



### **EQUALITY AND DIVERSITY WITHIN DURHAM CONSTABULARY.**

Durham Police Authority and Durham Constabulary are fully committed in the exercise of all of our functions to give due regard to the following in respect of both our staff and the people we serve:-

- 1. Eliminating unlawful discrimination, prejudice, harassment and victimisation**
- 2. Improving Equality of opportunity between those with protected characteristics and those without, and**
- 3. Fostering good relations between those with protected characteristics and those without**

The public sector equality duty which is set out in Section 149 (1) of the Equality Act 2010 outlines the specific legislative requirement of the organisation to publish equality and diversity information which shows how we are fulfilling our requirements around each strand of diversity.

Further information around the Equality 2010 Act can be found on the Equality and Human Rights Commission Website <http://www.equalityhumanrights.com> and or Home Office website <http://www.homeoffice.gov.uk/equalities>

The Equality Act 2010 has strengthened and streamlined all previous equality legislation and amongst other things has updated and amended the strands previously covered by anti-discrimination law. The organisational aim is to provide targeted, specialist support to members of staff (Police Officers, Police Staff and Special Constables) who are considered to have a protected characteristic as defined by The Act regardless of gender, rank or grade as follows:-

Age  
 Disability  
 Gender Reassignment  
 Marriage/Civil Partnership  
 Race/Ethnicity  
 Religion/Belief

Gender  
Sexual Orientation  
Pregnancy/Maternity

In relation to the classification of protected characteristics —

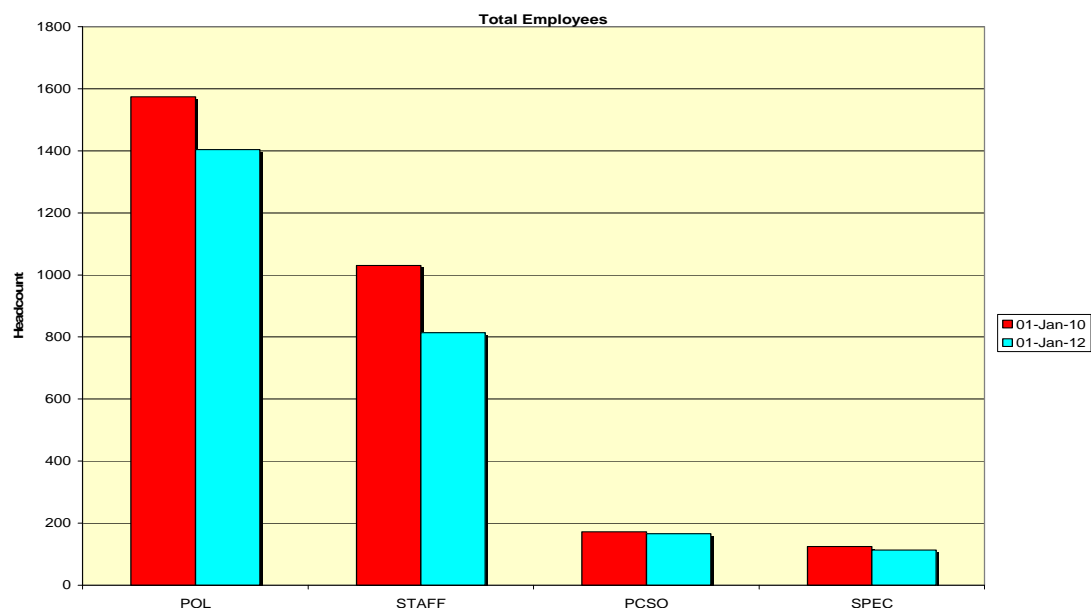
- (a) a reference to a person who has a particular protected characteristic is a reference to a person of a group;
- (b) a reference to persons who share a protected characteristic is a reference to persons of the same group.

### **EMPLOYMENT STATUS OF STAFF WORKING FOR DURHAM CONSTABULARY as at 1st January 2012**

Durham Constabulary maintains statistics on the make up of its workforce. The information collated is in line with the legislative framework for measuring equality of opportunity and gives the Chief Constable and Chair of the Police Authority the information they need to make sure the workforce is representative of the communities it serves.

Each statistical area is broken down into Police Officers, Police Staff, PCSO's and Special Constables.

### **OVERALL VIEW OF STAFF EMPLOYED BY DURHAM CONSTABULARY – COMPARISON BETWEEN 1.1.2010 and 1.1.2012.**



NOT PROTECTIVELY MARKED

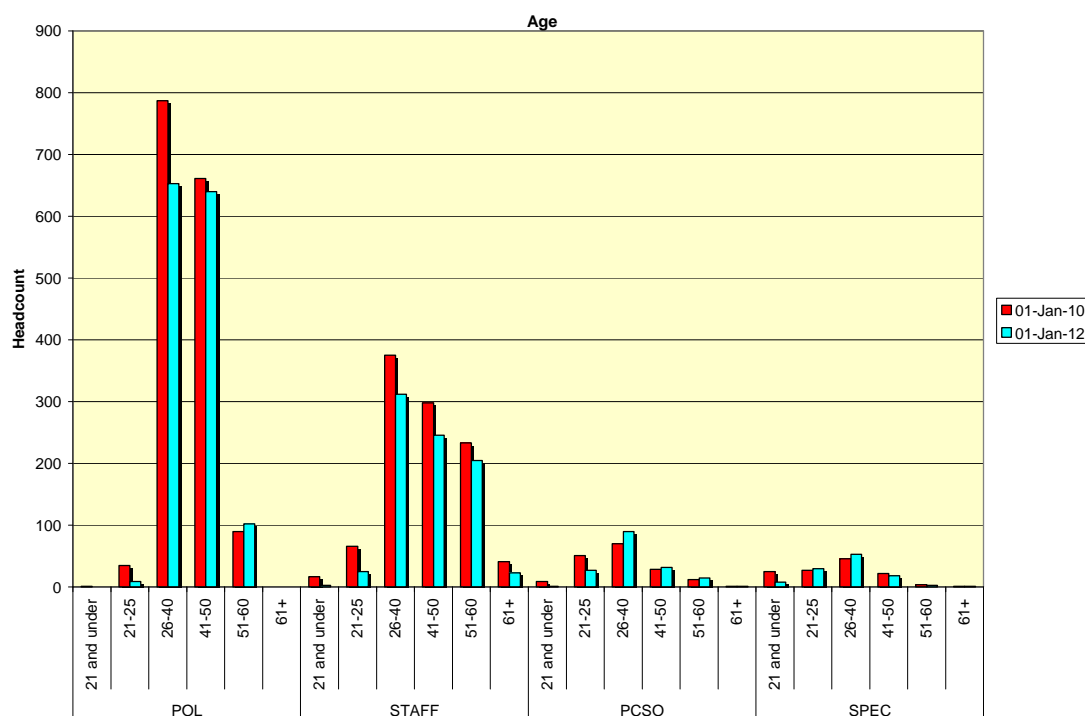
## **STATISTICS AROUND PROTECTED CHARACTERISTICS**

**AGE –** the Act protects people of all ages. It refers to a person belonging to a particular age (e.g. 32 years old) or range of ages (e.g. 18 - 30 years old).

### **AGE RANGE OF STAFF WORKING FOR DURHAM CONSTABULARY**

CATEGORY	Age range	01-Jan-10	01-Jan-12
<b>POLICE OFFICERS</b>	<b>21 and under</b>	1	0
	<b>21-25</b>	35	9
	<b>26-40</b>	787	653
	<b>41-50</b>	661	640
	<b>51-60</b>	90	102
	<b>61+</b>	0	0
	<b><u>Average Age</u></b>	<b><u>40.1</u></b>	<b><u>41.2</u></b>
<b>POLICE STAFF</b>	<b>21 and under</b>	17	3
	<b>21-25</b>	66	25
	<b>26-40</b>	375	312
	<b>41-50</b>	298	246
	<b>51-60</b>	233	205
	<b>61+</b>	41	23
	<b><u>Average Age</u></b>	<b><u>42.6</u></b>	<b><u>43.2</u></b>
<b>PCSO</b>	<b>21 and under</b>	9	1
	<b>21-25</b>	51	27
	<b>26-40</b>	70	90
	<b>41-50</b>	29	32
	<b>51-60</b>	12	15
	<b>61+</b>	1	1
	<b><u>Average Age</u></b>	<b><u>33.2</u></b>	<b><u>35.2</u></b>
<b>SPECIAL CONSTABLES</b>	<b>21 and under</b>	25	8
	<b>21-25</b>	27	30
	<b>26-40</b>	46	53
	<b>41-50</b>	22	18
	<b>51-60</b>	4	3
	<b>61+</b>	1	1
	<b><u>Average Age</u></b>	<b><u>31.3</u></b>	<b><u>31.9</u></b>
<b>OVERALL</b>		<b>2901</b>	<b>2497</b>

## GRAPHICAL VIEW



## ANALYSIS

The **average** age of staff in all categories has increased over the last two years i.e. from 36.8 in 2010 to 37.9 in 2012.

On a Force level the total number of staff between the ages of 16 and 25 has decreased from 8% of the total workforce in 2010 to 4.1% in 2012, but this may be as a result of a two year recruitment freeze and also the fact that an applicant has to have attained the age of 18 to be considered for appointment as either PCSO and Special Constable and 18 ½ for Police Officer.

The organisation has noted the need to consider ways of attracting younger people into the workforce. The Force has recently advertised for Central Recruitment Clerical Staff (Police Staff) and sifted on mandatory Qualifications only (i.e. no requirement for previous clerical experience) in an attempt to attract school leavers/young people.

The selection process included testing in verbal and numerical ability and not to practical work experience therefore the opportunity to pass the test was not age related. Following an extensive recruitment and selection process, 63 applicants will now progress to interview. The age profile of these applicants is as follows:-

Under 21 – 10 / 21 – 25 - 12

26 – 40 - 17 / 41 – 50 - 10

51 – 60 - 14 / 61+ - 0

Further analysis will be completed once the selection process has

concluded. If any adverse issues are identified they will be addressed accordingly.

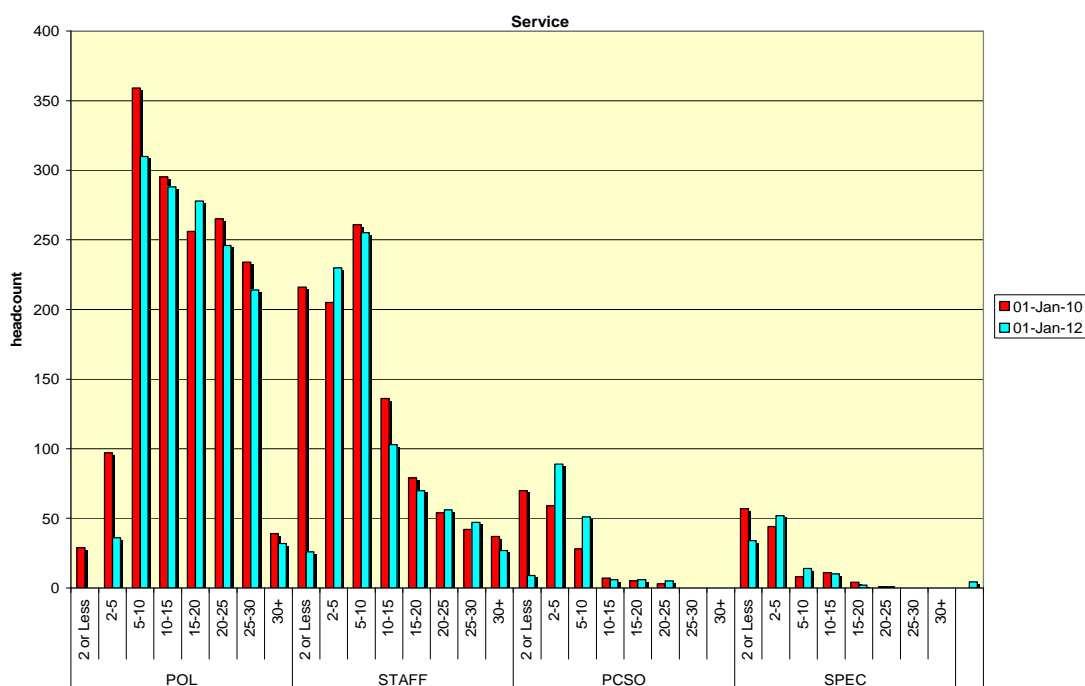
In the same way that the average age has increased, so has the average service within all areas of the organisation i.e. from 8.1 years in 2010 to 9.4 years in 2012. Again, this can partially be attributed to the fact that over the last 18 months to 2 years we have not recruited new staff members.

#### PENSIONABLE SERVICE OF STAFF WORKING WITHIN DURHAM CONSTABULARY

CATEGORY	Years	01-Jan-10	01-Jan-12
<b>POLICE OFFICERS</b>	<b>2 or Less</b>	29	0
	<b>2-5</b>	97	36
	<b>5-10</b>	359	310
	<b>10-15</b>	295	288
	<b>15-20</b>	256	278
	<b>20-25</b>	265	246
	<b>25-30</b>	234	214
	<b>30+</b>	39	32
	<b><i>Average</i></b>	<b><i>15.8</i></b>	<b><i>16.7</i></b>
<b>POLICE STAFF</b>	<b>2 or Less</b>	216	26
	<b>2-5</b>	205	230
	<b>5-10</b>	261	255
	<b>10-15</b>	136	103
	<b>15-20</b>	79	70
	<b>20-25</b>	54	56
	<b>25-30</b>	42	47
	<b>30+</b>	37	27
	<b><i>Average</i></b>	<b><i>9.1</i></b>	<b><i>10.6</i></b>
<b>PCSO</b>	<b>2 or Less</b>	70	9
	<b>2-5</b>	59	89
	<b>5-10</b>	28	51
	<b>10-15</b>	7	6
	<b>15-20</b>	5	6
	<b>20-25</b>	3	5
	<b>25-30</b>	0	0
	<b>30+</b>	0	0
	<b><i>Average</i></b>	<b><i>4.0</i></b>	<b><i>5.8</i></b>
<b>SPEC</b>	<b>2 or Less</b>	57	34
	<b>2-5</b>	44	52
	<b>5-10</b>	8	14
	<b>10-15</b>	11	10
	<b>15-20</b>	4	2
	<b>20-25</b>	1	1
	<b>25-30</b>	0	0
	<b>30+</b>	0	0

	<b><u>Average</u></b>	<u>3.5</u>	<u>4.3</u>
	<b>OVERALL</b>	<b>2901</b>	<b>2497</b>

### GRAPHICAL VIEW



### DISABILITY

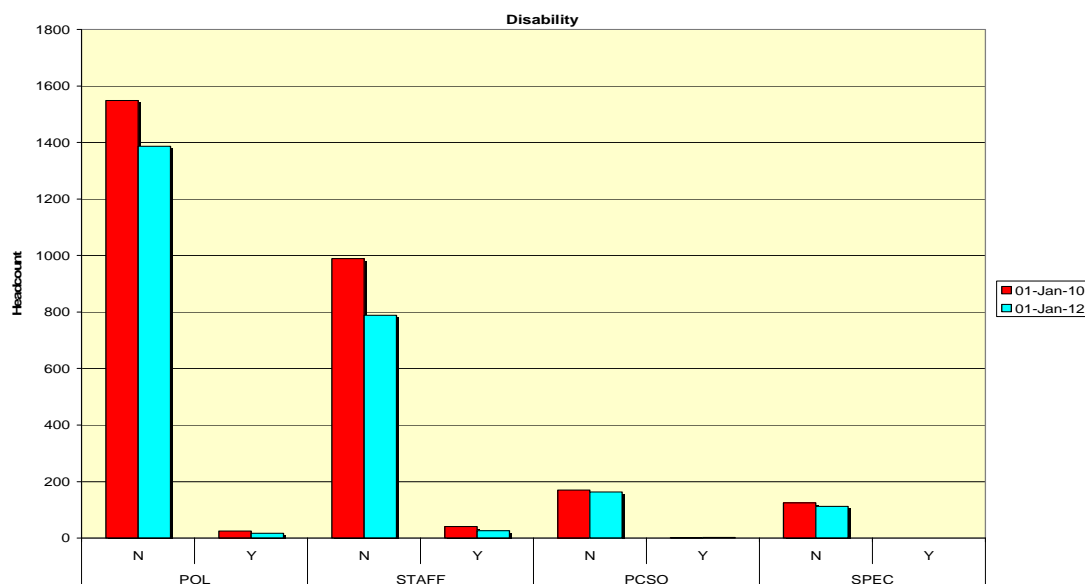
A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

#### **STAFF WHO HAVE IDENTIFIED THEMSELVES AS HAVING A DISABILITY UNDER THE CRITERIA SET OUT AS ABOVE.**

CATEGORY	Identified as covered.	01-Jan-10	01-Jan-12
<b>POLICE OFFICERS</b>	<b>N</b>	1549	1387
	<b>Y</b>	25	17
<b>POLICE STAFF</b>	<b>N</b>	989	788
	<b>Y</b>	41	26
<b>PCSO</b>	<b>N</b>	170	163
	<b>Y</b>	2	3
<b>SPECIAL CONSTABLES</b>	<b>N</b>	125	113
	<b>Y</b>	0	0
<b>OVERALL</b>		<b>2901</b>	<b>2497</b>

As at the 1<sup>st</sup> of January, 2012, 1.84% of all of our staff identified themselves as having a disability compared to 2.34 % as at the 1<sup>st</sup> of January 2010.

### **GRAPHICAL VIEW**



### **ANALYSIS**

With the exception of PCSO's the number of staff who have formally stated that they suffer a disability has reduced over the last 2 years from 2.3% of the overall workforce in 2010 to 1.8% in 2012. Minimum fitness requirements are mandatory in respect of operational officers and some police staff roles.

The Equality Act 2010 has broadened the definition which may result in the number of staff who identify themselves as being disabled increasing.

Unlike other protected characteristics this type of information is more difficult to capture without asking a specific question around medical issues. We are aware that this is a very sensitive area for some individuals and consequently we are adapting our Human Resource computerised system to encourage all staff to appropriately record their disability. This should enable us to capture more accurate information relating to our staff.

### **GENDER REASSIGNMENT**

The process of transitioning from one gender to another.

### **ANALYSIS**

Currently the organisation has no-one recorded with this protected characteristic. Acknowledging that this may be because of the unwillingness of those affected to record it is hoped that an improvement in our current

computerised HR system will make it easier for individuals to report this in the future.

## **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 are treated the same as married couples on a wide range of legal matters.

## **ANALYSIS**

Although the organisation does retain information regarding marital/civil partnership status we currently do not collate specific statistics around it. Our Human Resource system does encourage staff to appropriately record their status.

## **RACE / ETHNICITY**

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.

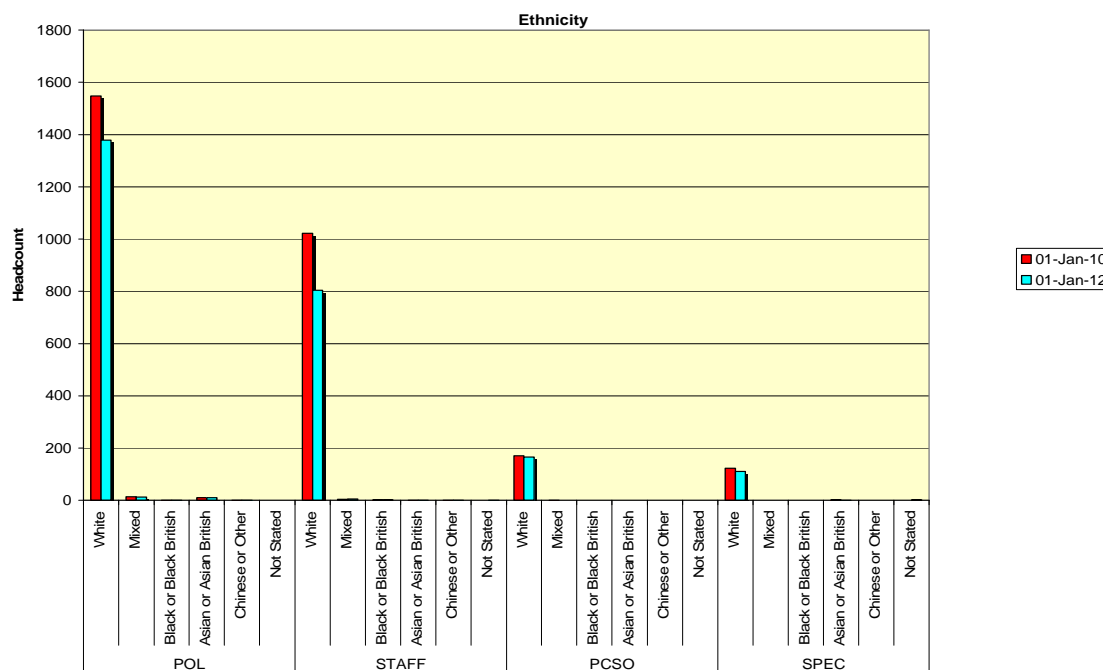
### **BREAKDOWN OF RACE / ETHNICITY OF STAFF WORKING FOR DURHAM CONSTABULARY**

		01-Jan-10	01-Jan-12
<b>POLICE OFFICERS</b>	<b>White</b>	1548	1379
	<b>Mixed</b>	14	13
	<b>Black or Black British</b>	1	1
	<b>Asian or Asian British</b>	10	10
	<b>Chinese or Other</b>	1	1
	<b>Not Stated</b>	0	0
<b>POLICE STAFF</b>	<b>White</b>	1022	804
	<b>Mixed</b>	4	5
	<b>Black or Black British</b>	2	2
	<b>Asian or Asian British</b>	1	1
	<b>Chinese or Other</b>	1	1
	<b>Not Stated</b>	0	1
<b>PCSO</b>	<b>White</b>	171	166
	<b>Mixed</b>	1	0
	<b>Black or Black British</b>	0	0
	<b>Asian or Asian British</b>	0	0
	<b>Chinese or Other</b>	0	0
	<b>Not Stated</b>	0	0
<b>SPEC</b>	<b>White</b>	123	110
	<b>Mixed</b>	0	0
	<b>Black or Black British</b>	0	0
	<b>Asian or Asian British</b>	2	1



	<b>Chinese or Other</b>	0	0
	<b>Not Stated</b>	0	2
<b>OVERALL</b>		<b>2901</b>	<b>2497</b>

### GRAPHICAL VIEW



### ANALYSIS

In advance of the 2011 Census data being formally published sometime this year - the Office for National Statistics (ONS) have produced figures below to show Race/Ethnicity on a National/Regional basis which can be compared with our current status as an organisation:-

Racial Group	National Percentage (as per ONS)	County Durham and Darlington combined percentage figures (as per ONS)	Durham Constabulary (as a percentage at 1.1.2012)
White	83.35	94	98.4
Mixed	1.8	0.81	0.7*
Black or Black British	2.8	0.6	0.1*
Asian or Asian British	5.9	1.7	0.5*
Chinese or other	0.8	0.5	0.1*
Prefer not to say			0.2*

It is accepted that the County of Durham and Darlington are currently below the National averages in respect of the number of ethnic minority communities. The statistics show that the organisation is below the average in comparison to the communities we serve. This is an issue that we have acknowledged and we have taken positive action in this regard.

In the most recent external advertisement for PCSO's we have stated that we would welcome applications from members of the public who are part of the ethnic minority community.

We are currently also working with external partners to ascertain appropriate links/websites where we can promote the organisation more positively.

### **RELIGION OR 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.

### **ANALYSIS**

Currently the organisation does not collate this information as part of its computerised HR system. We are adapting our Human Resource computerised system to encourage all staff to appropriately record their religion or belief.

### **SEX / GENDER**

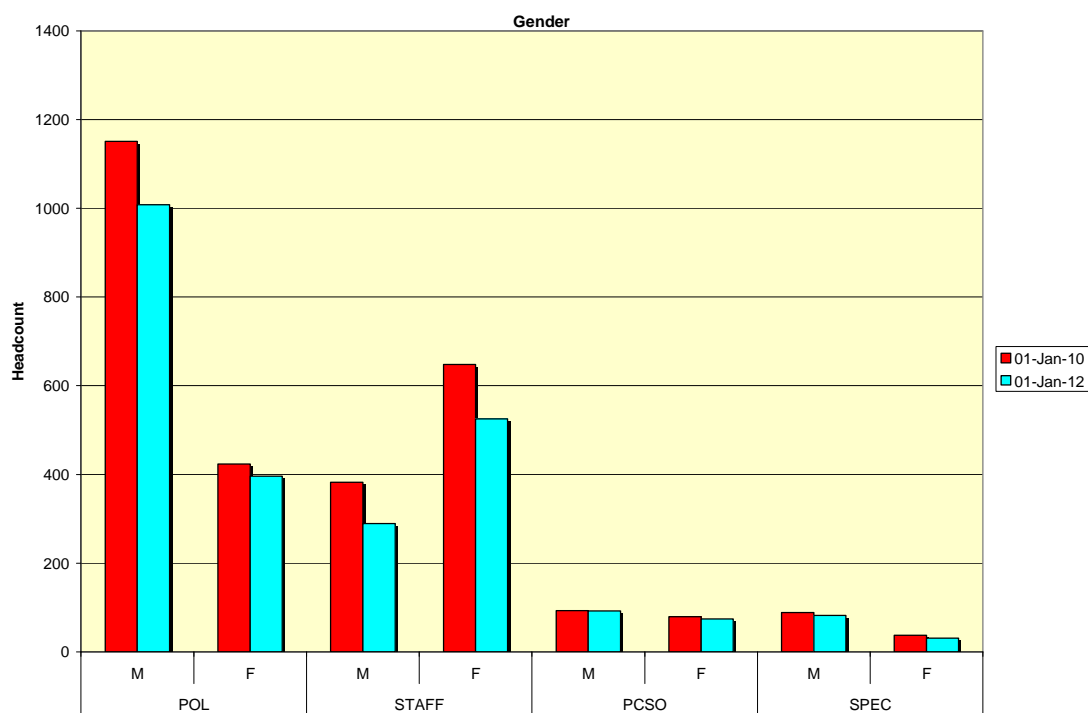
A man or a woman.

### **BREAKDOWN OF SEX/GENDER OF STAFF WORKING FOR DURHAM CONSTABULARY**

		01-Jan-10	01-Jan-12
<b>POLICE OFFICERS</b>	<b>M</b>	1151	1008
	<b>F</b>	423	396
<b>POLICE STAFF</b>	<b>M</b>	382	289
	<b>F</b>	648	525
<b>PCSO</b>	<b>M</b>	93	92
	<b>F</b>	79	74
<b>SPECIAL CONSTABLES</b>	<b>M</b>	88	82
	<b>F</b>	37	31
<b>OVERALL</b>		<b>2901</b>	<b>2497</b>

As at the 1<sup>st</sup> of January, 2012, 28.2% of all of our police officers are female, compared to 26.8% as at 1<sup>st</sup> of January, 2010 an increase of 1.4%.

## GRAPHICAL VIEW



### ANALYSIS

Of our current staff 28.2% of police officers are female, 44.6% of PCSO's are female and 27.4% of Special Constables are female.

On the 6<sup>th</sup> of February, 2012, 10 new police recruits will be appointed, 50% of whom are female.

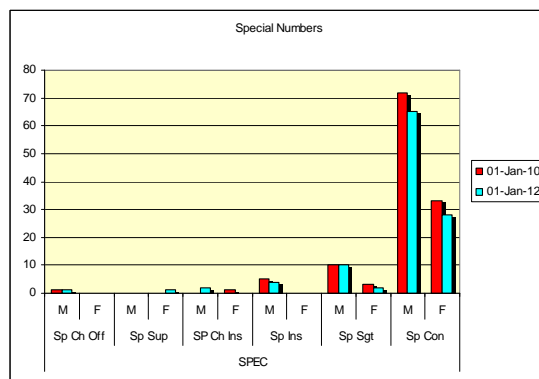
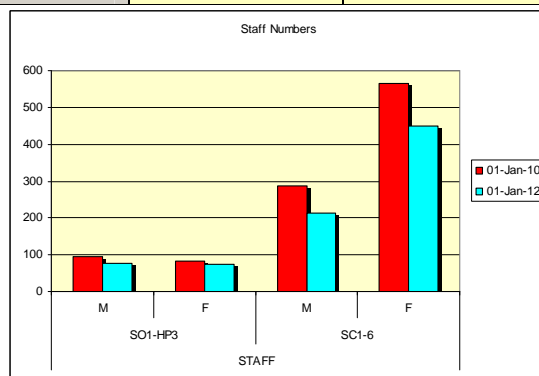
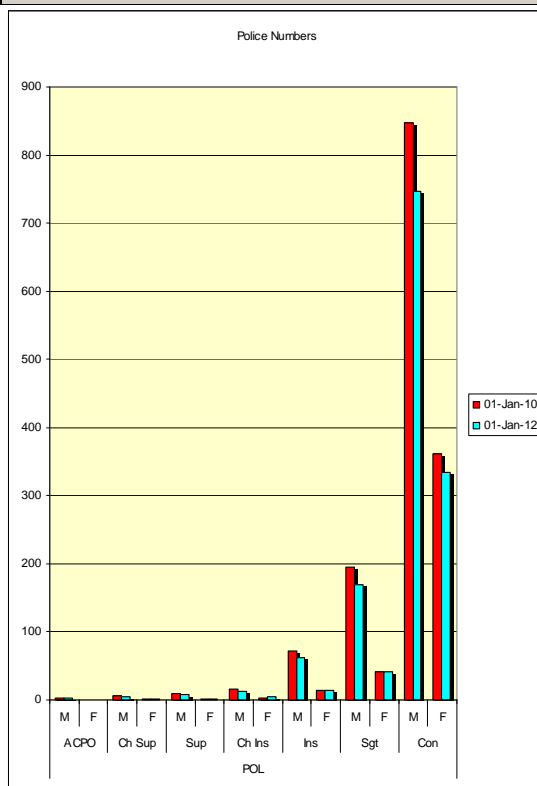
The organisation has a specific target of achieving a 30% of female police officers.

### DURHAM CONSTABULARY – CORRELATION BETWEEN RANK & GENDER

CATEGORY	RANK	GENDER	01-Jan-10	01-Jan-12
<b>POLICE OFFICERS</b>	<b>ACPO</b>	<b>M</b>	3	3
		<b>F</b>	0	0
	<b>Ch Sup</b>	<b>M</b>	7	5
		<b>F</b>	2	1
	<b>Sup</b>	<b>M</b>	10	8
		<b>F</b>	1	1
	<b>Ch Ins</b>	<b>M</b>	16	13
		<b>F</b>	3	4
	<b>Ins</b>	<b>M</b>	72	62
		<b>F</b>	14	14

NOT PROTECTIVELY MARKED

	Sgt	M	195	170
		F	41	42
	Con	M	848	747
		F	362	334
POLICE STAFF	SO1-HP3	M	96	77
		F	83	75
	SC1-6	M	286	212
		F	565	450
PCSO	PCSO	M	93	92
		F	79	74
SPECIAL CONSTABLES	Sp Ch Off	M	1	1
		F	0	0
	Sp Sup	M	0	0
		F	0	1
	SP Ch Ins	M	0	2
		F	1	0
	Sp Ins	M	5	4
		F	0	0
	Sp Sgt	M	10	10
		F	3	2
	Sp Con	M	72	65
		F	33	28
OVERALL			2901	2497



## GRAPHICAL VIEW

NOT PROTECTIVELY MARKED

## **ANALYSIS**

In the last 2 years the number of female police officers at each rank from Constable to Superintendent has increased, however due to the retirement of a female Chief Superintendent the percentage of females at this senior level has reduced. The organisational target of 30% females has been achieved at the rank Constable level.

The number of females in senior police staff posts has increased from 46.4% to 49.3% since 1.1.2010. However this figure does not correlate between the difference in the overall number of males to females overall (i.e. 64% female, 36% male).

The number of female PCSO's has decreased slightly since 1.1.2010 in comparison to males (i.e. from 46% in 2010 to 44.6% now).

## **SEXUAL ORIENTATION**

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

## **ANALYSIS**

Currently the organisation does not collate this information as part of its computerised HR system. We are adapting our Human Resource computerised system to encourage all staff to appropriately record their sexual orientation.

## **PREGNANCY / 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 unfavorably because she is breastfeeding.

## **ANALYSIS**

As at 1.1.2012 the organisation has 17 members of staff who are pregnant (9 Police Constables, 7 Police Staff and 1 PCSO) and 30 members of staff who are currently on maternity leave (13 Police Officers, 13 Police Staff and 4 PCSO's).

**WITH SPECIFIC REGARD TO THE DUTIES REQUIRED OF DURHAM CONSTABULARY THE FOLLOWING INITIATIVES/PLANS ARE EITHER IN PLACE OR IN THE DEVELOPMENTAL STAGE:-**

**Eliminating Unlawful Discrimination, Harassment and Victimisation.**

- Performance Development Review process is in place which has a mandatory behaviour included for everyone which assesses individual 'Respect for Race and Diversity'.
- Recognised Support Groups are in place and provide clear and accessible support networks for staff with protected characteristics.
- A new Equality and Diversity Forum is being formed to discuss issues – chaired by the Personnel Manager (Diversity).
- The Equality and Diversity Forum feeds into the strategic Equality and Diversity Tasking Group which is chaired by the Head of Partnerships. This then feeds into Force Management Group (the strategic policy making body of the force) and is attended by Executive Officers and Senior Managers from all Command areas. This group addresses the strategic equality and diversity issues which arise and need attention both internally and externally.
- All staff have equal and confidential access to Health Management Unit (which includes access to a confidential independent counselling service), their Local and Force Chaplain and to trained First Contact personnel.
- The organisation operates a confidential reporting (Whistle blowing) facility which allows staff and members of the public to report any issues of concern regarding members of Durham Constabulary.
- An Exit Monitoring questionnaire is given to all staff who are leaving the organisation on a voluntarily basis an interview is also offered. This gives the staff the opportunity to comment on equality and diversity issues and other matters.
- All personnel professionals attend Employment Law seminars as well as having direct access to employment law solicitors; this ensures that force policies and procedures are compliant with employment legislation and case law.
- Any inappropriate behaviour relating to Eliminating Unlawful Discrimination, Harassment and Victimisation will be dealt with through force procedures
- Personnel professionals are attached to each Command area to ensure a corporate / consistent approach around diversity / equality.
- A Fairness at Work process in place.
- An online Maternity Pack is available.
- The organisation has a number of policies and procedures linked with equality and diversity e.g. Dignity at Work Policy, Variable Working, Parental. Paternity Leave.
- Equality Impact Assessments are completed in respect of all policies to ensure all equality and diversity issues are considered.

- The organisation has maintained the 'double tick disability symbol' after having satisfied the five commitments associated with the employment of disabled staff.

#### **Advancing Equality of opportunity between those with protected characteristics and those without.**

- The organisation has an internal policy making body (Personnel User Group) in place where the main terms of reference are around development/amendment of force policy and guidance. Papers/minutes are circulated to Diversity Support Group leads for comment/feedback/input.
- The Head of Personnel and Personnel Manager (Diversity) are members of National/Local Equality and Diversity Partnership groups to ensure the promotion of good/best practice.
- Durham Constabulary staff responsible for co-ordinating the internal and external aspects of equality and diversity work closely together.
- The Equality and Diversity Tasking Group/Forum – ensures that appropriate support is made available to staff covered by The Equality Act 2010.
- Appropriate surveys are circulated to collate information around equality and diversity topics.
- Health Management Unit provides advice and guidance relating on staff covered under the Equality Act 2010, including recommendations/advice around reasonable adjustments.
- Variable working is afforded to all members of Durham Constabulary, which can assist in managing a work and domestic requirements.
- The computerised HR system (Origin) is constantly being reviewed / improved to ensure the capture of accurate and appropriate information.
- The organisation utilises positive action appropriately, where necessary e.g. recent adverts for Road Policing, Firearms and Crime have stated applications from females and BME staff would be most welcome due to current underrepresentation in this respect.
- Topical areas of equality and diversity are appropriately communicated force-wide

#### **Fostering good relations between those with protected characteristics and those without.**

- The Equality and Diversity Forum is a group set up to link together those who have like-minded views on how relations can be improved – it is not limited to only staff members who have a protected characteristic.
- Equality and Diversity Tasking Group addresses both internal and external strategic issues..
- Equality and Diversity focus days are supported by the force executive.

- The organisation has Dignity at Work and Fairness at Work Policies which address issues as they arise.
- Items of interest including a Multi-Faith Calendar are posted on the Intranet.

## **EQUALITY INFORMATION IN RESPECT OF THE PEOPLE WE SERVE**

The figures below are for the financial year **April 2010 to March 2011**.

### **Public Confidence**

Durham Constabulary sends 6300 Community Questionnaires out every three months. The addresses that the surveys are sent to are randomly spread out across the force area. Approximately 25% of surveys are completed and returned. The results are analysed to determine what the public think about policing in their area.

	Public Confidence	Dealing with local issues*
	All respondents	53.9%
Gender	Male respondents	52.0%
	Female respondents	56.0%
Age	16-25	36.3%
	26-45	45.1%
	46-65	49.4%
	66+	71.1%
Ethnicity	White	54.0%
	BME	55.8%

\*figures refer to the percentage of respondents who agree that the police and local council are dealing with anti-social behaviour and crime issues that matter locally.

There is a gap in respect of Transgender, Sexual Orientation and Disability information that will be addressed before the publication of figures for the financial year April 2011 to March 2012.

### **User Satisfaction**

An independent survey is conducted of victims of vehicle crime, assaults, dwelling burglary and racist incidents. Vehicle crime includes theft of vehicles and theft from vehicles. Sensitive assault cases, where the victim may be vulnerable due to age or circumstances, are not surveyed. Approximately 200 surveys are conducted per quarter. The potential to survey victims of disability, homophobic and transphobic hate crime will be explored before the publication of figures for the financial year April 2011 to March 2012.



	User Satisfaction	Ease of contact	Actions taken	Updates	Treatment by staff	Whole experience
	All victims (excl.racist)	96.0%	85.4%	77.1%	94.1%	86.9%
	Racist Incidents	100.0%	94.2%	86.3%	96.2%	94.1%
Gender	Male victims	95.2%	85.5%	73.7%	94.8%	86.6%
	Female victims	97.5%	85.8%	73.3%	93.3%	87.7%
Age	16-24	97.0%	86.4%	77.0%	95.3%	89.0%
	25-44	96.9%	83.4%	69.9%	93.1%	85.2%
	45-64	95.4%	85.6%	75.7%	94.5%	87.7%
	65+	94.6%	92.4%	74.3%	95.1%	90.2%
Ethnicity	White victims	96.1%	85.6%	73.1%	94.0%	87.0%
	BME victims	98.0%	95.8%	87.0%	98.6%	93.0%

### **Hate Incidents and Hate Crimes**

A Hate Incident is defined as any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.

A Hate Crime is defined as any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate.

The figures show the number of hate incidents and crimes motivated by prejudice or hate based on race, transgender, disability, religion or faith and sexual orientation.

Some crimes identified as being motivated by prejudice or hate were not identified as such at the incident stage but during the investigation.

	Incidents	Crimes	Detections	Detection rate
Race	254	175	109	62%
Transgender	26	14	4	29%
Disability	5	22	20	91%
Religion / faith	9	25	12	48%
Sexual Orientation	61	43	27	63%
Total	355	279	172	62%

## Stop and Search

The police have a number of powers of stop and search. When using any power they must always have regards to the Police and Criminal Evidence Act 1984 (PACE) codes of practice. This code governs the exercise by police officers of statutory powers to search a person or a vehicle without first making an arrest. Figures refer to stop searches made under Section 1 of PACE which includes searches for stolen or prohibited articles. Changes have been made to the PACE Codes of Practice since March 2011 that will be reflected in the figures for the financial year April 2011 to March 2012.

		<b>Stops</b>	<b>Leading to arrest</b>	<b>Arrest rate</b>
Gender	Male	4,963	424	8.5
	Female	301	22	7.3
	No gender	125	9	8.5
	<b>Total</b>	<b>5389</b>	<b>455</b>	<b>8.4</b>
Age	0-15	437	23	5.3
	16-24	2,528	223	8.8
	25-44	1,808	158	8.7
	45-64	204	20	9.8
	65+	15	1	6.7
	Unknown	397	30	7.6
	<b>Total</b>	<b>5389</b>	<b>455</b>	<b>8.4</b>
Ethnicity	White	5,228	445	8.5
	BME	50	5	10.0
	- <i>Mixed</i>	17	1	5.9
	- <i>Black</i>	18	2	11.1
	- <i>Asian</i>	15	2	13.3
	- <i>Other</i>	0	0	No calc
	Unknown	111	5	4.5
	<b>Total</b>	<b>5389</b>	<b>455</b>	<b>8.4</b>

## Arrests

Arrests made under statutory powers including Section 24 of PACE

	Number of arrests	
Male	18,837	82.1%
Female	4,106	17.9%
<b>Total</b>	<b>22943</b>	<b>100%</b>
0-15	1,666	7.3%
16-24	9,305	40.6%
25-44	9,815	42.8%

NOT PROTECTIVELY MARKED

45-64	2,028	8.8%
65+	108	0.5%
Unknown	21	0.1%
<b>Total</b>	<b>22943</b>	<b>100%</b>
White	22,325	97.3%
BME	523	2.3%
- <i>Mixed</i>	144	0.6%
- <i>Black</i>	96	0.4%
- <i>Asian</i>	201	0.9%
- <i>Other</i>	82	0.4%
Unknown	95	0.4%
<b>Total</b>	<b>22943</b>	<b>100%</b>

### Victims of Violence

This table shows the breakdown of victims of violence against the person offences as proscribed by the Home Office Counting Rules. This includes all assaults and public order offences where a particular person has been targeted.

Victims of Violence		Recorded	Detected	Detection rate
Gender	Male	2260	1398	62%
	Female	2486	1746	70%
	No gender*	936	653	70%
	<b>Total</b>	<b>5682</b>	<b>3797</b>	<b>67%</b>
Age	0-15	725	447	62%
	16-24	1574	1004	64%
	25-44	2240	1536	69%
	45-64	775	531	69%
	65+	87	55	63%
	Unknown	281	224	80%
	<b>Total</b>	<b>5682</b>	<b>3797</b>	<b>67%</b>
Ethnicity	White	5420	3638	67%
	BME	192	110	57%
	- <i>Mixed</i>	46	21	46%
	- <i>Black</i>	21	16	76%
	- <i>Asian</i>	106	66	62%
	- <i>Other</i>	19	7	37%
	Unknown	70	49	70%
	<b>Total</b>	<b>5682</b>	<b>3797</b>	<b>67%</b>

\*No gender was recorded for the victim

Durham Constabulary's updated website is scheduled to be launched in late February/March 2012.

Once live the Equality and Diversity link will be developed with regard to data monitoring arrangements.

In the meantime any issues or suggestions around Equality and Diversity should be made via the link shown on this website or forwarded to:-

**Personnel Services (Diversity)**

**Durham Police Headquarters**

**Aykley Heads**

**Durham**

**DH1 5TT**

**Or via e-mail – [diversity@durham.pnn.police.uk](mailto:diversity@durham.pnn.police.uk)**