



# Equality, Diversity and Human Rights Information 2014/2015



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# 1. Foreword: Force Values

Diversity and inclusion 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 for EDHR has been reviewed for 2014/15 which is to:

‘Maximise the potential of people from all backgrounds through a culture of fairness and inclusion to deliver the best service for our community’

We did this to put an emphasis on inclusion because we want people to be able to be themselves at work.

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

A handwritten signature in black ink, appearing to read 'C Sims'.

**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 fourth 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 SSAs 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. Our Chaplains Network are also part of the Hub. 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.

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.



### 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.

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

#### 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.

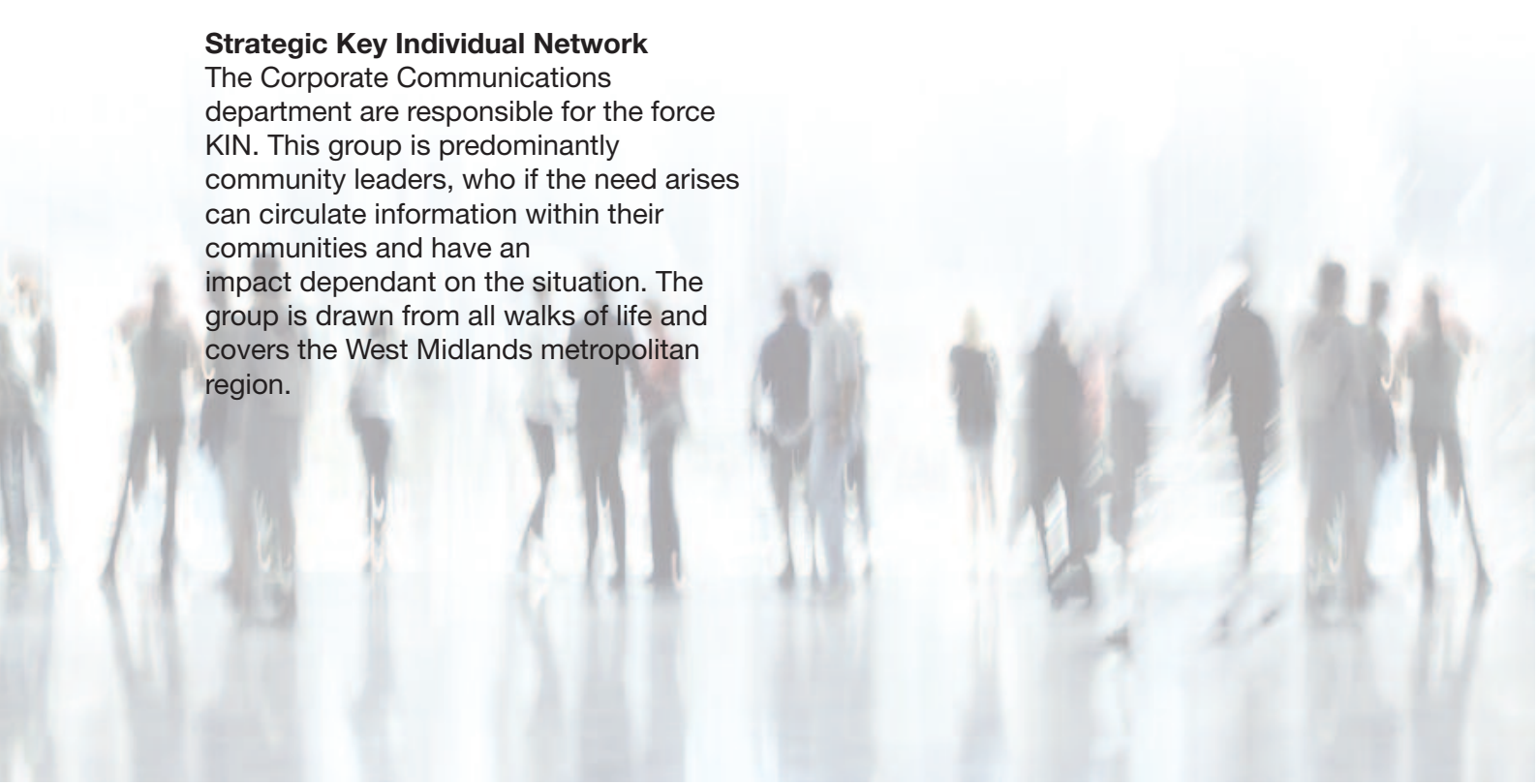
### Independent Advisory Groups/Reference Groups

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

Local Policing Units provide various inputs to educational establishments and have Police Community Support Officers (PCSO) link in with them. They also run a Youth Scrutiny Panel.



## 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**

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**

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](http://www.thelgbtnetwork.org.uk)

#### **Disability and Carers Network**

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**

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**

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**

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**

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**

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



## 5. Engaging with Protected Groups

### Chaplaincy Services

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](mailto: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

### Force Contact

New and improved contact methods for the public with WMP, has included:

- Emergency text messaging service
- Internet foreign language guides
- Social media accounts i.e. Twitter & Facebook
- Neighbourhood teams – local facebook and e-mail accounts.

### Support Groups

To help support its staff and members of its community, WMP has frequent partnership engagement with a number of local government and voluntary organisations; for example:

- Remploi
- Access to Work
- Action for Blind
- Autism West Midlands
- Queens Alexandra College

### Future's programme

WMP, via its new transformation business partner Accenture and New Ways of Working (NWOW) programme are helping shape the future of the organisation for its staff, communities and partners. This will include:

- Improved technology and service providers
- Enhanced working
- Increased collaboration
- Easier access to services for customers and partners

### 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

## 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 (TPRC) in the area. These are currently being reviewed and have been mapped and placed on the internet for victims to know where the TPRCs are based and those that provide specialism in respect of the different strands. Training is provided to new centres, retraining to 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 kites marks that organisation. A Terms of Reference to outline the responsibilities of TPRCs is being drafted.

Hate Crime training has been delivered to a variety of staff from across the force departments and currently forms the basis for mandatory training for all supervisors, with the expectation of it being cascaded to all staff. There has been significant support in this training from 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 are held with all Local Authority Hate Crime Leads which ensure a joined up force wide approach to dealing with Hate Crime.

WMP have now established a Midlands Regional Hate Crime Working Group with Staffordshire, Warwickshire, West Mercia, Leicester, Northants, Lincolnshire, Derbyshire, Nottinghamshire and British Transport Police. These meetings are also represented by the East and West Midlands CPS and the national hate crime lead.

Chief Superintendent Johnson (WMP) and Chair for the Regional meeting provide representation at the National Meeting supporting the communication and information sharing at its different levels.

### Hate crime reporting

The number of Hate Crimes recorded to West Midlands Police has increased from 2,867 in 2013 to 3,012 in 2014. 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.

*Please Note. The England and Wales Hate Crime figures will not be published until around February/March 2015 and so have not been included in this publication.*

*Please refer to the 'True Vision' website for latest data:-*

<http://www.report-it.org.uk/hate-crime-data1>

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

## 6. Hate Crime

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 can 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](http://www.report-it.org.uk)

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 East and West Midlands Crown Prosecution Services and Regional Forces has seen the development of a regionally agreed Service Level Agreement.

There is now increased scrutiny and management of Hate Crime cases at both regional and national level 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 and reviewed for 2014/15.
- Hate Crime Strategy – details the themes and aims for dealing with Hate Crime and has been reviewed for 2014/15.
- Guide to Dealing with and Investigating Hate Crime: cultural and lifestyle considerations for officers and staff and has been reviewed for 2014/15.
- Service Level Agreement (SLA) between Police and CPS: single agreed definitions, a commitment to encouraging increased reporting and the early identification of offences for enhanced sentencing to be applied. Also adopted as the basis for the East Midlands Region SLA.
- Hate Crime Strategic Delivery Plan: available to LPU’s to help shape service delivery and reviewed for 2014/15.
- Bi-Monthly meetings with Local Authority hate crime leads in pursuit of partnership arrangements.
- Quarterly meetings with representatives from the ten midlands regional forces and two regional CPS
- Representation at the national hate crime working group meetings

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 are committed to recognising disability hate crime, responding appropriately to the needs of the victim and listening to their concerns. This has been progressed with the involvement of a representative from the disability community in the training of Police officers and staff. Together with CPS, a single definition has been 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.



## 6. Hate Crime

### Training

- Training has been delivered in 2013/2014 to all new emergency and non-emergency 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 using the Geese Theatre Company took place with attendees from all WMP departments and LPUs, local authorities, partner agencies, regional forces and guest speakers
- All relevant updated Hate Crime documents are accessible via the force intranet site and soon made available via the force external site in 2015. Following recent web page updates, all LPU sites will be linked into the main force web page to ensure that all information is up to date and accurate.
- The Internal Hate Crime Allegation Policy is also linked from the Hate Crime web page
- The Guide to Dealing with and Investigating Hate Crime containing practical advice on dealing with victims and different communities affected by Hate Crime is also available and has been reviewed for 2014/15.
- The details of the Third Party Reporting Centres have been mapped and are available to West Midlands Police staff on the intranet and the public via the internet.

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



## 6. Hate Crime

### Mental Health

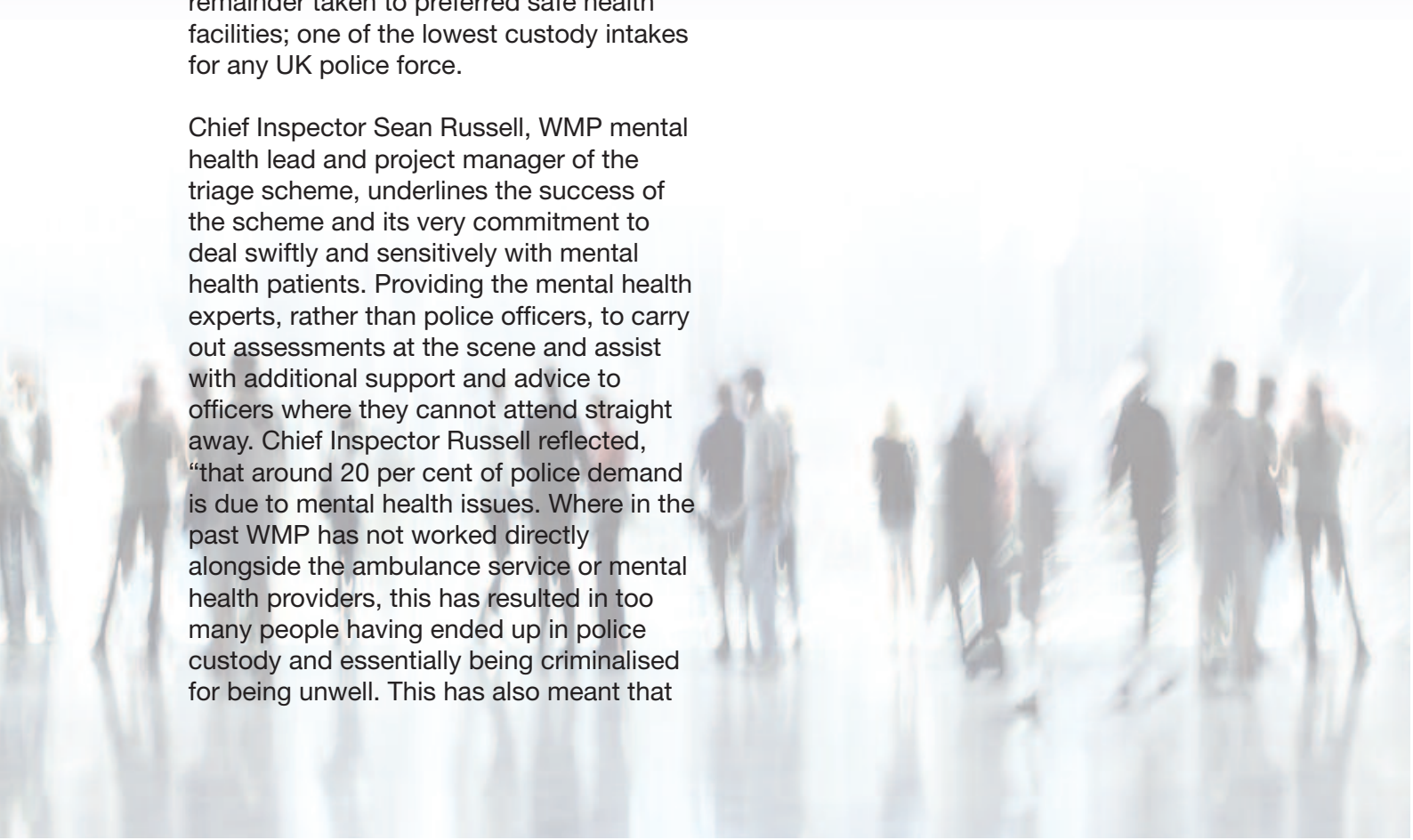
January 2014, saw the launch of the mental health triage scheme, as a pilot project covering the Birmingham and Solihull areas of the West Midlands. The initiative saw police officers crewed with psychiatric nurses and paramedics in a dedicated response vehicle, responding to calls involving people believed to be experiencing mental ill health. The team provide on-the-spot assessments, often on the street or in private property, with the primary goal to ensure that these individuals with suspected mental health issues are taken to safe health professional facilities rather than been held in police custody which previously tended to be the case.

The work of the triage team had seen a dramatic reduction in the number of people deemed necessary to be detained under the Mental Health Act. For the year, the team dealt with more than 2,100 people with only 263 being detained under the Mental Health Act; down from 563 over the same period in 2013, a reduction of more than 50 per cent. Of those detained, only five were taken into custody with the remainder taken to preferred safe health facilities; one of the lowest custody intakes for any UK police force.

Chief Inspector Sean Russell, WMP mental health lead and project manager of the triage scheme, underlines the success of the scheme and its very commitment to deal swiftly and sensitively with mental health patients. Providing the mental health experts, rather than police officers, to carry out assessments at the scene and assist with additional support and advice to officers where they cannot attend straight away. Chief Inspector Russell reflected, “that around 20 per cent of police demand is due to mental health issues. Where in the past WMP has not worked directly alongside the ambulance service or mental health providers, this has resulted in too many people having ended up in police custody and essentially being criminalised for being unwell. This has also meant that

many hours of police time has also been wasted. The scheme has led to a cultural shift, with greater partnership working and sharing of information, impacting greatly on the immediate treatment being given to individuals and reduction in the use of police stations as a place of safety.”

The success of the Birmingham and Solihull mental health triage scheme in such a short time has seen two further triage teams being made fully operational from December 2014 within the Coventry and Black Country areas of the West Midlands, both developed in partnership with each of their local NHS trusts and clinical commissioning groups (CCGs).



## 6. Hate Crime

### Equalities Implications

The Hate Crime Policy has been developed in line with equalities legislation, particularly with reference to the Equality Act 2010 and has been reviewed for 2014/15.

The policy and supporting material has been subject to an Equality Impact Assessment, which has been considered from the start of policy design.

National Hate Crime guidelines identifies five strands – Disability, Race, Religion, Gender Identity 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 completed impact assessments for 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 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 is:

#### Priorities:

1. To work with Partners to ensure the early identification of Hate Crimes and recognition of vulnerability
2. Develop a better understanding of the motivation for Hate Crime in order to provide the most effective service.

#### Aims:

1. To encourage increased reporting
2. Improve the level of service to Hate Crime victims

3. Remove the barriers to reporting Hate Crime.
4. Increase the number of offenders brought to justice
5. To achieve improved Trust, Confidence and Satisfaction
6. Develop Community Cohesion
7. Delivery of a professional and impartial service

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 the coordination and investigation of Hate Crime is afforded the appropriate levels of priority.

West Midlands Police Hate Crime Silver Commander (Chief Superintendent Johnson) governs the Hate Crime Policy and Strategy and is supported by 7 Bronze Commanders, one for each strand (2 for Religion) 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.

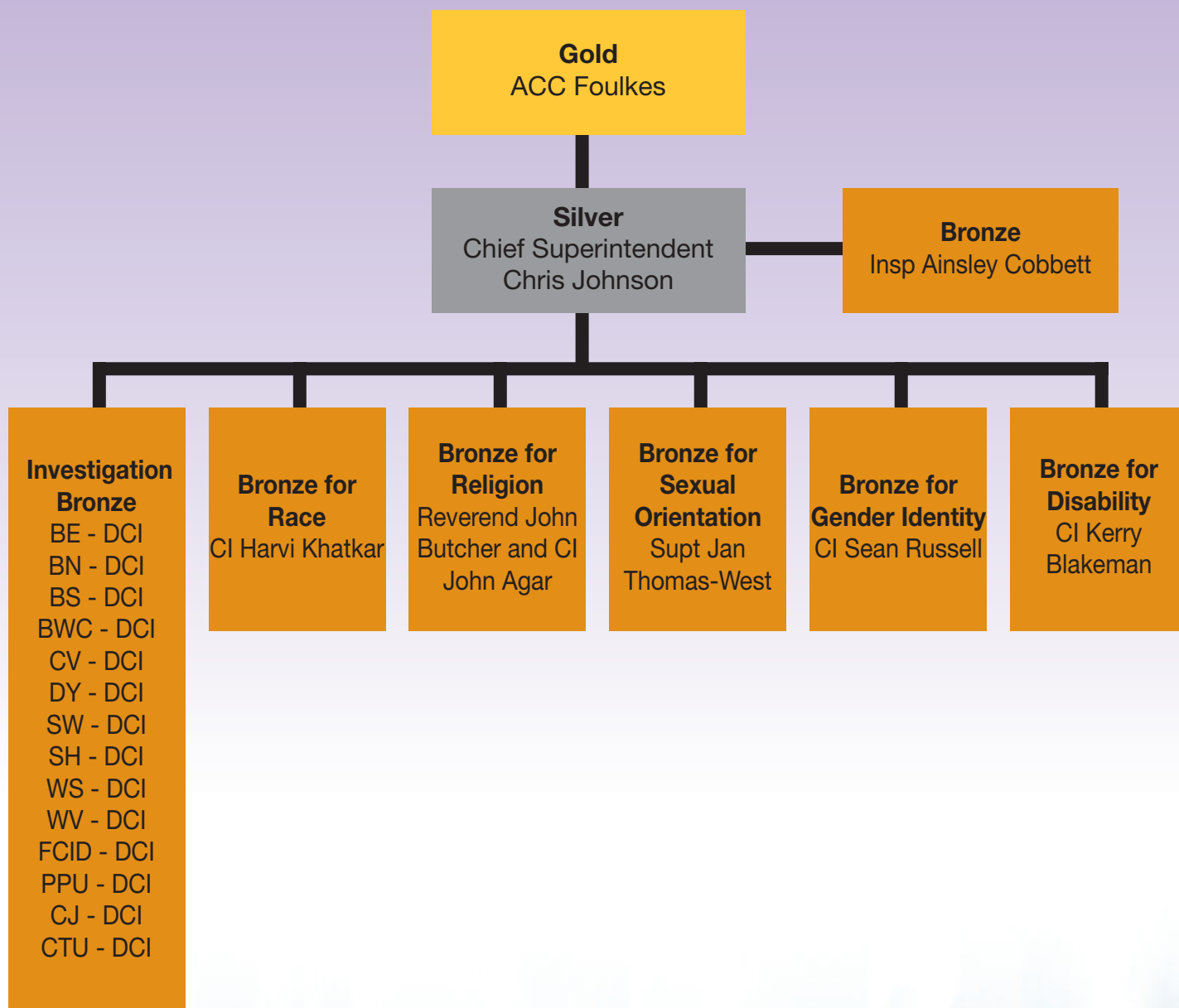
*Please refer to Hate Crime Board page 18*

**The hate crime data for 2014 can be found at page 59.**



## 6. Hate Crime

### West Midlands Police - Hate Crime Board



## 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 monitors by all protected characteristics the number 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 2014 is in excess of £60k. 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.

### New Ways of Working (NWOW)

WMP are currently reviewing the way they work as part of a large estates programme of change. In future there will be more options to work in an agile way supported by better technology and accommodation.

### 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

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.

For all staff with a disability related absence, proof must be provided by their own GP and/or backed up with a medical assessment from the force Occupational Health Unit. This review will help ensure that the individual is receiving support, and include: likely dates to return to work, confirmation if fit for duty, consideration of specialist equipment and reasonable adjustments at work and a recommended rehabilitation plan etc.

## 7. Our People

### **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.

### **Leave for Gender Reassignment**

This may be taken for any gender reassignment purpose. This will be treated the same as sickness or illness related absence. This is appropriately recorded so individuals are not disadvantaged and records are kept confidential.

### **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.

### **Maternity Leave**

The individual is entitled to Maternity Leave, Pay and will be allowed paid time off for antenatal care: hospital, clinic, GP appointments, and routine check-ups. A Maternity/Family Conference is held yearly to offer support and guidance.

### **Adoption Leave**

Paid time off is allowed for 'pre-placement' meetings. Where a couple who are adopting jointly both work for West Midlands Police only one of them can take adoption leave. The other partner may be able to claim adoption support leave and pay.

## 7. Our People

### Adoption Leave

Paid time off is allowed for 'pre-placement' meetings. Where a couple who are adopting jointly both work for West Midlands Police only one of them can take adoption leave. The other partner may be able to claim adoption support leave and pay.

### Surrogacy

Women wishing to be a surrogate mother will have the same rights to maternity leave and pay. Intended parents who wish to use a surrogate mother, although not considered as 'Adoption' the Force's position will, in the main, mirror the Adoption Leave Policy.

### 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.

### Shared Parental Leave

From April 2015, Shared Parental Leave will be introduced, meaning that families will have more choice about how they balance their work and caring commitments. Parents can choose whether to be at home together, or work at different times and share the care of their child between the baby's birth and first birthday. Mums can end their Maternity Leave after 2 weeks and split up to 50 weeks of Shared Parental Leave with the father/partner.

### 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.

### 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 in conjunction with Computershare Voucher Services operates a system whereby part of your salary can be exchanged for childcare vouchers. These vouchers provide some exemption from National Insurance and Tax for working parents of children up to 16 years of age and is tax free.

These enhanced entitlements are included in the policy and is publicised on our intranet system.



## 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.

There are over 450 officers doing specialist roles. These officers are classed as specialist officers by having specific knowledge and training attributed to child abuse, adult abuse, rape, domestic abuse, vulnerable adults, child individual management reviews, domestic homicide reviews, and sex offender management.

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.



## 7. Our People

### Capability Equalities Analysis

#### Resolution (Grievance)/Performance and Attendance Police Staff

During 2014, a total of 78 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, 47 (60%) cases relate to female and 31 (40%) cases relate to male. 11 (14%) cases account for police staff from a BME background.

*Support may not have resulted in a formal process being implemented*

Male	Female
31	47

BME	Non BME	Not Stated
11	64	3

Age Range	
20 – 29	17
30 – 39	18
40 – 49	18
50 and above	25

#### Cases Referred and Progressed to a Formal Process

Of the total cases referred, 27 cases progressed to a formal process as described below:

Stage of process	
Informal	27
First formal stage	
Second Formal Stage	

Male	Female
11	16

BME	Non BME
6	21

Age Range	
20 – 29	9
30 – 39	5
40 – 49	7
50 and above	6

*\*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/Performance and Attendance Police Officer

During 2014, a total of 66 cases were referred to the Line Management Advice (LMA) team in relation to police officers' performance and attendance. The following is a breakdown by category.

Of the total cases referred, 27 (41%) cases relate to female and 38 (58%) cases relate to male. 14 (21%) cases account for police officers from a BME background.

*Support may not have resulted in a formal process being implemented*

Male	Female	Not Stated
38	27	1

BME	Non BME	Not Stated
14	51	1

Age Range	
20 – 29	3
30 – 39	33
40 – 49	23
50 and above	7
Not Stated	1

#### Cases Referred and Progressed to Formal Process

Of the total cases referred, 30 cases progressed to a formal process as described below:

Stage of process	
Informal	29
First formal stage	1
Second Formal Stage	

Male	Female
21	9

BME	Non BME
8	22

Age Range	
20 – 29	2
30 – 39	14
40 – 49	12
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 2014, a total of 84 cases were referred to the Line Management Advice (LMA) team for resolution referral for both police officers and staff, with police officers equating for 48 (57%) of these cases and police staff 36 cases (43%)

### Age Range

20 – 29	7
30 – 39	23
40 – 49	39
50 and above	15

### Police Officers - Resolution Data Year ending 2014

Out of the total cases referred for police officers, 23 (48%) relate to male, and 25 (52%) relate to female officers who equate for 31.26% of the workforce. Data as follows:-

### Gender Profile

Rank	Male	Female
Constable	17	19
Sergeant	4	5
Inspector	2	1
Total	23	25

### Ethnic Profile

Of the total cases referred for police officers, 38 (79%) relate to officers from a non-BME background and 10 (21%) cases to those officers from a BME background who equate for 8.56% of the workforce. Data as follows:-

Rank	Non - BME	BME
Constable	31	5
Sergeant	6	3
Inspector	1	2
Total	38	10

### Age Profile

Rank	20-29	30-39	40-49	50+
Constable	4	13	17	2
Sergeant	0	2	6	1
Inspector	0	1	2	0
Total	4	16	25	3

### Police Staff – Resolution Data Year ending 2014

Out of the total cases referred for police staff, 18 (50%) relate to female, and 18 (50%) relate to male staff who equate for 36.47% of the workforce. Data as follows:-

Role	Male	Female
PCSO	1	3
Other	17	15
Total	18	18

### Ethnic Profile

Of the total cases referred for police staff, 30 (83%) relate to staff from a non-BME background and 4 (11%) cases to those staff from a BME background who equate for 10.69% of the workforce. Data as follows:-

Role	Non BME	BME
PCSO	1	3
Other	29	1
Not Stated		2
Total	30	4

### External Complaints (Professional Standard Department)

The Professional Standard Department received 1210 individual complaints from members of the public between 1st January 2014 and 31st December 2014. Of these complaints 781 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.

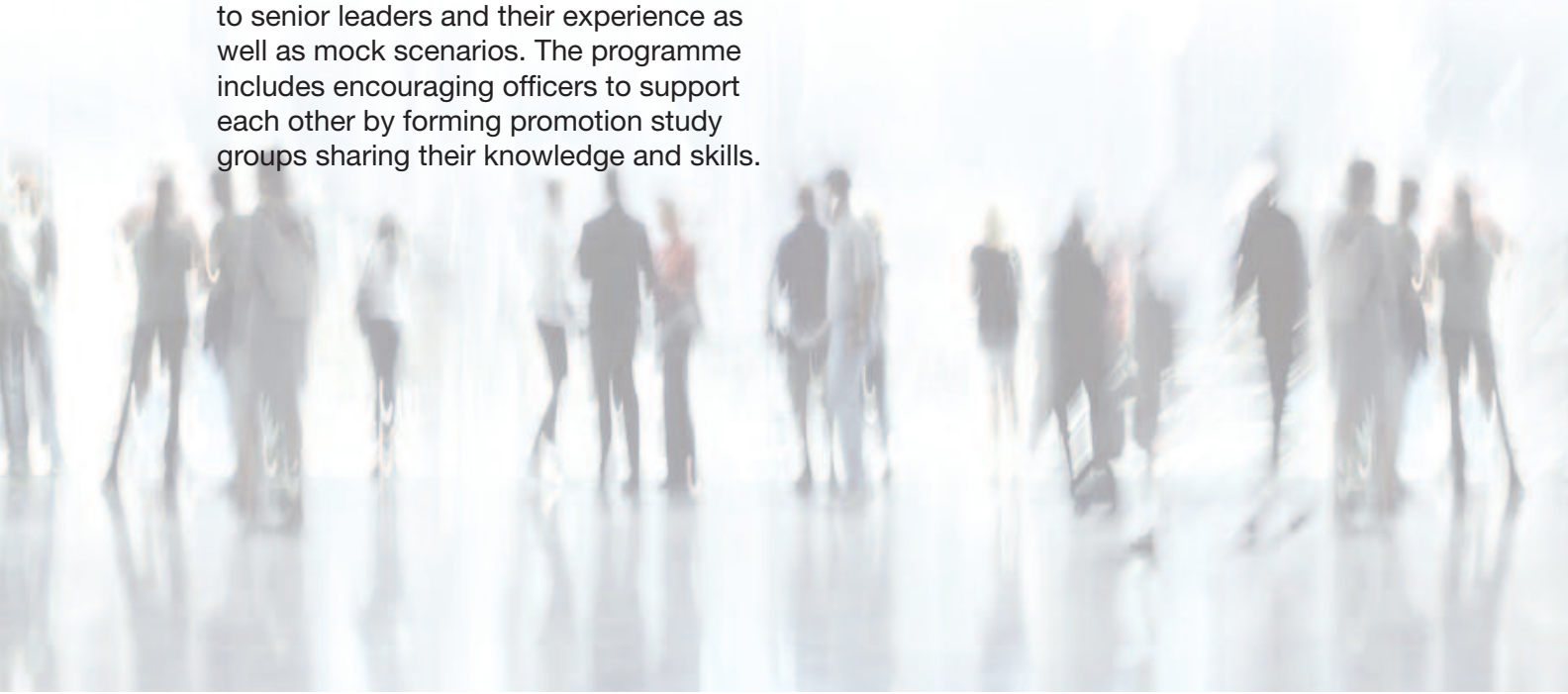
All recruitment, development and progression processes are reviewed to ensure that there is no bias. In the police officer recruitment process in 2014/2015 WMP utilised members of diverse communities, called 'Community Partners' to observe at the assessment centre and to sit on the final interview panels.

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.

West Midlands Police BME recruitment and progression strategy and delivery plan is published and found on the force external website.



## 8. Tackling Crime

### Stop & Search

The Stop and Search Policy was amended in December 2014, to reflect the introduction of the new West Midlands Police electronic Stop and Search recording system (eSearch) in April 2014, together with WMP's entry into the national Best use of Stop and Search Scheme in August 2014.

Further, between November 2013 and March 2014, all Operational Police Officers received a full day of refresher training around Stop and Search, to continue to ensure Stop and Search Powers are applied effectively and fairly.

LPU's continue to work with their local IAG's and Scrutiny Panels. These groups critically appraise the local figures to ensure that WMP Officers are applying their powers proportionately. The Office of the Police and Crime Commissioner also present a Stop and Search Commission every six months, where representatives from all ten local Scrutiny Panels meet and discuss current themes in relation to Stop and Search.

### Explanation of powers to stop and search

WMP understand the importance of informing the public of their rights, receipts issued to members of the public who have been subject of a Stop and Search as part of the new electronic eSearch recording process, also outline rights and entitlements in relation to Stop and Search. 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 01/01/2013 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	<b>14261</b>
02 Black	1960	892	739	505	84	1	26	<b>4207</b>
03 Asian	4497	1173	796	776	76	1	15	<b>7334</b>
04 Other	173	39	75	22	3	0	12	<b>324</b>
05 Not Recorded	161	53	67	29	4	0	4	<b>318</b>
<b>Grand Total</b>	<b>12313</b>	<b>6206</b>	<b>4864</b>	<b>2599</b>	<b>291</b>	<b>25</b>	<b>146</b>	<b>26444</b>

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

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
<b>Grand Total</b>	<b>26444</b>

## 8. Tackling Crime

Count of Stop searches where the search date between 01/01/2014 and 31/12/2014\*

Stop & Search 2014							
Ethnicity	Drugs	Going equipped	Stolen Items	Offensive Weapon	Firearm	Other	Grand Total
01 White	4399	2067	1888	722	85	15	9176
02 Black	1156	313	363	314	63	8	2217
03 Asian	2534	314	315	238	117	17	3535
04 Other	278	58	79	54	11		480
05 Not Recorded	211	40	66	35	8	1	361
<b>Grand Total</b>	<b>8578</b>	<b>2792</b>	<b>2711</b>	<b>1363</b>	<b>284</b>	<b>41</b>	<b>15769</b>

Stop & Search 2014						
LPU	01 White	02 Black	03 Asian	04 Other	05 Not Recorded	Grand Total
BE LPU	757	248	866	46	42	1959
BN LPU	478	134	167	31	11	821
BS LPU	810	193	132	77	23	1235
BW LPU	814	611	806	87	65	2383
CV LPU	1061	168	195	35	42	1501
DY LPU	1226	99	182	40	18	1565
SH LPU	903	109	135	17	24	1188
SW LPU	766	179	351	54	48	1398
WS LPU	1626	204	459	59	55	2403
WV LPU	670	206	165	34	28	1103
Other Non LPU	65	66	77	0	5	213
<b>Grand Total</b>	<b>9176</b>	<b>2217</b>	<b>3535</b>	<b>480</b>	<b>361</b>	<b>15769</b>

Stop & Search 2014	
LPU	Total
BE LPU	1959
BN LPU	821
BS LPU	1235
BW LPU	2383
CV LPU	1501
DY LPU	1565
SH LPU	1188
SW LPU	1398
WS LPU	2403
WV LPU	1103
Other	213
<b>Grand Total</b>	<b>15769</b>

## 8. Tackling Crime

### Vulnerable victims

Operation Sentinel is a long-running force wide initiative aimed at enhancing the service provided by West Midlands Police and its partners to vulnerable victims across the force area. Particular focus is being applied to Domestic Violence (DV), Child Sexual Exploitation (CSE), Honor Based Violence (HBV)/Forced Marriage (FM), Child Abuse (CA), Modern Day Slavery (MDS), Prostitution, RASSO and Female Genital Mutilation (FGM). It was launched in October 2014 and is running in two monthly phases until the end of March 2015.

### Domestic Violence Crimes

The data below relates to domestic violence crimes occurring within the West Midlands Police force area. In 2013, the detection rate was 47.6% and the proportion of crimes resulting in a charge was 33.2%. Throughout 2014, 31.5% of offences resulted in a charge or summons.

Local Policing Area	Number of Domestic Violence Crimes (2013)	Number of Domestic Violence Crimes Detected (2013)	Crimes Resulting in Charge/Further Charge (2013)
Birmingham East (BE)	2024	1021	701
Birmingham North (BN)	971	464	306
Birmingham South (BS)	1938	878	579
Birmingham West and Central (BW)	1605	718	417
Coventry (CV)	1938	879	682
Dudley (DY)	952	468	320
Sandwell (SW)	1525	807	600
Solihull (SH)	752	340	208
Walsall (WS)	1187	571	436
Wolverhampton (WV)	1447	676	507
Other	5	1	1
<b>TOTAL</b>	<b>14,344</b>	<b>6,823</b>	<b>4,757</b>

Local Policing Area	Number of Domestic Violence Crimes (2014)	Number of Domestic Violence Crimes Detected* (2014)	Crimes Resulting in Charge/Further Charge/Summons** (2014)
Birmingham East (BE)	2272	342	712
Birmingham North (BN)	1111	159	359
Birmingham South (BS)	2112	337	655
Birmingham West and Central (BW)	1871	264	470
Coventry (CV)	2094	271	607
Dudley (DY)	1406	167	428
Sandwell (SW)	1747	233	675
Solihull (SH)	867	132	264
Walsall (WS)	1711	188	609
Wolverhampton (WV)	1907	214	603
Other	3		1
<b>TOTAL</b>	<b>17,101</b>	<b>2,307</b>	<b>5,383</b>

\*from 1<sup>st</sup> January to 31<sup>st</sup> March 2014. On 1<sup>st</sup> April 2014, the Home Office introduced 'outcomes' which replaced 'detections'. The detection of 'Charge' was replaced with the 'Charge/Summons' outcome.



## 8. Tackling Crime

### Domestic Violence Incidents

The data below shows the number of incidents recorded within the West Midlands Police force area with a domestic marker.

Local Policing Area	Number of Domestic Incidents (2013)
Birmingham East (BE)	4388
Birmingham North (BN)	2053
Birmingham South (BS)	4115
Birmingham West and Central (BW)	3145
Coventry (CV)	3671
Dudley (DY)	3715
Sandwell (SW)	3945
Solihull (SH)	1729
Walsall (WS)	3273
Wolverhampton (WV)	3004
Other	70
<b>TOTAL</b>	<b>33,108</b>

Local Policing Area	Number of Domestic Incidents (2014)
Birmingham East (BE)	4723
Birmingham North (BN)	1946
Birmingham South (BS)	4297
Birmingham West and Central (BW)	3029
Coventry (CV)	4342
Dudley (DY)	3978
Sandwell (SW)	4380
Solihull (SH)	1884
Walsall (WS)	3888
Wolverhampton (WV)	3578
Other	48
<b>TOTAL</b>	<b>36,093</b>



## 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 (2013)
Birmingham East (BE)	14
Birmingham North (BN)	2
Birmingham South (BS)	
Birmingham West and Central (BW)	13
Coventry (CV)	
Dudley (DY)	4
Sandwell (SW)	4
Solihull (SH)	4
Walsall (WS)	2
Wolverhampton (WV)	4
Other	
<b>TOTAL</b>	<b>47</b>

Local Policing Area	Number of Forced Marriage/Honour Based Violence related Incidents (2014)
Birmingham East (BE)	14
Birmingham North (BN)	3
Birmingham South (BS)	1
Birmingham West and Central (BW)	16
Coventry (CV)	7
Dudley (DY)	1
Sandwell (SW)	4
Solihull (SH)	4
Walsall (WS)	3
Wolverhampton (WV)	5
Other	1
<b>TOTAL</b>	<b>59</b>

## 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.

Poster campaign 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.

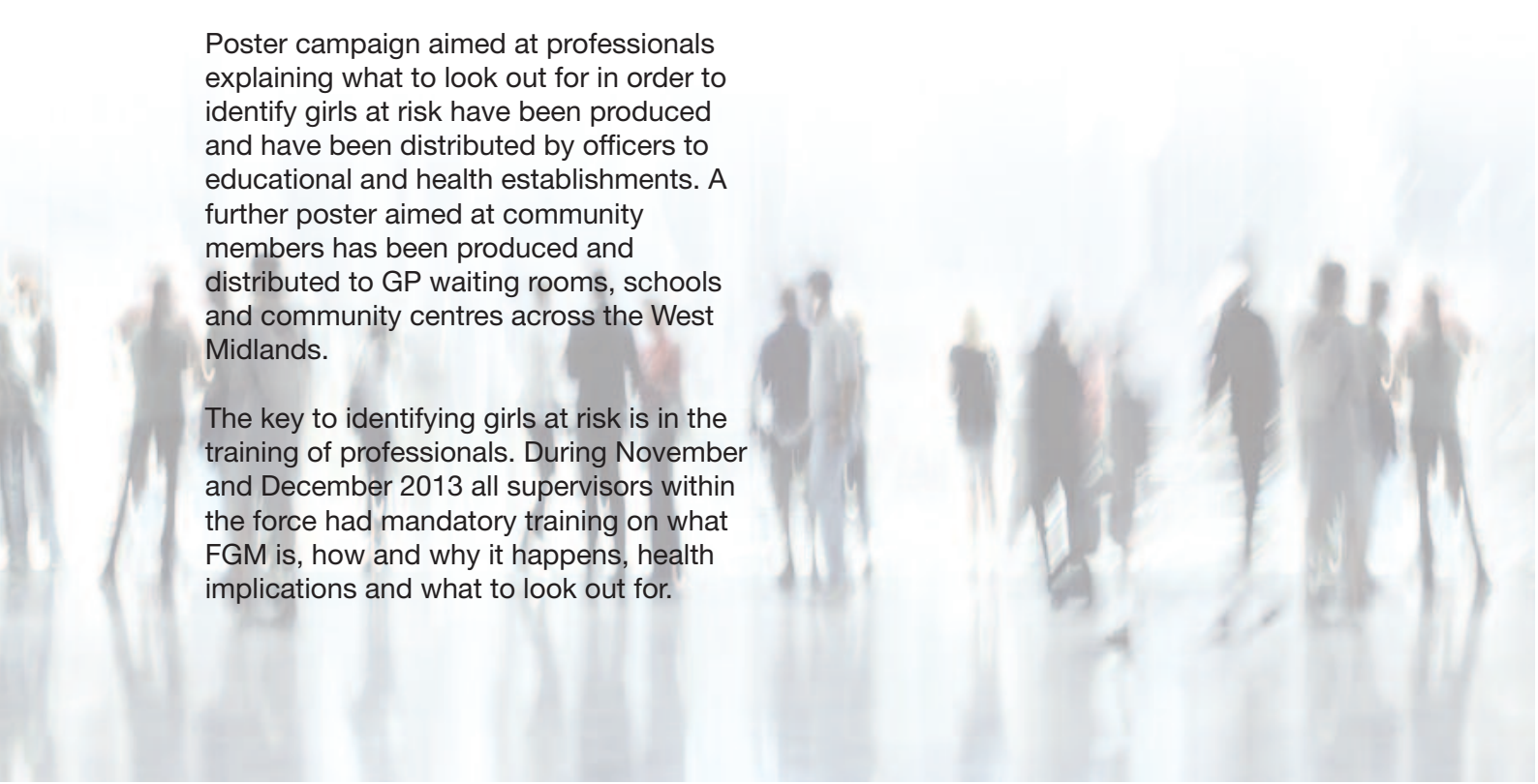
The key to identifying girls at risk is in the training of professionals. During November and December 2013 all supervisors within the force had mandatory training on what FGM is, how and why it happens, health implications and what to look out for.

West Midlands Police are also involved in delivering FGM training to frontline officers, 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. Last year held Pan West Midlands FGM Study Day in partnership with the Policing Crime Commissioner (PCC) and Birmingham Against FGM (BAFGM).

All child abuse investigation units now have an Officer who is a single point of contact (SPOC) with regards to FGM and also have good working relationships with several community groups and charities.

West Midlands Police took part in the Operation Limelight which is a National airside initiative targeting flights destined to and from countries affected by FGM. This operation is planned again for 2015.

West Midlands Police have been approached on several occasions over the past 18 months to assist in raising awareness of FGM by the means of television and have taken part in features shown within Midlands Today and ITV News, capturing an immense audience.





## 8. Tackling Crime

### Community Impact Statements

Community Impact Statements (CIS) 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 Anti-social behaviour (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
- 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

### Witness Care

Witness care provides support and information to victims and witnesses of crime from the point of 1st hearing through to the conclusion of the case. We tailor support to the individual needs of the victim or witness by providing advice and arranging practical support. We endeavour to help victims and witnesses feel confident and willing to attend court to support the prosecution process so that more offenders are brought to justice.

<sup>5</sup> 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 2014 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.

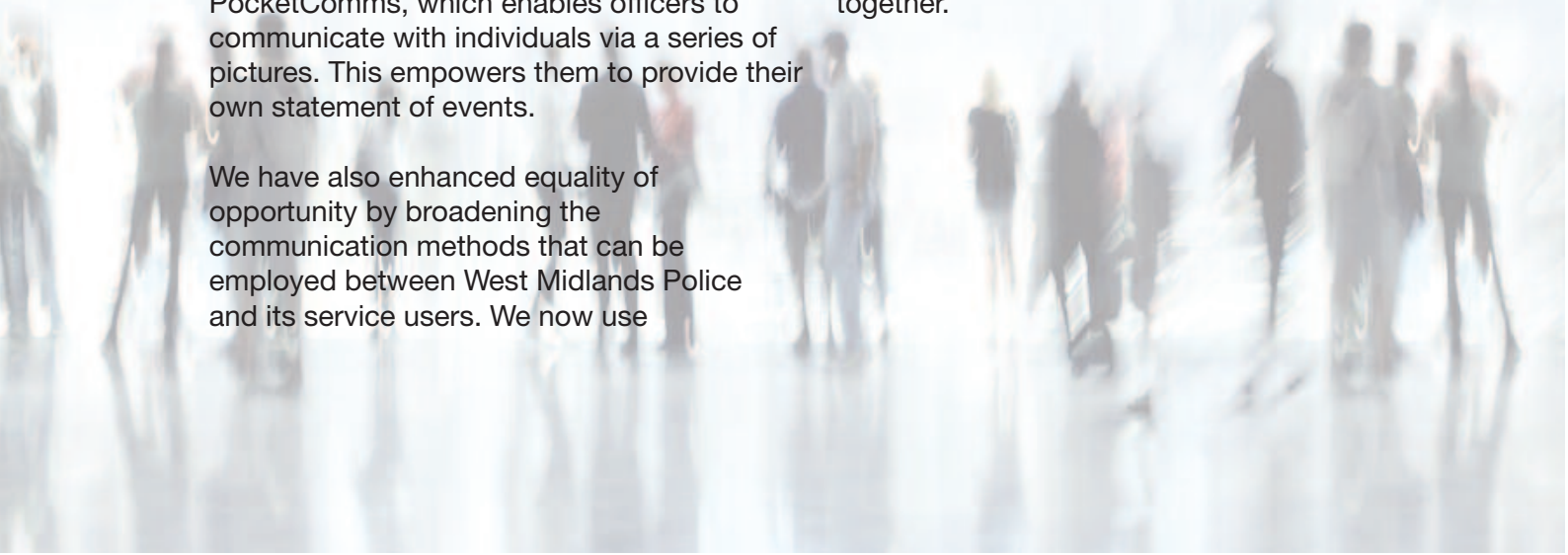
We have also enhanced equality of opportunity by broadening the communication methods that can be employed between West Midlands Police and its service users. We now use

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.

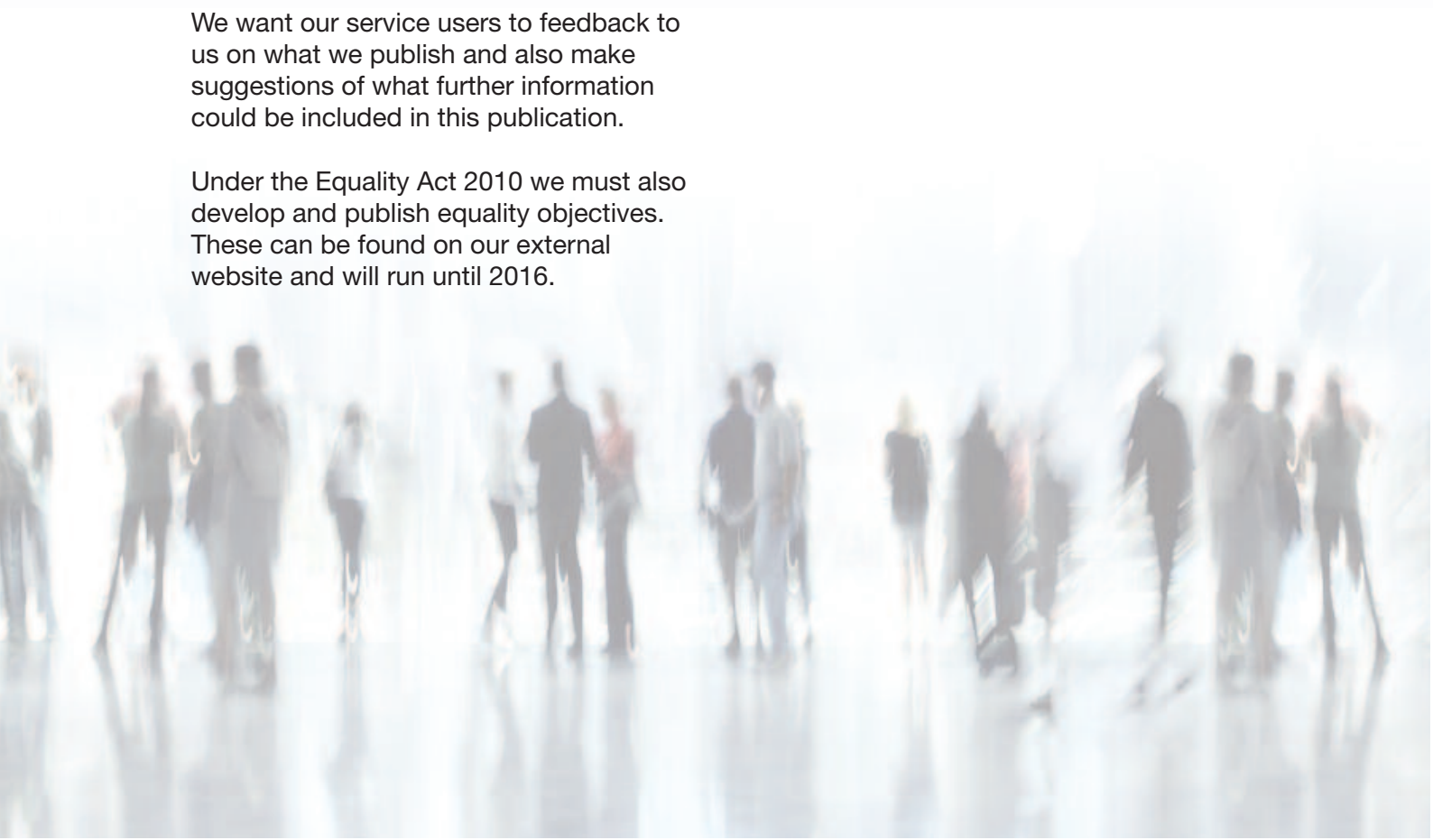
This information will be published in a way which makes it easy for people to access it and it will show that we have due regard to the three aims of the equality duty, which are the need to:

- 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

AMP	Association of Muslim Police
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

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### Reference

BME  
LPUs  
No of Employees  
Declared  
Not Declared  
Senior Officers  
Management  
%

### Definitions

Black, Mixed & Ethnic Minorities  
Local Policing Units  
The number of employees  
Those employees declared personal information  
Those employees that chose not to declare personal information  
Police Officers that are within the rank of Chief Constable to Superintendents  
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>





## 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.

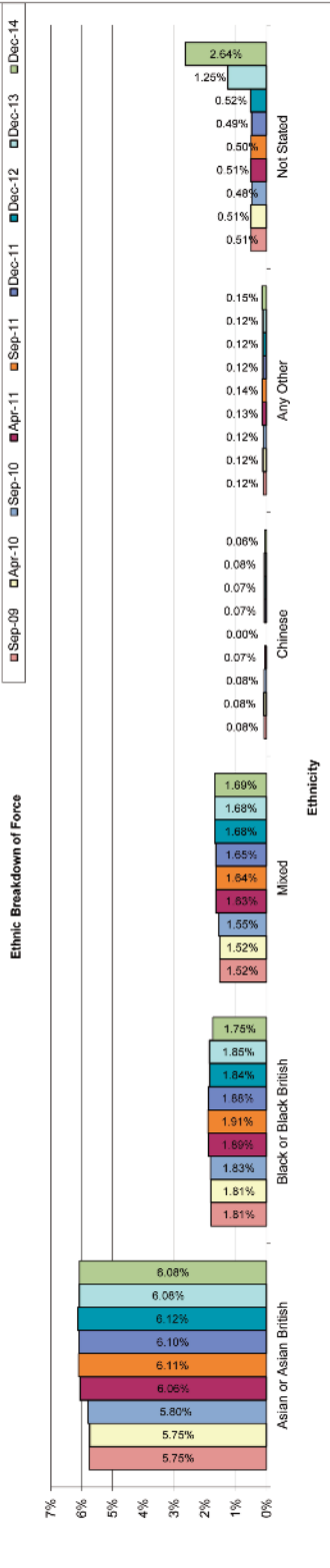


# West Midlands Police Diversity Analysis

## Diversity Details Headline Data

% By Emp Type	Emp Type				TOTAL
	Police Officers	Police Staff	PCSOs	Special Constable	
Sep-09	59.93%	30.48%	5.54%	4.05%	100.00%
Apr-10	60.10%	30.23%	5.54%	4.14%	100.00%
Sep-10	60.22%	29.93%	5.55%	4.29%	100.00%
Apr-11	61.55%	28.22%	5.65%	4.57%	100.00%
Sep-11	62.33%	27.34%	5.71%	4.63%	100.00%
Dec-11	62.22%	27.43%	5.67%	4.68%	100.00%
Dec-12	62.55%	27.55%	5.69%	4.20%	100.00%
Dec-13	62.55%	28.14%	5.57%	3.74%	100.00%
Dec-14	61.81%	29.26%	5.65%	3.27%	100.00%

Ethnicity	Gender	Emp Type				Grand Total
		Police Officers	Police Staff	PCSOs	Special Constable	
White or White British	Male	4472	1039	280	222	6013
	Female	2054	1752	278	70	4154
Asian or Asian British	Male	274	64	27	49	414
	Female	92	166	19	14	291
Black or Black British	Male	75	21	9	2	107
	Female	30	63	1	2	96
Mixed	Male	83	8	4	6	101
	Female	51	30	13	1	95
Chinese	Male	2	2	2	1	7
	Female	1	2	2	3	8
Any Other	Male	3	1	1	3	8
	Female	20	103	16	6	145
Not Stated	Male	11	138	8	4	161
	Female	7171	3355	656	379	11601



Ethnicity	Emp Type				Month			
	Police Officers	Police Staff	PCSOs	Special Constable	Sep-10	Apr-11	Sep-11	Dec-14
White or White British	91.01%	82.21%	85.08%	77.04%	90.21%	89.71%	89.70%	87.64%
Asian or Asian British	5.10%	6.77%	7.01%	16.62%	5.75%	6.06%	6.11%	6.08%
Black or Black British	1.46%	2.47%	1.52%	1.05%	1.81%	1.89%	1.91%	1.75%
Mixed	1.87%	1.12%	2.59%	1.85%	1.52%	1.63%	1.65%	1.69%
Chinese	0.04%	0.12%	0.00%	0.00%	0.08%	0.07%	0.07%	0.06%
Any Other	0.08%	0.21%	0.15%	0.12%	0.12%	0.13%	0.12%	0.15%
Not Stated	0.43%	7.10%	3.66%	2.64%	0.51%	0.49%	0.50%	2.64%
Grand Total	100.00%	92.70%	96.19%	96.57%	100.00%	100.00%	100.00%	100.00%

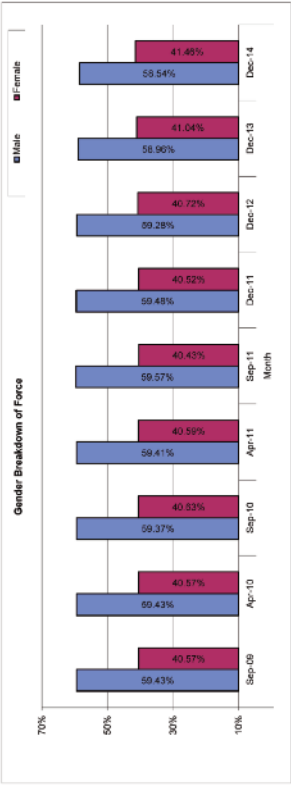
# West Midlands Police

## Diversity Analysis

### Diversity Details Headline Data

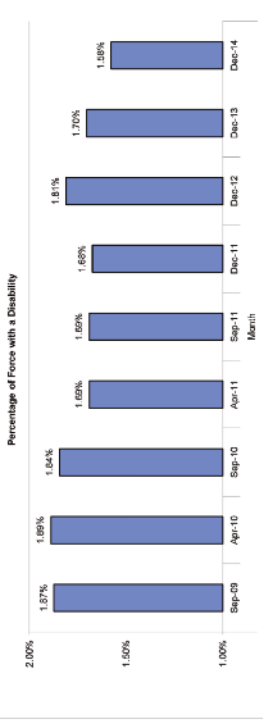
Breakdown of Force by Gender

Gender	Emp Type				Month					
	Police Officers	Police Staff	PCSOs	Special Constable	Sep-09	Apr-10	Sep-10	Apr-11	Sep-11	Dec-14
Male	68.74%	36.47%	51.22%	75.99%	59.43%	59.43%	59.37%	59.41%	59.48%	58.54%
Female	31.25%	63.53%	48.78%	24.01%	40.57%	40.57%	40.63%	40.59%	40.52%	41.46%
Grand Total	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	No of Employees	Police Officers	Police Staff	PCSOs	Special Constable	Month					
						Sep-09	Apr-10	Sep-10	Apr-11	Sep-11	Dec-14
Yes	789	55	122	3	2	275	274	263	228	216	183
Grand Total	1171	7171	3385	856	379	1484	14502	14289	13492	12895	11801



Breakdown of Force by Age

Age Group	Month					
	Sep-09	Apr-10	Sep-10	Apr-11	Sep-11	Dec-14
Under 18	0.05%	0.01%	0.01%	0.05%	0.01%	0.01%
18 - 20	1.48%	1.25%	1.10%	0.85%	0.46%	0.19%
21 - 25	10.05%	9.21%	8.56%	7.15%	6.65%	3.47%
26 - 30	16.69%	16.56%	16.41%	16.11%	16.11%	11.21%
31 - 40	30.44%	30.82%	31.30%	32.83%	33.77%	35.16%
41 - 50	28.47%	28.96%	29.34%	30.29%	31.54%	34.38%
51 - 60	10.74%	11.07%	11.76%	12.03%	12.03%	12.77%
61 - 65	1.14%	1.14%	1.14%	1.14%	1.14%	1.14%
Over 65	0.33%	0.46%	0.41%	0.18%	0.12%	0.38%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



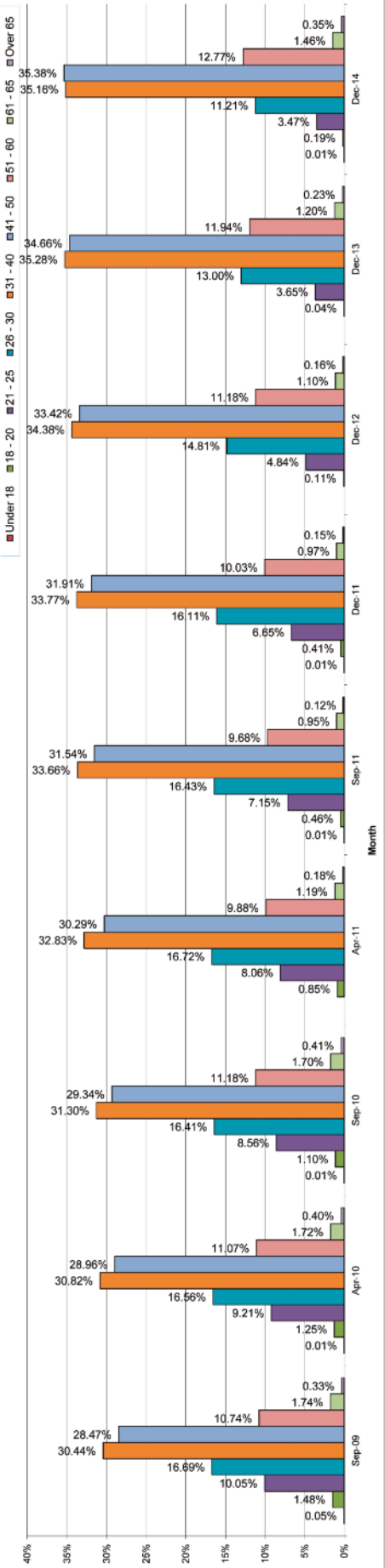
# West Midlands Police Diversity Analysis

## Diversity Details Headline Data

Breakdown of Force by Age

Age Group	Emp Type		Police Officers		Police Staff		PCSOs		Special Constables		Month	
	No	%	No	%	No	%	No	%	No	%	Dec-14	%
Under 18												
18 - 20	4	0.06%	1	0.03%	8	0.24%	3	0.46%	7	1.85%	1	0.01%
21 - 25	65	0.91%	164	5.42%	164	5.42%	71	10.82%	83	21.90%	22	0.19%
26 - 30	698	9.73%	373	10.99%	373	10.99%	145	22.10%	85	22.43%	403	3.47%
31 - 40	3068	42.86%	1742	51.86%	1742	51.86%	181	27.59%	88	23.22%	1301	11.21%
41 - 50	2847	39.10%	1022	30.10%	1022	30.10%	158	24.09%	77	20.32%	4079	35.16%
51 - 60	482	6.72%	879	25.89%	879	25.89%	52	14.02%	28	7.39%	4104	35.38%
61 - 65	6	0.08%	150	4.42%	150	4.42%	5	0.76%	8	2.11%	1481	12.77%
Over 65	1	0.01%	36	1.06%	36	1.06%	1	0.15%	3	0.79%	169	1.48%
Grand Total	7171	100.00%	3395	100.00%	3395	100.00%	658	100.00%	379	100.00%	11601	100.00%

Age Breakdown of Force



# West Midlands Police Diversity Analysis

45

## Diversity Details Headline Data

Breakdown of Force by Religion

Religion or Belief	Emp Type			Total	%
	Police Officers	Police Staff	PCSOs		
Baha'i					
Buddhist	24	5		30	0.26%
Christian	2720	1136	175	4031	35.03%
Hindu	28	29	1	58	0.53%
Jain	15	3		18	0.16%
Jewish	9			9	0.08%
Muslim	86	32	12	130	1.16%
No Religion	1029	349	74	1452	12.85%
Not Stated	2129	1447	346	4922	36.45%
Other	251	85	14	350	3.10%
Prefer not to say	755	245	25	1025	8.87%
Rastafarian	4			4	0.03%
Sikh	3			3	0.03%
Taoist	114	63	9	186	1.65%
Zoroastrian	2			2	0.02%
Grand Total	7171	3395	656	11601	100.00%

Declared Religion or Belief	4287	1703	285	6275	54.05%
% Declared Religion or Belief	59.78%	50.16%	43.45%	54.48%	
Not Declared Religion or Belief	2884	1692	371	4927	42.45%
% Not Declared Religion or Belief	40.22%	49.84%	56.55%	45.52%	

Breakdown of Force by Sexual Orientation

Sexual Orientation	Emp Type			Total
	Police Officers	Police Staff	PCSOs	
Bisexual	32	6	1	39
Gay / Lesbian	116	29	12	157
Heterosexual	4043	1536	254	5833
Not Stated	2096	1457	344	4900
Other	2			2
Prefer not to say	884	365	45	1294
Grand Total	7171	3395	656	11601

Declared Sexual Orientation	4191	1573	267	6031	51.90%
% Declared Sexual Orientation	58.44%	46.33%	40.70%	51.90%	
Not Declared Sexual Orientation	2980	1822	389	5191	44.91%
% Not Declared Sexual Orientation	41.56%	53.67%	59.30%	48.10%	

Breakdown of Force by Marital Status

Marital Status	Emp Type			Total
	Police Officers	Police Staff	PCSOs	
Civil Partnership	58	9	4	71
Dissolved Civil Partnership	3	1		4
Divorced	345	201	24	570
Legally Separated	5	1		6
Living Together/Co-habites	559	182	62	803
Married	4074	1774	243	6091
Separated	204	72	24	300
Single	1695	992	239	2926
Widowed	5	23	3	31
Not stated	20	124	5	149
Grand Total	7171	3395	656	11601

	Month					Dec-11	Dec-12	Dec-13	Dec-14
	Sep-09	Apr-10	Sep-10	Apr-11	Sep-11				
2	2	2	2	2	1	1			
42	41	38	40	40	40	37	35	35	30
5667	5607	5389	4920	4731	4676	4429	4185	4185	4064
86	85	81	77	73	70	67	60	60	62
31	30	29	25	24	24	22	20	20	18
21	16	15	13	12	12	11	10	10	9
153	148	145	145	141	142	132	128	128	134
1821	1776	1747	1879	1847	1842	1847	1875	1875	1847
4722	4819	4812	4880	4896	4885	4345	4240	4240	4229
482	483	440	417	405	405	380	365	365	360
1413	1378	1343	1285	1210	1203	1131	1072	1072	1029
111	10	9	8	7	6	4	4	4	4
5	5	4	4	4	3	3	3	3	3
227	221	221	218	212	210	198	190	190	188
5	4	4	4	3	2	2	2	2	2
7	7	7	5	5	4	3	3	3	2
14684	14502	14269	13492	13014	12885	12311	11795	11795	11601

8539	8305	8114	7557	7308	7237	6835	6483	6483	6343
58.15%	57.27%	56.86%	56.01%	55.15%	56.12%	55.52%	54.98%	54.98%	54.08%
6145	6197	6155	5935	5705	5608	5476	5312	5312	5258
41.85%	42.73%	43.14%	43.99%	44.85%	43.88%	44.48%	45.04%	45.04%	45.92%

	Month					Dec-11	Dec-12	Dec-13	Dec-14
	Sep-09	Apr-10	Sep-10	Apr-11	Sep-11				
52	49	47	46	47	47	42	37	37	41
190	189	187	177	171	172	161	151	151	160
7848	7652	7482	6983	6755	6682	6334	6009	6009	5866
4746	4829	4817	4884	4500	4457	4354	4250	4250	4206
1848	1783	1726	1602	1541	1527	1418	1346	1346	1306
14684	14502	14269	13492	13014	12885	12311	11795	11795	11601

8090	7890	7726	7206	6973	6911	6539	6199	6199	6089
55.09%	54.41%	54.15%	53.41%	53.56%	53.59%	53.12%	52.56%	52.56%	52.48%
6594	6612	6543	6286	6041	5984	5772	5596	5596	5512
44.91%	45.59%	45.85%	46.59%	46.44%	46.41%	46.88%	47.44%	47.44%	47.51%

	Month			
	Sep-11	Dec-11	Dec-12	Dec-14
55	54	69	70	72
1	2	1	2	4
619	617	611	590	578
7	7	4	6	6
975	969	904	860	842
6486	6448	6466	6276	6192
15	335	289	302	302
344	4424	3910	3595	3330
4464	37	42	35	40
38	18	15	12	235
13014	12895	12311	11795	11601

# West Midlands Police Diversity Analysis

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## Diversity Details Headline Data

Maternity, Paternity and Adoption leave taken during 2014 (January to December)

LPU/DEPT	Maternity Leave					Total
	Police Officers	Police Officers %	Police Staff	Police Staff %	PCSOs %	
Birmingham East LPU	14	3.17%			5.89%	17
Birmingham North LPU	10	3.65%			4.55%	12
Birmingham South LPU	5	1.40%			5.30%	8
Birmingham West and Central LPU	9	1.45%			2.11%	11
Coventry LPU	7	1.54%			1.11%	8
Dudley LPU	3	0.97%	1	12.50%	3.75%	7
Sandwell LPU	7	1.68%			9.38%	7
Solihull LPU	5	1.92%			6.00%	8
Walsall LPU	7	1.92%			6.00%	10
Wolverhampton LPU	7	1.89%			2.08%	7
Business Transformation			1	2.08%		1
Corporate Asset Management			2	0.59%		2
Counter Terrorism Unit	8	1.96%			1.18%	8
Criminal Justice Services	3	2.01%	16	3.89%	2.33%	19
Finance and Shared Services			8			8
Force CID	11	1.84%	2	1.87%		13
Force Contact	5	2.36%	19	2.25%		24
Force Investigation Review	1	4.76%				1
Forensic Services			7	3.79%		7
Human Resources			2	2.67%		2
Information Management			5	3.21%		5
Intelligence	1	0.29%	9	4.82%		10
Learning and Development			2	3.28%		2
Operations	5	1.07%	1	2.33%		6
Professional Standards			1	3.57%		1
Public Protection	47	6.50%	1	1.69%		48
Grand Total	153	2.13%	79	2.33%	20	252

% shown is percentage of LPU/departmental strength

LPU/DEPT	Police Officers		Paternity Leave			PCSOs %	Total
	Police Officers	Police Officers	Police Staff	Police Staff %	PCSOs		
Birmingham East LPU	26	5.90%			1	1.98%	27
Birmingham North LPU	11	4.03%					11
Birmingham South LPU	16	4.49%					16
Birmingham West and Central LPU	23	3.70%	1	8.33%	5	5.25%	29
Coventry LPU	20	4.41%					22
Dudley LPU	11	3.56%			2	2.22%	16
Sandwell LPU	10	2.40%			1	6.25%	11
Solihull LPU	10	3.83%				1.59%	10
Walsall LPU	11	3.02%					11
Wolverhampton LPU	17	4.10%			1		18
Birmingham Partnerships	1	n/a				1.27%	1
Business Transformation			3	6.25%			3
Corporate Asset Management			8	1.78%			4
Counter Terrorism Unit	3	0.99%	1	0.59%			6
Criminal Justice Services	3	2.01%	3	0.74%			1
DCC Task Force	1	3.57%					20
Force CID	18	3.01%	2	1.87%			9
Force Contact	2	0.94%	7	0.83%			2
Forensic Services			2	1.08%			4
Information Communications Technology			4	4.21%			1
Information Management			1	0.64%			6
Intelligence	5	1.47%	1	0.51%			3
Learning and Development	3	1.76%					1
Legal Services			1	4.35%			1
Motorway Policing	1	1.19%					15
Operations	15	3.21%					14
Public Protection	14	1.95%					2
Regional Organised Crime Unit	2	4.00%					2
	223	3.11%	32	0.94%	15	3.93%	270

% shown is percentage of LPU/departmental strength

LPU/DEPT	Police Officers		Police Officers		Adoption Leave		PCSO %	Total
	Police Officers		Police Staff		Police Staff			
Birmingham South LPU	1	0.23%			1	8.33%		1
Birmingham West and Central LPU								
Coventry LPU		0.01%					1	1.11%
Dudley LPU	1	0.01%					1	1.25%
Walsall LPU							1	2.00%
Criminal Justice Services								
Force CID	2	0.03%			1	0.25%		1
Intelligence	1	0.01%						2
Public Protection	4	0.06%						4

% shown is percentage of LPU/departmental strength



# West Midlands Police Diversity Analysis

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## Diversity Details Diversity by Rank Grade

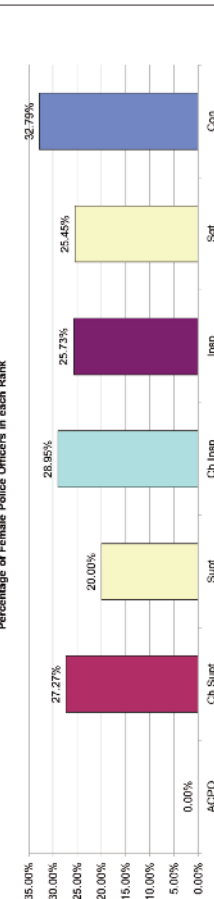
Police Officers by Rank, Gender and BME

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 %	
ACPO	100.00%	100.00%													6
Ch Supt	15	68.18%	6	27.27%											22
Supt	25	71.43%	7	20.00%	2	5.71%	1	2.86%							35
Ch Insp	5	68.75%	2	26.32%	2	2.63%	1	1.32%							78
Insp	28	67.75%	13	4.20%	13	4.20%	2	0.65%	3	0.93%					307
Sgt	75	67.75%	24	4.20%	13	4.20%	4	1.30%	2	0.65%					649
Ch Insp	21	67.75%	11	4.20%	11	4.20%	1	0.35%	2	0.70%					166
Sgt	345	67.75%	213	3.81%	79	1.39%	27	0.48%	19	0.33%	1	0.18%	2	0.04%	509
Ch Insp	21	67.75%	11	4.20%	11	4.20%	1	0.35%	2	0.70%					56
Grand Total	4472	62.36%	2054	28.64%	274	3.82%	92	1.28%	75	1.02%	30	0.42%	83	1.16%	7171

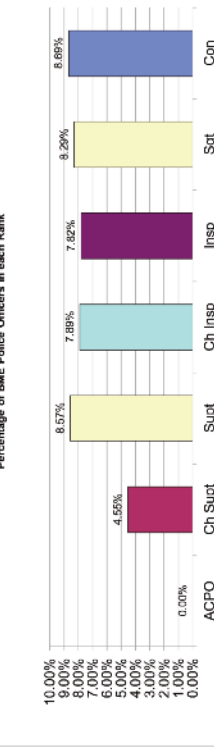
Police Officers by Rank and Gender

Rank	Male		Female		% of Females By Month											
	No	%	No	%	Dec-14	Dec-13	Dec-12	Dec-11	Apr-11	Sep-10	Apr-10	Sep-09	Dec-14	Dec-13	Dec-12	Sep-09
ACPO	6	100.00%			6								6			
Ch Supt	16	72.73%	6	27.27%	22	25.00%	26.47%	17.39%	17.65%	15.00%	12.84%	12.84%	22	25.00%	26.47%	17.39%
Supt	28	80.00%	7	20.00%	35								35			
Ch Insp	54	71.05%	22	28.95%	76	20.27%	17.11%	19.44%	18.31%	21.69%	20.24%	20.24%	76	20.27%	17.11%	19.44%
Insp	228	74.27%	79	25.73%	307	28.61%	23.75%	22.85%	20.78%	18.24%	17.80%	17.80%	307	28.61%	23.75%	22.85%
Sgt	545	67.75%	170	24.20%	715	65.45%	52.54%	48.44%	44.44%	40.44%	36.44%	36.44%	715	65.45%	52.54%	48.44%
Ch Insp	3915	67.21%	1181	32.79%	5096	32.54%	32.39%	32.52%	32.41%	31.85%	31.34%	31.26%	5096	32.54%	32.39%	32.41%
Grand Total	4929	68.74%	2242	31.26%	7171	31.03%	30.80%	30.65%	30.50%	30.32%	29.32%	29.14%	7171	31.03%	30.80%	30.65%

Percentage of Female Police Officers in each Rank



Percentage of BME Police Officers in each Rank



Police Officers by Rank and BME

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 %	
ACPO	100.00%	100.00%													6
Ch Supt	21	90.45%	2	5.71%	1	4.55%									22
Supt	32	91.43%	2	5.71%	1	2.86%									35
Ch Insp	70	92.11%	4	4.20%	1	1.32%									76
Insp	283	92.18%	13	4.20%	6	1.95%									307
Sgt	569	91.45%	52	4.96%	15	1.81%									1049
Ch Insp	3155	90.85%	233	3.20%	61	0.85%									3578
Grand Total	6949	91.81%	289	3.19%	103	1.16%									7171

Police Officers by Rank and Disability

Rank	Disability		% of Police Officer with a Disability											
	Yes	No	Dec-14	Dec-13	Dec-12	Dec-11	Apr-11	Sep-10	Apr-10	Sep-09	Dec-14	Dec-13	Dec-12	Sep-09
ACPO	6	100.00%	6								6			
Ch Supt	2	100.00%	2	1.59%	1.47%	1.45%	2.83%				2	1.67%	1.45%	2.83%
Supt	35	100.00%	35								35			
Ch Insp	76	100.00%	76								76			
Insp	2	0.65%	305	98.35%	307	0.72%	1.02%	0.93%	0.97%	1.18%	1.14%	1.28%	1.04%	1.04%
Sgt	12	1.14%	1037	98.86%	1049	1.26%	1.36%	1.18%	1.02%	0.98%	0.84%	0.84%	0.77%	0.69%
Ch Insp	42	0.74%	5534	99.26%	5576	0.89%	0.89%	0.70%	0.75%	0.76%	0.77%	0.77%	0.77%	0.69%
Grand Total	56	0.78%	7115	99.22%	7171	0.89%	0.96%	0.75%	0.86%	0.84%	0.83%	0.75%	0.75%	0.69%

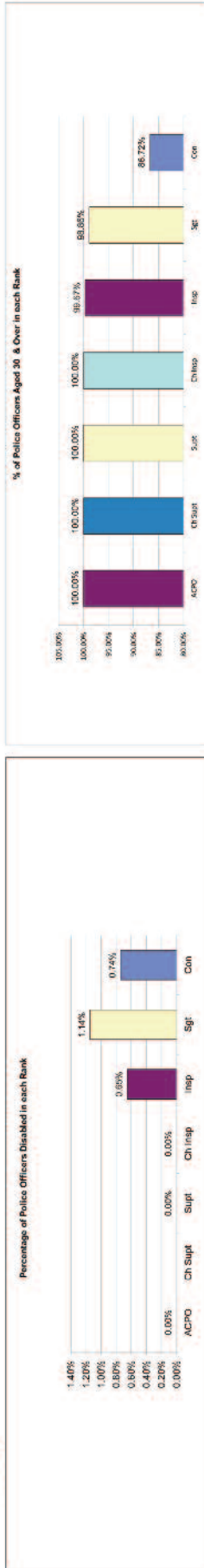
Police Officers by Rank and Age

Rank	Age Ranges												Dec-14												No of Police Officers More Than 30 yrs old %																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
	18-20				21-25				26-30				31-40				41-50				51-60				61-65				65+				Total				Dec-13				Dec-12				Sep-11				Sep-10				Apr-10				Sep-09																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No

# West Midlands Police Diversity Analysis

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## Diversity Details Diversity by Rank Grade



Police Staff by Grade, Gender and BME

Grade	White or White British		Asian or Asian British		Black or Black British		Mixed		Not Stated		Any Other		Chinese		Grand Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Chief Officer	2	33.33%	1	16.67%	1	1.47%	1	1.47%	1	16.67%	1	16.67%	1	16.67%	6
McBand	32	47.06%	21	30.88%	2	2.89%	2	2.89%	7	10.29%	5	7.35%	3	4.41%	68
Band-E	49	43.71%	51	45.64%	3	2.69%	3	2.69%	1	0.89%	1	0.89%	1	0.89%	112
Band-D	258	50.01%	258	50.01%	20	3.91%	5	0.95%	15	2.86%	3	0.57%	3	0.57%	512
Band-C	529	50.01%	529	50.01%	20	3.91%	5	0.95%	15	2.86%	3	0.57%	3	0.57%	1058
Band-B	90	74.48%	281	56.98%	12	2.33%	37	7.19%	5	0.97%	12	2.33%	8	1.55%	395
Band-A	43	23.63%	109	59.69%	3	1.63%	16	8.79%	3	1.63%	2	1.05%	2	1.05%	215
Local Agreement	159	27.62%	310	54.32%	7	1.22%	19	3.32%	10	1.75%	25	4.45%	29	5.07%	572
Grand Total	1039	30.60%	1752	51.61%	64	1.85%	166	4.89%	21	0.62%	63	1.80%	8	0.24%	3395

Police Staff by Grade and Gender

Grade	Male		Female		Total
	No	%	No	%	
Chief Officer	4	66.67%	2	33.33%	6
McBand	39	57.35%	29	42.65%	68
Band-E	54	48.21%	58	51.79%	112
Band-D	329	50.01%	329	50.01%	658
Band-C	418	34.20%	639	65.80%	1057
Band-B	131	25.44%	304	74.56%	435
Band-A	49	28.96%	133	71.04%	182
Local Agreement	186	34.27%	376	65.73%	562
Grand Total	1288	38.47%	2107	61.53%	3395



Police Staff by Grade and BME

Grade	White or White British		Asian or Asian British		Black or Black British		Mixed		Not Stated		Any Other		Chinese		Grand Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
Chief Officer	53	50.00%	1	9.09%	1	1.47%	1	1.47%	1	16.67%	1	16.67%	1	16.67%	108
McBand	100	69.23%	5	4.40%	2	1.79%	1	0.89%	4	3.57%	3	2.69%	3	2.69%	142
Band-E	154	87.82%	38	21.63%	13	7.45%	7	4.00%	25	14.29%	4	2.27%	4	2.27%	235
Band-D	1059	63.06%	96	5.75%	33	2.55%	17	1.30%	60	4.73%	3	0.23%	3	0.23%	1668
Band-C	371	20.04%	49	2.61%	17	0.90%	2	0.11%	72	3.98%	3	0.16%	2	0.11%	722
Band-B	109	25.44%	25	5.75%	13	2.97%	6	1.36%	59	13.33%	1	0.22%	1	0.22%	423
Band-A	409	61.98%	25	4.55%	3	0.54%	1	0.17%	59	10.62%	7	1.26%	4	0.71%	665
Local Agreement	2791	82.21%	239	7.74%	84	2.47%	38	1.12%	241	7.10%	7	0.21%	4	0.12%	3395

# West Midlands Police Diversity Analysis

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## Diversity Details Diversity by Rank Grade

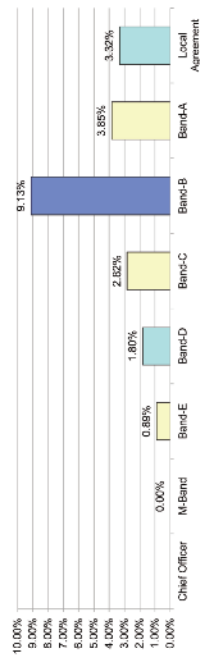
Police Staff by Grade and Disability

Grade	Disability				% of Police Staff with a Disability							
	No	%	No	%	Dec-14	Dec-13	Dec-12	Sep-11	Apr-11	Apr-10	Sep-09	
Chief Officer	6	100.00%	6	100.00%	6	1.19%	0.57%	1.28%	1.31%	1.33%	1.86%	1.44%
M-Band	111	99.11%	68	60.36%	68	2.15%	2.07%	2.11%	2.11%	2.04%	2.44%	2.31%
Band-E	12	1.60%	653	98.20%	665	2.05%	2.74%	2.52%	2.48%	2.25%	2.89%	2.73%
Band-D	38	9.23%	1239	97.18%	1275	2.63%	2.74%	2.52%	2.48%	2.25%	2.89%	2.73%
Band-C	47	9.13%	468	96.87%	515	9.03%	9.62%	9.51%	9.18%	9.66%	8.41%	8.88%
Band-B	7	3.85%	175	96.15%	182	4.22%	3.90%	4.67%	4.80%	4.67%	4.47%	4.33%
Band-A	19	3.32%	653	96.68%	672	3.22%	4.17%	4.35%	4.37%	4.18%	4.67%	4.43%
Local Agreement	122	3.59%	3273	96.41%	3395	3.89%	4.13%	4.13%	4.16%	3.95%	4.28%	4.40%
Grand Total	122	3.59%	3273	96.41%	3395	3.89%	4.13%	4.13%	4.16%	3.95%	4.28%	4.40%

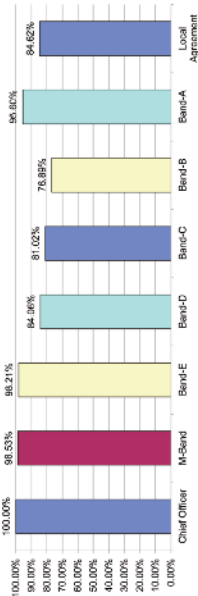
Police Staff by Grade and Age

Rank	Under 18		18-20		21-25		26-30		31-40		41-50		51-60		61-65		Over 65		Dec-14		No of Police Staff More Than 30 yrs old %							
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	Total	%	Dec-13	Dec-12	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09	
Chief Officer	6	100.00%	6	100.00%	6	100.00%	6	100.00%	6	100.00%	6	100.00%	6	100.00%	6	100.00%	6	100.00%	68	100.00%	68	97.73%	97.44%	97.39%	96.75%	96.91%	97.48%	97.08%
M-Band	111	99.11%	111	99.11%	111	99.11%	111	99.11%	111	99.11%	111	99.11%	111	99.11%	111	99.11%	111	99.11%	112	98.21%	112	98.53%	98.74%	98.77%	98.93%	99.21%	99.68%	
Band-E	12	100.00%	12	100.00%	12	100.00%	12	100.00%	12	100.00%	12	100.00%	12	100.00%	12	100.00%	12	100.00%	12	100.00%	12	97.74%	97.74%	97.74%	97.74%	97.74%	98.21%	98.68%
Band-D	38	2.82%	38	2.82%	38	2.82%	38	2.82%	38	2.82%	38	2.82%	38	2.82%	38	2.82%	38	2.82%	38	2.82%	38	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%
Band-C	47	6.13%	47	6.13%	47	6.13%	47	6.13%	47	6.13%	47	6.13%	47	6.13%	47	6.13%	47	6.13%	47	6.13%	47	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%
Band-B	7	3.85%	7	3.85%	7	3.85%	7	3.85%	7	3.85%	7	3.85%	7	3.85%	7	3.85%	7	3.85%	7	3.85%	7	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%
Band-A	19	3.32%	19	3.32%	19	3.32%	19	3.32%	19	3.32%	19	3.32%	19	3.32%	19	3.32%	19	3.32%	19	3.32%	19	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%
Local Agreement	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%	98.00%
Grand Total	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	122	3.59%	3395	100.00%	3395	84.41%	84.41%	84.41%	84.41%	84.41%	84.41%	84.41%

% Police Staff Disabled in each Grade



Number of Police Staff Aged 30 & Over By Grade



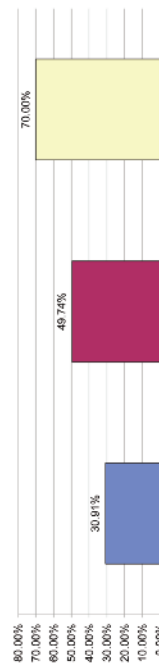
Police Community Support Officers by Grade, Gender and BME

Grade	White or White British		Asian or Asian British		Black or Black British		Mixed		Not Stated		Any Other		Grand Total	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
PCSO-L3	29	52.73%	12	21.82%	2	3.64%	2	3.64%	3	5.45%	4	7.27%	55	100.00%
PCSO-L2	246	42.34%	255	43.89%	24	4.13%	16	2.75%	6	1.03%	1	0.17%	581	100.00%
PCSO-L1	5	23.03%	11	50.00%	1	4.35%	1	4.35%	2	9.09%	1	4.55%	20	100.00%
Grand Total	280	42.88%	278	42.88%	27	4.12%	19	2.89%	9	1.37%	1	0.15%	656	100.00%

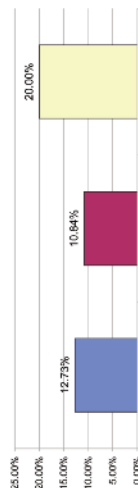
Police Community Support Officers by Grade and Gender

Grade	Male		Female		Total		Dec-14		Dec-13		Dec-12		Dec-11		Sep-10		Apr-11		Sep-10		Apr-10		Sep-09	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
PCSO-L3	29	52.73%	12	21.82%	41	74.55%	29	52.73%	29	52.73%	29	52.73%	29	52.73%	29	52.73%	29	52.73%	29	52.73%	29	52.73%	29	52.73%
PCSO-L2	246	42.34%	255	43.89%	501	76.23%	246	42.34%	246	42.34%	246	42.34%	246	42.34%	246	42.34%	246	42.34%	246	42.34%	246	42.34%	246	42.34%
PCSO-L1	5	23.03%	11	50.00%	16	77.00%	5	23.03%	5	23.03%	5	23.03%	5	23.03%	5	23.03%	5	23.03%	5	23.03%	5	23.03%	5	23.03%
Grand Total	338	51.22%	330	48.78%	668	100.00%	338	51.22%	338	51.22%	338	51.22%	338	51.22%	338	51.22%	338	51.22%	338	51.22%	338	51.22%	338	51.22%

Percentage of Female PCSOs in each Grade



Percentage of BME PCSOs in each Grade





### Police Community Support Officers by Grade and Ethnicity

**Police Community Support Officers by Grade and Disability**

**Police Community Support Officers by Grade and Age**

% of Disabled PCSOs in each Grade

### Racial Constables by Grade, Gender and BME

Special Constables by Grade and Gender

# West Midlands Police

## Diversity Analysis

### Diversity Details Diversity by Rank Grade

Special Constables by Grade and Ethnicity

Grade	Ethnicity										Dec-14		% BME Special Constables									
	White or White British		Asian or Asian British		Black or Black British		Mixed		Not Stated		Total	% BME	Dec-13	Dec-12	Dec-11	Sep-11	Apr-11	Sep-10	Apr-10	Sep-09		
	No	%	No	%	No	%	No	%	No	%											Chinese	%
Chief Officer	1	100.00%									1	0.00%										
District Officer	1	100.00%									0	0.00%								5.31%		
Section Officer	8	100.00%	4	33.33%							12	4.00%								15.62%		
Special Inspector	10	100.00%									0	0.00%										
Special Sergeant	25	78.13%	7	21.88%							32	7.21%										
Special Constable	247	76.47%	52	16.10%	4	1.24%	7	2.17%	10	3.10%	323	6.66%	22.88%	20.04%	20.04%	21.14%	20.33%	19.92%	20.50%			
Grand Total	292	78.23%	63	16.33%	4	1.36%	7	1.99%	10	1.59%	379	7.77%	21.77%	19.21%	19.21%	20.22%	19.25%	18.83%	19.50%			

Special Constables by Grade and Disability

Grade	Disability				% of Special Constables with a Disability									
	Yes		No		Dec-14 Total	Dec-13	Dec-12	Dec-11	Sep-11	Apr-11	Apr-10	Sep-09		
	No	%	No	%										
Chief Officer			1	100.00%	1		6.25%	6.67%						
District Officer			1	100.00%	1									
Section Officer			12	100.00%	12	0.78%								
Special Inspector			10	100.00%	10									
Special Sergeant			32	100.00%	32									
Special Constable	2	0.62%	321	99.38%	323	0.89%	0.71%	0.69%	0.69%	0.19%	0.19%	0.19%		
Grand Total	2	0.53%	377	99.47%	379	6.68%	0.97%	0.63%	0.62%	0.62%	0.17%	0.17%		

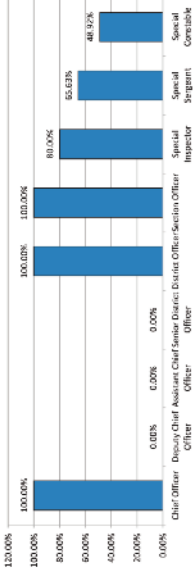
Special Constables by Grade and Age

Grade	18 - 20				21 - 25				26 - 30				31 - 40				41 - 50				51 - 60				61 - 65				Over 65				Dec-14				No of Special Constables More Than 30 yrs old %											
	No		%		No		%		No		%		No		%		No		%		No		%		No		%		Total		30+ %		Dec-13		Dec-12		Dec-11		Sep-11		Apr-10		Sep-09					
Chief Officer																																																
Deputy Chief Officer																																																
Assistant Chief Officer																																																
Senior District Officer																																																
District Officer																																																
Section Officer																																																
Inspector																																																
Special Inspector																																																
Special Sergeant																																																
Special Constable	7	2.17%	81	25.08%	79	23.22%	72	22.29%	59	18.27%	20	6.19%	7	2.17%	2	0.62%	323	48.92%	44.82%	42.32%	40.45%	39.24%	30.24%	41.48%	44.47%	45.54%	48.92%	46.80%	44.36%	44.53%	47.58%	45.53%	44.36%	46.80%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%
Grand Total	7	1.88%	83	21.80%	88	23.43%	88	23.22%	77	20.33%	28	7.38%	8	2.11%	3	0.79%	379	53.03%	48.66%	47.58%	45.53%	44.36%	44.36%	46.80%	48.92%	46.80%	44.36%	44.53%	47.58%	45.53%	44.36%	46.80%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%	48.92%	45.54%

Disabled Specials Constables By Rank



Number of Special Constables Aged 30 & by each Rank



# West Midlands Police Diversity Analysis

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## Diversity Details Ethnicity & Gender by LPU Dept

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		
	No	%	No	%	No	%	No	%	No	%	No	%	No	%				
Birmingham East LPU	277	62.81%	120	27.21%	21	4.76%	2	0.45%	3	0.68%	2	0.45%			441	9.30%		
Birmingham North LPU	174	63.74%	84	30.77%	9	3.30%	2	0.73%	2	0.73%					273	5.49%		
Birmingham South LPU	225	63.20%	99	27.81%	9	2.53%	7	1.97%	5	1.40%					356	8.43%		
Birmingham West and Central LPU	373	63.06%	138	22.22%	65	8.86%	13	2.09%	10	1.61%	14	2.25%	3	0.48%	621	16.91%		
Coventry LPU	304	66.96%	122	26.87%	12	2.64%	6	1.32%	2	0.44%	2	0.48%	1	0.22%	454	5.95%		
Dudley LPU	201	66.05%	86	27.83%	8	2.69%	1	0.32%	4	1.29%	5	1.62%			309	6.80%		
Sandwell LPU	276	66.19%	98	23.50%	23	5.52%	1	0.24%	6	1.44%	3	0.72%			417	10.07%		
Solihull LPU	167	63.98%	64	24.52%	12	4.60%	4	1.53%	4	1.53%	1	0.38%			261	11.11%		
Walsall LPU	237	65.11%	104	28.57%	15	4.12%	2	0.55%	1	0.27%	2	0.55%			364	6.32%		
Wolverhampton LPU	277	66.75%	108	26.02%	12	2.89%	6	1.93%	5	1.20%	2	0.48%	1	0.24%	415	6.99%		
Associations	34	82.93%	6	14.63%											41	2.44%		
Command Team	9	81.82%	1	9.09%											11	9.09%		
Corporate Partnership	2	66.67%			1	33.33%									3	33.33%		
Counter Terrorism Unit	195	64.36%	68	22.44%	30	9.90%	6	1.98%							303	13.20%		
Criminal Justice Services	109	73.15%	27	16.12%	5	3.36%									149	7.38%		
DCC Task Force	14	50.00%	12	42.86%	2	7.14%									28	7.14%		
Force CID	368	61.44%	169	28.21%	28	4.67%	13	2.17%	4	0.67%	2	0.33%			599	9.85%		
Force Contact	115	54.25%	78	36.10%	4	1.89%	4	1.89%	2	0.94%					212	8.49%		
Force Investigation Review	12	57.14%	6	36.10%											21	4.76%		
Forensic Services	26	96.30%													27	3.70%		
HR Holding Sickness Account															1	0.00%		
Intelligence	239	70.09%	62	24.05%	5	1.47%	4	1.17%							341	5.57%		
Learning and Development	101	59.41%	49	28.62%	6	3.53%	1	0.59%	3	1.76%					170	8.82%		
Motorway Policing	70	83.33%	7	8.33%	2	2.36%									84	7.14%		
Operations	401	86.87%	44	9.42%	5	1.07%	1	0.21%							467	4.50%		
Organisation and Service Development	15	33.33%	2	66.67%											3	0.00%		
Professional Standards	15	45.45%	15	45.45%											33	9.09%		
Public Protection	217	30.20%	450	62.76%	8	1.12%	17	2.37%	3	0.42%	5	0.70%			717	6.69%		
Regional Organised Crime Unit	33	66.00%	12	24.00%	2	4.00%									50	10.00%		
Grand Total	4472	62.36%	2054	28.64%	274	3.82%	92	1.28%	75	1.05%	30	0.42%	83	1.16%	51	0.71%	7171	8.56%
Dec-13	4630	62.75%	2098	28.44%	274	3.71%	91	1.23%	76	1.03%	33	0.45%	85	1.15%	55	0.75%	7378	8.44%
Dec-12	4858	63.09%	2174	28.23%	280	3.64%	92	1.19%	82	1.06%	36	0.47%	88	1.14%	55	0.71%	7701	8.34%
Dec-11	5699	63.18%	2253	28.09%	291	3.65%	97	1.21%	86	1.11%	37	0.48%	91	1.14%	57	0.71%	8023	8.35%
Sep-11	5138	63.35%	2263	27.96%	289	3.66%	97	1.20%	92	1.13%	38	0.48%	92	1.13%	58	0.70%	8111	8.31%
Apr-11	5297	63.57%	2298	27.70%	293	3.54%	98	1.19%	92	1.11%	38	0.48%	91	1.12%	57	0.70%	8269	8.25%
Sep-10	5539	64.36%	2328	27.09%	299	3.48%	99	1.15%	93	1.08%	39	0.45%	93	1.08%	59	0.69%	8693	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%	59	0.67%	8715	8.01%
Sep-09	5721	65.01%	2362	26.73%	299	3.40%	98	1.11%	94	1.07%	39	0.44%	93	1.06%	58	0.67%	8800	7.99%
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%	8744	7.64%



# West Midlands Police Diversity Analysis

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## Diversity Details Ethnicity & Gender by LPU Dept

Police Staff

LPU/Dept	White or White British		Asian or Asian British		Black or Black British		Mixed		Not Stated		Any Other		Chinese		Grand Total	TOTAL BME												
	No	%	No	%	No	%	No	%	No	%	No	%	No	%														
Birmingham East LPU	2	22.22%	6	66.67%	1	11.11%									9	13.11%												
Birmingham North LPU	4	44.44%	3	33.33%	1	11.11%									8	0.00%												
Birmingham South LPU	5	41.67%	4	33.33%	2	16.67%	1	8.33%	1	11.11%					9	22.22%												
Birmingham West and Central LPU	4	66.67%	2	33.33%											12	25.00%												
Coventry LPU	1	12.50%	6	75.00%					1	12.50%					7	0.00%												
Dudley LPU															8	0.00%												
Sandwell LPU	2	25.00%	3	37.50%	1	12.50%									8	25.00%												
Solihull LPU	2	22.22%	6	66.67%	2	25.00%									8	37.50%												
Walsall LPU	2	22.22%	6	66.67%							1	11.11%			9	0.00%												
Wolverhampton LPU	5	45.45%	6	64.55%											11	0.00%												
Associations	6	85.71%	1	14.29%											7	0.00%												
Business Management	3	42.86%	4	57.14%											7	0.00%												
Business Transformation	17	35.42%	17	35.42%	2	4.17%	1	2.08%			5	10.42%	4	8.33%	48	10.42%												
Command Team	2	25.00%	5	62.50%					2	0.59%	3	0.89%	3	0.89%	8	12.50%												
Corporate Asset Management	162	47.93%	132	39.05%	6	1.78%	20	5.92%	4	1.18%	3	0.89%			338	11.24%												
Corporate Communications	13	33.33%	20	51.28%	2	5.13%			2	0.59%	2	1.55%			39	12.82%												
Corporate Partnership	1	100.00%													1	0.00%												
Criminal Justice Unit	77	45.56%	74	43.79%	3	1.78%	8	4.73%	2	1.18%	2	1.09%	1	0.59%	169	9.47%												
Criminal Justice Services	121	29.95%	214	52.97%	8	1.98%	17	4.21%	3	0.74%	13	3.27%			404	11.14%												
DCG Task Force	51	14.83%	202	58.72%	5	1.45%	27	7.85%	2	0.58%	9	2.62%			344	13.37%												
Finance and Shared Services	33	30.84%	64	59.81%	1	0.93%	2	1.87%			3	0.87%	13	3.78%	107	6.54%												
Force CID	185	23.13%	485	57.53%	12	1.42%	36	4.27%	2	0.24%	17	2.02%	1	0.12%	843	9.25%												
Force Investigation Review	73	39.46%	87	47.03%	6	3.24%	4	2.16%	2	1.08%			8	4.32%	185	7.57%												
Forensic Services	11	14.67%	51	68.00%	1	1.33%	5	6.67%			3	4.00%	1	1.33%	75	13.33%												
Human Resources	59	62.11%	13	13.68%	8	8.42%	1	1.05%	3	1.05%	3	1.05%	3	1.05%	95	18.95%												
Information Communications Technology	45	29.85%	79	50.64%	2	1.28%	8	5.13%	2	1.28%	5	3.21%			156	13.48%												
Information Management	66	33.85%	102	52.31%	7	3.59%	9	4.62%	2	1.03%	4	2.05%	1	0.61%	195	10.77%												
Intelligence	27	44.26%	27	44.26%											61	9.84%												
Learning and Development	4	17.39%	10	43.48%	5	21.74%	3	12.50%	2	8.33%					23	26.09%												
Legal Services	7	25.00%	17	60.71%	1	3.57%			2	7.14%					28	7.14%												
Motorway Policing	15	34.88%	24	55.81%							2	4.65%			43	0.00%												
Operations	11	39.29%	16	57.14%											28	3.57%												
Professional Standards	3	5.08%	39	66.10%	1	1.69%					1	1.69%			59	18.64%												
Public Protection	6	37.50%	9	56.25%											16	0.00%												
Regional Organised Crime Unit																												
West Midlands Office for Policing and Crime	6	23.08%	9	34.62%											26	3.85%												
Grand Total	1039	30.69%	1752	51.61%	64	1.89%	166	4.89%	21	0.62%	63	1.86%	8	0.24%	30	0.88%	103	3.03%	138	4.06%	1	0.03%	6	0.18%	2	0.06%	3395	10.69%

Dec-13	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%	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%	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	0.84%	7	0.20%	15	0.42%	2	0.06%	3	0.09%	2	0.06%	3537	11.08%
Sep-11	1192	33.50%	1946	54.69%	77	2.16%	174	4.87%	22	0.62%	76	2.14%	9	0.25%	30	0.84%	7	0.20%	16	0.45%	2	0.06%	3	0.09%	2	0.06%	3558	11.16%
Apr-11	1283	33.67%	2092	54.89%	82	2.15%	178	4.67%	22	0.60%	80	2.10%	8	0.21%	32	0.84%	7	0.18%	17	0.46%	2	0.05%	3	0.08%	2	0.05%	3811	10.81%
Sep-10	1458	34.14%	2354	55.12%	84	1.97%	187	4.36%	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%	4271	10.87%
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%	4	0.09%	4384	9.97%
Sep-09	1514	33.82%	2486	55.54%	86	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%	4	0.09%	4476	9.98%

# West Midlands Police Diversity Analysis

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## Diversity Details Ethnicity & Gender by LPU Dept

Police Community Support Officers

LPU/Dept	White or White British				Asian or Asian British				Black or Black British				Mixed				Not Stated				Any Other				Grand Total	TOTAL BME
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		No	%				
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%								
Birmingham East LPU	18	35.29%	24	47.06%	2	3.92%	3	5.88%				1	1.96%	1	1.96%	1	1.96%						51	17.65%		
Birmingham North LPU	21	47.73%	18	40.91%	4	9.09%																	44	9.09%		
Birmingham South LPU	26	46.43%	21	37.50%	9	9.47%	2	3.57%	1	1.79%	1	1.79%	3	5.36%	1	1.79%	1	1.79%					56	12.50%		
Birmingham West and Central LPU	45	47.37%	24	25.26%	4	9.47%	5	5.26%	2	2.11%	2	2.11%	4	4.21%	3	3.16%	2	2.11%					95	22.11%		
Coventry LPU	35	38.89%	46	51.11%	2	2.22%	1	1.11%	2	2.22%	1	1.11%					1	1.11%	3	3.33%			90	5.56%		
Dudley LPU	33	41.25%	41	51.25%	4	5.00%			1	1.25%	1	1.25%			1	1.25%							80	7.50%		
Sandwell LPU	21	33.33%	29	46.03%	5	7.94%	2	3.17%	1	1.59%	1	1.59%			1	1.59%	4	6.35%					63	14.29%		
Solihull LPU	16	50.00%	16	50.00%																			32	0.00%		
Walsall LPU	22	44.00%	19	38.00%	1	2.00%	5	10.00%					1	2.00%	2	4.00%							50	14.00%		
Wolverhampton LPU	36	45.57%	32	40.51%			1	1.27%	2	2.53%			2	2.53%	4	5.06%	2	2.53%					79	6.33%		
Operations	7	43.75%	8	50.00%									1	6.25%									16	6.25%		
Grand Total	280	42.68%	278	42.38%	27	4.12%	19	2.90%	9	1.37%	1	0.15%	4	0.61%	13	1.98%	16	2.44%	8	1.22%	0	0.00%	1	0.15%	656	11.28%

Dec-13	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%	308	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 Male	Grand Total	TOTAL BME
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		No	%					
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%									
Birmingham East LPU	16	42.11%	7	18.42%	9	23.68%	3	7.89%	1	2.63%	1	2.63%					1	2.63%						38	36.84%		
Birmingham North LPU	10	71.43%	3	21.43%	1	7.14%																	14	7.14%			
Birmingham South LPU	13	52.00%	8	32.00%	1	4.00%																	25	12.00%			
Birmingham West and Central LPU	24	50.00%	3	6.25%	15	31.25%	2	4.17%	1	2.08%	1	2.08%	1	4.00%	1	2.08%	1	4.00%	1	2.08%	1	4.00%	48	43.75%			
Coventry LPU	21	48.84%	12	27.91%	3	6.98%	5	11.63%			1	2.33%	1	2.33%	1	2.08%	1	2.33%					43	23.26%			
Dudley LPU	24	80.00%	5	16.67%							1	3.33%											30	3.33%			
Sandwell LPU	26	63.41%	8	19.51%	5	12.20%	1	2.44%									1	2.44%					41	14.63%			
Solihull LPU	20	62.50%	8	25.00%	4	12.50%																	32	12.50%			
Walsall LPU	24	64.86%	10	27.03%	2	5.41%							1	2.70%	1	2.08%	2	6.06%					37	8.11%			
Wolverhampton LPU	19	57.58%	5	15.15%	4	12.12%	2	6.06%									2	6.06%			1	3.03%	33	24.24%			
Motoway Policing	10	90.91%																					11	9.09%			
Operations	15	55.56%	1	3.70%	4	14.81%											3	11.11%	3	11.11%	1	3.70%	27	18.52%			
Grand Total	222	58.58%	70	18.47%	49	12.93%	14	3.69%	2	0.53%	2	0.53%	6	1.58%	4	1.06%	3	0.79%	0	0.00%				379	20.32%		

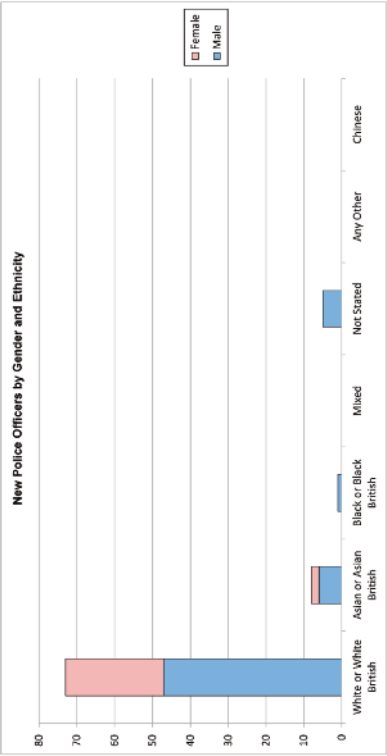
Dec-13	252	57.14%	93	21.09%	55	12.47%	17	3.85%	3	0.68%	3	0.68%	6	1.36%	1	0.23%	4	0.91%	3	0.68%	3	0.68%	1	0.23%	441	20.18%
Dec-12	300	58.03%	112	21.66%	63	12.19%	22	4.26%	3	0.58%	3	0.58%	8	1.55%	1	0.19%	1	0.19%			3	0.58%	1	0.19%	517	20.12%
Dec-11	338	55.96%	144	23.84%	71	11.75%	24	3.97%	4	0.66%	3	0.50%	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%

Diversity Details  
New Starters

Police Officers

Ethnicity and Gender per LPU/Dept

LPU/Dept	White or White British		Asian or Asian British		Black or Black British		Mixed		Not Stated		Any Other		Chinese		Grand Total		TOTAL BME
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	
18 - 20	3	0.07%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	0.06%	3
21 - 30	16	0.35%	1	0.02%	1	0.02%	1	0.02%	0	0.00%	0	0.00%	0	0.00%	18	0.40%	18
31 - 40	24	0.54%	2	0.04%	2	0.04%	4	0.09%	0	0.00%	0	0.00%	0	0.00%	30	0.66%	30
41 - 50	21	0.47%	2	0.04%	1	0.02%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	24	0.53%	24
51 - 60	10	0.22%	2	0.04%	1	0.02%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	13	0.29%	13
61 - 70	10	0.22%	2	0.04%	1	0.02%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	13	0.29%	13
71 - 80	10	0.22%	2	0.04%	1	0.02%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	13	0.29%	13
81 - 90	10	0.22%	2	0.04%	1	0.02%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	13	0.29%	13
Grand Total	47	1.04%	6	0.13%	2	0.04%	5	0.11%	0	0.00%	0	0.00%	0	0.00%	87	1.89%	87





# West Midlands Police Diversity Analysis

## Diversity Details New Starters

Police Staff

Ethnicity and Gender per LPU/Dept

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					
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%				
Birmingham East LPU																									0	0.00%		
Birmingham North LPU			1	100.00%																					0	0.00%		
Birmingham South LPU																									0	0.00%		
Birmingham West LPU			1	100.00%																					1	0.00%		
Coventry LPU																									0	0.00%		
Sandwell LPU																									0	0.00%		
Solihull LPU			1	100.00%	1	100.00%																			1	100.00%		
Walsall LPU																									1	0.00%		
Wolverhampton LPU	1	100.00%																							1	0.00%		
Business Transformation	3	50.00%	3	50.00%																					6	0.00%		
Corporate Asset Management	2	66.67%	1	33.33%																					3	0.00%		
Corporate Communications			2	66.67%											1	33.33%									3	33.33%		
Counter Terrorism Unit	4	44.44%	3	33.33%																					7	0.00%		
Criminal Justice Services	14	43.75%	12	37.50%			6.25%	1	3.13%																9	22.22%		
Finance and Shared Services	10	23.26%	21	48.84%	1	2.33%	10	22.22%																	32	18.75%		
Force CID	2	66.67%	1	33.33%																					3	0.00%		
Force Contact	17	25.76%	33	50.00%	6	7.69%	1	1.28%	1	1.28%					5	7.69%	3	4.55%							66	12.12%		
Force Services	2	100.00%													1	5.00%	1	5.00%							4	8.00%		
Force Training	3	37.50%	2	25.00%																					5	9.09%		
Information Communications Technology	7	25.93%	14	51.85%																					21	37.50%		
Information Management	3	37.50%	2	25.00%			3	37.50%							2	7.41%							1	3.70%	27	18.51%		
Intelligence																							1	16.67%	6	16.67%		
Learning and Development															1	100.00%								1	0.00%			
Legal Services	1	50.00%	1	50.00%																					2	0.00%		
Motorway Policing	1	50.00%													1	6.67%									2	0.00%		
Operations			4	66.67%																					4	0.00%		
Public Protection			4	57.14%																					4	0.00%		
West Midlands Office for Policing and																									7	28.57%		
Grand Total	78	30.71%	112	44.09%	15	5.91%	16	6.30%	1	0.39%	3	1.19%	1	0.39%	6	2.36%	10	3.94%	10	3.94%	2	33.33%	2	30.32%	0	0.00%	254	17.32%

By Grade and Age

Grade	Under 18		18 - 20		21 - 25		26 - 30		31 - 40		41 - 50		51 - 60		61 - 65		Over 65		Dec-14	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	Total	%
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Chief Officer																			1	100.00%
9-Band																			9	100.00%
8-Band																			3	100.00%
7-Band																			3	100.00%
6-Band																			38	55.26%
5-Band																			77	38.96%
4-Band																			83	27.71%
3-Band																			2	0.00%
Local Agreement																			41	43.80%
Grand Total	1	1	6	2.96%	89	35.44%	54	21.26%	40	15.79%	31	12.20%	9	3.52%	1	0.39%	1	0.39%	254	40.94%



Diversity Details  
New Starters

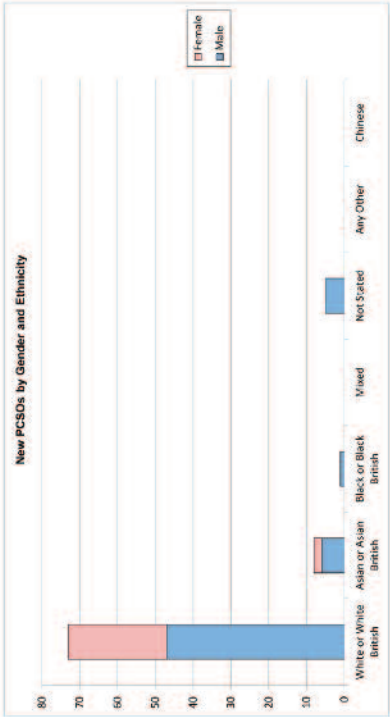
Police Community Support Officers

Ethnicity and Gender per LPU/Dept

LPU/Dept	White or White British		Asian or Asian British		Black or Black British		Mixed		Not Stated		Any Other		Chinese		Grand Total	TOTAL BME
	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Birmingham East LPU	7	46.67%	4	26.67%	1	6.67%									0	0.00%
Birmingham North LPU	5	38.46%	5	38.46%											0	0.00%
Birmingham South LPU															0	0.00%
Birmingham West and Central LPU	0	0.00%	2	20.00%			2	13.33%	1	6.67%					15	20.00%
Coventry LPU	1	50.00%	1	50.00%											13	0.00%
Sarcelle LPU	3	75.00%							1	10.00%					10	0.00%
Solihull LPU	10	85.55%	5	27.76%											2	0.00%
Walsall LPU									1	25.00%					4	0.00%
Wolverhampton LPU	32	51.61%	17	27.42%	1	1.61%	1	1.61%	5	8.00%	3	4.84%	0	0.00%	62	11.11%
Operations Grand Total															0	0.00%

By Grade and Age

Grade	18 - 20		21 - 25		26 - 30		31 - 40		41 - 50		51 - 60		61 - 65		Over 65		Dec-14	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	Total	%
PCSO-L3	2	3.17%	5	22.22%	6	50.00%	3	5.88%	1	11.11%							9	11.11%
PCSO-L4			2	50.00%	14	70.42%			2	3.17%							16	20.00%
PCSO-L1	2	3.23%	34	54.84%	20	32.26%	3	4.84%	3	4.84%	0	0.00%	0	0.00%	0	0.00%	62	9.68%
Grand Total																		



# West Midlands Police

## Diversity Analysis

### Diversity Details

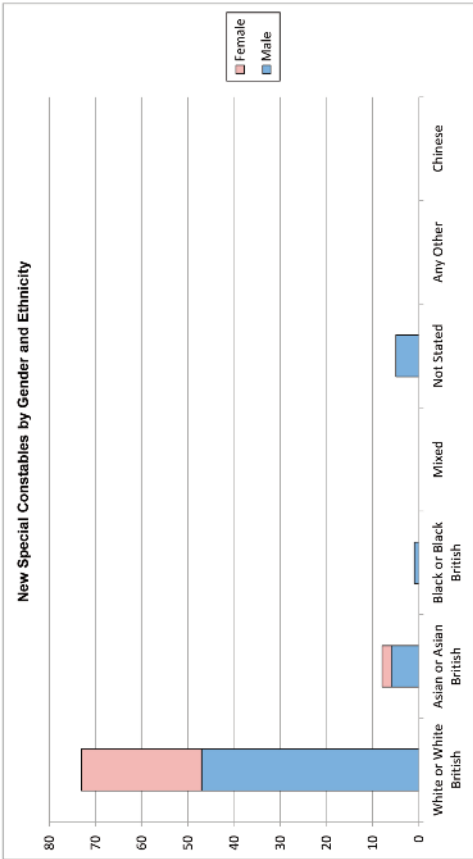
### New Starters

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
	No	%	No	%	No	%	No	%	No	%	No	%	No	%		
Birmingham East LPU	1	50.00%													0	0.00%
Birmingham North LPU	2	100.00%													2	0.00%
Birmingham South LPU	13	68.42%	2	10.53%	1	5.26%									2	0.00%
Birmingham West and Central LPU	3	50.00%	3	15.79%											19	21.05%
Coventry LPU															6	0.00%
Dudley LPU															0	0.00%
Sandwell LPU	11	73.33%	2	13.33%	1	6.67%									15	6.67%
Solihull LPU															0	0.00%
Walsall LPU	3	60.00%	2	40.00%											5	0.00%
Wolverhampton LPU	6	66.67%	1	11.11%											9	11.11%
Force CID	1	100.00%													1	0.00%
Motorway Policing Operations															1	0.00%
Grand Total	40	56.34%	11	15.49%	5	7.04%	1	1.41%	0	0.00%	0	0.00%	0	0.00%	71	8.45%

By Grade and Age

Grade	Age Ranges												Dec-14	
	18 - 20	21 - 25	26 - 30	31 - 40	41 - 50	51 - 60	61 - 65	Over 65	Total	30+ %	Female	Male	No	%
Chief Officer									0	0.00%			0	0.00%
District Officer									0	0.00%			0	0.00%
Section Officer									0	0.00%			0	0.00%
Special Inspector									1	100.00%			1	100.00%
Special Sergeant									0	0.00%			0	0.00%
Special Constable	7	10.00%	39	55.71%	14	20.00%	9	12.98%	70	14.29%			70	14.29%
Grand Total	7	9.86%	39	54.93%	14	19.72%	9	12.58%	71	15.49%			71	15.49%





## 10. Hate Crime Data 2014

### Domestic Violence Crimes

The data below relates to domestic violence crimes occurring within the West Midlands Police force area. In 2013, the detection rate was 47.6% and the proportion of crimes resulting in a charge was 33.2%. Throughout 2014, 31.5% of offences resulted in a charge or summons.

Local Policing Area	Number of Domestic Violence Crimes (2013)	Number of Domestic Violence Crimes Detected (2013)	Crimes Resulting in Charge/Further Charge (2013)
Birmingham East (BE)	2024	1021	701
Birmingham North (BN)	971	464	306
Birmingham South (BS)	1938	878	579
Birmingham West and Central (BW)	1605	718	417
Coventry (CV)	1938	879	682
Dudley (DY)	952	468	320
Sandwell (SW)	1525	807	600
Solihull (SH)	752	340	208
Walsall (WS)	1187	571	436
Wolverhampton (WV)	1447	676	507
Other	5	1	1
<b>TOTAL</b>	<b>14,344</b>	<b>6,823</b>	<b>4,757</b>

Local Policing Area	Number of Domestic Violence Crimes (2014)	Number of Domestic Violence Crimes Detected* (2014)	Crimes Resulting in Charge/Further Charge/Summons** (2014)
Birmingham East (BE)	2272	342	712
Birmingham North (BN)	1111	159	359
Birmingham South (BS)	2112	337	655
Birmingham West and Central (BW)	1871	264	470
Coventry (CV)	2094	271	607
Dudley (DY)	1406	167	428
Sandwell (SW)	1747	233	675
Solihull (SH)	867	132	264
Walsall (WS)	1711	188	609
Wolverhampton (WV)	1907	214	603
Other	3		1
<b>TOTAL</b>	<b>17,101</b>	<b>2,307</b>	<b>5,383</b>

\*from 1st January to 31st March 2014. On 1st April 2014, the Home Office introduced 'outcomes' which replaced 'detections'. The detection of 'Charge' was replaced with the 'Charge/Summons' outcome.

## 10. Hate Crime Data 2014

### Domestic Violence Incidents

The data below shows the number of incidents recorded within the West Midlands Police force area with a domestic marker.

Local Policing Area	Number of Domestic Incidents (2013)
Birmingham East (BE)	4388
Birmingham North (BN)	2053
Birmingham South (BS)	4115
Birmingham West and Central (BW)	3145
Coventry (CV)	3671
Dudley (DY)	3715
Sandwell (SW)	3945
Solihull (SH)	1729
Walsall (WS)	3273
Wolverhampton (WV)	3004
Other	70
<b>TOTAL</b>	<b>33,108</b>

Local Policing Area	Number of Domestic Incidents (2014)
Birmingham East (BE)	4723
Birmingham North (BN)	1946
Birmingham South (BS)	4297
Birmingham West and Central (BW)	3029
Coventry (CV)	4342
Dudley (DY)	3978
Sandwell (SW)	4380
Solihull (SH)	1884
Walsall (WS)	3888
Wolverhampton (WV)	3578
Other	48
<b>TOTAL</b>	<b>36,093</b>



## 10. Hate Crime Data 2014

### Hate Crime

The data below shows the number of hate crimes in the West Midlands Police force area in 2013 and 2014. In 2013, the detection rate was 39.3%.

Local Policing Area	Number of Hate Crimes (2013)	Number of Hate Crimes Detected (2013)	Detection Rate (2013)
Birmingham East (BE)	471	170	36.1%
Birmingham North (BN)	175	85	48.6%
Birmingham South (BS)	329	103	31.3%
Birmingham West and Central (BW)	491	215	43.8%
Coventry (CV)	316	122	38.6%
Dudley (DY)	173	57	32.9%
Sandwell (SW)	242	82	33.9%
Solihull (SH)	178	74	41.6%
Walsall (WS)	237	114	48.1%
Wolverhampton (WV)	255	104	40.8%
<b>TOTAL</b>	<b>2,867</b>	<b>1,126</b>	<b>39.3%</b>

Local Policing Area	Number of Hate Crimes (2014)	Number of Hate Crimes (Jan-Mar 2014)	Number of Hate Crimes Detected (Jan-Mar 2014)
Birmingham East (BE)	400	84	53
Birmingham North (BN)	176	41	18
Birmingham South (BS)	306	58	37
Birmingham West and Central (BW)	503	105	68
Coventry (CV)	368	73	47
Dudley (DY)	224	43	32
Sandwell (SW)	319	58	26
Solihull (SH)	165	34	15
Walsall (WS)	265	50	41
Wolverhampton (WV)	286	47	30
Other	2		
<b>TOTAL</b>	<b>3,014</b>	<b>593</b>	<b>367</b>

Please note that the England and Wales Hate Crime figures will not be published until around February/March 2015 and so have not been included.



# 10. Hate Crime Data 2014

## Hate Crime Outcomes

On 1st April 2014, the Home Office introduced 'outcomes' which replaced 'detections'. Detection rates are no longer calculated, instead each outcome is reported on.

Apr-Dec 2014 Hate Crime Outcomes by LPU	BE	BN	BS	BW	CV	DY	SW	SH	WS	WV	Other	Force
Hate Crime Recorded	316	135	248	398	295	181	261	131	215	239	2	2421
Outcome 1 - Charge or Summons	63	30	71	108	57	40	74	25	62	73		603
Outcome 2 - Caution - Youth (inc Conditional Caution)	3		1	1		2	1		1			9
Outcome 3 - Caution - Adult (inc Conditional Caution)	3	1	2	4	7	8	9	2	6	9		51
Outcome 4 - Take into consideration (TIC)												
Outcome 5 - The offender has died (all offences)												
Outcome 6 - Penalty Notice for Disorder (PDN)												
Outcome 7 - Cannabis Warning												
Outcome 8 - Community Resolution	21	8	8	23	16	11	10	6	19	10		132
Outcome 9 - Prosecution not in the public interest (CPS) (All offences)			1									1
Outcome 10 - Police decision - Formal action against the offender is not in the public interest	1	2		3	1		3	2	1	1		14
Outcome 11 - Prosecution prevented - named suspect is below the age of criminal responsibility		1		1	1							3
Outcome 12 - Prosecution prevented - suspect is too ill (physically or mentally) to prosecute		2			1			1				4
Outcome 13 - Prosecution prevented - Named suspect identified but victim or key witness is dead or too ill to give evidence												
Outcome 14 - Evidential difficulties victim based - named suspect not identified	2	4	1	10	2	1	1	3	3	1		28
Outcome 15 - Named suspect identified: Victim supports police action but evidential difficulties prevent further action	43	28	42	49	72	30	56	15	24	48		407
Outcome 16 - Named suspect identified: Evidential difficulties prevent further action (no victim support)	28	9	16	37	31	21	20	4	13	12		191
Outcome 17 - Prosecution time limit expired: Suspect identified												
Outcome 18 - Investigation complete: No suspect identified	140	45	97	149	85	64	82	64	82	80	1	889
NC1 - Non Crime Closure					1					1	1	3
TOTAL	304	130	239	385	274	177	256	122	211	235	2	2335

## 10. Hate Crime Data 2014

### Forced Marriage/Honour Based Violence

The data below indicates the number of incidents with the 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 (2013)
Birmingham East (BE)	14
Birmingham North (BN)	2
Birmingham South (BS)	
Birmingham West and Central (BW)	13
Coventry (CV)	
Dudley (DY)	4
Sandwell (SW)	4
Solihull (SH)	4
Walsall (WS)	2
Wolverhampton (WV)	4
Other	
<b>TOTAL</b>	<b>47</b>

Local Policing Area	Number of Forced Marriage/Honour Based Violence related Incidents (2014)
Birmingham East (BE)	14
Birmingham North (BN)	3
Birmingham South (BS)	1
Birmingham West and Central (BW)	16
Coventry (CV)	7
Dudley (DY)	1
Sandwell (SW)	4
Solihull (SH)	4
Walsall (WS)	3
Wolverhampton (WV)	5
Other	1
<b>TOTAL</b>	<b>59</b>





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