



West Yorkshire Police Equality Information 2020 - 2021



**WEST YORKSHIRE
POLICE**

Foreword

West Yorkshire Police serves an area with a population of over 2.2 million people. We remain committed to providing the best possible service to all those people, ensuring everyone has fair access to our services and are treated with respect at all times.

Our Force area is one of the largest in the country, and is varied not only in terms of its combination of cities, towns and rural areas, but also in the diversity of its people, who represent a broad range of ethnic, cultural and economic backgrounds, which is constantly changing. Understanding the differing needs of these diverse communities is essential, and presents us with an opportunity to engage and better understand the people we serve.



During 2020/21, the Covid-19 pandemic brought unprecedented challenges both for people and society itself, and we've all had to adapt to major changes in our daily lives. During this time, West Yorkshire Police have continued to respond and put the needs and concerns of communities first in accordance with both emerging government legislation and the Police and Crime Plan 2016-2021.

Working closely with partners we take a neighbourhood focused, problem solving approach to dealing with crime and anti-social behaviour, ensuring we have a highly trained workforce and the means to identify and protect the most vulnerable and disadvantaged in our society. We are also part of co-located multi-agency teams, which aim to provide co-ordinated and improved services to those who have experienced the most serious crimes.

In line with our Diversity, Equality & Inclusion Strategy we aim to integrate equality, human rights and respect for diversity into everything we do in order to deliver a service which meets the needs of our communities and supports our workforce. In line with our Force Code of Ethics, I expect every police officer, volunteer and member of police staff to take responsibility for delivering a fair and professional service, promoting equality for all.

This report provides equality data for the period 1st April 2020 – 31st March 2021. A separate report about our Equality Objectives and progress made to date is also available.

John Robins
Chief Constable

West Yorkshire Police

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1. Introduction

Overview of West Yorkshire

West Yorkshire Police serves over 2.2 million people living in five districts of Bradford, Calderdale, Kirklees, Leeds and Wakefield. The Force area covers some 2000 square kilometres, and has a network of motorway and trunk roads allowing easy access to and from other areas. Its five districts are varied, ranging from large busy city centres to towns, quiet villages and rural locations. People who live, work and visit the area are from a diverse range of ethnic, cultural and economic backgrounds. The county is also temporary home to one of the largest student populations in the country, based at our universities in Leeds, Bradford and Huddersfield. West Yorkshire also has a number of national and regional tourist sites and large sporting events attracting visitors into the county.

There are some areas of challenge in the county. more than 1 in 5 (22%) West Yorkshire residents (over 500,000) live in the worst 10% of the most deprived areas in England (English Index of Deprivation 2019), indicating that these are areas with significant issues relating to unemployment, poor education, health, housing, income and the living environment. In contrast there are some areas of significant affluence across the county.

Demographic data by the nine protected groups

Data relating to the protected groups of age, marital status, race, religion and gender, are all taken from the Census 2011, much of which was released in December 2012. It should be noted that some people may have chosen not to complete the census and will therefore not be represented within the data. The ONS releases mid-year estimates for some of the information included within the census, however these estimates do not cover all the protected characteristics shown in Table 1 below. Therefore for consistency, the protected characteristic information in the table relates to the Census 2011.

It is noted that there is no direct question on the 2011 Census on disability, however the survey did record those '*people whose day-to-day activities are limited*' and '*people with 'bad' general health*'. Marital Status refers to the percentage of the adult population.

Other sources of data, relating to sexual orientation uses the Annual Population Survey (APS) produced by the ONS (England 2013-15). The ONS data relating to sexual orientation is a national estimate, which has been extracted to estimate the LGB population of the Force area of 1.8%. However, it is recognised from further research Report 37, EHRC (2009) such estimates can only be used an indicative data source and other sources may be necessary. Independent sources in 2005 by

HM Treasury and The Department of Trade and Industry in preparation for Civil Partnership Act legislation, generated a higher national percentage estimate of 6% which, was reported by The Guardian (2005) and endorsed by Stonewall, a leading national campaign group.

It is noted that the 2021 census included new voluntary questions for over 16 year olds about sexual orientation which is expected to provide more reliable data going forward.

Census 2011 protected characteristic information					
		Number	%		
Total Population		2,226,058		Gender	Female 1,132,794 50.9%
					Male 1,093,264 49.1%
Marital Status	Married	815,691	45.8%	Race	White British 1,746,295 78.4%
	Single	626,166	35.2%		White Other 73,523 3.3%
	Divorced	162,407	9.1%		BME 406,240 18.2%
	Widow	121,971	6.9%		ASIAN 291,547 13.1%
	Separated	50,009	2.8%		MIXED 48,126 2.2%
	Same sex	3,620	0.2%		BLACK 46,476 2.1%
					OTHER ETHNIC 20,091 0.9%
Religion	Christian	1,216,266	54.6%	Health/ Disability	Activities Limited 399,669 18.0%
	No religion	557,775	25.1%		'Bad' Health 131,992 5.9%
	Muslim	252,370	11.3%	Age	0-15 446,194 20.0%
	Not Stated	146,052	6.6%		16-24 287,027 12.9%
	Sikh	18,123	0.8%		25-64 1,162,083 52.2%
	Hindu	14,921	0.7%		65+ 330,754 14.9%
	Jewish	7,605	0.3%		
	Other	7,163	0.3%		
Buddhist	5,783	0.3%			
Other source protected characteristic information					
Sexual Orientation	Heterosexual	1,669,733	93.8%		
	LGB	33,599	1.9%		

Table 1

source:- ONS (2011 and 2012)

Our Obligations

Public Sector Equality Duty

The Equality Act 2010 places statutory duties on public bodies which protect people from discrimination on the grounds of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation. These are referred to as 'protected characteristics'.

The Public Sector Equality (General) Duty, Regulations 2011, requires West Yorkshire Police to have due regard to the need to eliminate discrimination, harassment and victimisation against people who share a protected characteristic, in addition to

advancing equality of opportunity and fostering good relations between those who share a protected characteristic and those who don't. Showing due regard requires the force to demonstrate continual improvement through consultation with people which may for example, lead to improved recording of data based on protective characteristics.

Under the Specific Duty we are also required to publish our Equality Objectives and make Equality information accessible on an annual basis.

Diversity, Equality & Inclusion (DEI) Strategy

West Yorkshire Police is committed to understanding the different needs and demands of our diverse communities and promoting the principles of equality, diversity and human rights in all areas of policing. Our [Diversity, Equality and Inclusion \(DEI\) Strategy](#) under the themes of Our Organisation; Our Communities; Our Partners, seeks to:-

- *embed diversity, equality and inclusion in all aspects of police decision-making;*
- *create a workforce that is truly representative of the diverse communities we serve;*
- *better understand the barriers to developing a representative workforce at all levels;*
- *protect vulnerable people, create safe communities and value everyone in our workforce, whilst being compliant with the Equality Act 2010 and Public Sector Equality Duty 2011*

To further these aims, an overarching Equality Governance Framework is in place to deliver our DEI Action Plan, monitoring the provision of services and employment, and ensure we meet our statutory public sector equality duties under the Equality Act 2010.

Equality Objectives (2020-2025)

Our Equality Objectives reflect our DEI Strategy, the National Police Chief Council's Diversity Equality & Inclusion (DEI) Strategy and Toolkits, and align with Force Priorities and the WY Police and Crime Plan 2016-2021.

The table below outlines our Equality Objectives, and how we will measure progress. A separate progress report on how we are delivering against them is available on our website along with this report, which will be updated annually.

Our Equality Governance Framework monitors progress against our Equality Objectives, as well as overseeing delivery of the DEI Action Plan. Equality data will continue to be used to identify longer term trends and inform future Equality Objectives.

Equality Objectives	Equality Plan Themes	How we will measure progress
<p>Equality Objective 1: Recruit, develop and retain a diverse and inclusive, flexible workforce which reflects the communities we serve to help the police service in West Yorkshire understand and protect our communities.</p>	<ul style="list-style-type: none"> • Transparency and Scrutiny • Understanding our workforce • Leadership and culture • Attraction and Recruitment - Use positive action in the recruitment of people in underrepresented groups. • Retention and Progression • Increasing public confidence 	<ul style="list-style-type: none"> • Data Monitoring and scrutiny - applicant profiles and workforce data, including Gender Pay Gap – identifying trends over time • Exit interviews
<p>Equality Objective 2: Scrutinise, monitor and improve our processes to ensure equality and fairness is transparent and embedded into everything we do.</p>	<ul style="list-style-type: none"> • Transparency and Scrutiny • Developing our workforce • Attraction, Recruitment and Retention • Wellbeing and Fulfilment 	<ul style="list-style-type: none"> • Delivery of Force Equality Plan • Data monitoring and scrutiny • Review HR policies • Equality & Human Rights Assessments
<p>Equality Objective 3: Ensure robust analysis of all workforce and service delivery data to identify areas of concern or disparity to inform organisational priority and training and development needs.</p>	<ul style="list-style-type: none"> • Understanding our workforce • Leadership and culture • Attraction, Recruitment and Retention • Tackling Disparity • Understanding our Communities 	<ul style="list-style-type: none"> • Deliver staff survey and wellbeing action plans • Data monitoring and scrutiny – to include workforce and also service delivery such as stop and search, victim satisfaction to identify disparity • External scrutiny, ie Independent Advisory Groups
<p>Equality Objective 4: Create safer and more confident communities in tackling the under reporting of hate crime and incidents.</p>	<ul style="list-style-type: none"> • Joint Service Delivery 	<ul style="list-style-type: none"> • Monitor Hate Crime Incident data by protected characteristic • Monitor Victim Satisfaction – Hate Crime data • Deliver Hate Crime Action Plan
<p>Equality Objective 5: Improve our understanding of communities so we can treat everyone as individuals according to their needs.</p>	<ul style="list-style-type: none"> • Understanding our Workforce • Engagement and building relationships • Increasing public confidence 	<ul style="list-style-type: none"> • Deliver the DEI Action Plan • Deliver the Neighbourhood Policing Strategic Plan • Monitor data from the Police & Crime Commissioners survey 'Your views'
<p>Equality Objective 6: Strengthen our relationships with partners through collaborative working to improve service delivery and increase public confidence.</p>	<ul style="list-style-type: none"> • Workforce retention and Exit from Service • Understanding the partnership landscape • Tackling Disparity • Joint Service Delivery • Understanding our Communities 	<ul style="list-style-type: none"> • Deliver Equality Action Plan • Deliver Neighbourhood Policing Strategic Plan • Data monitoring to identify disparity

2. Equality Data 2020-2021

The Equality data in this report relates to the period 1st April 2020 to 31st March 2021 (unless otherwise stated) and is used to inform the Force strategy in relation to diversity, equality and inclusion. The 2020/2021 equality data is presented in two areas: how we deliver our policing services to service users, and data about our workforce.

Equality data is monitored and used to assist with the development of new and/or revision of current Force policy. It also helps West Yorkshire Police identify how the workforce is changing and whether we need to revise our procedures, policies and learning interventions. Observing trends and patterns relating to operational policing helps the Force to develop equality strategies and objectives aimed at improving services to our communities. Further statistical information is available from: www.gov.uk , www.police.uk and www.ons.gov.uk

2.1 Service Delivery data

2.1.1 Stop and Search

Source: Figures from the force Stop and Search system relate to stop and searches in 2019/20 and 2020/21.

Data Limitations: The tables for ethnicity, age and gender below have been calculated using stop and search records where the protected characteristics of the subject are known.

Comments: **Ethnicity** – Ethnic Minority groups comprise 18.2% of the population in West Yorkshire however a higher proportion of stop and search activity (41.0%) within the county take place amongst Ethnic Minority groups. When analysed against the denominator of ethnic group populations, people from an Ethnic Minority background are more likely to be stop and searched than a person from a white background (i.e. the ratio of Ethnic minority to White is 3.1:1) and this disproportionality has increased slightly compared to 2019/20.

Stop and Searches	2020/21			2019/20
	White	EM	%EM	%EM
Bradford	2,229	3,068	57.9%	50.2%
Calderdale	683	422	38.2%	31.7%
Kirklees	949	769	44.8%	39.7%
Leeds	4,714	2,459	34.3%	30.5%
Wakefield	1,733	449	20.6%	17.4%
Force	10,308	7,167	41.0%	36.5%

Stop and Searches per 1000 population	2020/21			2019/20
	White	EM	Ratio of EM to White	Ratio of EM to White
Bradford	6.3	18.0	2.9 : 1	2.1 : 1
Calderdale	3.7	20.1	5.4 : 1	4.0 : 1
Kirklees	2.8	8.7	3.1 : 1	2.5 : 1
Leeds	7.4	22.0	3.0 : 1	2.5 : 1
Wakefield	5.6	30.2	5.4 : 1	4.4 : 1
Force	5.7	17.6	3.1 : 1	2.6 : 1

Gender - 92% of all stop and searches (where the gender is stated) take place on males, and men are almost 12 times more likely to be stop and searched than women.

Stop and Searches	2020/21			2019/20
	Female	Male	%Male	%Male
Bradford	379	5,382	93.4%	94.0%
Calderdale	91	1,127	92.5%	93.2%
Kirklees	154	1,767	92.0%	93.8%
Leeds	693	7,498	91.5%	92.5%
Wakefield	261	2,068	88.8%	89.8%
Force	1,578	17,842	91.9%	92.9%

Stop and Searches per 1000 population	2020/21			2019/20
	Female	Male	Ratio of male to female	Ratio of male to female
Bradford	1.4	20.9	14.7 : 1	16.3 : 1
Calderdale	0.9	11.3	13.0 : 1	14.2 : 1
Kirklees	0.7	8.5	11.8 : 1	15.5 : 1
Leeds	1.8	20.4	11.3 : 1	12.9 : 1
Wakefield	1.6	12.9	8.2 : 1	9.2 : 1
Force	1.4	16.3	11.7 : 1	13.6 : 1

Age – Just over one third of all stop and searches are conducted on people aged between 14-20 years, and people of this age group are around four times more likely to be stop and searched than people aged 21 and over.

2020/21	Under 14	14 - 17	18 - 20	21 and Over
Bradford	88	886	1077	3,747
% per Age Group	1.5%	15.3%	18.6%	64.6%
Calderdale	20	148	187	869
% per Age Group	1.6%	12.1%	15.3%	71.0%
Kirklees	17	277	415	1220
% per Age Group	0.9%	14.4%	21.5%	63.2%
Leeds	235	1,508	1,434	5,054
% per Age Group	2.9%	18.3%	17.4%	61.4%
Wakefield	30	282	447	1578
% per Age Group	1.3%	12.1%	19.1%	67.5%
Force	390	3,101	3,560	12,468
% per Age Group	2.0%	15.9%	18.2%	63.9%

Stop and Searches per 1000 population	Under 14	14 - 17	18 - 20	21 and Over
Bradford	0.8	30.6	52.4	10.3
Calderdale	0.6	14.1	27.2	5.7
Kirklees	0.2	12.8	24.0	4.0
Leeds	2.0	43.8	32.6	9.1
Wakefield	0.6	17.1	39.9	6.4
Force	1.0	27.7	35.7	7.7

2.1.2 Arrests by Nationality, Gender and Age

Source: Data extracted from the Force custody system

Data Range: 1st April 2020 to 31st March 2021. The top 10 nationalities identified in 2020/21 are also reported for the two previous years to determine any significant recent variation in the nationalities of people being processed through custody. A person's nationality (when recorded) will be counted in the report each time they passed through custody.

Data Limitations: The report only includes data where a person's ethnicity, age and gender are recorded on the custody system.

Comments: **Nationality** - the range of nationalities passing through the custody system reflects the diverse nature of the population in West Yorkshire. 210 nationalities (including dual nationalities) passed through custody in West Yorkshire in 2020/21. Around eight in ten of these persons had a United Kingdom nationality which is similar to previous years. Albanian detainees appear in the 'top 10' list for the first time.

Arrests where nationality is recorded including top 10 countries appearing in custody records between 1st April 2020 and 31st March 2021

Nationality	Number	% in 2020-21	% in 2019-20	% in 2018/19
United Kingdom	36168	78.6%	80.1%	81.0%
Poland	855	1.9%	1.9%	1.7%
Pakistan	604	1.3%	1.3%	1.2%
Romania	494	1.1%	1.1%	1.1%
Slovakia	468	1.0%	0.8%	0.9%
United Kingdom, Pakistan	413	0.9%	0.8%	0.5%
Iraq	310	0.7%	0.7%	0.7%
Albania	256	0.6%	0.3%	0.2%
Iran, Islamic Republic Of	254	0.6%	0.6%	0.7%
Czech Republic	240	0.5%	0.5%	0.6%
Other Nationalities	5947	12.9%	11.8%	11.5%
All Arrests where nationality recorded	46009		46384	46572

Gender - the gender of people passing through the custody is generally consistent across the nationalities with 85% of arrestees reported as being male. Arrestees from Pakistan, Iraq, Iran and Albania have proportionally fewer female arrestees.

Breakdown of arrests by Nationality and Gender

Nationality	Male	Female
United Kingdom	85.3%	14.7%
Poland	86.7%	13.3%
Pakistan	93.4%	6.6%
Romania	88.2%	11.8%
Slovakia	90.0%	10.0%
United Kingdom, Pakistan	94.6%	5.4%
Iraq	97.4%	2.6%
Albania	99.2%	0.8%
Iran, Islamic Republic Of	98.0%	2.0%
Czech Republic	85.8%	14.2%
Others	76.5%	23.5%
TOTAL	84.7%	15.3%

Age – Around six in ten arrestees are aged between 20-39 years and more than eight in ten arrestees are aged between 20-59 years, and this profile is shared across the majority of nationalities. Around one in eight arrestees are aged nineteen or younger.

Breakdown of arrests by Nationality and Age

Nationality	0 - 19	20 - 39	40 - 59	60 - 79	80+
United Kingdom	13%	61%	25%	2%	0%
Poland	5%	66%	27%	1%	0%
Pakistan	2%	58%	36%	4%	0%
Romania	15%	67%	18%	0%	0%
Slovakia	16%	66%	17%	0%	0%
United Kingdom, Pakistan	5%	48%	42%	5%	0%
Iraq	3%	78%	18%	0%	0%
Albania	8%	86%	7%	0%	0%
Iran, Islamic Republic Of	4%	69%	26%	2%	0%
Czech Republic	10%	61%	28%	1%	0%
Others	9%	62%	27%	2%	0%
TOTAL	12%	61%	25%	2%	0%

2.1.3 Section 136 custody related arrests

Source: Force Custody System

Comments: Section 136 of the Mental Health Act 1983 empowers a Police officer to remove a person from a place to which the public have access to a ‘Place of Safety’ - if the person appears to have a mental ill-health condition and in immediate need of care and control. The purpose of removing a person to the place of safety is only to enable the person to be examined by a doctor and the necessary arrangements be made for the person’s care and treatment.

Some detentions under section 136 will lead to admission into a secure medical ward or a home detention which would be the first preference, rather than a period in a custody suite. The number of detainees in West Yorkshire relating to Section 136 of the Mental Health Act fluctuates year

on year however the number of S136 detainees being taken into custody has fallen significantly over time. In the past two years just five S136 detainees have been taken into custody.

The Force has worked with partners to improve Mental Health Services in line with the National Mental Health Crisis Care Concordat and are developing crisis triage to better inform decision making around people in mental health crisis. This is contributing to fewer people being brought into custody.

Over half of all S136 detainees are male whilst just over three quarters are White with the majority of detainees falling into the 20-59 age group.

S136 occurrences	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Non custody	1011	1093	1190	1271	1503	1636
Custody	241	139	22	0	4	1
% in custody	19%	11%	2%	0%	0%	0%

Period	Male	Female	Unknown
2013-14	60.0%	35.4%	4.6%
2014-15	58.2%	38.0%	3.8%
2015-16	60.4%	34.8%	4.8%
2016-17	52.5%	39.6%	7.9%
2017-18	54.2%	44.1%	1.7%
2018-19	56.8%	42.3%	0.9%
2019-20	53.0%	46.1%	0.0%
2020-21	54.6%	44.2%	0.0%

Period	0 - 19	20 - 39	40 - 59	60 - 79	80+	Unknown
2013-14	8.6%	50.2%	33.8%	3.4%	0.2%	3.9%
2014-15	8.7%	52.8%	31.1%	3.5%	0.1%	3.8%
2015-16	8.1%	52.8%	30.9%	2.7%	0.6%	4.9%
2016-17	9.7%	52.4%	27.7%	3.1%	0.6%	6.4%
2017-18	10.2%	54.8%	29.5%	2.8%	0.5%	2.1%
2018-19	11.3%	58.2%	26.8%	3.1%	0.1%	0.6%
2019-20	10.7%	57.2%	27.9%	3.6%	0.1%	0.5%
2020-21	13.2%	55.8%	25.8%	4.0%	0.1%	0.5%

Period	White	Eth Min	Unknown
2013-14	74.8%	16.5%	8.7%
2014-15	72.7%	18.8%	8.5%
2015-16	69.5%	16.7%	13.8%
2016-17	63.6%	20.0%	16.4%
2017-18	66.7%	26.1%	7.2%
2018-19	78.3%	16.2%	5.5%
2019-20	81.0%	16.4%	2.7%
2020-21	77.6%	20.1%	1.5%

2.1.4 Strip Search in Custody

Source: Data extracted from the Force custody system

Data Range: Based on primary arrests 01/04/2020 to 31/03/2021.

Data Limitations: The report only includes data where a person’s ethnicity, age and gender are recorded on the custody system.

Comments: The table below provides details where there is one or more custody log relating to strip searches.

Exceptions: In the past year, the total number of strip searches undertaken in Custody has fallen by 6.0% compared to 2019/20. Of the total detainees who have been subject to strip search in Custody, white men between the ages 18-39 are most likely to be the subject of a strip search whilst this type of search on Ethnic Minority detainees is higher than the general population at 24% (gen pop 18%).

		2018-19	2019-20	2020-21	% Protected Group 2019-20
Gender	Male	821	734	699	77%
	Female	218	235	211	23%
	Unknown			1	0%
Ethnicity	White	719	685	636	70%
	Ethnic Minorities	278	231	218	24%
	Not Rec	42	53	57	6%
Age	Under 18	35	52	38	4%
	18-29	418	347	338	37%
	30-39	358	332	314	34%
	40-49	194	196	180	20%
	50-59	25	35	37	4%
	60+	9	7	4	0%
	Not Rec	0	0	0	0%
Total Strip Searches		1039	969	911	

2.1.5 Use of Taser

Source: West Yorkshire Taser monitoring reports

Data Range: Data over the past 2 financial years has been used.

Comments: The table below provides details relating to the number of occasions on which Taser has been used. The "use of taser" includes: Firing, Drive Stun, Angled Drive Stun, Red Dot, Aimed, Arced and Drawn. The officer records highest level of usage when a "Use of Taser" form is submitted.

Exceptions: In the past year, about nine in every ten taser uses involved male subjects (89.5%). Around a fifth of all taser uses were on people from Ethnic Minorities (excl White) (23.8%), whilst just under three quarters (72.4%) of taser uses were on subjects aged between 18 and 39.

Taser use has increased by 1.0% from 2019-20 to 2020-21. While the use of non-contact taser increased by 5.6%, the use of taser being discharged decreased by 43.8%, showing that non-discharge use of taser is a successful method of de-escalating volatile situations often without progressing to firing, drive stun or angled drive stun use.

All Taser Use		2019-20	2020-21	% Protected Group 2019-20
Gender	Male	809	785	89.5%
	Female	40	65	7.4%
	Not Rec	19	27	3.1%
Ethnicity	White	636	638	72.7%
	Ethnic Minorities	207	209	23.8%
	Not Rec	25	30	3.4%
Age	Under 18	49	43	4.9%
	18-29	340	340	38.8%
	30-39	251	252	28.7%
	40-49	136	125	14.3%
	50-59	57	67	7.6%
	60+	10	14	1.6%
	Not Rec	25	36	4.1%
Total Taser Usage		868	877	100.0%

		2019-20	2020-21	% Change
Type of Use	Red Dot, Arced, Aimed & Drawn	788	832	5.6%
	Firing, Drive Stun & Angled Drive Stun	80	45	-43.8%
	Total Taser Usage	868	877	1.0%

2.1.6 Domestic violence offences: outcomes and high risk referrals

Source: Data extracted from the Force Crime Recording system. Offences and outcomes that are domestic related are 'flagged' on the system. The number of high risk referrals is also recorded.

Date Range: Figures are provided for the financial years 2019/20 and 2020/21.

Data Limitations: High risk referral figures relate only to the referrals where a district has been specified on the MARAC record on the crime system. Victim Profile figures exclude 'unknowns'.

Comments: High risk referrals are under 'multi agency risk assessment conference' (MARAC). The MARAC is a victim-focused meeting where information is shared on the highest risk cases of domestic abuse between criminal justice, health, child protection, housing practitioners, Independent Domestic Violence Advocates (IDVAs) as well as other specialists from the statutory and voluntary sectors. The referrals are the number that took place in 2019/20 and 2020/21.

Exceptions: The number of domestic related offences has been on a long term upward trend, and this reflects a change in the way that domestic abuse is recorded. An ethical and victim focussed approach by the Force increases the likelihood of being able to identify and safeguard vulnerable victims. In 2019/20, 9.4% of all finalised Domestic Abuse related crimes resulted in an offender being either charged, summonsed, cautioned, or being dealt with via a community resolution. In 2020/21 the Force achieved a slightly lower outcome rate of 8.3%.

The protected group breakdown of domestic violence victims indicates that a number of protected groups are over represented when compared to the population profile in West Yorkshire. Whilst the victim ethnicity generally reflects the population make-up, those victims aged between 18-44 years account for almost three quarters of all Domestic Violence victims and are over-represented compared to the population. Females who account for just over half of the population account for 75% of all Domestic Violence victims which is similar to 2019/20.

Domestic Violence offences and high risk referrals in 2019/20 and 2020/21

2019 - 2020	Bradford	Calderdale	Kirklees	Leeds	Wakefield	Force
Domestic Abuse Offences (DA Crime)	12,887	4,418	8,479	16,674	7,356	49,814
Domestic Abuse positive outcome rate	8.5%	11.0%	7.9%	9.8%	10.6%	9.4%
MARAC Referrals (DA MARAC Incs)	405	441	722	920	453	2,941

2020 - 2021	Bradford	Calderdale	Kirklees	Leeds	Wakefield	Force
Domestic Abuse Offences (DA Crime)	13,590	4,330	8,727	17,079	7,284	51,010
Domestic Abuse positive outcome rate	7.8%	10.4%	7.6%	7.8%	9.9%	8.3%
MARAC Referrals (DA MARAC Incs)	519	230	733	3	400	1,885

Protected group breakdown by sex, race and age of domestic violence victims

		2019/2020	2020/2021	% Protected Group (where known) in 2020/2021
Gender	Female	45,306	43,592	74.6%
	Male	14,390	14,836	25.4%
Ethnicity	White	24,351	25,085	81.5%
	Ethnic Minor.	5,167	5,686	18.5%
Age	17 and under	1,717	1,748	2.9%
	18 to 24	11,526	11,194	18.6%
	25 to 34	19,572	19,381	32.1%
	35 to 44	13,029	13,627	22.6%
	45 to 54	8,108	8,480	14.1%
	55 to 64	3,513	3,726	6.2%
	65 and over	2,178	2,140	3.5%
Total		60,824	60,728	

2.1.7 Hate Incidents (hate crime and hate non-crimes)

Comments: Data is compared from the past three financial years by district and hate strand as the primary motivator. It is noted that a reported hate incident can have more than one associated prime hate motivator.

The Hate non-crime tables relate to the total number of Hate incidents which didn't subsequently result in a crime being recorded, broken down by district and by hate strand, based on the date the incident was recorded by the Police. The hate crime tables relate to the total number of Hate crimes by district and by primary hate strand, classified as a crime during the observed period in the tables.

Exceptions: Reported hate non-crimes are relatively low in volume but these fell last year by 11.0% when comparing 2020/21 with the previous year. Most districts reported reductions in this incident type, with only Leeds reporting a small increase. Race related non-crime incidents continue to be the most prevalent hate non-crime incident type however these fell by 6% last year. The number of faith, sexual orientation and disability related non-crime incidents also fell last year. Transphobic incidents increased by one occurrence.

The statistics report a small increase for recorded hate crimes. Race related hate crimes account for 70% of all hate crimes and these increased by 4% in 2020/21. Increases were also reported last year for Sexual Orientation and Disability related hate crimes (14% and 8% respectively) whilst reductions were reported for Faith and Transphobic hate crimes. West Yorkshire Police continues to encourage victims of hate incidents and crimes to come forward and report their experience to the police.

Hate Non Crimes

	2018/19	2019/20	2020/21	Change last year	% Change
Bradford	83	50	23	-27	-32.5%
Calderdale	29	25	20	-5	-17.2%
Kirklees	50	55	39	-16	-32.0%
Leeds	220	124	128	4	1.8%
Wakefield	45	34	31	-3	-6.7%
West Yorkshire	427	288	241	-47	-11.0%

Strand	2018/19	2019/20	2020/21
Race	251	174	163
Faith	37	20	11
Sexual Orientation	56	34	28
Transphobic	9	5	6
Disability	83	49	40

Faith Motivation	2020/21
Buddism	0
Christianity	0
Hinduism	0
Islam	0
Judaism	0
Sikhism	0
Not Recorded	11

Hate Crimes

	2018/19	2019/20	2020/21	Vol Change	% Change
Bradford	2029	2234	2336	102	5.0%
Calderdale	661	539	611	72	10.9%
Kirklees	1215	1245	1359	114	9.4%
Leeds	3116	3018	2978	-40	-1.3%
Wakefield	904	908	942	34	3.8%
West Yorkshire	7925	7944	8226	282	3.6%

Strand	2018/19	2019/20	2020/21
Race	5756	5640	5872
Faith	447	414	381
Sexual Orientation	883	999	1136
Transphobic	174	193	179
Disability	828	824	894

Faith Motivation	2020/21
Buddism	3
Christianity	42
Hinduism	10
Islam	193
Judaism	65
Sikhism	14
Not Recorded	54

2.1.8 Racist Incidents Victims Satisfaction

Source: User Satisfaction database, racist incident victims only

Date Limitations: Data covers period of 01/04/2019 to 31/03/2021. The percentages in the table relate to the satisfaction rates for each ethnic group. We are unable to publish satisfaction results for individual hate stands (other than racist incidents) due to the small sample sizes involved.

Comments: Racist incident victims are contacted as part of our victim satisfaction survey programme to evaluate satisfaction of victims with the service they have received. Victims are asked to gauge their level of satisfaction with the ‘whole experience’ and are provided with seven options. Those who are completely, very or fairly satisfied are classed as satisfied.

Overall satisfaction of racist incident victims has seen an increase of 3.5% when comparing 2020/21 with the same period last year.

From April 2015 the views of other protected characteristic groups were included for the first time within the Home office Survey Programme and 74.2% (of a sample of 49 respondents including the strands of disability, faith, sexual orientation and gender identity) were satisfied with the service they received from the police in the last 12 months.

Force/District	Year	Asian	Black	White	Other	Total
		% Satisfied (n=)				
Leeds	2019/20	60.8% (74)	78.7% (47)	53.3% (45)	56.0% (25)	62.5% (200)
	2020/21	63.0% (54)	59.0% (39)	83.0% (47)	41.7% (24)	63.7% (171)
Wakefield	2019/20	68.4% (19)	16.7% (6)	68.2% (22)	60.0% (5)	61.5% (52)
	2020/21	75.0% (16)	66.7% (6)	80.0% (15)	25.0% (4)	69.8% (43)
Kirklees	2019/20	59.5% (37)	75.0% (12)	57.9% (19)	77.8% (9)	63.0% (81)
	2020/21	73.5% (34)	87.5% (8)	60.9% (23)	75.0% (8)	68.8% (77)
Calderdale	2019/20	50.0% (10)	0.0% (1)	62.5% (8)	75.0% (4)	56.0% (25)
	2020/21	53.8% (13)	0.0% (2)	62.5% (8)	100.0% (2)	53.8% (26)
Bradford	2019/20	59.4% (64)	60.0% (25)	59.5% (42)	28.6% (7)	58.3% (139)
	2020/21	69.1% (55)	60.9% (23)	64.5% (31)	60.0% (15)	66.4% (128)
Other dept.	2019/20	63.2% (57)	63.2% (19)	70.3% (37)	33.3% (9)	63.1% (122)
	2020/21	70.7% (41)	57.9% (19)	61.3% (62)	55.0% (20)	63.3% (150)
Force	2019/20	60.9% (261)	67.3% (110)	61.3% (173)	54.2% (59)	61.4% (619)
	2020/21	68.1% (213)	60.8% (97)	68.8% (186)	53.4% (73)	64.9% (595)

2.1.9 Rape Offences

Source: Data extracted from the Force Crime Recording system.

Data Range: Figures are provided for the financial years 2019/20 and 2020/21.

Exceptions: The Force has reported an 8% reduction in the number of recorded rape offences in 2020/21 compared with the previous year, albeit this is over 170 more offences than three years ago. The increase has been impacted by the way that rape offences are recorded and reflects greater emphasis by the Force to safeguard vulnerable victims, whilst the positive effect of the media interest in high profile cases has also encouraged and given victims the courage to come forward and make reports of historical offences. This increase in reporting has been reflected across the country. The difficulty the police face with investigating historical reports of this nature is that much of the evidence has already been lost in relation to forensics and witness accounts.

Gender Profile of Victims of Rape Offences

		Leeds	Wakefield	Kirklees	Calderdale	Bradford	Force
Rape Offences	YTD 2020-21	970	365	562	416	816	3129
	YTD 2019-20	1049	454	605	387	892	3387
	% change	-8%	-20%	-7%	7%	-9%	-8%

Gender Profile of Victims of Rape Offences

2020-21		Leeds	Wakefield	Kirklees	Calderdale	Bradford	Force
Rape Offences	Female	84.3%	82.6%	86.0%	80.6%	83.8%	83.8%
	Male	8.7%	12.0%	5.7%	9.1%	9.0%	8.7%

2.1.10 Safeguarding – Missing from Home and Child Protection Case Conferences

Comments: West Yorkshire police treats reports of missing people very seriously and dedicates considerable time and resources in an effort to locate them.

Child protection case conferences are arranged so that agencies concerned about protecting children can meet to discuss their concerns and make plans to protect children. West Yorkshire police have an important role to play in this process and the Force supported over 1500 initial case conferences last year.

In 2020/21 the Force recorded over 6,000 missing person occurrences involving children (someone aged under 18 years old), 44.8% of these occurrence involved a female child and around 30% of these involved a

female child believed to be at risk of Child Sex Exploitation. During the same period 3,982 adult missing person records were also created.

Number of Missing Occurrences involving Adults and Children								
	Gender	Bradford	Calderdale	Kirklees	Leeds	Wakefield	Total WY	% WY
Occurrences involving Children	Female	690	330	551	895	281	2786	44.8%
	Male	788	382	812	1046	256	3363	54.0%
	Not Rec	27	7	14	22	3	74	1.2%
	Total	1505	719	1377	1963	540	6223	100.0%

	Gender	Bradford	Calderdale	Kirklees	Leeds	Wakefield	Total WY	% WY
Occurrences involving Children - CSE Risk	Female	198	125	188	252	83	859	82.0%
	Male	74	20	62	20	2	186	17.8%
	Not Rec	0	0	0	2	0	2	0.2%
	Total	272	145	250	274	85	1047	100.0%

	Gender	Bradford	Calderdale	Kirklees	Leeds	Wakefield	Total WY	% WY
Occurrences involving Adults	Female	424	97	308	517	118	1497	37.6%
	Male	755	209	415	758	235	2442	61.3%
	Not Rec	15	9	4	13	0	43	1.1%
	Total	1194	315	727	1288	353	3982	100.0%

	Year	Bradford	Calderdale	Kirklees	Leeds	Wakefield	Total WY
Child Protection Initial Case Conferences	2020-21	564	121	190	352	280	1507
	2019-20	625	155	337	412	383	1912
	% Change	-9.8%	-21.9%	-43.6%	-14.6%	-26.9%	-21.2%

2.1.11 Victims of Crime

Source: Data extracted from the Force Crime Recording system

Data Limitations: The report includes those crimes where a person’s ethnicity, age and gender are recorded on the crime system. A number of crimes recorded by the police will be offences where the complainant is a business or organisation and in these circumstances no personal details will be recorded. The Force continues to work towards improving the accuracy of data quality to ensure we fully understand the protective characteristics of both victims and offenders.

Exceptions: **Gender** - Taking all offences and all victims into account recorded crime fell by 13.2% in 2020/21 and good reductions were reported for both female and male victims of crime. Around 54% of all crimes (where the gender was recorded) reported that the victim was female and this is slightly higher than the previous year (52%). The latest gender victim

West Yorkshire Police Equality Information 2020-2021

profile is slightly higher than the local population, where 49% of the population in West Yorkshire are female.

By Gender

	Female				Male			
	2019-20	2020-21	Volume Change	% Change	2019-20	2020-21	Volume Change	% Change
Arson and criminal damage	11931	10502	-1429	-12.0%	11041	10054	-987	-8.9%
Burglary	8322	5414	-2908	-34.9%	11110	7290	-3820	-34.4%
Public order offences	14259	15450	1191	8.4%	12732	13975	1243	9.8%
Robbery	803	530	-273	-34.0%	2463	1717	-746	-30.3%
Sexual offences	6187	5704	-483	-7.8%	1245	994	-251	-20.2%
Theft	11089	7181	-3908	-35.2%	12152	8944	-3208	-26.4%
Vehicle offences	5887	3461	-2426	-41.2%	13546	8153	-5393	-39.8%
Violence against the person	60175	60135	-40	-0.1%	44551	42428	-2123	-4.8%
Other offences	3548	3375	-173	-4.9%	2929	2696	-233	-8.0%
All Crime	122201	111752	-10449	-8.6%	111769	96251	-15518	-13.9%

	Female				Male			
	2019-20	2020-21	Volume Change	% Change	2019-20	2020-21	Volume Change	% Change
Leeds	42914	38618	-4296	-10.0%	39863	33738	-6125	-15.4%
Wakefield	17584	16154	-1430	-8.1%	15264	13529	-1735	-11.4%
Kirklees	20101	18161	-1940	-9.7%	18371	15538	-2833	-15.4%
Calderdale	10547	9634	-913	-8.7%	9470	8071	-1399	-14.8%
Bradford	31055	29185	-1870	-6.0%	28801	25375	-3426	-11.9%
Force	122201	111752	-10449	-8.6%	111769	96251	-15518	-13.9%

Exceptions:

Ethnicity - Around 21% of all crime victims (where the ethnicity of the victim is known) are from an Ethnic Minority background and this is slightly higher than the local population, where 18% of the West Yorkshire population are from an Ethnic Minority background.

By Ethnicity

	White				Ethnic Minorities			
	2019/20	2020-21	Volume Change	% Change	2019/20	2020-21	Volume Change	% Change
Arson and criminal damage	10831	9675	-1156	-10.7%	2883	2830	-53	-1.8%
Burglary	8937	5972	-2965	-33.2%	1751	1266	-485	-27.7%
Public order offences	9523	10899	1376	14.4%	2983	3236	253	8.5%
Robbery	1161	849	-312	-26.9%	438	334	-104	-23.7%
Sexual offences	2624	2448	-176	-6.7%	516	492	-24	-4.7%
Theft	11018	7797	-3221	-29.2%	2978	2184	-794	-26.7%
Vehicle offences	10192	5861	-4331	-42.5%	2531	1765	-766	-30.3%
Violence against the person	38775	39492	717	1.8%	9679	10410	731	7.6%
Other offences	2500	2404	-96	-3.8%	617	611	-6	-1.0%
All Crime	95561	85397	-10164	-10.6%	24376	23128	-1248	-5.1%

	White				Ethnic Minorities			
	2019/20	2020-21	Volume Change	% Change	2019/20	2020-21	Volume Change	% Change
Leeds	33187	29518	-3669	-11.1%	7987	7178	-809	-10.1%
Wakefield	14917	14069	-848	-5.7%	1083	1078	-5	-0.5%
Kirklees	16350	13733	-2617	-16.0%	4633	4221	-412	-8.9%
Calderdale	8995	8208	-787	-8.7%	1210	1297	87	7.2%
Bradford	22112	19869	-2243	-10.1%	9463	9354	-109	-1.2%
Force	95561	85397	-10164	-10.6%	24376	23128	-1248	-5.1%

Exceptions: **Age** - Around 13% of all crime victims are aged between 0-19 which is low in comparison to the number of these people in the general population in West Yorkshire whilst victims aged between 20-39 years (48%) are over represented in comparison to the general population of this age group in West Yorkshire.

By Age	0-19		20-39		40-59		60-79		80+	
	2020-21	% Change								
Arson and criminal damage	525	-33.5%	9506	-15.4%	8033	-17.0%	2407	-13.4%	220	-15.1%
Burglary	272	-59.6%	4925	-48.2%	4906	-46.4%	2153	-45.1%	516	-38.9%
Public order offences	2415	-13.7%	13983	10.5%	10470	24.0%	2694	54.5%	116	38.1%
Robbery	559	-42.2%	1070	-40.4%	552	-37.3%	108	-59.6%	20	-51.2%
Sexual offences	3917	-17.7%	2183	-4.5%	684	-0.9%	103	-12.0%	45	-10.0%
Theft	1249	-52.9%	7341	-40.5%	5352	-33.7%	1999	-37.7%	351	-49.4%
Vehicle offences	266	-57.5%	5955	-45.4%	4265	-44.7%	1142	-46.7%	69	-52.7%
Violence against the person	16583	-18.2%	52581	0.8%	27318	7.2%	5146	15.1%	600	-5.7%
Other offences	958	-19.8%	2671	-17.3%	1779	-16.9%	576	-20.9%	145	-46.7%
All Crime	26744	-23.0%	100215	-13.7%	63359	-12.3%	16328	-15.8%	2082	-31.2%

	0-19		20-39		40-59		60-79		80+	
	2020-21	% Change								
Leeds	8894	-22.1%	35403	-19.0%	22194	-11.5%	5440	-15.5%	657	-33.1%
Wakefield	3781	-25.6%	14157	-8.5%	8957	-15.3%	2649	-6.1%	321	-19.5%
Kirklees	4436	-22.3%	15815	-9.8%	10434	-9.4%	2736	-15.4%	327	-36.8%
Calderdale	2470	-27.2%	8174	-16.0%	5502	-15.2%	1471	-14.4%	172	-20.0%
Bradford	7163	-21.6%	26666	-10.2%	16272	-12.6%	4032	-22.0%	605	-33.7%
Force	26744	-23.0%	100215	-13.7%	63359	-12.3%	16328	-15.8%	2082	-31.2%

2.1.12 Requests for interpreters: suspects, victims and witnesses

Source: Statistics provided by current service provider Capita Translation and Interpreting.

Data Range: Data from Capita Translation & Interpreting up to March 2021.

Comments: Requests for interpreters relate to suspects, victims and witnesses combined. Requests for interpreters are not necessarily a reflection of first languages spoken within West Yorkshire. Some suspects, victims and witnesses may speak English sufficiently to not require an interpreter. However, interpreter request data is a useful local demographic source of information.

In the 12 months to March 2021 there were 6,314 requests for an interpreter, which makes up 76 languages, with 10 languages accounting for 72% of the occasions when an interpreter has been requested. Polish and Urdu were the most requested language. British Sign Language also continues to be requested, accounting for 3.2% of requests in the latest 12 months.

Apr 2020-March 2021			
Rank	Language	Requests for interpreters	% of all requests
1	Urdu	1011	16.0%
2	Polish	967	15.3%
3	Romanian	514	8.1%
4	Slovak	404	6.4%
5	Czech	346	5.5%
6	Punjabi, Western (Pakistan)	316	5.0%
7	Kurdish (Sorani)	293	4.6%
8	Hungarian	288	4.6%
9	Albanian	216	3.4%
10	British Sign	202	3.2%
Remainder 76 languages		1757	27.8%
Grand Total		6314	100.0%

2.1.13 Victim Satisfaction

Source: User Satisfaction database

Data Limitations: Data covers period of 01/04/2020 to 31/03/2021. The victim satisfaction programme was expanded in April 2017 and now includes all crime types based on the Home Office crime tree classifications including Domestic Abuse (but excluding Homicides, Sexual offences and Fraud). The programme also includes ASB and Safety and Welfare callers. Feedback is gathered each month via telephone surveys.

Comments: During 2020/21, 9727 victims took part in the surveys, with 77.7% of those victims saying that they were satisfied with the overall service delivered, an increase of 2.8% compared to the same period last year.

Victims are asked to gauge their level of satisfaction with the 'whole experience' and are provided with seven options. Those who are completely, very or fairly satisfied are classed as satisfied.

Exceptions: Women are more satisfied than men with the service they have received from West Yorkshire Police. Victims who are aged 55 and over are more satisfied with the service they have received than those under 55. Victims who said they had a disability were less satisfied than those who said they didn't have a disability.

Victims who have described themselves as White are more satisfied than those victims from an Ethnic Minority background. Satisfaction for both White and Ethnic Minority victims has risen over time with Ethnic Minority satisfaction up 3.6% compared with the previous 12 month period and White satisfaction is up 2.7% compared with the previous 12 months.

Victim Satisfaction		Sample Size 2020/21	Number Satisfied 2020/21	Percentage Satisfied 2020/21	Percentage Satisfied 2019/20
Gender	Male	5338	4020	75.3%	73.4%
	Female	4368	3521	80.6%	76.7%
Age	16 to 34	3532	2730	77.3%	71.4%
	35 to 54	3782	2859	75.6%	72.1%
	Over 55	2263	1853	81.9%	81.5%
	Unknown	150	110	73.3%	68.3%
Ethnicity	Ethnic Minorities	1927	1326	68.8%	65.2%
	White	7602	6097	80.2%	77.5%
Disability	Non Disabled	8379	6552	78.2%	75.5%
	Disabled	1348	999	74.1%	71.0%
All responses		9727	7558	77.7%	74.9%

2.1.14 Anti-Social Behaviour Victim Satisfaction

Source: User Satisfaction database

Data Limitations: 01/04//2020 to 01/03/2021.

Comments: Surveyed respondents who call about anti social behaviour (ASB) are contacted as part of our victim satisfaction survey programme to evaluate satisfaction of victims with the service they have received.

Victims are asked to gauge their level of satisfaction with the 'whole experience' and are provided with seven options. Those who are completely, very or fairly satisfied are classed as satisfied.

During 2020/21, 602 ASB callers took part in this survey, with 73.9% of those callers saying that they were satisfied with the overall service delivered. This was a marginal increase of 0.3% on the same period last year.

Exceptions: Men are slightly less satisfied than women with the service they have received from West Yorkshire Police but there are no other significant differences between other demographics.

Victim Satisfaction		Sample Size 2020/21	Number Satisfied 2020/21	Percentage Satisfied 2020/21	Percentage Satisfied 2019/20
Gender	Male	288	205	71.2%	72.6%
	Female	313	240	76.7%	74.4%
Age	16 to 34	157	117	74.5%	77.0%
	35 to 54	267	198	74.2%	70.9%
	Over 55	166	120	72.3%	75.3%
	Unknown	12	10	83.3%	42.9%
Ethnicity	Ethnic Minorities	45	32	71.1%	73.6%
	White	536	397	74.1%	74.4%
Disability	Non Disabled	107	75	70.1%	74.0%
	Disabled	495	370	74.7%	71.9%
All responses		602	445	73.9%	73.6%

2.1.15 Public Consultation results

Comments: As a result of the COVID pandemic the “Your Views” Public Perception Survey carried out by the Office of the Police and Crime Commissioner was suspended in 2020/21. The latest figures available are therefore based on survey responses given between 2019/20 and 2018. Respondents were asked ‘To what extent do you agree that the police in your local area would treat you fairly?’

Data Limitations: Percentages given are based on those responses where the demographic information is known and where the respondent has replied 'Agree', 'Disagree' or 'Neither/Nor'. Any unknown responses have been excluded from the analysis. The 'Neither/Nor' responses are included in the overall sample size figures.

Exceptions: 72.2% of these indicated that they thought they would be treated fairly. This was an improving position in comparison to the previous year.

Would treat me fairly		Sample Size	Agree			Neither/Nor			Disagree		
			Count	2019/20	2018/19	Count	2019/20	2018/19	Count	2019/20	2018/19
Gender	Male	6426	4675	72.8%	69.4%	1377	21.4%	23.4%	374	5.80%	7.2%
	Female	7290	5328	73.1%	71.3%	1629	22.3%	24.2%	333	4.60%	4.5%
Ethnicity	White	14118	10305	73.0%	70.3%	3153	22.3%	24.4%	660	4.70%	5.4%
	BME	1390	897	64.5%	64.5%	335	24.1%	23.5%	158	11.40%	12.0%
Age	16-24	282	197	69.9%	67.1%	60	21.3%	25.6%	25	8.90%	7.3%
	25-34	1175	823	70.0%	69.3%	262	22.3%	23.7%	90	7.70%	7.0%
	35-44	1693	1173	69.3%	66.5%	414	24.5%	25.6%	106	6.30%	7.9%
	45-54	2393	1649	68.9%	65.7%	564	23.6%	26.1%	180	7.50%	8.3%
	55-64	3214	2272	70.7%	69.4%	745	23.2%	23.7%	197	6.10%	6.9%
	65-74	3833	2809	73.3%	69.0%	884	23.1%	26.2%	140	3.70%	4.7%
Disability	75 and over	2967	2314	78.0%	77.1%	572	19.3%	20.1%	81	2.70%	2.8%
	Yes	3400	2455	72.2%	68.3%	702	20.6%	23.9%	243	7.10%	7.8%
Sexual orientation	No	11725	8507	72.6%	70.2%	2672	22.8%	24.3%	546	4.70%	5.4%
	Heterosexual	6954	5088	73.2%	71.0%	1493	21.5%	23.5%	373	5.40%	5.6%
	Gay or Lesbian	232	173	74.6%	69.3%	43	18.5%	24.9%	16	6.90%	5.8%
	Bisexual	68	42	61.8%	63.4%	20	29.4%	25.4%	6	8.80%	11.3%
	Other	10	6	60.0%	n/a	3	30.0%	n/a	1	10.00%	n/a
Respondents		15557	11237	72.2%	69.5%	3501	22.50%	24.4%	819	5.30%	6.1%

2.1.16 Public confidence from public consultation

Source: As a result of the COVID pandemic the “Your Views” Public Perception Survey carried out by the Office of the Police and Crime Commissioner was suspended in 2020/21. The latest figures available are therefore based on survey responses given between 2019/20 and 2018. Respondents were asked 'Overall, how good a job do you think the police are doing in your local area?'

Data Limitations: Percentages given are based on those responses where the demographic information is known and where the respondent has replied 'Agree', 'Disagree' or 'Neither/Nor'. Any unknown responses have been excluded from the analysis. The 'Neither/Nor' responses are included in the overall sample size figures.

Exceptions: During 2019/20, 15,607 members of the public responded to the 'Overall, how good a job do you think the police are doing in your local area?' question within the survey which is used to assess public confidence, 41.3% of these indicated that they were confident in their local police. This is a 2.7 percentage points improvement in comparison to the previous financial year.

From the people surveyed, female members of the public in West Yorkshire are more likely to indicate that they are confident in their local police than males and white respondents more confident than those from an Ethnic Minority background. Across the age groups, older residents (aged over 75) have higher levels of confidence than younger residents and respondents with a disability are less likely to think the police do an excellent/good job than those without.

Public Confidence		Total	Good/Excellent			Fair			Poor/Very Poor		
			Count	2019/20	2018/19	Count	2019/20	2018/19	Count	2019/20	2018/19
Gender	Male	6460	2524	39.1%	34.7%	2575	39.9%	40.2%	1361	21.10%	25.1%
	Female	7246	3228	44.5%	43.5%	2858	39.4%	39.4%	1160	16.00%	17.1%
White vs BME	White	14156	5926	41.9%	38.9%	5640	39.8%	40.3%	2590	18.30%	20.7%
	BME	1407	511	36.3%	37.4%	525	37.3%	37.1%	371	26.40%	25.5%
Age	16-24	281	121	43.1%	39.3%	100	35.6%	38.0%	60	21.4%	22.7%
	25-34	1171	485	41.4%	40.0%	432	36.9%	39.3%	254	21.7%	20.7%
	35-44	1670	683	40.9%	37.5%	646	38.7%	38.0%	341	20.4%	24.5%
	45-54	2383	850	35.7%	33.7%	964	40.5%	38.9%	569	23.9%	27.5%
	55-64	3203	1177	36.7%	35.0%	1320	41.2%	41.0%	706	22.0%	24.0%
	65-74	3849	1581	41.1%	37.3%	1611	41.9%	42.8%	657	17.1%	19.8%
Disability	75 and over	3050	1549	50.8%	48.8%	1119	36.7%	37.4%	382	12.5%	13.8%
	Yes	3464	1394	40.2%	36.8%	1272	36.7%	37.8%	798	23.00%	25.4%
	No	11708	4916	42.0%	39.5%	4737	40.5%	40.4%	2055	17.60%	20.1%
Sexual orientation	Heterosexual	6926	2969	42.9%	40.9%	2740	39.6%	39.7%	1217	17.60%	19.4%
	Homosexual	229	100	43.7%	34.6%	88	38.4%	42.7%	41	17.90%	22.7%
	Bisexual	68	33	48.5%	41.2%	27	39.7%	51.5%	8	11.80%	7.4%
	Other	10	4	40.0%	n/a	4	40.0%	n/a	2	20.00%	n/a
Respondents		15607	6446	41.3%	38.6%	6192	39.70%	39.9%	2969	19.00%	21.6%

2.1.17 Complainant data – complaints made against the police force

Source: Data extracted from the Force complaints database.

Data Range: Data relates to financial years 2019/20 and 2020/21

Data Limitations: The protective characteristics of complainants are not always recorded and therefore the totals for each characteristic may not be the same. The tables relate to complaints recorded during the period and complaints upheld during the period. Upheld complaints do not directly relate to complaints recorded during the same period.

Comments: New statutory guidance introduced by the Independent Office for Police Conduct in mid-2020 changed the way in which complaints are recorded and categorised. This has led to a larger number of recorded complaint cases in 2020/21 than 2019/20 and a smaller proportion of those cases categorised as "upheld". As a result, comparisons of the total number of cases recorded (and the proportion upheld) in 2020/21 vs. 2019/20 are compromised. Comparisons of Sex, Race and Age per 1,000 population figures are still valid.

Exceptions: When compared to the population men are more likely to make a complaint than women whilst a higher number of complaints are received from people from an Ethnic Minority background compared to White people. Complaints from Ethnic Minorities are also more likely to be upheld.

Recorded Complaints		Number		Number per 1000 pop	
		2020/21	2019/20	2020/21	2019/20
Sex	Male	1,455	1,002	1.3	0.9
	Female	1,006	655	0.9	0.6
Race	White	1,560	1,053	0.9	0.6
	Ethnic Minorities	539	297	1.3	0.7
Age	0-19	385	51	0.7	0.1
	20-29	413	268	1.3	0.8
	30-39	607	410	2.0	1.4
	40-49	525	414	1.7	1.3
	50-59	387	293	1.5	1.1
	60+	205	120	0.4	0.3
Total (inc unknown)		2,522	1,784	1.1	0.8

Upheld Complaints		% Upheld		Upheld per 1000 pop	
		2020/21	2019/20	2020/21	2019/20
Sex	Male	1.6%	5.1%	0.02	0.05
	Female	1.1%	4.9%	0.01	0.03
Race	White	1.2%	4.0%	0.01	0.02
	Ethnic Minorities	3.0%	6.0%	0.04	0.04
Age	0-19	1.0%	14.2%	0.01	0.01
	20-29	1.0%	4.2%	0.01	0.03
	30-39	1.3%	3.9%	0.03	0.05
	40-49	1.1%	4.4%	0.02	0.06
	50-59	2.8%	3.6%	0.04	0.04
	60+	1.0%	2.8%	0.00	0.01
Total (inc unknown)		2.2%	4.6%	0.03	0.04

2.2 Workforce data

2.2.1 Overall workforce breakdown (officers, staff, special constables)

Source: Data is extracted from the force Human Resource system.

Data Limitations: Police officers and police staff protected characteristics are derived from an individual's initial application to the organisation, however a voluntary 'self-service' facility exists for employees to update their details as appropriate.

Comments: The numbers of Police officers and Police staff is increasing and the proportion of officers that are from an Ethnic Minority background is also on a positive upward trend. The proportion of Police staff and PCSOs from an Ethnic Minority background has also increased over time. Encouragingly the proportion of Police officers who are female has also risen over the past few years.

	Representation	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
All	Police staff numbers	3351	3682	3766	3899	4072	4177
	Police officer numbers	4596	4846	5107	5263	5464	5695
	PCSO numbers	557	574	633	622	615	569
	Special constable numbers	1030	527	392	416	319	271
Ethnic Minorities	Police staff numbers	116	137	146	163	190	206
	Police staff %	3.5%	3.7%	3.9%	4.2%	4.7%	4.9%
	Police officer numbers	237	258	288	305	332	363
	Police officer %	5.2%	5.3%	5.6%	5.8%	6.1%	6.4%
	PCSO numbers	32	36	39	35	37	34
	PCSO %	5.7%	6.3%	6.2%	5.6%	6.0%	6.0%
	Special constable numbers	103	59	54	50	35	30
	Special constable %	10.0%	11.2%	13.8%	12.0%	11.0%	11.1%
Female	Police staff numbers	1971	2172	2235	2296	2421	2478
	Police staff %	58.8%	59.0%	59.3%	58.9%	59.5%	59.3%
	Police officer numbers	1485	1613	1728	1837	1963	2052
	Police officer %	32.3%	33.3%	33.8%	34.9%	35.9%	36.0%
	PCSO numbers	240	241	267	263	269	256
	PCSO %	43.1%	42.0%	42.2%	42.3%	43.7%	45.0%
	Special constable numbers	381	183	131	150	104	87
	Special constable %	37.0%	34.7%	33.4%	36.1%	32.6%	32.1%

Comments: **Age** – Around 40% of police staff are aged over 50 years and this has stabilised following an upward trend. The proportion of officers under 21 years old has increased over the past 12 months whilst Police Staff aged under 21 years have fallen slightly. The numbers and percentages of police staff who indicate that they have a disability has risen over time and the slow upward trend continued in 2020/21.

	Representation	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
Under 21 year olds	Police staff numbers	23	33	30	34	38	22
	Police staff %	0.7%	0.9%	0.8%	0.9%	0.9%	0.5%
	Police officer numbers	1	19	17	31	25	101
	Police officer %	0.0%	0.4%	0.3%	0.6%	0.5%	1.8%
	PCSO numbers	1	6	15	11	17	6
	PCSO %	0.2%	1.0%	2.4%	1.8%	2.8%	1.1%
	Special constable numbers	133	42	39	54	32	14
	Special constable %	12.9%	8.0%	9.9%	13.0%	10.0%	5.2%
Over 50 year olds	Police staff numbers	1277	1316	1387	1592	1646	1700
	Police staff %	38.1%	35.7%	36.8%	40.8%	40.4%	40.7%
	Police officer numbers	538	402	387	552	540	588
	Police officer %	11.7%	8.3%	7.6%	10.5%	9.9%	10.3%
	PCSO numbers	98	89	97	108	119	127
	PCSO %	17.6%	15.5%	15.3%	17.4%	19.3%	22.3%
	Special constable numbers	36	29	32	32	31	34
	Special constable %	3.5%	5.5%	8.2%	7.7%	9.7%	12.5%
Disabled	Police staff numbers	331	372	402	457	486	502
	Police staff %	9.9%	10.1%	10.7%	11.7%	11.9%	12.0%
	Police officer numbers	261	282	315	354	369	381
	Police officer %	5.7%	5.8%	6.2%	6.7%	6.8%	6.7%
	PCSO numbers	34	36	37	43	42	41
	PCSO %	6.1%	6.3%	5.8%	6.9%	6.8%	7.2%
	Special constable numbers	0	1	3	2	0	0
	Special constable %	0.0%	0.2%	0.8%	0.5%	0.0%	0.0%

Comments: **Religion** – Where the religion of employees has been disclosed, 53% indicate their religion as being Christian whilst just under 5% of employees have disclosed their religion as Buddhist, Muslim, Sikh or Hindu. The willingness to disclose religion remains voluntary and the trends in religion may therefore not be representative of the workforce.

	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
Christian	690	620	554	930	885	862
% of those disclosed	48.7%	51.6%	53.1%	56.8%	57.2%	52.6%
None	569	436	369	529	550	596
% of those disclosed	40.1%	36.3%	35.3%	32.3%	35.5%	36.4%
Other	29	24	18	104	40	105
% of those disclosed	2.0%	2.0%	1.7%	6.3%	2.6%	6.4%
Buddhist, Muslim, Sikh and Hindu	77	67	57	75	73	76
% of those disclosed	5.4%	5.6%	5.5%	4.6%	4.7%	4.6%
Prefer not to say	53	54	46	64	62	64
% of those disclosed	3.7%	4.5%	4.4%	3.9%	4.0%	3.9%
Number disclosed	1418	1201	1044	1638	1548	1639

Comments: **Sexual orientation** - For employees within the organisation who have disclosed their sexual orientation, 86% of people indicate as heterosexual. The willingness to disclose sexual orientation remains voluntary and the trends in sexuality may therefore not be representative of the workforce. 8.9% of those who have disclosed their sexual orientation indicate they are Gay, Lesbian or Bisexual.

	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
Heterosexual	363	407	1124	1057	1043	1069
% of those disclosed	91.9%	90.0%	87.4%	87.6%	90.9%	86.0%
Gay/Lesbian/Bisexual	32	43	102	96	104	111
% of those disclosed	8.1%	9.5%	7.9%	8.0%	9.1%	8.9%
Prefer not to say	0	2	60	53	57	63
% of those disclosed	0.0%	0.4%	4.7%	4.4%	5.0%	5.1%
Number disclosed	395	452	1286	1206	1147	1243

Comments: **Maternity** - The number and percentage of female staff, officers and PCSOs on maternity leave stands at 1.5% as at 31st March 2021.

	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
Number of female staff, officers and PCSOs on paid maternity leave	117	102	82	98	48	72
Percentage of female staff and officers on maternity leave	3.2%	2.5%	1.9%	2.1%	2.1%	1.5%

2.2.2 Workforce Rank and Grade by Ethnicity and Gender

Source: Rank (officer) and Grade (Staff) data is extracted from the force Human Resource system.

Data Limitations: Ethnic Minority figures represent the percentage of employees who have stated their ethnicity as being Black, Asian, Mixed or Other Ethnic Background, and only includes employees where Ethnicity has been stated.

Comments: **Ethnic Minority representation** - Both the number and proportion of Police Officers from an Ethnic Minority background have increased over time and this is particularly driving the improving profile of Constables in the organisation. Ethnic Minority representation within Police Staff is also increasing over time with relatively consistent representation across grades.

Ethnic Minority representation by Rank and Grade

Rank	Mar-18	Mar-19	Mar-20	Mar-21
ACPO	0.0% (0)	0.0% (0)	0.0% (0)	28.6% (2)
Chief Supt	16.7% (2)	15.4% (2)	15.4% (2)	0.0% (0)
Supt	5.9% (2)	2.6% (1)	2.6% (1)	2.6% (1)
Chief Insp	2.9% (2)	4.1% (3)	5.6% (4)	5.5% (4)
Insp	2.6% (6)	2.7% (6)	2.4% (5)	3.0% (7)
Sgt	5.9% (37)	6.6% (42)	6.2% (42)	5.5% (38)
Const	5.8% (239)	5.9% (251)	6.2% (278)	6.7% (311)
Total Officers	5.7% (288)	5.8% (305)	6.1% (332)	6.4% (363)

Special	0.0% (0)	0.0% (0)	0.0% (0)	10.0% (1)
EO	0.0% (0)	2.7% (1)	2.8% (1)	2.4% (1)
PO	2.8% (7)	2.2% (7)	3.9% (13)	4.5% (16)
SO	3.7% (19)	4.2% (24)	3.8% (25)	4.5% (31)
Sc 6	3.7% (24)	3.5% (24)	3.8% (24)	3.5% (23)
Sc 5	6.9% (28)	6.2% (29)	5.3% (27)	6.9% (38)
Sc 4	4.7% (74)	4.8% (85)	5.3% (103)	5.3% (100)
Sc 3	3.8% (25)	5.0% (25)	7.1% (31)	7.3% (28)
Sc 2	5.3% (6)	3.1% (2)	3.8% (2)	1.8% (1)
Sc 1	25.0% (1)	0.0% (0)	0.0% (0)	#DIV/0!
Manual	0.0% (0)	0.0% (0)	16.7% (1)	0.0% (0)
Work placement		0.0% (0)	0.0% (0)	0.0% (0)
Pilot		1.6% (1)	0.0% (0)	1.3% (1)
Total Officers	4.3% (184)	4.4% (198)	4.8% (227)	5.1% (240)

Force	5.1% (472)	5.1% (503)	5.5% (559)	5.8% (603)
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Comments: **Female representation** - Both the number and proportion of Police Officers who are female have increased over time and this is driven by the improving profile across the majority of ranks in the organisation. Female representation for Police Staff is higher and is relatively stable over time.

Female representation by Rank and Grade

Rank	Mar-18	Mar-19	Mar-20	Mar-21
ACPO	50.0% (3)	42.9% (3)	33.3% (2)	28.6% (2)
Chief Supt	8.3% (1)	15.4% (2)	23.1% (3)	36.4% (4)
Supt	35.3% (12)	28.9% (11)	23.7% (9)	15.4% (6)
Chief Insp	17.6% (12)	23.0% (17)	26.4% (19)	30.1% (22)
Insp	27.6% (63)	30.8% (69)	30.7% (65)	32.5% (75)
Sgt	27.5% (174)	28.2% (180)	28.8% (194)	28.4% (196)
Const	35.4% (1463)	36.4% (1555)	37.6% (1671)	37.6% (1747)
Total Officers	33.8% (1728)	34.9% (1837)	35.9% (1963)	36.0% (2052)
Special	14.3% (1)	0.0% (0)	0.0% (0)	10.0% (1)
EO	45.5% (15)	48.6% (18)	52.8% (19)	58.5% (24)
PO	40.1% (107)	41.1% (132)	43.9% (148)	45.3% (162)
SO	47.2% (259)	48.4% (279)	47.7% (315)	48.1% (332)
Sc 6	52.8% (352)	50.6% (351)	50.1% (319)	49.5% (330)
Sc 5	66.4% (281)	68.0% (319)	68.7% (347)	68.5% (379)
Sc 4	56.6% (903)	57.5% (1021)	59.6% (1156)	61.5% (1171)
Sc 3	76.5% (505)	79.7% (401)	81.4% (354)	78.3% (299)
Sc 2	67.5% (77)	52.3% (34)	50.9% (27)	52.7% (29)
Sc 1	0.0% (0)	0.0% (0)	0.0% (0)	#DIV/0!
Manual	0.0% (0)	0.0% (0)	16.7% (1)	50.0% (1)
Work placement		50.0% (3)	42.9% (3)	50.0% (5)
Pilot		1.6% (1)	1.6% (1)	1.3% (1)
Total Staff	57.8% (2500)	56.6% (2559)	57.4% (2690)	57.6% (2734)
Force	44.8% (4228)	44.9% (4396)	45.8% (4653)	45.8% (4786)

2.2.3 New starters (officers, staff and special constables)

Comments: Monitoring of race, sex, age and disability for new starters.

Exceptions: 9% of new Police Officers, PCSOs and Staff in 2020/21 were from an Ethnic Minority background. Females account for over half of new police staff starters and 37% of new police officers. Around one quarter of new police staff were over 50 years old.

Representation		Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
All	Police staff numbers	560	463	425	535	403
	Police officer numbers	558	614	418	479	431
	PCSO numbers	110	129	78	101	17
	Special constable numbers	63	105	127	67	34
Ethnic Minorities	Police staff numbers	30	29	31	49	32
	Police staff %	5.4%	6.3%	7.3%	9.2%	7.9%
	Police officer numbers	40	45	27	41	45
	Police officer %	7.2%	7.3%	6.5%	8.6%	10.4%
	PCSO numbers	12	7	4	7	2
	PCSO %	10.9%	5.4%	5.1%	6.9%	11.8%
	Special constable numbers	8	20	12	6	3
	Special constable %	12.7%	19.0%	9.4%	9.0%	8.8%
Female	Police staff numbers	309	258	246	327	214
	Police staff %	55.2%	55.7%	57.9%	61.1%	53.1%
	Police officer numbers	204	212	181	209	159
	Police officer %	36.6%	34.5%	43.3%	43.6%	36.9%
	PCSO numbers	45	56	37	47	6
	PCSO %	40.9%	43.4%	47.4%	46.5%	35.3%
	Special constable numbers	31	42	64	31	12
	Special constable %	49.2%	40.0%	50.4%	46.3%	35.3%
Under 21 year olds	Police staff numbers	21	15	19	25	5
	Police staff %	3.8%	3.2%	4.5%	4.7%	1.2%
	Police officer numbers	19	17	10	20	95
	Police officer %	3.4%	2.8%	2.4%	4.2%	22.0%
	PCSO numbers	6	14	6	11	1
	PCSO %	5.5%	10.9%	7.7%	10.9%	5.9%
	Special constable numbers	18	35	34	15	9
	Special constable %	28.6%	33.3%	26.8%	22.4%	26.5%
Over 50 year olds	Police staff numbers	132	97	107	112	102
	Police staff %	23.6%	21.0%	25.2%	20.9%	25.3%
	Police officer numbers	0	0	2	2	1
	Police officer %	0.0%	0.0%	0.5%	0.4%	0.2%
	PCSO numbers	3	7	3	4	1
	PCSO %	2.7%	5.4%	3.8%	4.0%	5.9%
	Special constable numbers	1	1	1	4	1
	Special constable %	1.6%	1.0%	0.8%	6.0%	2.9%
Disabled	Police staff numbers	13	14	16	9	13
	Police staff %	2.3%	3.0%	3.8%	1.7%	3.2%
	Police officer numbers	9	7	2	0	0
	Police officer %	1.6%	1.1%	0.5%	0.0%	0.0%
	PCSO numbers	1	1	0	0	0
	PCSO %	0.9%	0.8%	0.0%	0.0%	0.0%
	Special constable numbers	0	2	0	0	0
	Special constable %	0.0%	1.9%	0.0%	0.0%	0.0%

2.2.4 Recruitment process – Police Officers

Data Limitations Application status reports for Police Officer vacancies advertised between the period April 2020 and March 2021. Data is extracted from the Force Recruitment system. It is not possible to report at what stage candidates withdrew their application.

In 2019 two new Police Officer application routes were introduced nationally. PCDA refers to the Police Constable Degree Apprenticeships and DHEP refers to the Degree Holder Entry Programme.

West Yorkshire Police Equality Information 2020-2021

PCDA Campaign (Mar 21)						
	03/08/2021	White	White Other	Ethnic Minority	Not Disclosed	Total
Application received	1	0	0	1	0	1
Application Requires Review	23	9	1	13	0	23
Minimum eligibility - auto reject	6	3	0	3	0	6
Eligibility checks decision	4	2	1	1	0	4
Shortlisting Passed	1	1	0	0	0	1
Shortlisting - On hold	1	0	0	1	0	1
Assessment Invited	10	4	0	6	0	10
Total Applications	46	19	2	25	0	46

DHEP Campaign (Mar 21)						
	03/08/2021	White	White Other	Ethnic Minority	Not Disclosed	Total
Application received	2	0	1	1	0	2
Application Requires Review	4	1	0	3	0	4
Application withdrawn	3	1	0	2	0	3
Minimum eligibility - auto reject	4	0	1	3	0	4
Shortlisting - On hold	1	1	0	0	0	1
Assessment Invited	51	9	3	39	0	51
Total Applications	65	12	5	48	0	65

PCDA Campaign (Jul 20)						
	03/08/2021	White	White Other	Ethnic Minority	Not Disclosed	Total
Application Requires Review	37	25	1	6	5	37
Application withdrawn	222	176	4	20	22	222
Minimum eligibility - auto reject	435	284	17	73	61	435
Eligibility checks decision	17	15	0	0	2	17
Rejected after vetting review	6	4	0	2	0	6
Shortlisting - Awaiting Approval	2	2	0	0	0	2
Shortlisting Passed	14	14	0	0	0	14
Shortlisting - On hold	19	16	0	1	2	19
Assessment Invited	129	86	5	28	10	129
Assessment Successful	71	56	1	8	6	71
Assessment Rejected	229	191	1	4	33	229
Assessment on hold	11	5	0	6	0	11
Interview - Booked	1	1	0	0	0	1
Interview - Successful	150	122	3	11	14	150
Interview - Rejected	38	25	1	6	6	38
Pre-employment Checks	74	64	1	6	3	74
Pre-employment Checks - Rejected	5	4	0	1	0	5
Offer Accepted/Confirmed	63	50	1	6	6	63
Total Applications	1523	1140	35	178	170	1523

2.2.5 Workforce Progression

Source: Rank (officer) and Grade (Staff) data by gender, ethnicity and age is extracted from the force Human Resource system.

Data Limitations: Police officers and police staff protective characteristics are derived from an individual’s initial application to the organisation, however a voluntary ‘self-service’ facility exists for employees to update their details as appropriate. The data is taken at 01/04/2020 and 31/03/2021 by rank and grade and any variance over the year is an indication of people being promoted or moving laterally into a role within the force.

Comments: Police Officer progression data by ethnicity shows an upward or stable position, with the exception of ‘Not Stated’ which indicates a slight decrease in Sergeant and Constable ranks.

Police staff progression data by ethnicity shows a static position for each ethnicity category with the exception of a decrease across scale 1-6 grades.

Police Officer - Ethnicity change between April 2020-March 2021

	White		EM: Asian		EM: Black		EM: Other (Mixed)		EM: Other (White)		NS: Not Stated	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Chief Constable.0101S	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Deputy Chief Constable.0101S	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ACC.0101S	▼ -2.0	▼ -2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chief Superintendent.00	▼ -2.0	▲ 1.0	▼ -1.0	0.0	▼ -1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Superintendent.09	▲ 3.0	▼ -3.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chief Inspector.05	▼ -5.0	▲ 3.0	0.0	0.0	0.0	0.0	0.0	0.0	▲ 1.0	0.0	0.0	0.0
Inspector.05	▲ 10.0	▲ 10.1	▲ 1.0	▲ 0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sergeant.06	▲ 20.9	▲ 2.8	▼ -3.0	▼ -1.0	▼ -1.0	0.0	▲ 2.0	▲ 1.0	0.0	0.0	▼ -2.0	0.0
Constable.16	▲ 93.2	▲ 74.2	▲ 23.6	0.2	▲ 5.0	▲ 3.8	▲ 3.0	▲ 3.0	▲ 6.0	▲ 5.7	▼ -5.0	▼ -3.7
	▲ 118.1	▲ 85.9	▲ 20.6	▲ 0.0	▲ 3.0	▲ 3.8	▲ 5.0	▲ 4.0	▲ 7.0	▲ 5.7	▼ -7.0	▼ -3.7
	-0.5%	0.1%	0.2%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	-0.1%	-0.1%

Police Staff - Ethnicity change between April 2020-March 2021

	White		EM: Asian		EM: Black		EM: Other (Mixed)		EM: Other (White)		NS: Not Stated	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Scale 1-6	▼ -11.4	▲ 3.0	▼ -2.4	▲ 2.6	▲ 1.9	▲ 2.1	▲ 2.0	▼ -2.1	0.0	▼ 0.0	▼ -3.5	0.0
Senior Officer Grade	▲ 15.1	▲ 11.9	▲ 3.0	▲ 1.0	0.0	0.0	0.0	▲ 2.0	0.0	0.0	0.0	0.0
Principal Officer Grade	▲ 3.6	▲ 11.1	0.0	0.0	0.0	0.0	▲ 2.0	0.0	0.0	▲ 1.0	0.0	0.0
NPAS Pilot	▲ 8.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Executive Officer Grade	▼ -1.0	▲ 1.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	▲ 14.8	▲ 27.2	▲ 1.0	▲ 3.6	▲ 1.9	▲ 2.1	▲ 4.0	▼ -0.1	0.0	▲ 1.0	▼ -3.5	0.0
	-0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	-0.1%	0.0%

Police Officer progression data by age indicates an overall upward trend with the exception of a decrease in volume of males and females aged 31-37 at the constable and Sergeant ranks and a decrease in volume of males and females aged 45-51, at the constable rank.

Police staff progression data by age shows a static position overall with the exception of a downward trend in the volume of progression for the ‘under 24’ age group and an upward trend in progression for the ‘24 to 30’ and ‘Over 52’ age groups for scale 1-6 and Senior Officer grades.

Police Officer - Age change between April 2020–March 2021

	Under 24		24 to 30		31 to 37		38 to 44		45 to 51		52 Plus	
	Male	Female	Male	Female								
Chief Constable.0101S	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-1.0	0.0	1.0	0.0
Deputy Chief Constable.0101S	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ACC.0101S	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-1.0	-2.0	-1.0	0.0
Chief Superintendent.00	0.0	0.0	0.0	0.0	0.0	0.0	-2.0	1.0	-3.0	-1.0	1.0	1.0
Superintendent.09	0.0	0.0	0.0	0.0	-2.0	0.0	4.0	-1.2	2.0	-3.0	-1.0	1.0
Chief Inspector.05	0.0	0.0	0.0	0.0	-3.0	0.0	0.0	0.0	-1.0	3.0	0.0	0.0
Inspector.05	0.0	0.0	-1.0	-1.0	5.0	1.0	3.0	8.8	-2.0	1.1	6.0	1.0
Sergeant.06	0.0	0.0	-1.0	1.1	-10.0	-3.5	22.1	0.1	0.8	-5.8	5.0	11.0
Constable.16	73.0	51.0	67.0	51.8	-27.9	-11.5	15.0	3.6	-25.6	-18.8	24.3	7.0
	73.0	51.0	65.0	51.9	-37.9	-14.0	42.1	12.3	-30.7	-26.5	35.3	21.0
	1.2%	0.8%	0.6%	0.5%	-1.3%	-0.5%	0.1%	-0.1%	-1.3%	-0.8%	0.5%	0.3%

Police Staff - Age change between April 2020-March 2021

	Under 24		24 to 30		31 to 37		38 to 44		45 to 51		52 Plus	
	Male	Female	Male	Female								
Scale 1-6	-28.3	-26.1	0.7	31.6	-3.8	-4.5	12.2	8.7	2.2	-21.1	3.6	17.0
Senior Officer Grade	3.0	0.0	2.0	5.1	5.0	-3.2	-2.0	8.7	0.6	-2.2	9.4	6.5
Principal Officer Grade	-1.0	0.0	3.0	-2.0	3.0	-1.2	-1.0	5.9	-8.0	1.4	9.6	8.1
NPAS Pilot	0.0	0.0	0.0	0.0	2.0	0.0	7.0	0.0	-3.0	0.0	2.5	0.0
Executive Officer Grade	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	1.0	-0.9	-3.6	0.0
	-26.3	-26.1	6.7	35.8	6.2	-8.9	17.2	24.2	-7.1	-22.8	21.6	31.7
	-0.6%	-0.7%	0.1%	0.7%	0.1%	-0.3%	0.3%	0.5%	-0.3%	-0.7%	0.3%	0.6%

2.2.6 Equal pay and job evaluation

Data Limitations: West Yorkshire Police have not undertaken a full equal pay audit but have in the past conducted a desk top equal pay review which considered three areas of job evaluation, pay policies and pay data.

Comments: West Yorkshire Police uses an analytical methodology to determine the grade of all police staff roles – the HAY Job Evaluation Scheme. Job evaluation is a practical technique designed to enable trained and experienced evaluators to judge the size of one job relative to others. This process measures key elements which form part of all roles giving each element a numerical score. These scores are then added together giving an overall score. The overall score then equates to a pay grade. Senior roles which fall into the top category of the score banding are deemed to be Special Grade roles. The salaries of these roles are determined by the Chief Officer Team, taking into consideration the salary levels of other roles assessed to be of a similar job size through the job evaluation methodology.

Market Factors: A market factor is an additional supplement paid to staff in addition to their salary in exceptional circumstances. In the private sector if certain specialist roles are in demand and employers are having difficulty filling roles they may increase the salary in order to attract and retain those specialist skills. Salary scales are fixed within West Yorkshire Police and so in some cases where a particular skill set is in high demand we can find

it difficult to attract and retain staff particularly where salaries are higher in the external job market. In these circumstances the Force has a process where managers can ask for a market factor supplement to be considered for a role. In order for such a supplement to be approved the manager must submit evidence to a market factor panel to demonstrate that the current salary of the post is no longer sufficient to recruit and retain suitably skilled, qualified and experienced post holders. This evidence must show that there is instability in staff retention, that they have failed to fill existing vacancies and/or that there are significant differences between the salary offered by external employers and that offered by West Yorkshire Police. The decision of the market factor panel will be based on the above but this will be balanced against the requirement for the Force to deliver value for money. Regular reviews are carried out on all market factor payments to ensure that they are still necessary and in cases where it is determined they are no longer required the market factor will be removed. A market factor policy is used to ensure consistency in the application of market factor supplements.

Gender Pay Gap West Yorkshire Police published its Gender Pay Gap report in March 2021 which is available:- <https://www.westyorkshire.police.uk/about-us/inclusion-and-equality/inclusion-and-equality/gender-pay-gap>

The gender pay gap is the percentage difference between average mean hourly earnings for men and women. Mean hourly earnings are calculated by dividing total pay by the number of staff. The median pay gap is the difference between the midpoints in the ranges of men and women’s pay.

The 2021 report indicates a slight improvement in mean and median pay gap compared to the previous year. The published report includes an action plan developed to address the identified pay gap, which includes themes of improving policies and procedures related to recruitment, development and promotion.

	Published March 2019 (data as at 31.3.2018)	Published March 2020 (data as at 1.3.2019)	Published March 2021 (data as at 31.3.2020)
Mean gap %	12.4%	12.0%	11.95%
Median gap %	19.5%	19.3%	17.2%

2.2.7 Flexible Working Arrangements

Comments: UK Employment legislation allows all employees to make a request for flexible working. The term ‘flexible working’ describes a type of working arrangement which gives some degree of flexibility on how long, where, when and at what times employees work. The flexibility can be in terms of working time, working location or the pattern of working. Police Community Support Officers are included within the Police staff numbers.

The data refers to officers and staff who have a full time flexible working arrangement. Part time working arrangements are documented separately at 2.2.8.

Percentage of officers and staff on a flexible working pattern compared to number of people in force as end of March 2021 is 3.8% (based on a total headcount of 10,712).

Flexible Working Scheme, 2016-2021

Representation		Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
ALL	Police staff numbers	117	125	157	151	143	129
	Police officer numbers	167	221	315	331	372	277
	Total	284	346	472	482	515	406
BME	Police staff numbers	7	6	6	5	5	5
	Police officer numbers	7	9	16	18	20	14
	Total	14	15	22	23	25	19
Female	Police staff numbers	79	89	107	100	95	74
	Police officer numbers	69	109	170	184	204	121
	Total	148	198	277	284	299	195
Under 24 year olds	Police staff numbers	0	0	1	0	0	1
	Police officer numbers	0	0	0	0	0	1
	Total	0	0	1	0	0	2
Over 55 year olds	Police staff numbers	10	9	18	23	22	27
	Police officer numbers	1	0	2	1	2	7
	Total	11	9	20	24	24	34
Disabled	Police staff numbers	27	24	23	22	21	22
	Police officer numbers	24	23	19	19	19	41
	Total	51	47	42	41	40	63

Agile Working: Agile workers work from home and the office. As of 19.10.21, the Force had over 3200 Agile Workers, around half of which are police staff. Our agile policies are being updated in response to changes made during the Covid-19 pandemic to enable more workers to work from home.

The gender and ethnic profile of agile workers across the organisation generally reflects the diversity of the workforce, albeit female agile workers are slightly over represented.

Agile Workers - as at 19/10/2021

Role		Gender		Ethnicity	Agile by Age Band			
Type	Agile	Male	Female	Ethnic minority	25 and Under	26 - 40	41 - 55	Over 55
Officer	21.9% (1270)	60.5% (768)	39.5% (502)	6.5% (82)	0.3% (4)	29.4% (373)	67.5% (857)	2.8% (36)
Staff	47.5% (1957)	37.2% (728)	62.8% (1229)	4.8% (93)	2.6% (50)	28.6% (559)	42.8% (838)	26.1% (510)
PCSO	5.3% (30)	36.7% (11)	63.3% (19)	6.7% (2)	3.3% (1)	60.0% (18)	23.3% (7)	13.3% (4)

2.2.8 Part time working (officer and staff)

Comments: Where percentages are provided, they relate to the proportion of staff who work part time or job-share with a protected characteristic, compared to the total staff working part time/ job-share.

	Representation	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
All	Police Staff Numbers	944	968	1004	1003	965
	Police Officer Numbers	536	521	507	486	462
	PCSO Numbers	92	99	104	107	105
Ethnic Minorities	Police Staff Numbers	23	21	31	32	33
	Police Staff %	2.40%	2.20%	3.10%	3.20%	3.4%
	Police Officer Numbers	17	18	24	21	20
	Police Officer %	3.20%	3.50%	4.70%	4.30%	4.3%
	PCSO Numbers	4	7	6	4	7
	PCSO %	4.30%	7.10%	5.80%	3.70%	6.7%
Female	Police Staff Numbers	768	771	789	783	755
	Police Staff %	81.40%	79.60%	78.60%	78.10%	78.2%
	Police Officer Numbers	482	472	467	451	425
	Police Officer %	89.90%	90.60%	92.10%	92.80%	92.0%
	PCSO Numbers	70	69	72	74	76
	PCSO %	76.10%	69.70%	69.20%	69.20%	72.4%
Under 21 Year Olds	Police Staff Numbers	1	2	2	1	2
	Police Staff %	0.10%	0.20%	0.20%	0.10%	0.2%
	Police Officer Numbers	0	0	10	0	0
	Police Officer %	0%	0%	2%	0%	0%
	PCSO Numbers	0	0	0	0	0
	PCSO %	0%	0%	0%	0%	0%
Over 50 Year Olds	Police Staff Numbers	378	405	462	483	284
	Police Staff %	40%	41.80%	46.00%	48.20%	48.4%
	Police Officer Numbers	18	22	34	28	5
	Police Officer %	3.40%	4.20%	6.70%	5.80%	1.1%
	PCSO Numbers	25	27	32	32	4
	PCSO %	27.20%	27.30%	30.80%	29.90%	3.8%
Disabled	Police Staff Numbers	111	128	159	166	150
	Police Staff %	11.80%	13.20%	15.80%	16.60%	15.5%
	Police Officer Numbers	44	60	63	64	68
	Police Officer %	8.20%	11.50%	12.40%	13.20%	14.7%
	PCSO Numbers	8	10	11	12	13
	PCSO %	8.70%	10.10%	10.60%	11.20%	12.4%

2.2.9 Trends in Sickness

Data Range: Figures are provided for the last four financial years. Data is extracted from the HR system.

Exceptions: Sickness absence levels within West Yorkshire Police are relatively low and remain favourable compared to other Police Forces. The majority of sickness absence recorded is medically certified.

% Available Hours lost to Sickness

	2017/18	2018/19	2019/20	2020/21
Police Officers	4.1%	3.7%	3.7%	3.6%
Police Staff (inc PCSO)	3.6%	3.8%	4.2%	3.4%
Total	3.9%	3.8%	3.9%	3.5%

2.2.10 Dispute resolutions and Employment Tribunals (staff and officers)

Data Limitations: The protected characteristics figures relate to grievance and employment tribunals where the gender and ethnicity was stated.

Comments: **Formal Grievances** - During the 2020/21 financial year there were a total of 100 Formal Grievances recorded. It should be noted the increase in data in 2020/21 is considered to be due in the main to changes in recording grievance submissions.

	Number of Grievances	Male	Female	White	Ethnic Minority	Not stated
2012/13	48	23	24	43	4	
2013/14	34	15	19	31	3	
2014/15	23	10	13	21	2	
2015/16	27	11	16	26	1	
2016/17	31	10	21	31	0	
2017/18	39	21	18	34	5	
2018/19	45	14	31	43	1	1
2019/20	53	31	22	27	1	25
2020/21	100	54	46	89	8	3

Comments

Employment Tribunal claims – During the 2020/21 financial year a total of 14 proceedings were issued in the Employment Tribunals. These were 2 claims for Age Discrimination, 1 claim for Unfair Dismissal, 7 claims for Disability Discrimination, 2 claims for Sex Discrimination, 1 claim for Race Discrimination and 1 claim for Victimisation.

Of these 14 claims, 6 were withdrawn from Employment Tribunal proceedings, 1 was struck out, 4 settled by way of COT3 Agreement and 3 cases remain ongoing.

Employment Tribunals 1st April 2020 – 31st March 2021

Type of complaint	Manner Of Conclusion	Case Status
Age Discrimination	WITHDRAWN	Open
Unfair Dismissal	STRUCK OUT	Open
Disability Discrimination	WITHDRAWN	Closed
Victimisation	WITHDRAWN	Closed
Race Discrimination	WITHDRAWN	Closed
Disability Discrimination	WITHDRAWN	Open
Sex Discrimination	SETTLED	Closed
Age Discrimination	SETTLED	Closed
Sex Discrimination	ONGOING	Open
Disability Discrimination	ONGOING	Open
Disability Discrimination	SETTLED	Closed
Disability Discrimination	SETTLED	Closed
Disability Discrimination	WITHDRAWN	Closed
Disability Discrimination	ONGOING	Open

2.2.11 Leavers (officer, staff and special constables)

Comments:

Recorded are the number and proportion of staff, officers and special constables who left the organisation, by protected characteristic.

Exceptions:

Just over half (55%) of all Police staff leaving the organisation in the past 12 months were female whilst around one third (35%) of Officers leaving were female. 40% of all Police staff leaving last year were over 50 years old.

	Representation	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21
All	Police staff numbers	290	366	390	415	612
	Police officer numbers	313	328	385	341	241
	PCSO numbers	78	63	77	98	64
	Special constable numbers	566	202	114	156	106
Ethnic Minorities	Police staff numbers	13	19	21	32	43
	Police staff %	4.5%	5.2%	5.4%	7.7%	7.0%
	Police officer numbers	20	15	21	22	16
	Police officer %	6.4%	4.6%	5.5%	6.5%	6.6%
	PCSO numbers	6	5	9	7	7
	PCSO %	7.7%	7.9%	11.7%	7.1%	10.9%
	Special constable numbers	52	20	15	22	11
	Special constable %	9.2%	9.9%	13.2%	14.1%	10.4%
Female	Police staff numbers	140	192	242	226	334
	Police staff %	48.3%	52.5%	62.1%	54.5%	54.6%
	Police officer numbers	98	85	117	99	84
	Police officer %	31.3%	25.9%	30.4%	29.0%	34.9%
	PCSO numbers	33	28	35	33	20
	PCSO %	42.3%	44.4%	45.5%	33.7%	31.3%
	Special constable numbers	223	78	53	71	39
	Special constable %	39.4%	38.6%	46.5%	45.5%	36.8%
Under 21 year olds	Police staff numbers	4	4	2	7	38
	Police staff %	1.4%	1.1%	0.5%	1.7%	6.2%
	Police officer numbers	0	0	0	1	2
	Police officer %	0.0%	0.0%	0.0%	0.3%	0.8%
	PCSO numbers	0	2	3	4	9
	PCSO %	0.0%	3.2%	3.9%	4.1%	14.1%
	Special constable numbers	27	11	6	21	30
	Special constable %	4.8%	5.4%	5.3%	13.5%	28.3%
Over 50 year olds	Police staff numbers	125	151	176	164	244
	Police staff %	43.1%	41.3%	45.1%	39.5%	39.9%
	Police officer numbers	150	152	193	153	89
	Police officer %	47.9%	46.3%	50.1%	44.9%	36.9%
	PCSO numbers	13	8	7	8	10
	PCSO %	16.7%	12.7%	9.1%	8.2%	15.6%
	Special constable numbers	7	3	6	5	6
	Special constable %	1.2%	1.5%	5.3%	3.2%	5.7%
Disabled	Police staff numbers	28	61	34	23	43
	Police staff %	9.7%	16.7%	8.7%	5.5%	7.0%
	Police officer numbers	51	43	45	20	12
	Police officer %	16.3%	13.1%	11.7%	5.9%	5.0%
	PCSO numbers	8	4	1	7	3
	PCSO %	10.3%	6.3%	1.3%	7.1%	4.7%
	Special constable numbers	1	0	0	11	3
	Special constable %	0.2%	0.0%	0.0%	7.1%	2.8%

2.2.12 Reasons for leaving (officer, staff and special constables)

Data Comments: The ‘Other’ category includes death in service, dismissal, required to resign, voluntary early retirement, and termination of temporary contract. Specifically, in relation to special constables the ‘Other’ category will include a range of personal circumstances including moving away from the area and also required to resign.

Comments: 30% of employees left the organisation in the past 12 months as a result of a resignation whilst 20% left through age retirement. 25% of Special Constables left the organisation so that they could take up paid employment within West Yorkshire Police.

Police staff	Total		Ethnic minority		Female		Over 50		Disabled	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	527		34		282		218		36	
Resignation	171	32.4%	14	41.2%	106	37.6%	42	19.3%	8	22.2%
Joined WY Police	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Redundancy - voluntary	1	0.2%	0	0.0%	1	0.4%	1	0.5%	0	0.0%
Retirement - age	77	14.6%	1	2.9%	26	9.2%	76	34.9%	6	16.7%
Other	272	51.6%	19	55.9%	145	51.4%	95	43.6%	22	61.1%
Transfer to another Force	2	0.4%	0	0.0%	1	0.4%	1	0.5%	0	0.0%
Redundancy	4	0.8%	0	0.0%	3	1.1%	3	1.4%	0	0.0%
Police officers	Total		Ethnic minority		Female		Over 50		Disabled	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	241		16		84		89		12	
Retirement - age	103	42.7%	5	31.3%	34	40.5%	68	76.4%	6	50.0%
Transfer to another Force	31	12.9%	2	12.5%	6	7.1%	2	2.2%	3	25.0%
Resignation	53	22.0%	6	37.5%	24	28.6%	1	1.1%	1	8.3%
Medical retirement	29	12.0%	2	12.5%	15	17.9%	8	9.0%	2	16.7%
Other	17	7.1%	0	0.0%	5	6.0%	5	5.6%	0	0.0%
Retirement	8	3.3%	1	6.3%	0	0.0%	5	5.6%	0	0.0%
PCSOs	Total		Ethnic minority		Female		Over 50		Disabled	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	63		7		20		9		3	
Resignation	52	82.5%	6	85.7%	16	80.0%	1	11.1%	3	100.0%
Joined WY Police	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Redundancy - voluntary	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Retirement - age	4	6.3%	0	0.0%	1	5.0%	4	44.4%	0	0.0%
Other	6	9.5%	1	14.3%	3	15.0%	4	44.4%	0	0.0%
Transfer to another Force	1	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Redundancy	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Special constables	Total		Ethnic minority		Female		Over 50		Disabled	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total	106		11		39		6		3	
Other	58	54.7%	8	72.7%	18	46.2%	5	83.3%	2	66.7%
Personal circumstances	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Resignation	2	1.9%	0	0.0%	1	2.6%	0	0.0%	0	0.0%
Work commitments	20	18.9%	0	0.0%	8	20.5%	1	16.7%	0	0.0%
Joined WY Police	26	24.5%	3	27.3%	12	30.8%	0	0.0%	1	33.3%

3. Glossary

Age	This refers to a person belonging to a particular age group, which can mean people of the same age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds, or people 65+). www.equalityhumanrights.com
Bi	Refers to an emotional and/or sexual orientation towards more than one gender. www.stonewall.org.uk
Disability	A person has a disability if they have 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. www.equalityhumanrights.com
Districts	West Yorkshire Police is divided into 5 districts. These are Bradford, Calderdale, Kirklees, Leeds and Wakefield. More information on the geographical structure can be found on the West Yorkshire Police website www.westyorkshire.police.uk
Equality and Human Rights Assessment (EHRA)	An Equality & Human Rights Assessment is a tool that helps public authorities make sure their policies, working practices and projects, and the way they are carried out, do what they are intended to do equally for everybody in line with the Equality Act 2010 and Human Rights Act 1988. Carrying out an EHRA involves consciously assessing the likely (or actual) effect on people in respect of their human rights and protected characteristics. This also includes looking for opportunities to promote equality that have previously been missed or could be better used, as well as how negative or adverse impacts can be removed or mitigated where possible.
Ethnic Group	An ethnic group, or ethnicity, is a category of people who identify with each other based on similarities such as common ancestry, language, society, culture or nation. Ethnicity is often an inherited status based on the society in which one lives. Membership of an ethnic group tends to be defined by a shared cultural heritage, ancestry, origin myth, history, homeland, language or dialect, symbolic systems such as religion, mythology and ritual cuisine, dressing style, art and physical appearance.
Ethnic Minorities	We use the term 'ethnic minorities' to refer to all ethnic groups except the White British group. Ethnic minorities include White minorities, such as Gypsy, Roma and Irish Traveller groups. For comparisons with the White group as a whole, we use 'all other ethnic groups combined' or 'ethnic minorities (excluding White minorities)'. We also refer to 'White' and 'Other than White' if space is limited.
Flexible Working Arrangements	Flexible working is a way of working that suits an employee's needs, e.g. having flexible start and finish times, or working from home. Flexible working rules are different in Northern Ireland. All employees have the legal right to request flexible working - not just parents and carers. www.gov.uk/flexible-working

Hate Crime	National Police Chief's Council (NPCC) and the College of Policing (2014) define hate crime as: any criminal offence which is perceived by the victim or any other person, to be motivated by a hostility or prejudice based on a person's disability, race, religion, sexual orientation or transgender; or perceived disability, race, religion, sexual orientation or transgender.
Hate non-crime (incident)	The College of Policing (National Policing Hate Crime Strategy) defines a hate incident as: any non-crime incident which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a person's disability, race, religion, sexual orientation or gender identity; or perceived disability, race, religion, sexual orientation or gender identity.
Gay	Refers to a man who has an emotional, romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality – some women define themselves as gay rather than lesbian. www.stonewall.org.uk
Gender Identity	A person's sense of their own gender. This could align with their gender assigned at birth or it may not.
Gender reassignment / transition	The process of transitioning from one gender to another. The law does not require a person to undergo hormone treatment or surgery to gain recognition in a reassigned gender.
LGB&T	Refers to lesbian, gay, bisexual and trans www.stonewall.org.uk
Marriage and Civil Partnership	Marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex. People do not have this characteristic if they are single. www.equalityhumanrights.com
Pregnancy and Maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. www.equalityhumanrights.com
Protected Characteristics	These are the grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. www.equalityhumanrights.com
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. www.equalityhumanrights.com
Religion or Belief	Religion means any religion and also a lack of religion. 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. www.equalityhumanrights.com
Sex / Gender	Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.

Sexual orientation	Orientation towards persons of the same sex (lesbians or gay men), the opposite sex (heterosexual) or to both the same and opposite sex (bisexual). The assumption of being transgender directly correlating with sexual orientation should not be made.
Staff Support Groups & Networks	West Yorkshire Police has a number of staff support groups and networks in place which include, Association of Muslim Police, Black Police Association, British Association of Women in Policing, Christian Police Association, Disability Association, LGBT Network, Jewish Police Association, Sikh Police Association.
Stop and search	Police Officers have legal powers to stop and then search people either on foot or in a vehicle if they have reasonable grounds to suspect that the person is in illegal possession of stolen or prohibited articles, or are in possession of a controlled drug. It is legal power under Section 1(2) of the Police and Criminal Evidence Act, 1984. In some specific circumstances police officers are able to conduct a stop and search without 'reasonable grounds'.
Trans	Umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) Transgender, Transsexual, Gender-queer (GQ), Gender-fluid, Non-binary, Gender-variant, Crossdresser, Genderless, Agender, Nongender, Third gender, Two-spirit, Bi-gender, Trans man, Trans woman, Trans masculine, Trans feminine and Neutrois.
White	Under the race breakdown, 'white' covers the following ethnic groups: white British, white Irish and any other white background.