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Third Edition

Equality, Diversity and Human Rights Information January 2014

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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 in the service they deliver. 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. All information must be published so that it is easy for people to access. This is the third year we have published Equality, Diversity and Human Rights data and we have set our EDHR objectives in line with the specific duty which can be found on the WMP website.

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.

Human Rights
WMP embed learning and awareness of their obligations regarding Human Rights in everything we do. In addition to ensuring every member of staff is trained in Human Rights WMP have over 300 Equality Impact assessors who ensure all policy, function and service delivery is Human Rights compliant

West Midlands Police Equality, Diversity and Human Rights Hub of Excellence
WMP has developed an "EDHR Hub of Excellence" to support and advise the Force on all EDHR issues, keeping the organisation up-to-date with any EDHR changes that will affect our policies and policing style. The hub achieves the delivery of EDHR through the co-ordination of the Staff Support Associations (SSAs), Diversity Champions and Local Policing Unit hubs of excellence.

WMP has also reviewed the relationship with the SSAs to ensure a more consistent approach to delivery across the organisation. The SSA members have personal and professional experience of the disadvantages that protected individuals and groups face and can act as catalysts for improvement and change. The Support Associations include Disability and Carers Network, Black and Asian Police Association (BAPA), LGBT Network, West Midlands Association for Women in Policing (WMAWP), Faith and Belief Group, Association of Muslim Police (AMP), Christian Police Network and the Sikh Association. Each Local Policing Unit and Department has a nominated Diversity Champion, who is either a senior police officer (Superintendent) or senior police staff manager. The role of the Diversity Champion is to support the implementation of WMP Equality Strategy and Equality Standard at a local level.

Finally WMP has built equality into organisational processes to ensure we deliver a fair, transparent and cost effective service to the communities we serve. We ensure there is visible and accountable leadership at all levels within the organisation to deliver the EDHR Strategy. In order to fulfil the above, each member of WMP Command Team personally takes responsibility for a protected group and a Staff Support Association (SSA).

3. Demographics: 2011 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 diverse population.

The region sits at the very heart of the country and covers the three major population 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. According to the University of Birmingham IRIS department, Birmingham is now classified as a 'Superdiverse' city comprising 187 different nationalities/ethnicities. Each Local Policing Unit is aware of the breakdown of their communities. This enables them to provide the best service to suit the needs of local people. The profiles provide information about the population of a chosen area plus 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

Details of the 2011 national census can be found here:

http://www.ons.gov.uk/ons/release-calendar/index.html

4. Community Involvement

How we engage with Protected Groups

Internally
WMP promotes Staff Support Associations to help their members 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)
- First Contact Advisors
- Sikh Association
- Supts Association

Externally
Key Individual Network
Each Local Policing Unit (LPU) has a KIN (Key Individual Network). These groups are 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.

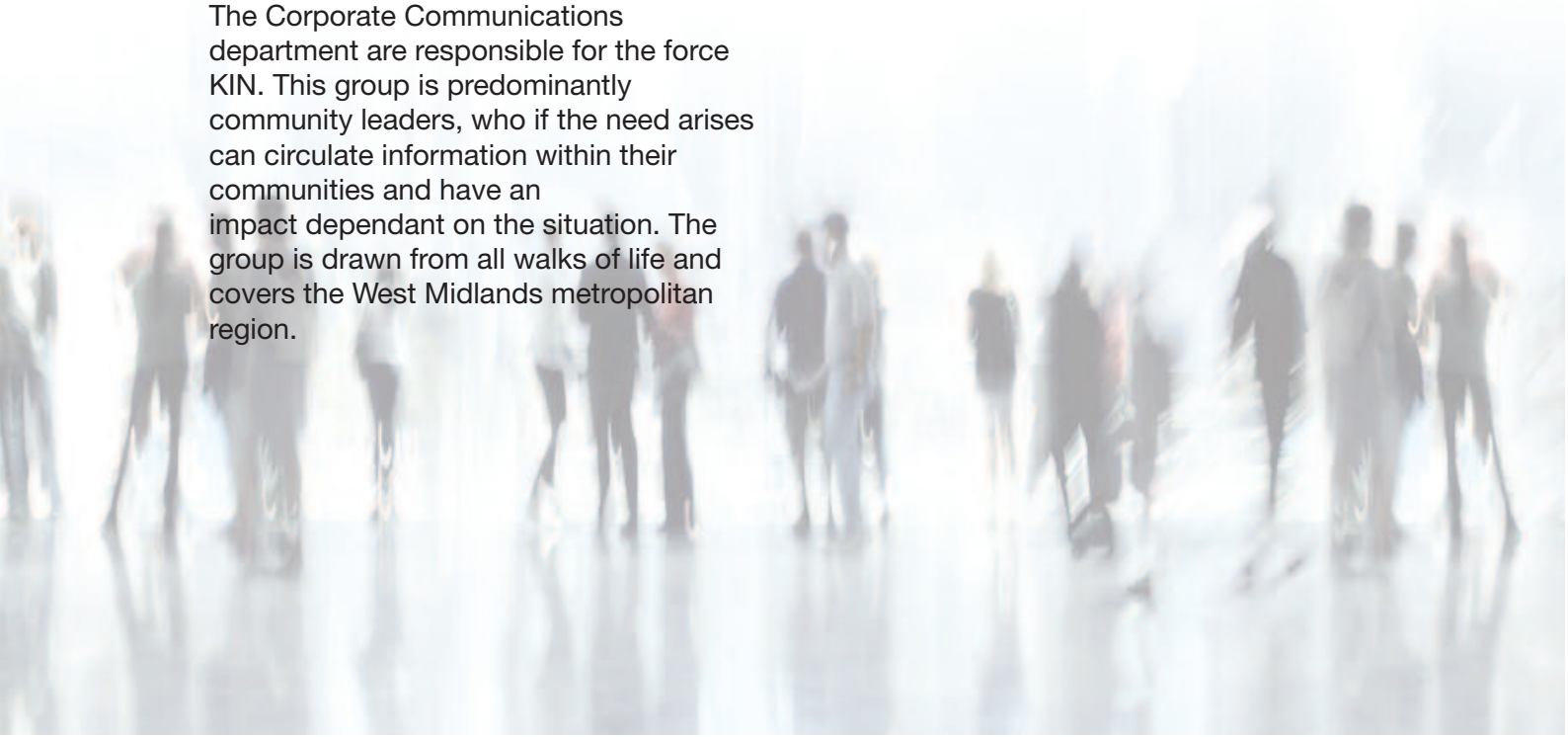
Strategic Key Individual Network
The Corporate Communications department are responsible for the force KIN. This group is predominantly community leaders, who if the need arises can circulate information within their communities and have an impact dependant on the situation. The group is drawn from all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

Independent Advisory Group/Reference Groups
The purpose of these advisory groups 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 of local policing.

They will help:

- 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 groups 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 running Street Watch on various LPU's.

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. 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.

Faith Watch
Various Local Policing Units are running Faith Watch Schemes. They enable volunteers from churches to receive training and engage with people on the streets within the night time economy to listen, care and help in practical ways.

Other Watch Schemes include:
Neighbourhood Watch – Residents looking out for each other and assisting in the prevention of crime in their neighbourhood.

Pub Watch – To support each other in an attempt to reduce the number of violent incidents in pubs and clubs.

Business Watch - To support each other in the prevention of crime and anti-social behaviour.

Forecourt Watch - Petrol Stations - To identify crime reduction opportunities.

Project Griffin - Project Griffin is a police initiative to protect our cities and communities from the threat of terrorism. It brings together and coordinates the resources of the police, emergency services, local authorities, business and private sector security industry.

Youth Engagement - Youth IAG
Local Policing Units provide various inputs for educational establishments such as:

- Child Sexual Exploitation
- Anti – Bullying (Free to be me)
- Knife Crime for 15 – 19yr olds.
- Preventing Violent Extremism

5. Engaging with Protected Groups

West Midlands Police engages and has links with protected groups through Staff Support Associations and Chaplaincy Services to seek consultation, support, awareness and development around policy, the working environment, day to day business and service delivery to the community it serves.

Staff Support Associations

WMAWP – West Midlands Association for Women in Policing
Chair Vanessa Eyles
WMAWP raise awareness and understanding of all issues affecting women and develop external links locally, regionally and nationally in order to progress opportunity both personally and professionally for women.

LGBT (lesbian, gay, bi sexual and trans) Network
Chair Sarah Thomas-West
LGBT Network support employees of West Midlands Police and work towards improving relationships with LGBT communities. They are working towards creating an improved environment to enable LGBT employees to be comfortable at work.
www.thelgbtnetwork.org.uk

Disability and Carers Network
Co Chair Bev Simmons and Sherrie Dance
Disability and Carers Network support all members of the police family who either suffer from a disability or are carers for people who do.

They facilitate and contribute to discussions on issues of concern and raise awareness and understanding of those with disabilities or who care for people who do.

They are continuously developing a network of professional contacts and facilitate information sharing around disability.

West Midlands Police Faith/Belief Group
Chair Simon Alicoon
The Faith and Belief Group improve the working life of colleagues and the policing of our communities from different faith/belief backgrounds.

They are working towards increasing awareness about faith/belief issues which is essential in the multicultural community we police and encourage contribution from all faiths/beliefs.

Muslim Police Association
Chair Mustafa Mohammed
The Association of Muslim Police aims to serve and add value to core policing by raising awareness of the threats and opportunities impacting on the force, helping build links with vulnerable groups in the community for partnerships and positive change.

Black, Asian Police Association
Chair Karen Geddes
Black, Asian Police Association improve the working environment of black staff by protecting the rights of those employed within the police service and enhance racial harmony and equality of service to the black community of the West Midlands.

They assist the police service in the development of new and existing policy and bring together representation from voluntary organisations, local government, individuals and statutory bodies.

Christian Police Network
Chair Shaun Edwards
Christian Police Network are a group of Christian staff from within West Midlands Police who work with external partners which enables them to share and work together in all areas of Christian life.

Sikh Association
Chair Eakbinder Kaur
The Sikh Association was launched early 2013 at a local Walsall Temple.

5. Engaging with Protected Groups

Chaplaincy Services
Force Chaplain Rev John Butcher
The chaplaincy service offers a service that is available to any individual or group regardless of faith, religious tradition or no faith at all.

The chaplaincy service is made up from a team of advisors that come from a variety of different religious backgrounds and beliefs.

The staff support associations and chaplaincy services all work with a variety of third party and voluntary organisations.

Further information from: Fiona Washington, Manager, Diversity, Equality and Human Rights Hub of Excellence.
Telephone: 07554117195
Email: diversity@west-midlands.police.uk

5. Engaging with Protected Groups

Equality of Access
WMP endeavour to ensure that the 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 adjustments WMP has already made are detailed below:

- Access ramps to 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 text, alter backgrounds, and change colours

For those with language barriers, WMP 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
WMP 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. Hate Crime

Hate Crime Reference Groups
WMP has developed reference groups to represent 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. 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
WMP has recently completed an audit of all third party reporting centres in the area. They have recently established and are providing training to new centres, retraining new staff at existing locations 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. WMP has delivered training to Non Emergency Contact Call Handling and Front Office staff with the support of representatives from the Disability and Transgender communities. This is now being developed for wider delivery.

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.
Regular meetings with all 7 Local Authority Hate Crime Leads ensures a joined up forcewide approach to dealing with Hate Crime.

Hate crime reporting
The police in England and Wales recorded 42,236 hate crime offences in 2012/13, around one per cent of all recorded crime (Crime Survey for England and Wales).

The number of Hate Crimes recorded to West Midlands Police has increased from 2518 in 2012 to 2869 in 2013. West Midlands Police anticipated this increase as trust and confidence grows through the 'True Vision' recording process and with the increase of Third Party Reporting Centres.

Extensive work is being conducted to encourage increased hate crime reporting and ensuring that it is recorded accurately, in particular Religious Hate Crimes.

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 to the detriment 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.

West Midlands Police Contact Centres are currently looking to improve how hate crime is recorded on systems to provide a more rigid monitoring process.

Data is published on the True Vision website – www.report-it.org.uk

6. Hate Crime

The hate crime governance structure has allowed WMP to improve the quality of investigation from the initial report through to charge. Closer working with the Crown Prosecution Service has seen the development of a regionally agreed Service Level Agreement with West Midlands Police and other Forces.

There is now increased scrutiny and management of hate crime case resulting in an increase in 'solve and resolve' rates for hate crime offences.

WMP has increased solved and resolved cases of hate crime since April 2011 when the hate crime governance structure was introduced.

Strategic Development
Hate Crime is a strategic priority for WMP. This is led by Commanders through a Gold, Silver and Bronze structure to ensure that it is tackled effectively. There are performance measures to ensure public satisfaction.

The following are some of the means by which we have improved performance:

- Hate Crime Policy, now mainstream business.
- Hate Crime Strategy – details the themes and aims for dealing with Hate Crime
- Guide to Dealing with and Investigating Hate Crime: cultural and lifestyle considerations for officers and staff.
- Service Level Agreement between Police and CPS: single agreed definitions and a commitment to encouraging increased reporting and the early identification of offences for enhanced sentencing to be applied..
- Hate Crime Delivery Plan: available to LPU's to help shape service delivery.
- Regular engagement with Local Authority Leads in pursuit of partnership arrangements.

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 Living in a Different World report reviewed how the police and CPS deal with disability hate crime. West Midlands Police committed to recognising disability hate crime, responding appropriately to the needs of the victim and listening to their concerns. Together with CPS a single definition was agreed.

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
- Training has been delivered in 2013 to all new Contact Officers and Front Office staff in respect of Hate Crime
- Training has been delivered by representatives from the Disability and Transgender communities
- A Hate Crime development day is taking place using the Geese Theatre Company and attendees will be from internal West Midlands Police Departments and LPUs, Local Authorities, Regional Forces and Guest speakers
- All relevant updated Hate Crime documents are accessible via the Force Intranet site and will be on the new external website
- Guide to dealing with and Investigating Hate Crime containing practical advice on dealing with victims and different communities affected by Hate Crime

Work is ongoing to raise the awareness and understanding of Hate Crime within the police, partners and communities to encourage early reporting.

6. Hate Crime

Mental Health

The 'Stand By Me' police promises that WMP has signed up to are being reinforced and rejuvenated in line with the opening of several new disability and mental health third party reporting centres. This also marks the start of important strategic relationships with some key stakeholders in the area. WMP Partnerships' departments have arranged for all response teams to receive a disability and mental health awareness session provided free of charge by Birmingham MIND.

In June 2013, WMP together with key partners from Birmingham City Council and NHS Mental Health trusts throughout the West Midlands hosted a Mental Health and Learning Disabilities Summit chaired by the Police and Crime Commissioner. Some of the recommendations from this event focused on the establishment of a new West Midlands Strategy Group, a multi-agency Mental Health and Learning Disability strategy, and roll out of joint practices and training.

Following the implementation of this Strategy group, WMP launched a new partnership pilot in January 2014 to ensure people with mental health issues are kept out of police custody and receive the right treatment and care. The force is one of a number to be selected by the Department of Health to pilot the 'street triage' scheme, which sees mental health nurses and paramedics accompany police officers to incidents where it's believed people need immediate mental health support.

In conjunction with the 'street triage' pilot and in partnership with Birmingham and Solihull Mental Health NHS trust and West Midlands Ambulance Service; WMP hosted a Place of Safety conference January 2014, to ensure that those with mental health issues are kept out of police custody and cared for in the best possible place. The event focused on effective working practices but specifically on that relating to: places of safety, working partnerships and developing pathways.

6. Hate Crime

Equalities Implications
The revised Hate Crime Policy has been developed 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 identifies five strands – Disability, Race, Religion, Transgender and Sexual Orientation. The five strands have been included in the policy and consultation, however, the other protected characteristics have also been considered in the impact assessment.

Despite previous equalities legislation, 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 providing increased consultation and engagement across the five strands of hate crime.

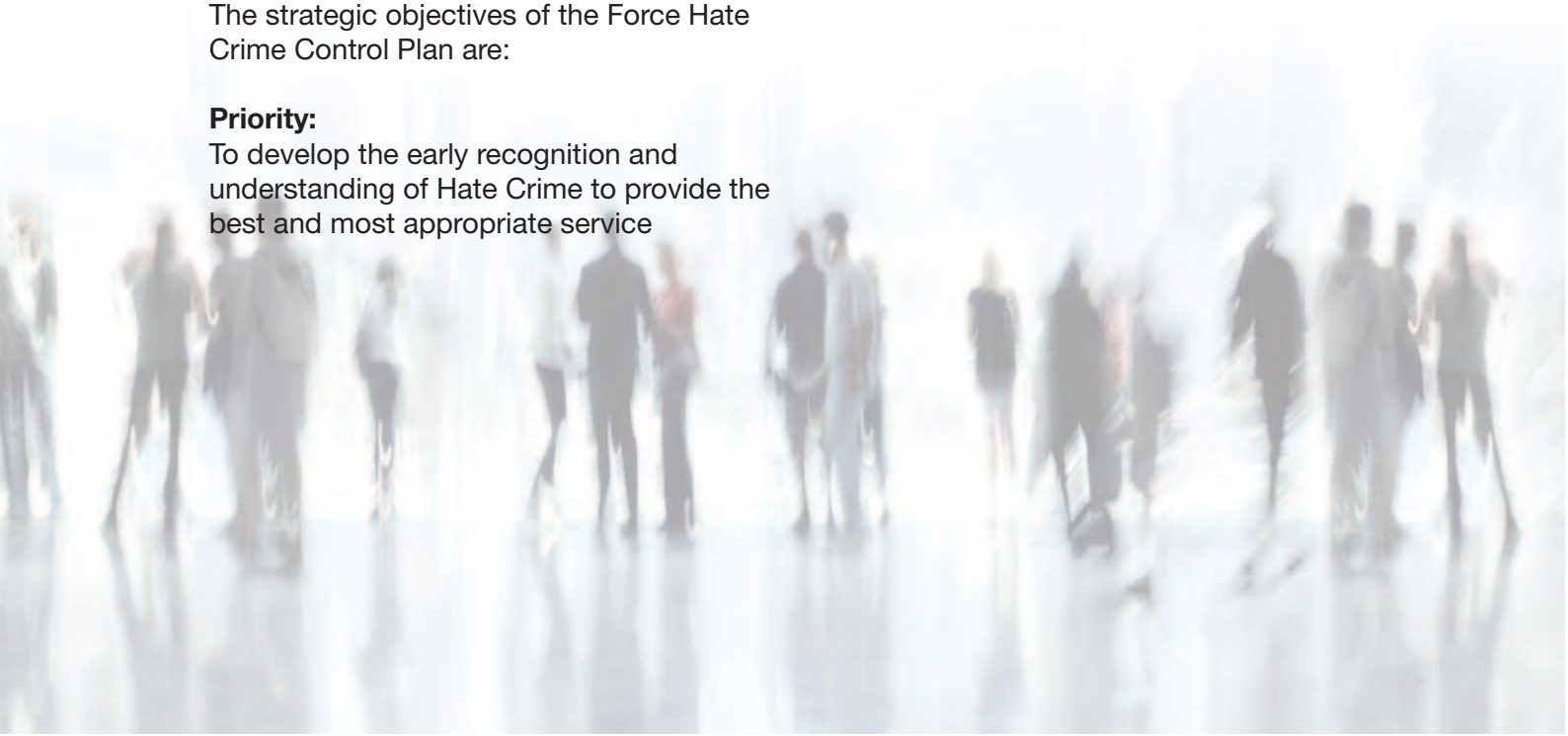
West Midlands Police Hate Crime Strategy
The strategic objectives of the Force Hate Crime Control Plan are:

Priority:
To develop the early recognition and understanding of Hate Crime to provide the best and most appropriate service

Aims
- To encourage increased reporting of Hate crime
- Improve the level of service to Hate Crime victims
- Remove the barriers to reporting Hate Crime.
- Increase 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 Strategy and Policy 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 WMP Hate Crime Silver Commander (Superintendent Chris Johnson) governs the Hate Crime Policy and Strategy and is supported by 6 Bronze Commanders, one for each strand and an overall Hate Crime Bronze. 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.



6. Hate Crime

The data below shows the number of hate crimes in the West Midlands Police force area in 2012 and 2013. In 2012, the detection rate was 46.2% and in 2013, 37.3% of hate crimes were detected.

Local Policing Area	Number of Hate Crimes (2012)	Number of Hate Crimes Detected (2012)	Detection Rate (2012)
Birmingham East (BE)	313	151	48.2%
Birmingham North (BN)	144	53	36.8%
Birmingham South (BS)	318	124	39.0%
Birmingham West and Central (BW)	432	199	46.1%
Coventry (CV)	322	129	40.1%
Dudley (DY)	132	65	49.2%
Sandwell (SW)	279	134	48.0%
Solihull (SH)	159	91	57.2%
Walsall (WS)	181	118	65.2%
Wolverhampton (WV)	237	100	42.2%
Other	1	0	0.0%
TOTAL	**2518**	**1164**	**46.2%**

Local Policing Area	Number of Hate Crimes (2013)	Number of Hate Crimes Detected (2013)	Detection Rate (2013)
Birmingham East (BE)	471	153	32.5%
Birmingham North (BN)	175	84	48.0%
Birmingham South (BS)	328	100	30.5%
Birmingham West and Central (BW)	491	206	42.0%
Coventry (CV)	316	118	37.3%
Dudley (DY)	173	54	31.2%
Sandwell (SW)	243	83	34.2%
Solihull (SH)	179	73	40.8%
Walsall (WS)	238	101	42.4%
Wolverhampton (WV)	253	98	38.7%
Other	2	0	0.0%
TOTAL	**2869**	**1070**	**37.3%**

6. Hate Crime

Gold
ACC Forsyth

Silver
Superintendent
Chris Johnson

Bronze
Insp Ainsley Cobbett

Investigation Bronze
BE - DCI
BN - DCI
BS - DCI
BWC - DCI
CV - DCI
DY - DCI
SW - DCI
SH - DCI
WS - DCI
WV - DCI
FCID - DCI
PPU - DCI
CJ - DCI
CTU - DCI

Bronze for Race
CI Harvi Khatkar

Bronze for Religion
CI Reverend John Butcher

Bronze for Disability
CI Kerry Blakeman

Bronze for Homophobic
Supt Jan Thomas-West

Bronze for Transphobic
CI Sean Russell

7. Our People

Monitoring Employment Composition of the Workforce

As part of the equality duties, WMP has to responsibly monitor all aspects of the recruitment and development of the workforce. WMP 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
- Salary increments (Widebanding)

Monitoring Faith and Belief

WMP monitors data regarding the religion/belief of individuals through the Oracle HR system and Staff Surveys. We collect this data so the Force 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 WMP 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.

WMP supports four staff support associations in terms of religion and belief which offer additional support to the members and which additionally link in with external groups.

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

Reasonable Adjustments

West Midlands Police takes every reasonable step to recruit and retain disabled employees, as the Force wants to harness the valuable skills and experience of all, preferring to focus on “ability” rather than “disability”. We have a robust process and policy for putting reasonable adjustments in place for individuals with disabilities that are as simple, cost effective and as timely as possible. The adjustments might cover the hours worked, furniture, equipment, software or support in making 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 they can best be helped.

Case conferences are set up in a timely manner and will include the individual, Occupational Health, the EDHR manager, a HR Manager and the individual’s Line Manager. The individual can also bring a personal representative if required. 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 can self refer to the government agency “Access to Work” part of jobcentre plus, 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 means of an on-site assessment, West Midlands Police will, where deemed reasonable, endeavour to provide the suggested support providing the necessary equipment, software etc.

The amount spent on this support for 2013 is in excess of £27,000. In addition, all staff with disabilities must be assessed by a competent risk assessor to determine any significant hazards to them or to others.

7. Our People

Equipment already within the organisation is utilised where appropriate making considerable savings for the organisation and ultimately the tax payer. Two avenues of recouping monies from reasonable adjustment equipment are firstly through the Access to Work redemption scheme when ATW refund a small proportion of the cost in certain circumstances and secondly by means of selling equipment used by staff/officers that cannot be re-used.

If individuals require adjustments to help them to perform their role effectively, but do not meet the definition of 'disability' outlined in the Equality Act 2010 they may apply for these adjustments locally through their Line Manager. 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.

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. They 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 10:00 -12:00 and 14:00-16:00. (option 1) This proves beneficial for staff who have childcare or other caring commitments or who wish to work certain hours to fit into their lifestyle. However, after a review the force identified the need to broaden the flexi working hours and has introduced (option 2) to incorporate a 7am start, this was introduced strictly for operational needs. This allows staff to work any hours between 07:00-18:30, core times are 09:00-11:00 and 13:00-15:00 It also allows staff to accrue up to 30 hours in a 12 week period 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-rated 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.

7. Our People

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.

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.

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 HR teams of the importance of this.

Career Breaks
The Career Break Policy allows 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 fasting during Ramadan. Under future Police Service changes staff will be able to choose when they take Bank Holidays.

Disability Related Absence and Leave
Where absence or leave is related to disability this is appropriately recorded so individuals are not disadvantaged.

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.

7. Our People

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. The Special Leave Policy is undergoing consultation. Some of the changes will be to accommodate blood, platelets and bone marrow donors, gender reassignment and surrogacy.

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 Expected Week of Confinement 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.

7. Our People

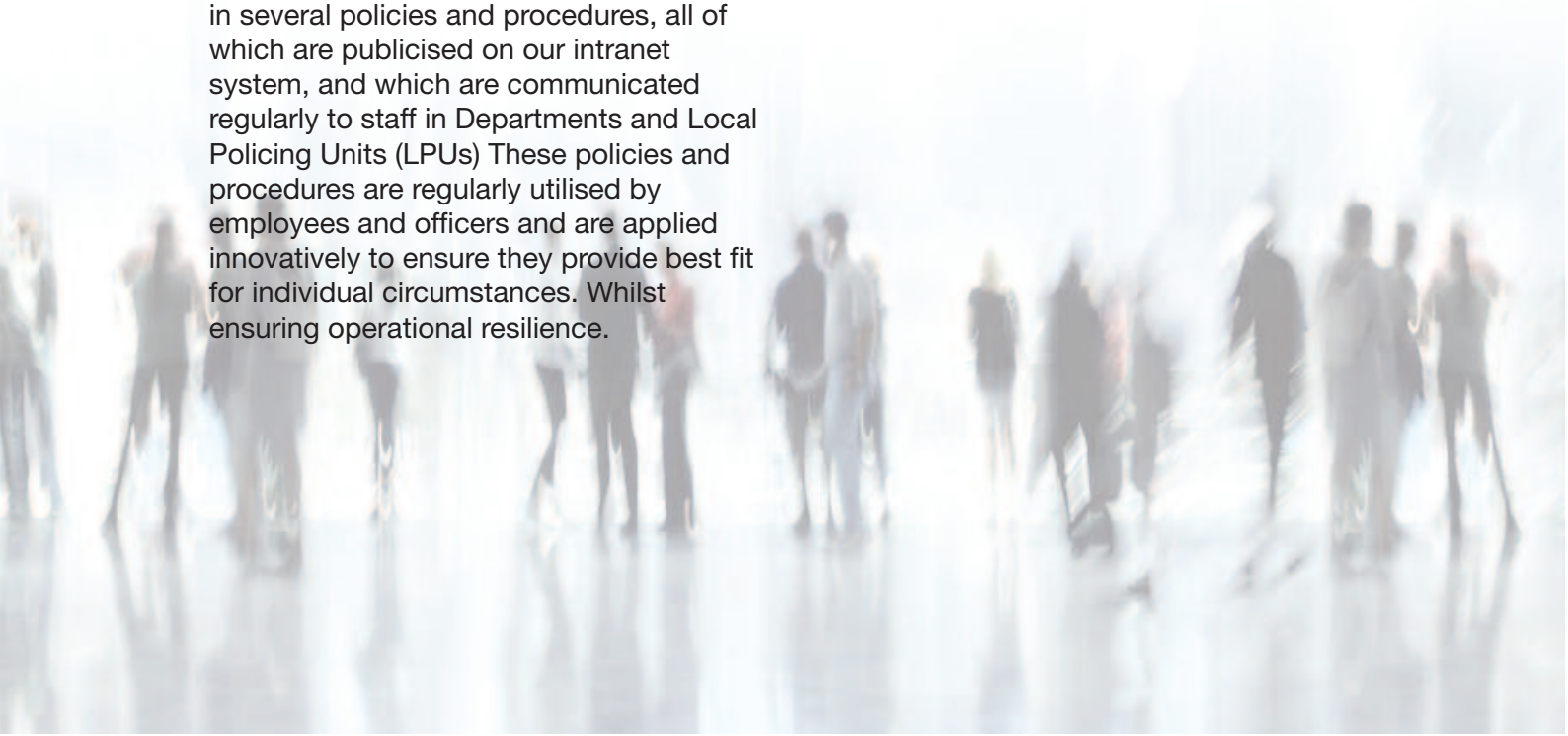
Gender Reassignment
Any officer or member of staff undergoing gender reassignment is entitled to special leave for any gender reassignment related procedure. This will be treated the same as sickness or injury absence in line with Statutory requirements. In addition, this is recorded appropriately to ensure confidentiality.

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.

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. Whilst ensuring operational resilience.



7. Our People

Details of specialist officers i.e. those with specialist skills (Domestic Abuse Forced Marriage etc)
The Public Protection Department 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 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.

Safeguarding Specialist Officers for domestic abuse and vulnerable adult abuse:
3 x Detective Inspector (DI)
10 x Detective Sergeant (DS)
40 x Detective Constable (DC)

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
19 x DSs
143. x DCs

Sex Offender Managers:
1 x DI
8 x DSs
43 x DCs

Adult Abuse Investigators (Specially Trained Officers [STO] for domestic abuse, vulnerable adult abuse, rape and serious sexual offences):
5 x DIs
23 x DSs
119 x DCs

Please note that the above figures are approximate as this department is going through organisational change.

7. Our People

Capability Equalities Analysis

Resolution (Grievance)/Performance and Attendance
Police Staff

During 2013, a total of 75 cases were referred to the Line Management Advice (LMA) team in relation to police staff performance and attendance. The following is a breakdown by category.

Of the total cases referred, 48 (64%) cases relate to female and 27 (36%) cases relate to male. 7 (9%) cases account for police staff from a BME background.

Support may not have resulted in a formal process being implemented

Male	Female
27	48

BME	Non BME
7	68

Age Range	
20 – 29	13
30 – 39	18
40 – 49	24
50 and above	20

Cases Referred and Progressed to a Formal Process
Of the total cases referred, 7 cases progressed to a formal process as described below:

Stage of process	
Informal	5
First formal stage	1
Second Formal Stage	1

Male	Female
5	2

BME	Non BME
2	5

Age Range	
20 – 29	3
30 – 39	3
40 – 49	1
50 and above	0

**Please note that this may not be a true representation of the Force as many line managers implement may instigate the first stages of the Capability Procedure without LMA support.*

7. Our People

Capability Equalities Analysis

Resolution(Grievance)/Performance and Attendance
Police Officer

During 2013, a total of 70 cases were referred to the Line Management Advice (LMA) team in relation to police staff performance and attendance. The following is a breakdown by category.

Of the total cases referred, 34 (49%) cases relate to female and 36 (51%) cases relate to male. 9 (13%) cases account for police staff from a BME background.

Support may not have resulted in a formal process being implemented

Male	Female
36	34

BME	Non BME
9	61

Age Range	
20 – 29	5
30 – 39	25
40 – 49	33
50 and above	9

Cases Referred and Progressed to Formal Process
Of the total cases referred, 7 cases progressed to a formal process as described below:

Stage of process	
Informal	13
First Stage	1
Second Stage	1

Male	Female
2	13

BME	Non BME
2	13

Age Range	
20 – 29	1
30 – 39	4
40 – 49	8
50 and above	2

**Please note that this may not be a true representation of the Force as many line managers implement may instigate the first stages of the Capability Procedure without LMA support.*

7. Our People

During 2013, a total of 52 cases were referred to the Line Management Advice (LMA) team for resolution referral for both police officers and staff, with police officers equating for 37 (71%) of these cases and police staff 15 cases (29%)

Age Range	
20 – 29	6
30 – 39	13
40 – 49	17
50 and above	1

Police Officers - Resolution Data Year ending 2013

Out of the total cases referred for police officers, 26 (70%) relate to male, and 11 (30%) relate to female officers who equate for 30.80% of the workforce. Data as follows:-

Gender Profile

Rank	*Male*	*Female*
Constable	20	11
Sergeant	6	0
Total	26	11

Ethnic Profile

Of the total cases referred for police officers, 29 (78%) relate to officers from a non-BME background and 8 (22%) cases to those officers from a BME background who equate for 8.47% of the workforce. Data as follows:-

Rank	*Non - BME*	*BME*
Constable	26	5
Sergeant	3	3
Total	29	8

Age Profile

Rank	*20-29*	*30-39*	*40-49*	*50+*
Constable	6	10	13	1
Sergeant	0	3	4	0
Total	6	13	17	1

Police Staff – Resolution Data Year ending 2013

Out of the total cases referred for police staff, 12 (80%) relate to female, and 3 (20%) relate to male officers who equate for 38.44% of the workforce. Data as follows:-

Role	*Male*	*Female*
PCSO	1	2
DEO	0	1
Business Support	0	2
Contact	0	2
OSD	1	1
Arrest Ref Worker	0	1
FCID/Coroners	1	0
Other	0	3
Total	3	12

Ethnic Profile

Of the total cases referred for police staff, 10 (67%) relate to officers from a non-BME background and 5 (33%) cases to those officers from a BME background who equate for 11% of the workforce. Data as follows:-

Role	*Non BME*	*BME*
PCSO	1	2
DEO	1	0
Business Support	2	0
Contact	1	1
OSD	1	1
Arrest Ref Worker	1	0
FCID/Coroners	1	0
Total	10	5

External Complaints (Professional Standard Department)

The Professional Standard Department has received 1499 complaints from members of the public between 1st January 2013 and 31st December 2013. 840 of these complaints have now been finalised.

7. Our People

BME Recruitment, Development and Progression

West Midlands Police are committed to providing a policing service that is inclusive, offers equality of opportunity regardless of background and meets the needs of all communities. Through the introduction of a clear and accountable strategy for BME Progression, we will strive to eliminate barriers and provide an environment where our BME colleagues can thrive. Working together as one we will make a difference to our service delivery by mainstreaming our organisational values. Our leadership will be visible and approachable in order to tackle the issues that matter most; the delivery of this strategy is critical to giving our workforce and communities confidence in our ability to listen, learn and strive to improve to meet the needs of the diverse communities we serve.

We are committed to supporting the College of Policing (COP) Key Strategic Objectives with particular interest in the COP BME Progression Gold Group work to identify emerging trends and risks.

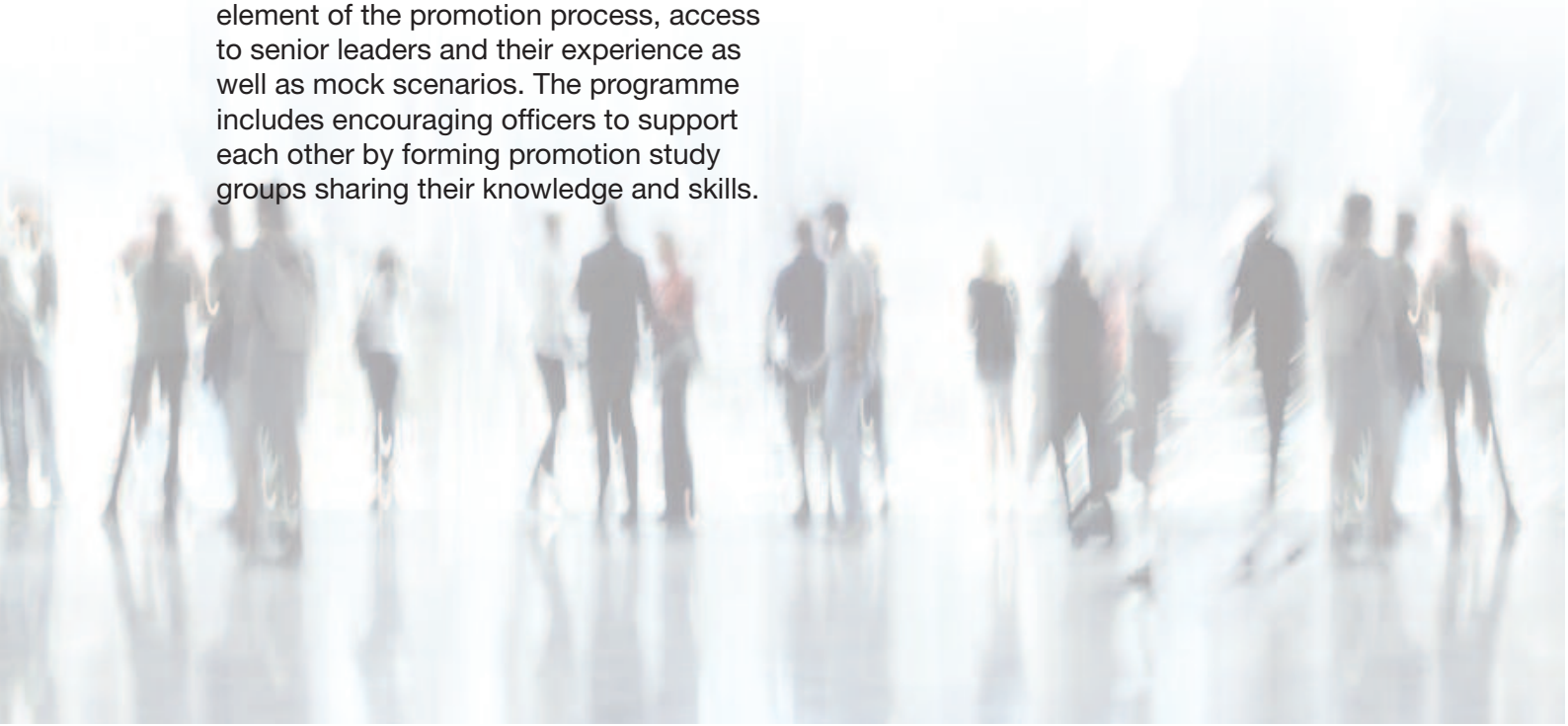
The BME Recruitment and progression delivery plan sets out objectives to provide focussed and targeted support to qualified BME officers through positive action for promotion processes for all ranks. These include inputs on each element of the promotion process, access to senior leaders and their experience as well as mock scenarios. The programme includes encouraging officers to support each other by forming promotion study groups sharing their knowledge and skills.

All recruitment, development and progression processes are reviewed to ensure that there is no bias. In the forthcoming police officer recruitment process in 2014 WMP will be recruiting members of diverse communities to sit on the recruitment interview panels.

There has been the creation and launch of a force pool of mentors for coaching BME officers and staff supporting individual's continuous professional development.

BME development is embedded into the force talent development strategy and additional support is tailored where appropriate through Positive Action initiatives.

Finally there is also a focus to improve BME representation in specialist departments to enhance every aspect of service delivery.



8. Tackling Crime

Stop & Search

WMP launched a new Stop and Search policy in 2012 and is working proactively with its own staff, the Police and Crime Commissioner and its communities to ensure that Stop and Search powers are applied effectively and fairly.

In some areas where the figures have shown some differences in use against minority groups there has been extra effort to minimise its use unless necessary to reduce crime.

Solihull for example has used the College of Policing "Next Steps" model to improve the effectiveness of powers locally. This is a proven successful tool and has improved reduction in crime and enhanced community relations in many UK areas (particularly BME neighbourhoods).

Explanation of powers to stop and search
WMP understand the importance of informing the public of their rights. This improves community relations and ensures transparency in use of powers.

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.

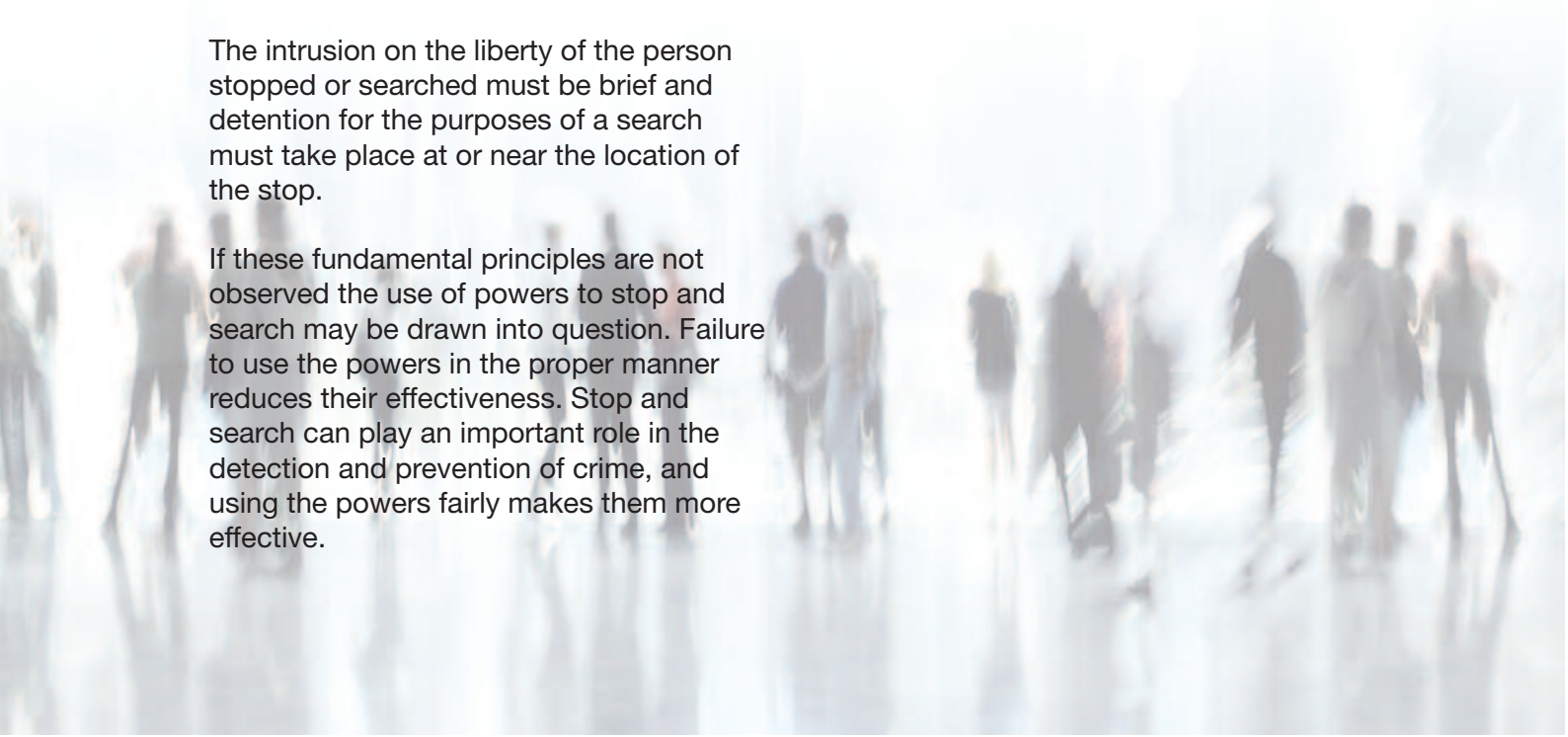
The intrusion on the liberty of the person stopped or searched must be brief and detention for the purposes of a search must take place at or near the location of the stop.

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 the "PACE" of Codes of practice.

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.



8. Tackling Crime

Count of Stop searches where the search date between 01/01/2012 and 31/12/2012*

Stop & Search 2012								
Ethnicity	Drugs	Going equipped	Stolen Items	Offensive Weapon	Firearm	Criminal Damage	Other	Grand Total
01 White	7149	6613	3977	1816	153	0	6	**19714**
02 Black	2945	1551	1154	843	147	0	1	**6641**
03 Asian	5610	1684	1016	993	105	0	3	**9411**
04 Other	48	22	30	18	1	0	0	**119**
05 Not Recorded	149	86	72	24	9	0	0	**340**
Grand Total	**15901**	**9956**	**6249**	**3694**	**415**	**0**	**10**	**36225**

Stop & Search 2012						
LPU	01 White	02 Black	03 Asian	04 Other	05 Not Recorded	**Grand Total**
BE LPU	3435	1110	3909	15	62	**8531**
BN LPU	984	248	135	1	12	**1380**
BS LPU	2368	715	387	6	14	**3490**
BW LPU	2777	2227	2454	48	99	**7605**
CV LPU	2776	437	434	24	40	**3711**
DY LPU	1313	199	199	2	24	**1737**
SH LPU	1313	246	205	2	16	**1782**
SW LPU	1011	361	417	9	20	**1818**
WS LPU	1340	185	469	0	16	**2010**
WV LPU	2081	709	563	4	26	**3383**
Other Non LPU	316	204	239	8	11	**778**
Grand Total	**19714**	**6641**	**9411**	**119**	**340**	**36225**

Stop & Search 2012	
LPU	Total
BE LPU	8531
BN LPU	1380
BS LPU	3490
BW LPU	7605
CV LPU	3711
DY LPU	1737
SH LPU	1782
SW LPU	1818
WS LPU	2010
WV LPU	3383
Other	778
Grand Total	**36225**

Please note that data is correct as at 03/01/2014 and is subject to updates.

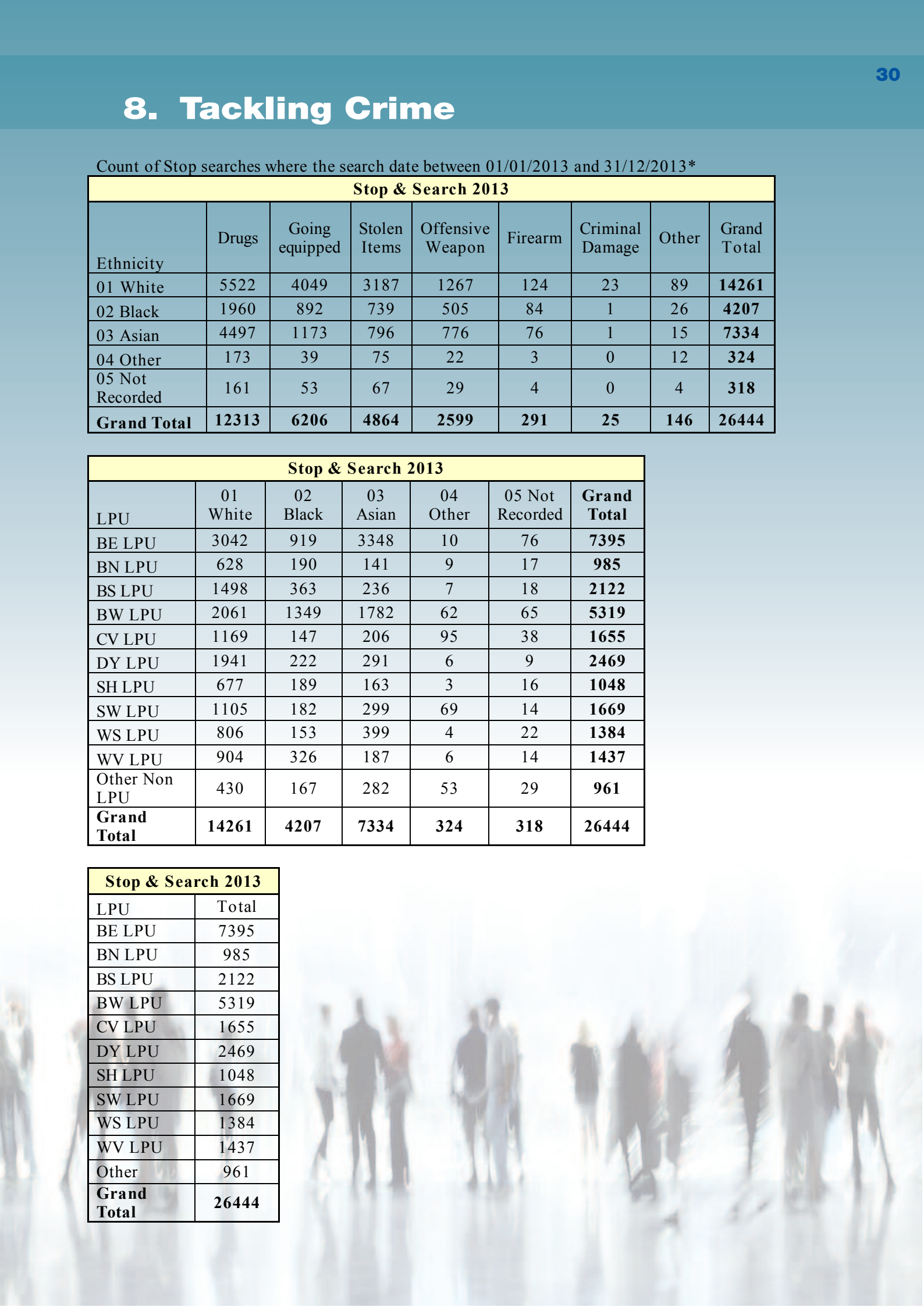
8. Tackling Crime

Count of Stop searches where the search date between 01/01/2013 and 31/12/2013*

Stop & Search 2013								
Ethnicity	Drugs	Going equipped	Stolen Items	Offensive Weapon	Firearm	Criminal Damage	Other	Grand Total
01 White	5522	4049	3187	1267	124	23	89	**14261**
02 Black	1960	892	739	505	84	1	26	**4207**
03 Asian	4497	1173	796	776	76	1	15	**7334**
04 Other	173	39	75	22	3	0	12	**324**
05 Not Recorded	161	53	67	29	4	0	4	**318**
Grand Total	**12313**	**6206**	**4864**	**2599**	**291**	**25**	**146**	**26444**

Stop & Search 2013						
LPU	01 White	02 Black	03 Asian	04 Other	05 Not Recorded	**Grand Total**
BE LPU	3042	919	3348	10	76	**7395**
BN LPU	628	190	141	9	17	**985**
BS LPU	1498	363	236	7	18	**2122**
BW LPU	2061	1349	1782	62	65	**5319**
CV LPU	1169	147	206	95	38	**1655**
DY LPU	1941	222	291	6	9	**2469**
SH LPU	677	189	163	3	16	**1048**
SW LPU	1105	182	299	69	14	**1669**
WS LPU	806	153	399	4	22	**1384**
WV LPU	904	326	187	6	14	**1437**
Other Non LPU	430	167	282	53	29	**961**
Grand Total	**14261**	**4207**	**7334**	**324**	**318**	**26444**

Stop & Search 2013	
LPU	Total
BE LPU	7395
BN LPU	985
BS LPU	2122
BW LPU	5319
CV LPU	1655
DY LPU	2469
SH LPU	1048
SW LPU	1669
WS LPU	1384
WV LPU	1437
Other	961
Grand Total	**26444**



8. Tackling Crime

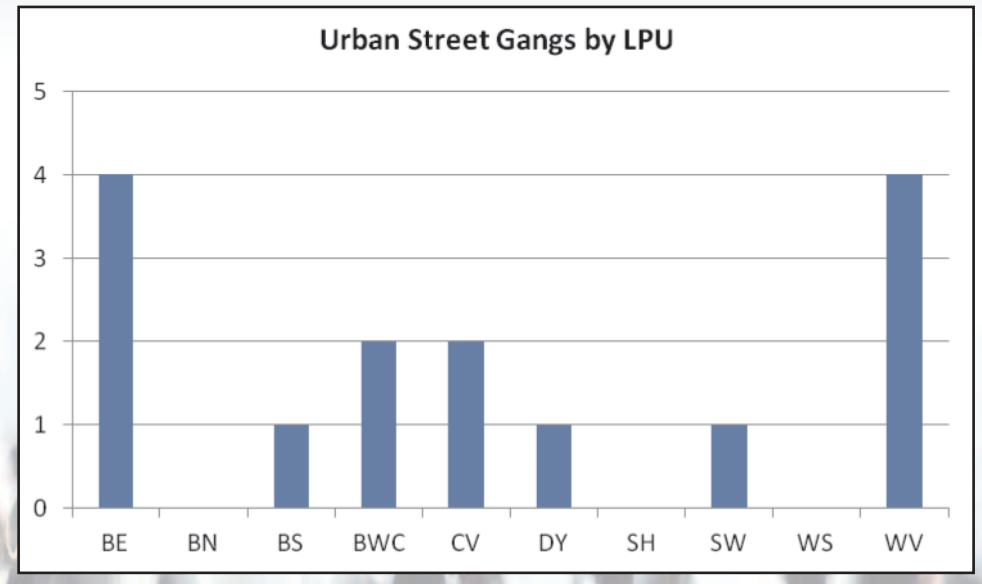
Gang Crime
Within the West Midlands area it has been identified that we have 15 Urban Street Gangs.

Urban Street Gangs as defined by: A relatively durable, predominately street-based group of young people who;
- See themselves (or are seen by others) as a discernable group.
- Engage in a range of criminal activity and violence.

They may have any or all of the following factors:
- Identify with or lay claim over territory.
- Have some form of identifying structural feature.
- Are in conflict with other, similar, gangs.

Urban Street Gangs by LPU

LPU	Number of Urban Street Gangs
Birmingham East	4
Birmingham North	0
Birmingham South	1
Birmingham West and Central	2
Coventry	2
Dudley	1
Sandwell	1
Solihull	0
Walsall	0
Wolverhampton	4
Total	**15**



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

8. Tackling Crime

Domestic Violence Data

The data below relates to domestic violence crimes occurring within the West Midlands Police force area. In 2012, the detection rate was 47.4% and the proportion of crimes resulting in a charge was 30.7%. In 2013, 46.1% of crimes were detected and 31.8% resulted in a charge.

Total Number of Domestic Crimes

Data is shown for the time period 1st January 2012 to 31st December 2012.

Local Policing Area	Number of Domestic Violence Crimes (2012)	Number of Domestic Violence Crimes Detected (2012)	Crimes Resulting in a Charge/Further Charge (2012)
Birmingham East (BE)	1527	842	516
Birmingham North (BN)	720	321	199
Birmingham South (BS)	1544	715	416
Birmingham West and Central (BW)	1287	556	372
Coventry (CV)	1782	768	560
Dudley (DY)	887	444	272
Sandwell (SW)	1186	610	376
Solihull (SH)	734	353	227
Walsall (WS)	1114	589	419
Wolverhampton (WV)	1347	554	366
Other	2	0	0
TOTAL	**12130**	**5752**	**3723**

Total Number of Domestic Crimes

Data is shown for the time period 1st January 2013 to 31st December 2013.

Local Policing Area	Number of Domestic Violence Crimes (2013)	Number of Domestic Violence Crimes Detected (2013)	Crimes Resulting in a Charge/Further Charge (2013)
Birmingham East (BE)	2033	992	683
Birmingham North (BN)	972	451	299
Birmingham South (BS)	1941	873	562
Birmingham West and Central (BW)	1613	703	400
Coventry (CV)	1945	833	646
Dudley (DY)	958	451	306
Sandwell (SW)	1530	802	588
Solihull (SH)	755	329	199
Walsall (WS)	1191	554	420
Wolverhampton (WV)	1462	647	482
Other	4	1	1
TOTAL	**14404**	**6636**	**4586**

Data taken from SfN as of the 2nd January 2014
Incident logs with 'Domestic' final classification

8. Tackling Crime

The data below shows any logs where the final classification is showing as a domestic incident.

Total Number of Domestic Incidents across Local Policing Units
The data below show the number of incidents recorded within the West Midlands Police force area with a domestic marker.

The below data shows the total number of domestic incidents reported from 1st January 2012 to 31st December 2012 Per Local Policing Unit.

Local Policing Area	Number of Domestic Incidents (2012)
Birmingham East (BE)	4866
Birmingham North (BN)	2226
Birmingham South (BS)	4128
Birmingham West and Central (BW)	3535
Coventry (CV)	2985
Dudley (DY)	3774
Sandwell (SW)	3346
Solihull (SH)	1654
Walsall (WS)	3447
Wolverhampton (WV)	2916
Other	58
TOTAL	**32935**

The below data shows the total number of domestic incidents reported from 1st January 2013 to 31st December 2013 Per Local Policing Unit.

Local Policing Area	Number of Domestic Incidents (2013)
Birmingham East (BE)	4388
Birmingham North (BN)	2053
Birmingham South (BS)	4113
Birmingham West and Central (BW)	3145
Coventry (CV)	3666
Dudley (DY)	3715
Sandwell (SW)	3945
Solihull (SH)	1729
Walsall (WS)	3273
Wolverhampton (WV)	3003
Other	70
TOTAL	**33100**

8. Tackling Crime

Government Agenda - Forced Marriage / Honour Based Violence (HBV)

Forced marriage and honour based crimes are umbrella terms to encompass various offences already covered by existing legislation. Both are a violation of human rights and may be a form of domestic and/or sexual violence. The UK is already a global leader on work to tackle forced marriage. The unique cross-departmental Forced Marriage Unit runs a helpline providing confidential support and advice to victims and professionals and conducts a nation-wide outreach programme in schools and statutory agencies across the country. In 2012 the government also signed up to the Council of Europe's convention on preventing and combating violence against women and domestic violence. Signing the convention reflects the government's continuing commitment to tackling violence against women and girls, including forced marriage, female genital mutilation and stalking.

The data below indicates the number of incidents with a Forced Marriage/Honour Based Violence qualifier over the last two years, broken down by Local Policing Area.

Local Policing Area	Number of Forced Marriage/Honour Based Violence related Incidents (2012)
Birmingham East (BE)	32
Birmingham North (BN)	1
Birmingham South (BS)	3
Birmingham West and Central (BW)	11
Coventry (CV)	2
Dudley (DY)	2
Sandwell (SW)	4
Solihull (SH)	8
Walsall (WS)	1
Wolverhampton (WV)	7
Other	1
TOTAL	**72**

Local Policing Area	Number of Forced Marriage/Honour Based Violence related Incidents (2013)
Birmingham East (BE)	15
Birmingham North (BN)	2
Birmingham South (BS)	1
Birmingham West and Central (BW)	14
Coventry (CV)	2
Dudley (DY)	4
Sandwell (SW)	5
Solihull (SH)	4
Walsall (WS)	2
Wolverhampton (WV)	5
Other	0
TOTAL	**54**

8. Tackling Crime

Female Genital Mutilation

FGM and the West Midlands

According to Census returns from 2011, the West Midlands Policing area had 65,254 residents of African origin including 9,699 Somalian's. Between 01/04/2011 and 31/08/2013 West Midlands Police received 65 referrals in relation to FGM with the majority of referrals being made by health professionals (55.6%), followed by social care professionals (17.5%) and 6% from educational establishments. The majority of referrals relate to midwives reporting women who have had FGM themselves and have given birth to a female child, for which a risk is posed. The Country of origin was captured on 54 referrals showing that 92.65% of referrals were relating to families from Africa. 35% were Somalian, 16.7% each from Gambia and Sudan. West Midlands Police are working hard to gain an understanding of how FGM has and is affecting the communities of the West Midlands, alongside other organisations both locally and nationally.

Operation Sentinel has provided the Public Protection Department with a great platform to increase awareness around FGM.

Posters aimed at professionals explaining what to look out for in order to identify girls at risk have been produced and have been distributed by officers to educational and health establishments. A further poster aimed at community members has been produced and distributed to GP waiting rooms, schools and community centres across the West Midlands.

The key to identifying girls at risk is in the training of professionals. During November and December 2013 all supervisors within the force had mandatory training on what FGM is, how and why it happens, health implications and what to look out for.

West Midlands Police are also involved in delivering FGM training to health professionals, and teacher training on an individual school basis, and other multi agency training. Recently Partnerships Officers have been involved in bringing together representatives from schools in their areas for a training input to be given.

All child abuse investigation units now have an Officer who is a single point of contact (SPOC) with regards to FGM.

8. Tackling Crime

Community Impact Statements

Community Impact Statements are being introduced to give communities a voice at key decision points in the criminal justice process – at point of charge, at point of sentence, and may also be of use in mediation, reparation and rehabilitation activities undertaken with offenders post sentence.
The intention of CIS is to give communities an opportunity to make sure significant issues and concerns around crime and disorder that adversely affect them, are understood, considered and when necessary, acted upon by the Police, by the Crown Prosecution Service, by the Probation Service and by the Courts.
Community Impact Statements are identified by data collected through the next steps neighbourhood model and by areas that Neighbourhood Inspectors through consultation highlight specific areas of concern. Areas identified are LPU hotspots that suffer from low level crime. Such as offences of ASB, Criminal Damage, Fly Tipping, Alcohol Related matters, General Disorder and Prostitution in the designated impact areas.

Crime and Disorder Partnerships (CDRP's) and Community Safety Partnerships (CSPs)

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 Crime Commissioners
- Fire and Rescue
- Primary Care Trust
- Local Authorities and 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 local communities, provide essential input to the strategic assessment process.

There are 7 Crime and Disorder Reduction Partnerships across the West Midlands.

- Coventry Community Safety Partnership – 02476 832 580
- Birmingham Community Safety Partnership – 0121 303 1368
- Wolverhampton Safety Partnership – 01902 551 214
- Dudley Safe and Sound Community Safety Partnership

Community.safety@dudley.gov.uk

- Sandwell Partnership – General enquiries 0845 358 2200
- Walsall Partnership Walsallpartnerships.org.uk
- Safer Solihull Partnership - 0121 704 6644

[5] Criminal Justice Act 1967

9. 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.

In order to meet our legal duties we published this document for the first time in January 2012. Subsequently we also published a new Equality Diversity and Human Rights Strategy and set a number of objectives in line with the Specific Duties. These can be found on our website.

Up to this point we had a Combined Equality and Human Rights Scheme which has now expired. The years of hard work that went into this scheme was incorporated into our newly formed Strategy and accompanying delivery plans. We have a robust structure of delivery in our organisation with responsibility at the top of the force.

Equality Standard for the Police Service
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 – now known as the College of Policing).

In 2014 the College of Policing are planning to replace the Equality Standard with the Equality Improvement Model. WMP will not be adopting this tool as it has developed its own model as follows.

Performance Portal
The EDHR element of our performance measuring system was launched in December 2012. This allows us to monitor progress against our EDHR legal objectives. In due course this will be made available externally to our service users so that they will be able to monitor our progress and successes and feedback their comments to us and hold us to account.

Equality Impact Assessments
We believe that EQIAs are an important tool to ensure that we evidence how we meet the Public Sector Equality Duty across all our policy, function and services. This entails policy owners capturing 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.

By December 2013 we had over 300 trained people to undertake EQIAs throughout the force. This ensures that we have resilience on all Local Policing Units and in all central departments.

9. 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 are working towards eliminating discrimination and harassment by ensuring that 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 help shape policy to meet the needs of the communities we serve.

In consultation with our communities, we have 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 the elderly.

There are many 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.

WMP foster 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.

Finally 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, WMP 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.

9. 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.

We want our service users to feedback to us on what we publish and also make suggestions of what further information could be included in this publication.

Under the Equality Act 2010 we must also develop and publish equality objectives. These can be found on our external website and will run until 2016.

Published Information Glossary

ASB	Anti Social Behaviour
ATW	Access to Work
BAPA	Black and Asian Police Association
BME	Black, Minority, Ethnic
CDRP's	Crime and Disorder Reduction Partnerships
CIS	Community Impact Statements
COP	College of Policing
CPN	Christian Police Network
CPS	Crown Prosecution Service
CSP	Community Safety Partnerships
DCN	Disability and Carers Network
EDHR	Equality, Diversity and Human Rights
EHRC	The Equality and Human Rights Commission
EIAs	Equality Impact Assessments
EWC	Estimated Week of Confinement
FBG	Faith and Belief Group
HBV	Honour Based Violence
IAG	Independent Advisory Group
IRIS	Institute of Research into Super Diversity
IVF	In Vitro Fertilisation
KIN	Key Individual Network
LGBT	Lesbian, Gay, Bi Sexual and Transgender Network
LMA	Line Manager Advisor
LPU	Local Policing Unit
MAPPA	Multi Agency Public Protection Arrangements
NPIA	National Policing Improvement Agency
PACE	The Police and Criminal Evidence Act 1984
PCC	Police and Crime Commissioner
SLA	Service Level Agreement
SSA's	Staff Support Associations
UPP	Unsatisfactory Performance Procedure
WMAMP	West Midlands Association of Muslim Police
WMAWP	West Midlands Association for Women in Policing
WMP	West Midlands Police

West Midlands Police Diversity Analysis

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Reference	Definitions
BME	Black, Mixed & Ethnic Minorities
LPUs	Local Policing Units
No of Employees	The number of employees
Declared	Those employees declared personal information
Not Declared	Those employees that chose not to declare personal information
Senior Officers	Police Officers that are within the rank of Chief Constable to Superintendents
Management	Employees that are within pay grades of Chief Officers M Band and Band E's
%	The percentage of employees.

Click here for link to compare WMP data to the West Midlands census demographic data:
http://www.ons.gov.uk/ons/release-calendar/index.html

West Midlands Police Diversity Analysis

Summary Information

1 - Currently West Midlands Police headcount is 11,795. The headcount has decreased by 516 (4.19%) since December 2012. Of the 11,795 employees, 7378 (62.55%) are Police Officers, 3319 (28.14%) are Police Staff, 657 (5.57%) are PCSO's and 441 (3.74%) are Special Constables. Since December 2012 Police Officers have decreased by 323 (4.02%), Police Staff by 73 (2.15%), PCSO's by 44 (6.27%) and Special Constables by 76 (14.70%).

2 -The Black Minority Ethnic (BME) population has decreased over the period by 0.04% from 9.84% in December 2012 to 9.80% at the end of December 2013. Police Officer BME strength is 623 which equates to 8.44% has decreased by 0.10% from 8.34% last year. Amongst the Forces's 10 Local Policing Units (LPU's) Birmingham West and Central LPU has the largest % population of Officers from a BME background at 15.92%, this is an increase of 0.02% from 15.90% in 2012.

3 -The female population of Police Officers currently stands at 31.05% showing an increase of 0.25% from 30.80% in December 2012. Police Staff female population is 63.45% a decrease of 0.08% from December 2012 (63.53%). The PCSO female population currently is 49.62% and shows little change from December 2013 (49.60%).

4 - The largest population group of Police Officers falls into the age group of 31-40 which accounts for 42.67% of our Police Officers. This is an increase from December 2012 where the same age group represents 41.42% of Police Officers. Currently the average Police Officer age is 39. Police Staff fall into the 41-50 age group which accounts for 31.06% of Police Staff, the same age group recorded the highest number of Police Staff in as December 2012 with 31.72%. The average Police Staff age currently stands at 43. The largest population group of PCSO's fall into the 31-40 age category accounting for 26.18% of PCSO's population, in comparison to December 2012 this has decreased by 0.07% from 26.25%. The average age of a PCSO currently is 37.

5 -54.96% of the Workforce have declared their Religion/Belief, which has decreased by 0.56% from 55.52% from December 2012. Sexual Orientation has been declared by 52.56% of WMP Workforce, a decrease of 0.56% from 53.12% in December 2012.

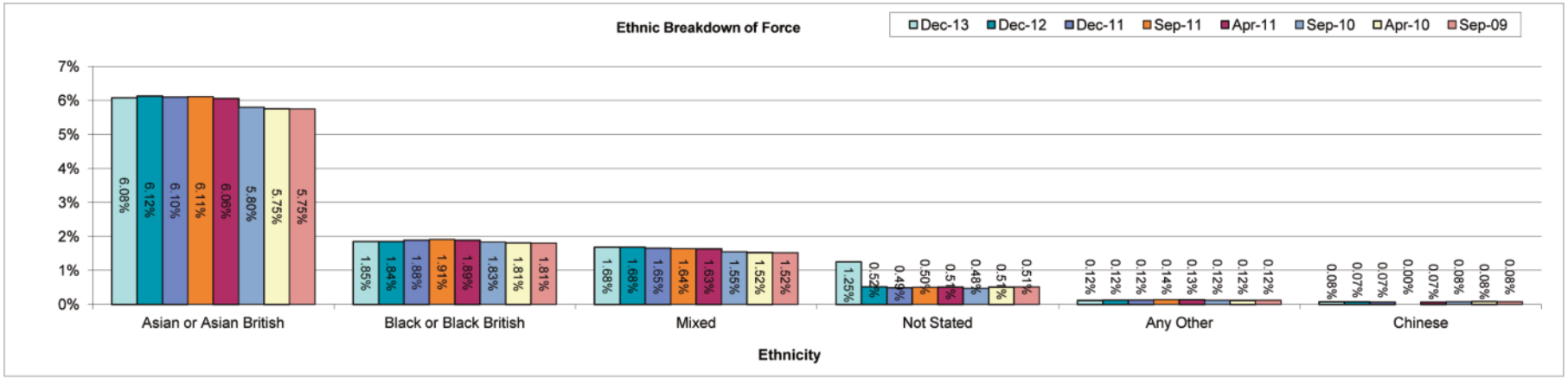
6 - During the last twelve months January 2013 to December 2013, 402 individuals have taken maternity leave which breaks down as 266 Police Officers, 101 Police staff and 35 PCSO’s. There have been 260 colleagues taking paternity leave during this period. A further 9 Police Officers, 2 Police Staff and 1 PCSO have taken Adoption leave during 2013.

7 - There are two Police Officers that have declared their Transgender identity.

Breakdown of Force per Employee Type

Ethnicity	Gender	Emp Type				Grand Total
		Police Officers	Police Staff	PCSOs	Special Constable	
White or White British	Male	4630	1064	287	252	6233
	Female	2098	1778	289	93	4258
Asian or Asian British	Male	274	68	28	55	425
	Female	91	163	21	17	292
Black or Black British	Male	76	23	9	3	111
	Female	33	69	2	3	107
Mixed	Male	85	8	4	6	103
	Female	55	27	12	1	95
Not Stated	Male	17	47	3	4	71
	Female	10	63	1	3	77
Any Other	Male	3	1	0	3	7
	Female	3	3	1	0	7
Chinese	Male	2	2	0	0	4
	Female	1	3	0	1	5
Grand Total		7378	3319	657	441	11795

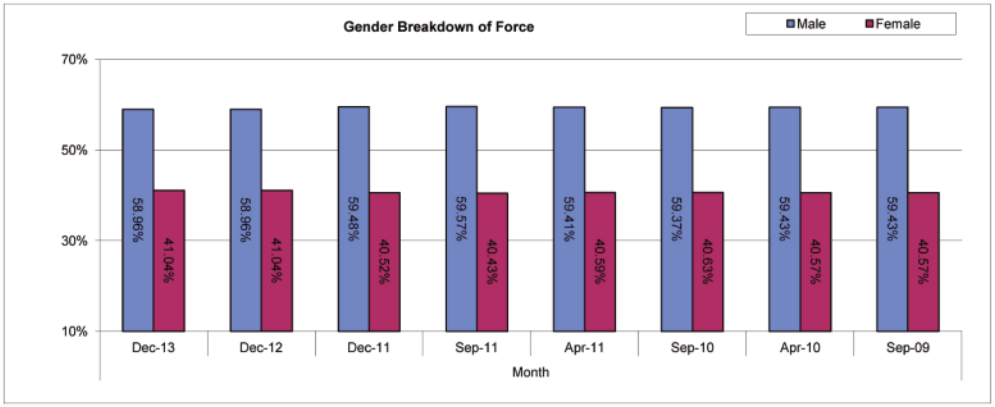
% By Emp Type	Emp Type				
	Police Officers	Police Staff	PCSOs	Special Constable	
Dec-13	62.55%	28.14%	5.57%	3.74%	
Dec-12	62.55%	27.55%	5.69%	4.20%	
Dec-11	62.22%	27.43%	5.67%	4.68%	
Sep-11	62.33%	27.34%	5.71%	4.63%	
Apr-11	61.55%	28.22%	5.66%	4.57%	
Sep-10	60.22%	29.93%	5.56%	4.29%	
Apr-10	60.10%	30.23%	5.54%	4.14%	
Sep-09	59.93%	30.48%	5.54%	4.05%	

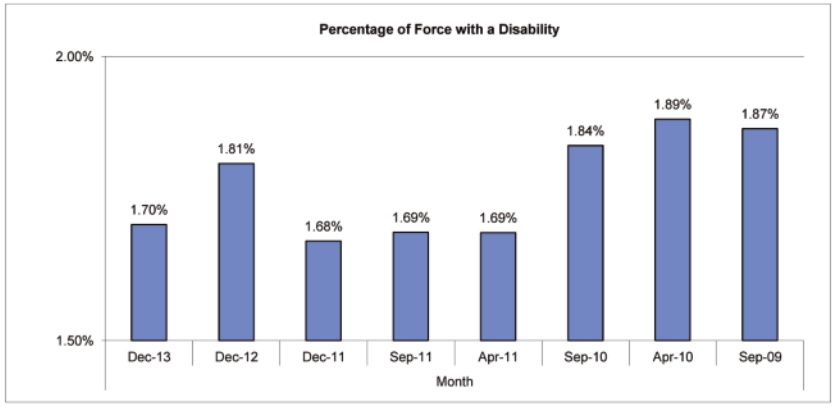


Ethnicity	Emp Type				Month							
	Police Officers	Police Staff	PCSOs	Special Constable	Dec-13	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
White or White British	91.19%	85.63%	87.67%	78.23%	88.94%	89.65%	89.69%	89.70%	89.71%	90.15%	90.21%	90.21%
Asian or Asian British	4.95%	6.96%	7.46%	16.33%	6.08%	6.12%	6.10%	6.11%	6.06%	5.80%	5.75%	5.75%
Black or Black British	1.48%	2.77%	1.67%	1.36%	1.85%	1.84%	1.88%	1.91%	1.89%	1.83%	1.81%	1.81%
Mixed	1.90%	1.05%	2.44%	1.59%	1.68%	1.68%	1.65%	1.64%	1.63%	1.55%	1.52%	1.52%
Not Stated	0.37%	3.31%	0.61%	1.59%	1.25%	0.52%	0.49%	0.50%	0.51%	0.48%	0.51%	0.51%
Any Other	0.08%	0.12%	0.15%	0.68%	0.12%	0.12%	0.12%	0.14%	0.13%	0.12%	0.12%	0.12%
Chinese	0.04%	0.15%	0.00%	0.23%	0.08%	0.07%	0.07%	0,07%	0.07%	0.08%	0.08%	0.08%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Breakdown of Force by Gender

Gender	Emp Type				Month							
	Police Officers	Police Staff	PCSOs	Special Constable	Dec-13	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Male	68.95%	36.55%	50.38%	73.24%	58.96%	58.96%	59.48%	59.57%	59.41%	59.37%	59.43%	59.43%
Female	31.05%	63.45%	49.62%	26.76%	41.04%	41.04%	40.52%	40.43%	40.59%	40.63%	40.57%	40.57%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



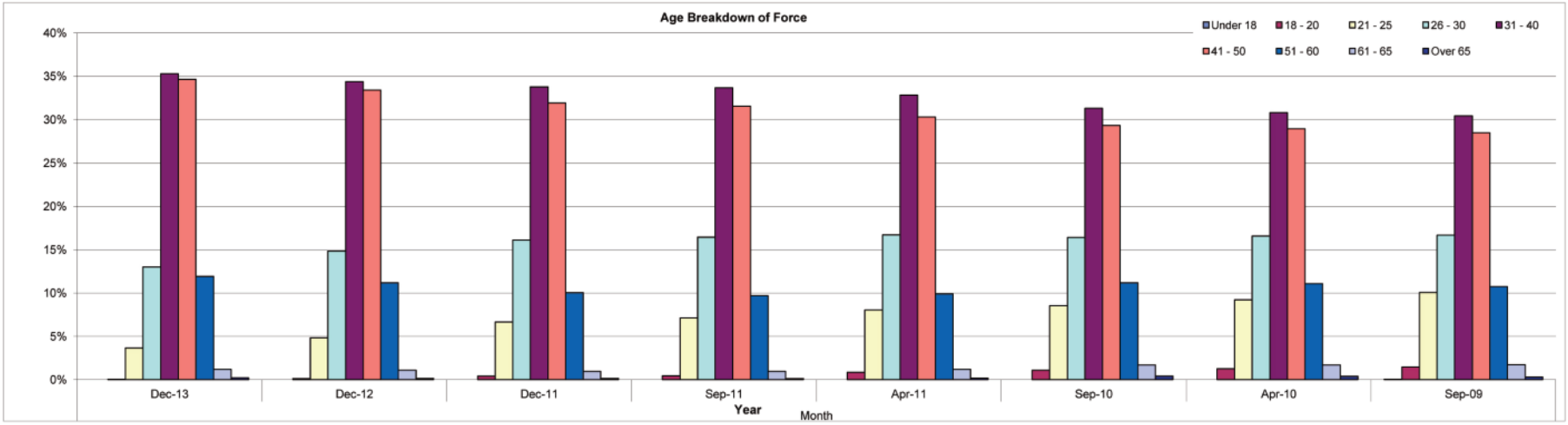


Breakdown of Force by Emp Type

Disability		Emp Type				Month							
		Police Officers	Police Staff	PCSOs	Special Constable	Dec-13	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Yes	No of Employees	66	129	3	3	201	223	216	220	228	263	274	275
	%	0.89%	3.89%	0.46%	0.68%	1.70%	1.81%	1.68%	1.69%	1.69%	1.84%	1.89%	1.87%
Grand Total		7378	3319	657	441	11795	12311	12895	13014	13492	14269	14502	14684

Breakdown of Force by Age

Age Group	Emp Type								Month								
	Police Officers		Police Staff		PCSOs		Special Constable		Dec-13		Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
	No	%	No	%	No	%	No	%	No	%							
Under 18												0.01%	0.01%		0.01%	0.01%	0.05%
18 - 20			4	0.12%			1	0.23%	5	0.04%	0.11%	0.41%	0.46%	0.85%	1.10%	1.25%	1.48%
21 - 25	97	1.31%	148	4.46%	74	11.26%	112	25.40%	431	3.65%	4.84%	6.65%	7.15%	8.06%	8.56%	9.21%	10.05%
26 - 30	896	12.14%	372	11.21%	159	24.20%	106	24.04%	1533	13.00%	14.81%	16.11%	16.43%	16.72%	16.41%	16.56%	16.69%
31 - 40	3148	42.67%	746	22.48%	172	26.18%	95	21.54%	4161	35.28%	34.38%	33.77%	33.66%	32.83%	31.30%	30.82%	30.44%
41 - 50	2800	37.95%	1031	31.06%	164	24.96%	93	21.09%	4088	34.66%	33.42%	31.91%	31.54%	30.29%	29.34%	28.96%	28.47%
51 - 60	431	5.84%	869	26.18%	83	12.63%	25	5.67%	1408	11.94%	11.18%	10.03%	9.68%	9.88%	11.18%	11.07%	10.74%
61 - 65	6	0.08%	126	3.80%	4	0.61%	6	1.36%	142	1.20%	1.10%	0.97%	0.95%	1.19%	1.70%	1.72%	1.74%
Over 65			23	0.69%	1	0.15%	3	0.68%	27	0.23%	0.16%	0.15%	0.12%	0.18%	0.41%	0.40%	0.33%
Grand Total	7378	100.00%	3319	100.00%	657	100.00%	441	100.00%	11795	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



Breakdown of Force by Religion

Religion or Belief	Emp Type				Month							
	Police Officers	Police Staff	PCSOs	Special Constable	Dec-13	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Baha'i							1	1	2	2	2	2
Buddhist	29	5		1	35	37	39	40	40	38	41	42
Christian	2821	1140	184	40	4185	4429	4676	4731	4920	5369	5507	5667
Hindu	26	29	1	4	60	67	70	73	77	81	85	85
Jain	17	3			20	22	24	24	25	29	30	31
Jewish	9			1	10	11	12	12	13	15	16	21
Muslim	85	27	12	4	128	132	142	141	145	148	148	153
No Religion	1037	336	81	21	1475	1547	1642	1647	1679	1747	1776	1821
Not Stated	2176	1385	328	351	4240	4345	4455	4496	4680	4812	4819	4732
Other	262	81	15	10	368	380	406	408	417	440	453	462
Prefer not to say	792	250	25	5	1072	1131	1203	1210	1255	1343	1378	1413
Rastafarian	4				4	4	6	7	8	9	10	11
Shinto	3				3	3	3	4	4	4	5	5
Sikh	112	63	11	4	190	198	210	212	218	221	221	227
Taoist	2				2	2	2	3	4	4	4	5
Zoroastrian	3				3	3	4	5	5	7	7	7
Grand Total	7378	3319	657	441	11795	12311	12895	13014	13492	14269	14502	14684

Declared Religion or Belief	4410	1684	304	85	6483	6835	7237	7308	7557	8114	8305	8539
% Declared Religion or Belief	59.77%	50.74%	46.27%	19.27%	54.96%	55.52%	56.12%	56.15%	56.01%	56.86%	57.27%	58.15%
Not Declared Religion or Belief	2968	1635	353	356	5312	5476	5658	5706	5935	6155	6197	6145
% Not Declared Religion or Belief	40.23%	49.26%	53.73%	80.73%	45.04%	44.48%	43.88%	43.85%	43.99%	43.14%	42.73%	41.85%

Sexual Orientation	Emp Type				Month							
	Police Officers	Police Staff	PCSOs	Special Constable	Dec-13	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Bi-sexual	28	6	1	2	37	42	47	47	46	47	49	52
Gay / Lesbian	110	25	12	4	151	161	172	171	177	187	189	190
Heterosexual	4142	1527	271	69	6009	6334	6692	6755	6983	7492	7652	7848
Not Stated	2180	1394	326	350	4250	4354	4457	4500	4684	4817	4829	4746
Other		2			2	2						
Prefer not to say	918	365	47	16	1346	1418	1527	1541	1602	1726	1783	1848
Grand Total	7378	3319	657	441	11795	12311	12895	13014	13492	14269	14502	14684

Declared Sexual Orientation	4280	1560	284	75	6199	6539	6911	6973	7206	7726	7890	8090
% Declared Sexual Orientation	58.01%	47.00%	43.23%	17.01%	52.56%	53.12%	53.59%	53.58%	53.41%	54.15%	54.41%	55.09%
Not Declared Sexual Orientation	3098	1759	373	366	5596	5772	5984	6041	6286	6543	6612	6594
% Not Declared Sexual Orientation	41.99%	53.00%	56.77%	82.99%	47.44%	46.88%	46.41%	46.42%	46.59%	45.85%	45.59%	44.91%

Marital Status	Emp Type				Month			
	Police Officers	Police Staff	PCSOs	Special Constable	Dec-13	Dec-12	Dec-11	Sep-11
Civil Partnership	56	9	4	1	70	69	54	55
Dissolved Civil Partnership	2	0	0	0	2	1	2	1
Divorced	356	200	23	11	590	611	617	619
Legally Separated	5	1	0	0	6	4	7	7
Living Together/Co-habitee	580	187	61	32	860	904	969	975
Married	4124	1791	244	117	6276	6466	6448	6496
Separated	205	63	19	2	289	289	336	15
Single	2036	982	304	273	3595	3910	4424	344
Widowed	7	26	2	0	35	42	37	4464
Not stated	7	60		5	72	15	1	38
Grand Total	7378	3319	657	441	11795	12311	12895	13014

Maternity, Paternity and Adoption leave taken during 2013 (January to December)

LPU/Dept	Maternity Leave						Total
	Police Officers	Police Officers %	Police Staff	Police Staff %	PCSOs	PCSOs %	
Birmingham East LPU	24	4.68%			4	5.71%	28
Birmingham North LPU	14	4.55%	1	20.00%	4	9.30%	19
Birmingham South LPU	14	3.34%			5	7.46%	19
Birmingham West and Central LPU	23	3.33%			4	4.65%	27
Coventry LPU	28	5.57%			7	7.95%	35
Dudley LPU	18	5.19%			4	4.60%	22
Sandwell LPU	13	2.88%			2	3.23%	15
Solihull LPU	8	2.89%			1	3.45%	9
Walsall LPU	16	3.98%			2	4.35%	18
Wolverhampton LPU	11	2.42%			1	1.54%	12
Associations	1	3.85%					1
Central Justice Services			15	3.59%			15
Counter Terrorism Unit	11	3.59%	4	2.50%			15
DCC Task Force	1	3.03%					1
Finance and Procurement			2	2.99%			2
Fleet Services			1	1.15%			1
Force CID	19	3.19%	3	2.65%			22
Force Contact	11	3.42%	22	2.61%			33
Forensic Services			7	3.80%			7
Human Resources			7	9.72%			7
Information Communications Technology			1	1.08%			1
Information Management			7	5.11%			7
Intelligence	4	1.23%	5	2.98%			9
Learning and Development	5	6.17%	3	5.66%			8
Legal Services			3	13.64%			3
Motorway Policing	2	2.06%	1	3.70%			3
Operations	2	0.41%					2
Organisation and Service Development			1	1.45%			1
Property Services			1	0.50%			1
Public Protection	37	8.35%					37
Shared Services			12	4.05%			12
West Midlands Office for Policing and Crime			2	8.70%			2
Grand Total	266	3.61%	101	3.04%	35	5.33%	394

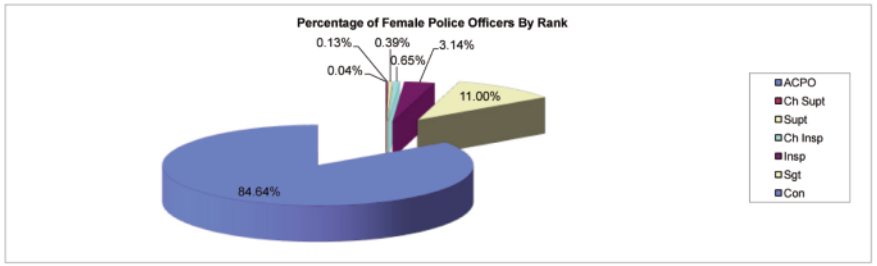
LPU/DEPT	Paternity Leave						Total
	Police Officers	Police Officers %	Police Staff	Police Staff %	PCSOs	PCSOs %	
Birmingham East LPU	28	5.46%			2	2.86%	30
Birmingham North LPU	14	4.55%					14
Birmingham South LPU	19	4.53%			1	1.49%	20
Birmingham West and Central LPU	28	4.05%					28
Coventry LPU	13	2.58%			1	1.14%	14
Dudley LPU	15	4.32%			2	2.30%	17
Sandwell LPU	11	2.43%			3	4.84%	14
Solihull LPU	11	3.97%					11
Walsall LPU	9	2.24%					9
Wolverhampton LPU	12	2.64%			4	6.15%	16
Central Justice Services	2	1.16%	4	0.96%			6
Corporate Communications			1	2.94%			1
Corporate Partnership	1	20.00%					1
Corporate Services			1	2.00%			1
Counter Terrorism Unit	5	1.63%	2	1.25%			7
Fleet Services			4	4.60%			4
Force CID	16	2.68%	1	0.88%			17
Force Contact	7	2.17%	6	0.71%			13
Forensic Services			2	1.09%			2
Information Communications Technology			1	1.08%			1
Intelligence	4	1.23%	3	1.79%			7
Motorway Policing			1	3.70%			1
Operations	15	3.11%					15
Organisation and Service Development			2	2.90%			2
Professional Standards			1	3.70%			1
Property Services			1	0.50%			1
Public Protection	5	1.13%					5
Regional Organised Crime Unit			1	8.33%			1
Shared Services			1	0.34%			1
Grand Total	215	2.91%	32	0.96%	13	1.98%	260

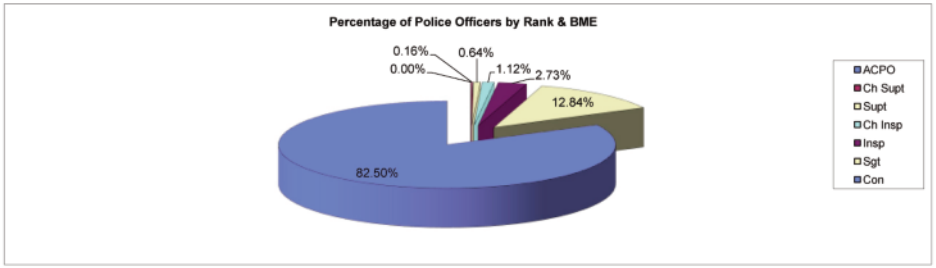
LPU/DEPT	Adoption Leave						Total
	Police	Police	Police Staff	Police Staff %	PCSO	PCSO %	
Birmingham North LPU					1	2.33%	1
Birmingham South LPU	2	0.48%					2
Coventry LPU	1	0.20%					1
Central Justice Services	1	0.58%					1
Forensic Services	1	4.00%					1
Public Protection	4	0.90%					4
Shared Services			2	0.68%			2
Grand Total	9	0.12%	2	0.06%	1	0.15%	12

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	%	
ACPO	5	83.33%	1	16.67%																									6
Ch Supt	12	75.00%	3	18.75%	1	6.25%																							16
Supt	17	56.67%	9	30.00%	2	6.67%			2	6.67%																			30
Ch Insp	54	72.97%	13	17.57%	2	2.70%	2	2.70%	1	1.35%			2	2.70%															74
Insp	192	68.82%	69	24.73%	10	3.58%		0.00%	3	1.08%	2	0.72%	2	0.72%							1	0.36%							279
Sgt	700	69.03%	232	22.88%	36	3.55%	8	0.79%	16	1.58%	3	0.30%	9	0.89%	8	0.79%	1	0.10%	1	0.10%									1014
Con	3650	61.25%	1771	29.72%	223	3.74%	81	1.36%	54	0.91%	28	0.47%	72	1.21%	47	0.79%	16	0.27%	8	0.13%	3	0.05%	3	0.05%	2	0.03%	1	0.02%	5959
Grand Total	**4630**	**62.75%**	**2098**	**28.44%**	**274**	**3.71%**	**91**	**1.23%**	**76**	**1.03%**	**33**	**0.45%**	**85**	**1.15%**	**55**	**0.75%**	**17**	**0.23%**	**10**	**0.14%**	**3**	**0.04%**	**3**	**0.04%**	**2**	**0.03%**	**1**	**0.01%**	**7378**

Rank	Gender				Dec-13	% of Females By Month					
	Male		Female								
	No	%	No	%	Total	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
ACPO	5	83.33%	1	16.67%	**6**							
Ch Supt	13	81.25%	3	18.75%	**16**	26.47%	17.39%	17.65%	15.00%	11.84%	15.00%	12.94%
Supt	21	70.00%	9	30.00%	**30**							
Ch Insp	59	79.73%	15	20.27%	**74**	17.11%	19.72%	19.44%	18.31%	21.69%	20.24%	26.56%
Insp	207	74.19%	72	25.81%	**279**	23.73%	22.93%	22.12%	20.78%	18.24%	17.90%	17.65%
Sgt	762	75.15%	252	24.85%	**1014**	25.00%	23.39%	23.26%	23.29%	22.55%	22.09%	21.60%
Con	4020	67.46%	1939	32.54%	**5959**	32.39%	32.52%	32.41%	32.28%	31.65%	31.34%	31.25%
Grand Total	**5087**	**68.95%**	**2291**	**31.05%**	**7378**	**30.80%**	**30.65%**	**30.50%**	**30.32%**	**30.32%**	**29.32%**	**29.14%**





Rank	Ethnicity														Dec-13			% BME By Year						
	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	%	Total	Total BME	% BME	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
ACPO	6	100.00%													6									
Ch Supt	15	93.75%	1	6.25%											16	**1**	**6.25%**	8.82%	8.70%	16.99%				
Supt	26	86.67%	2	6.67%	2	6.67%									30	**4**	**13.33%**							
Ch Insp	67	90.54%	4	5.41%	1	1.35%	2	2.70%							74	**7**	**9.46%**	10.53%	8.45%	8.22%	8.39%	8.34%	8.24%	7.70%
Insp	261	93.55%	10	3.58%	5	1.79%	2	0.72%	1	0.36%					279	**17**	**6.09%**	6.44%	7.64%	7.76%	8.43%	8.41%	7.37%	7.65%
Sgt	932	91.91%	44	4.34%	19	1.87%	17	1.68%	2	0.20%					1014	**80**	**7.89%**	7.64%	7.62%	7.57%	7.29%	7.25%	6.87%	6.66%
Con	5421	90.97%	304	5.10%	82	1.38%	119	2.00%	24	0.40%	6	0.10%	3	0.05%	5959	**514**	**8.63%**	8.52%	8.51%	8.45%	8.42%	8.41%	8.23%	8.11%
Grand Total	**6728**	**91.19%**	**365**	**4.95%**	**109**	**1.48%**	**140**	**1.90%**	**27**	**0.37%**	**6**	**0.08%**	**3**	**0.04%**	**7378**	**623**	**8.44%**	**8.34%**	**8.35%**	**8.31%**	**8.27%**	**8.25%**	**8.01%**	**7.89%**

Rank	Disability				Dec-13	% of Police Officer with a Disability						
	Yes		No									
	No	%	No	%	Total	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
ACPO			6	100.00%	**6**							
Ch Supt			16	100.00%	**16**	1.47%	1.45%	2.63%				
Supt	1	3.33%	29	96.67%	**30**							
Ch Insp			74	100.00%	**74**							
Insp	2	0.72%	277	99.28%	**279**	1.02%	0.64%	0.93%	0.97%	1.18%	1.14%	1.28%
Sgt	13	1.28%	1001	98.72%	**1014**	1.36%	1.18%	1.16%	1.02%	0.99%	1.04%	0.84%
Con	50	0.84%	5909	99.16%	**5959**	0.89%	0.68%	0.70%	0.75%	0.78%	0.77%	0.69%
Grand Total	**66**	**0.89%**	**7312**	**99.11%**	**7378**	**0.96%**	**0.75%**	**0.78%**	**0.80%**	**0.84%**	**0.83%**	**0.75%**

Rank	Age Banding														Dec-13		No of Police Officers More Than 30 yrs old %						
	18 - 20		21 - 25		26 - 30		31 - 40		41 - 50		51 - 60		61-65										
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	Total	30+ %	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
ACPO									5	83.33%	1	16.67%			6	100.00%							
Ch Supt							3	18.75%	11	68.75%	2	12.50%			16	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Supt							4	13.33%	23	76.67%	3	10.00%			30	100.00%							
Ch Insp							18	24.32%	56	75.68%					74	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Insp							61	21.86%	199	71.33%	19	6.81%			279	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	99.43%	99.49%
Sgt					6		349	34.42%	572	56.41%	87	8.58%			1014	99.41%	98.36%	97.55%	97.06%	96.16%	95.31%	95.83%	94.43%
Con		1.63%	97	1.63%	890	14.94%	2713	45.53%	1934	32.46%	319	5.35%	6	0.10%	5959	83.44%	78.50%	74.14%	72.86%	70.43%	68.85%	67.40%	65.85%
Grand Total			**97**	**1.31%**	**896**	**12.14%**	**3148**	**42.67%**	**2800**	**37.95%**	**431**	**5.84%**	**6**	**0.08%**	**7378**	**86.54%**	**82.56%**	**78.82%**	**77.71%**	**75.66%**	**74.37%**	**73.05%**	**71.77%**

Police Staff

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	%	
Chief Officer	2	33.33%	1	16.67%	1	16.67%											1	16.67%											6
M-Band	28	54.90%	13	25.49%			1	1.96%			1	1.96%			1	1.96%	3	5.88%	4	7.84%									51
Band-E	50	44.64%	49	43.75%	2	1.79%	4	3.57%	1	0.89%							3	2.68%	2	1.79%							1	0.89%	112
Band-D	269	47.11%	243	42.56%	17	2.98%	11	1.93%	7	1.23%	8	1.40%	3	0.53%	4	0.70%	4	0.70%	5	0.88%									571
Band-C	355	33.33%	572	53.71%	19	1.78%	52	4.88%	3	0.28%	29	2.72%	3	0.28%	9	0.85%	10	0.94%	11	1.03%			2	0.19%					1065
Band-B	106	19.67%	311	57.70%	13	2.41%	49	9.09%	6	1.11%	15	2.78%	1	0.19%	4	0.74%	9	1.67%	23	4.27%	1	0.19%			1	0.19%	1	0.19%	539
Band-A	46	24.34%	115	60.85%			16	8.47%	3	1.59%	2	1.06%			1	0.53%	2	1.06%	2	1.06%					1	0.53%	1	0.53%	189
Local Agreement	160	25.72%	381	61.25%	14	2.25%	17	2.73%	1	0.16%	9	1.45%	1	0.16%	7	1.13%	15	2.41%	15	2.41%			1	0.16%	1	0.16%			622
To Be Confirmed	48	29.27%	93	56.71%	2	1.22%	13	7.93%	2	1.22%	5	3.05%	1	0.61%															164
Grand Total	1064	32.06%	1778	53.57%	68	2.05%	163	4.91%	23	0.69%	69	2.08%	8	0.24%	27	0.81%	47	1.42%	63	1.90%	1	0.03%	3	0.09%	2	0.06%	3	0.09%	3319

Grade	Gender	% Male	Gender	% Female	Dec-13
	Male		Female		Total
	No	%	No	%	
Chief Officer	4	66.67%	2	33.33%	6
M-Band	31	60.78%	20	39.22%	51
Band-E	56	50.00%	56	50.00%	112
Band-D	300	52.54%	271	47.46%	571
Band-C	390	36.62%	675	63.38%	1065
Band-B	136	25.23%	403	74.77%	539
Band-A	52	27.51%	137	72.49%	189
Local Agreement	192	30.87%	430	69.13%	622
To Be Confirmed	52	31.71%	112	68.29%	164
Grand Total	1213	36.56%	2106	63.45%	3319

% of Females Staff

Grade	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Chief Officer							
M-Band	44.32%	46.41%	46.41%	45.45%	43.13%	42.77%	32.85%
Band-E							
Band-D	47.76%	46.59%	45.54%	45.54%	43.92%	45.77%	45.77%
Band-C	62.83%	60.78%	61.05%	61.05%	57.52%	60.61%	60.61%
Band-B	74.72%	73.95%	72.81%	72.81%	65.79%	71.90%	71.90%
Band-A	69.78%	67.76%	68.62%	68.62%	61.19%	67.90%	67.50%
Local Agreement	69.06%	70.61%	71.31%	71.31%	35.48%	35.48%	73.76%
To Be Confirmed	78.77%	78.67%	75.81%	75.81%	92.43%	92.43%	70.48%
Grand Total	63.53%	63.08%	63.08%	63.08%	63.08%	62.80%	62.80%

Grade	White or White British		Asian or Asian British		Black or Black British		Ethnicity Mixed		Not Stated		Any Other		Chinese		Dec-13 Total	Dec-13 Total BME	Dec-13 % BME
	No	%	No	%	No	%	No	%	No	%	No	%	No	%			
Chief Officer	3	50.00%	1	16.67%					2	33.33%					6	1	16.67%
M-Band	41	80.39%	1	1.96%	1	1.96%	1	1.96%	7	13.73%					51	3	5.88%
Band-E	99	88.39%	6	5.36%	1	0.89%			5	4.46%			1	0.89%	112	8	7.14%
Band-D	512	89.67%	28	4.90%	15	2.63%	7	1.23%	9	1.58%					571	50	8.76%
Band-C	927	87.04%	71	6.67%	32	3.00%	12	1.13%	21	1.97%	2	0.19%			1065	117	10.99%
Band-B	417	77.37%	62	11.50%	21	3.90%	5	0.93%	32	5.94%	1	0.19%	1	0.19%	539	90	16.70%
Band-A	161	85.19%	16	8.47%	5	2.65%	1	0.53%	4	2.12%			2	1.06%	189	24	12.70%
Local Agreement	541	86.98%	31	4.98%	10	1.61%	8	1.29%	30	4.82%	1	0.16%	1	0.16%	622	51	8.20%
To Be Confirmed	141	85.98%	15	9.15%	7	4.27%	1	0.61%							164	23	14.02%
Grand Total	2842	85.63%	231	6.96%	92	2.77%	35	1.05%	110	3.31%	4	0.12%	5	0.15%	3319	367	11.06%

% BME Police Staff

Grade	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Chief Officer							
M-Band	7.39%	5.77%	5.88%	5.33%	5.49%	4.97%	4.32%
Band-E							
Band-D	7.41%	7.79%	7.93%	7.23%	7.37%	7.16%	7.34%
Band-C	11.96%	11.67%	11.29%	10.72%	10.89%	9.80%	9.82%
Band-B	17.36%	16.97%	17.83%	18.22%	18.90%	15.69%	15.52%
Band-A	11.30%	11.51%	11.66%	9.97%	9.97%	9.22%	
Local Agreement	8.92%	8.57%	8.73%	8.76%	8.58%	8.06%	8.13%
To Be Confirmed	14.38%	14.00%	13.82%	9.60%	11.76%	10.83%	10.52%
Grand Total	11.28%	11.08%	11.15%	10.56%	10.81%	9.97%	9.88%

Grade	Disability				% of Police Staff with a Disability					
	Yes		No		Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
	No	%	No	%							
Chief Officer			6	100.00%							
M-Band	1	1.96%	50	98.04%	0.57%	1.28%	1.31%	1.33%	1.83%	1.86%	1.44%
Band-E	1	0.89%	111	99.11%							
Band-D	12	2.10%	559	97.90%	2.07%	2.11%	2.11%	2.15%	2.04%	2.44%	2.31%
Band-C	28	2.63%	1037	97.37%	2.74%	2.52%	2.48%	2.28%	2.73%	2.68%	2.67%
Band-B	49	9.09%	490	90.91%	9.62%	8.91%	9.16%	8.95%	8.41%	8.68%	8.78%
Band-A	8	4.23%	181	95.77%	3.90%	4.67%	4.80%	4.60%	5.43%	5.31%	5.97%
Local Agreement	20	3.22%	602	96.78%	4.17%	4.35%	4.37%	4.18%	4.57%	4.47%	4.33%
To Be Confirmed	10	6.10%	154	93.90%	6.85%	6.00%	5.96%	5.91%	5.79%	5.94%	6.25%
Grand Total	129	3.89%	3190	96.11%	4.13%	4.13%	4.16%	3.99%	4.28%	4.40%	4.49%

Rank	Age Banding																Dec-13	No of Police Staff More Than 30 yrs old %					
	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	%	Total	30+ %	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Chief Officer									1	16.67%	2	33.33%	2	33.33%	1	16.67%			6	100.00%							
M-Band							1	1.96%	6	11.76%	22	43.14%	20	39.22%	2	3.92%			51	98.04%	97.73%	97.44%	97.39%	96.76%	96.91%	97.48%	97.08%
Band-E							3	2.68%	43	38.39%	33	29.46%	30	26.79%	2	1.79%	1	0.89%	112	97.32%							
Band-D			7	1.23%	63	11.09%	160	28.17%	275	48.41%	154	26.97%	148	25.92%	15	2.63%	4	0.70%	571	87.74%	85.52%	83.60%	82.77%	82.77%	82.82%	82.21%	79.68%
Band-C	1	0.09%	55	5.16%	149	13.98%	275	25.82%	307	28.83%	243	22.82%	32	3.00%	3	0.28%	1065	80.75%	79.06%	77.31%	76.14%	76.14%	76.25%	75.33%	74.26%
Band-B	1	0.19%	45	8.35%	65	12.06%	84	15.58%	181	33.58%	142	26.35%	19	3.53%	2	0.37%	539	79.41%	79.62%	74.79%	70.57%	70.57%	70.42%	68.58%	66.90%
Band-A	1	0.53%	1	0.53%	6	3.17%	13	6.88%	52	27.51%	80	42.33%	27	14.29%	9	4.76%	189	95.77%	95.12%	94.86%	94.56%	94.56%	95.53%	95.31%	94.33%
Local Agreement	1	0.16%	29	4.66%	67	10.77%	118	18.97%	226	36.33%	156	25.08%	21	3.38%	4	0.64%	622	84.41%	86.47%	85.03%	85.25%	85.25%	85.52%	84.86%	84.26%
To Be Confirmed			11	6.71%	18	10.98%	26	15.85%	54	32.93%	48	29.27%	7	4.27%					164	82.32%	78.08%	78.00%	77.42%	77.42%	80.00%	78.71%	79.33%
Grand Total	4	0.12%	148	4.46%	372	11.21%	746	22.48%	1031	31.06%	869	26.18%	126	3.80%	23	0.69%	3319	84.21%	83.67%	81.57%	80.53%	80.53%	80.61%	79.63%	78.26%

Police Staff By Rank & Disability

Number of Police Staff Aged 30 & Over By Grade

Police Community Support Officers

Grade	Ethnicity																Grand Total
	White or White British				Asian or Asian British				Black or Black British				Mixed				Not Stated				Any Other		
	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	54.17%	8	33.33%	1	4.17%	1	4.17%	1	4.17%													24
PCSO-L2	271	44.05%	270	44.05%	26	4.24%	18	2.94%	8	1.31%	2	0.33%	4	0.65%	10	1.63%	3	0.49%	1	0.16%	1	0.16%	614
PCSO-L1	3	15.79%	11	57.89%	1	5.26%	2	10.53%							2	10.53%							19
Grand Total	287	43.68%	289	43.99%	28	4.26%	21	3.20%	9	1.37%	2	0.30%	4	0.61%	12	1.83%	3	0.46%	1	0.15%	1	0.15%	657

Grade	Gender				% of PCSO Females					
	Male		% Female		Dec-13 Total	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
	No	%	No	%								
PCSO-L3	15	62.50%	9	37.50%	24	33.33%	38.46%	40.74%	44.83%	44.83%	45.00%	45.45%
PCSO-L2	312	50.73%	302	49.27%	614	49.77%	49.64%	49.43%	49.58%	49.58%	50.07%	49.01%
PCSO-L1	4	21.05%	15	78.95%	19	66.67%	68.75%	75.00%	71.43%	71.43%	68.18%	76.92%
Grand Total	331	50.38%	326	49.62%	657	49.84%	49.66%	49.66%	49.80%	49.80%	50.31%	49.26%

Percentage of Female PCSO's By Grade

Percentage of BME PCSO's by Grade

Grade	Ethnicity												Dec-13		% BME PCSO's					
	White or White British		Asian or Asian British		Black or Black British		Mixed		Not Stated		Any Other		Chinese		Total	Total BME	% BME	Dec-12	Dec-11	Sep-11	Sep-10	Apr-10	Sep-09
	No	%	No	%	No	%	No	%	No	%	No	%	No	%									
PCSO-L3	21	87.50%	2	8.33%	1	4.17%									24	3	12.50%	16.67%	14.29%	14.29%	13.33%	13.43%	9.81%	11.16%
PCSO-L2	541	88.09%	44	7.16%	10	1.63%	14	2.28%	4	0.65%	1	0.16%			614	73	11.89%	12.29%	11.98%	11.98%	12.35%	12.17%	12.13%	12.53%
PCSO-L1	14	73.68%	3	15.79%			2	10.53%							19	5	26.32%	16.67%	11.76%	11.76%	11.10%	13.08%	17.54%	21.62%
Grand Total	576	87.67%	49	7.46%	11	1.67%	16	2.44%	4	0.61%	1	0.15%			657	81	12.33%	12.55%	12.10%	12.10%	12.40%	12.27%	12.19%	12.64%

Grade	Disability		Disabled		Disability		Disabled		Dec-13	% of PCSO's with a Disability										
	Yes				No					Dec-12		Dec-11		Sep-11		Apr-11		Sep-10		Apr-10		Sep-09	
	No	%	No	%	No	%	No	%	Total														
PCSO-L3			24	100.00%					24					3.45%		3.45%		3.33%		9.09%		6.82%	
PCSO-L2	3	0.49%	611	99.51%					614	0.61%		0.55%		0.55%		0.69%		0.80%		0.53%		0.53%	
PCSO-L1			19	100.00%					19														
Grand Total	3	0.46%	654	99.54%					657	0.57%		0.65%		0.65%		0.78%		0.88%		0.98%		0.86%	

Grade	Age Banding														Dec-13	No of PCSO's More Than 30 yrs old %						
	18 - 20		21 - 25		26 - 30		31 - 40		41 - 50		51 - 60		61 - 65		Over 65		Total	30+ %	Dec-12	Dec-11	Sep-11	Sep-10	Apr-10	Sep-09
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%								
PCSO-L3			2	8.33%	2	8.33%	5	20.83%	6	25.00%	7	29.17%	2	8.33%			24	83.33%	100.00%	96.15%	92.59%	89.66%	86.67%	90.00%	86.64%
PCSO-L2			70	11.42%	155	25.29%	164	26.75%	150	24.47%	73	11.75%	2	0.33%			614	63.36%	59.78%	55.30%	54.43%	52.49%	51.94%	50.86%	48.35%
PCSO-L1			2	10.53%	2	10.53%	3	15.79%	8	42.11%	3	15.79%			1	5.26%	19	73.68%	77.78%	81.25%	87.50%	92.86%	64.29%	54.55%	69.23%
Grand Total			74	11.26%	159	24.20%	172	26.18%	164	24.96%	83	12.63%	4	0.61%	1	0.15%	657	64.38%	61.63%	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		Female		Male		Female		
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Deputy Chief Officer	1	100.00%																											1
Assistant Chief Officer	1	100.00%																											1
Senior District Officer	1	100.00%																											1
District Officer	4	100.00%																											4
Special Inspector	9	90.00%	1	10.00%																									10
Section Officer	22	57.89%	6	15.79%	9	23.68%															1	2.63%							38
Special Constable	214	55.44%	86	22.28%	46	11.92%	17	4.40%	3	0.78%	3	0.78%	6	1.55%	1	0.26%	4	1.04%	3	0.78%	2	0.52%			1	0.26%			386
Grand Total	252	57.14%	93	21.09%	55	12.47%	17	3.85%	3	0.68%	3	0.68%	6	1.36%	1	0.23%	4	0.91%	3	0.68%	3	0.68%			1	0.23%			441

Grade	Gender				Dec-13	% of Special Constable Females					
	Male		Female			Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
	No	%	No	%	Total							
Deputy Chief Officer	1	100.00%			1							
Assistant Chief Officer	1	100.00%			1							
Senior District Officer	1	100.00%			1							
District Officer	4	100.00%			4	12.50%	13.33%	66.67%	13.33%	14.29%	13.33%	11.11%
Special Inspector	9	90.00%	1	10.00%	10							
Section Officer	32	84.21%	6	15.79%	38	12.00%	13.73%	14.29%	13.46%	14.81%	10.71%	10.71%
Special Constable	276	71.50%	110	28.50%	386	28.95%	30.52%	30.47%	30.38%	31.11%	30.92%	31.40%
Grand Total	324	73.47%	117	26.53%	441	26.69%	28.48%	28.57%	28.44%	29.08%	28.38%	28.62%

Grade	Ethnicity														Dec-13	% BME Special Constables					
	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	%	Total	Total BME	% BME	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Deputy Chief Officer	1	100.00%													1									
Assistant Chief Officer	1	100.00%													1									
Senior District Officer	1	100.00%													1									
District Officer	4	100.00%													4			6.67%	6.67%	6.25%	6.25%	6.76%	6.32%	5.31%
Special Inspector	10	100.00%													10									
Section Officer	28	73.68%	9	23.68%							1	2.63%			38	10	26.32%	15.69%	15.69%	15.09%	15.09%	12.77%	15.82%	15.82%
Special Constable	300	77.72%	63	16.32%	6	1.55%	7	1.81%	7	1.81%	2	0.52%	1	0.26%	386	86	22.28%	20.04%	20.04%	21.14%	21.14%	20.33%	19.62%	20.50%
Grand Total	345	78.23%	72	16.33%	6	1.36%	7	1.59%	7	1.59%	3	0.68%	1	0.23%	441	96	21.77%	19.21%	19.21%	20.22%	20.22%	19.25%	18.83%	19.80%

Grade	Disability				Dec-13	% of Special Constables with a Disability				
	Yes		No			Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
	No	%	No	%	Total							
Deputy Chief Officer			1	100.00%	1							
Assistant Chief Officer			1	100.00%								
Senior District Officer			4	100.00%								
District Officer			38	100.00%	38	6.25%	6.67%					
Special Inspector			1	100.00%								
Section Officer	3	0.78%	383	99.22%	386							
Special Constable			10	100.00%	10	0.89%	0.76%	0.69%	0.69%	0.19%	0.19%	0.19%
Grand Total	3	0.68%	438	99.32%	441	0.97%	0.83%	0.82%	0.62%	0.17%	0.17%	0.17%

Grade	Age Banding														Dec-13	No of Special Constables More Than 30 yrs old %					
	18 - 20		21 - 25		26 - 30		31 - 40		41 - 50		51 - 60		61 - 65		Over 65								
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	Total	30+ %	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09
Deputy Chief Officer													1	100.00%			1	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Assistant Chief Officer													1	100.00%			1	100.00%							
Senior District Officer																	1	100.00%							
District Officer							1	25.00%	3	75.00%	1	100.00%					4	100.00%	87.50%	93.33%	93.33%	93.33%	100.00%	100.00%	100.00%
Special Inspector					1	10.00%	2	20.00%	5	50.00%	1	10.00%			1	10.00%	10	80.00%							
Section Officer					7	18.42%	16	42.11%	11	28.95%	4	10.53%					38	81.58%	80.00%	80.39%	82.69%	82.69%	83.33%	83.93%	76.79%
Special Constable	1	0.26%	112	29.02%	98	25.39%	76	19.69%	74	19.17%	19	4.92%	4	1.04%	2	0.52%	386	44.82%	42.32%	40.45%	39.24%	39.24%	41.48%	44.47%	45.54%
Grand Total	1	0.23%	112	25.40%	106	24.04%	95	21.54%	93	21.09%	25	5.67%	6	1.36%	3	0.68%	441	49.66%	47.58%	45.53%	44.36%	44.36%	46.90%	49.92%	50.51%

Ethnicity 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	313	61.01%	149	29.04%	21	4.09%	5	0.97%	10	1.95%	3	0.58%	3	0.58%	3	0.58%	3	0.58%	1	0.19%	1	0.19%	1	0.19%					513	9.16%
Birmingham North LPU	193	62.66%	96	31.17%	10	3.25%	3	0.97%	2	0.65%	1	0.32%	2	0.65%	1	0.32%													308	6.17%
Birmingham South LPU	254	60.62%	128	30.55%	10	2.39%	8	1.91%	5	1.19%	3	0.72%	4	0.95%	5	1.19%			2	0.48%									419	8.35%
Birmingham West and Central LPU	411	59.48%	165	23.88%	60	8.68%	12	1.74%	11	1.59%	10	1.45%	15	2.17%	2	0.29%	4	0.58%	1	0.14%									691	15.92%
Coventry LPU	333	66.20%	142	28.23%	12	2.39%	5	0.99%	2	0.40%	2	0.40%	4	0.80%	2	0.40%													503	5.57%
Dudley LPU	217	62.54%	104	29.97%	8	2.31%	1	0.29%	2	0.58%	1	0.29%	7	2.02%	6	1.73%	1	0.29%											347	7.20%
Sandwell LPU	299	66.15%	102	22.57%	25	5.53%	5	1.11%	5	1.11%	3	0.66%	6	1.33%	3	0.66%			2	0.44%	1	0.22%			1	0.22%			452	10.84%
Solihull LPU	171	61.73%	76	27.44%	13	4.69%	4	1.44%	4	1.44%			4	1.44%	3	1.08%	1	0.36%							1	0.36%			277	10.47%
Walsall LPU	260	64.68%	119	29.60%	14	3.48%	1	0.25%			2	0.50%	2	0.50%	3	0.75%					1	0.25%							402	5.72%
Wolverhampton LPU	292	64.18%	130	28.57%	13	2.86%	10	2.20%	4	0.88%	2	0.44%	1	0.22%	2	0.44%	1	0.22%											455	7.03%
Associations	21	80.77%	3	11.54%			1	3.85%							1	3.85%													26	7.69%
Central Justice Services	131	76.16%	28	16.28%	5	2.91%			3	1.74%			2	1.16%	1	0.58%	1	0.58%	1	0.58%									172	6.40%
Command Team	9	69.23%	4	30.77%																									13	
Corporate Partnership	2	40.00%	1	20.00%	1	20.00%							1	20.00%															5	40.00%
Counter Terrorism Unit	196	64.05%	71	23.20%	27	8.82%	6	1.96%					3	0.98%	3	0.98%													306	12.75%
DCC Task Force	18	54.55%	12	36.36%	2	6.06%							1	3.03%															33	9.09%
Force CID	368	61.74%	169	28.36%	23	3.86%	8	1.34%	7	1.17%	1	0.17%	11	1.85%	6	1.01%	2	0.34%					1	0.17%					596	9.56%
Force Contact	158	49.07%	133	41.30%	9	2.80%	8	2.48%	2	0.62%	1	0.31%	5	1.55%	3	0.93%	2	0.62%	1	0.31%									322	8.70%
Forensic Services	25	100.00%																											25	
Intelligence	236	72.39%	71	21.78%	5	1.53%	3	0.92%	7	2.15%			3	0.92%					1	0.31%									326	5.52%
Learning and Development	60	74.07%	17	20.99%	1	1.23%			3	3.70%																			81	4.94%
Motorway Policing	79	81.44%	10	10.31%	3	3.09%			1	1.03%			3	3.09%			1	1.03%											97	7.22%
Operations	414	85.89%	47	9.75%	5	1.04%			5	1.04%	2	0.41%	7	1.45%	1	0.21%	1	0.21%											482	4.15%
Organisation and Service Development	7	50.00%	4	28.57%	1	7.14%	1	7.14%	1	7.14%																			14	21.43%
Professional Standards	14	41.18%	16	47.06%	1	2.94%		0.00%	1	2.94%					2	5.88%													34	11.76%
Public Protection	127	28.67%	292	65.91%	3	0.68%	10	2.26%	1	0.23%	2	0.45%			6	1.35%			1	0.23%			1	0.23%					443	5.19%
Regional Organised Crime Unit	22	61.11%	9	25.00%	2	5.56%							1	2.78%	2	5.56%													36	13.89%
Grand Total	**4630**	**62.75%**	**2098**	**28.44%**	**274**	**3.71%**	**91**	**1.23%**	**76**	**1.03%**	**33**	**0.45%**	**85**	**1.15%**	**55**	**0.75%**	**17**	**0.23%**	**10**	**0.14%**	**3**	**0.04%**	**3**	**0.04%**	**2**	**0.03%**	**1**	**0.01%**	**7378**	**8.44%**
Dec-12	4856	63.06%	2174	28.23%	280	3.64%	92	1.19%	82	1.06%	36	0.47%	88	1.14%	55	0.71%	18	0.23%	11	0.14%	3	0.04%	3	0.04%	2	0.03%	1	0.01%	7701	8.34%
Dec-11	5089	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%

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	2	40.00%	3	60.00%																									5	
Birmingham North LPU			4	80.00%											1	20.00%													5	20.00%
Birmingham South LPU	3	42.86%	2	28.57%			1	14.29%					1	14.29%															7	28.57%
Birmingham West and Central LPU	4	57.14%	2	28.57%							1	14.29%																	7	14.29%
Coventry LPU	3	42.86%	4	57.14%																									7	
Dudley LPU	3	50.00%	3	50.00%																									6	
Sandwell LPU			4	80.00%			1	20.00%																					5	20.00%
Solihull LPU			3	75.00%			1	25.00%																					4	25.00%
Walsall LPU	3	42.86%	4	57.14%																									7	
Wolverhampton LPU	4	57.14%	3	42.86%																									7	
Associations	4	66.67%	2	33.33%																									6	
Business Management	6	40.00%	7	46.67%			1	6.67%									1	6.67%											15	6.67%
Central Justice Services	125	29.90%	230	55.02%	9	2.15%	19	4.55%	3	0.72%	15	3.59%	1	0.24%	2	0.48%	5	1.20%	8	1.91%							1	0.24%	418	11.96%
Command Team	3	33.33%	5	55.56%			1	11.11%																					9	11.11%
Corporate Communications	13	38.24%	15	44.12%			2	5.88%	1	2.94%	2	5.88%							1	2.94%									34	14.71%
Corporate Partnership			1	100.00%																									1	
Corporate Services	28	56.00%	10	20.00%	3	6.00%	4	8.00%			2	4.00%			1	2.00%	1	2.00%			1	2.00%							50	22.00%
Counter Terrorism Unit	75	46.88%	71	44.38%	1	0.63%	8	5.00%					2	1.25%	1	0.63%	1	0.63%					1	0.63%					160	8.13%
DCC Task Force			5	100.00%																									5	
Finance and Procurement	15	22.39%	39	58.21%	3	4.48%	2	2.99%			4	5.97%			2	2.99%	1	1.49%	1	1.49%									67	16.42%
Fleet Services	77	88.51%	6	6.90%	3	3.45%			1	1.15%																			87	4.60%
Force CID	35	30.97%	70	61.95%	1	0.88%	2	1.77%			2	1.77%			1	0.88%			1	0.88%			1	0.88%					113	6.19%
Force Contact	209	24.82%	509	60.45%	16	1.90%	36	4.28%	2	0.24%	17	2.02%	1	0.12%	8	0.95%	20	2.38%	22	2.61%			1	0.12%	1	0.12%			842	9.74%
Forensic Services	77	41.85%	95	51.63%	5	2.72%	2	1.09%	2	1.09%	1	0.54%	1	0.54%			1	0.54%											184	5.98%
Human Resources	11	15.28%	52	72.22%	1	1.39%	4	5.56%							2	2.78%			2	2.78%									72	9.72%
Information Communications Technology	60	64.52%	14	15.05%	8	8.60%	1	1.08%	1	1.08%	6	6.45%	1	1.08%	1	1.08%	1	1.08%											93	19.35%
Information Management	38	27.74%	79	57.66%	2	1.46%	8	5.84%	2	1.46%	5	3.65%			2	1.46%	1	0.73%											137	13.87%
Intelligence	59	35.12%	89	52.98%	8	4.76%	8	4.76%			1	0.60%	1	0.60%	2	1.19%													168	11.90%
Learning and Development	23	43.40%	23	43.40%			3	5.66%	2	3.77%	1	1.89%			1	1.89%													53	13.21%
Legal Services	4	18.18%	9	40.91%			5	22.73%			1	4.55%					2	9.09%	1	4.55%									22	27.27%
Motorway Policing	8	29.63%	16	59.26%			1	3.70%	1	3.70%							1	3.70%											27	7.41%
Operations	16	41.03%	20	51.28%			1	2.56%	1	2.56%									1	2.56%									39	5.13%
Organisation and Service Development	23	33.33%	25	36.23%	3	4.35%	6	8.70%	1	1.45%							4	5.80%	7	10.14%									69	
Professional Standards	12	44.44%	12	44.44%	1	3.70%	2	7.41%																					27	
Property Services	49	24.26%	122	60.40%	1	0.50%	16	7.92%	4	1.98%	3	1.49%			1	0.50%			3	1.49%					1	0.50%	2	0.99%	202	
Public Protection	4	14.29%	20	71.43%	1	3.57%	2	7.14%											1	3.57%									28	
Regional Organised Crime Unit	6	50.00%	5	41.67%													1	8.33%											12	
Shared Services	54	18.24%	186	62.84%	2	0.68%	26	8.78%	2	0.68%	7	2.36%			2	0.68%	6	2.03%	11	3.72%									296	13.18%
West Midlands Office for Policing and Crime	8	34.78%	9	39.13%							1	4.35%					1	4.35%	4	17.39%									23	4.35%
Grand Total	1064	32.06%	1778	53.57%	68	2.05%	163	4.91%	23	0.69%	69	2.08%	8	0.24%	27	0.81%	47	1.42%	63	1.90%	1	0.03%	3	0.09%	2	0.06%	3	0.09%	3319	11.06%

Dec-12	1115	32.87%	1865	54.98%	76	2.24%	168	4.95%	22	0.65%	69	2.03%	8	0.24%	29	0.85%	12	0.35%	18	0.53%	2	0.06%	3	0.09%	2	0.06%	3	0.09%	3392	11.26%
Dec-11	1189	33.62%	1934	54.68%	75	2.12%	172	4.86%	22	0.62%	75	2.12%	9	0.25%	30	0.85%	7	0.20%	15	0.42%	2	0.06%	3	0.08%	2	0.06%	2	0.06%	3537	11.08%
Sep-11	1192	33.50%	1946	54.69%	77	2.16%	174	4.89%	22	0.62%	76	2.14%	9	0.25%	30	0.84%	7	0.20%	16	0.45%	2	0.06%	3	0.08%	2	0.06%	2	0.06%	3558	11.16%
Apr-11	1283	33.67%	2092	54.89%	82	2.15%	178	4.67%	23	0.60%	80	2.10%	8	0.21%	32	0.84%	7	0.18%	17	0.45%	2	0.05%	3	0.08%	2	0.05%	2	0.05%	3811	10.81%
Sep-10	1458	34.14%	2354	55.12%	84	1.97%	187	4.38%	24	0.56%	83	1.94%	8	0.19%	33	0.77%	10	0.23%	19	0.44%	2	0.05%	3	0.07%	3	0.07%	3	0.07%	4271	10.07%
Apr-10	1495	34.10%	2419	55.18%	85	1.94%	190	4.33%	25	0.57%	84	1.92%	9	0.21%	32	0.73%	12	0.27%	21	0.48%	2	0.05%	3	0.07%	3	0.07%	4	0.09%	4384	9.97%
Sep-09	1514	33.82%	2486	55.54%	88	1.97%	195	4.36%	25	0.56%	85	1.90%	9	0.20%	34	0.76%	9	0.20%	20	0.45%	2	0.04%	3	0.07%	2	0.04%	4	0.09%	4476	9.99%
Apr-09	1454	33.42%	2434	55.94%	86	1.98%	182	4.18%	26	0.60%	84	1.93%	9	0.21%	35	0.80%	10	0.23%	19	0.44%	2	0.05%	3	0.07%	3	0.07%	4	0.09%	4351	9.98%

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	27	38.57%	33	47.14%	2	2.86%	3	4.29%			2	2.86%	1	1.43%	1	1.43%							1	1.43%	70	14.29%
Birmingham North LPU	22	51.16%	14	32.56%	4	9.30%	1	2.33%							1	2.33%	1	2.33%							43	13.95%
Birmingham South LPU	31	46.27%	26	38.81%			3	4.48%	1	1.49%			1	1.49%	3	4.48%	1	1.49%	1	1.49%					67	11.94%
Birmingham West and Central LPU	40	46.51%	27	31.40%	8	9.30%	5	5.81%	2	2.33%					4	4.65%									86	22.09%
Coventry LPU	39	44.32%	42	47.73%	3	3.41%	1	1.14%	2	2.27%			1	1.14%											88	7.95%
Dudley LPU	35	40.23%	45	51.72%	4	4.60%			1	1.15%			1	1.15%	1	1.15%									87	8.05%
Sandwell LPU	21	33.87%	31	50.00%	5	8.06%	3	4.84%	1	1.61%					1	1.61%									62	16.13%
Solihull LPU	13	44.83%	15	51.72%	1	3.45%																			29	3.45%
Walsall LPU	21	45.65%	19	41.30%	1	2.17%	4	8.70%									1	2.17%							46	10.87%
Wolverhampton LPU	30	46.15%	31	47.69%			1	1.54%	2	3.08%					1	1.54%									65	6.15%
Operations	8	57.14%	6	42.86%																					14	
Grand Total	**287**	**43.68%**	**289**	**43.99%**	**28**	**4.26%**	**21**	**3.20%**	**9**	**1.37%**	**2**	**0.30%**	**4**	**0.61%**	**12**	**1.83%**	**3**	**0.46%**	**1**	**0.15%**			**1**	**0.15%**	**657**	**11.72%**
Dec-12	307	43.79%	306	43.65%	29	4.14%	24	3.42%	9	1.28%	3	0.43%	5	0.71%	13	1.85%	3	0.43%	1	0.13%			1	0.14%	701	11.98%
Dec-11	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	0.13%			1	0.14%	731	12.18%
Sep-11	324	43.61%	325	43.74%	32	4.31%	25	3.36%	9	1.21%	4	0.54%	6	0.81%	13	1.75%	3	0.40%	1	0.13%			1	0.13%	743	12.11%
Apr-11	332	43.40%	335	43.79%	33	4.31%	26	3.40%	9	1.18%	4	0.52%	7	0.92%	14	1.83%	3	0.39%	1	0.13%			1	0.13%	765	12.29%
Sep-10	343	43.31%	350	44.19%	33	4.17%	27	3.41%	9	1.14%	5	0.63%	7	0.88%	14	1.77%	3	0.38%	1	0.13%					792	12.11%
Apr-10	346	43.09%	355	44.21%	33	4.11%	28	3.49%	9	1.12%	5	0.62%	8	1.00%	14	1.74%	3	0.37%	1	0.12%			1	0.12%	803	12.20%
Sep-09	353	43.37%	354	43.49%	39	4.79%	27	3.32%	9	1.11%	5	0.61%	9	1.11%	13	1.60%	3	0.37%	1	0.12%			1	0.12%	814	12.65%
Apr-09	351	42.80%	356	43.41%	38	4.63%	30	3.66%	10	1.22%	4	0.49%	11	1.34%	14	1.71%	3	0.37%	2	0.24%			1	0.12%	820	13.18%

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	19	38.78%	11	22.45%	13	26.53%	3	6.12%	1	2.04%	1	2.04%					1	2.04%							49	36.73%
Birmingham North LPU	12	75.00%	3	18.75%	1	6.25%																			16	6.25%
Birmingham South LPU	22	52.38%	13	30.95%	2	4.76%	1	2.38%	1	2.38%	1	2.38%	1	2.38%							1	2.38%			42	16.67%
Birmingham West and Central LPU	22	44.90%	3	6.12%	16	32.65%	4	8.16%	1	2.04%			1	2.04%	1	2.04%					1	2.04%			49	48.98%
Coventry LPU	31	56.36%	14	25.45%	3	5.45%	5	9.09%			1	1.82%	1	1.82%											55	18.18%
Dudley LPU	34	77.27%	9	20.45%			1	2.27%																	44	2.27%
Sandwell LPU	20	54.05%	9	24.32%	6	16.22%	1	2.70%															1	2.70%	37	21.62%
Solihull LPU	22	57.89%	12	31.58%	4	10.53%																			38	10.53%
Walsall LPU	24	63.16%	11	28.95%	2	5.26%							1	2.63%											38	7.89%
Wolverhampton LPU	28	63.64%	8	18.18%	4	9.09%	2	4.55%					2	4.55%											44	18.18%
Motorway Policing	8	100.00%																							8	
Operations	10	47.62%			4	19.05%											3	14.29%	3	14.29%	1	4.76%			21	23.81%
Grand Total	**252**	**57.14%**	**93**	**21.09%**	**55**	**12.47%**	**17**	**3.85%**	**3**	**0.68%**	**3**	**0.68%**	**6**	**1.36%**	**1**	**0.23%**	**4**	**0.91%**	**3**	**0.68%**	**3**	**0.68%**	**1**	**0.23%**	**441**	**20.18%**
Dec-12	300	58.03%	112	21.66%	63	12.19%	22	4.26%	3	0.58%	3	0.58%	8	1.55%	1	0.19%	1	0.19%			3	0.58%	1	0.19%	517	20.12%
Dec-11	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%			3	0.50%	2	0.33%	604	19.21%
Sep-11	336	55.81%	144	23.92%	72	11.96%	24	3.99%	4	0.66%	3	0.50%	8	1.33%	1	0.17%	5	0.83%			3	0.50%	2	0.33%	602	17.94%
Apr-11	355	54.87%	152	23.49%	80	12.36%	27	4.17%	6	0.93%	3	0.46%	8	1.24%	1	0.15%	8	1.24%	1	0.15%	4	0.62%	2	0.31%	647	18.86%
Sep-10	344	56.21%	147	24.02%	71	11.60%	27	4.41%	6	0.98%	2	0.33%	6	0.98%	1	0.16%	2	0.33%	1	0.16%	3	0.49%	2	0.33%	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%			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%

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