 32.3% | 31.8% | 29.5% |
| Households: with dependent children (aged 0-4) | 12823 | 12.7% | 12.7% | 11.4% |
| Households with one or more persons with LLTI | 39961 | 39.4% | 37.7% | 33.6% |
| ***KS22: Lone Parent Households*** | | | | |
| Lone Parent Households with Dependent children | 7041 | 6.9% | 8.1% | 6.4% |

***Notes:***

**Qualification levels:**

Level 1: 1+ O level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ

Level 2: 5+ O level passes, 5+ CSEs grade 1, 5+ GCSEs grades A-C, School Certificate, 1+ A levels/ AS levels, NVQ level 2, Intermediate GNVQ

Level 3: 2+ A levels, 2+ AS levels, Higher School Certificate, NVQ level 3, Advanced GNVQ

Level 4/5: First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor.

*All Data is taken from the Office for National Statistics (ONS) 2001 Census Key Statistics (KS) tables*

*Produced by:*
*Geo-spatial research & intelligence team*

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Wolverhampton (Page 1 of 3)

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS01 - Population*** | | | | |
| Total Population | 236575 | | | |
| - Total Males | 115855 | 49.0% | 48.7% | 48.7% |
| - Total Females | 120721 | 51.0% | 51.3% | 51.3% |
| People Living in Households | 233061 | 98.5% | 98.6% | 98.2% |
| People Living in Communal Establishments | 3512 | 1.5% | 1.4% | 1.8% |
| Students away from Home | 1597 | | | |
| Total Households | 97119 | | | |
| ***KS02 - Age Profile:*** | | | | |
| Aged 0 to 9 | 29867 | 12.6% | 13.4% | 12.3% |
| Aged 10 to 15 | 19655 | 8.3% | 8.6% | 7.8% |
| Aged 16 to 17 | 6250 | 2.6% | 2.7% | 2.5% |
| Aged 18 to 19 | 5925 | 2.5% | 2.8% | 2.4% |
| Aged 20 to 24 | 15227 | 6.4% | 6.6% | 6.0% |
| Aged 25 to 29 | 15711 | 6.6% | 6.6% | 6.7% |
| Aged 30 to 44 | 51116 | 21.6% | 21.6% | 22.7% |
| Aged 45 to 59 | 41133 | 17.4% | 17.4% | 18.9% |
| Aged 60 to 74 | 33248 | 14.1% | 13.2% | 13.2% |
| Aged 75 or over | 18491 | 7.8% | 7.3% | 7.5% |
| ***KS05 - Country of Birth:*** | | | | |
| Population | | | | |
| Born in UK | 209950 | 88.7% | 88.5% | 90.7% |
| Born in Rep. Ireland | 1751 | 0.7% | 1.6% | 0.9% |
| Born in Other EU | 1848 | 0.8% | 0.7% | 1.4% |
| Born in Other Country | 23017 | 9.7% | 9.3% | 6.9% |
| ***KS06 - Ethnicity:*** | | | | |
| White | 184039 | 77.8% | 79.9% | 90.9% |
| Asian/Asian British | 33887 | 14.3% | 13.4% | 4.6% |
| - Indian | 29155 | 12.3% | 6.2% | 2.1% |
| - Pakistani | 2920 | 1.2% | 5.4% | 1.4% |
| - Bangladeshi | 211 | 0.1% | 1.1% | 0.6% |
| Black/Black British | 10870 | 4.6% | 3.7% | 2.3% |
| - Black Caribbean | 9114 | 3.9% | 3.0% | 1.1% |
| - Black African | 694 | 0.3% | 0.4% | 1.0% |
| Mixed ethnicity | 6471 | 2.7% | 2.1% | 1.3% |
| Chinese & other ethnic group | 1308 | 0.6% | 0.8% | 0.9% |
| ***KS07 - Religion:*** | | | | |
| Christian | 157296 | 66.5% | 66.6% | 71.7% |
| Buddhist | 734 | 0.3% | 0.2% | 0.3% |
| Hindu | 9226 | 3.9% | 1.9% | 1.1% |
| Jewish | 117 | 0.0% | 0.1% | 0.5% |
| Muslim | 4051 | 1.7% | 7.5% | 3.1% |
| Sikh | 17933 | 7.6% | 3.5% | 0.7% |
| Other religion / no religion | 47223 | 20.0% | 20.0% | 22.6% |
| ***KS08 - General Health:*** | | | | |
| All people | 236575 | | | |
| Residents with Limiting Long Term Illness | 50077 | 21.2% | 19.6% | 17.9% |
| Residents with Good Health | 150376 | 63.6% | 65.7% | 68.8% |
| Residents with Fairly Good Health | 58574 | 24.8% | 23.7% | 22.2% |
| Residents with Not Good Health | 27625 | 11.7% | 10.6% | 9.0% |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Wolverhampton *(Page 2 of 3)*

| | Number | % | Force average | England average | |
|---|---|---|---|---|---|
| ***KS09 - Employment Status of persons aged 16-74:*** | | | | | |
| All Residents aged 16-74 | 168585 | | | | |
| (a) Total Economically Active (EA) | 104841 | 62.2% | 62.9% | 66.9% | |
| - Economically active: Employees (part & full time) | 82312 | 78.5% | 79.0% | 78.7% | (of EA) |
| - Economically active: Self Employed | 9148 | 8.7% | 9.1% | 12.4% | (of EA) |
| - Economically active: Unemployed | 8955 | 8.5% | 7.7% | 5.0% | (of EA) |
| - Economically active: Full time students | 4426 | 4.2% | 4.2% | 3.9% | (of EA) |
| (b) Total Economically Inactive (EIA) | 63744 | 37.8% | 37.1% | 33.1% | |
| - Economically Inactive: retired | 24296 | 38.1% | 36.5% | 40.9% | (of EIA) |
| - Economically Inactive: all other inactive | 39448 | 61.9% | 63.5% | 59.1% | (of EIA) |
| Unemployed aged 16 to 24 | 2499 | 27.9% | 26.8% | 25.7% | (of EA unemployed) |
| Unemployed aged 50 and over | 1520 | 17.0% | 17.4% | 18.6% | (of EA unemployed) |
| Unemployed aged 16-74: never employed | 936 | 10.5% | 12.6% | 9.3% | (of EA unemployed) |
| Unemployed aged 16-74: long term unemployed | 3104 | 34.7% | 34.8% | 30.3% | (of EA unemployed) |
| ***KS12: Occupation of persons aged 16-74 in employment:*** | | | | | |
| All Residents aged 16-74 in employment | 94898 | | | | |
| - Managers & Senior Officials | 10766 | 11.3% | 12.3% | 15.3% | |
| - Professional occupations | 8241 | 8.7% | 9.8% | 11.2% | |
| - Associate professional & technical | 10577 | 11.1% | 11.6% | 13.8% | |
| - Administrative and secretarial | 11584 | 12.2% | 13.8% | 13.4% | |
| - Skilled trades | 12520 | 13.2% | 12.7% | 11.6% | |
| - Personal Services | 6276 | 6.6% | 6.7% | 6.9% | |
| - Sales & Customer Service | 7591 | 8.0% | 7.9% | 7.7% | |
| - Process; plant & machine operatives | 13476 | 14.2% | 11.9% | 8.4% | |
| - Elementary occupations | 13870 | 14.6% | 13.3% | 11.8% | |
| ***KS13: Qualifications*** *(see footnotes):* | | | | | |
| All Residents aged 16-74 | 168601 | | | | |
| - Aged 16-74 with no qualifications | 68557 | 40.7% | 37.6% | 28.9% | |
| - Aged 16-74 with Highest Qualification Level 1 | 26827 | 15.9% | 16.1% | 16.6% | |
| - Aged 16-74 with Highest Qualification Level 2 | 27683 | 16.4% | 17.1% | 19.4% | |
| - Aged 16-74 with Highest Qualification Level 3 | 10901 | 6.5% | 7.6% | 8.3% | |
| - Aged 16-74 with Highest Qualification Level 4 | 22980 | 13.6% | 14.8% | 19.9% | |
| Full time students/school children aged 16-17 | 4603 | | | | |
| Full time students/school children aged 18-74 | 7926 | | | | |
| ***KS15: Travel to Work:*** | | | | | |
| Residents aged 16-74 in employment | 94892 | | | | |
| - Work at or from home | 7069 | 7.4% | 7.4% | 9.2% | |
| - Travel on public transport | 14802 | 15.6% | 16.9% | 14.9% | |
| - Car driver or passenger | 59238 | 62.4% | 63.2% | 61.0% | |
| - Motorcycle | 804 | 0.8% | 0.8% | 1.1% | |
| - Other form of transport/walking | 12980 | 13.7% | 11.7% | 13.8% | |
| ***KS16: Housing Stock:*** | | | | | |
| HH spaces (with & without residents) | 101105 | | | | |
| - HH spaces with residents | 97119 | 96.1% | 96.6% | 96.2% | |
| - HH spaces with no residents: vacant | 3860 | 3.8% | 3.3% | 3.2% | |
| - HH spaces with no residents: holiday/second home | 126 | 0.1% | 0.1% | 0.6% | |
| HH spaces - house: detached | 16539 | 16.4% | 14.7% | 22.5% | |
| HH spaces - house: semi-detached | 46335 | 45.8% | 39.0% | 31.6% | |
| HH spaces - house: terraced (incl. end terrace) | 18587 | 18.4% | 27.6% | 25.8% | |
| HH spaces - flat: purpose built flats | 15882 | 15.7% | 15.2% | 14.0% | |
| HH spaces - flat: part of shared / converted including bed-sits | 2658 | 2.6% | 2.4% | 4.6% | |
| HH spaces - flat: flat in commercial building | 950 | 0.9% | 1.0% | 1.2% | |
| HH spaces - other: Caravan / other mobile / temporary structure | 105 | 0.1% | 0.1% | 0.4% | |

# Appendix 1. 2001 Census Profiles

## 2001 Census Profile for Wolverhampton

*(Page 3 of 3)*

| | Number | % | Force average | England average |
|---|---|---|---|---|
| ***KS17: Households with CARS:*** | | | | |
| Total households | 97109 | | | |
| - Households with no car | 34142 | 35.2% | 33.7% | 26.8% |
| - Households with 1 car | 41643 | 42.9% | 42.5% | 43.7% |
| - Households with 2 cars | 17522 | 18.0% | 19.4% | 23.6% |
| - Households with 3 cars | 3031 | 3.1% | 3.4% | 4.5% |
| - Households with 4 or more cars | 772 | 0.8% | 1.0% | 1.4% |
| Total cars in area | 89250 | | | |
| ***KS18: Household Tenure:*** | | | | |
| Total households | 97184 | | | |
| - Owner occupied | 58753 | 60.5% | 64.6% | 68.7% |
| - Rented from Local Authority | 24217 | 24.9% | 19.2% | 13.2% |
| - Rented from Housing Assoc. / RSL | 4123 | 4.2% | 6.2% | 6.1% |
| - Rented from Private Landlord/agency | 6403 | 6.6% | 6.3% | 8.8% |
| - Rented from other source | 3689 | 3.8% | 3.7% | 3.2% |
| ***KS19: Housing & Deprivation:*** | | | | |
| Total Households | 97119 | | | |
| - Overcrowded households | 6563 | 6.8% | 7.4% | 7.1% |
| - Households with no central heating | 12999 | 13.4% | 15.9% | 8.5% |
| - Households without sole use of WC/shower | 495 | 0.5% | 0.4% | 0.5% |
| - Households on 1st floor or above | 11264 | 11.6% | 11.4% | 11.7% |
| ***KS20: Household Composition:*** | | | | |
| Total Households | 97190 | | | |
| Lone pensioner households | 15101 | 15.5% | 14.8% | 14.4% |
| Single person households (non-pensioner) | 15734 | 16.2% | 15.8% | 15.7% |
| One family: all pensioners | 8580 | 8.8% | 8.3% | 8.9% |
| Lone parent households with dependent children | 7531 | 7.7% | 8.1% | 6.4% |
| All student households | 352 | 0.4% | 0.6% | 0.4% |
| Other households: all pensioners | 484 | 0.5% | 0.4% | 0.4% |
| ***KS21: Households & Employment:*** | | | | |
| Total Households | 97119 | | | |
| Households: no adult in employment - with dependent children | 6595 | 6.8% | 7.2% | 4.8% |
| Households: no adult in employment - without dependent children | 33977 | 35.0% | 33.0% | 30.9% |
| Households: with dependent children (all ages) | 29649 | 30.5% | 31.8% | 29.5% |
| Households: with dependent children (aged 0-4) | 11420 | 11.8% | 12.7% | 11.4% |
| Households with one or more persons with LLTI | 38420 | 39.6% | 37.7% | 33.6% |
| ***KS22: Lone Parent Households*** | | | | |
| Lone Parent Households with Dependent children | 7534 | 7.8% | 8.1% | 6.4% |

***Notes:***

**Qualification levels:**

***Level 1***: 1+ 'O' level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ

***Level 2***: 5+ 'O' level passes, 5+ CSEs (grade 1). 5+ GCSEs (grades A-C), School Certificate, 1+'A' levels/ AS levels, NVQ level 2, Intermediate GNVQ

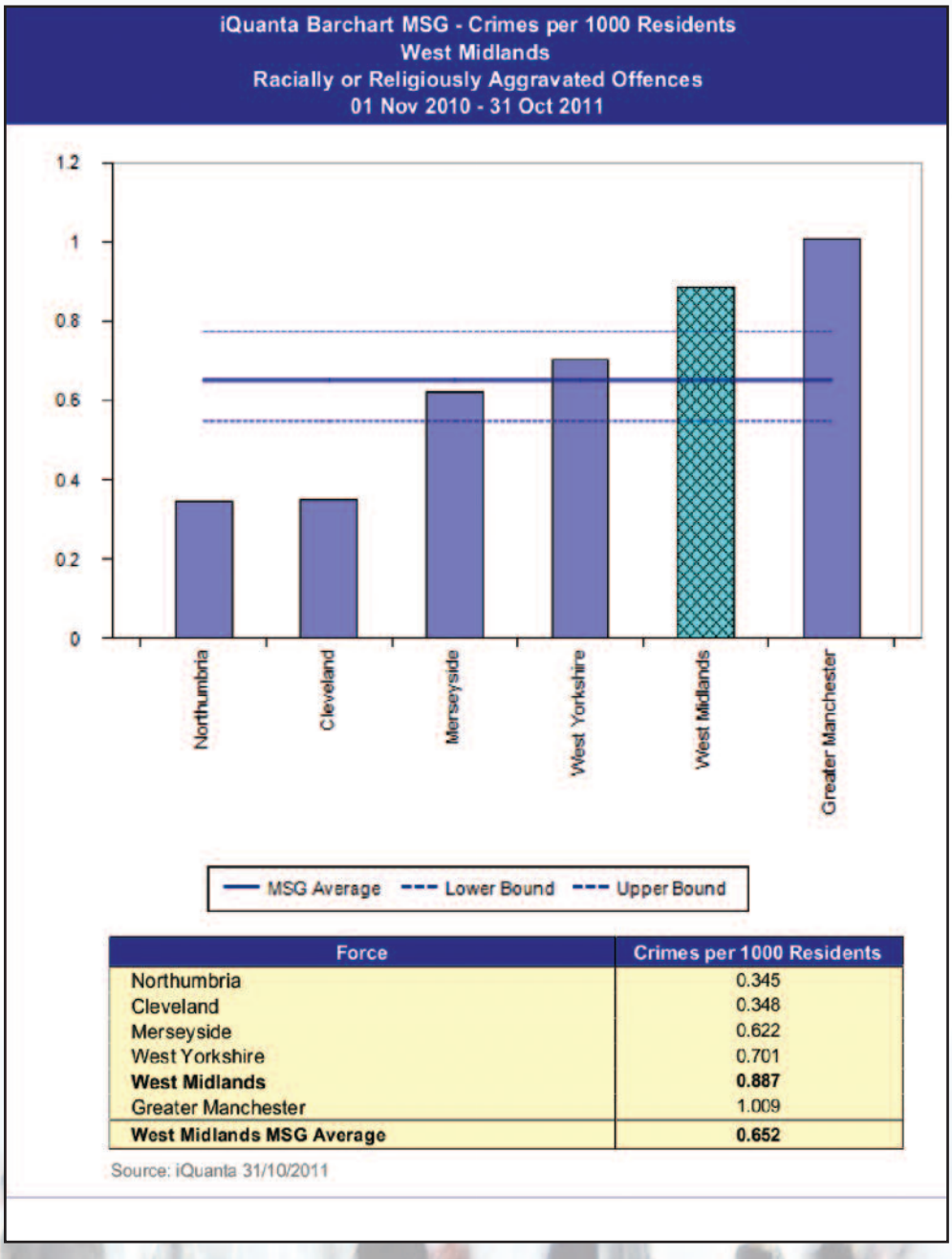
***Level 3***: 2+ 'A' levels, 4+ AS levels, Higher School Certificate, NVQ level 3, Advanced GNVQ

***Level 4/5***: First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor.

***All Data is taken from the Office for National Statistics (ONS) 2001 Census Key Statistics (KS) tables***
***Produced by:***
***Geo-spatial research & intelligence team.***

# Appendix 2. Levels of reporting Racially or Religiously Aggravated Offences

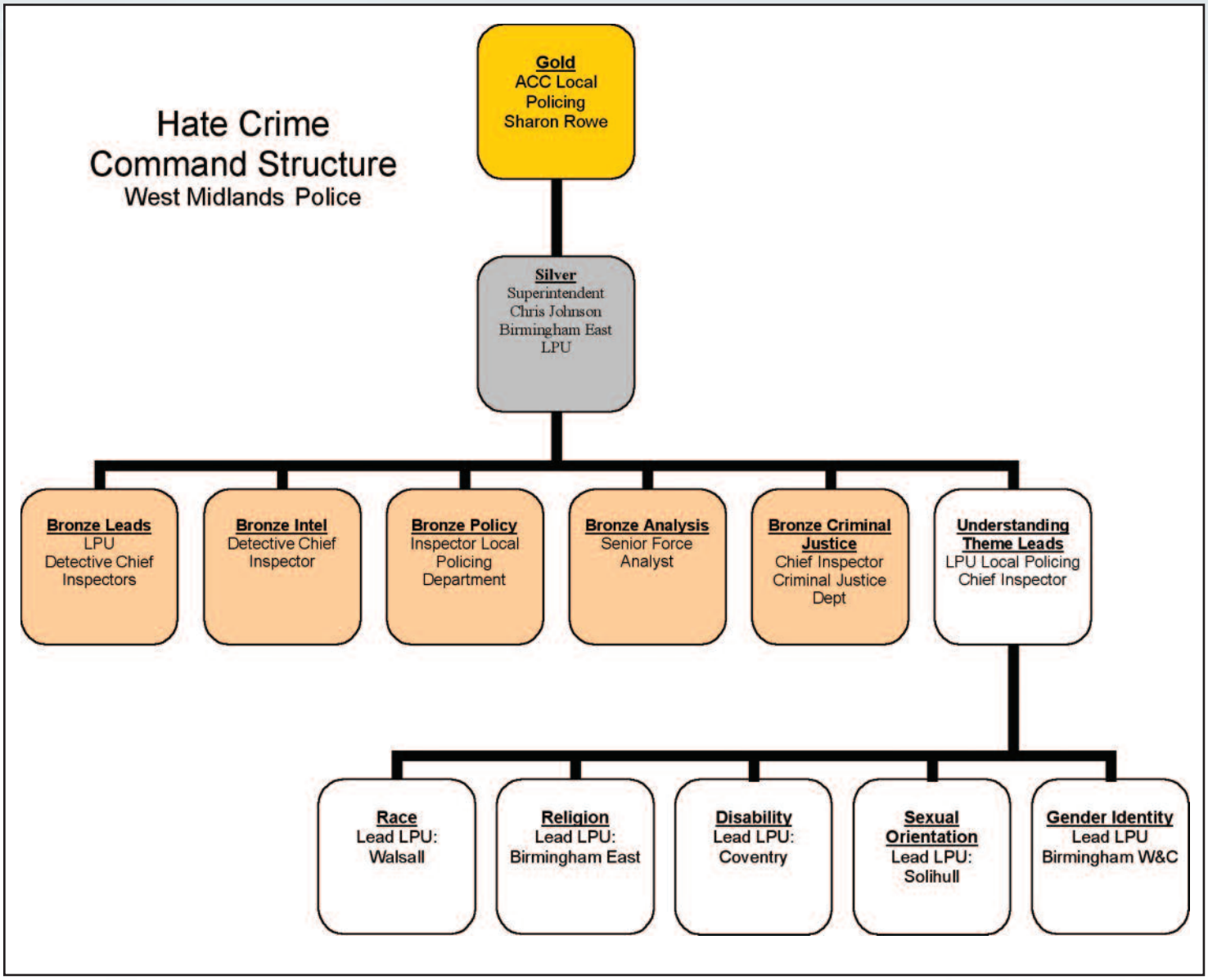
iQuanta Chart
Levels of Reporting Racially or religiously aggravated
Most Similar Force Group
Per 1000 residents



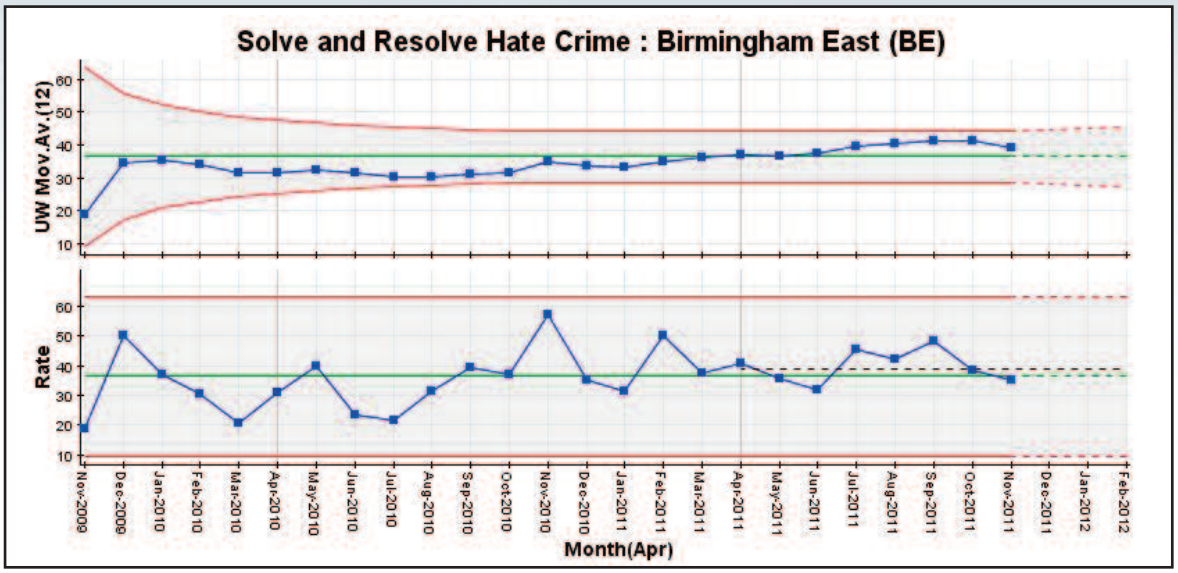

| Force | Crimes per 1000 Residents |
|---|---|
| Northumbria | 0.345 |
| Cleveland | 0.348 |
| Merseyside | 0.622 |
| West Yorkshire | 0.701 |
| **West Midlands** | **0.887** |
| Greater Manchester | 1.009 |
| **West Midlands MSG Average** | **0.652** |

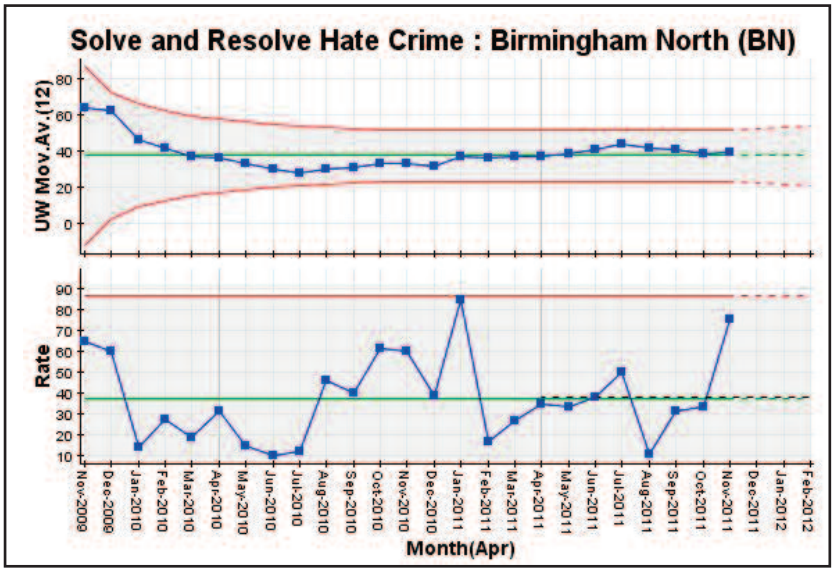
Source: iQuanta 31/10/2011

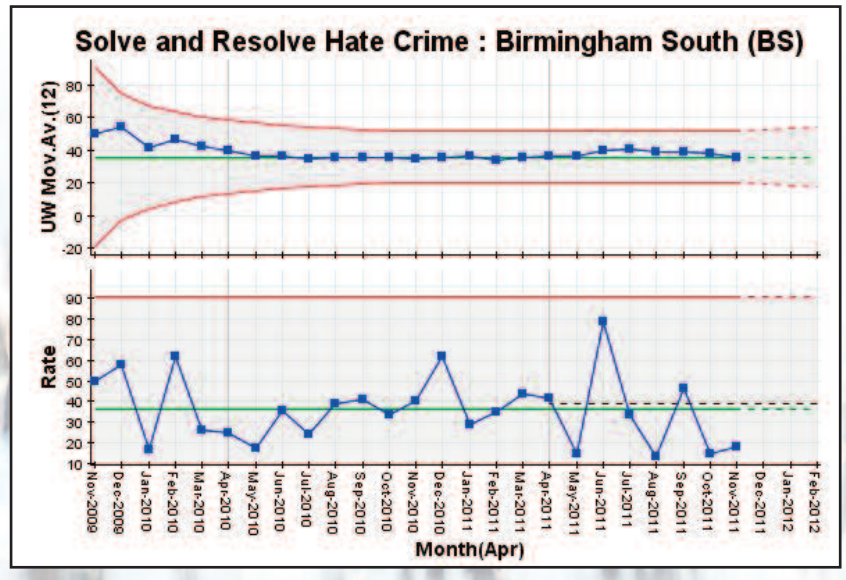
# Appendix 2a


Hate Crime
Command Structure
West Midlands Police
Gold
ACC Local Policing
Sharon Rowe
Silver
Superintendent
Chris Johnson
Birmingham East LPU
Bronze Leads
LPU Detective Chief Inspectors
Bronze Intel
Detective Chief Inspector
Bronze Policy
Inspector Local Policing Department
Bronze Analysis
Senior Force Analyst
Bronze Criminal Justice
Chief Inspector Criminal Justice Dept
Understanding Theme Leads
LPU Local Policing Chief Inspector
Race
Lead LPU: Walsall
Religion
Lead LPU: Birmingham East
Disability
Lead LPU: Coventry
Sexual Orientation
Lead LPU: Solihull
Gender Identity
Lead LPU Birmingham W&C

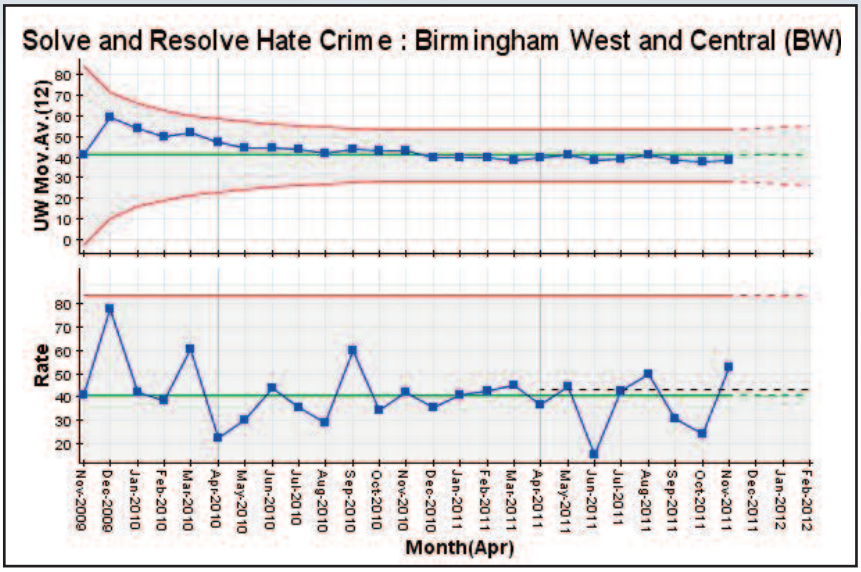
# Appendix 2b

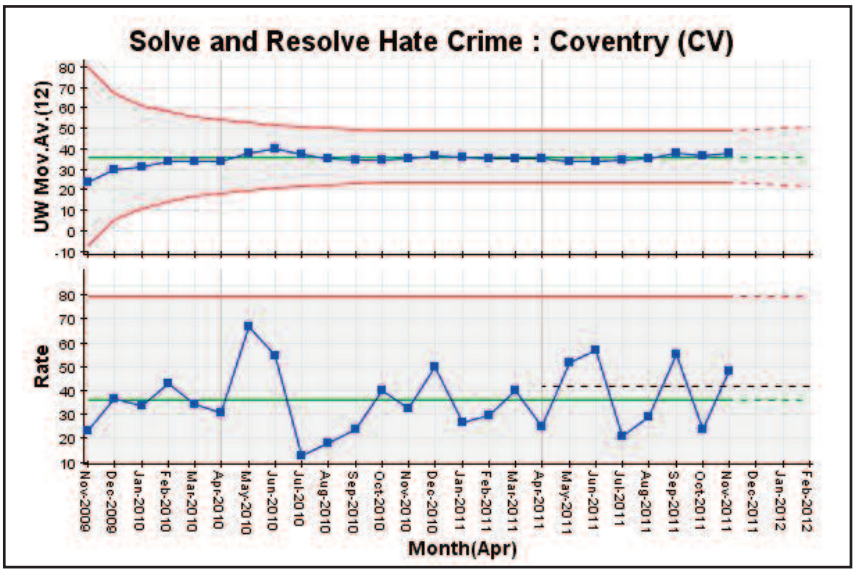

Solve and Resolve Hate Crime : Birmingham East (BE)
UW Mov.Av.(12)
Rate
Month(Apr)

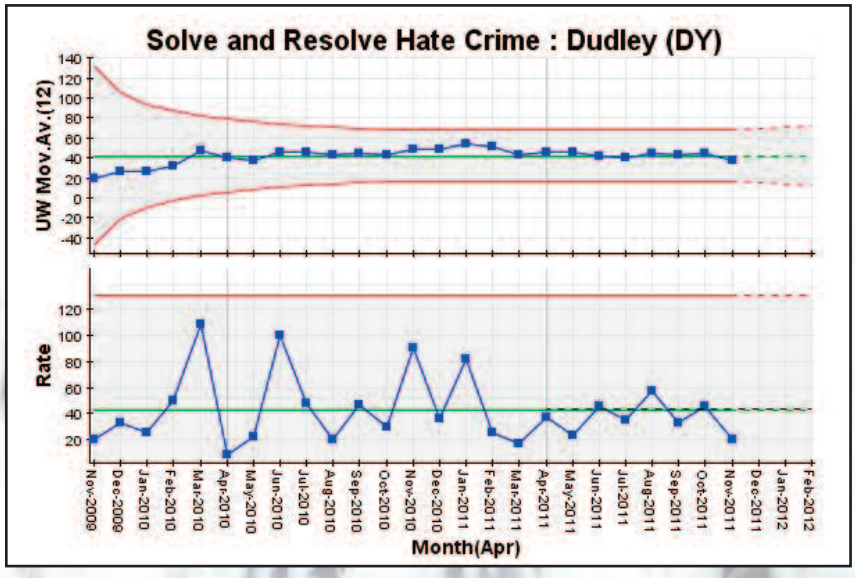

Solve and Resolve Hate Crime : Birmingham North (BN)
UW Mov.Av.(12)
Rate
Month(Apr)


Solve and Resolve Hate Crime : Birmingham South (BS)
UW Mov.Av.(12)
Rate
Month(Apr)

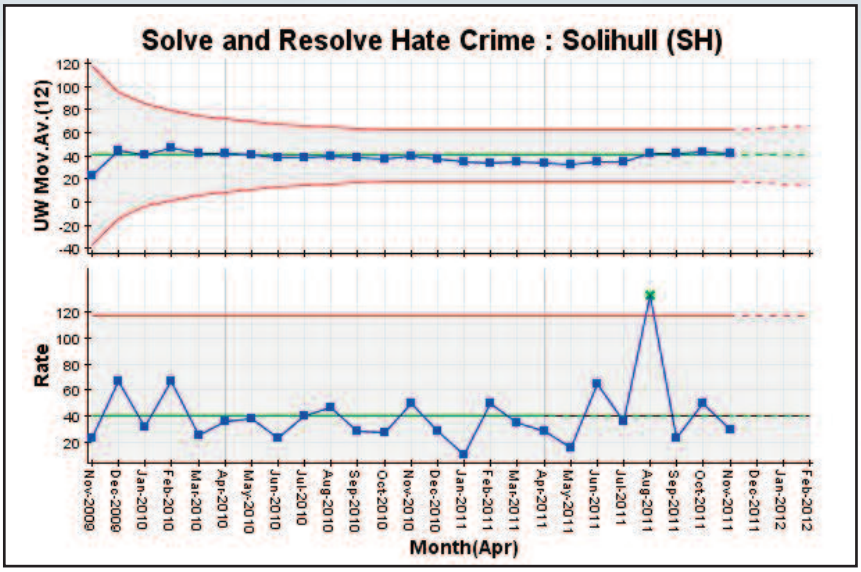
# Appendix 2b

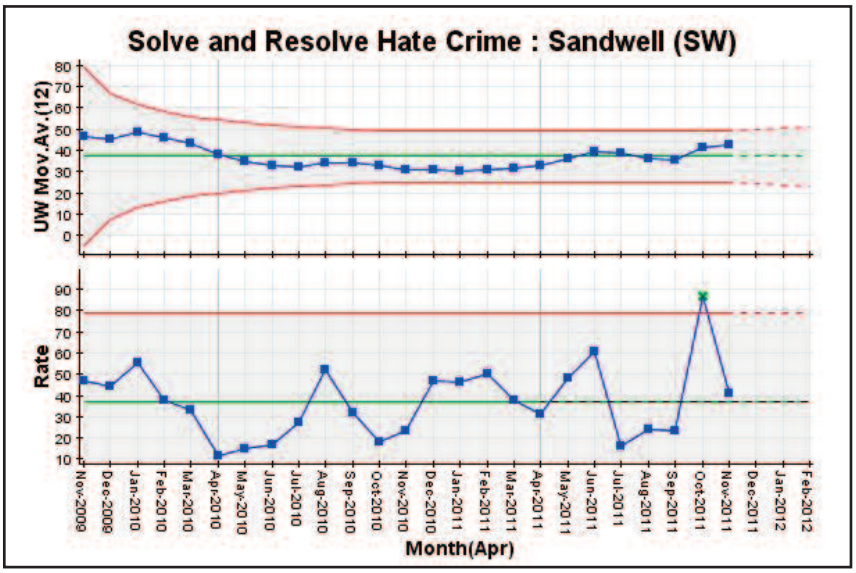

Solve and Resolve Hate Crime : Birmingham West and Central (BW)
UW Mov.Av.(12)
Rate
Month(Apr)

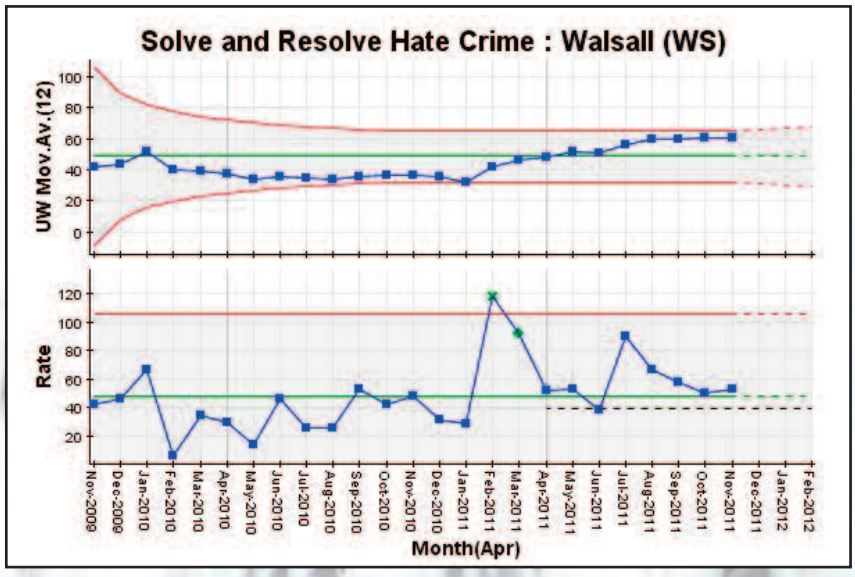

Solve and Resolve Hate Crime : Coventry (CV)
UW Mov.Av.(12)
Rate
Month(Apr)


Solve and Resolve Hate Crime : Dudley (DY)
UW Mov.Av.(12)
Rate
Month(Apr)

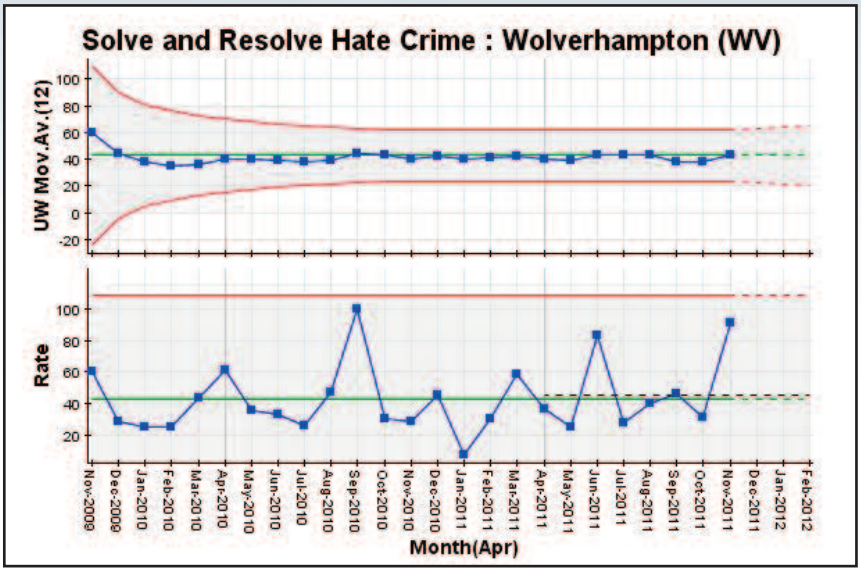
# Appendix 2b

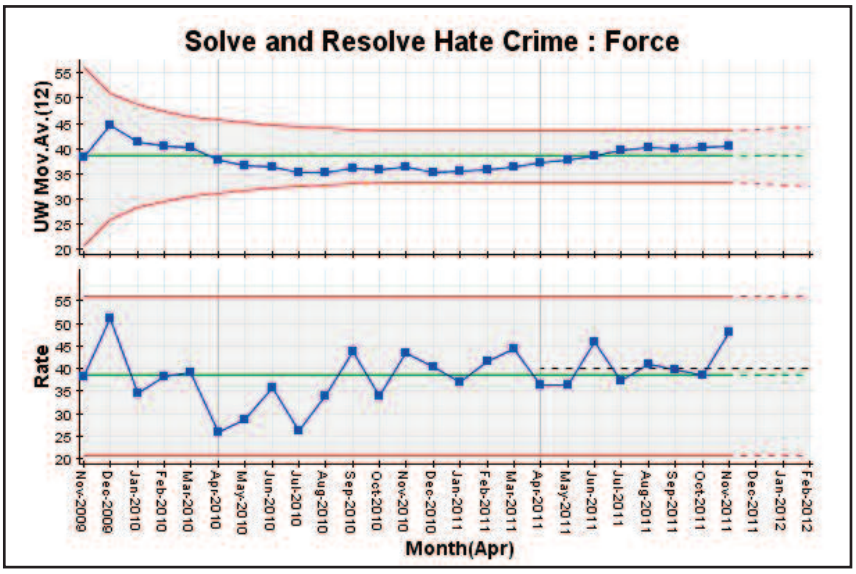

Solve and Resolve Hate Crime : Solihull (SH)
UW Mov.Av.(12)
Rate
Month(Apr)


Solve and Resolve Hate Crime : Sandwell (SW)
UW Mov.Av.(12)
Rate
Month(Apr)


Solve and Resolve Hate Crime : Walsall (WS)
UW Mov.Av.(12)
Rate
Month(Apr)

# Appendix 2b


Solve and Resolve Hate Crime : Wolverhampton (WV)
UW Mov.Av.(12)
Rate
Month(Apr)


Solve and Resolve Hate Crime : Force
UW Mov.Av.(12)
Rate
Month(Apr)

# Appendix 3

## West Midlands Police Employee Diversity Analysis - 1/1/2012

**Contents**

Summary
Diversity Breakdown of Force per Employee Type
Diversity Breakdown by Rank/Grade
Ethnicity & Gender by LPU/Department

Current West Midlands Police headcount is 12,895 compared to 13,014 in September 2011 including special constables. The headcount has decreased by 0.91% since September 2011. Of the 12,895 employees, 8023 (62.22%) are police officers, 3537 (27.43%) are police staff, 731 (5.67%) are PCSOs and 604 (4.05%) are specials.

Current Black Minority Ethnic (BME) population of West Midlands Police has increased by 0.81% to 9.83% compared to 9.75% in September 2011 (this includes special constables). Police officer BME strength is 670 which equates to 8.35%; this has increased by 0.60% from 674 in September 2011. Birmingham West and Central LPU has the largest percentage population of officers from a BME background at 15.21% whilst Birmingham North LPU has the lowest at 5.41%.

The female population of police officers is 30.65%, a increase of 0.49% from 30.50% in December 2011. In contrast to police officer female percentage, police staff female population is 63.08%, a decrease of 0.11% from December 2011. The PCSO female population is 49.66% which remained the same as at September 2011.

With regards to percentage increases in numbers, this has occurred as a result of people leaving the force not through recruitment.

In reference to religion or belief, 65.45% of the workforce have declared their religion or belief which remains the same percentage as December 2011. The sexual orientation response rate (65.44%) in December 2011, was an increase from 65.42% in September 2011.

Marital status is a recent addition to the protected characterics and data has shown that 6,448 (50.00%) of the workforce is married, followed by single status at 4,424 (34.31%).

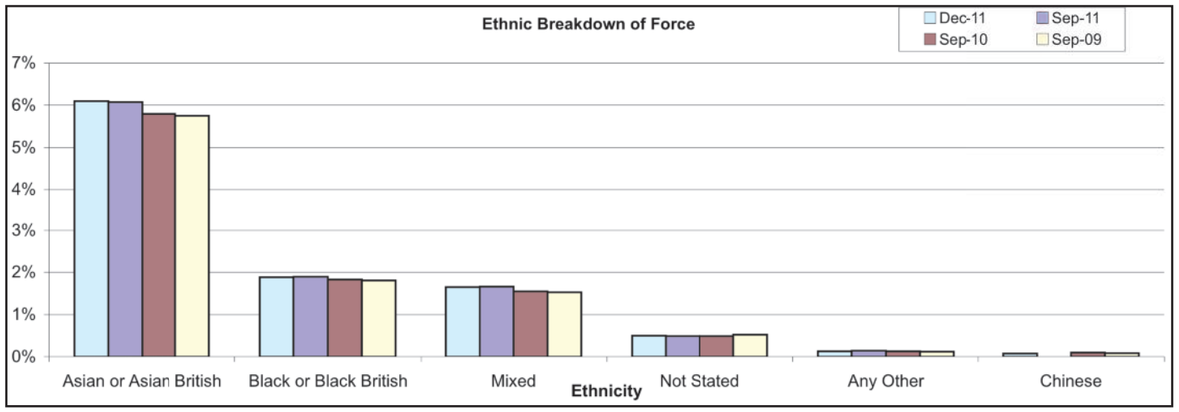
Maternity and paternity is also a recent addition and data has shown that during the last 12 months (January 2011 to December 2011), 193 staff received maternity leave and 284 paternity leave.

Transgender is a more recent addition to the protected nine characterics and therefore the recording upon Oracle HR systems is not extensive.

# Appendix 3 Employee Diversity Analysis January 2012

| Ethnicity | Gender | Emp Type | | | | Grand Total |
|---|---|---|---|---|---|---|
| | | Police Officers | Police Staff | PCSOs | Special Constable | |
| White or White British | Male | 5069 | 1189 | 319 | 338 | **6915** |
| | Female | 2253 | 1934 | 319 | 144 | **4650** |
| Asian or Asian British | Male | 291 | 75 | 31 | 71 | **468** |
| | Female | 97 | 172 | 25 | 24 | **318** |
| Black or Black British | Male | 89 | 22 | 9 | 4 | **124** |
| | Female | 37 | 75 | 4 | 3 | **119** |
| Mixed | Male | 89 | 9 | 6 | 8 | **112** |
| | Female | 57 | 30 | 13 | 1 | **101** |
| Not Stated | Male | 20 | 7 | 3 | 6 | **36** |
| | Female | 11 | 15 | 1 | | **27** |
| Any Other | Male | 4 | 2 | | 3 | **9** |
| | Female | 3 | 3 | 1 | | **7** |
| Chinese | Male | 2 | 2 | | 2 | **6** |
| | Female | 1 | 2 | | | **3** |
| Grand Total | | **8023** | **3537** | **731** | **604** | **12895** |

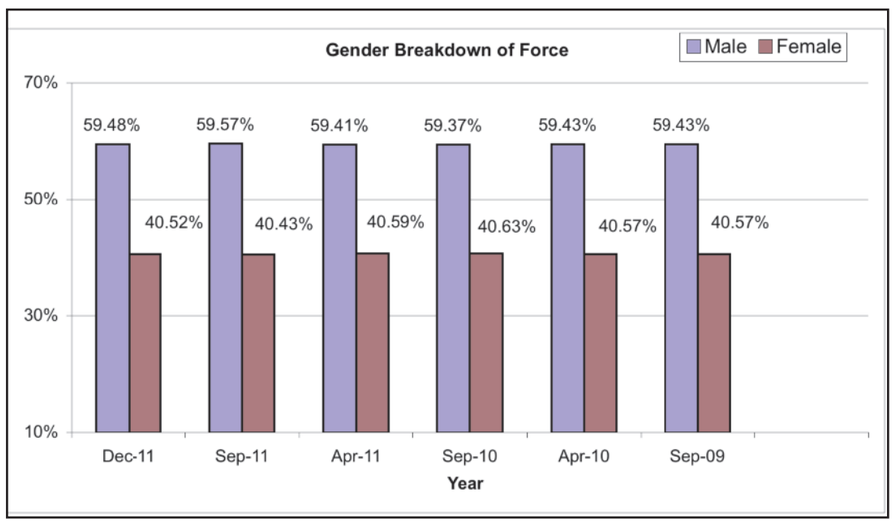
| % Emp Type of Grand Total | Emp Type | | | |
|---|---|---|---|---|
| | Police Officers | Police Staff | PCSOs | Special Constable |
| Dec-11 | **62.22%** | **27.43%** | **5.67%** | **4.68%** |
| Sep-11 | **62.33%** | **27.34%** | **5.71%** | **4.63%** |
| Apr-11 | **61.55%** | **28.22%** | **5.66%** | **4.57%** |
| Sep-10 | **60.22%** | **29.93%** | **5.56%** | **4.29%** |
| Apr-10 | **60.10%** | **30.23%** | **5.54%** | **4.14%** |
| Sep-09 | **59.93%** | **30.48%** | **5.54%** | **4.05%** |

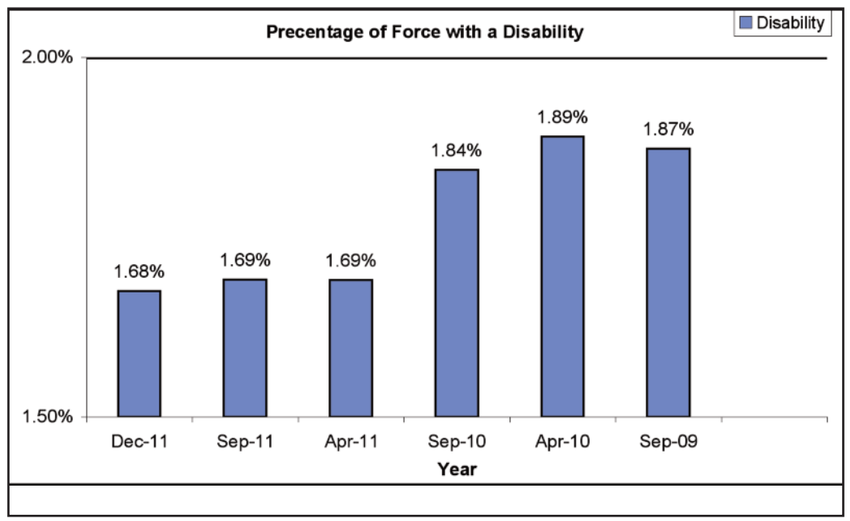



| Ethnicity | Emp Type | | | | Dec-11 | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
|---|---|---|---|---|---|---|---|---|---|---|
| | Police Officers | Police Staff | PCSOs | Special Constable | | | | | | |
| White or White British | 91.26% | 88.30% | 87.28% | 79.80% | **89.69%** | **89.70%** | **89.71%** | **90.15%** | **90.21%** | **90.21%** |
| Asian or Asian British | 4.84% | 6.98% | 7.66% | 15.73% | **6.10%** | **6.07%** | **6.06%** | **5.80%** | **5.75%** | **5.75%** |
| Black or Black British | 1.57% | 2.74% | 1.78% | 1.16% | **1.88%** | **1.90%** | **1.89%** | **1.83%** | **1.81%** | **1.81%** |
| Mixed | 1.82% | 1.10% | 2.60% | 1.49% | **1.65%** | **1.65%** | **1.63%** | **1.55%** | **1.52%** | **1.52%** |
| Not Stated | 0.39% | 0.62% | 0.55% | 0.99% | **0.49%** | **0.48%** | **0.51%** | **0.48%** | **0.51%** | **0.51%** |
| Any Other | 0.09% | 0.14% | 0.14% | 0.50% | **0.12%** | **0.13%** | **0.13%** | **0.12%** | **0.12%** | **0.12%** |
| Chinese | 0.04% | 0.11% | 0.00% | 0.33% | **0.07%** | **0,07%** | **0.07%** | **0.08%** | **0.08%** | **0.08%** |
| Grand Total | **62.22%** | **27.43%** | **5.67%** | **4.68%** | | | | | | |
| | | | | | | | | | | |
| Declared | 7992 | 3515 | 727 | 598 | 12832 | 12951 | 13423 | 14201 | 14428 | 14451 |
| % Declared | **99.61%** | **99.38%** | **99.45%** | **99.01%** | **99.51%** | **99.52%** | **99.49%** | **99.52%** | **99.49%** | **99.48%** |
| Not Declared | 31 | 22 | 4 | 6 | 63 | 63 | 69 | 68 | 74 | 75 |
| % Not Declared | **0.39%** | **0.62%** | **0.55%** | **0.99%** | **0.49%** | **0.48%** | **0.51%** | **0.48%** | **0.51%** | **0.52%** |

# Appendix 3 Employee Diversity Analysis January 2012

| Gender | Emp Type | | | | Dec-11 | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
|---|---|---|---|---|---|---|---|---|---|---|
| | Police Officers | Police Staff | PCSOs | Special Constable | | | | | | |
| Male | 69.35% | 36.92% | 50.34% | 71.52% | **59.48%** | **59.57%** | **59.41%** | **59.37%** | **59.43%** | **59.43%** |
| Female | 30.65% | 63.08% | 49.66% | 28.48% | **40.52%** | **40.43%** | **40.59%** | **40.63%** | **40.57%** | **40.57%** |
| Grand Total | **62.22%** | **27.43%** | **5.67%** | **4.68%** | | | | | | |

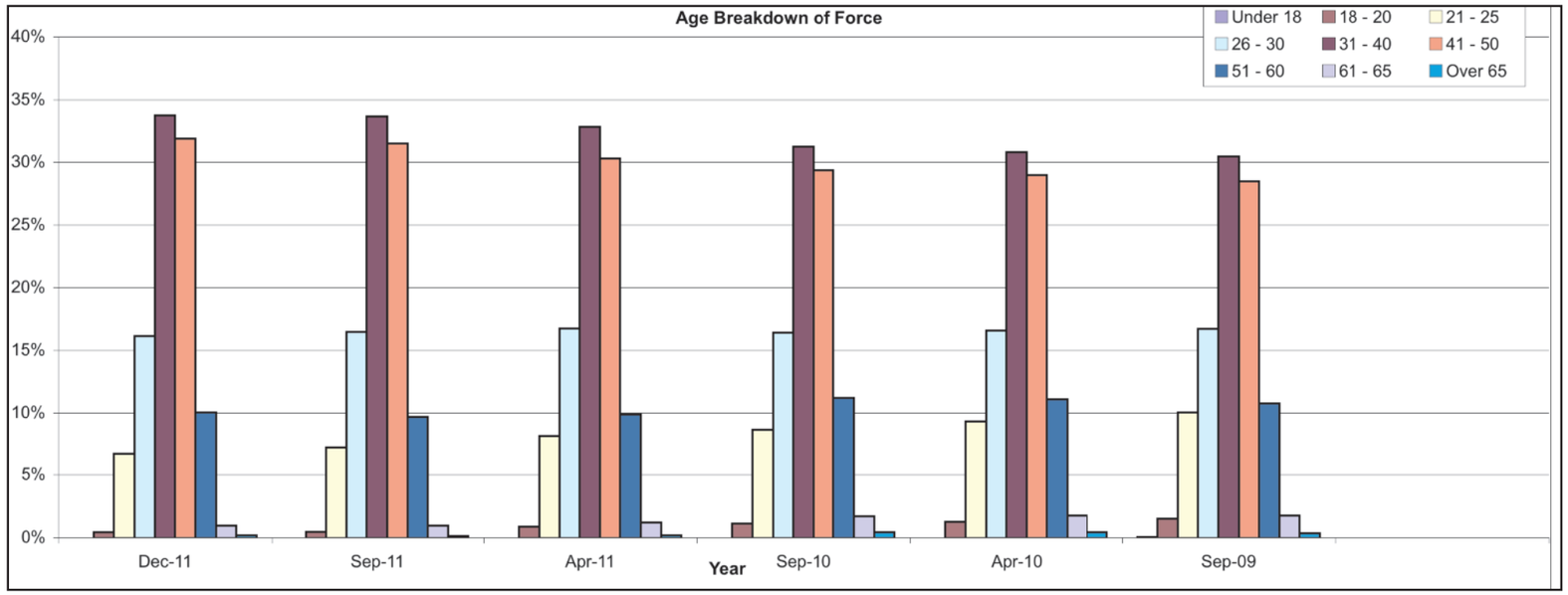



| Disability | | Emp Type | | | | Dec-11 | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Police Officers | Police Staff | PCSOs | Special Constable | | | | | | |
| No | No | 7963 | 3391 | **726** | 599 | 12679 | 12794 | 13264 | 14006 | 14228 | 14409 |
| | % | **99.25%** | **95.87%** | **99.32%** | **99.17%** | **98.32%** | **98.31%** | **98.31%** | **98.16%** | **98.11%** | **98.13%** |
| Yes | No | 60 | 146 | 5 | 5 | 216 | 220 | 228 | 263 | 274 | 275 |
| | % | **0.75%** | **4.13%** | **0.68%** | **0.83%** | **1.68%** | **1.69%** | **1.69%** | **1.84%** | **1.89%** | **1.87%** |
| Grand Total | | **8023** | **3537** | **731** | **604** | **12895** | **13014** | **13492** | **14269** | **14502** | **14684** |

| Age Group | Emp Type | | | | | | | | | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Police Officers | | Police Staff | | PCSOs | | Special Constable | | Dec-11 - Total | | | | | | |
| | No | % | No | % | No | % | No | % | No | % | | | | | |
| Under 18 | | **0.00%** | 1 | **0.03%** | | **0.00%** | | **0.00%** | 1 | **0.01%** | **0.01%** | **0.00%** | **0.01%** | **0.01%** | **0.05%** |
| 18 - 20 | | **0.00%** | 12 | **0.34%** | 3 | **0.41%** | 38 | **6.29%** | 53 | **0.41%** | **0.46%** | **0.85%** | **1.10%** | **1.25%** | **1.48%** |
| 21 - 25 | 306 | **3.81%** | 223 | **6.30%** | 151 | **20.66%** | 178 | **29.47%** | 858 | **6.65%** | **7.15%** | **8.06%** | **8.56%** | **9.21%** | **10.05%** |
| 26 - 30 | 1393 | **17.36%** | 416 | **11.76%** | 157 | **21.48%** | 111 | **18.38%** | 2077 | **16.11%** | **16.43%** | **16.72%** | **16.41%** | **16.56%** | **16.69%** |
| 31 - 40 | 3240 | **40.38%** | 796 | **22.50%** | 186 | **25.44%** | 132 | **21.85%** | 4354 | **33.77%** | **33.66%** | **32.83%** | **31.30%** | **30.82%** | **30.44%** |
| 41 - 50 | 2720 | **33.90%** | 1124 | **31.78%** | 169 | **23.12%** | 102 | **16.89%** | 4115 | **31.91%** | **31.54%** | **30.29%** | **29.34%** | **28.96%** | **28.47%** |
| 51 - 60 | 359 | **4.47%** | 832 | **23.52%** | 63 | **8.62%** | 39 | **6.46%** | 1293 | **10.03%** | **9.68%** | **9.88%** | **11.18%** | **11.07%** | **10.74%** |
| 61 - 65 | 5 | **0.06%** | 117 | **3.31%** | 1 | **0.14%** | 2 | **0.33%** | 125 | **0.97%** | **0.95%** | **1.19%** | **1.70%** | **1.72%** | **1.74%** |
| Over 65 | | **0.00%** | 16 | **0.45%** | 1 | **0.14%** | 2 | **0.33%** | 19 | **0.15%** | **0.12%** | **0.18%** | **0.41%** | **0.40%** | **0.33%** |
| Grand Total | **8023** | | **3537** | | **731** | | **604** | | **12895** | | | | | | |

# Appendix 3 Employee Diversity Analysis January 2012




| Religion or Belief | Emp Type | | | | Dec-11 | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
|---|---|---|---|---|---|---|---|---|---|---|
| | Police Officers | Police Staff | PCSOs | Special Constable | | | | | | |
| Baha'i | 1 | | | | 1 | 1 | 2 | 2 | 2 | 2 |
| Buddhist | 32 | 6 | | 1 | 39 | 40 | 40 | 38 | 41 | 42 |
| Christian | 3132 | 1297 | 195 | 52 | 4676 | 4731 | 4920 | 5369 | 5507 | 5667 |
| Hindu | 28 | 35 | 2 | 5 | 70 | 73 | 77 | 81 | 85 | 85 |
| Jain | 19 | 5 | | | 24 | 24 | 25 | 29 | 30 | 31 |
| Jewish | 10 | | | 2 | 12 | 12 | 13 | 15 | 16 | 21 |
| Muslim | 88 | 32 | 15 | 7 | 142 | 141 | 145 | 148 | 148 | 153 |
| No Religion | 1127 | 397 | 88 | 30 | 1642 | 1647 | 1679 | 1747 | 1776 | 1821 |
| Not Stated | 2286 | 1307 | 375 | 487 | 4455 | 4496 | 4680 | 4812 | 4819 | 4732 |
| Other | 284 | 95 | 16 | 11 | 406 | 408 | 417 | 440 | 453 | 462 |
| Prefer not to say | 878 | 293 | 27 | 5 | 1203 | 1210 | 1255 | 1343 | 1378 | 1413 |
| Rastafarian | 5 | 1 | | | 6 | 7 | 8 | 9 | 10 | 11 |
| Shinto | 3 | | | | 3 | 4 | 4 | 4 | 5 | 5 |
| Sikh | 124 | 69 | 13 | 4 | 210 | 212 | 218 | 221 | 221 | 227 |
| Taoist | 2 | | | | 2 | 3 | 4 | 4 | 4 | 5 |
| Zoroastrian | 4 | | | | 4 | 5 | 5 | 7 | 7 | 7 |
| Grand Total | 8023 | 3537 | 731 | 604 | 12895 | 13014 | 13492 | 14269 | 14502 | 14684 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Declared | 5737 | 2230 | 356 | 117 | 8440 | 8518 | 8812 | 9457 | 9683 | 9952 |
| % Declared | 71.51% | 63.05% | 48.70% | 19.37% | 65.45% | 65.45% | 65.31% | 66.28% | 66.77% | 67.77% |
| Not Declared | 2286 | 1307 | 375 | 487 | 4455 | 4496 | 4680 | 4812 | 4819 | 4732 |
| % Not Declared | 28.49% | 36.95% | 51.30% | 80.63% | 34.55% | 34.55% | 34.69% | 33.72% | 33.23% | 32.23% |

| Sexual Orientation | Emp Type | | | | Dec-11 | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
|---|---|---|---|---|---|---|---|---|---|---|
| | Police Officers | Police Staff | PCSOs | Special Constable | | | | | | |
| Bi-sexual | 35 | 9 | 1 | 2 | 47 | 47 | 46 | 47 | 49 | 52 |
| Gay / Lesbian | 121 | 30 | 14 | 7 | 172 | 171 | 177 | 187 | 189 | 190 |
| Heterosexual | 4552 | 1755 | 293 | 92 | 6692 | 6755 | 6983 | 7492 | 7652 | 7848 |
| Not Stated | 2282 | 1318 | 373 | 484 | 4457 | 4500 | 4684 | 4817 | 4829 | 4746 |
| Prefer not to say | 1033 | 425 | 50 | 19 | 1527 | 1541 | 1602 | 1726 | 1783 | 1848 |
| Grand Total | 8023 | 3537 | 731 | 604 | 12895 | 13014 | 13492 | 14269 | 14502 | 14684 |

# Appendix 3 Employee Diversity Analysis January 2012

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Declared** | 4708 | 1794 | 308 | 101 | 8438 | 8514 | 8808 | 9452 | 7890 | 8090 |
| **% Declared** | **58.68%** | **50.72%** | **42.13%** | **16.72%** | **65.44%** | **65.42%** | **65.28%** | **66.24%** | **54.41%** | **55.09%** |
| **Not Declared** | 3315 | 1743 | 423 | 503 | 4457 | 4500 | 4684 | 4817 | 4829 | 4746 |
| **% Not Declared** | **41.32%** | **49.28%** | **57.87%** | **83.28%** | **34.56%** | **34.58%** | **34.72%** | **33.76%** | **33.30%** | **32.32%** |

| Marital Status | Police Officers | Police Staff | PCSOs | Special Constable | Total Dec-11 | Sep-11 |
|---|---|---|---|---|---|---|
| **Civil Partner** | 13 | 3 | | | **16** | **17** |
| **Civil Partnership** | 29 | 6 | 2 | 1 | **38** | **38** |
| **Co-habitee** | 347 | 81 | 42 | 22 | **492** | **499** |
| **Dissolved Civil Partnership** | 2 | | | | **2** | **1** |
| **Divorced** | 372 | 210 | 21 | 14 | **617** | **619** |
| **Domestic Partner** | 58 | 15 | 3 | 2 | **78** | **80** |
| **Legally Separated** | 5 | 1 | 1 | | **7** | **7** |
| **Living Together** | 256 | 104 | 22 | 17 | **399** | **396** |
| **Married** | 4122 | 1935 | 241 | 150 | **6448** | **6496** |
| **Separated** | 243 | 74 | 15 | 4 | **336** | **15** |
| **Single** | 2568 | 1080 | 383 | 393 | **4424** | **344** |
| **Widowed** | 8 | 27 | 1 | 1 | **37** | **4464** |
| **Not stated** | | **1** | | | **1** | **38** |
| **Grand Total** | **8023** | **3537** | **731** | **604** | **12895** | **13014** |

| LPU/Dept | Maternity Leave: Police Officers | Maternity Leave: Police Staff | Maternity Leave: PCSOs | Total during 2011 |
|---|---|---|---|---|
| **Birmingham East LPU** | 10 | 3 | | **13** |
| **Birmingham North LPU** | 7 | 1 | | **8** |
| **Birmingham South LPU** | 7 | 1 | | **8** |
| **Birmingham West and Central LPU** | 11 | | 2 | **13** |
| **Coventry LPU** | 12 | 4 | 3 | **19** |
| **Dudley LPU** | 7 | 2 | 1 | **10** |
| **Sandwell LPU** | 5 | 4 | 2 | **11** |
| **Solihull LPU** | 6 | 1 | | **7** |
| **Walsall LPU** | 5 | | | **5** |
| **Wolverhampton LPU** | 6 | 2 | 1 | **9** |
| **Business Management** | | 3 | | **3** |
| **Command Team** | 1 | | | **1** |
| **Community Justice and Custody** | | 9 | | **9** |
| **Counter Terrorism Unit** | 3 | 3 | | **6** |
| **DCC Task Force** | 1 | | | **1** |
| **Finance and Procurement** | | 1 | | **1** |
| **Force CID** | 11 | 11 | | **22** |
| **Human Resources** | | 2 | | **2** |
| **Information Services** | | 3 | | **3** |
| **Intelligence** | | 8 | | **8** |
| **Learning and Development** | 1 | 6 | | **7** |
| **Local Policing** | | 7 | | **7** |
| **Operations** | 3 | 1 | | **4** |
| **Organisation and Service Development** | | 1 | | **1** |
| **Police Authority** | | 1 | | **1** |
| **Professional Standards** | 1 | | | **1** |
| **Property Services** | | 1 | | **1** |
| **Public Protection** | 12 | | | **12** |
| **Grand Total** | **109** | **75** | **9** | **193** |

Maternity and Paternity leave taken during 2011 (January to December).

| LPU/DEPT | Paternity Leave: POL | Paternity Leave: STAFF | Total during 2011 |
|---|---|---|---|
| Birmingham East LPU | 19 | 2 | **21** |
| Birmingham North LPU | 24 | 1 | **25** |
| Birmingham South LPU | 8 | | **8** |
| Birmingham West and Central LPU | 31 | 1 | **32** |
| Coventry LPU | 24 | 2 | **26** |
| Dudley LPU | 14 | 4 | **18** |
| Sandwell LPU | 21 | 3 | **24** |
| Solihull LPU | 8 | 1 | **9** |
| Walsall LPU | 16 | 2 | **18** |
| Wolverhampton LPU | 11 | | **11** |
| Business Management | | 1 | **1** |
| Community Justice and Custody | 2 | 3 | **5** |
| Counter Terrorism Unit | 10 | 1 | **11** |
| DCC Task Force | 1 | | **1** |
| Fleet Services | | 1 | **1** |
| Force CID | 19 | 6 | **25** |
| Information Services | | 3 | **3** |
| Intelligence | 7 | 3 | **10** |
| Learning and Development | 1 | | **1** |
| Local Policing | 1 | 2 | **3** |
| Motorway Policing | 1 | 1 | **2** |
| Operations | 19 | | **19** |
| Professional Standards | 1 | | **1** |
| Property Services | | 1 | **1** |
| Public Protection | 6 | 1 | **7** |
| Seconded | 1 | | **1** |
| **Grand Total** | **245** | **39** | **284** |

# Appendix 3 Employee Diversity Analysis January 2012

## Police Officers

| Rank | White or White British | | | | Asian or Asian British | | | | Black or Black British | | | | Mixed | | | | Not Stated | | | | Any Other | | | | Chinese | | | | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | |
| Senior Officers | 51 | 80.00% | 12 | 20.00% | 3 | 0.00% | | 0.00% | 2 | 0.00% | | 0.00% | 1 | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 69 |
| Ch Insp | 52 | 81.48% | 13 | 14.81% | 2 | 3.70% | 1 | 0.00% | 1 | 0.00% | | 0.00% | 2 | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 71 |
| Insp | 222 | 70.00% | 67 | 17.50% | 14 | 5.00% | 2 | 0.00% | 4 | 5.00% | 2 | 0.00% | 2 | 2.50% | | 0.00% | | 0.00% | 1 | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 314 |
| Sgt | 777 | 74.65% | 240 | 16.90% | 37 | 2.82% | 6 | 1.41% | 20 | 1.41% | 3 | 0.00% | 10 | 2.82% | 8 | 0.00% | 1 | 0.00% | 1 | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 1103 |
| Con | 3967 | 72.40% | 1921 | 18.83% | 235 | 4.55% | 88 | 0.65% | 62 | 1.62% | 32 | 0.97% | 74 | 0.65% | 49 | 0.00% | 19 | 0.00% | 9 | 0.32% | 4 | 0.00% | 3 | 0.00% | 2 | 0.00% | 1 | 0.00% | 6466 |
| **Grand Total** | **5069** | **63.18%** | **2253** | **28.08%** | **291** | **3.63%** | **97** | **1.21%** | **89** | **1.11%** | **37** | **0.46%** | **89** | **1.11%** | **57** | **0.71%** | **20** | **0.25%** | **11** | **0.14%** | **4** | **0.05%** | **3** | **0.04%** | **2** | **0.02%** | **1** | **0.01%** | **8023** |

| Rank | Gender | | | | Total | % of Females | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | | | | | | |
| | No | % | No | % | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Senior Officers | 57 | 82.61% | 12 | 17.39% | **69** | 17.65% | 15.00% | 11.84% | 15.00% | 12.94% |
| Ch Insp | 57 | 18.10% | 258 | 81.90% | **315** | 19.44% | 18.31% | 21.69% | 20.24% | 26.56% |
| Insp | 242 | 10.32% | 2103 | 89.68% | **2345** | 22.12% | 20.78% | 18.24% | 17.90% | 17.65% |
| Sgt | 845 | 25.58% | 2459 | 74.42% | **3304** | 23.26% | 23.29% | 22.55% | 22.09% | 21.60% |
| Con | 4363 | 100.00% | 0 | 0.00% | **4363** | 32.41% | 32.28% | 31.65% | 31.34% | 31.25% |
| **Grand Total** | **5564** | **69.35%** | **2459** | **30.65%** | **8023** | **30.50%** | **30.32%** | **30.32%** | **29.32%** | **29.14%** |

| Rank | Ethnicity | | | | | | | | | | | | | | Dec-11 | | | % BME | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White or White British | | Asian or Asian British | | Black or Black British | | Mixed | | Not Stated | | Any Other | | Chinese | | Total | Total BME | % BME | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | | | | | | | |
| Senior Officers | 63 | 91.30% | 3 | 4.35% | 2 | 2.90% | 1 | 1.45% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 69 | **6** | **8.70%** | 16.99% | 0.00% | 0.00% | 0.00% | 0.00% |
| Ch Insp | 65 | 91.55% | 3 | 4.23% | 1 | 1.41% | 2 | 2.82% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 71 | **6** | **8.45%** | 8.22% | 8.39% | 8.34% | 8.24% | 7.70% |
| Insp | 289 | 92.04% | 16 | 5.10% | 6 | 1.91% | 2 | 0.64% | 1 | 0.32% | 0 | 0.00% | 0 | 0.00% | 314 | **24** | **7.64%** | 7.76% | 8.43% | 8.41% | 7.37% | 7.65% |
| Sgt | 1017 | 92.20% | 43 | 3.90% | 23 | 2.09% | 18 | 1.63% | 2 | 0.18% | 0 | 0.00% | 0 | 0.00% | 1103 | **84** | **7.62%** | 7.57% | 7.29% | 7.25% | 6.87% | 6.66% |
| Con | 5888 | 91.06% | 323 | 5.00% | 94 | 1.45% | 123 | 1.90% | 28 | 0.43% | 7 | 0.11% | 3 | 0.05% | 6466 | **550** | **8.51%** | 8.45% | 8.42% | 8.41% | 8.23% | 8.11% |
| **Grand Total** | **7322** | **91.26%** | **388** | **4.84%** | **126** | **1.57%** | **146** | **1.82%** | **31** | **0.39%** | **7** | **0.09%** | **3** | **0.04%** | 8023 | **670** | **8.35%** | **8.31%** | **8.27%** | **8.25%** | **8.01%** | **7.89%** |

| Rank | Disability | | | | Dec-11 Total | Yes % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | | No | | | | | | | |
| | No | % | No | % | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Senior Officers | 1 | 1.45% | 68 | 98.55% | **69** | 2.63% | 0.00% | 0.00% | 0.00% | 0.00% |
| Ch Insp | | 0.00% | 71 | 100.00% | **71** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Insp | 2 | 0.64% | 312 | 99.36% | **314** | 0.93% | 0.97% | 1.18% | 1.14% | 1.28% |
| Sgt | 13 | 1.18% | 1090 | 98.82% | **1103** | 1.16% | 1.02% | 0.99% | 1.04% | 0.84% |
| Con | 44 | 0.68% | 6422 | 99.32% | **6466** | 0.70% | 0.75% | 0.78% | 0.77% | 0.69% |
| **Grand Total** | **60** | **0.75%** | **7963** | **99.25%** | 8023 | **0.78%** | **0.80%** | **0.84%** | **0.83%** | **0.75%** |

| Rank | Age Banding | | | | | | | | | | Dec-11 | | 30+ % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 18 - 20 | | 21 - 25 | | 26 - 30 | | 31 - 40 | | 41 - 50 | | | | | | | | |
| | No | % | No | % | No | % | No | % | No | % | Total | 30+ % | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Senior Officers | | 0.00% | | 0.00% | | 0.00% | 15 | 21.74% | 47 | 68.12% | 69 | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |
| Ch Insp | | 0.00% | | 0.00% | | 0.00% | 19 | 26.76% | 51 | 71.83% | 71 | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |
| Insp | | 0.00% | | 0.00% | | 0.00% | 73 | 23.25% | 223 | 71.02% | 314 | 100.00% | 100.00% | 100.00% | 100.00% | 99.43% | 99.49% |
| Sgt | | 0.00% | | 0.00% | 27 | 2.45% | 430 | 38.98% | 572 | 51.86% | 1103 | 97.55% | 97.06% | 96.16% | 95.31% | 95.83% | 94.43% |
| Con | | 0.00% | 306 | 4.73% | 1366 | 21.13% | 2703 | 41.80% | 1827 | 28.26% | 6466 | 74.14% | 72.86% | 70.43% | 68.85% | 67.40% | 65.85% |
| **Grand Total** | **0** | **0.00%** | **306** | **5.55%** | **1393** | **17.36%** | **3240** | **40.38%** | **2720** | 33.90% | **8023** | **78.82%** | **77.71%** | **75.66%** | **74.37%** | **73.05%** | **71.77%** |

# Appendix 3 Employee Diversity Analysis January 2012

| Grade | White or White British | | | | Asian or Asian British | | | | Black or Black British | | | | Mixed | | | | Not Stated | | | | Any Other | | | | Chinese | | | | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | |
| Management | 82 | | 65 | | 3 | | 4 | | | | 1 | | | | 1 | | | | | | | | | | | | | | 156 |
| Band-D | 302 | 50.46% | 262 | 41.54% | 16 | 2.46% | 10 | 1.38% | 7 | 1.08% | 9 | 1.69% | 3 | 0.31% | 3 | 0.46% | 1 | 0.15% | 3 | 0.46% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 616 |
| Band-C | 386 | 35.88% | 556 | 52.89% | 26 | 2.28% | 53 | 4.30% | 2 | 0.26% | 28 | 2.37% | 2 | 0.18% | 11 | 1.05% | 3 | 0.26% | 1 | 0.26% | 1 | 0.09% | 2 | 0.18% | | 0.00% | | 0.00% | 1071 |
| Band-B | 130 | 22.72% | 356 | 57.31% | 15 | 2.93% | 54 | 10.50% | 5 | 0.86% | 18 | 2.93% | 3 | 0.52% | 4 | 0.69% | 1 | 0.00% | 7 | 1.03% | 1 | 0.17% | | 0.17% | | 0.00% | 1 | 0.17% | 595 |
| Band-A | 61 | 27.62% | 124 | 59.00% | 1 | 0.84% | 15 | 7.11% | 4 | 1.67% | 2 | 0.84% | | 0.00% | 1 | 0.42% | 2 | 0.84% | 2 | 0.84% | | 0.00% | | 0.00% | 1 | 0.42% | 1 | 0.42% | 214 |
| Local Agreement | 199 | 26.13% | 471 | 64.81% | 12 | 1.86% | 25 | 3.14% | 3 | 0.35% | 12 | 1.97% | 1 | 0.12% | 8 | 1.05% | | 0.12% | 2 | 0.35% | | 0.00% | 1 | 0.00% | 1 | 0.12% | | 0.00% | 735 |
| To Be Confirmed | 29 | 22.58% | 100 | 65.59% | 2 | 1.08% | 11 | 6.45% | 1 | 0.54% | 5 | 2.69% | | 0.00% | 2 | 1.08% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 150 |
| Grand Total | 1189 | 33.67% | 1934 | 54.89% | 75 | 2.15% | 172 | 4.67% | 22 | 0.60% | 75 | 2.10% | 9 | 0.21% | 30 | 0.84% | 7 | 0.18% | 15 | 0.45% | 2 | 0.05% | 3 | 0.08% | 2 | 0.05% | 2 | 0.05% | 3537 |

| Grade | Gender | | | | | % of Females | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Total | | | | | |
| | No | % | No | % | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Management | 85 | 55.56% | 71 | 46.41% | 153 | 46.41% | 45.45% | 43.13% | 42.77% | 32.85% |
| Band-D | 329 | 53.41% | 287 | 46.59% | 616 | 45.54% | 45.54% | 43.92% | 45.77% | 45.77% |
| Band-C | 420 | 39.22% | 651 | 60.78% | 1071 | 61.05% | 61.05% | 57.52% | 60.61% | 60.61% |
| Band-B | 155 | 26.05% | 440 | 73.95% | 595 | 72.81% | 72.81% | 65.79% | 71.90% | 71.90% |
| Band-A | 69 | 32.24% | 145 | 67.76% | 214 | 68.62% | 68.62% | 61.19% | 67.50% | 67.50% |
| Local Agreement | 216 | 29.39% | 519 | 70.61% | 735 | 71.31% | 71.31% | 35.48% | 35.48% | 73.76% |
| To Be Confirmed | 32 | 21.33% | 118 | 78.67% | 150 | 75.81% | 75.81% | 92.43% | 92.43% | 70.48% |
| Grand Total | 1306 | 36.92% | 2231 | 63.08% | 3537 | 63.08% | 63.08% | 63.08% | 62.80% | 62.80% |

| Grade | Ethnicity | | | | | | | | | | | | | | Total | Total BME | % BME | % BME | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White or White British | | Asian or Asian British | | Black or Black British | | Mixed | | Not Stated | | Any Other | | Chinese | | | | | | | | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Management | 147 | | 7 | | 1 | | 1 | | 0 | | 0 | | 0 | | 156 | 9 | 5.77% | 5.88% | 5.33% | 5.49% | 4.97% | 4.32% |
| Band-D | 564 | 91.56% | 26 | 4.22% | 16 | 2.60% | 6 | 0.97% | 4 | 0.65% | 0 | 0.00% | 0 | 0.00% | 616 | 48 | 7.79% | 7.93% | 7.23% | 7.37% | 7.16% | 7.34% |
| Band-C | 942 | 87.96% | 79 | 7.38% | 30 | 2.80% | 13 | 1.21% | 4 | 0.37% | 3 | 0.28% | 0 | 0.00% | 1071 | 125 | 11.67% | 11.29% | 10.72% | 10.69% | 9.80% | 9.82% |
| Band-B | 486 | 81.68% | 69 | 11.60% | 23 | 3.87% | 7 | 1.18% | 8 | 1.34% | 1 | 0.17% | 1 | 0.17% | 595 | 101 | 16.97% | 17.83% | 18.22% | 18.90% | 15.69% | 15.52% |
| Band-A | 185 | 86.45% | 16 | 7.48% | 6 | 2.80% | 1 | 0.47% | 4 | 1.87% | 0 | 0.00% | 2 | 0.93% | 214 | 25 | 11.68% | 11.30% | 11.51% | 11.66% | 9.97% | 9.22% |
| Local Agreement | 670 | 91.16% | 37 | 5.03% | 15 | 2.04% | 9 | 1.22% | 2 | 0.27% | 1 | 0.14% | 1 | 0.14% | 735 | 63 | 8.57% | 8.73% | 8.78% | 8.58% | 8.05% | 8.13% |
| To Be Confirmed | 129 | 86.00% | 13 | 8.67% | 6 | 4.00% | 2 | 1.33% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 150 | 21 | 14.00% | 13.82% | 9.60% | 11.76% | 10.83% | 10.52% |
| Grand Total | 3123 | 88.30% | 247 | 6.98% | 97 | 2.74% | 39 | 1.10% | 22 | 0.62% | 5 | 0.14% | 4 | 0.11% | 3537 | 392 | 11.08% | 11.15% | 10.56% | 10.81% | 9.97% | 9.98% |

| Grade | Disability | | | | | Yes % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | | No | | Total | | | | | |
| | No | % | No | % | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Management | 2 | 1.28% | 154 | 98.72% | 156 | 1.31% | 1.33% | 1.83% | 1.86% | 1.44% |
| Band-D | 13 | 2.11% | 603 | 97.89% | 616 | 2.11% | 2.15% | 2.04% | 2.44% | 2.31% |
| Band-C | 27 | 2.52% | 1044 | 97.48% | 1071 | 2.48% | 2.28% | 2.73% | 2.68% | 2.67% |
| Band-B | 53 | 8.91% | 542 | 91.09% | 595 | 9.18% | 8.95% | 8.41% | 8.68% | 8.78% |
| Band-A | 10 | 4.67% | 204 | 95.33% | 214 | 4.80% | 4.60% | 5.43% | 5.31% | 5.97% |
| Local Agreement | 32 | 4.35% | 703 | 95.65% | 735 | 4.37% | 4.18% | 4.57% | 4.47% | 4.33% |
| To Be Confirmed | 9 | 6.00% | 141 | 94.00% | 150 | 5.96% | 5.91% | 5.79% | 5.94% | 6.25% |
| Grand Total | 146 | 4.13% | 3391 | 95.87% | 3537 | 4.16% | 3.99% | 4.28% | 4.40% | 4.49% |

| Rank | Age Banding | | | | | | | | | | | | | | | | | | Total | 30+ % | 30+ % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Under 18 | | 18 - 20 | | 21 - 25 | | 26 - 30 | | 31 - 40 | | 41 - 50 | | 51 - 60 | | 61 - 65 | | Over 65 | | | | | | | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Management | | 0.00% | | 0.00% | | 0.00% | 4 | 2.56% | 46 | 29.49% | 55 | 35.26% | 44 | 28.21% | 6 | 3.85% | 1 | 0.64% | 156 | 97.44% | 97.39% | 96.75% | 96.91% | 97.48% | 97.08% |
| Band-D | | 0.00% | | 0.00% | 8 | 1.30% | 93 | 15.10% | 182 | 27.38% | 170 | 27.60% | 147 | 23.86% | 15 | 2.44% | 1 | 0.16% | 616 | 83.60% | 82.77% | 82.77% | 82.82% | 82.21% | 79.68% |
| Band-C | | 0.00% | 4 | 0.37% | 85 | 7.94% | 154 | 14.38% | 266 | 24.74% | 315 | 29.41% | 218 | 20.35% | 27 | 2.52% | 2 | 0.19% | 1071 | 77.31% | 76.14% | 76.14% | 76.25% | 75.33% | 74.26% |
| Band-B | | 0.00% | 5 | 0.84% | 72 | 12.10% | 73 | 12.27% | 95 | 17.73% | 197 | 33.11% | 128 | 21.51% | 22 | 3.70% | 3 | 0.50% | 595 | 74.79% | 70.57% | 70.57% | 70.42% | 68.58% | 66.90% |
| Band-A | 1 | 0.47% | | 0.00% | 2 | 0.93% | 8 | 3.74% | 17 | 7.53% | 64 | 29.91% | 90 | 42.06% | 25 | 11.68% | 7 | 3.27% | 214 | 94.86% | 94.56% | 94.56% | 95.53% | 95.31% | 94.33% |
| Local Agreement | | 0.00% | | 0.00% | 38 | 5.17% | 72 | 9.80% | 158 | 21.02% | 275 | 37.41% | 170 | 23.13% | 20 | 2.72% | 2 | 0.27% | 735 | 85.03% | 85.25% | 85.25% | 85.52% | 84.86% | 84.25% |
| To Be Confirmed | | 0.00% | 3 | 2.00% | 18 | 12.00% | 12 | 8.00% | 32 | 19.89% | 48 | 32.00% | 35 | 23.33% | 2 | 1.33% | | 0.00% | 150 | 78.00% | 77.42% | 77.42% | 80.00% | 78.71% | 79.33% |
| Grand Total | 1 | 0.03% | 12 | 0.34% | 223 | 6.30% | 416 | 11.76% | 796 | 22.17% | 1124 | 31.78% | 832 | 23.52% | 117 | 3.31% | 16 | 0.45% | 3537 | 81.57% | 80.53% | 80.53% | 80.61% | 79.63% | 78.26% |

# Appendix 3 Employee Diversity Analysis January 2012

**Police Community Support Officers**

| Grade | White or White British | | | | Asian or Asian British | | | | Black or Black British | | | | Mixed | | | | Not Stated | | | | Any Other | | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Female | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | |
| PCSO-L3 | 13 | 1.78% | 9 | 1.23% | 1 | 0.14% | 1 | 0.14% | 2 | 0.27% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 26 |
| PCSO-L2 | 301 | 41.18% | 301 | 41.18% | 30 | 4.10% | 22 | 3.01% | 7 | 0.96% | 4 | 0.55% | 6 | 0.82% | 13 | 1.78% | 3 | 0.41% | 1 | 0.14% | 1 | 0.14% | 689 |
| PCSO-L1 | 5 | 0.68% | 9 | 1.23% | | 0.00% | 2 | 0.27% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 16 |
| **Grand Total** | **319** | **43.64%** | **319** | **43.64%** | **31** | **4.24%** | **25** | **3.42%** | **9** | **1.23%** | **4** | **0.55%** | **6** | **0.82%** | **13** | **1.78%** | **3** | **0.41%** | **1** | **0.14%** | **1** | **0.14%** | **731** |

| Grade | Gender | | | | Total | % of Females | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | | | | | | |
| | No | % | No | % | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| PCSO-L3 | 16 | 61.54% | 10 | 38.46% | **26** | 40.74% | 44.83% | 44.83% | 45.00% | 45.45% |
| PCSO-L2 | 347 | 50.36% | 342 | 49.64% | **689** | 49.43% | 49.58% | 49.58% | 50.07% | 49.01% |
| PCSO-L1 | 5 | 31.25% | 11 | 68.75% | **16** | 75.00% | 71.43% | 71.43% | 68.18% | 76.92% |
| **Grand Total** | 368 | **50.34%** | 363 | **49.66%** | **731** | **49.66%** | **49.80%** | **49.80%** | **50.31%** | **49.26%** |

| Grade | Ethnicity | | | | | | | | | | | | | | Total | Total BME | % BME | % BME | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White or White British | | Asian or Asian British | | Black or Black British | | Mixed | | Not Stated | | Any Other | | Chinese | | | | | | | | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| PCSO-L3 | 23 | 85.19% | 2 | 7.41% | 2 | 7.41% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | **27** | **4** | 14.29% | 14.29% | 13.33% | 13.43% | 9.81% | 11.18% |
| PCSO-L2 | 612 | 87.43% | 53 | 7.57% | 11 | 1.57% | 19 | 2.71% | 4 | 0.57% | 1 | 0.14% | | 0.00% | **700** | **84** | 11.98% | 11.98% | 12.35% | 12.17% | 12.13% | 12.53% |
| PCSO-L1 | 14 | 87.50% | 2 | 12.50% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | **16** | **2** | 11.76% | 11.76% | 11.10% | 13.08% | 17.54% | 21.62% |
| **Grand Total** | **649** | **87.35%** | **57** | **7.67%** | **13** | **1.75%** | **19** | **2.56%** | **4** | **0.54%** | **1** | **0.13%** | | **0.00%** | **743** | **90** | **12.10%** | **12.10%** | **12.40%** | **12.27%** | **12.19%** | **12.64%** |

| Grade | Disability | | | | Total | Yes % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | | No | | | | | | | |
| | No | % | No | % | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| PCSO-L3 | 1 | 3.45% | 26 | 89.66% | **29** | 3.45% | 3.45% | 3.33% | 9.09% | 6.82% |
| PCSO-L2 | 4 | 0.55% | 696 | 96.40% | **722** | 0.55% | 0.69% | 0.80% | 0.53% | 0.53% |
| PCSO-L1 | | 0.00% | 16 | 114.29% | **14** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **Grand Total** | **5** | **0.65%** | **738** | **96.47%** | **765** | **0.65%** | **0.78%** | **0.88%** | **0.98%** | **0.86%** |



| Grade | Disability | | | | Total | Yes % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | | No | | | | | | | |
| | No | % | No | % | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| PCSO-L3 | 1 | 3.45% | 26 | 89.66% | **29** | 3.45% | 3.45% | 3.33% | 9.09% | 6.82% |
| PCSO-L2 | 4 | 0.55% | 696 | 96.40% | **722** | 0.55% | 0.69% | 0.80% | 0.53% | 0.53% |
| PCSO-L1 | | 0.00% | 16 | 114.29% | **14** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **Grand Total** | **5** | **0.65%** | **738** | **96.47%** | **765** | **0.65%** | **0.78%** | **0.88%** | **0.98%** | **0.86%** |



| Grade | Age Banding | | | | | | | | | | | | | | Total | 30+ % | 30+ % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 18 - 20 | | 21 - 25 | | 26 - 30 | | 31 - 40 | | 41 - 50 | | 51 - 60 | | 61 - 65 | | Over 65 | | | | | | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| PCSO-L3 | | 0.00% | | 0.00% | 1 | 0.14% | 6 | 0.82% | 11 | 1.50% | 8 | 1.09% | | 0.00% | | 0.00% | 26 | 96.15% | 92.59% | 89.66% | 86.67% | 90.00% | 88.64% |
| PCSO-L2 | 3 | 0.41% | 151 | 20.66% | 154 | 21.07% | 175 | 23.94% | 150 | 20.52% | 55 | 7.52% | 1 | 0.14% | | 0.00% | 689 | 55.30% | 54.43% | 52.49% | 51.94% | 50.88% | 48.35% |
| PCSO-L1 | | 0.00% | | 0.00% | 2 | 0.27% | 5 | 0.68% | 8 | 1.09% | | 0.00% | | 0.00% | 1 | 0.14% | 16 | 81.25% | 87.50% | 92.86% | 64.29% | 54.55% | 69.23% |
| **Grand Total** | **3** | **0.41%** | **151** | **20.66%** | **157** | **21.48%** | **186** | **25.44%** | **169** | **23.12%** | **63** | **8.62%** | **1** | **0.14%** | **1** | **0.14%** | **731** | **57.32%** | **56.53%** | **54.64%** | **53.47%** | **52.93%** | **50.86%** |

**Special Constables**

| Grade | White or White British | | | | Asian or Asian British | | | | Black or Black British | | | | Mixed | | | | Not Stated | | | | Any Other | | Chinese | | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Male | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | |
| Senior Officers | 4 | 100.00% | | 0.00% | | | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | **4** |
| District Officer | 12 | 80.00% | 2 | 13.33% | 1 | 6.67% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | **15** |
| Section Officer | 36 | 70.59% | 7 | 13.73% | 7 | 13.73% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 1 | 1.96% | | 0.00% | **51** |
| Special Constable | 286 | 53.56% | 135 | 25.28% | 63 | 11.80% | 24 | 4.49% | 4 | 0.75% | 3 | 0.56% | 8 | 1.50% | 1 | 0.19% | 6 | 1.12% | | 0.00% | 2 | 0.37% | 2 | 0.37% | **534** |
| **Grand Total** | **338** | **55.96%** | **144** | **23.84%** | **71** | **11.75%** | **24** | **3.97%** | **4** | **0.66%** | **3** | **0.50%** | **8** | **1.32%** | **1** | **0.17%** | **6** | **0.99%** | | **0.00%** | **3** | **0.50%** | **2** | **0.33%** | **604** |

| Grade | Gender | | | | Total | % of Females | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | | | | | | |
| | No | % | No | % | | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Senior Officers | 4 | 100.00% | | 0.00% | **4** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| District Officer | 13 | 86.67% | 2 | 13.33% | **15** | 66.67% | 13.33% | 14.29% | 13.33% | 11.11% |
| Section Officer | 44 | 86.27% | 7 | 13.73% | **51** | 14.29% | 13.46% | 14.81% | 10.71% | 10.71% |
| Special Constable | 371 | 69.48% | 163 | 30.52% | **534** | 30.47% | 30.38% | 31.11% | 30.92% | 31.40% |
| **Grand Total** | **432** | **71.52%** | 172 | **28.48%** | **604** | **28.57%** | **28.44%** | **29.08%** | **28.38%** | **28.62%** |

# Appendix 3 Employee Diversity Analysis January 2012

| | Ethnicity | | | | | | | | | | | | | | | | % BME | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White or White British | | Asian or Asian British | | Black or Black British | | Mixed | | Not Stated | | Any Other | | Chinese | | Total | Total BME | % BME | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Grade | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | | | | | | | |
| Senior Officers | 4 | 100.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 4 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| District Officer | 14 | 93.33% | 1 | 6.67% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 15 | 1 | 6.67% | 6.25% | 6.25% | 6.76% | 6.32% | 5.31% |
| Section Officer | 43 | 84.31% | 7 | 13.73% | | 0.00% | | 0.00% | | 0.00% | 1 | 1.96% | | 0.00% | 51 | 8 | 15.69% | 15.09% | 15.09% | 12.77% | 15.82% | 15.82% |
| Special Constable | 421 | 78.84% | 87 | 16.29% | 7 | 1.31% | 9 | 1.69% | 6 | 1.12% | 2 | 0.37% | 2 | 0.37% | 534 | 107 | 20.04% | 21.14% | 21.14% | 20.33% | 19.62% | 20.50% |
| **Grand Total** | **482** | **79.80%** | **95** | **15.73%** | **7** | **1.16%** | **9** | **1.49%** | **6** | **0.99%** | **3** | **0.50%** | **2** | **0.33%** | **604** | **116** | **19.21%** | **20.22%** | **20.22%** | **19.25%** | **18.83%** | **19.50%** |

| | Disability | | | | | Yes % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Yes | | No | | | | | | | |
| Grade | No | % | No | % | Total | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Senior Officers | | | 4 | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| District Officer | 1 | 6.67% | 14 | 93.33% | 15 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Section Officer | | 0.00% | 51 | 100.00% | 51 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Special Constable | 4 | 0.75% | 530 | 99.25% | 534 | 0.69% | 0.69% | 0.19% | 0.19% | 0.19% |
| **Grand Total** | **5** | **0.83%** | **599** | **99.17%** | **604** | **0.62%** | **0.62%** | **0.17%** | **0.17%** | **0.17%** |

| | Age Banding | | | | | | | | | | | | | | | | | 30+ % | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 18 - 20 | | 21 - 25 | | 26 - 30 | | 31 - 40 | | 41 - 50 | | 51 - 60 | | 61 - 65 | | Over 65 | | Total | 30+ % | Sep-11 | Apr-11 | Sep-10 | Apr-10 | Sep-09 |
| Grade | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | | | | | | |
| Senior Officers | | 0.00% | | 0.00% | | 0.00% | | | | | 4 | 100.00% | | | | 0.00% | 4 | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |
| District Officer | | 0.00% | 1 | 6.67% | | 0.00% | 6 | 40.00% | 5 | 33.33% | 2 | 13.33% | 1 | 6.67% | | 0.00% | 15 | 93.33% | 93.33% | 93.33% | 100.00% | 100.00% | 100.00% |
| Section Officer | | 0.00% | | 0.00% | 10 | 19.61% | 23 | 45.10% | 11 | 21.57% | 7 | 13.73% | | 0.00% | | 0.00% | 51 | 80.39% | 82.69% | 82.69% | 83.33% | 83.93% | 76.79% |
| Special Constable | 38 | 7.12% | 177 | 33.15% | 101 | 18.91% | 103 | 19.29% | 86 | 16.10% | 26 | 4.87% | 1 | 0.19% | 2 | 0.37% | 534 | 40.45% | 39.24% | 39.24% | 41.48% | 44.47% | 45.54% |
| **Grand Total** | **38** | **6.29%** | **178** | **29.47%** | **111** | **18.38%** | **132** | **21.85%** | **102** | **16.89%** | **39** | **6.46%** | **2** | **0.33%** | **2** | **0.33%** | **604** | 45.53% | **44.36%** | **44.36%** | **46.90%** | **49.92%** | **50.51%** |

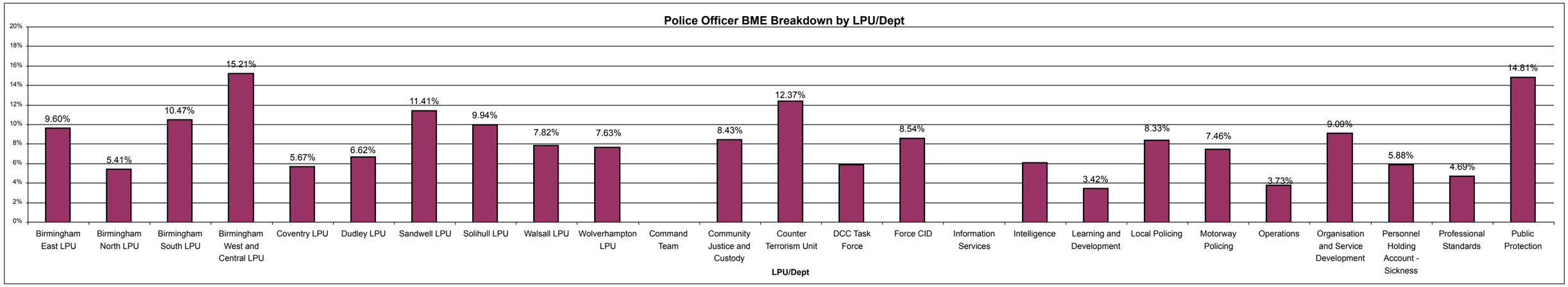
# Appendix 3 Employee Diversity Analysis January 2012

**Diversity Details**
**Ethnicity & Gender by LPU Dept**

**hnicity and Gender per LPU/Dept**

**Police Officers**

| LPU/Dept | White or White British | | | | Asian or Asian British | | | | Black or Black British | | | | Mixed | | | | Not Stated | | | | Any Other | | | | Chinese | | | | Grand Total | TOTAL BME |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | |
| Birmingham East LPU | 397 | 60.52% | 191 | 29.12% | 24 | 3.66% | 10 | 1.52% | 11 | 1.68% | 4 | 0.61% | 8 | 1.22% | 4 | 0.61% | 4 | 0.61% | 1 | 0.15% | 1 | 0.15% | 1 | 0.15% | | 0.00% | | 0.00% | 656 | 9.60% |
| Birmingham North LPU | 232 | 62.70% | 117 | 31.62% | 8 | 2.16% | 3 | 0.81% | 5 | 1.35% | 2 | 0.54% | 1 | 0.27% | 1 | 0.27% | 1 | 0.27% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 370 | 5.41% |
| Birmingham South LPU | 323 | 58.30% | 168 | 30.32% | 21 | 3.79% | 10 | 1.81% | 7 | 1.26% | 4 | 0.72% | 9 | 1.62% | 7 | 1.26% | 2 | 0.36% | 3 | 0.54% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 554 | 10.47% |
| Birmingham West and Central LPU | 374 | 57.45% | 175 | 26.88% | 53 | 8.14% | 11 | 1.69% | 10 | 1.54% | 7 | 1.08% | 15 | 2.30% | 3 | 0.46% | 3 | 0.46% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 651 | 15.21% |
| Coventry LPU | 379 | 65.12% | 170 | 29.21% | 14 | 2.41% | 6 | 1.03% | 3 | 0.52% | 2 | 0.34% | 3 | 0.52% | 4 | 0.69% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 1 | 0.17% | 582 | 5.67% |
| Dudley LPU | 290 | 64.02% | 132 | 29.14% | 10 | 2.21% | 5 | 1.10% | 2 | 0.44% | 1 | 0.22% | 7 | 1.55% | 5 | 1.10% | 1 | 0.22% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 453 | 6.62% |
| Sandwell LPU | 362 | 64.53% | 133 | 23.71% | 33 | 5.88% | 8 | 1.43% | 8 | 1.43% | 3 | 0.53% | 7 | 1.25% | 3 | 0.53% | | 0.00% | 2 | 0.36% | 1 | 0.18% | | 0.00% | 1 | 0.18% | | 0.00% | 561 | 11.41% |
| Solihull LPU | 193 | 61.86% | 87 | 27.88% | 11 | 3.53% | 4 | 1.28% | 6 | 1.92% | 1 | 0.32% | 4 | 1.28% | 4 | 1.28% | 1 | 0.32% | | 0.00% | | 0.00% | | 0.00% | 1 | 0.32% | | 0.00% | 312 | 9.94% |
| Walsall LPU | 314 | 62.93% | 146 | 29.26% | 21 | 4.21% | 4 | 0.80% | 2 | 0.40% | 2 | 0.40% | 4 | 0.80% | 5 | 1.00% | | 0.00% | | 0.00% | 1 | 0.20% | | 0.00% | | 0.00% | | 0.00% | 499 | 7.82% |
| Wolverhampton LPU | 336 | 67.47% | 123 | 24.70% | 16 | 3.21% | 9 | 1.81% | 4 | 0.80% | 3 | 0.60% | 3 | 0.60% | 3 | 0.60% | 1 | 0.20% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 498 | 7.63% |
| Command Team | 6 | 50.00% | 6 | 50.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 12 | 0.00% |
| Community Justice and Custody | 126 | 75.90% | 24 | 14.46% | 6 | 3.61% | 1 | 0.60% | 4 | 2.41% | | 0.00% | 2 | 1.20% | 1 | 0.60% | 1 | 0.60% | 1 | 0.60% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 166 | 8.43% |
| Counter Terrorism Unit | 197 | 65.89% | 65 | 21.74% | 27 | 9.03% | 5 | 1.67% | 1 | 0.33% | | 0.00% | 3 | 1.00% | 1 | 0.33% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 299 | 12.37% |
| DCC Task Force | 18 | 52.94% | 14 | 41.18% | 1 | 2.94% | | 0.00% | 1 | 2.94% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 34 | 5.88% |
| Force CID | 431 | 63.48% | 187 | 27.54% | 28 | 4.12% | 8 | 1.18% | 6 | 0.88% | 1 | 0.15% | 9 | 1.33% | 5 | 0.74% | 2 | 0.29% | 1 | 0.15% | | 0.00% | 1 | 0.15% | | 0.00% | | 0.00% | 679 | 8.54% |
| Information Services | 2 | 66.67% | 1 | 33.33% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 3 | 0.00% |
| Intelligence | 248 | 71.26% | 78 | 22.41% | 5 | 1.44% | 2 | 0.57% | 8 | 2.30% | | 0.00% | 4 | 1.15% | 2 | 0.57% | | 0.00% | 1 | 0.29% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 348 | 6.03% |
| Learning and Development | 82 | 70.09% | 30 | 25.64% | | 0.00% | | 0.00% | 2 | 1.71% | | 0.00% | 1 | 0.85% | 1 | 0.85% | 1 | 0.85% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 117 | 3.42% |
| Local Policing | 10 | 41.67% | 12 | 50.00% | 2 | 8.33% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 24 | 8.33% |
| Motorway Policing | 53 | 79.10% | 8 | 11.94% | 1 | 1.49% | | 0.00% | 1 | 1.49% | | 0.00% | 3 | 4.48% | | 0.00% | 1 | 1.49% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 67 | 7.46% |
| Operations | 522 | 84.60% | 70 | 11.35% | 7 | 1.13% | | 0.00% | 6 | 0.97% | 3 | 0.49% | 6 | 0.97% | | 0.00% | 2 | 0.32% | | 0.00% | 1 | 0.16% | | 0.00% | | 0.00% | | 0.00% | 617 | 3.73% |
| Organisation and Service Development | 7 | 63.64% | 3 | 27.27% | | 0.00% | 1 | 9.09% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 11 | 9.09% |
| Personnel Holding Account - Sickness | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 1 | 100.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 1 | 100.00% |
| Professional Standards | 19 | 55.88% | 13 | 38.24% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 2 | 5.88% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 34 | 5.88% |
| Public Protection | 130 | 29.02% | 295 | 65.85% | 2 | 0.45% | 9 | 2.01% | 2 | 0.45% | 2 | 0.45% | | 0.00% | 5 | 1.12% | | 0.00% | 2 | 0.45% | | 0.00% | 1 | 0.22% | | 0.00% | | 0.00% | 448 | 4.69% |
| Seconded | 18 | 66.67% | 5 | 18.52% | 1 | 3.70% | 1 | 3.70% | | 0.00% | 1 | 3.70% | | 0.00% | 1 | 3.70% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 27 | 14.81% |
| **Grand Total** | **5069** | **63.18%** | **2253** | **28.08%** | **291** | **3.63%** | **97** | **1.21%** | **89** | **1.11%** | **37** | **0.46%** | **89** | **1.11%** | **57** | **0.71%** | **20** | **0.25%** | **11** | **0.14%** | **4** | **0.05%** | **3** | **0.04%** | **2** | **0.02%** | **1** | **0.01%** | **8023** | **8.35%** |
| **Sep-11** | 5138 | **63.35%** | 2268 | **27.96%** | 289 | **3.56%** | 97 | **1.20%** | 92 | **1.13%** | 37 | **0.46%** | 91 | **1.12%** | 57 | **0.70%** | 20 | **0.25%** | 11 | **0.14%** | 5 | **0.06%** | 3 | **0.04%** | 2 | **0.02%** | 1 | **0.01%** | 8111 | **8.31%** |
| **Apr-11** | 5257 | **63.57%** | 2298 | **27.79%** | 293 | **3.54%** | 98 | **1.19%** | 92 | **1.11%** | 38 | **0.46%** | 92 | **1.11%** | 58 | **0.70%** | 21 | **0.25%** | 11 | **0.13%** | 5 | **0.06%** | 3 | **0.04%** | 2 | **0.02%** | 1 | **0.01%** | 8269 | **8.25%** |
| **Sep-10** | 5539 | **64.46%** | 2328 | **27.09%** | 299 | **3.48%** | 99 | **1.15%** | 93 | **1.08%** | 39 | **0.45%** | 93 | **1.08%** | 59 | **0.69%** | 21 | **0.24%** | 11 | **0.13%** | 5 | **0.06%** | 3 | **0.03%** | 3 | **0.03%** | 1 | **0.01%** | 8593 | **8.08%** |
| **Apr-10** | 5639 | **64.70%** | 2345 | **26.91%** | 303 | **3.48%** | 98 | **1.12%** | 93 | **1.07%** | 39 | **0.45%** | 95 | **1.09%** | 58 | **0.67%** | 22 | **0.25%** | 11 | **0.13%** | 5 | **0.06%** | 3 | **0.03%** | 3 | **0.03%** | 1 | **0.01%** | 8715 | **8.01%** |
| **Sep-09** | 5721 | **65.01%** | 2352 | **26.73%** | 299 | **3.40%** | 98 | **1.11%** | 94 | **1.07%** | 39 | **0.44%** | 93 | **1.06%** | 59 | **0.67%** | 21 | **0.24%** | 12 | **0.14%** | 5 | **0.06%** | 3 | **0.03%** | 3 | **0.03%** | 1 | **0.01%** | 8800 | **7.89%** |
| **Apr-09** | 5718 | **65.39%** | 2326 | **26.60%** | 285 | **3.26%** | 95 | **1.09%** | 94 | **1.08%** | 39 | **0.45%** | 86 | **0.98%** | 58 | **0.66%** | 21 | **0.24%** | 11 | **0.13%** | 5 | **0.06%** | 3 | **0.03%** | 2 | **0.02%** | 1 | **0.01%** | 8744 | **7.64%** |

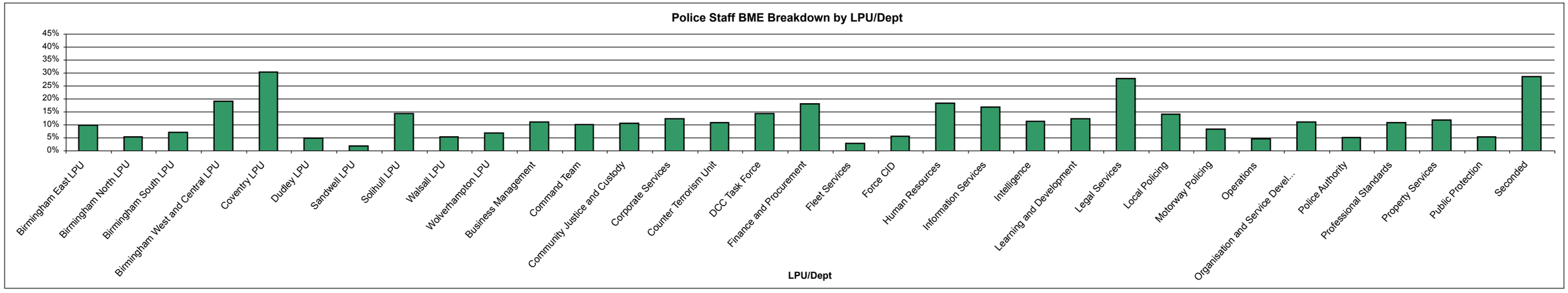


# Appendix 3 Employee Diversity Analysis January 2012

**Diversity Details**
**Ethnicity & Gender by LPU Dept**

**Police Staff**

| LPU/Dept | White or White British | | | | Asian or Asian British | | | | Black or Black British | | | | Mixed | | | | Not Stated | | | | Any Other | | | | Chinese | | | | Grand Total | TOTAL BME |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | |
| Birmingham East LPU | 30 | 26.8% | 70 | 62.5% | 2 | 1.8% | 3 | 2.7% | 1 | 0.9% | 3 | 2.7% | 1 | 0.9% | 1 | 0.9% | | 0.0% | 1 | 0.9% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 112 | 9.82% |
| Birmingham North LPU | 19 | 24.4% | 55 | 70.5% | | 0.0% | 3 | 3.8% | | 0.0% | | 0.0% | | 0.0% | 1 | 1.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 78 | 5.13% |
| Birmingham South LPU | 32 | 25.0% | 87 | 68.0% | 2 | 1.6% | 4 | 3.1% | 1 | 0.8% | | 0.0% | | 0.0% | 2 | 1.6% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 128 | 7.03% |
| Birmingham West and Central LPU | 32 | 23.5% | 76 | 55.9% | 5 | 3.7% | 11 | 8.1% | 1 | 0.7% | 5 | 3.7% | 1 | 0.7% | 2 | 1.5% | | 0.0% | 2 | 1.5% | | 0.0% | | 0.0% | 1 | 0.7% | | 0.0% | 136 | 19.12% |
| Coventry LPU | 12 | 15.8% | 41 | 53.9% | 3 | 3.9% | 15 | 19.7% | | 0.0% | 5 | 6.6% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 76 | 30.26% |
| Dudley LPU | 34 | 23.4% | 102 | 70.3% | 2 | 1.4% | 3 | 2.1% | | 0.0% | 1 | 0.7% | | 0.0% | 1 | 0.7% | | 0.0% | 2 | 1.4% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 145 | 4.83% |
| Sandwell LPU | 32 | 29.6% | 74 | 68.5% | 1 | 0.9% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 0.9% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 108 | 1.85% |
| Solihull LPU | 28 | 25.0% | 68 | 60.7% | 2 | 1.8% | 6 | 5.4% | | 0.0% | 5 | 4.5% | | 0.0% | 2 | 1.8% | | 0.0% | | 0.0% | | 0.0% | 1 | 0.9% | | 0.0% | | 0.0% | 112 | 14.29% |
| Walsall LPU | 9 | 11.8% | 61 | 80.3% | 1 | 1.3% | 1 | 1.3% | | 0.0% | 1 | 1.3% | | 0.0% | 1 | 1.3% | 1 | 1.3% | 1 | 1.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 76 | 5.26% |
| Wolverhampton LPU | 30 | 29.4% | 65 | 63.7% | 2 | 2.0% | 4 | 3.9% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 1.0% | | 0.0% | | 0.0% | | 0.0% | 102 | 6.86% |
| Business Management | 29 | 24.6% | 76 | 64.4% | 2 | 1.7% | 9 | 7.6% | | 0.0% | 2 | 1.7% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 118 | 11.02% |
| Command Team | 3 | 30.0% | 6 | 60.0% | | 0.0% | 1 | 10.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 10 | 10.00% |
| Community Justice and Custody | 113 | 39.2% | 144 | 50.0% | 8 | 2.8% | 10 | 3.5% | 1 | 0.3% | 7 | 2.4% | 1 | 0.3% | 2 | 0.7% | 1 | 0.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 0.3% | 288 | 10.42% |
| Corporate Services | 41 | 63.1% | 16 | 24.6% | 1 | 1.5% | 2 | 3.1% | | 0.0% | 3 | 4.6% | | 0.0% | 1 | 1.5% | | 0.0% | | 0.0% | 1 | 1.5% | | 0.0% | | 0.0% | | 0.0% | 65 | 12.31% |
| Counter Terrorism Unit | 67 | 47.9% | 58 | 41.4% | 1 | 0.7% | 9 | 6.4% | | 0.0% | | 0.0% | 2 | 1.4% | 2 | 1.4% | | 0.0% | | 0.0% | | 0.0% | 1 | 0.7% | | 0.0% | | 0.0% | 140 | 10.71% |
| DCC Task Force | 1 | 14.3% | 5 | 71.4% | | 0.0% | 1 | 14.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 7 | 14.29% |
| Finance and Procurement | 21 | 22.1% | 57 | 60.0% | 4 | 4.2% | 5 | 5.3% | 1 | 1.1% | 6 | 6.3% | | 0.0% | 1 | 1.1% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 95 | 17.89% |
| Fleet Services | 71 | 93.4% | 3 | 3.9% | 1 | 1.3% | | 0.0% | 1 | 1.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 76 | 2.63% |
| Force CID | 138 | 42.7% | 167 | 51.7% | 7 | 2.2% | 4 | 1.2% | 1 | 0.3% | 4 | 1.2% | | 0.0% | 1 | 0.3% | | 0.0% | | 0.0% | | 0.0% | 1 | 0.3% | | 0.0% | | 0.0% | 323 | 5.57% |
| Human Resources | 16 | 14.7% | 71 | 65.1% | 3 | 2.8% | 11 | 10.1% | | 0.0% | 4 | 3.7% | | 0.0% | 2 | 1.8% | | 0.0% | 2 | 1.8% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 109 | 18.35% |
| Information Services | 108 | 44.1% | 94 | 38.4% | 10 | 4.1% | 9 | 3.7% | 4 | 1.6% | 14 | 5.7% | 1 | 0.4% | 3 | 1.2% | 2 | 0.8% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 245 | 16.73% |
| Intelligence | 69 | 37.3% | 95 | 51.4% | 8 | 4.3% | 8 | 4.3% | | 0.0% | 1 | 0.5% | 2 | 1.1% | 2 | 1.1% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 185 | 11.35% |
| Learning and Development | 46 | 47.4% | 37 | 38.1% | 1 | 1.0% | 6 | 6.2% | 2 | 2.1% | 1 | 1.0% | 1 | 1.0% | 1 | 1.0% | 2 | 2.1% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 97 | 12.37% |
| Legal Services | 6 | 33.3% | 7 | 38.9% | | 0.0% | 4 | 22.2% | | 0.0% | 1 | 5.6% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 18 | 27.78% |
| Local Policing | 58 | 23.2% | 155 | 62.0% | 6 | 2.4% | 17 | 6.8% | 2 | 0.8% | 8 | 3.2% | | 0.0% | 2 | 0.8% | | 0.0% | 2 | 0.8% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 250 | 14.00% |
| Motorway Policing | 16 | 44.4% | 17 | 47.2% | | 0.0% | 1 | 2.8% | 1 | 2.8% | 1 | 2.8% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 36 | 8.33% |
| Operations | 20 | 45.5% | 21 | 47.7% | 1 | 2.3% | | 0.0% | 1 | 2.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 2.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 44 | 4.55% |
| Organisation and Service Development | 14 | 38.9% | 18 | 50.0% | | 0.0% | 4 | 11.1% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 36 | 11.11% |
| Personnel Holding Account - Sickness | | 0.0% | 1 | 100.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 0.00% |
| Police Authority | 8 | 40.0% | 11 | 55.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 5.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 20 | 5.00% |
| Professional Standards | 14 | 37.8% | 19 | 51.4% | | 0.0% | 4 | 10.8% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 37 | 10.81% |
| Property Services | 56 | 25.6% | 133 | 60.7% | 1 | 0.5% | 15 | 6.8% | 5 | 2.3% | 2 | 0.9% | | 0.0% | 1 | 0.5% | 1 | 0.5% | 3 | 1.4% | | 0.0% | | 0.0% | 1 | 0.5% | 1 | 0.5% | 219 | 11.87% |
| Public Protection | 13 | 34.2% | 22 | 57.9% | | 0.0% | 2 | 5.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 2.6% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 38 | 5.26% |
| Seconded | 3 | 42.9% | 2 | 28.6% | 1 | 14.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 14.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 7 | 28.57% |
| Grand Total | 1189 | 33.6% | 1934 | 54.7% | 75 | 2.1% | 172 | 4.9% | 22 | 0.6% | 75 | 2.1% | 9 | 0.3% | 30 | 0.8% | 7 | 0.2% | 15 | 0.4% | 2 | 0.1% | 3 | 0.1% | 2 | 0.1% | 2 | 0.1% | 3537 | 11.08% |
| Sep-11 | 1192 | 33.5% | 1946 | 54.7% | 77 | 2.2% | 174 | 4.9% | 22 | 0.6% | 76 | 2.1% | 9 | 0.3% | 30 | 0.8% | 7 | 0.2% | 16 | 0.4% | 2 | 0.1% | 3 | 0.1% | 2 | 0.1% | 2 | 0.1% | 3558 | 11.16% |
| Apr-11 | 1283 | 33.7% | 2092 | 54.9% | 82 | 2.2% | 178 | 4.7% | 23 | 0.6% | 80 | 2.1% | 8 | 0.2% | 32 | 0.8% | 7 | 0.2% | 17 | 0.4% | 2 | 0.1% | 3 | 0.1% | 2 | 0.1% | 2 | 0.1% | 3811 | 10.81% |
| Sep-10 | 1458 | 34.1% | 2354 | 55.1% | 84 | 2.0% | 187 | 4.4% | 24 | 0.6% | 83 | 1.9% | 8 | 0.2% | 33 | 0.8% | 10 | 0.2% | 19 | 0.4% | 2 | 0.0% | 3 | 0.1% | 3 | 0.1% | 3 | 0.1% | 4271 | 10.07% |
| Apr-10 | 1495 | 34.1% | 2419 | 55.2% | 85 | 1.9% | 190 | 4.3% | 25 | 0.6% | 84 | 1.9% | 9 | 0.2% | 32 | 0.7% | 12 | 0.3% | 21 | 0.5% | 2 | 0.0% | 3 | 0.1% | 3 | 0.1% | 4 | 0.1% | 4384 | 9.97% |
| Sep-09 | 1514 | 33.8% | 2486 | 55.5% | 88 | 2.0% | 195 | 4.4% | 25 | 0.6% | 85 | 1.9% | 9 | 0.2% | 34 | 0.8% | 9 | 0.2% | 20 | 0.4% | 2 | 0.0% | 3 | 0.1% | 2 | 0.0% | 4 | 0.1% | 4476 | 9.99% |
| Apr-09 | 1454 | 33.4% | 2434 | 55.9% | 86 | 2.0% | 182 | 4.2% | 26 | 0.6% | 84 | 1.9% | 9 | 0.2% | 35 | 0.8% | 10 | 0.2% | 19 | 0.4% | 2 | 0.0% | 3 | 0.1% | 3 | 0.1% | 4 | 0.1% | 4351 | 9.98% |



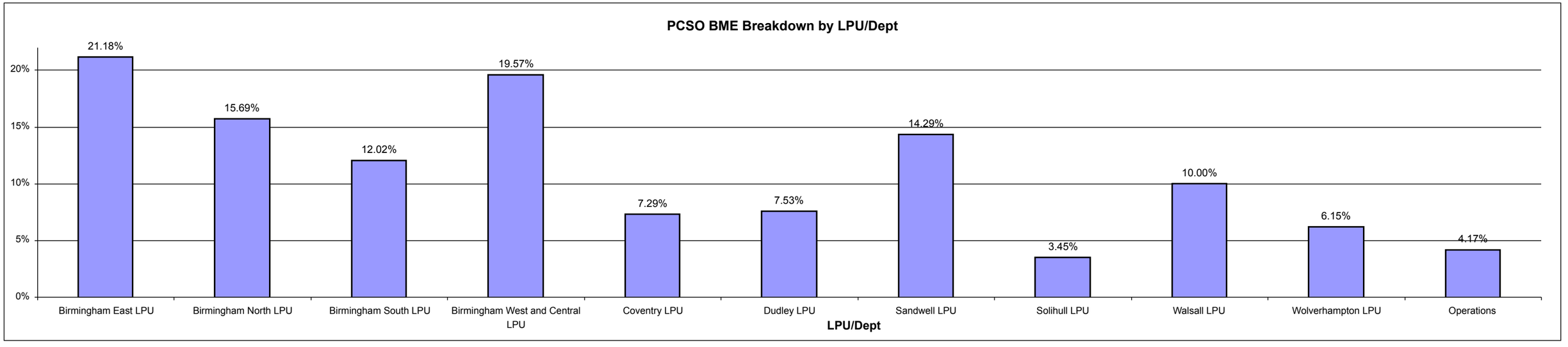
# Appendix 3 Employee Diversity Analysis January 2012

**Diversity Details**
**Ethnicity & Gender by LPU Dept**

**Police Community Support Officers**

| LPU/Dept | White or White British | | | | Asian or Asian British | | | | Black or Black British | | | | Mixed | | | | Not Stated | | | | Any Other | | | | Grand Total | TOTAL BME |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | |
| Birmingham East LPU | 33 | 38.8% | 34 | 40.0% | 5 | 5.9% | 5 | 5.9% | | 0.0% | 3 | 3.5% | 2 | 2.4% | 2 | 2.4% | | 0.0% | | 0.0% | 0 | 0.0% | 1 | 1.2% | 85 | **21.18%** |
| Birmingham North LPU | 24 | 47.1% | 18 | 35.3% | 5 | 9.8% | 1 | 2.0% | | 0.0% | | 0.0% | 1 | 2.0% | 1 | 2.0% | 1 | 2.0% | | 0.0% | 0 | 0.0% | | 0.0% | 51 | **15.69%** |
| Birmingham South LPU | 36 | 48.0% | 28 | 37.3% | | 0.0% | 3 | 4.0% | 1 | 1.3% | 1 | 1.3% | 1 | 1.3% | 3 | 4.0% | 1 | 1.3% | 1 | 1.3% | 0 | 0.0% | | 0.0% | 75 | **12.02%** |
| Birmingham West and Central LPU | 43 | 46.7% | 31 | 33.7% | 7 | 7.6% | 5 | 5.4% | 2 | 2.2% | | 0.0% | | 0.0% | 4 | 4.3% | | 0.0% | | 0.0% | 0 | 0.0% | | 0.0% | 92 | **19.57%** |
| Coventry LPU | 44 | 45.8% | 45 | 46.9% | 3 | 3.1% | 1 | 1.0% | 2 | 2.1% | | 0.0% | 1 | 1.0% | | 0.0% | | 0.0% | | 0.0% | 0 | 0.0% | | 0.0% | 96 | **7.29%** |
| Dudley LPU | 37 | 39.8% | 49 | 52.7% | 4 | 4.3% | | 0.0% | 1 | 1.1% | | 0.0% | 1 | 1.1% | 1 | 1.1% | | 0.0% | | 0.0% | 0 | 0.0% | | 0.0% | 93 | **7.53%** |
| Sandwell LPU | 24 | 34.3% | 36 | 51.4% | 5 | 7.1% | 3 | 4.3% | 1 | 1.4% | | 0.0% | | 0.0% | 1 | 1.4% | | 0.0% | | 0.0% | 0 | 0.0% | | 0.0% | 70 | **14.29%** |
| Solihull LPU | 13 | 44.8% | 15 | 51.7% | 1 | 3.4% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 0 | 0.0% | | 0.0% | 29 | **3.45%** |
| Walsall LPU | 23 | 46.0% | 21 | 42.0% | 1 | 2.0% | 4 | 8.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 2.0% | | 0.0% | 0 | 0.0% | | 0.0% | 50 | **10.00%** |
| Wolverhampton LPU | 30 | 46.2% | 31 | 47.7% | | 0.0% | 1 | 1.5% | 2 | 3.1% | | 0.0% | | 0.0% | 1 | 1.5% | | 0.0% | | 0.0% | 0 | 0.0% | | 0.0% | 65 | **6.15%** |
| Human Resources | | 0.0% | | 0.0% | | 0.0% | 1 | 100.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | **100.00%** |
| Operations | 12 | 50.0% | 11 | 45.8% | | 0.0% | 1 | 4.2% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 0 | 0.0% | | 0.0% | 24 | **4.17%** |
| **Grand Total** | **319** | 43.6% | **319** | **43.6%** | **31** | **4.2%** | **25** | **3.4%** | **9** | **1.2%** | **4** | **0.5%** | **6** | **0.8%** | **13** | **1.8%** | **3** | **0.4%** | **1** | **0.1%** | **0** | **0.0%** | **1** | **0.1%** | **731** | **12.18%** |

| | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Sep-11** | 324 | **43.6%** | 325 | **43.7%** | 32 | **4.3%** | 25 | **3.4%** | 9 | **1.2%** | 4 | **0.5%** | 6 | **0.8%** | 13 | **1.7%** | 3 | **0.4%** | 1 | **0.1%** | | **0.0%** | 1 | **0.1%** | 743 | 12.11% |
| **Apr-11** | 332 | **43.4%** | 335 | **43.8%** | 33 | **4.3%** | 26 | **3.4%** | 9 | **1.2%** | 4 | **0.5%** | 7 | **0.9%** | 14 | **1.8%** | 3 | **0.4%** | 1 | **0.1%** | | **0.0%** | 1 | **0.1%** | 765 | 12.29% |
| **Sep-10** | 343 | **43.3%** | 350 | **44.1%** | 33 | **4.2%** | 27 | **3.4%** | 9 | **1.1%** | 5 | **0.6%** | 7 | **0.9%** | 14 | **1.8%** | 3 | **0.4%** | 1 | **0.1%** | | **0.0%** | | **0.1%** | 792 | **12.11%** |
| **Apr-10** | 346 | **43.1%** | 355 | **44.2%** | 33 | **4.1%** | 28 | **3.5%** | 9 | **1.1%** | 5 | **0.6%** | 8 | **1.0%** | 14 | **1.7%** | 3 | **0.4%** | 1 | **0.1%** | | **0.0%** | 1 | **0.1%** | 803 | **12.20%** |
| **Sep-09** | 353 | **43.4%** | 354 | **43.5%** | 39 | **4.8%** | 27 | **3.3%** | 9 | **1.1%** | 5 | **0.6%** | 9 | **1.1%** | 13 | **1.6%** | 3 | **0.4%** | 1 | **0.1%** | | **0.0%** | 1 | **0.1%** | 814 | **12.65%** |
| **Apr-09** | 351 | **42.8%** | 356 | **43.4%** | 38 | **4.6%** | 30 | **3.7%** | 10 | **1.2%** | 4 | **0.5%** | 11 | **1.3%** | 14 | **1.7%** | 3 | **0.4%** | 2 | **0.2%** | | **0.0%** | 1 | **0.1%** | 820 | **13.18%** |

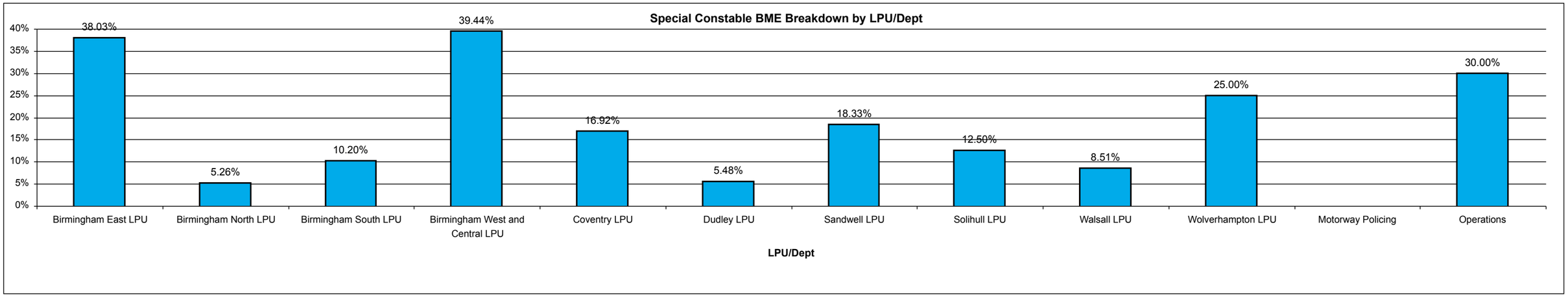


# Appendix 3 Employee Diversity Analysis January 2012

**Diversity Details**
**Ethnicity & Gender by LPU Dept**

**Special Constables**

| LPU/Dept | White or White British | | | | Asian or Asian British | | | | Black or Black British | | | | Mixed | | | | Not Stated | | | | Any Other | | Chinese | | Grand Total | TOTAL BME |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Male | | | |
| | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | No | % | | |
| Birmingham East LPU | 25 | 35.2% | 18 | 25.4% | 20 | 28.2% | 5 | 7.0% | 1 | 1.4% | 1 | 1.4% | | 0.0% | | 0.0% | 1 | 1.4% | | 0.0% | | 0.0% | | 0.0% | 71 | 38.03% |
| Birmingham North LPU | 24 | 63.2% | 12 | 31.6% | 1 | 2.6% | 1 | 2.6% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 38 | 5.26% |
| Birmingham South LPU | 26 | 53.1% | 17 | 34.7% | 2 | 4.1% | 1 | 2.0% | | 0.0% | | 0.0% | 1 | 2.0% | | 0.0% | 1 | 2.0% | | 0.0% | 1 | 2.0% | | 0.0% | 49 | 10.20% |
| Birmingham West and Central LPU | 37 | 52.1% | 6 | 8.5% | 19 | 26.8% | 4 | 5.6% | 1 | 1.4% | | 0.0% | 1 | 1.4% | 1 | 1.4% | | 0.0% | | 0.0% | 1 | 1.4% | 1 | 1.4% | 71 | 39.44% |
| Coventry LPU | 36 | 55.4% | 18 | 27.7% | 3 | 4.6% | 5 | 7.7% | | 0.0% | 2 | 3.1% | 1 | 1.5% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 65 | 16.92% |
| Dudley LPU | 55 | 75.3% | 14 | 19.2% | | 0.0% | 1 | 1.4% | 2 | 2.7% | | 0.0% | 1 | 1.4% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 73 | 5.48% |
| Sandwell LPU | 30 | 50.0% | 18 | 30.0% | 8 | 13.3% | 2 | 3.3% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 1.7% | | 0.0% | | 0.0% | 1 | 1.7% | 60 | 18.33% |
| Solihull LPU | 26 | 54.2% | 16 | 33.3% | 6 | 12.5% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 48 | 12.50% |
| Walsall LPU | 30 | 63.8% | 12 | 25.5% | 3 | 6.4% | | 0.0% | | 0.0% | | 0.0% | 1 | 2.1% | | 0.0% | 1 | 2.1% | | 0.0% | | 0.0% | | 0.0% | 47 | 8.51% |
| Wolverhampton LPU | 35 | 54.7% | 13 | 20.3% | 7 | 10.9% | 5 | 7.8% | | 0.0% | | 0.0% | 3 | 4.7% | | 0.0% | 1 | 1.6% | | 0.0% | | 0.0% | | 0.0% | 64 | 25.00% |
| Motorway Policing | 7 | 87.5% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 12.5% | | 0.0% | | 0.0% | | 0.0% | 8 | 0.00% |
| Operations | 7 | 70.0% | | 0.0% | 2 | 20.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | | 0.0% | 1 | 10.0% | | 0.0% | 10 | 30.00% |
| Grand Total | 338 | 56.0% | 144 | 23.8% | 71 | 11.8% | 24 | 4.0% | 4 | 0.7% | 3 | 0.5% | 8 | 1.3% | 1 | 0.2% | 6 | 1.0% | 0 | 0.0% | 3 | 0.5% | 2 | 0.3% | 604 | 19.21% |
| Sep-11 | 336 | 55.8% | 144 | 23.9% | 72 | 12.0% | 24 | 4.0% | 4 | 0.7% | 3 | 0.5% | 8 | 1.3% | 1 | 0.2% | 5 | 0.8% | 0 | 0.0% | 3 | 0.5% | 2 | 0.3% | 602 | 17.94% |
| Apr-11 | 355 | 54.9% | 152 | 23.5% | 80 | 12.4% | 27 | 4.2% | 6 | 0.9% | 3 | 0.5% | 8 | 1.2% | 1 | 0.2% | 8 | 1.2% | 1 | 0.2% | 4 | 0.6% | 2 | 0.3% | 647 | 18.86% |
| Sep-10 | 344 | 56.2% | 147 | 24.0% | 71 | 11.6% | 27 | 4.4% | 6 | 1.0% | 2 | 0.3% | 6 | 1.0% | 1 | 0.2% | 2 | 0.3% | 1 | 0.2% | 3 | 0.5% | 2 | 0.3% | 612 | 18.14% |
| Apr-10 | 342 | 57.00% | 141 | 23.50% | 71 | 11.83% | 26 | 4.33% | 5 | 0.83% | 2 | 0.33% | 5 | 0.83% | 0 | 0.00% | 2 | 0.33% | 2 | 0.33% | 3 | 0.50% | 1 | 0.17% | 600 | 18.00% |
| Sep-09 | 338 | 56.90% | 136 | 22.90% | 73 | 12.29% | 29 | 4.88% | 4 | 0.67% | 1 | 0.17% | 4 | 0.67% | 1 | 0.17% | 1 | 0.17% | 3 | 0.51% | 3 | 0.51% | 1 | 0.17% | 594 | 18.69% |
| Apr-09 | 336 | 54.99% | 140 | 22.91% | 79 | 12.93% | 29 | 4.75% | 5 | 0.82% | 2 | 0.33% | 6 | 0.98% | 1 | 0.16% | 2 | 0.33% | 7 | 1.15% | 3 | 0.49% | 1 | 0.16% | 611 | 20.66% |



# Appendix 4

**Index of Abbreviations and Acronyms**

| | |
|---|---|
| BAPA | Black and Asian Police Association |
| BME | Black and Minority Ethnic |
| CPS | Crown Prosecution Service |
| DART | Duty Assessment Referral Team |
| DASH | Domestic Abuse, Stalking and Harassment, Honour based violence |
| EDHR | Equality, Diversity and Human Rights |
| EQIA | Equality Impact Assessment |
| EWC | Expected week of confinement |
| FM | Forced Marriage |
| HR | Human Resources |
| IDVA | Independent Domestic Violence Advocates |
| IMR | Individual Management Review |
| LAGLO | Lesbian and Gay Liaison Officer |
| LGBT | Lesbian, Gay, Bisexual and Transgender |
| LPU | Local Policing Unit |
| MARAC | Multi Agency Risk Assessment Conference |
| MSV | Most Serious Violence |
| PCSO | Police Community Support Officer |
| PPU | Public Protection Unit |
| RASSO | Rape and Serious Sexual Assault Offences |