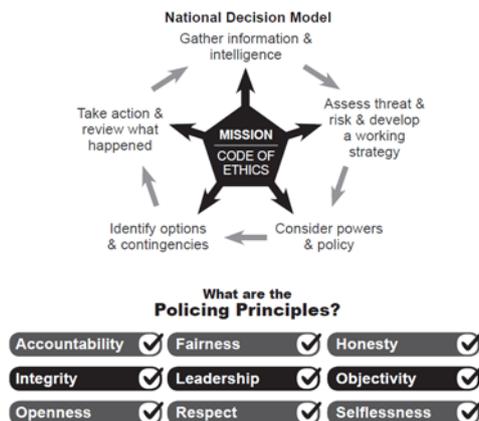




Race Disparity Audit

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Purpose:	Provide a response to the Race Disparity Audit published by the Home Office
ACPO / Strategic Lead:	DCC Stephens
National Decision Model compliance:	Yes
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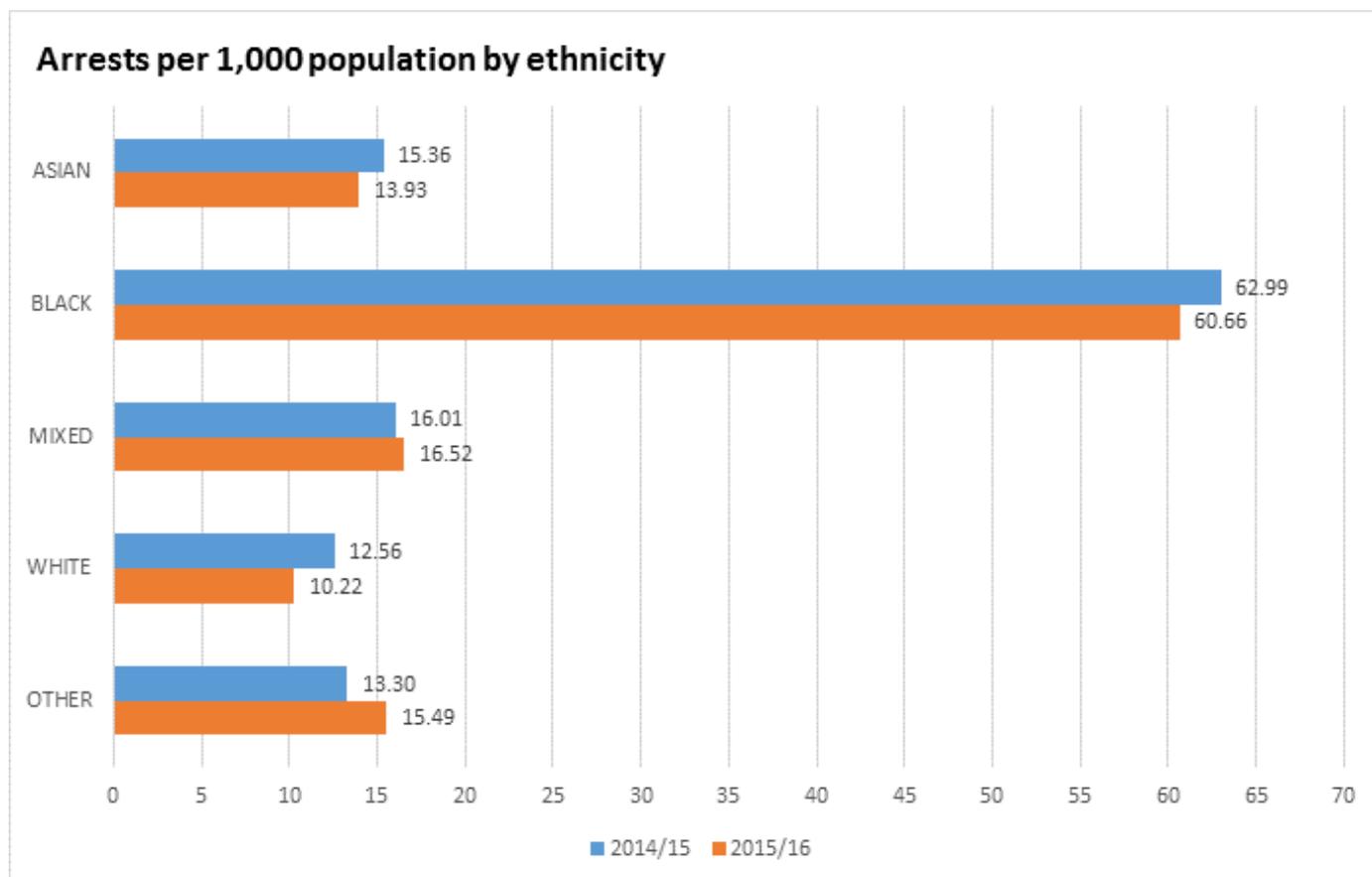


1. Background

- 1.1. In November 2017, the Home Office published a Race Disparity Audit. This service was intended to provide information about the different experiences of people from a variety of ethnic backgrounds. It gathered data collected by government in one place, making it available to the public, specialists and charities.
- 1.2. This document has been prepared in response to specific concerns around Crime, Justice and the Law from a Surrey perspective.

2. Arrests

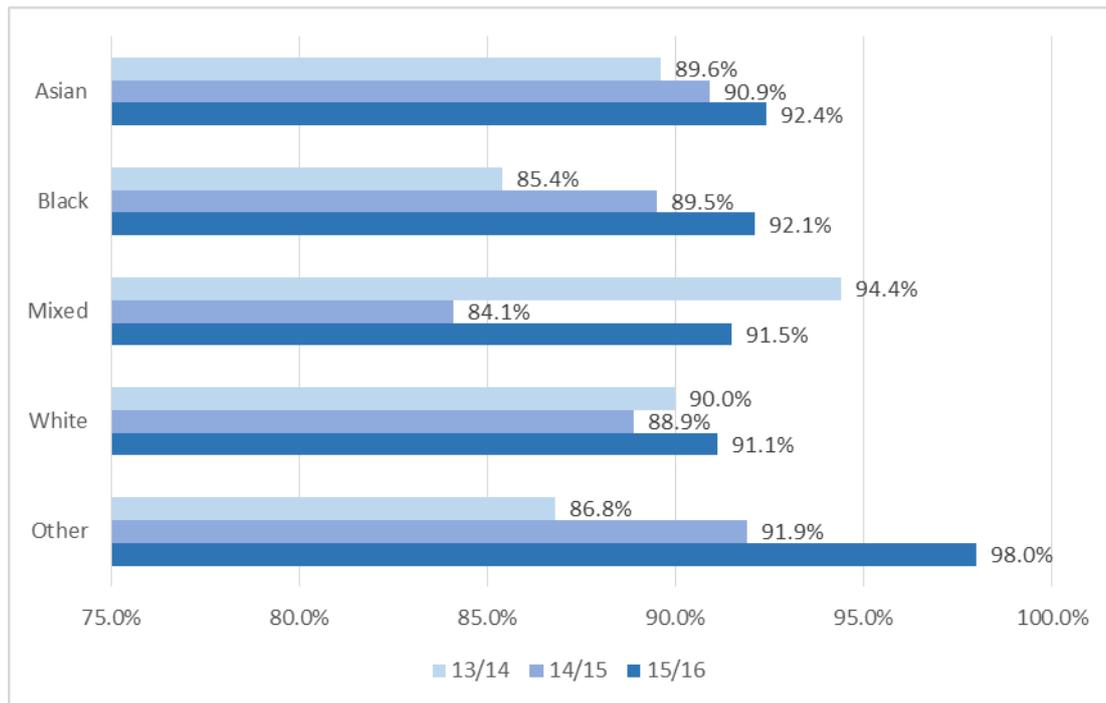
- 2.1. Across England and Wales, 896,209 arrests were carried out in 2015/2016, a reduction of 5% on the previous year. By contrast, in Surrey, a total of 13,024 arrests were carried out in 2015/16, a fall of 15% or 2,359 less arrests on the previous year.
- 2.2. Nationally, those in the Black ethnic group were 3 times more likely to be arrested than those in the White ethnic group. In Surrey Black people are almost 6 times more likely to be arrested than White people in 2015/16.
- 2.3. Across England and Wales, ethnic minority groups in general were over one and a half times more likely to be arrested than White people. In Surrey this figure was higher with Ethnic minority groups in general being twice as likely to be arrested as White people.
- 2.4. In 2015/16, 83% of those arrested where ethnicity was reported, were White, 6% Black and 6% Asian. Rates of arrest have fallen for White, Asian and Black ethnic groups; however, for White people they have fallen by almost 19%, and for all ethnic minorities they have fallen by 3%. Rates of arrest have risen for Chinese or Other ethnic group by 16%.



3. Confidence in Policing

- 3.1. Across England and Wales, 78% of all adults had confidence in their local police in 2015/16, a clear increase from 2013/14, when the percentage was 76%
- 3.2. When the figures for the last 3 years are combined, Mixed ethnic group adults and Black adults had markedly less confidence in the local police than White adults. Asian adults had the highest levels of confidence in the local police
- 3.3. In 2015/2016, 91.2% of respondents in Surrey were confident in their neighbourhood police in 2015/16, this is a +1.4% point increase compared to the 2013/14 result (89.8%) and is higher than the national average. During the same period, public confidence was higher for Asian (92.4%) and Black (92.1%) respondents than for White respondents (91.1%).

Chart 1: Public Confidence by Ethnicity.



4. Stop and Search

- 4.1. Across England and Wales, the numbers of stop and searches have fallen for all ethnic groups over the period presented; however, they have fallen at different rates for different groups. White people saw a 38% decrease in stop and search, the largest fall between 2015/16 and the previous year
- 4.2. Nationally, for ethnic minorities, the decrease in stop and search was lower: down 8% for Black people, down 16% for Asian people, down 19% for those of Mixed ethnicity and down 25% for Other. People from an ethnic minority background are 3 times more likely to be stopped and searched than White people. Black people are over 6 times more likely to be stopped and searched than White people
- 4.3. In Surrey, the numbers of stop and searches have fallen for all ethnic groups over the period presented; however, they have fallen at different rates for different groups other than Not recorded and Other. White people saw a 49% decrease in stop and search, the largest fall between 2015/16 and the previous year apart from those Not Recorded or Other. For ethnic minorities, the decrease in stop and search was lower: down 28% for Black people, down 43% for Asian people, down 28% for those of Mixed ethnicity and down 60% for Other.
- 4.4. The disproportionality rates for all stop searches between ethnic minority groups and white people have been falling from 2.8 in early 2017 to 2.4. Likewise, the disproportionality rates for all stops between black people and white people have fallen from 9.3 to 8.8 over the same period (just slightly above the national average of around 8.4).

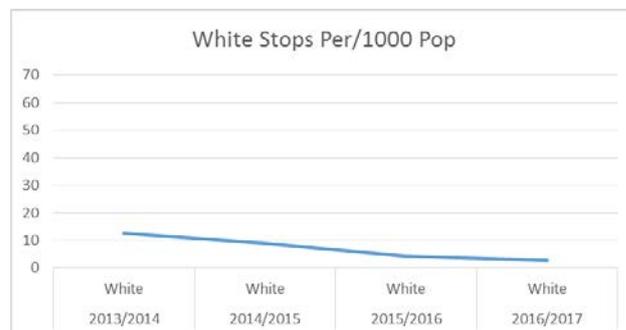
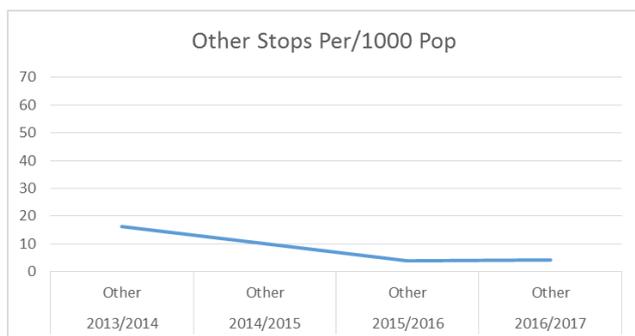
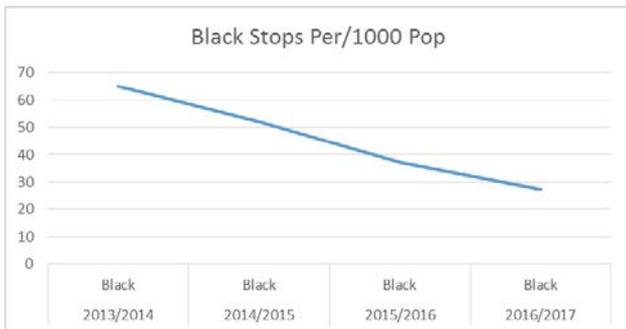
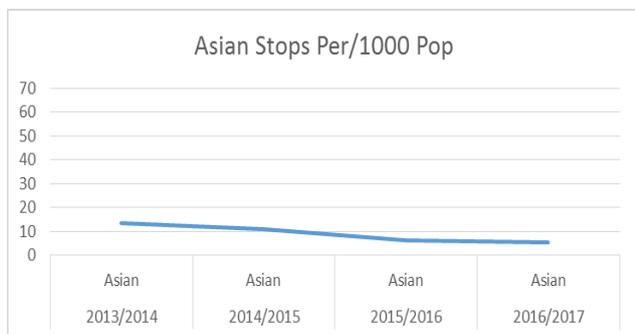
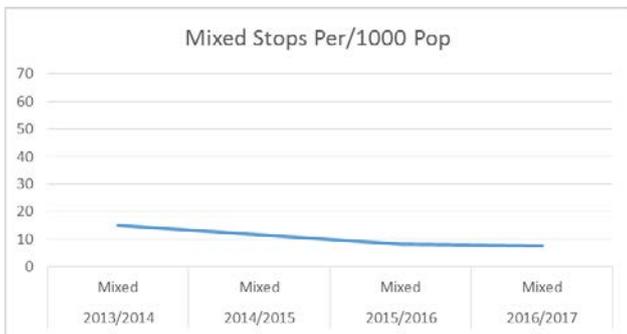
When only including searches on residents, the disproportionality rate between black people and white people is 5.0. The relatively low resident populations of minority ethnic groups within Surrey impacts on disproportionality levels; for example, when considering borough-based data the disproportionality rate between black and white people in Mole Valley is 23, yet there were only 19 searches carried out on black people over the last 12 months.

Travelling criminality, especially 'County Lines' (associated with drugs and violence), from neighbouring force areas with much higher ethnic minority populations, e.g. London, have a significant impact as officers target their search activity towards this criminality.

The force's strategic stop and search oversight group, Stopwatch, is held each quarter and attended by IAG members and force representatives; in each meeting, 100 search records are dip-checked. Divisional representatives review 15 searches on people from minority ethnic groups per borough before each meeting to provide increased scrutiny. New intranet performance products allow up-to-date stop and search information to be broken down to divisional rotas for each borough, showing numbers of searches for different ethnicities.

HMICFRS recently reviewed 200 search records and 194 (97%) had reasonable grounds.

New stop and search training is being rolled-out in force in early 2018.

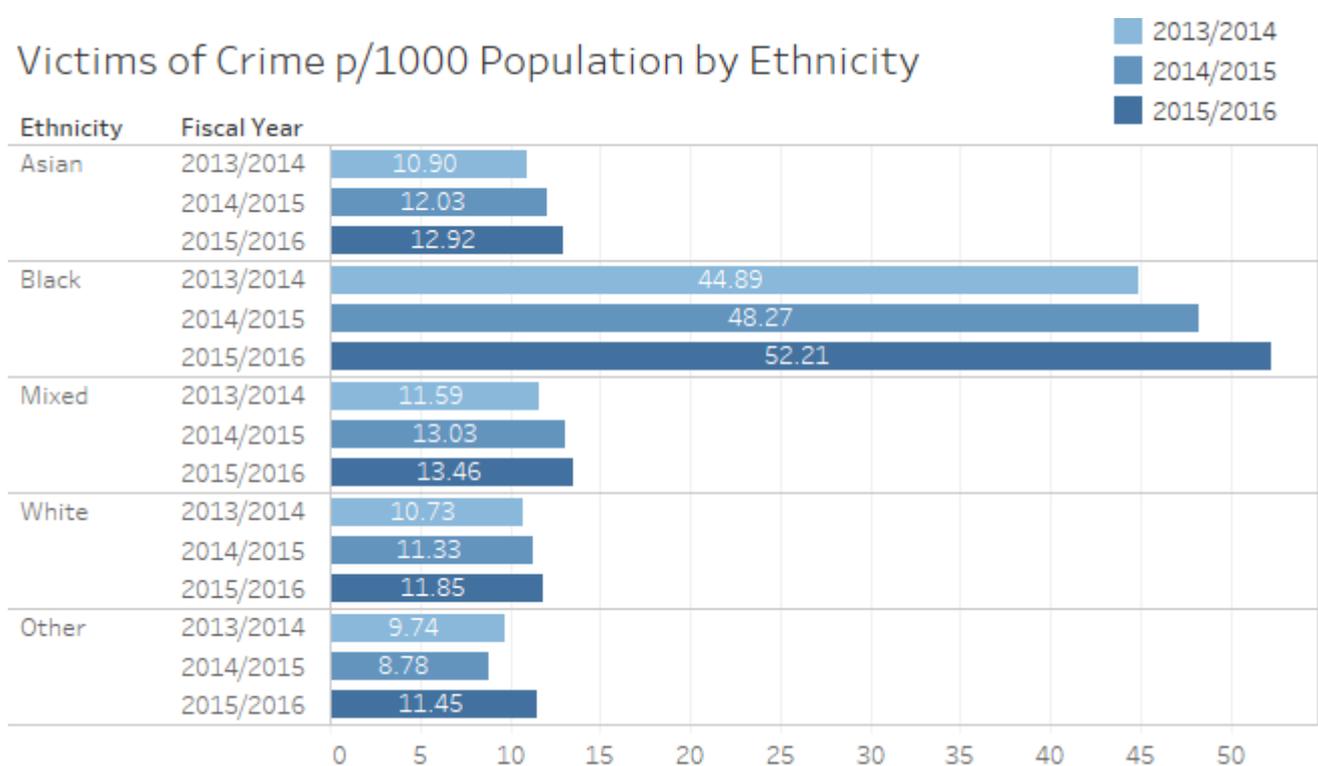


5. Victims of Crime

5.1. In 2015/2016, 17,463 individuals were victims of at least one notifiable offence (reported to the police) during the 12 month period. This represents an increase of 25.1% compared to the same period in 2013/2014 in which there were 13,956 distinct victims¹. Levels of reporting have also increased compared to the previous fiscal year (2014/2015) with an additional 455 distinct victims (+9.7%).

5.2. Across England and Wales, levels of victimisation fell during the reporting period with 15% of the total adult population being a victim of at least one crime in 2015/2016 compared to 17% in 2013/14. In 2015/16, a higher proportion of the Mixed, Asian and Black adult populations were victims of crime than the White adult population. This finding held true in Surrey with all BME groups experiencing higher levels of victimisation than the White population.

5.3. Of note, those with in the Black ethnicity group were more than 4 times more likely to report being a victim of crime compared to those in the White ethnicity group.



6. Fear of Crime

6.1. In 2015/16, around a fifth of adults in England and Wales believed that they were either 'very likely' or 'fairly likely' to be a victim of crime in the next year. The figures for fear of crime have remained consistent between 2013 and 2016 for all adults

6.2. In 2015/16, a smaller proportion of White adults reported fear of crime compared with Asian adults, adults from Other ethnicities and Black adults. Asian adults and adults from the Other ethnic background category had the highest levels of fear of crime.

6.3. Comparison figures for Surrey are not available at this stage. Additional ethnicity data has been request from the ONS/CSEW which will allow for direct comparisons to be made. In lieu of this, overall figures have been provided below.

¹ NB. The Force changed its Crime Recording System in October 2013 which may impact on the figures reported within this section of the report.

- 6.4. In quarter 1 of 2017/18, 3.15% of Surrey respondents to the Crime Survey of England and Wales said they thought they were at risk of personal crime within the last 12 months. This compares to 3.77% in quarter 1 of 2016/17 and 3.55% in quarter 4 of 2016/17.
- 6.5. In quarter 1 of 2017/18, 9.33% of Surrey respondents to the Crime Survey of England Wales said they thought they were at risk of household crime within the last 12 months. This compares to 10.54% in quarter 1 of 2016/17, and 8.93% in quarter 4 of 2016/17.

7. Employment of Police Officers

Risks

- 7.1. Underrepresentation from Black and Minority Ethnic (BME) officers and staff has been a long-standing issue in Force, as is replicated nationally. Prior to the current Equality, Diversity and Human Rights Strategy (EDHR) 2015-2019, there have been examples of previous activity to improve the situation with varying levels of success. Activity was often finite and short term, meaning that long term sustainable resolution was problematic. Recruitment activity was minimal in terms of attracting BME candidates, and there was little evidence of active progression of internal BME staff to improve representation at a supervisory and senior level.
- 7.2. In 2015, the revised Surrey EDHR strategy 2015-9 and delivery plan was introduced and the following aspirations agreed, based upon Census 2011 data:
- To achieve internal BME officer representation of 9% by 2019, this was 3.7% at the end of Q2 17/18
 - To achieve internal overall BME representation of 9% by 2019, 4.1% at the end of Q2 17/18
 - To achieve BME officer supervisory representation of 9% at all ranks by 2019, 3.0% at the end of Q2 17/18.
- 7.3. Current trends and forecasts indicate these aspirations are under target, despite ongoing activity and focus as outlined below. It is recognised that increasing BME representation is a long term issue to resolve with many years in fruition from initial contact to recruitment.

Areas of Strength

- 7.4. Representation (for all protected characteristics but with a clear focus on BME) has been a constant quarter priority of the Force equality objectives. This means that all EDHR board representatives including operational leads have been tasked to actively increase representation in their area. This has resulted in an evident shift in which activity is embedded at a senior level throughout the organisation, and not reliant on one single department.
- 7.5. In terms of governance and accountability, this is delivered through:
- EDHR (Equality, Diversity and Human Rights) board, chaired by DCC Stephens
 - Representation meeting chaired by ACC Kemp
 - BME Working Group – chaired by senior lead CS Dave Miller

7.6. Current Activity

Surrey – SPACE (Surrey Police Association for Culture & Ethnicity) and Diversity

In conjunction with the Diversity team, SPACE have role modelled an active, value-adding staff association, challenging the Force to keep the issue of representation on agenda, as well as taking the lead in delivering activity to increase representation. Chair (PC Trepesch) and Vice-Chair (Sim Sian) have delivered tangible activity at all points of the employee life cycle with a targeted action plan for recruitment, progression and retention including:

- Attending in excess of 60 targeted community engagement events across the county to encourage recruitment, including schools, colleges and universities, faith festivals and community events to 'sell' policing as a career

- Reviewed the assessment process from the point of entry to highlight recruitment barrier including unconscious bias and spot positive action opportunities
- Designed and implemented the **BME mentoring scheme** for new recruits to guide them through the complicated application progress to limit the attrition rate pre-joining. This provided bespoke support and training, resulting in several candidates passing who had failed previously
- Organising and delivering a conference for over 100 BME officers and staff, focusing on improving recruitment and career progression for existing staff.
- Review of BME leavers and exit interviews to identify trends where accessible
- Research to identify barriers including national public survey

This activity has been recognised as best practice nationally with the following achievements:

- Highly commended at the CIPD People Management Awards for best diversity and inclusion initiative
- Shortlisted at Personnel Today Awards for best diversity and inclusion initiative
- December 2017 – CIPD research paper *Addressing the barriers to BAME employee career progression to the top* includes a best practice case study on SPACE and Diversity.

Volunteer Cadets

In autumn 2016 Surrey became part of the National Volunteer Police Cadet (VPC) scheme which is open to anyone aged 13-18 living in Surrey and is free of charge.

National objectives for the scheme include Cadets that represent the diversity of their community and aiming to recruit 25% of Cadets from a vulnerable background, offering opportunity to those who are most in need of it.

- The scheme is designed to provide a safe environment in which young people can learn as individuals, develop positive relationships with the police and actively support their community.
- Across the county the force currently has just under 150 Cadets in six borough based VPC units, Elmbridge, Epsom and Ewell, Guildford, Reigate and Banstead, Runnymede and Woking.
- In Surrey our current Cadet establishment exceeds the national objectives. Of our current Cadet establishment over 40% fall into the National VPC definition of vulnerable, particularly those vulnerable to exclusion through social factors, race, religion, disabilities or those who may have already been exposed to familial criminality in their past.
- Particular positive stories of note are Cadets who identify as LGBT, with one Cadet in particular using the scheme as an opportunity to come out as transgender as he felt the support was there to allow him to do this, a Cadet who is a double amputee, Cadets from care homes, a number of Cadets with learning or behavioural challenges.
- The Surrey VPC scheme is very diverse with 25% of Surrey Cadets self-identifying as being from underrepresented groups.
- There is currently a waiting list to join the scheme, and it is becoming stronger every day.

7.7. Positive Action Roles project.

Research from Forces strong in this area (BTP, GMP) indicated that BME representation has increased where Forces have used dedicated Positive Action resources to engage with communities and support individuals throughout the long recruitment programme.

Therefore, building on the successful model delivered by SPACE, two individuals (one officer, one staff) have been seconded to focus solely on this role as part of People Services. It is anticipated that this will be at least a two year programme and will develop a variety of new entry points including development of a work experience programme. This is due to start in January 2018.

7.8. PALS programme

The Force is very mindful that disparity is a broader issue than just recruitment and activity has been focussed on career development also.

Championed by senior lead for BME, C/S Miller and led by DCI Lambachia, the PALS programme launched last year to develop BME officers to tackle the issue of disparity in senior positions.

10 BME officers across Surrey and Sussex were selected to undertake a nine month development programme led by Surrey Police and aimed at improving their potential and confidence. It was delivered by a respected outside provider and assessed post course as being very beneficial to those attending the course. It was sponsored by both DCCs and is the cornerstone of the support provided to BME officers and supplements the mentoring scheme that SPACE provides to new applicants. It was so successful that it was agreed to run it again in 2018 for both BME officers and staff across Surrey and Sussex, this time led by Sussex.

This is evidenced by outcomes for individuals which include:

- 2 x officers successful in paper-sift for fast track from PC to Inspector
- 1 x passed Inspectors promotion exam.
- 1 x now in temp Inspector role.
- 1 x successful in staff officer post.
- 1 x successful in promotion to DS.
- 1 x successfully passed and is now in T/DS post.
- 1 x going for T/DS role - awaiting interview.
- 2 x gained confidence and now studying for PC to PS exam.

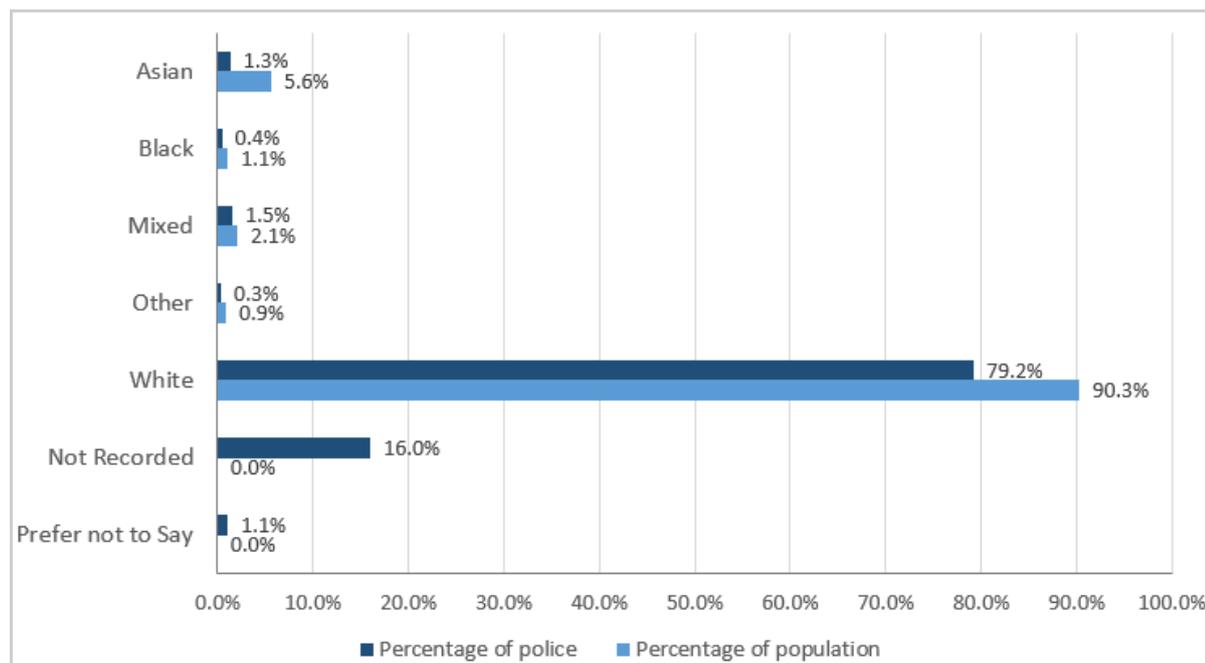
7.9. Trends

7.9.1. As of Q2 2017/18, 1590 officers in Surrey recorded their ethnicity as White, this is a 15.2% decrease compared to the end of the 2014 financial year. Although this is below the percentage seen amongst the Surrey population, it is coupled with an increase in officers that have not recorded their ethnicity and therefore doesn't necessarily indicate increases in other ethnic groups.

7.9.2. As of the same date, Asian officers made up 1.3% of the total, Black officers made up 0.4%, Mixed ethnicity made up 1.5% and 0.3% identified as Other. Mixed ethnicity is the only BME group which has seen consistent percentage decreases since 2014, though this is primarily due to increases in total officer headcount. All other BME groups experienced minor fluctuation.

7.10 Empirical evidence

Percentage of Police Officers compared to the percentage of population by ethnicity



		2013/14	2014/15	2015/16	2016/17	2017/18
Asian	% Police Officers	1.2	1.2	1.2	1.2	1.3
	% Population	5.6	5.6	5.6	5.6	5.6
Black	% Police Officers	0.5	0.5	0.5	0.4	0.4
	% Population	1.1	1.1	1.1	1.1	1.1
Mixed	% Police Officers	1.8	1.7	1.6	1.6	1.5
	% Population	2.1	2.1	2.1	2.1	2.1
White	% Police Officers	94.4	94.0	86.7	80.4	79.2
	% Population	90.3	90.3	90.3	90.3	90.3
Other	% Police Officers	0.3	0.3	0.4	0.4	0.3
	% Population	0.9	0.9	0.9	0.9	0.9
Prefer not to say	% Police Officers	1.6	1.5	1.4	1.2	1.1
	% Population	0	0	0	0	0
Not Recorded	% Police Officers	0.3	0.5	8.3	14.8	16.0
	% Population	0	0	0	0	0

Figures as at the end of each Financial Year, 2017/18 figures as at the end of Q2.