

Equality Tracking

April 2024



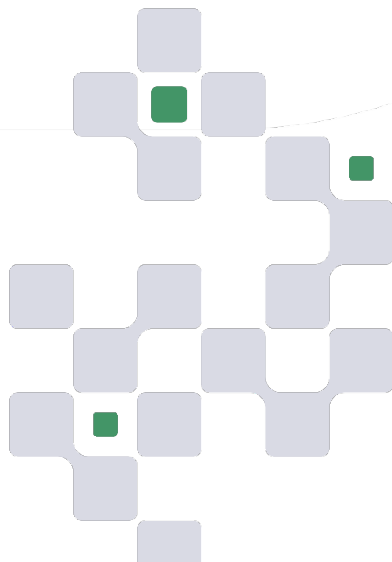
Background

Warwickshire Police tracks performance against our force equality objectives. We publish this information on the force website for our workforce, partners and communities to see.

In this report, considered by the force Legitimacy and Equality Steering Group in February 2024, we set out performance measures on:

- Representative workforce
- Community engagement
- Hate crime

We are reviewing our reporting format to better ensure accessibility and will make this information available in an alternative format where required.



Our equality objectives

Our continued commitment is to equality, diversity, and inclusion, providing a policing service that meets the needs of all the public who use our service, as well as those that we employ and who volunteer for us.

Our equality objectives are:

Representative Workforce

- The workforce represents the Warwickshire population, with an increase in representation of ethnic minorities and women
- Achieve a positive shift in our workplace culture where people, no matter their background and circumstances, feel confident to share their protected characteristics

Engagement

- Formal and informal community engagement is representative of Warwickshire communities

Hate Crime

- Satisfaction with the service provided to victims of hate crime will consistently be 80% or higher

Our equality objectives

Inclusive Culture

- Develop and implement a programme of activity which establishes an open and inclusive culture which is supportive of difference.

Use of Police Powers

- Communities are confident that Warwickshire Police use its powers fairly and will continuously seek out opportunities to understand disparity, and then reduce that disparity where it is appropriate to do so and does not compromise public safety.

Capabilities

- Close the gap in data collection as a priority (where appropriate), and then further develop insight to understand inequalities across protected characteristics and relevant policing strands

Performance on inclusive culture, use of police powers and capabilities will be included in future reports.



49.1%

Women in force
(January 2024)

Representative workforce

The number of women in force has increased year-on-year, from 47.6% in January 2023 to 49.1% in January 2024. The increase is driven by officers (1.0% pts), whilst the percentage of staff remained static, and Specials fell 1.7% pts to 18.6%.

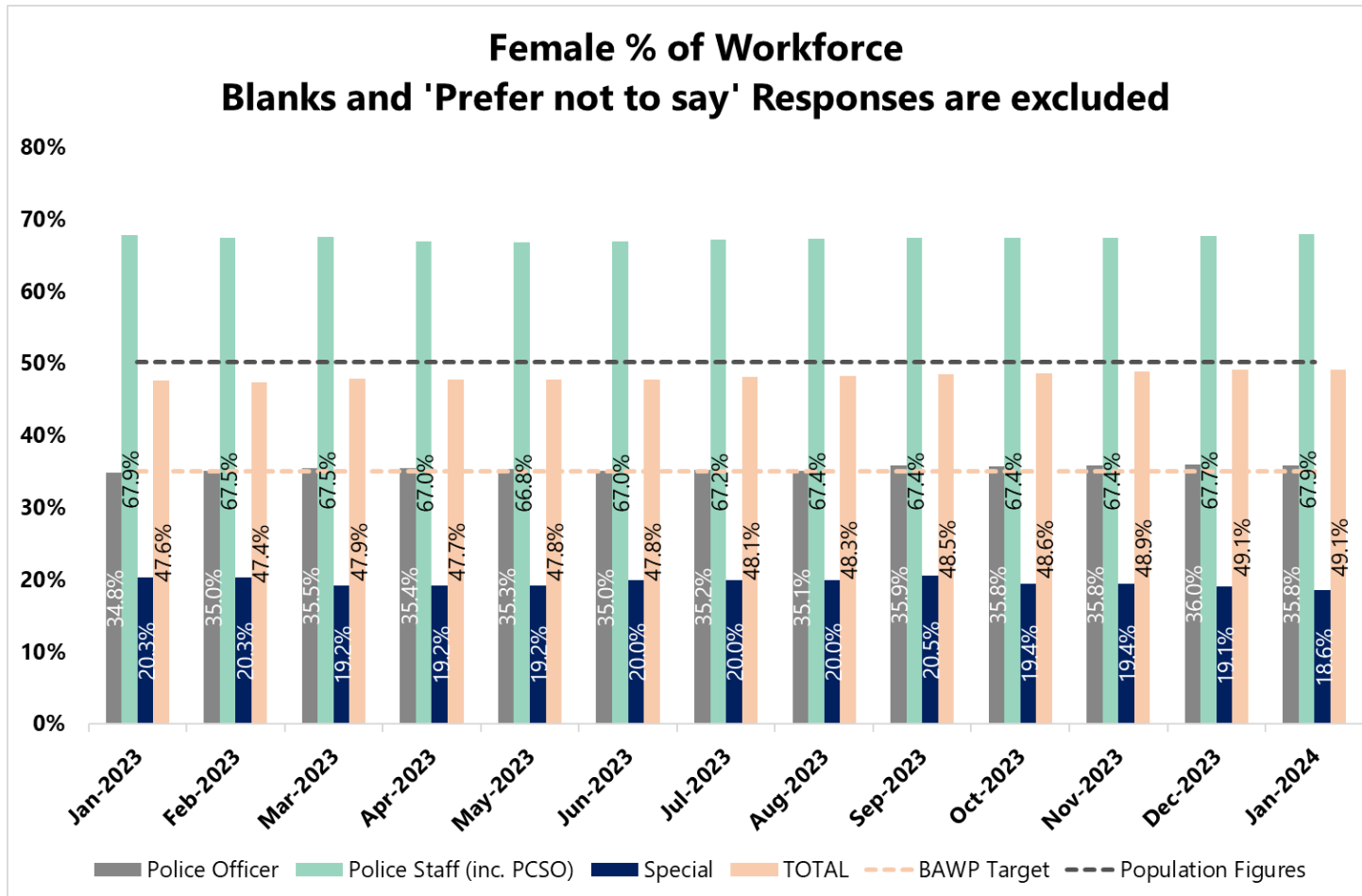
Representation of people from ethnic minorities has increased year-on-year from 6.5% in January 2023 to 6.6% in January 2024.

Officers and Specials have both fallen year-on-year, by 0.2% points and 0.5% points, respectively, while staff increased by 0.6% points.

The graphs on the next pages show our performance.

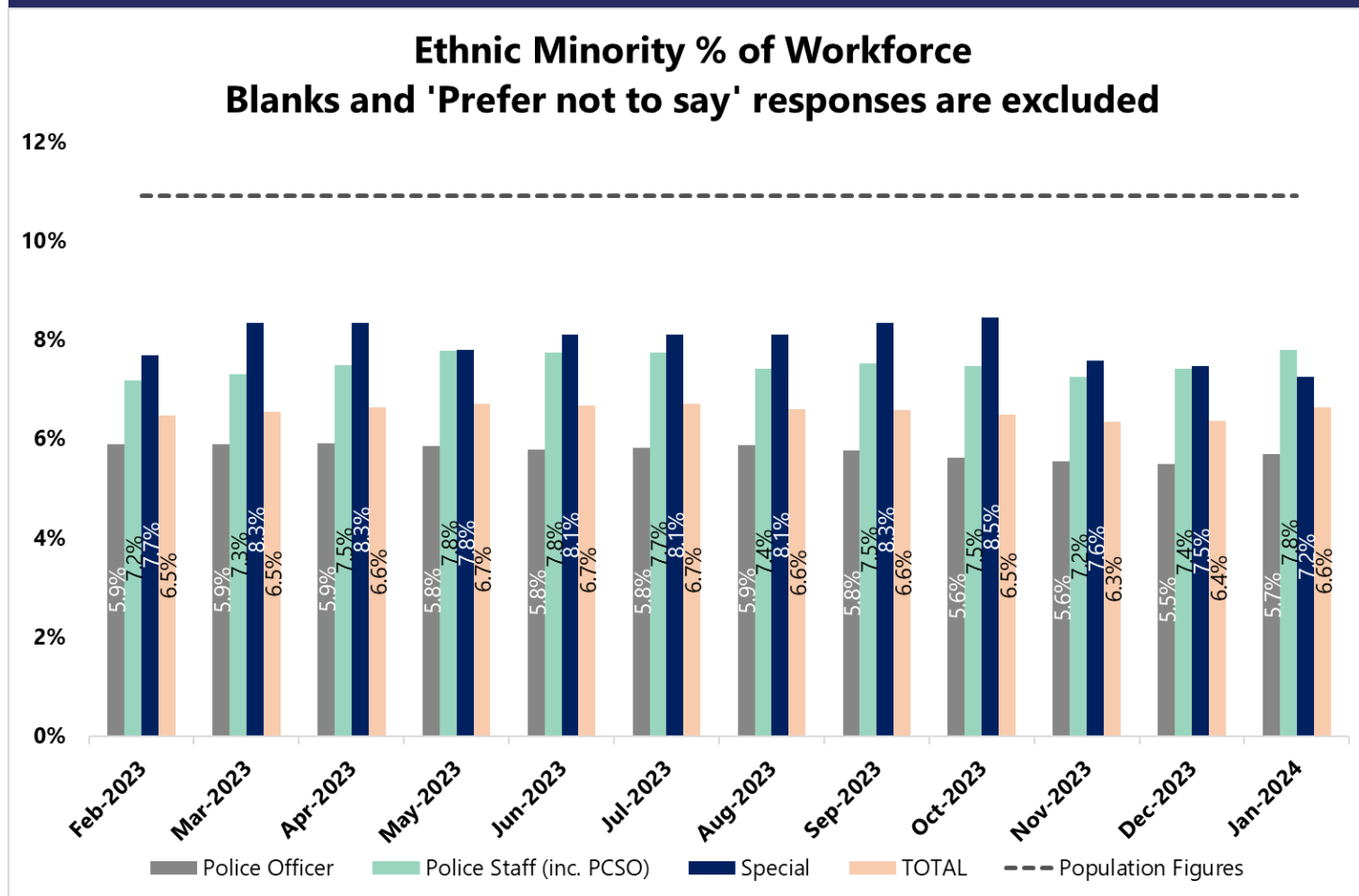
Female % of the workforce

Gender (BAWP Female Target 35% - Warwickshire Population comparator 50.2% (2021 Census working age population))



Ethnic minority % of the workforce

Ethnic Minorities (Warwickshire Population comparator 10.9% (2021 Census) (2011 Census: 7.3%))

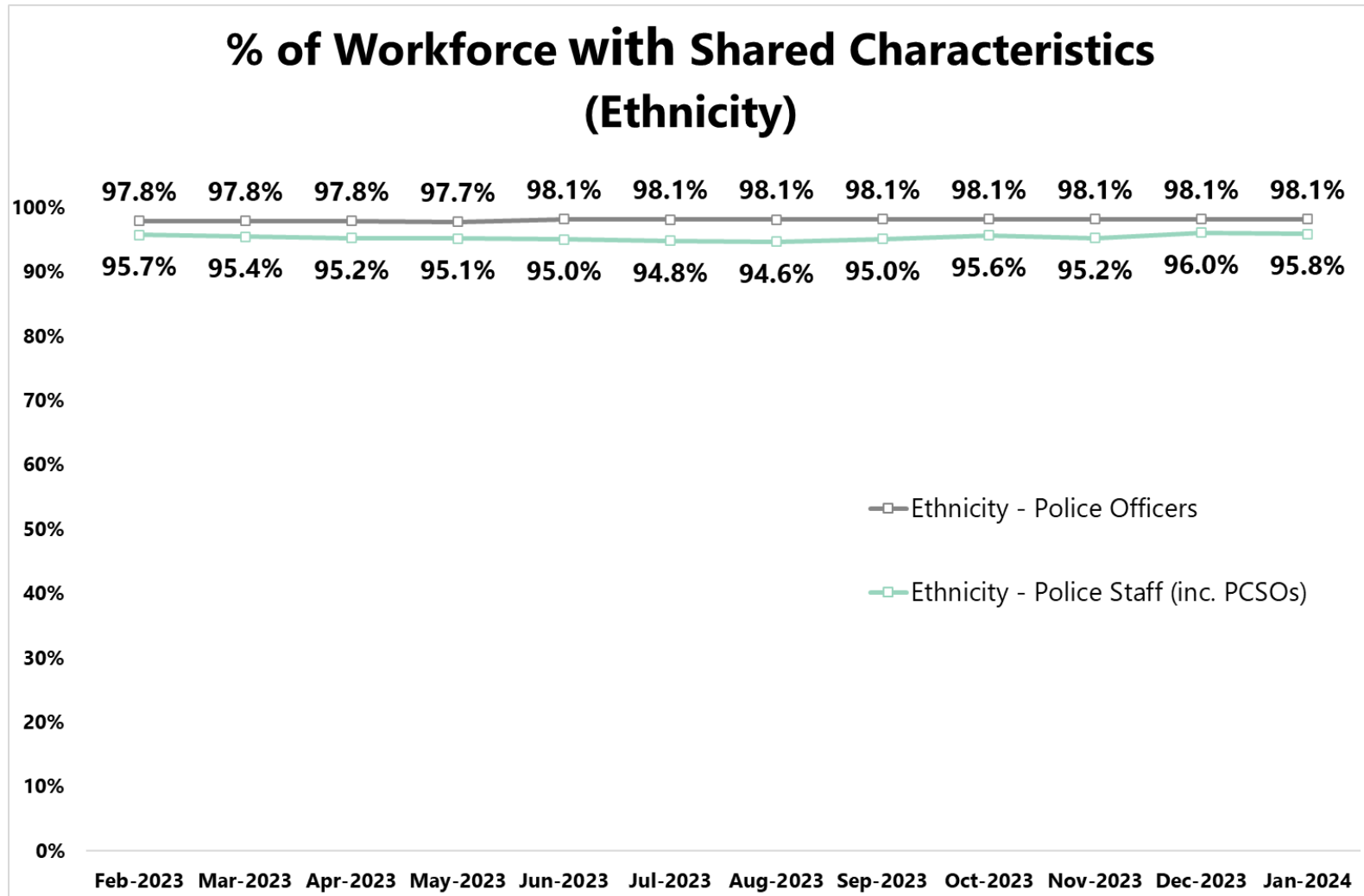




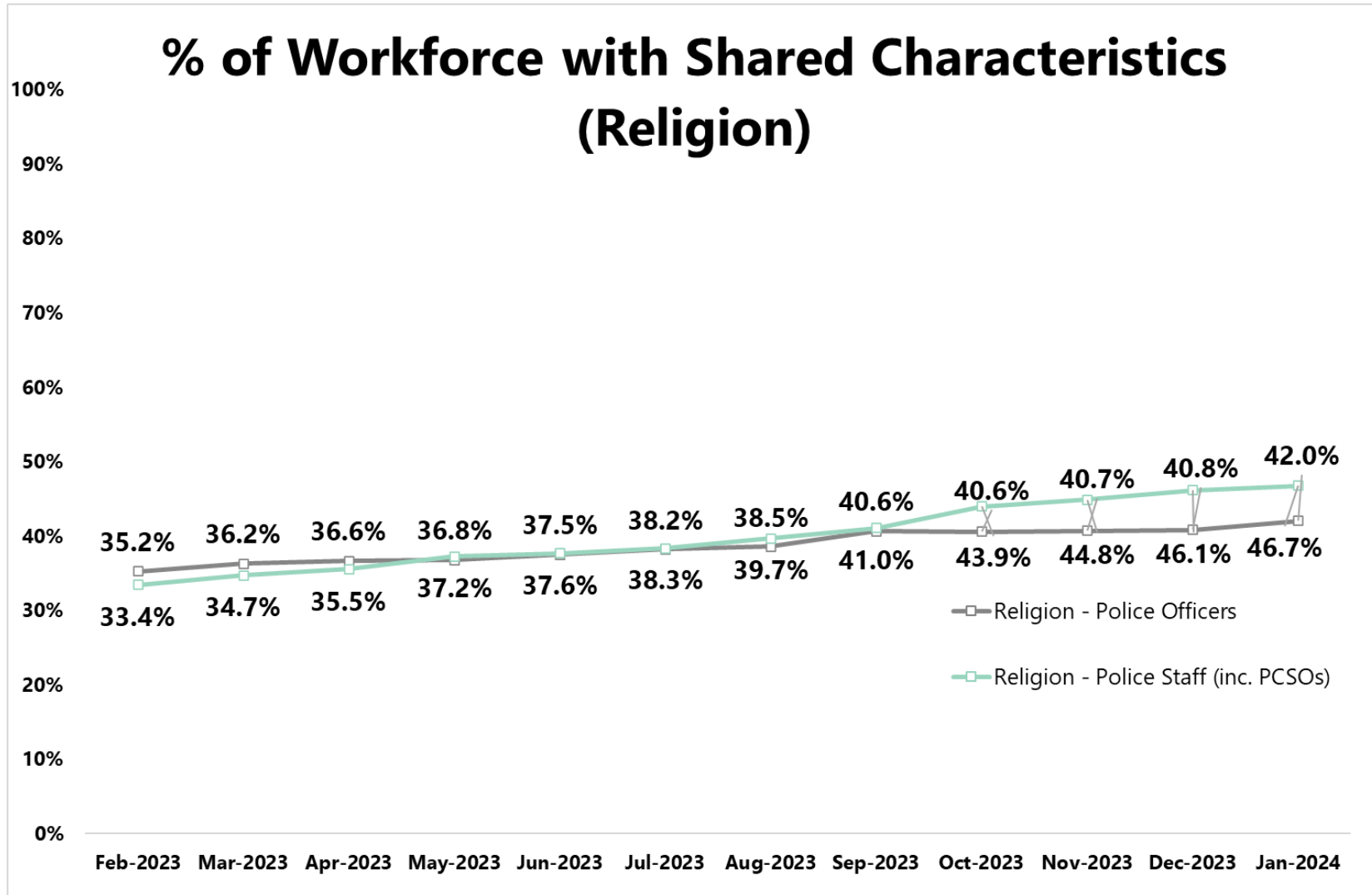
Sharing protected characteristics: workforce

- Officers and staff are being encouraged to share information about their protected characteristics on the HR system, which will improve our understanding of the make-up of the force. An initiative was run during Interfaith Week in October 2023 to drive sharing of information about religion/belief
- Ethnicity figures are generally high; staff are slightly lower (and falling) than officers
- Whilst sharing information about religion is the lowest of these four protected characteristics, it has increased quarter-on-quarter over the last 15 months, with a particularly marked increase for staff. The rate for staff sharing this information has now surpassed that of officers.
- Sharing information about disability has also increased for staff and officers.
- Sharing information about sexual orientation is steadily increasing, especially for staff.

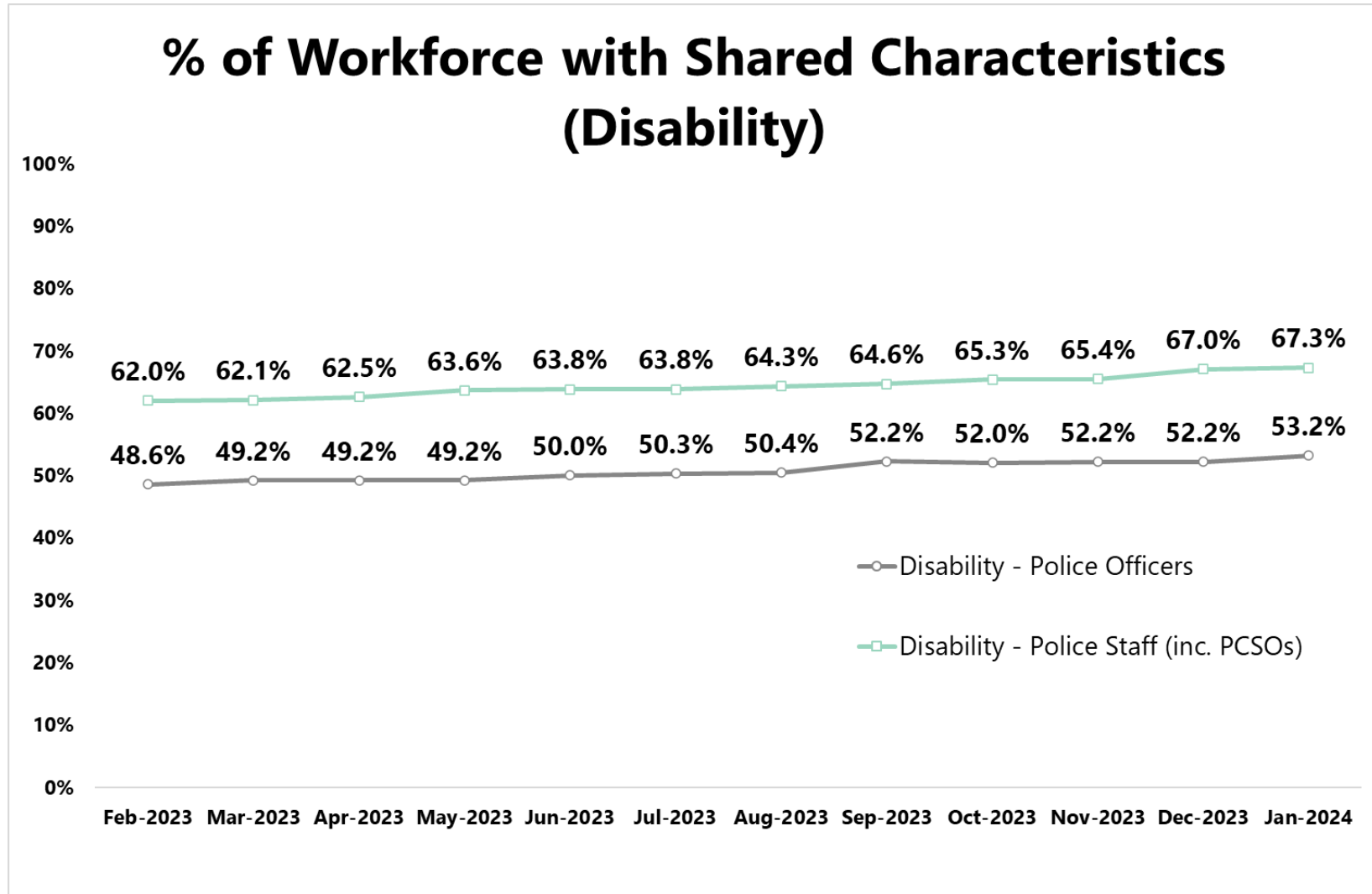
% of workforce with shared characteristics: ethnicity



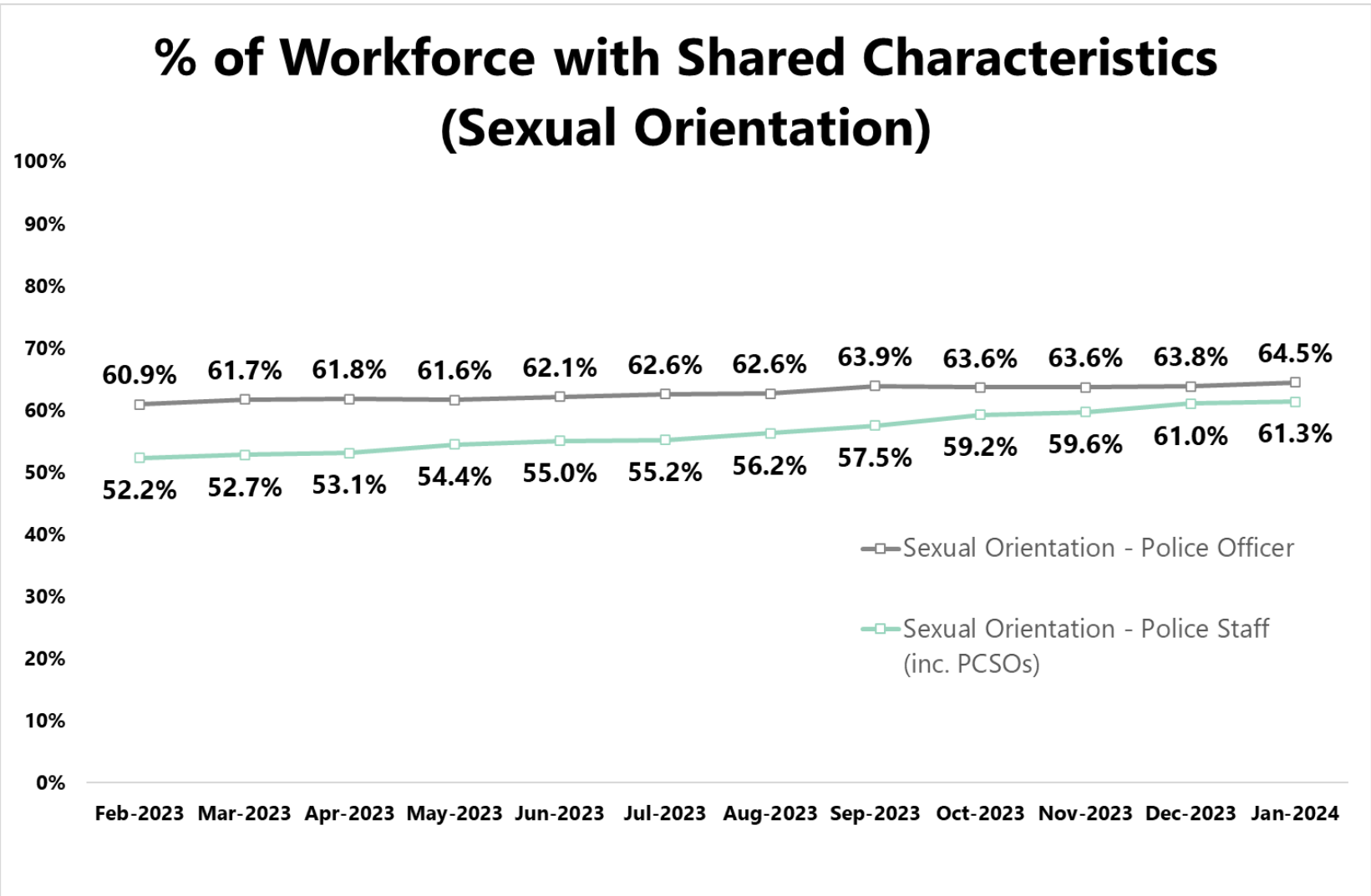
% of workforce with shared characteristics: religion



% of workforce with shared characteristics: disability



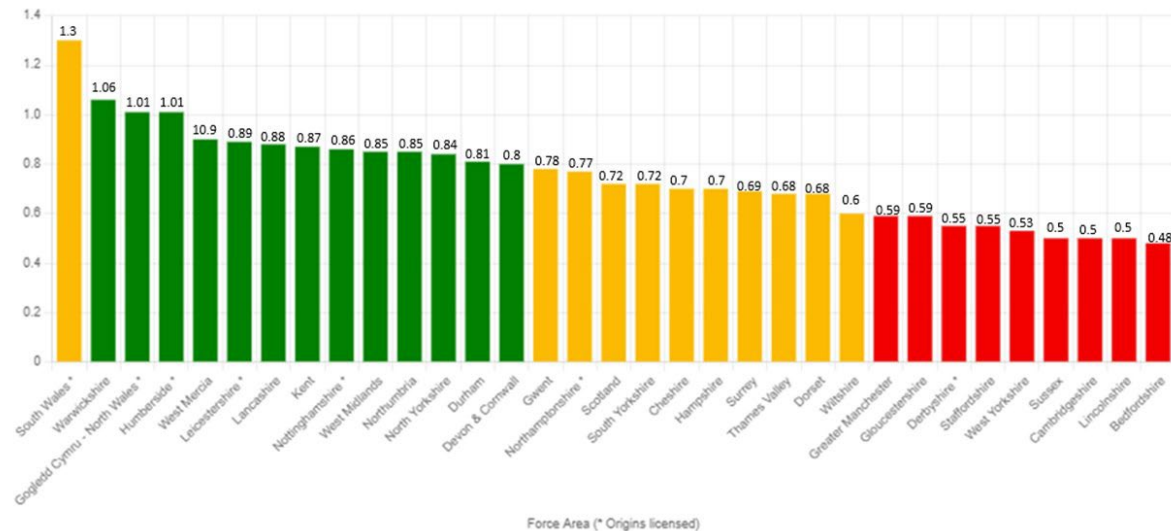
% of workforce with shared characteristics: sexual orientation



Community engagement

- To measure community engagement with seldom heard communities, we consider Warwickshire Connected membership, Public Perceptions Survey participation and community oversight through Independent Advisory Group (IAG) and Scrutiny Panel (ISP) membership.
- Demographic data for IAG/ISP members has been collected as part of the Police Race Action Plan (PRAP) icebreaker work. From the data we can see that most participants for both IAG/ISPs are over 50, White British and retired. To improve the diversity of IAG/ISP members we are in the process of introducing a Youth IAG/ISP and change the way we advertise membership of the IAG/ISP. The DEI PCSOs are playing a key role in this by discussing the IAG/ISPs during their community group visits. We will be using a representativeness index, to allow us to understand how representative our groups are and if we are improving the representation of the groups.

Warwickshire Connected representation: seldom-heard communities



This chart shows the representation of seldom-heard communities in each force area. An index of 1.0 means that the community is equally-represented compared to the population. Warwickshire ranks second for representation of seldom-heard communities within Warwickshire Connected (index = 1.06).

This data is provided by Webber Philips (Origins). To view how communities are defined, see www.neighbourhoodalert.co.uk/hardtoreach

Note: seldom-heard communities are those under-represented communities, groups, populations or people who use or will potentially use services but who are less likely to be heard by professionals and decision-makers

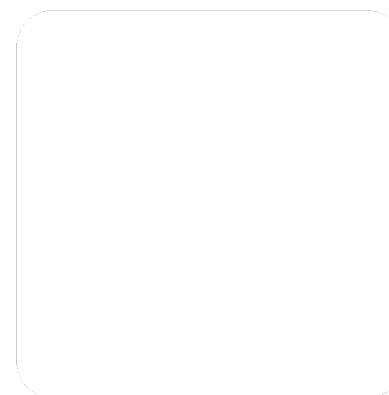
Warwickshire Connected representation

Disability	
Yes	0.65
No	1.07
Ethnicity	
Asian	0.56
Black	0.25
Mixed Heritage	0.42
Other	0.11
White	1.07
Sex	
Female	1.00
Male	1.00
Religion	
Christian	1.08
No religion	0.85
Sikh	0.43
Hindu	0.67
Muslim	0.13
Jewish	0.10
Buddhist	1.25
Other	4.00
Sexual Orientation	
Heterosexual	0.93
Gay/Lesbian	2.00
Bisexual	1.00
Prefer to self describe	N/A
Prefer not to say	1.71

This index highlights the key gaps within Warwickshire Connected's representation when comparing against the 2021 Census.

There is clear under-representation for:

- Disability
- Ethnic minorities (especially Black and Other ethnicities)
- Religion.



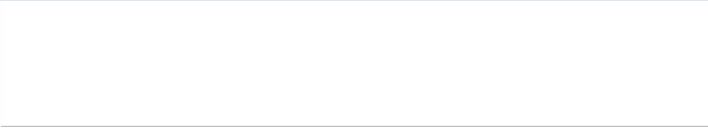
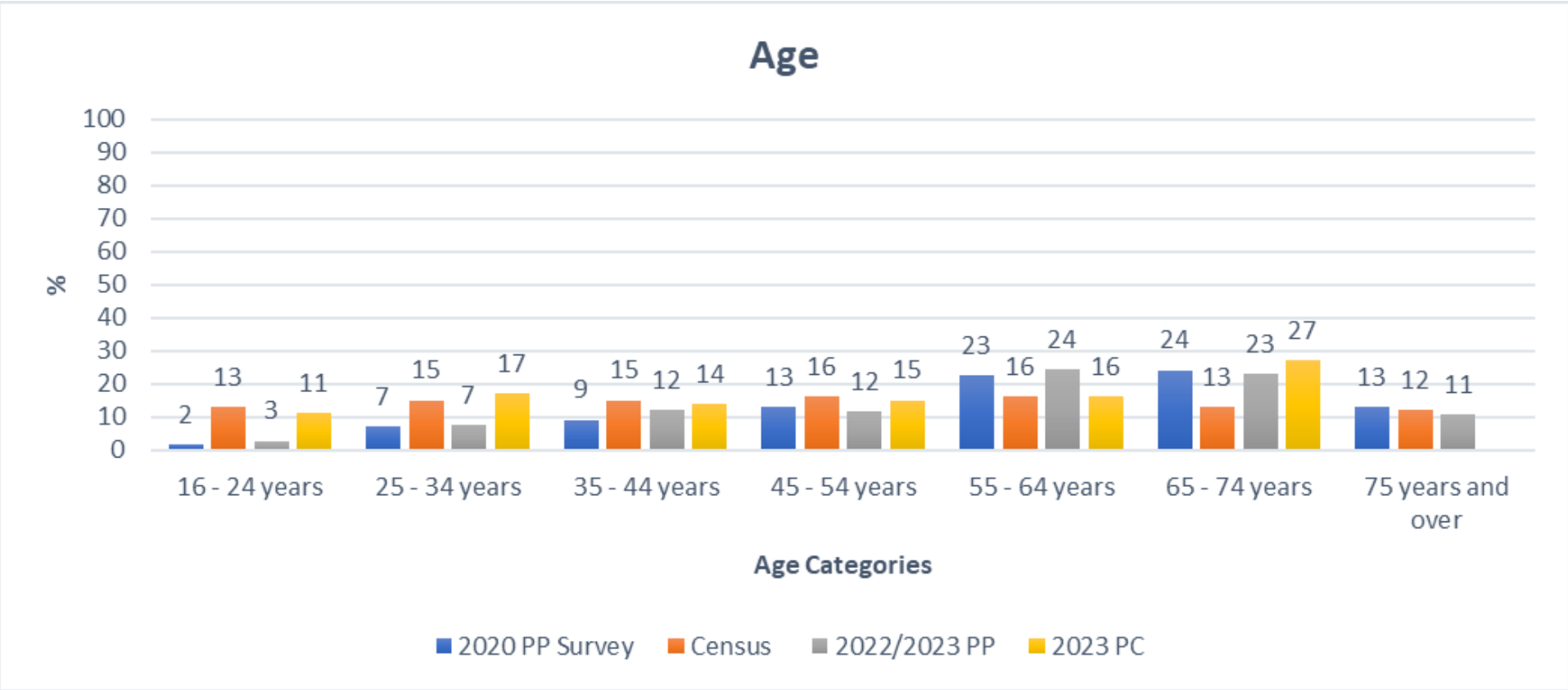
Public perceptions survey participation

Comparison of survey participant demographics with population data (ONS 2019 mid-year population estimates for age and gender and 2011 Census data for ethnicity) indicates there is:

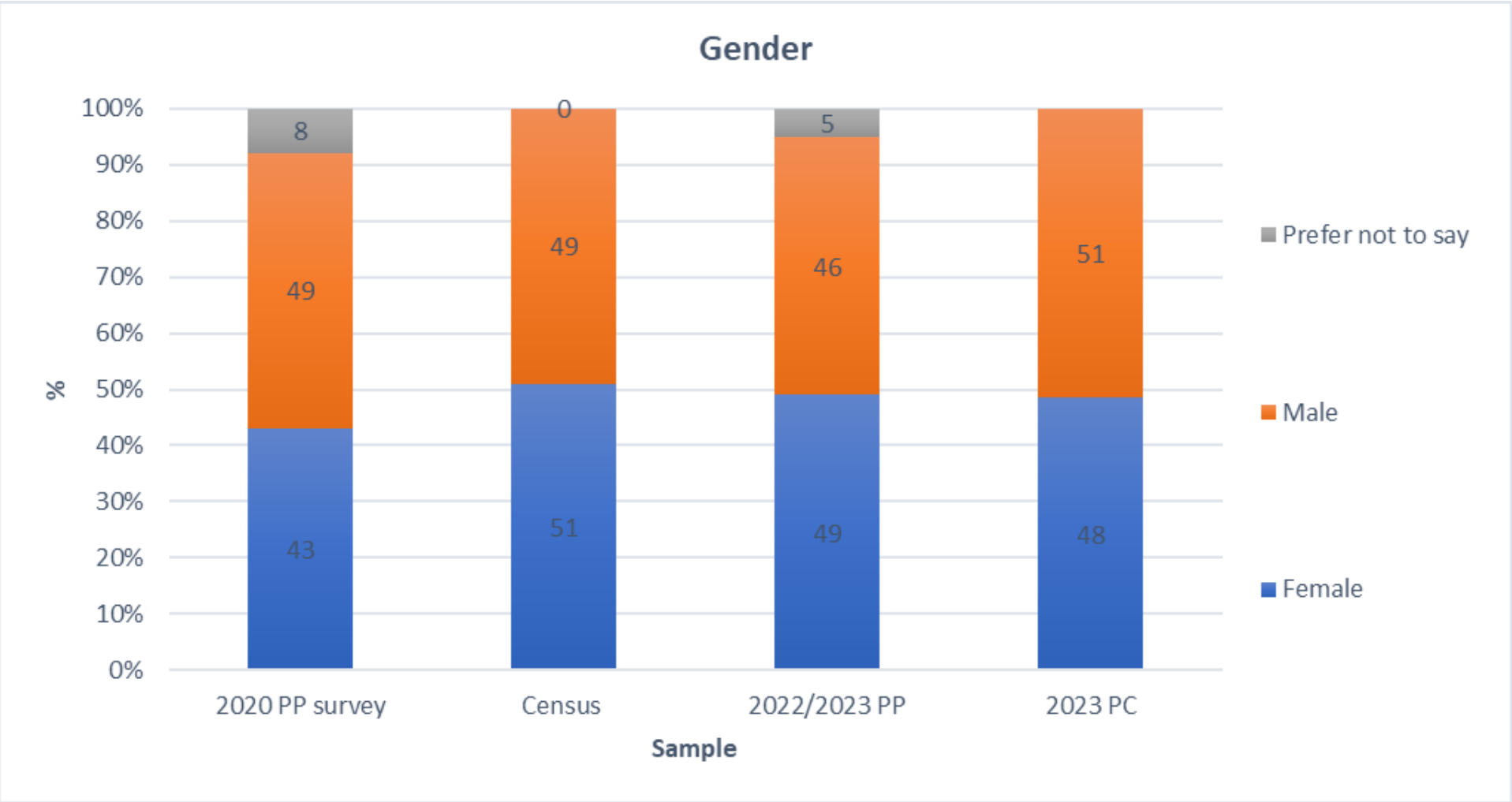
- improved representation of younger age groups in the latest public confidence survey
- balanced representation on men and women in the latest survey
- improved – but under-representation of - people from ethnic minorities in the latest public survey.

The following graphs show our performance. Note: % excludes “Prefer not to say” responses

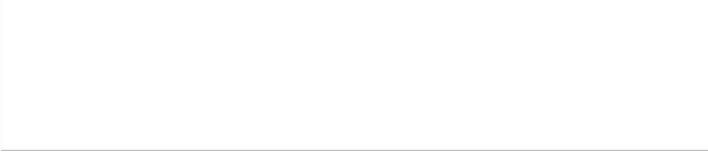
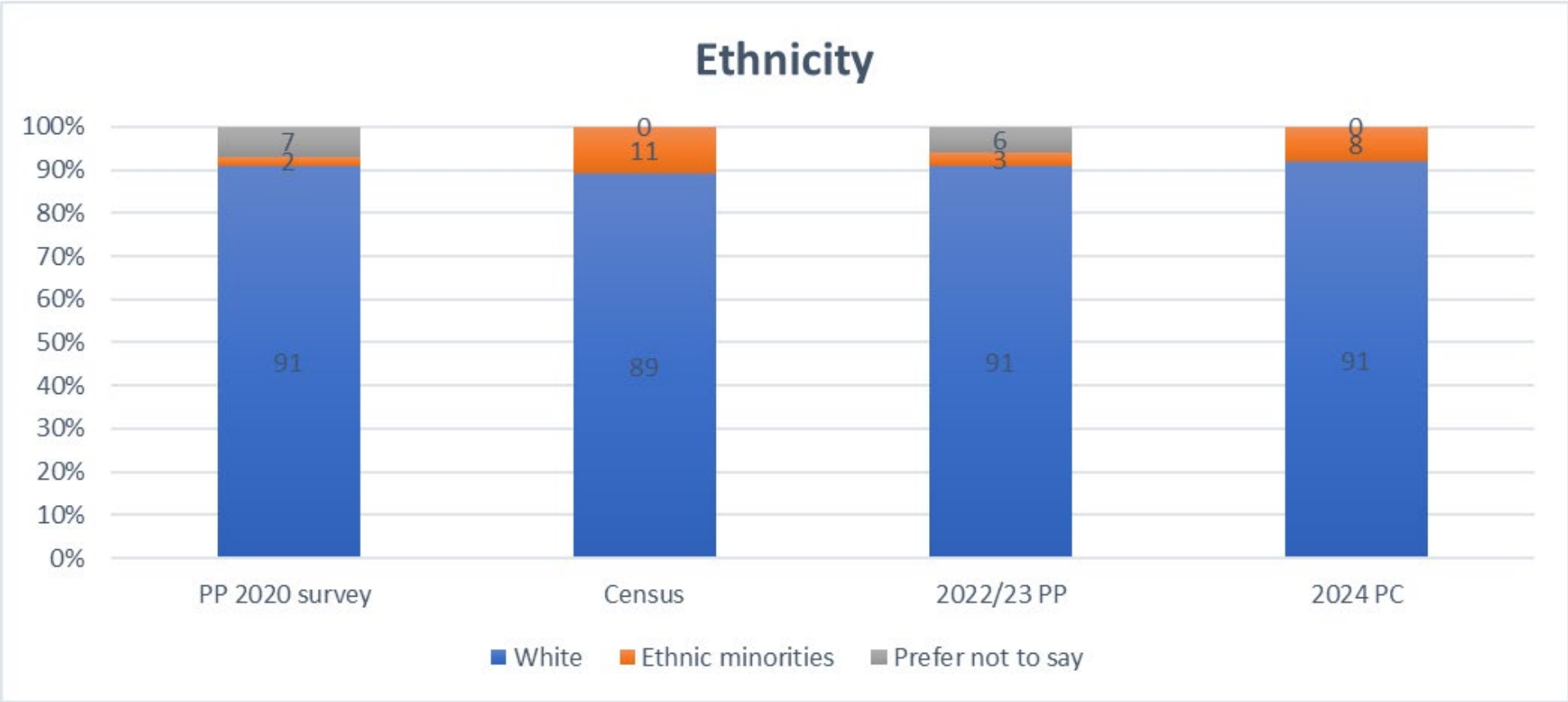
Survey participation: age



Survey participation: gender



Survey participation: ethnicity



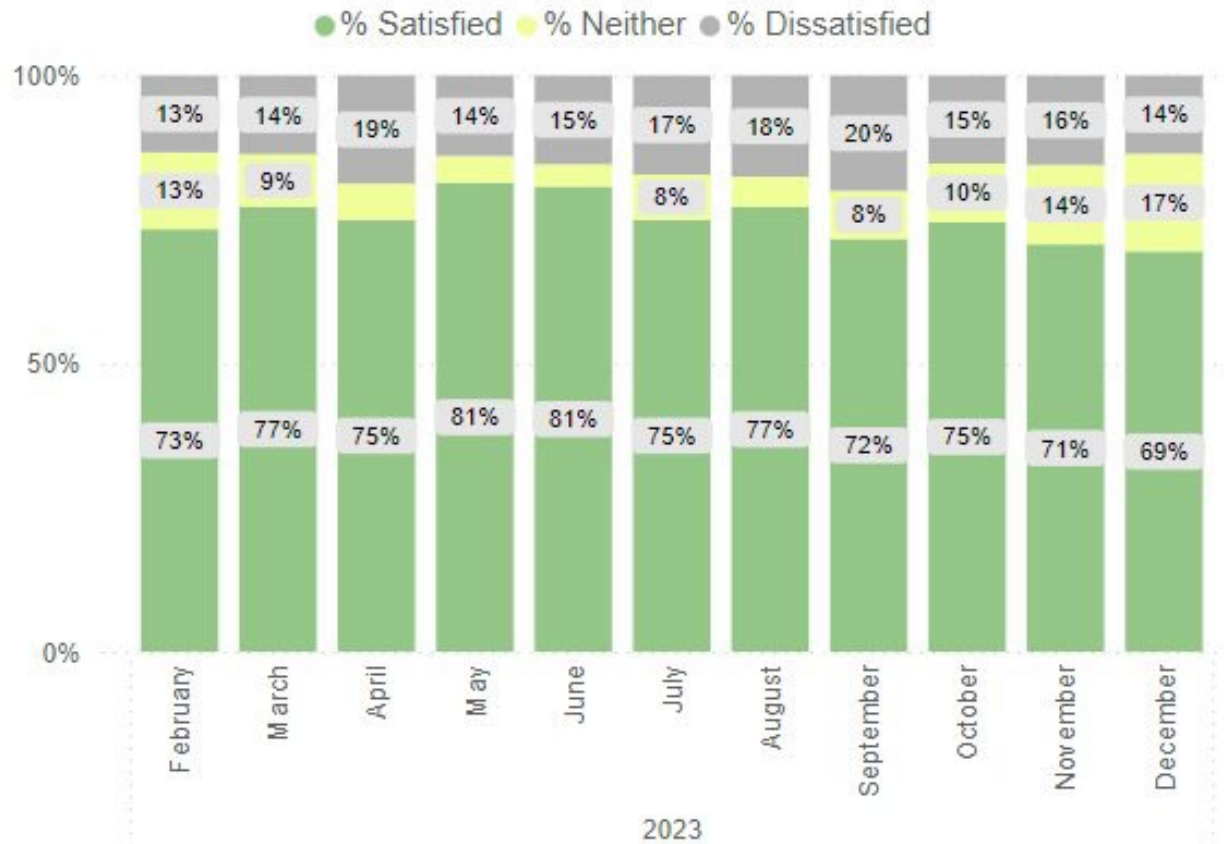
Hate crime

- The 6-month satisfaction for Hate Crime is now 69%; satisfaction has remained consistent at this level for the last four months
- The sample size for Hate Crime is small, so monthly figures should be treated with extreme caution. Smaller sample sizes are likely to result in more extreme results (very high +/- or very low)
- 6-month satisfaction has remained higher or comparable for victims from ethnic minorities for the last 6 months compared to overall satisfaction
- Note: 'Satisfied' include responses of 'fairly', 'very' and 'completely' satisfied. 'Don't know' responses have been excluded from Hate Crime

The following graphs show our performance:

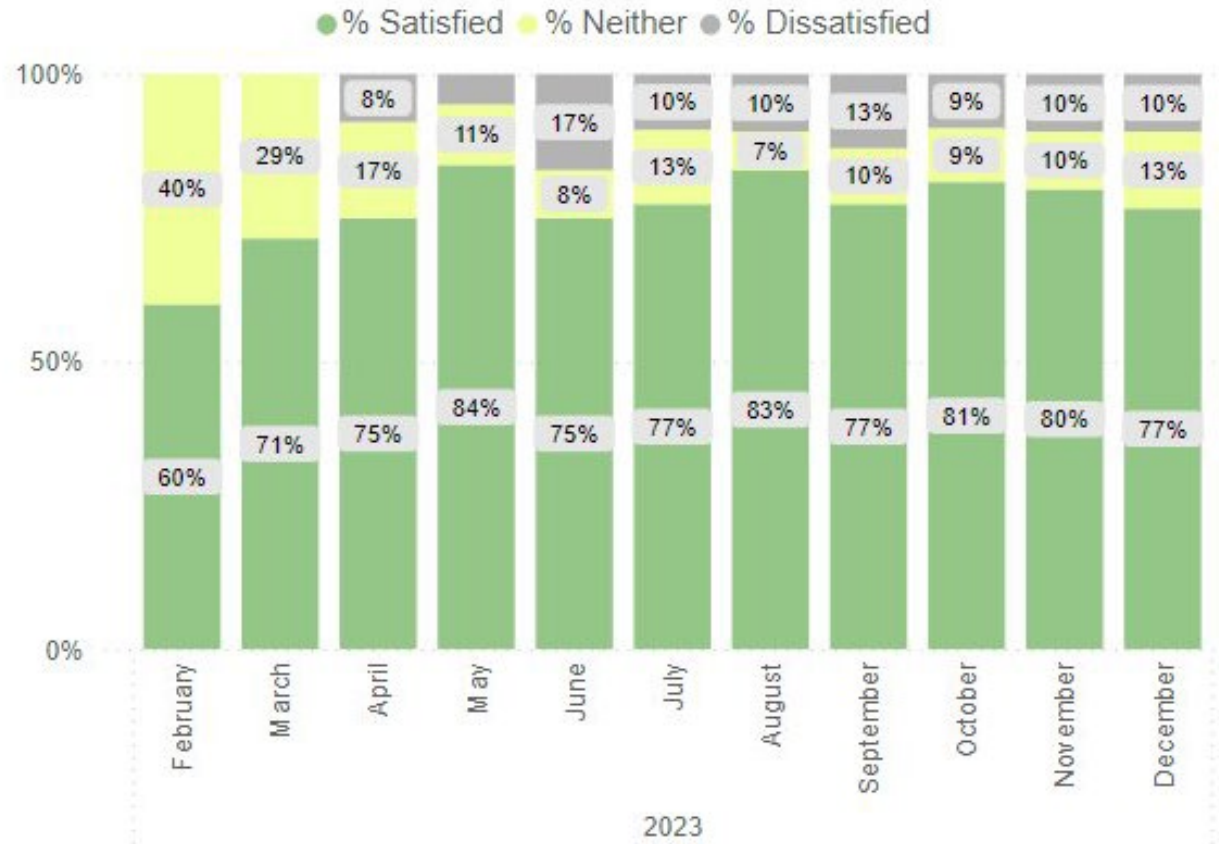
Victim satisfaction - hate

Warwickshire Whole Experience Breakdown: HATE



Victim satisfaction (ethnic minorities) - hate

Warwickshire Whole Experience Breakdown: HATE



To discuss Diversity, Equality and Inclusion at Warwickshire Police in more detail, please contact us via email on:

deihub@warwickshire.police.uk

