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# Equality & Diversity in the Civil Nuclear Constabulary

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Monitoring Report  
2015



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## INTRODUCTION

For the Civil Nuclear Constabulary, equality and diversity is more than a legal obligation, getting it right is recognised as fundamental to our operational effectiveness. We value the differences of our people and try to treat them fairly so that they contribute fully to our team. We do this because it is the right thing to do and we know that people are more highly motivated and more effective if they feel valued. We fundamentally believe that across the UK, members of every community must be able to look to us and know that we protect their interests and values and that they are welcome to join us if they meet our standards. We know that we must demonstrate to all of those who observe us that the values we have set ourselves are upheld. This is a collective responsibility and requires a collective effort. Every member of the Constabulary team has a part to play to ensure that we are held in high regard amongst our colleagues, stakeholders and indeed around the UK.

### **Our ambition**

To be recognised as the leading UK authority on the armed protection of civil nuclear facilities and material in transit.

### **Our mission**

In partnership with the civil nuclear industry, national security agencies and regulatory bodies the CNC will deter any attacker whose intent is the theft or sabotage of nuclear material whether static or in transit. If an attack occurs, the CNC will defend that material and deny access to it. If material is seized or high consequence facilities are compromised the CNC will recover control of the facility and regain custody of the material.

In this report we comply with our specific duties to publish and/or report on:

- Mainstreaming the equality duty
- Equality outcomes
- Employee information
- Gender pay gap information
- Equality impact assessment
- Criteria and conditions in relation to public procurement

We will focus both on what we have achieved and what we aspire to. Throughout this report, you will see how we intend mainstreaming equality into our day to day work reflected throughout this report as we outline our values, code of ethics, commitment to human rights and strategic equality and diversity outcomes.

## **KEY ACHIEVEMENTS IN 2014-15**

### **1. Challenge recruitment and talent management to deliver inclusivity**

- We increased the proportion of female sergeants from 7% to 9%
- We increased the number of female firearms instructors from 3 to 4
- We integrated equality and diversity within our recruitment proposals
- We continued with our strategy to attract from a diverse pool of talent, advertising through the Diversity Directory in diverse job fairs, jobsites and Universities across the UK
- Equality and diversity became a standing item on our monthly Strategic Workforce Planning Committee, attended by the Executive
- We employ more than twice the percentage of female AFO's of other Home Office police forces

### **2. Foster a culture of respect**

- We introduced the Code of Ethics to the Constabulary and trained all officers and staff in its application
- We made sure that every member of staff has completed some form of diversity training
- We introduced an equality and diversity bulletin which highlights best practice and introduces inclusive management tools
- We carried out 25 Human Rights and Equality Impact assessments

### **3. Develop a reputation for fairness and integrity**

- Police officers and staff represented the Constabulary at Pride events in Carlisle and Oxford
- The Constabulary climbed 90 places in the Stonewall Equality Index
- We re-affirmed our relationship with national equality forums (Stonewall, Opportunity Now, Race for Opportunity)
- We worked in partnership with external stakeholders including DECC and Energy Companies on equality initiatives
- We launched our online forum, Griffins Pride to support sexual orientation equality in the workplace
- We celebrated diversity dates including: International Day Against Homophobia, Ramadan and International Women's Day
- Officers providing exceptional support to Muslim colleagues were recognised through our awards scheme
- We worked in partnership with Home Office Police Forces to develop a Welsh Language Strategy for Policing in Wales
- We completed an investigation by the Welsh Language Commissioner
- We made Welsh language training available to all employees in Wales

## **FOCUS FOR 2015-16**

### **1. Recruitment & talent management**

The recruitment, retention and progression of a diverse workforce.

As a 100% armed constabulary it is difficult to benchmark ourselves against other police forces. As the Constabulary continues with our change programmes, recruitment and deployment of officers will change together with the structure of our Headquarters support departments. This objective will focus on change management, recruitment, selection and promotion processes to ensure that staff are provided with equal opportunities regardless of their backgrounds. We will clarify our current performance in this area with a view to developing a plan with supporting performance management.

- a. Focus on attracting and recruiting diverse talent
- b. Focus on developing and progressing diverse officers and staff, particularly into gateway roles such as sergeant and specialist roles such as firearms instructors

### **2. Culture of respect**

Creating a culture of respect within the Constabulary with a team ethos where internal customers are recognised and people work together for the greater good.

The Constabulary for the past two years has focussed upon organisational culture. This positive focus will continue throughout this year.

- a. Roll out face to face equality training, supplemented by online training
- b. Initiate "Equality Allies", that is individuals who are confident to support colleagues with protected characteristics. This will require visible leadership from the top.
- c. Host an equality symposium

### **3. Reputation for fairness**

Building our reputation as an employer of choice by ensuring that this action plan is acted upon and is delivered. We need to market the good work undertaken by our employees and respond appropriately to negative media coverage of Employment Tribunals and other adverse issues affecting the Constabulary.

- a. All staff equality survey, to clarify workforce data and identify areas for focus.
- b. Executive to openly champion equality and diversity issues when dealing with staff, key stakeholders and suppliers.
- c. Working in partnership with the national equality forums (Stonewall, Opportunity Now, Race for Opportunity). Using their assessment tools to measure our performance and requiring their consultants to meet with our management team annually to advise on and quality assure our programme.
- d. Online equality forums, such as Griffin Pride, to be developed
- e. Partnership opportunities are to be pursued

- a. 100 years of women in Policing – event in NE with BAWP
  - b. Pride – presence at events close to our sites
  - c. EDF diversity days on sites
  - d. Welsh Language Scheme with Welsh forces
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## **LEADERSHIP**

Leadership on equality and diversity has long been recognised as critical in building the necessary cultures and behaviours within the workplace to ensure we deliver a high quality, relevant service. The ability to influence and provide guidance is necessary at all levels within our organisation, in our staff associations and also from those we regard as our “critical friends” who work in partnership with us.

Our Deputy Chief Constable holds responsibility for championing equality and diversity. It is the responsibility of this person, supported by specialist staff, to set up governance/support structures that meet local needs and to positively influence service delivery and people matters. These bodies give consideration to all of the protected characteristics and mainstreaming requirements. Monthly equality KPI's are scrutinised by the Executive and each year the Executive is presented with this comprehensive equality and diversity report, which it reviews and comments upon before its publication in the public domain.

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## **STRATEGIC DIRECTION**

We recognise that effective and fair policing is about understanding the needs and expectations of individuals, the communities in and around the sites we protect, and our stakeholders. Our equality and diversity strategy identifies where we want to be and how we are going to get there – in other words, our strategic direction.

We recognise the legal requirements of the Equality Act 2010 in particular to not discriminate, harass or victimise based upon one of the 9 named equality characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation. We also acknowledge our obligations under the Public Sector Equality Duty; to eliminate discrimination harassment and victimisation, to advance equality of opportunity, and to foster good relations all between people of the named equality characteristics.

Our equality and diversity aims reference the Equality Act. The aims have been developed in consultation with equality organisations, staff associations, stakeholders, and most importantly our people. The aims were shaped by:

- Numerous consultation and engagement events/surveys
- Consultation with stakeholders
- National research and reports
- Our own databases and monitoring information

- Staff associations
- Equality groups and networks
- Partner organisations
- Professional knowledge and experience

Our Civil Nuclear Police Authority strategic objectives were considered and clear linkage identified. We feel ensured that we have consulted with all the right people and considered all of the essential documents. This gives us confidence that we have identified the right priority areas where we should focus our attention at this time. Our equality and diversity aims are:

1. Challenge recruitment and talent management to deliver inclusivity
2. Foster a culture of respect
3. Develop a reputation for fairness and integrity

These aims have been published in our three year strategy and work against these is underway.

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## **PARTNERSHIPS**

Over many years the Constabulary has developed working partnerships with a wide range of equality experts, stakeholders and networks. In addition, links have been established with the equality leads from our reporting Department and the energy companies whose sites we protect. These partnership arrangements provide us with an ideal platform to engage directly with and across protected groups both at a national and local level.

### **Some of our equality partners**

- |  |  |
|--|--|
| • Stonewall                              | • National Disabled Police Association |
| • British Association of Women in Police | • Christian Police Association         |
| • National Trans Police Association      | • Opportunity Now                      |
| • National Association of Muslim Police  | • Race for Opportunity                 |
| • National Black Police Association      | • College of Policing Equality Network |
| • Scottish Gay Police Association        | • British Dyslexia Association         |

## PROCESSES

We have embedded equality and diversity within policy. Our commitment to equality and diversity is made within our **Equality and Diversity Policy**. More detailed account of the behaviours that we expect of our people is given within our **Dignity at Work procedure** our **core values**, our **code of ethics** and our **standards of professional behaviour**, all of which explicitly reference equality and diversity.

In this coming year we will continue our complete review of all of our **people policies** and we will be making sure that equality and diversity are considered from the start.

**Human Rights and Equality Impact Assessment** is an important tool for testing whether policies procedures and functions will have an adverse effect on staff or the communities we serve. As such we have established a procedure for this. All of our policies and procedures are tested before publication to identify whether there is potential for adverse impact. This enables us to mitigate against any impact and consider how the policy might better advance equality of opportunity and human rights, and positively affect relations between protected groups.

We have integrated the requirements of the **equality duty into our procurement processes** by including equality related award criteria in its tender assessments and equality related contract conditions in its contracts with suppliers.

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## PEOPLE

Our Constabulary's most valuable asset is our people. Our people are pivotal to our ability to deliver equality and diversity and ultimately to deliver against our mission statement and protect civil nuclear establishments.

We have worked to entrench the expectation that equality and diversity are an integral part of all police processes. Every member of staff has received some form of equality training. Every member of staff must demonstrate in their appraisal that they have adhered to our equality expectations. Every member of staff who is recruited to work with us or who seeks promotion must satisfy us as to their diversity behaviours through competency based interview.

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## **KEY PEOPLE DATA**

### **Overview**

In 2010 the Constabulary began a process to uplift in staffing numbers.

There were 1553 people employed by the Constabulary as at 1st April 2015. This is an increase of 58% since 1st April 2010. Police officer numbers stood at 1301, an increase of 55% and police staff numbers stood at 252 an increase of 75%.

### **Gender**

As at 1st April 2015, the Constabulary employed 300 women. Women make up 19.3% of the workforce. This is a decrease in the percentage make up by 3.1 percentage points since 1st April 2010. Female police officer numbers stood at 11.3% of all police officers, a decrease of 3.6 percentage points since 2010 and a decrease of 0.5 percentage points since last year. Female police staff numbers stood at 60.5% of all police staff, a decrease of 8.5 percentage points since 2010 but an increase of 2.8 percentage points since last year.

Data shows that female officers were proportionately as likely to undertake and pass the sergeants promotion exam as male officers. The Constabulary continues to have a target to raise the numbers of female sergeants to be proportionate to our wider workforce numbers.

### **Ethnicity**

As at 1st April 2015, BME's made up 1.2% of the workforce. This is an increase in the percentage make up by 0.3 percentage points since 1st April 2010 and 1<sup>st</sup> April 2014. BME police officer numbers stood at 0.8% of all police officers, an increase of 0.1 percentage points from both 2010 and 2014. BME police staff numbers stood at 2.8% of all police staff, an increase of 0.3 percentage points from 2010 and 0.8 percentage points from 2014. These figures may be inaccurate as despite an exercise to improve monitoring data, 43% of individuals records did not reference ethnicity, indeed in the 2012 employee survey 4% of individuals declared themselves to be from a minority ethnic group.

### **Disability**

As at 1st April 2015, disabled people made up 0.7% of the workforce. This information was not reported in this format until 2012, however over this time period the figures have remained steady. Disabled police officer numbers stood at 0.5% of all police officers. Disabled police staff numbers stood at 1.2% of all police staff. These figures may be inaccurate, indeed in the 2012 employee survey 5.3% of individuals declared themselves disabled.

### **Age**

As at 1st April 2015, 25.8% of our workforce was aged 18-30. 27.2% of all police officers were in this age group and 18.7% of police staff. In the same period, 20.4%

of our workforce was aged 51+; 17.5% of all police officers and 30.5% of all police staff were in this age group.

A comparison with our 2011 (the first incidence of monitoring this data) figures shows that the uplift has resulted in a younger police officer profile, but an older police staff profile. Since 2011, there has been an increase in police officers aged 18-30 by 9.7 percentage points. For police staff, there has been an increase in numbers aged 51+ of 4.6 percentage points. Overall, our workforce profile has become younger, with an increase in employees aged 18-30 of 6.1 percentage points.

### **Part –time**

As at 1st April 2015, 4.1% of Constabulary employees work part time, and of these, 79.7% were female. 2.3% of police officers work part time, of these, 70% are female. 13.1% of police staff work part time, of these 90.9% are female.

### **Pregnancy and Maternity**

Our maternity return rate is 100%

### **Other Equality Characteristics**

Our current systems do not allow reporting against other protected characteristics. An ongoing review of our internal management information systems includes consideration of the need to report against equality characteristics.

## **APPENDIX 1: CODE OF ETHICS (SUMMARY)**

The College of Policing developed and published the Code of Ethics in 2014. The expectation is that every person working in policing will adopt the Code of Ethics. This includes Police Officers and Police Staff. The main components of the Code are sets of principles and standards of professional behaviour.

### **Policing principles**

Accountability  
Fairness  
Integrity  
Leadership  
Objectivity  
Openness  
Respect  
Selflessness

### **Standards of professional behaviour**

Honesty and integrity  
Authority, respect and courtesy  
Equality and diversity  
Use of force  
Orders and instructions  
Duties and responsibilities  
Confidentiality  
Fitness for work  
Conduct  
Challenging an reporting improper behaviour

The code of ethics sets out principles and standards for policing, stating our intention to do the right things in the right way. It sets out both what the public should expect from us and what we should expect from each other.

## **APPENDIX 2: EQUALITY, DIVERSITY & HUMAN RIGHTS STRATEGY 2013-16 (SUMMARY)**

### **Vision**

The Civil Nuclear Constabulary strives to be an organisation in which every individual is respected, where difference is not acted against but is valued, and in which fairness underpins everything that we do. Delivery of equality, diversity and human rights is a guiding principle in everything we do; it supports our delivery of our Mission, Strategic Objectives and core values.

Developing an organisation in which equality, diversity and human rights flourish cannot be achieved by one individual acting alone; every Police Officer and member of Police Staff has a personal role and responsibility in the achievement of this vision.

### **Where we are now**

This Strategy builds upon sustained activity by the Constabulary to drive forward equality, diversity and human rights. The 2010-13 Strategy and Scheme concentrated on making sure that essential equality, diversity and human rights principles were integrated into business as usual within the Constabulary. As such, systems and mechanisms have been put in place so that all employees are held personally accountable for equality, diversity and human rights within their specific role and all have received the training necessary to understand this responsibility.

### **Achieving the vision – Challenges to be addressed**

The basic systems are in place, however, analysis of workforce metrics, employee survey and other sources of feedback demonstrate that we can still improve: the low numbers of women and minorities in our workplace and in the more senior roles of our hierarchy is a concern for some; disrespectful behaviours remain a concern for others; and understanding of and engagement with this area requires improvement for a number. Cross-representational focus groups assessed the state of equality, diversity and human rights within the Constabulary and recommended three areas to address:

**1. Challenge recruitment and talent management to deliver inclusivity.** Officers and Staff who took part in consultation were particularly concerned about the numbers of women in our workforce and in particular, that the numbers of women and minorities in roles becomes less higher up the hierarchy. To challenge this, we will:

- ensure recruitment is fair and attracts diverse talent
- provide equal opportunities for learning & development
- implement a talent management strategy which is fair to all

#### **KPI's**

- Target for Female Officer Recruits: 15%
- Target for BME Officer Recruits: 2%
- Target to increase Female Firearms Instructors from 1% of Instructors to 4%
- Target for gateway roles: Increase Female Sergeants from 7% to 9%; Increase BME Sergeants from 1% to 2%

#### **Outcome**

By 2016, the Constabulary aims to attract, develop and retain engaged people from a diverse range of backgrounds into all areas of the organisation, who are performing well to fulfil our strategic and operational objectives.

**2. Foster a culture of respect.** Despite having a range of supportive measures in place, statistics from the Constabulary Survey indicate that large numbers are concerned about workplace behaviours. Building upon existing work, we will:

- empower people to live by our values and challenge inappropriate behaviours
- utilise performance management process to make sure that everyone fulfils their behavioural obligations as set out in the competency framework
- ensure that our values are integral to all policy and project development

#### **KPI's**

- Target: <10% grievances relating to bullying & harassment
- Target: Reduce Employment Tribunals relating to equality from 6 to 2 per annum
- Target: Maintain 0 complaints relating to equality
- Target: Maintain Investors In People Accreditation
- Target: Positive progress (or maintain if past score in excess of 75%) in the following Constabulary Survey Questions:
  - Q7c Satisfaction with the balance between work and life outside work
  - 25f To what extent does your immediate line manager treat you fairly?
  - 35e We treat each other with dignity and respect at all times
  - 38 Have you experienced bullying or harassment in the last two years?

#### **Outcome**

The Constabulary will continue to foster an inclusive and open culture in which difference is respected and valued and in which inappropriate behaviours are challenged.

**3. Develop a reputation for fairness and integrity.** Consultation with a wide range of stakeholders identified that despite a significant amount of work in this area, few people are aware of just how much is being done in the field of equality, diversity & human rights. To improve people's perceptions and improve engagement, we will:

- ensure that people are well-equipped and confident in responding to colleagues and stakeholders in a fair and respectful manner, valuing differences
- promote awareness of equality, diversity and human rights work amongst internal and external stakeholders
- gather and use data to understand the equality and human rights impact of our service and how we can best respond to different needs
- engage with and learn from leading organisations and networks to promote human rights, equality and to value diversity
- use reputable standards to learn, improve and recognise progress

#### **KPI's**

- Target: Opportunity Now and Race For Opportunity Benchmark scores to improve by 5% by 2014
- Target: Recognition in Stonewall top 150 employers by 2016
- Target: Evidence of partnership working with external stakeholders
- Target: Progress (or maintain position if past score in excess of 75%) in the following Constabulary Survey Questions:
  - Q 20 c How important is respect for other to your job?
  - 29 To what extent to senior managers treat people with dignity and respect?

#### **Outcome**

The Constabulary aims by 2016 to become an organisation with a trusted reputation amongst employees and external stakeholders for integrity and fairness.

## APPENDIX 3: CIVIL NUCLEAR CONSTABULARY EQUALITY AND DIVERSITY EMPLOYMENT MONITORING 2014-15 (SOURCE: SAP UNLESS OTHERWISE STATED)

### CURRENT WORKFORCE

#### Staffing Levels as at Apr 1<sup>st</sup> 2015

Police Officers and Police Staff

	Total	Police Officers	Police Staff
As of Apr 1 <sup>st</sup> 2015	1553	1301 (83.8%)	252 (16.2%)
As of Apr 1 <sup>st</sup> 2014	1477	1224 (82.8%)	253 (17.1%)
As of Apr 1 <sup>st</sup> 2010	984	840 (85.4%)	144 (14.6%)

AFO's by Sex (Chronicle Database)

	All	Male	Female
As of Apr 1 <sup>st</sup> 2015	1108	89.7%	10.3%
As of 1 <sup>st</sup> Apr 2014	1093	89.6%	10.4%
As of 1 <sup>st</sup> Apr 2010	-	-	-

#### Analysis of Workforce by Protected Characteristics

Workforce Composition by Age for Officer and Staff Positions

All	18-30	31-40	41-50	51+
As of Apr 1 <sup>st</sup> 2015	25.8%	30.1%	23.6	20.4%
As of 1 <sup>st</sup> Apr 2014	26.1%	28.6%	24.6%	20.8%
As of 1 <sup>st</sup> Apr 2010	19.7%	29.8%	29.1%	21.4%

Officers	18-30	31-40	41-50	51+
As of Apr 1 <sup>st</sup> 2015	27.2%	31.6%	23.7%	17.5%
As of 1 <sup>st</sup> Apr 2014	26.8%	30.3%	24.4%	18.6%
As of 1 <sup>st</sup> Apr 2011	17.5%	32.7%	26.6%	23.3%

Staff	18-30	31-40	41-50	51+
As of Apr 1 <sup>st</sup> 2015	18.7%	22.3%	23.5%	30.5%
As of 1 <sup>st</sup> Apr 2014	22.4%	20.4%	25.5%	31.2%
As of 1 <sup>st</sup> Apr 2011	22.2%	20.4%	31.5%	25.9%

## Workforce Composition of Disabled for Officers and Staff

	Total	Police Officers	Police Staff
As of Apr 1 <sup>st</sup> 2015	0.7%	0.5%	1.2%
As of Apr 1 <sup>st</sup> 2014	0.7%	0.7%	0.8%
As of Apr 1 <sup>st</sup> 2010	-	-	-

Note: Constabulary Survey 2012 recorded 5.3% of employees self-declaring disability

## Workforce Composition of BME Officers and Staff

	Total	Police Officers	Police Staff
As of Apr 1 <sup>st</sup> 2015	1.2%	0.8%	2.8%
As of Apr 1 <sup>st</sup> 2014	0.9%	0.7%	2%
As of Apr 1 <sup>st</sup> 2010	0.9%	0.7%	2.5%

Note: Constabulary Survey 2012 recorded 4% self-declaring BME identity  
672 = 43.3% of employees have not recorded ethnicity on SAP

## Workforce Composition for Female Officers and Staff

	Total	Police Officers	Police Staff
As of Apr 1 <sup>st</sup> 2015	19.3%	11.3%	60.5%
As of Apr 1 <sup>st</sup> 2014	19.7%	11.8%	57.7%
As of Apr 1 <sup>st</sup> 2010	22.4%	14.9%	66%

## Vertical segregation

The table below show the percentage (%) of female officers at each rank

Police Officers	1 <sup>st</sup> Apr 2015	1 <sup>st</sup> Apr 2014	1 <sup>st</sup> Apr 2010
Constable	11.8%	12.7	17.2%
Sergeant	9.0%	7.1	5%
Inspector	8.9%	8.9	13.6%
Chief Inspector	11.8%	11.7	11%
Superintendent	16.7%	14.3	0%
Chief Superintendent	33.3%	33.3	100%
ACC, DCC, and CC	0%	0	0
Total	11.3%	11.8	15%

3.1% (4 of 128): Firearms instructors are female

The table below show the percentage (%) of female staff at each salary group

Police Staff	1st Apr 2015	1st Apr 2014	1st Apr 2010 <sup>1</sup>
P1	66.7%	60%	91%
P2	94.3%	86.8%	
T1	89.6%	75%	55%
T2*	32.1%	32.2%	
M1	66.7%	73.1%	
M2	46.7%	42.9%	
M3	20%	20%	18%
Exec	0	0	
Total	60.5%	57.7%	66%

\*28/84 T2 roles are male firearms instructors

### Hours of work

ONS data shows that 13% of men and 44% of women in employment in the UK work part-time

	Part time	% of part time who are female
All	4.1%	79.7%
Officers	2.3%	70%
Staff	13.1%	90.9%

## PERFORMANCE

### Complaints (PSD)

The Constabulary has received 0 complaints relating to equality

### Stop and Search (SB)

Of 151 Stop & Accounts conducted in 2014: 9.9% were of BME's and 15.2% of women

Of 30 Stop & Search's conducted in 2014: 0% were of BME's and 3% of women

### Grievances (Grievance database)

Grievances Recorded: This year: 14, 2013/4: 42, 2009/10: 10

Grievances by Women: This year: 35.7%, 2013/14: 16.7%, 2009/10: 20%

Grievances alleging Discrimination: This year: 14.2%, 2013/14: 0.5%, 2009/10: 10%

### Equality Employment Tribunals (Legal)

2 ongoing, 2 settled out of court

<sup>1</sup> Police staff grades in 210 recorded as Support grades, Grades 3-5 and Grades 6-7



## Recruitment (Recruitment database)

### Applications and Recruitment for Officer and Staff Positions

	All		Officers		Staff	
	Application	Recruit	Application	Recruit	Application	Recruit
All	7647	215	6967	178	680	37
Female	6.2%	17.2%	4.5%	9%	24.1%	67.6%
BME	2.6%	1.9%	2.2%	1.7%	6.0%	2.7%
Disabled	2.2%	0.5%	1.9%	0.6%	3.8%	NK

The Constabulary has set diversity targets for officer recruitment:

15% of officer recruits to be female – 15 women (9%)

2% of officer recruits to be BME – 3 BME (1.7%)

### Recruitment by Age for Officer and Staff Positions

	18-30	31-40	41-50	51+
All	54%	23.5%	16.5%	6%
Officers	59%	24.7%	14.5%	1.8%
Staff	29.4%	17.6%	26.4%	26.4%

## RETENTION & PROGRESSION

### Retention

#### Length of Service by Equality Characteristic

	All	Officers	Staff	Female	BME	Disability
Up to 2 years	25.4%	25.2%	26.2%	24%	16.7%	44.4%
2-5 years	30.5%	25.1%	36.9%	24%	27.8%	22.2%
5-10 years	23.2%	23.1%	24.6%	36.3%	38.9%	33.3%
10-20 years	15.6%	17%	8.7%	8.3%	11.1%	0
20+ years	8.4%	9.5%	3.6%	9.3%	5.5%	0

Note: We employee 126 officers on pre April 1997 contractual arrangements

#### Leavers by Equality Characteristic

	All	Female	BME	Disability
All	139	20.9%	0	0.7%
Officers	98	11.2%	0	1%
Staff	40	45%	0	0

## Reasons for leaving

Reason for leaving	Total	Male	Female	Disabled
TUPE/Divestment	1.4%	0.9%	3.4%	
Dismissal	1.4%	1.8%		
End of appointment	2.9%	2.7%	3.4%	
Ill health retirement	5.8%	7.3%		
Age retirement	5.8%	7.3%		
Resignation	61.9%	78.2%	93.1%	100%
Termination of contract	0.7%	0.9%		

## Parental/Maternity Leave

We currently have 19 staff taking maternity leave with 29 expected requests for maternity/parental leave later this year  
Of those due to return to work this year from maternity leave, 100% have returned

## Progression

Promotions (Recruitment Database)

	All	Female	BME	Disability
All	56	19.6%	0	0
Officers	33	15.2%	0	0
Staff	13	46.1%	0	0

## Training Requests and Delivery

All firearms officers receive 15 days/90 hours per year essential training and this dominates data.

Not competent rate for Male and Female Officers this year (Chronicle)

	Male	Female
Glock	0.9%	3%
Tazer	0.1%	0
G36	0.1%	0

(Training/Chronicle Database)

	Numbers sitting exam		Pass (%)	
	M	F	M	F
OFC	32	3	66.3%	75%
Sgt Exam	77	10	37.7%	40%
Inspector Exam	No exam in this period			

## NATIONAL EQUALITY DATA

### BME Populations in our Operational Regions

Source: National Census, 2011, ONS

Site	Locality	Total Population	% BME
Bisley	Stroud	112779	0.7
Dounreay	Highland	232132	0.9
Dungeness	Shepway	107969	5.3
Hartlepool	Hartlepool	92028	2.4
Harwell/HQ	Vale of the White Horse	120988	5
Heysham	Lancaster	138375	4.4
Hinkley Point	West Somerset	34675	1.4
Hunterston	North Ayrshire	138146	0.6
Sellafield	Copeland	70603	1.5
Torness	East Lothian	99717	1
Wylfa	Isle of Anglesey	69751	1.7

### Diversity in National Policing

Source: Police Workforce, 31 March 2014, Gov.UK

Nationally, women make up 27.9% of police officers and 60.3% of police staff. This figures drop significantly for firearms specialisms where female officers consistently make up less than 5%. BAWP reported in the Gender Agenda 3 (2014) 125 female AFO's in Home Office Forces in England and Wales.

Nationally, 5.2% of police officers are BME and 7.5% of police staff. There is variation in this figure with forces that police in areas with higher representation of BME people in their communities tending BME officers and police staff in the largest proportions. For example, The Metropolitan Police employs BME officers in the largest proportions (11%).