

Equality Duty: Publication of Information 2011/12

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on the 10th of September 2011 and mandated that Public Authorities publish information by 31st January 2012 to demonstrate its compliance with the Act

The following information ensures that West Yorkshire Police complies with this requirement and is used to help determine the Force strategy in relation to issues of Equality. Information relating to operational policing helps the Force to develop equality strategies and objectives aimed at **improving services to our communities**, and increasing public confidence and satisfaction in the police.

All equality figures are monitored and used to assist with the writing of new and the revising of current Force Policy. It also helps the Force to identify how the workforce is changing and whether we need to change our procedures and policies as a result.

The Force is able to identify trends and patterns in specific areas which assist us to determine future requirements for training and improving awareness of key equality and Diversity issues.

Overview of West Yorkshire

West Yorkshire Police serve approximately 2.2 million people living in one of the five Metropolitan districts. The physical area, of some 2000 square kilometres or 780 square miles, contains the West Yorkshire conurbation and a network of motorway and trunk roads which allow easy access to and from other population centres.

The Force area is very varied combining busy cities and towns with quiet villages and rural locations. People are equally varied and represent a diverse range of ethnic, cultural and economic backgrounds. In addition to the permanent resident population in West Yorkshire, people commute from outside of the county to cities such as Leeds to work. 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 tourist sites attracting visitors into the county. The ethnicity profile of West Yorkshires population is 10.2% Asian, 1.6% Black, 3.0% other minority ethnic background and 85.3% White.

There are some areas of challenge in the county. One in five neighbourhoods in West Yorkshire are in the top 10% of the most deprived areas in England¹ indicating that these are areas with significant issues relating to unemployment, poor education, health, housing, income and the living environment – all of which can increase the likelihood of criminal activity. In contrast there are some areas of significant affluence across the county.

All data provided relates to the year April 2011 to March 2012 unless otherwise stated.

Please note – improvements are currently being made with the West Yorkshire Police website and this document will be replaced with a more accessible, user friendly version that is embedded as part of the website rather than attached as a file. This will ensure that the facilities for large text, to listen to the document being read and to translate the information are available.

¹ 2010 English Index of Deprivation

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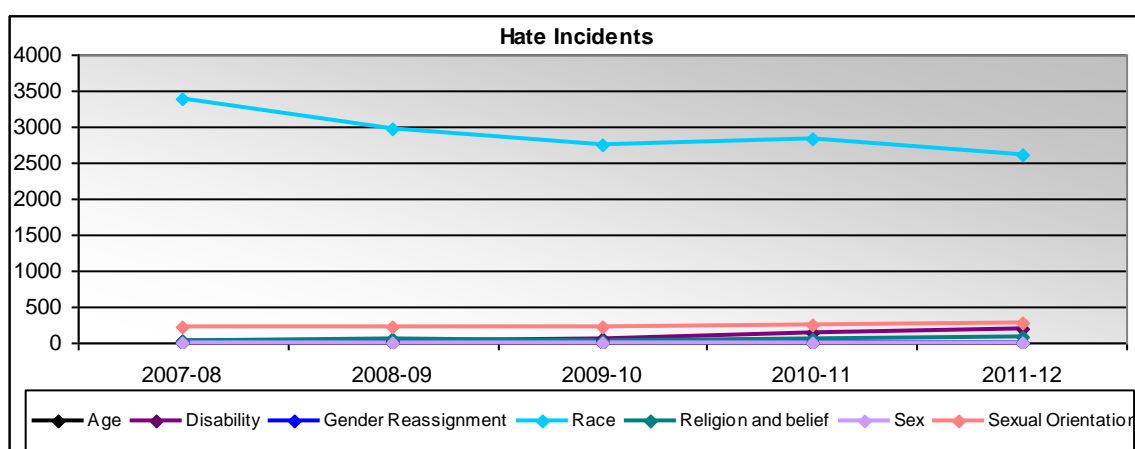
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Service Delivery

Hate Incidents

Force/Division	Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and belief	Sex	Sexual orientation
Force	7	192	10	N/A	N/A	2617	77	2	272
North West Leeds	0	12	1			295	8	1	42
North East Leeds	1	18	2			346	14	0	31
City and Holbeck	0	23	0			404	17	0	46
Wakefield	0	29	0			242	4	0	43
Kirklees	1	57	2			482	6	0	35
Calderdale	2	16	2			213	6	1	36
Bradford South	3	21	0			338	19	0	30
Airedale and North Bradford	0	16	3			297	3	0	9

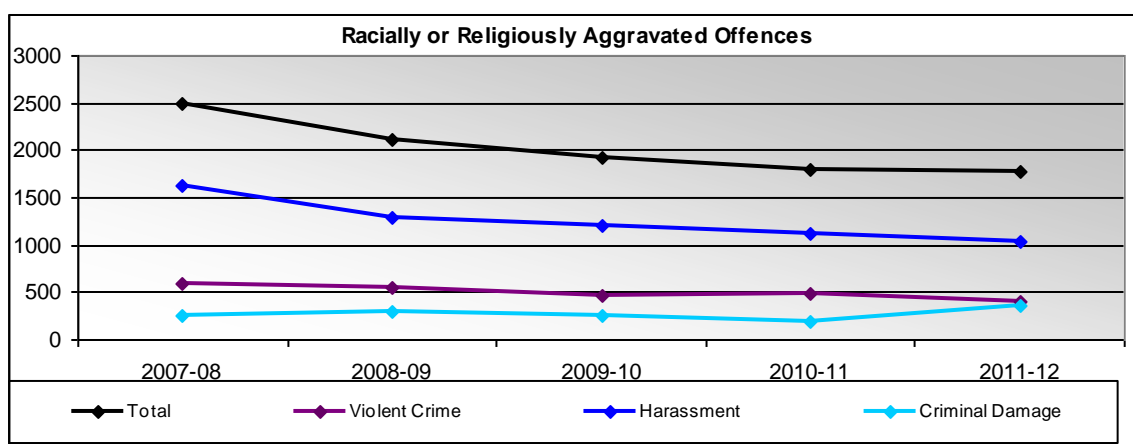


Hate incidents relate to any incident where the victim or any other person perceives the incident to be motivated by a hostility or prejudice. The majority of Hate Incidents relate to race. The total number of Hate Incidents recorded in 2011/12 is a 2.9% decrease on the previous year, which is in line with the long term downward trend. This decrease is not reflected across all Hate categories with the only significant decrease being Race Hate Incidents. The Force has a policy of encouraging the reporting of Hate Incidents and improving accessibility to our services. West Yorkshire do not currently collect data for the protected hate characteristics of Marriage and Civil Partnership or Pregnancy and Maternity.

Racially and Religiously Aggravated Offences

Force/Division	Total Crime	Violent crime	Harassment	Criminal damage
Force	1780	392	1029	359
North West Leeds	200	43	108	49
North East Leeds	236	62	141	33
City and Holbeck	270	63	158	49
Wakefield	212	46	104	62
Kirklees	292	71	165	56
Calderdale	118	29	59	30
Bradford South	251	51	156	44
Airedale and North Bradford	201	27	138	36

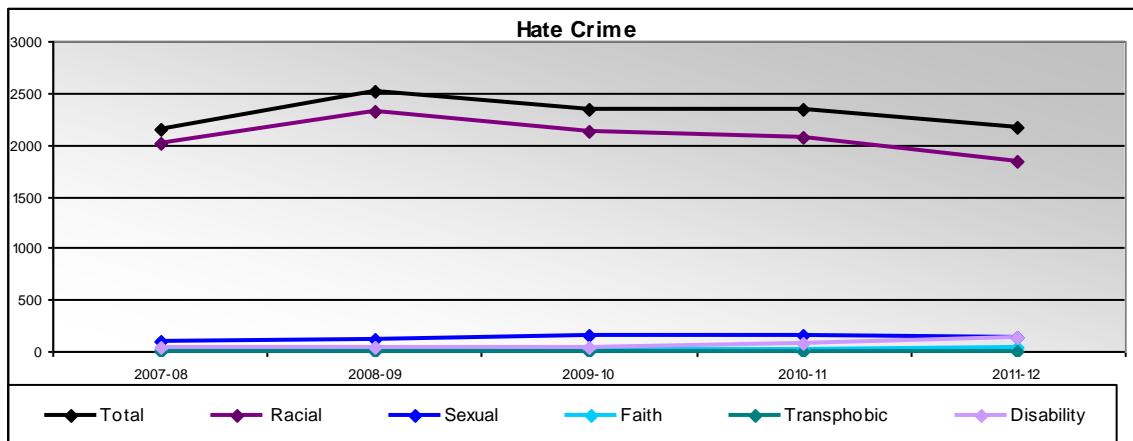
The total crime column represents all racially or religiously aggravated offences recorded during the year. The violent crime column relates to offences that result in grievous bodily harm, actual bodily harm or assault without injury (over half of the violent crime offences result in no injury). Harassment offences are those where the victim is caused fear, alarm or distress. The criminal damage offences relate to damage to a dwelling or other building a vehicle or any other place/property. The total number of racially and religiously aggravated offences recorded in 2011/12 is a 1.1% reduction on the previous year and reflects a downwards trend over the long-term.



Hate Crime

Force/Division	Total Crime	Racial	Sexual	Faith	Trans phobic	Disability
Force	2165	1841	141	45	3	135
North West Leeds	239	201	23	8	1	6
North East Leeds	294	253	18	9	2	12
City and Holbeck	324	277	26	8	0	13
Wakefield	247	195	25	2	0	25
Kirklees	412	335	25	5	0	47
Calderdale	127	112	8	2	0	5
Bradford South	279	243	11	9	0	16
Airedale and North Bradford	243	225	5	2	0	11

Total crime motivated by hate has been reducing over the last four years, in line with a reduction in Hate Incidents (based on Race – see earlier section). In 2011/12 there has been a 7.5% reduction on the previous year.

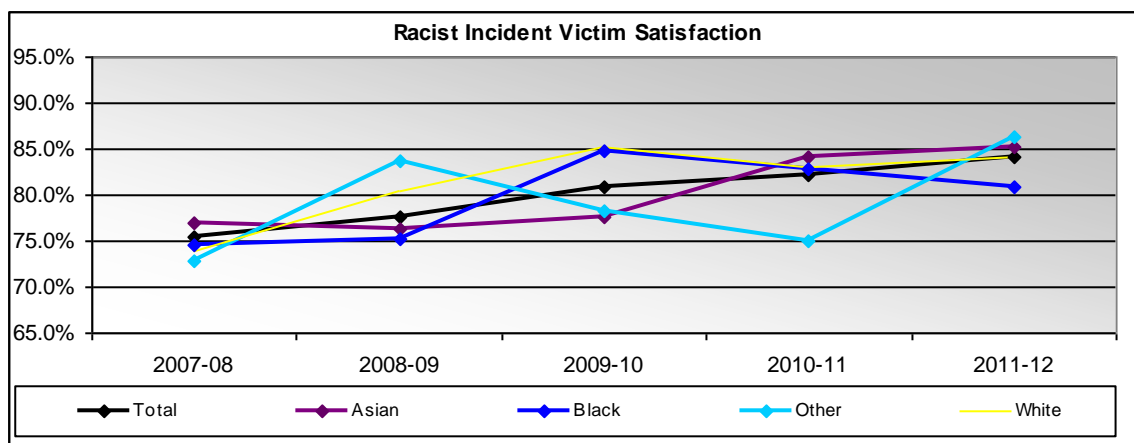


Racist Incident Victim Satisfaction

Force/Division	Total	Asian ²	Black ³	Other ³	White ³
Force	84.2% (558) ⁴	85.3% (279)	80.9% (68)	86.4% (22)	84.1% (151)
North West Leeds	87.1% (70)	86.7% (30)	81.8% (11)	100.0% (3)	85.7% (21)
North East Leeds	87.7% (81)	90.6% (32)	85.7% (14)	71.4% (7)	94.4% (18)
City and Holbeck	87.0% (69)	89.7% (29)	86.7% (15)	100.0% (3)	82.4% (17)
Wakefield	73.5% (68)	73.0% (37)	66.7% (6)	75.0% (4)	76.5% (17)
Kirklees	86.4% (88)	89.1% (46)	87.5% (8)	100.0% (2)	82.1% (28)
Calderdale	86.0% (50)	84.4% (32)	100.0% (3)	100.0% (1)	84.6% (13)
Bradford South	81.9% (72)	84.6% (39)	62.5% (8)	100.0% (1)	85.0% (20)
Airedale and North Bradford	83.3% (60)	85.3% (34)	66.7% (3)	100.0% (1)	82.4% (17)

Racist incident victims are contacted as part of our victim satisfaction survey programme to evaluate satisfaction of victims with the service they have received.

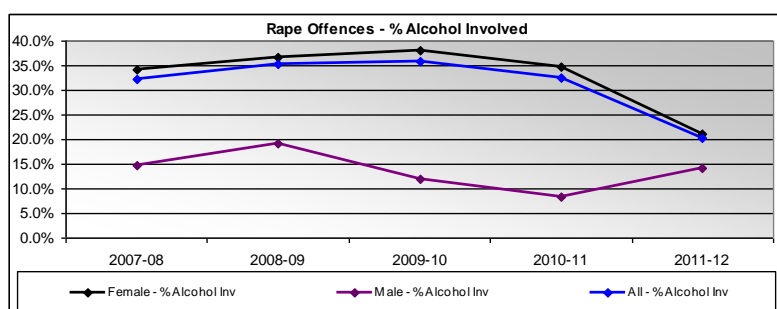
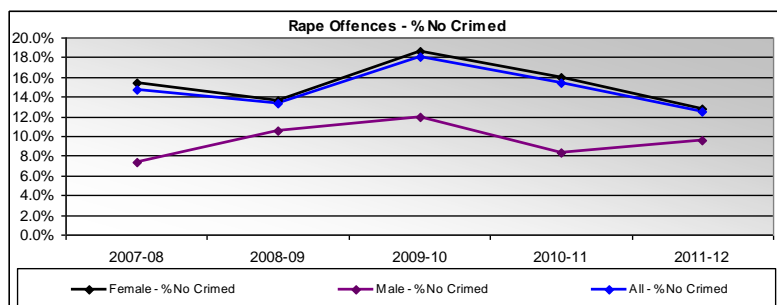
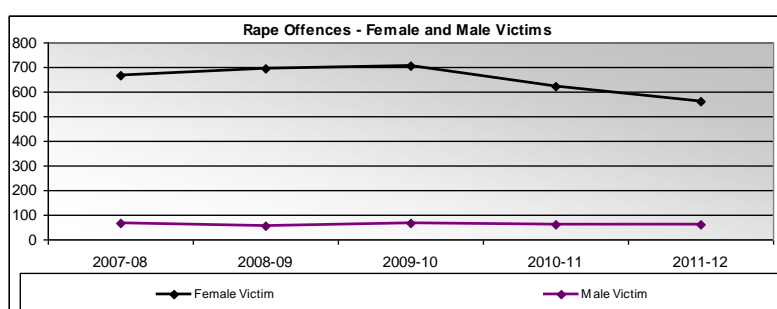
Overall satisfaction of racist incident victims has increased by 8.8% over the last five years. Satisfaction of Asian, Black, White and victims of other ethnic backgrounds have all increased over this time (up 8.3%, 6.3%, 10.1% and 13.4% respectively).



² Ethnic classification is based on self-classification by the victim using the Census 16+1 breakdown. Asian includes Asian or Asian British, Indian, Pakistani, Bangladeshi or any other Asian background. Black includes Black Caribbean, Black African, Black or Black Other. White includes White British, Irish and any other White background. Other includes Chinese or any other ethnic group including Japanese, South East Asian, Middle Eastern, mixed White and Black or mixed White and Asian.

Rape Offences

2011-12	All Victims			Female Victims			Male Victims		
	Total	% No Crimed	% Alcohol Involved	Total	% No Crimed	% Alcohol Involved	Total	% No Crimed	% Alcohol Involved
Force	625	12.5%	20.3%	562	12.8%	21.0%	63	9.5%	14.3%
North West Leeds	62	4.8%	21.0%	57	5.3%	21.1%	5	0.0%	20.0%
North East Leeds	77	18.2%	19.5%	68	19.1%	22.1%	9	11.1%	0.0%
City & Holbeck	63	23.8%	28.6%	58	22.4%	29.3%	5	40.0%	20.0%
Wakefield	103	12.6%	14.6%	93	14.0%	14.0%	10	0.0%	20.0%
Kirklees	101	7.9%	19.8%	91	8.8%	20.9%	10	0.0%	10.0%
Calderdale	61	11.5%	19.7%	57	8.8%	21.1%	4	50.0%	0.0%
Bradford South	100	12.0%	26.0%	89	12.4%	25.8%	11	9.1%	27.3%
Airedale & North Bradford	58	10.3%	13.8%	49	12.2%	14.3%	9	0.0%	11.1%



The total of 625 reported rape offences is a decrease on the previous two years (684 in 2010/11 and 772 in 2009/10), with the no crime rate³ also decreasing over the same time period, at 12.5% in 2011/12 (15.4% in 2010/11 and 18.0% in 2009/10). The 20.3% of rapes that involved alcohol in 2011/12 is a reduction of about a third on the previous two

³ The no crime rate is based on the number of recorded offences that have been classified as a 'no crime' (for example additional verifiable information determines that no notifiable crime has been committed, see rules on the Home Office website <http://www.homeoffice.gov.uk/science-research/research-statistics/crime/counting-rules/>) divided by the total number of recorded offences.

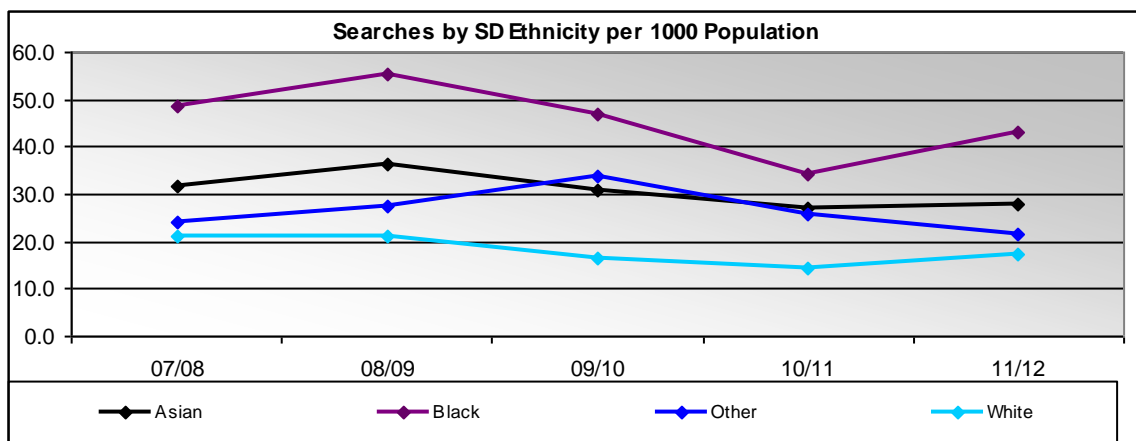
years (32.5% in 2010/11 and 35.8% in 2009/10). The number of rapes on males has remained at almost the same level for the last three years.

Stop and Search Rates per 1000 Population – by Ethnicity

Force/Division	Total	Asian ⁴	Black ⁶	Other ⁶	White ⁶
Force	19.5	27.7	43.2	21.4	17.4
North West Leeds	45.7	84.1	91.0	41.3	41.6
North East Leeds	18.6	29.2	29.5	15.0	16.2
City and Holbeck	19.4	40.0	59.2	21.0	17.6
Wakefield	22.9	167.4	187.9	29.3	19.9
Kirklees	8.5	14.3	28.4	19.9	6.4
Calderdale	9.4	22.1	15.9	8.8	8.5
Bradford South	22.6	18.9	28.3	12.4	22.3
Airedale and North Bradford	9.2	23.7	13.3	12.6	7.5

The number of stop and searches undertaken in West Yorkshire had been falling over the previous three years, however 2011/12 records show an increase back to the levels of 2009/10. The breakdown by ethnicity reveals that persons from both Asian and Black ethnic backgrounds are now less likely to be stopped than in previous years. More information relating to stop and search statistics can be found at the Home Office website at <http://www.homeoffice.gov.uk/police/powers/stop-and-search/>

More information relating to the resident population can be found at the Office for National Statistics website at <http://www.statistics.gov.uk/hub/population/index.html>

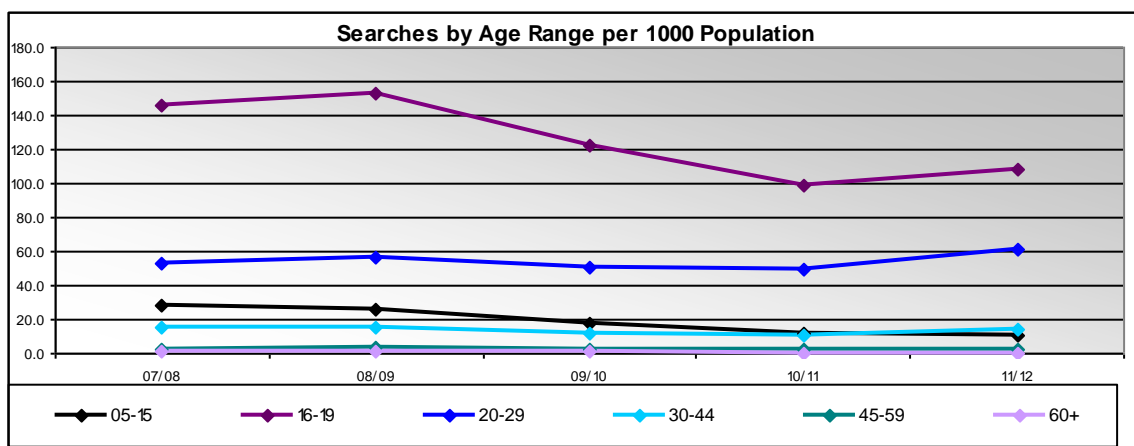


⁴ Ethnic classification is based on self-classification by the victim using the Census 16+1 breakdown. Asian includes Asian or Asian British, Indian, Pakistani, Bangladeshi or any other Asian background. Black includes Black Caribbean, Black African, Black or Black Other. White includes White British, Irish and any other White background. Other includes Chinese or any other ethnic group including Japanese, South East Asian, Middle Eastern, mixed White and Black or mixed White and Asian.

Stop and Search Rates per 1000 population – by Age

Force/Division	Total	05-15	16-19	20-29	30-44	45-59	60+
Force	19.5	11.2	108.2	61.8	13.7	2.7	0.2
North West Leeds	45.7	32.3	218.5	99.2	31.7	7.3	0.5
North East Leeds	18.6	13.9	117.8	64.0	11.1	2.0	0.2
City and Holbeck	19.4	11.7	113.8	56.4	14.3	2.9	0.2
Wakefield	22.9	10.5	133.8	85.9	17.7	3.3	0.5
Kirklees	8.5	4.5	44.7	28.7	6.7	1.3	0.1
Calderdale	9.4	6.6	54.3	34.1	7.3	1.4	0.0
Bradford South	22.6	8.8	94.6	64.1	16.5	3.8	0.3
Airedale and North Bradford	9.2	4.4	59.5	35.3	5.9	0.9	0.0

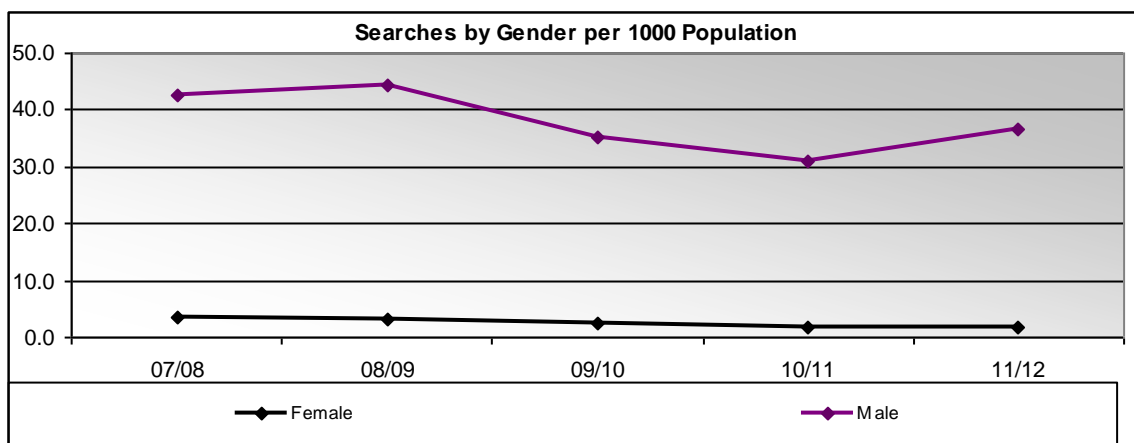
The current age profile of persons being stop and searched identifies the 16-19 age group as that most likely to be subject to stop and searches followed by the 20-29 age bracket. Latest figures indicate that persons aged 16-19 are almost twice as likely to be stopped as 20-29 year olds. 6 years ago this was closer to 3 times more likely.



Stop and Search Rates per 1000 population – by Sex

Force/Division	Total	Female	Male
Force	19.5	1.6	30.0
North West Leeds	45.7	3.1	68.8
North East Leeds	18.6	1.4	28.5
City and Holbeck	19.4	2.1	29.5
Wakefield	22.9	2.5	35.2
Kirklees	8.5	0.8	13.9
Calderdale	9.4	1.1	14.6
Bradford South	22.6	1.5	37.0
Airedale and North Bradford	9.2	0.7	13.8

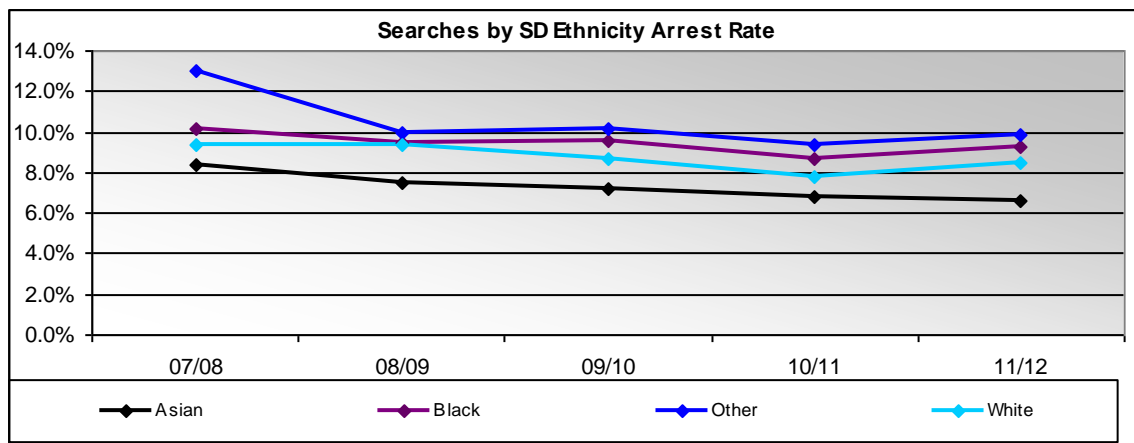
Whilst the overall volume of stop & searches has risen in 2011/12 the gender breakdown has remained relatively consistent. In 2011/12, where gender was stated, 95% of all stop & searches were conducted on men. In 2005/6 this percentage was marginally lower at 92%.



Stop and Search Arrest rate⁵ – by Ethnicity

Force/Division	Total	Asian	Black	Other	White
Force	8.2%	6.6%	9.3%	9.9%	8.4%
North West Leeds	7.1%	4.7%	5.5%	7.9%	7.4%
North East Leeds	6.5%	5.1%	8.4%	10.6%	6.4%
City and Holbeck	9.6%	7.1%	15.9%	13.6%	9.2%
Wakefield	10.6%	9.5%	10.7%	10.2%	10.8%
Kirklees	10.7%	8.1%	15.7%	13.3%	11.3%
Calderdale	7.7%	5.2%	6.7%	6.3%	8.3%
Bradford South	8.0%	6.5%	8.0%	12.7%	8.8%
Airedale and North Bradford	6.9%	6.8%	9.7%	5.9%	6.9%

The Force arrest rates for people from Asian, Black and White backgrounds are relatively consistent ranging from 6.6% to 9.3%. Arrests rates over the past 5 years have been falling (9.9% in 2005/6) and this is common across all ethnic backgrounds. The downward trend in arrest rates is common to Forces Nationally.

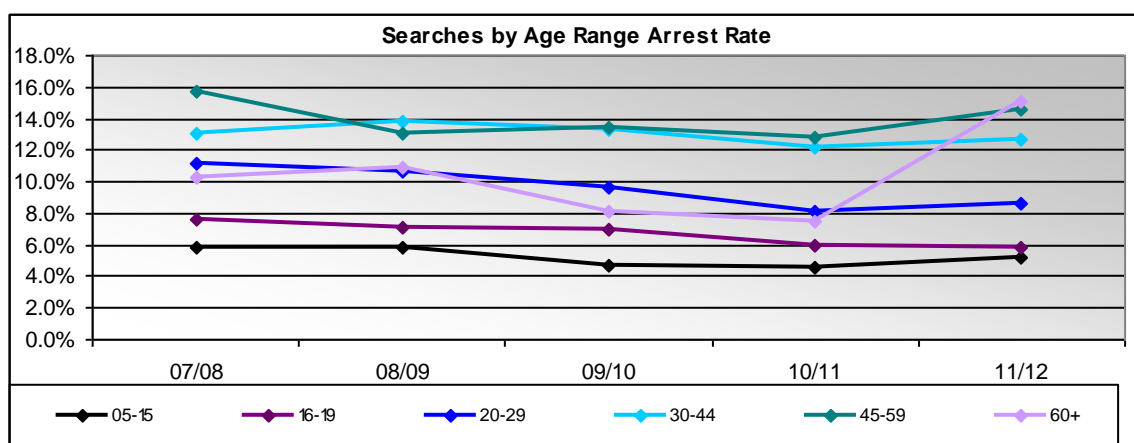


⁵ The arrest rate is based on the number of people arrested as a percentage of the number of people stopped and searched.

Stop and Search Arrest rate – by Age

Force/Division	Total	05-15	16-19	20-29	30-44	45-59	60+
Force	8.2%	5.2%	5.8%	8.6%	12.6%	14.5%	15.1%
North West Leeds	7.1%	5.5%	5.1%	7.3%	10.8%	12.9%	12.9%
North East Leeds	6.5%	3.7%	3.0%	7.9%	11.3%	15.6%	20.0%
City and Holbeck	9.6%	6.1%	6.4%	10.9%	14.1%	10.3%	0.0%
Wakefield	10.6%	6.5%	7.7%	11.3%	14.3%	17.6%	14.3%
Kirklees	10.7%	5.5%	8.7%	11.0%	15.0%	14.0%	33.3%
Calderdale	7.7%	4.0%	6.3%	8.0%	12.0%	9.1%	0.0%
Bradford South	8.0%	3.6%	6.3%	7.7%	12.8%	18.4%	18.2%
Airedale and North Bradford	6.9%	6.8%	4.6%	6.3%	13.0%	16.3%	0.0%

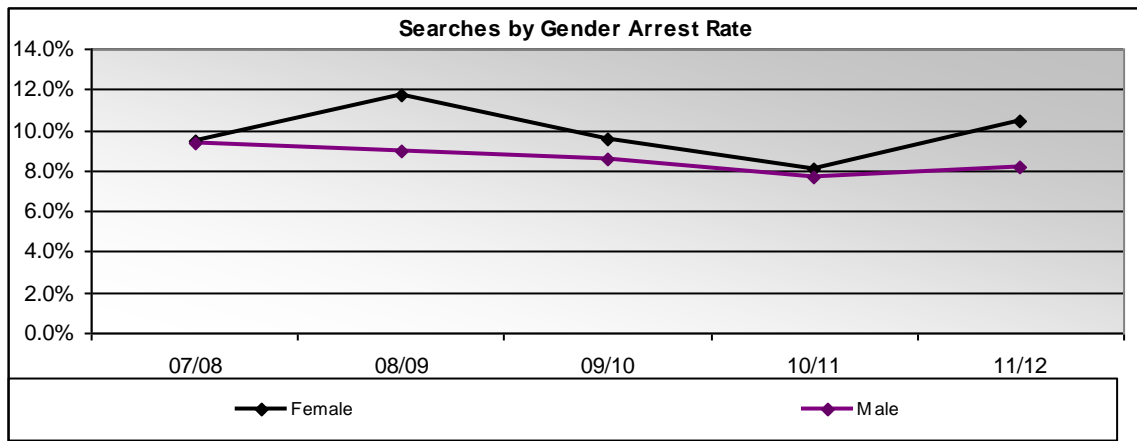
Arrest rates have been falling across the Force over the past number of years (in line with the National picture) and this is common to arrests involving people of all ages. The arrest rates for each age group identify that, when stopped and searched, older groups (30-59) are more likely to be arrested than younger people and this has been consistent over a number of years.



Stop and Search Arrest rate – by Sex

Force/Division	Total	Female	Male
Force	8.2%	10.4%	8.1%
North West Leeds	7.1%	10.2%	7.0%
North East Leeds	6.5%	7.3%	6.4%
City and Holbeck	9.6%	11.6%	9.5%
Wakefield	10.6%	9.2%	10.6%
Kirklees	10.7%	14.1%	10.6%
Calderdale	7.7%	6.4%	7.7%
Bradford South	8.0%	16.6%	7.5%
Airedale and North Bradford	6.9%	9.6%	6.9%

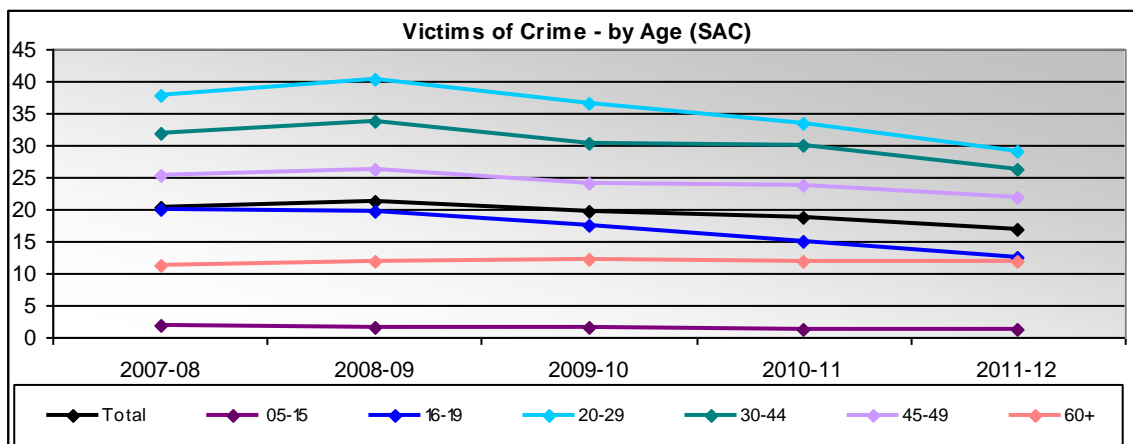
Arrest rates for males and females are virtually identical and this pattern has been consistent over a number of years.



Victims of Crime per 1000 population – by Age (Serious Acquisitive Crime⁶)

Force / Division	Total	5-15	16-19	20-29	30-44	45-49	60+
Force	16.8	1.2	12.5	29.0	26.4	21.7	11.9
North West Leeds	20.7	1.5	16.6	36.7	29.2	23.6	12.6
North East Leeds	16.7	1.5	12.2	28.2	27.9	20.8	11.7
City and Holbeck	19.2	0.9	15.3	36.5	28.9	24.2	12.4
Wakefield	12.7	0.6	9.9	21.9	19.4	16.8	9.3
Kirklees	16.5	1.4	13.8	27.6	25.2	20.7	13.0
Calderdale	12.7	0.5	11.2	22.2	18.8	17.8	9.2
Bradford South	21.7	1.9	11.6	29.5	39.4	33.9	17.7
Airedale and North Bradford	16.2	0.7	8.1	25.3	27.2	23.2	11.2

Serious Acquisitive Crime reduced by 9.3% during 2011/12 after a 3.4% reduction during 2010/11 reflecting a long term downward trend in the number of victims of these offences.



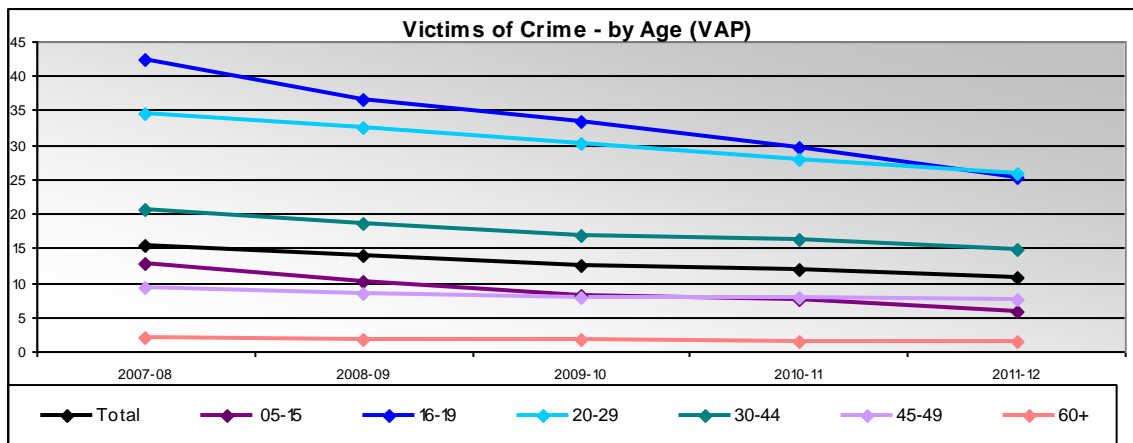
⁶ The serious acquisitive crime category includes domestic burglary, vehicle crime and robbery.

Victims of Crime per 1000 population – by Age (Violence Against the Person⁷)

Force / Division	Total	5-15	16-19	20-29	30-44	45-49	60+
Force	10.6	5.9	25.3	25.8	14.8	7.7	1.5
North West Leeds	8.5	5.2	16.5	15.1	12.2	6.4	1.2
North East Leeds	9.4	5.3	21.7	23.6	14.2	6.8	1.3
City and Holbeck	22.4	8.8	55.5	60.4	29.1	16.3	2.2
Wakefield	11.6	7.7	33.4	30.8	15.1	7.8	1.5
Kirklees	10.1	6.1	24.8	24.9	14.0	7.0	1.7
Calderdale	8.5	4.6	23.5	27.8	10.4	5.8	0.9
Bradford South	12.4	5.7	22.0	24.2	19.4	11.1	2.1
Airedale and North Bradford	7.5	4.6	20.3	19.8	10.1	5.8	1.4

Violence Against the Person offences reduced by 9.5% in 2011/12 after a reduction of 5.9% in 2010/11. This reflects a long term downward trend in the number of Violence Against the Person victims.

The 16-19 and 20-29 age groups are most likely to be victims of Violence Against the Person offences.

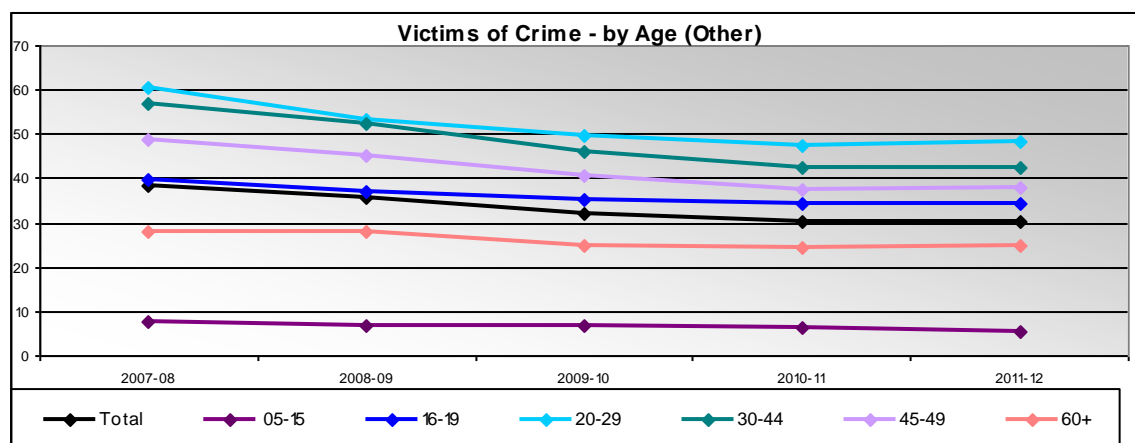


⁷ The violence against the person category includes all offences that result in actual injury or fear of injury, e.g. murder, wounding, minor injury, fear, alarm or distress.

Victims of Crime per 1000 population – by Age (Other Crime⁸)

Force/Division	Total	5-15	16-19	20-29	30-44	45-49	60+
Force	30.2	5.6	34.5	48.1	42.2	38.0	24.7
North West Leeds	26.9	4.6	29.0	34.5	38.6	34.6	21.3
North East Leeds	25.8	4.9	26.9	42.2	38.9	32.9	19.0
City and Holbeck	58.3	7.7	141.4	143.7	65.7	54.5	29.2
Wakefield	29.2	7.0	30.9	46.1	38.2	36.3	26.6
Kirklees	28.7	6.1	28.2	40.5	39.8	36.5	28.0
Calderdale	26.7	4.3	26.0	39.8	35.3	36.8	25.0
Bradford South	35.8	6.2	27.4	47.1	59.4	54.1	33.2
Airedale and North Bradford	24.7	4.5	16.1	35.6	36.9	34.0	21.0

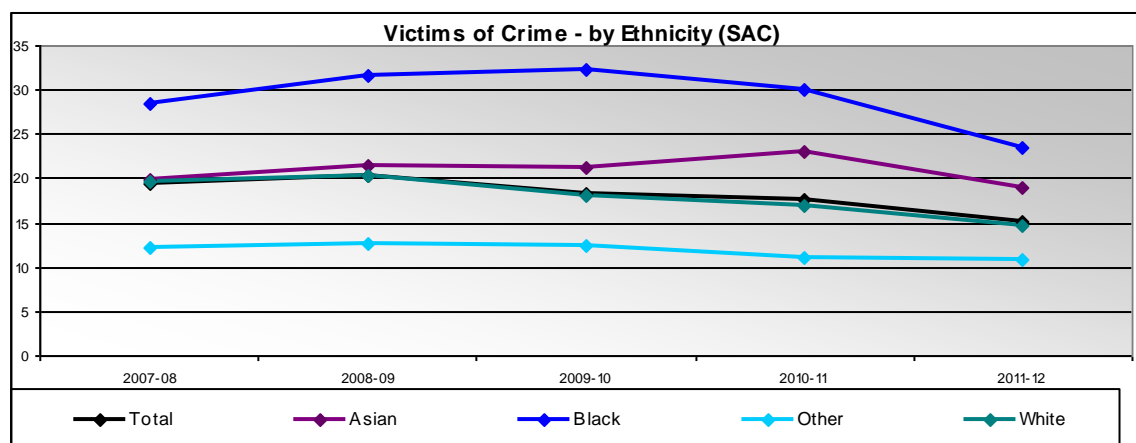
Other Crime offences increased by 1.6% in 2011/12 (due to predominantly to an increase in shoplifting offences and theft from a public place) after a reduction of 3.9% in 2010/11. Despite the small increase in 2011/12 there is a long term downward trend in the number of Other Crime victims.



⁸ Other crime includes all those offences not included in the serious acquisitive crime or violence against the person categories.

Victims of Crime per 1000 population – by Ethnicity (Serious Acquisitive Crime)

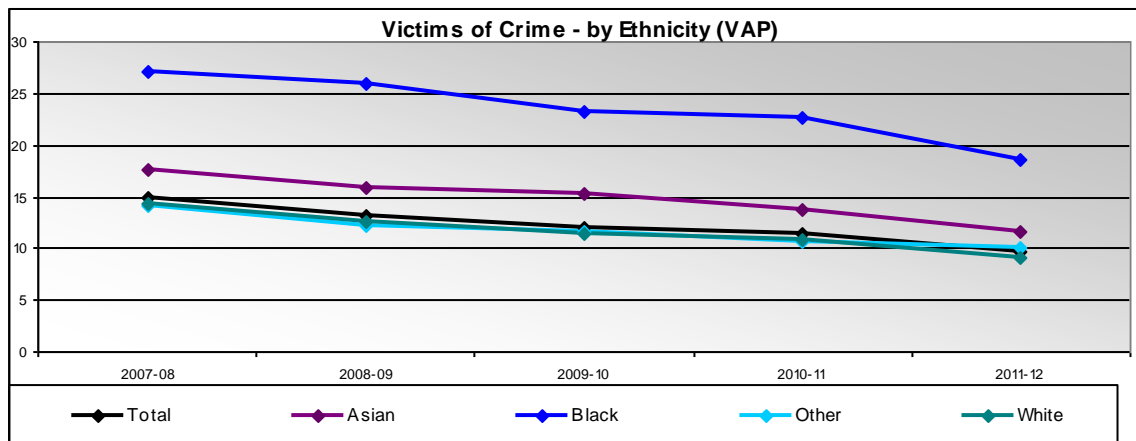
Force/Division	Total	Asian ⁹	Black ¹¹	Other ¹¹	White ¹¹	Serious Acquisitive Crime reduced by 9.3% during 2011/12 after a 3.4% reduction during 2010/11 reflecting a long term downward trend in the number of victims of Serious Acquisitive Crime. There has been a reduction in victimisation across all ethnic groups.
Force	15.1	19.1	23.5	10.9	14.6	
North West Leeds	18.8	28.0	26.6	10.3	18.7	
North East Leeds	14.9	25.0	27.5	10.0	13.8	
City and Holbeck	17.1	27.4	48.2	17.2	16.2	
Wakefield	11.9	21.9	21.0	12.4	11.7	
Kirklees	14.8	16.6	19.9	12.7	14.5	
Calderdale	11.3	10.5	14.8	6.0	11.5	
Bradford South	18.0	15.8	14.9	11.9	20.1	
Airedale and North Bradford	13.9	27.2	33.1	3.4	12.7	



⁹ Ethnic classification is based on self-classification by the victim using the Census 16+1 breakdown. Asian includes Asian or Asian British, Indian, Pakistani, Bangladeshi or any other Asian background. Black includes Black Caribbean, Black African, Black or Black Other. White includes White British, Irish and any other White background. Other includes Chinese or any other ethnic group including Japanese, South East Asian, Middle Eastern, mixed White and Black or mixed White and Asian

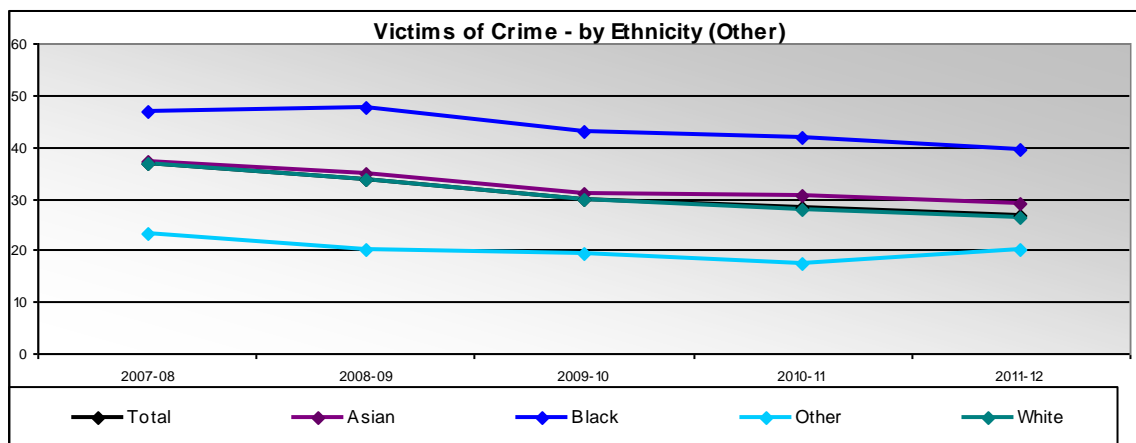
Victims of Crime per 1000 population – by Ethnicity (Violence Against the Person)

Force/Division	Total	Asian	Black	Other	White	Violence Against the Person offences reduced by 9.5% in 2011/12 after a reduction of 5.9% in 2010/11. This reflects a long term downward trend in the number of Violence Against the Person victims. Violence Against the Person per 1000 population is relatively high for Asian and Black victims. The very high rates recorded in City & Holbeck and Wakefield are influenced by the transient population in the Leeds and Wakefield City Centres and the night time economy.
Force	9.6	11.6	18.6	10.1	9.2	
North West Leeds	7.8	14.3	11.8	6.6	7.4	
North East Leeds	8.5	14.0	18.4	9.8	7.5	
City and Holbeck	20.3	35.9	84.3	18.6	18.8	
Wakefield	11.0	29.4	42.0	11.9	10.5	
Kirklees	9.3	10.4	14.3	13.9	8.8	
Calderdale	7.5	11.8	10.6	8.0	7.2	
Bradford South	10.1	8.0	9.3	10.5	11.6	
Airedale and North Bradford	7.0	12.6	8.1	5.5	6.5	



Victims of Crime per 1000 population – by Ethnicity (Other Crime)

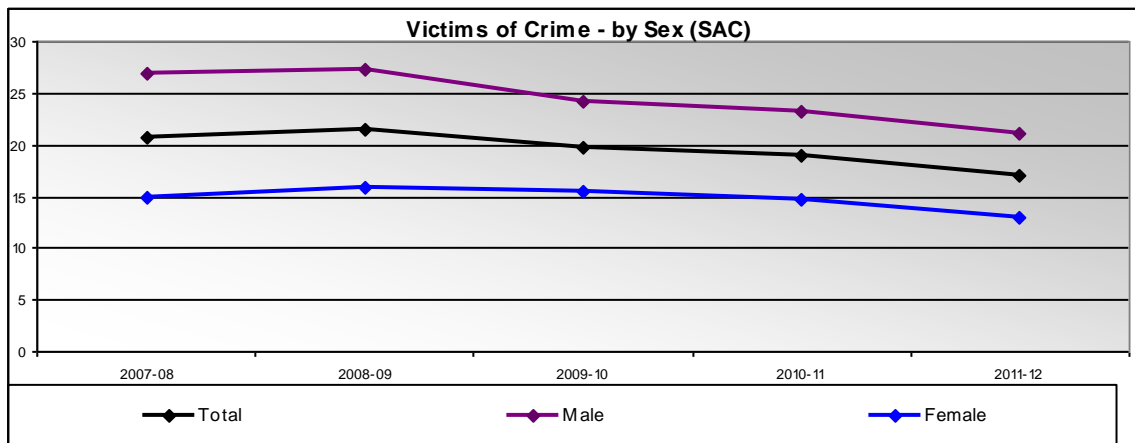
Force / Division	Total	Asian	Black	Other	White	Other Crime offences increased by 1.6% in 2011/12 after a reduction of 3.9% in 2010/11. The long term trend in the number of Other Crime victims is downwards.
Force	26.8	29.1	39.5	20.3	26.5	
North West Leeds	24.1	36.5	29.2	14.8	23.8	
North East Leeds	22.5	36.7	41.4	14.9	20.9	
City and Holbeck	52.2	81.7	135.1	60.5	49.5	
Wakefield	26.8	67.2	41.0	21.7	26.1	
Kirklees	25.6	24.5	30.0	23.5	25.7	
Calderdale	23.8	26.4	21.2	12.3	23.8	
Bradford South	29.1	22.8	34.0	21.8	33.7	
Airedale and North Bradford	22.2	29.6	22.3	12.9	21.7	



Victims of Crime per 1000 population – by Sex (Serious Acquisitive Crime)

Force/Division	Total	Male	Female
Force	17.0	21.0	13.0
North West Leeds	20.8	24.6	17.1
North East Leeds	16.8	20.1	13.7
City and Holbeck	19.3	24.4	14.4
Wakefield	12.9	16.1	9.7
Kirklees	16.5	20.8	12.4
Calderdale	12.8	16.3	9.5
Bradford South	21.8	27.8	15.9
Airedale and North Bradford	16.4	20.7	12.4

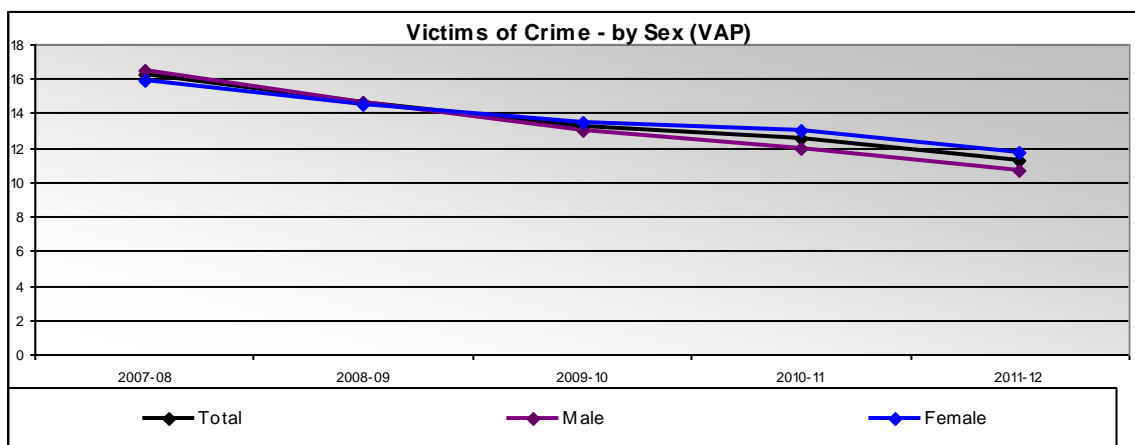
Across all divisions males are more likely to be victims of Serious Acquisitive Crime than females.



Victims of Crime per 1000 population – by Sex (Violence Against the Person)

Force/Division	Total	Male	Female
Force	11.2	10.7	11.8
North West Leeds	9.1	8.7	9.4
North East Leeds	10.0	8.5	11.3
City and Holbeck	23.7	23.2	24.1
Wakefield	12.3	11.7	12.8
Kirklees	10.6	10.4	10.9
Calderdale	8.9	8.1	9.7
Bradford South	13.1	13.0	13.1
Airedale and North Bradford	8.0	7.6	8.3

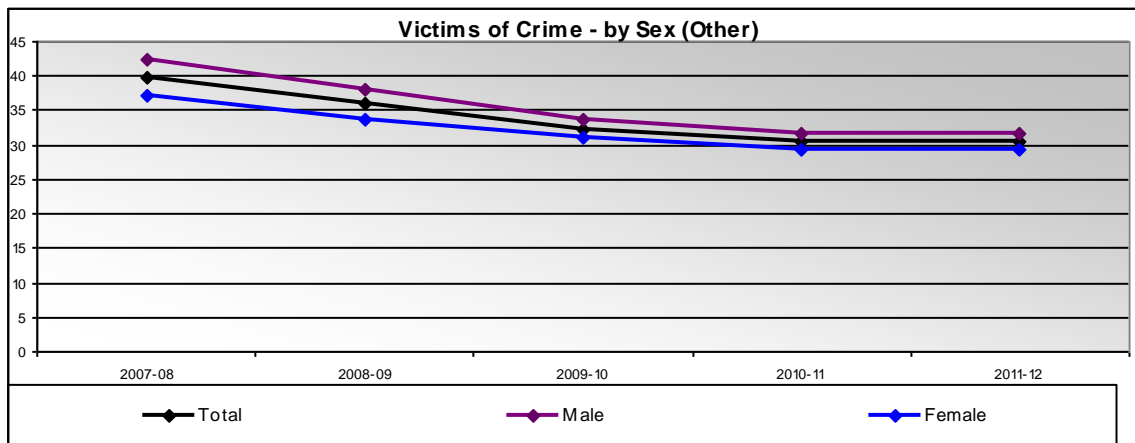
Across all divisions females are slightly more likely to be victims of Violence Against the Person than males. The relatively high rate at City and Holbeck is influenced by the transient population and night time economy. A large proportion of Violence Against the Person relates to domestic violence where the victim is predominantly, but not exclusively, female.



Victims of Crime per 1000 population – by Sex (Other Crime)

Force/Division	Total	Male	Female
Force	30.5	31.7	29.4
North West Leeds	27.2	28.1	26.2
North East Leeds	26.0	27.1	25.0
City and Holbeck	58.5	51.5	65.3
Wakefield	29.5	30.9	28.1
Kirklees	29.0	31.1	26.9
Calderdale	26.9	28.4	25.5
Bradford South	36.0	39.2	33.0
Airedale and North Bradford	25.0	27.4	22.7

Across the other crime types, males and females are equally likely to be victims of crime. Once again City and Holbeck has a relatively high rate which is influenced by the transient population in the City Centre.

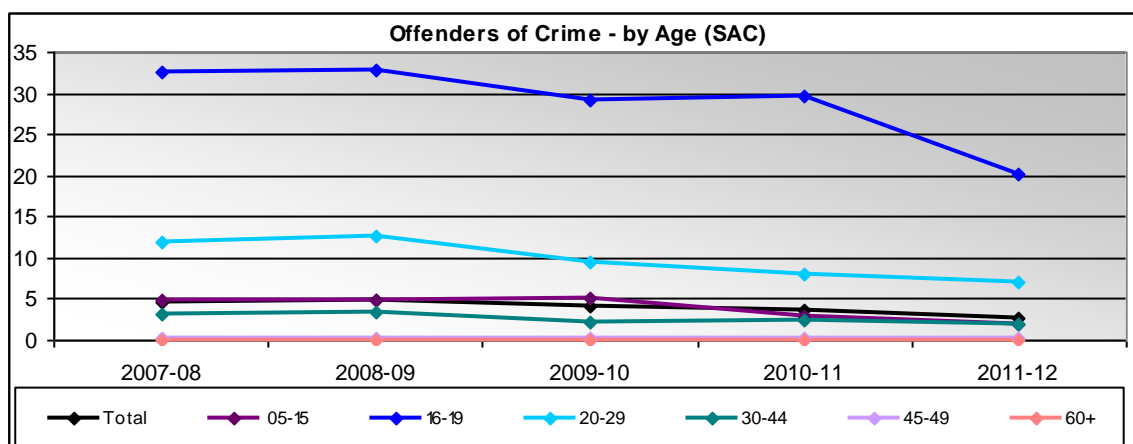


Crime Offenders per 1000 population – by Age (Serious Acquisitive Crime)

NOTE: An offender is counted when the suspect is either Charged with the offence, Cautioned for the offence, had the offence Taken Into Consideration at Court, issued with a Penalty Notice for Disorder, taken part in a Community Resolution or Youth Restorative Disposal. All offenders have been counted (i.e. if there are multiple offenders for an offence all offenders have been counted).

Force/Division	Total	5-15	16-19	20-29	30-44	45-49	60+
Force	2.8	1.9	20.2	7.1	2.0	0.2	0.0
North West Leeds	2.8	1.8	18.2	5.3	1.8	0.2	0.0
North East Leeds	3.0	1.7	23.8	9.2	1.7	0.5	0.0
City and Holbeck	4.0	2.1	22.6	10.6	4.4	0.2	0.0
Wakefield	2.8	2.2	19.9	9.6	1.6	0.2	0.0
Kirklees	2.1	1.3	13.3	6.6	1.6	0.2	0.0
Calderdale	2.4	1.8	24.4	6.0	1.2	0.1	0.0
Bradford South	3.5	1.7	21.9	6.9	3.0	0.1	0.0
Airedale and North Bradford	2.6	2.7	23.8	5.0	2.1	0.0	0.0

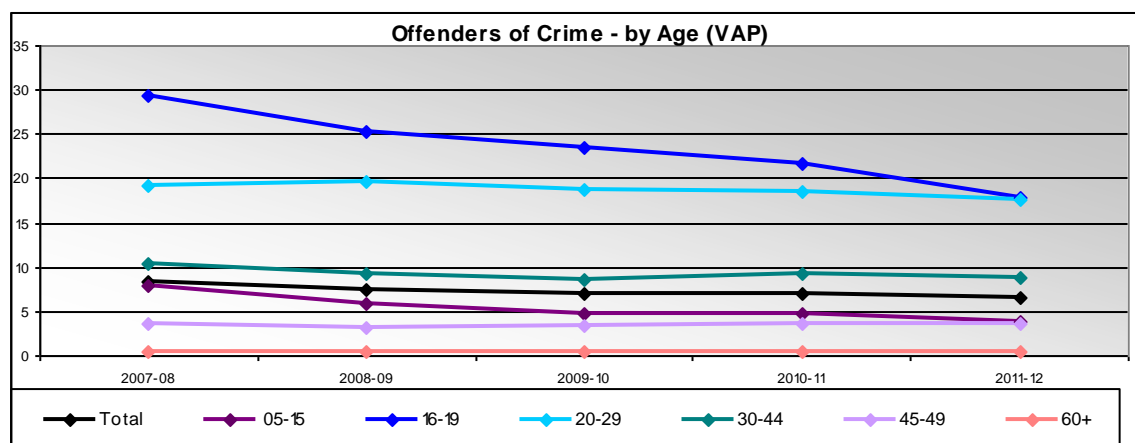
The number of offenders dealt with over the last five years has fallen in line with the reduction in crime. In terms of the age of offenders the highest rates are seen for the 16-19 age category - despite this being the narrowest age band.



Crime Offenders per 1000 population – by Age (Violence Against the Person)

Force/Division	Total	5-15	16-19	20-29	30-44	45-49	60+
Force	6.6	3.9	17.8	17.5	8.8	3.6	0.5
North West Leeds	5.4	4.3	13.2	9.6	7.4	3.3	0.4
North East Leeds	5.9	4.0	14.5	15.4	9.1	3.6	0.5
City and Holbeck	14.6	7.0	42.1	40.9	17.6	8.4	1.3
Wakefield	6.7	4.0	20.0	21.3	8.5	3.3	0.7
Kirklees	5.8	3.7	16.6	16.4	7.8	2.6	0.3
Calderdale	5.8	2.9	20.5	19.1	7.5	3.1	0.4
Bradford South	7.3	3.1	16.7	16.0	10.6	5.0	0.5
Airedale and North Bradford	5.0	3.5	12.8	16.2	6.4	2.6	0.4

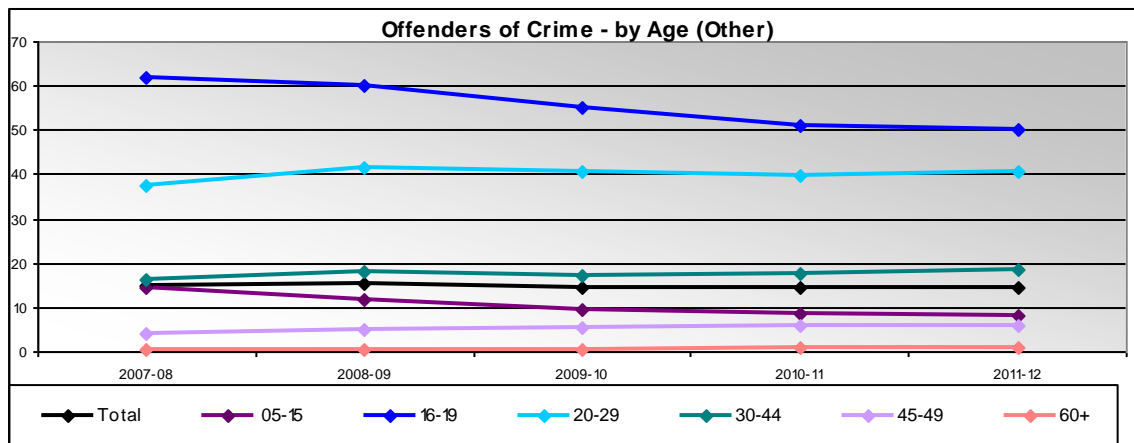
Once again the 16-19 age band has the highest offender rate; however the 20-29 age band also has a relatively high rate. These age bands are particularly high in City & Holbeck where these ages are more closely associated with the night time economy than the other age bands.



Crime Offenders per 1000 population – by Age (Other Crime)

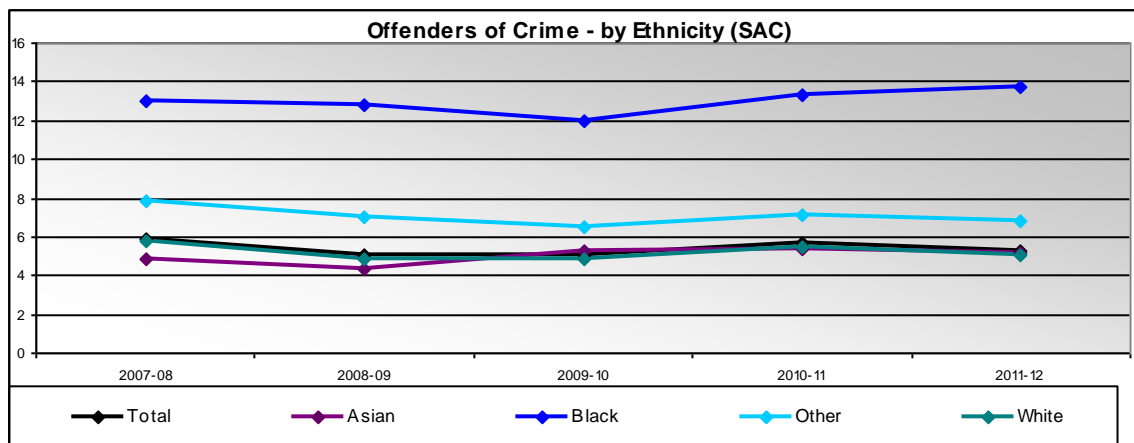
Force/Division	Total	5-15	16-19	20-29	30-44	45-49	60+
Force	14.5	7.9	49.9	40.5	18.4	6.1	0.8
North West Leeds	11.4	7.4	31.3	24.2	14.0	4.8	0.5
North East Leeds	12.7	6.3	45.7	38.8	16.3	6.4	0.7
City and Holbeck	32.7	16.4	111.8	89.4	40.0	15.7	1.5
Wakefield	15.6	8.9	57.9	53.6	18.4	5.0	0.8
Kirklees	12.0	7.8	44.1	33.5	15.1	4.3	0.7
Calderdale	12.4	6.1	54.8	42.5	14.3	4.7	0.7
Bradford South	20.1	8.5	55.0	44.8	28.3	11.2	1.0
Airedale and North Bradford	9.5	5.1	36.6	29.0	12.8	4.0	0.8

A similar trend to that for Serious Acquisitive Crime and Violence Against the Person with the age bands of 16-19 and 20-29 having the highest offender rates.



Crime Offenders per 1000 population – by Ethnicity (Serious Acquisitive Crime)

Force/Division	Total	Asian ¹⁰	Black ¹²	Other ¹²	White ¹²	In line with the analysis of victims of Serious Acquisitive Crime, the Black population has a relatively high rate.
Force	5.3	5.1	13.7	6.8	5.1	
North West Leeds	4.4	4.2	9.6	4.8	4.2	
North East Leeds	5.0	5.4	14.8	5.9	4.5	
City and Holbeck	12.1	16.1	50.3	17.9	11.2	
Wakefield	5.3	7.9	10.5	3.7	5.3	
Kirklees	4.6	4.4	13.5	11.2	4.2	
Calderdale	4.6	4.9	15.9	3.0	4.5	
Bradford South	5.4	4.1	6.6	5.8	6.1	
Airedale and North Bradford	4.2	7.3	5.1	3.7	3.9	

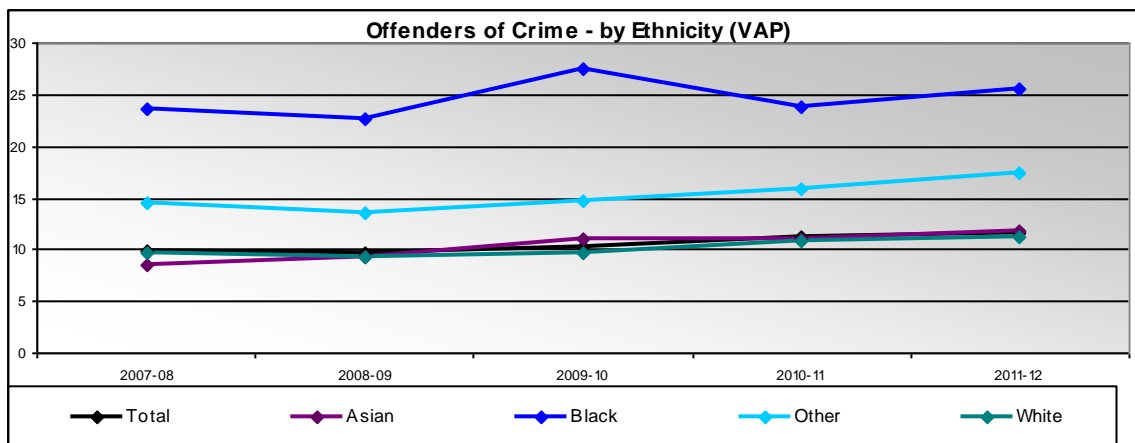


¹⁰ Ethnic classification is based on self-classification by the suspect using the Census 16+1 breakdown. Asian includes Asian or Asian British, Indian, Pakistani, Bangladeshi or any other Asian background. Black includes Black Caribbean, Black African, Black or Black Other. White includes White British, Irish and any other White background. Other includes Chinese or any other ethnic group including Japanese, South East Asian, Middle Eastern, mixed White and Black or mixed White and Asian

Crime Offenders per 1000 population – by Ethnicity (Violence Against the Person)

Force/Division	Total	Asian	Black	Other	White
Force	11.6	11.7	25.6	17.4	11.1
North West Leeds	9.2	14.7	18.5	8.2	8.8
North East Leeds	10.9	9.9	19.6	14.4	10.4
City and Holbeck	27.2	38.7	116.2	53.4	24.8
Wakefield	12.2	27.7	36.2	11.9	11.8
Kirklees	9.7	9.3	21.5	26.8	9.0
Calderdale	9.7	14.6	38.1	11.5	9.2
Bradford South	14.4	9.6	20.2	18.6	17.1
Airedale and North Bradford	7.6	12.3	11.1	9.5	7.1

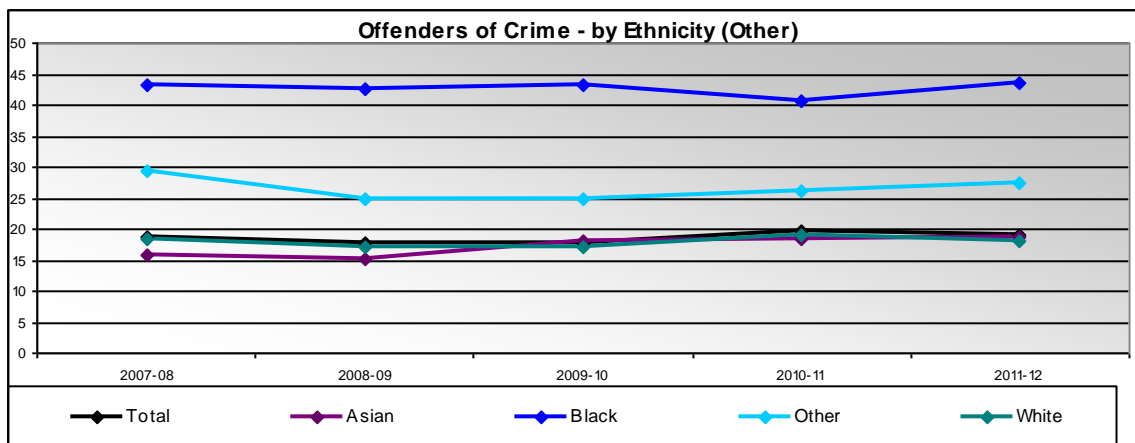
In line with the analysis of victims of Violence Against the Person, the Black population has a relatively high rate.



Crime Offenders per 1000 population – by Ethnicity (Other Crime)

Force/Division	Total	Asian	Black	Other	White
Force	18.9	18.7	43.5	27.3	18.2
North West Leeds	15.7	21.0	33.3	15.8	15.1
North East Leeds	18.4	17.3	37.6	24.5	17.3
City and Holbeck	42.7	57.1	171.7	79.1	39.3
Wakefield	19.5	37.7	47.7	16.7	19.1
Kirklees	15.8	15.2	42.7	41.4	14.6
Calderdale	16.2	22.3	59.3	15.6	15.5
Bradford South	22.1	15.4	28.9	26.8	26.0
Airedale and North Bradford	13.0	21.3	17.6	15.4	12.1

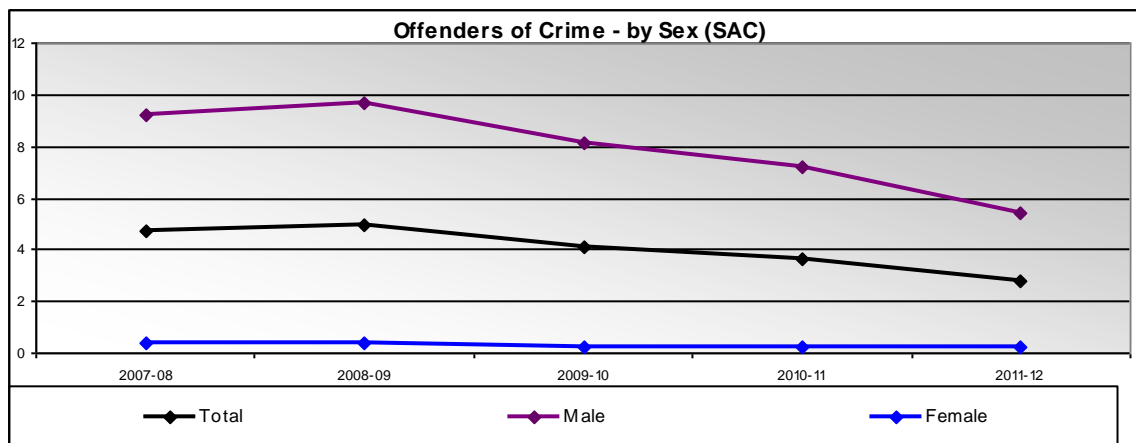
In line with the analysis of victims of Other Crime the Person, the Black population has a relatively high rate.



Crime Offenders per 1000 population – by Sex (Serious Acquisitive Crime)

Force/Division	Total	Male	Female
Force	2.8	5.4	0.2
North West Leeds	2.8	5.5	0.2
North East Leeds	3.0	5.8	0.3
City and Holbeck	4.0	7.5	0.5
Wakefield	2.8	5.4	0.3
Kirklees	2.1	4.0	0.2
Calderdale	2.4	4.5	0.3
Bradford South	3.5	6.8	0.4
Airedale and North Bradford	2.6	5.3	0.1

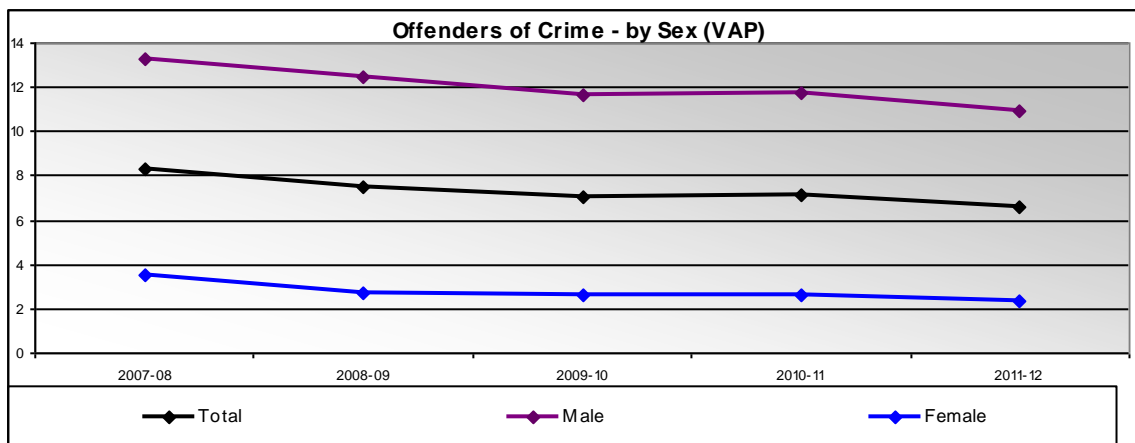
At the Force level the rate for male offenders is over 20 times greater than the rate for female offenders.



Crime Offenders per 1000 population – by Sex (Violence Against the Person)

Force/Division	Total	Male	Female
Force	6.6	10.9	2.4
North West Leeds	5.4	8.8	2.2
North East Leeds	5.9	9.5	2.5
City and Holbeck	14.6	24.0	5.4
Wakefield	6.7	11.1	2.5
Kirklees	5.8	9.5	2.1
Calderdale	5.8	9.8	2.0
Bradford South	7.3	12.3	2.3
Airedale and North Bradford	5.0	8.6	1.5

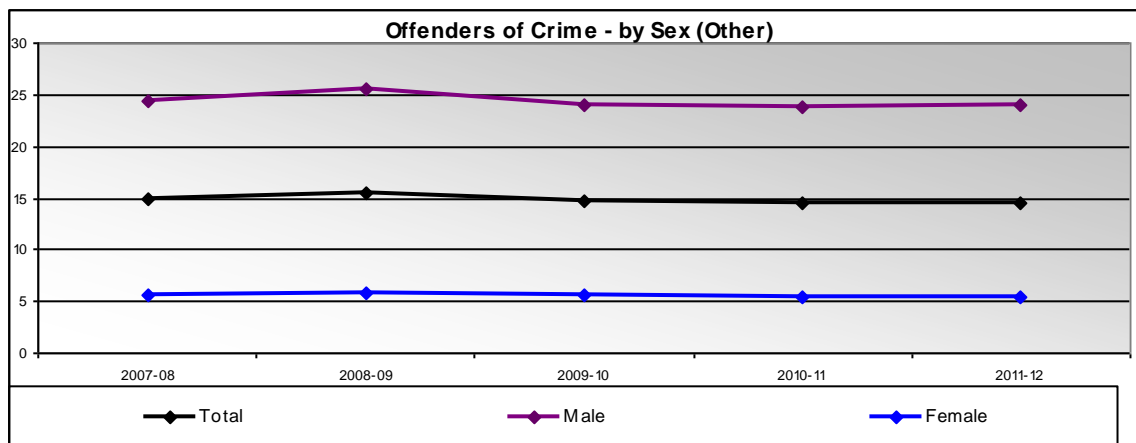
The rate for male offenders is over 4 times greater than the rate for female offenders.



Crime Offenders per 1000 population – by Sex (Other Crime)

Force/Division	Total	Male	Female
Force	14.5	23.9	5.5
North West Leeds	11.4	19.5	3.5
North East Leeds	12.7	20.9	5.0
City and Holbeck	32.6	51.0	14.7
Wakefield	15.6	26.0	5.5
Kirklees	12.0	19.4	4.8
Calderdale	12.4	20.8	4.3
Bradford South	20.1	32.9	7.6
Airedale and North Bradford	9.5	16.3	3.1

The rate for male offenders is just over 4 times greater than the rate for female offenders.



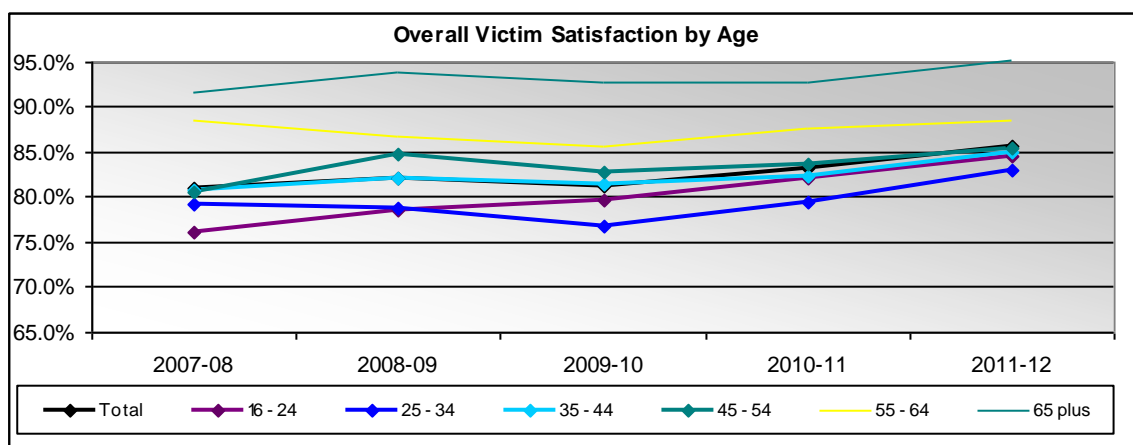
Victim Satisfaction

Victims of burglary, violent crime, vehicle crime and racist incidents are selected at random each month to take part in our victim satisfaction survey programme to evaluate their satisfaction with the service they have received. The results are used to assess and make improvements to service delivery across West Yorkshire.

During 2011/12 8195 victims of crime took part in this survey, with 85.7% of those victims saying that they were satisfied with the overall service delivered, an increase of 4.8% over the last five years. The figures in brackets relate to the sample size

Overall Victim Satisfaction – by Age

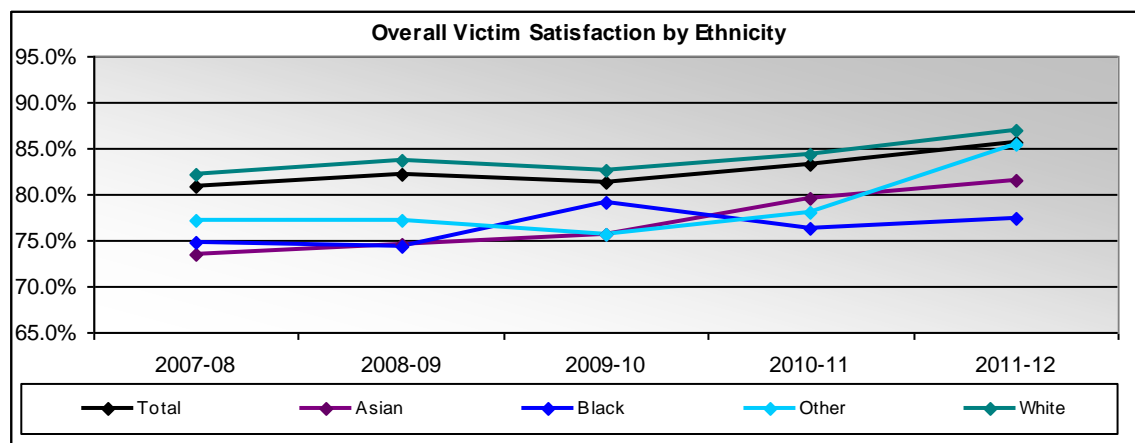
Force/Division	Total	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 plus
Force	85.7% (8195)	84.6% (1402)	83.0% (1794)	84.9% (1875)	85.5% (1471)	88.5% (1026)	95.2% (582)
North West Leeds	85.9% (930)	89.7% (273)	83.0% (223)	82.0% (167)	85.2% (135)	85.4% (89)	94.9% (39)
North East Leeds	87.6% (1258)	86.4% (191)	82.7% (283)	88.2% (314)	88.5% (217)	89.6% (154)	97.8% (92)
City and Holbeck	88.4% (708)	85.5% (124)	88.7% (177)	89.5% (171)	85.5% (124)	90.3% (62)	95.7% (46)
Wakefield	84.5% (1380)	81.9% (216)	84.5% (252)	82.4% (340)	83.5% (273)	87.9% (190)	95.2% (104)
Kirklees	86.2% (1236)	81.9% (210)	81.0% (268)	86.3% (278)	88.5% (217)	89.8% (167)	97.8% (91)
Calderdale	85.6% (673)	86.5% (89)	83.6% (134)	84.7% (163)	80.7% (135)	90.2% (82)	94.0% (67)
Bradford South	84.1% (1037)	81.8% (181)	81.8% (269)	82.2% (225)	86.3% (160)	86.7% (128)	95.5% (67)
Airedale and North Bradford	84.3% (973)	81.4% (118)	80.3% (188)	83.9% (217)	84.8% (210)	88.3% (154)	89.5% (76)



Victims aged 65 or over have the highest level of overall satisfaction at 95.2% with younger victims in the 25 to 34 age group being least satisfied with service delivery. Satisfaction of the 16 to 24 age group has increased the most, up 8.4% and the only age group not to see an increase in satisfaction is for those aged 55 to 64 whose satisfaction level has remained at 88.5%.

Overall Victim Satisfaction – by Ethnicity

Force/Division	Total	Asian ¹¹	Black ¹³	Other ¹³	White ¹³	Satisfaction across all ethnic groups has increased over the last five years. Satisfaction of Asian victims is up 7.9%, Black victims up 2.7%, other ethnic background up 8.3% and White up 4.6%.
Force	85.7% (8195)	81.5% (1129)	77.4% (243)	85.5% (69)	86.9% (6540)	
North West Leeds	85.9% (930)	85.2% (88)	80.8% (26)	85.7% (14)	86.1% (770)	
North East Leeds	87.6% (1258)	87.6% (161)	76.2% (84)	70.6% (17)	89.3% (942)	
City and Holbeck	88.4% (708)	85.3% (68)	82.9% (35)	100.0% (6)	89.2% (572)	
Wakefield	84.5% (1380)	69.0% (71)	81.3% (16)	70.0% (10)	85.5% (1264)	
Kirklees	86.2% (1236)	81.3% (209)	73.3% (30)	100.0% (4)	87.7% (970)	
Calderdale	85.6% (673)	86.4% (66)	85.7% (7)	100.0% (4)	85.4% (590)	
Bradford South	84.1% (1037)	80.3% (346)	77.8% (36)	100.0% (9)	86.6% (612)	
Airedale and North Bradford	84.3% (973)	76.7% (120)	55.6% (9)	100.0% (5)	85.7% (820)	

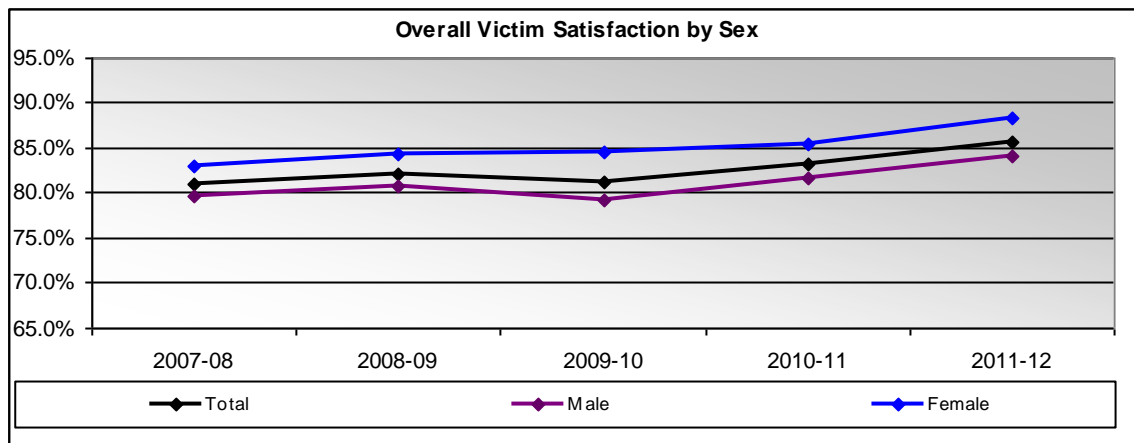


¹¹ Ethnic classification is based on self-classification by the victim using the Census 16+1 breakdown. Asian includes Asian or Asian British, Indian, Pakistani, Bangladeshi or any other Asian background. Black includes Black Caribbean, Black African, Black or Black Other. White includes White British, Irish and any other White background. Other includes Chinese or any other ethnic group including Japanese, South East Asian, Middle Eastern, mixed White and Black or mixed White and Asian

Overall Victim Satisfaction – by Sex

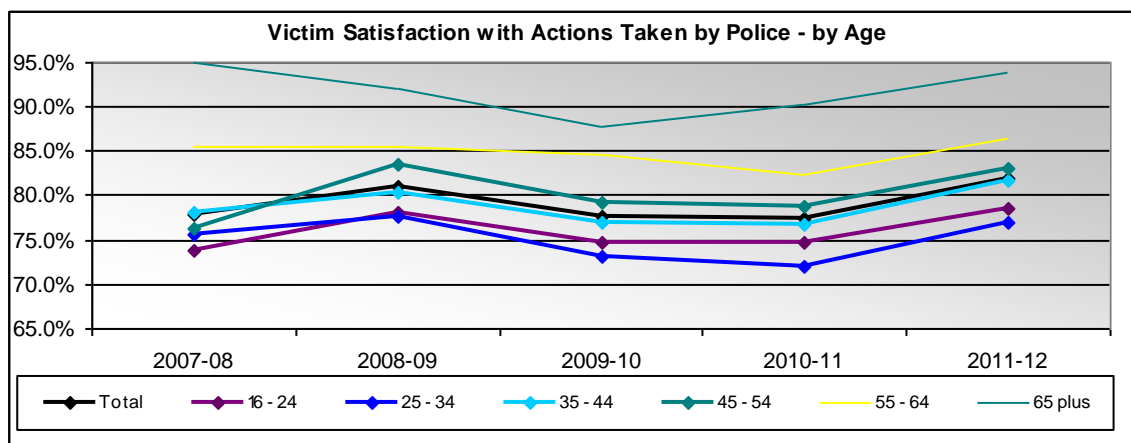
Force/Division	Total	Male	Female
Force	85.7% (8195)	84.0% (4997)	88.4% (3198)
North West Leeds	85.9% (930)	85.2% (568)	87.0% (362)
North East Leeds	87.6% (1258)	86.4% (721)	89.2% (537)
City and Holbeck	88.4% (708)	86.4% (434)	91.6% (274)
Wakefield	84.5% (1380)	81.9% (851)	88.7% (529)
Kirklees	86.2% (1236)	85.1% (753)	87.8% (483)
Calderdale	85.6% (673)	82.9% (415)	89.9% (258)
Bradford South	84.1% (1037)	81.8% (650)	87.9% (387)
Airedale and North Bradford	84.3% (973)	83.0% (605)	86.4% (368)

Satisfaction of Male victims has increased by 4.3% over the last five years and is now at its highest level of 84%. Satisfaction levels of female victims have increased by 5.3% to 88.4% and are consistently higher than those of male victims.



Victim satisfaction with actions taken by the police – by Age

Force/Division	Total	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 plus
Force	81.8% (8131)	78.5% (1394)	77.0% (1778)	81.7% (1861)	83.0% (1458)	86.4% (1015)	94.0% (579)
North West Leeds	80.6% (923)	81.6% (272)	73.3% (221)	81.3% (166)	88.9% (135)	77.0% (87)	92.1% (38)
North East Leeds	84.3% (1254)	77.5% (191)	79.8% (282)	84.6% (311)	85.2% (216)	92.2% (153)	94.6% (93)
City and Holbeck	85.0% (705)	81.5% (124)	84.7% (176)	85.9% (170)	80.6% (124)	90.5% (63)	95.5% (44)
Wakefield	80.3% (1360)	79.0% (210)	76.6% (248)	78.5% (340)	80.5% (266)	83.4% (187)	93.3% (104)
Kirklees	80.4% (1225)	72.7% (209)	71.9% (263)	81.9% (276)	83.3% (215)	88.0% (166)	96.7% (91)
Calderdale	82.5% (668)	78.7% (89)	78.2% (133)	83.3% (162)	79.7% (133)	84.0% (81)	97.0% (67)
Bradford South	82.0% (1031)	80.0% (180)	78.8% (269)	82.4% (222)	82.6% (161)	84.8% (125)	92.5% (67)
Airedale and North Bradford	80.8% (965)	76.5% (119)	74.2% (186)	77.6% (214)	83.7% (208)	88.9% (153)	89.3% (75)

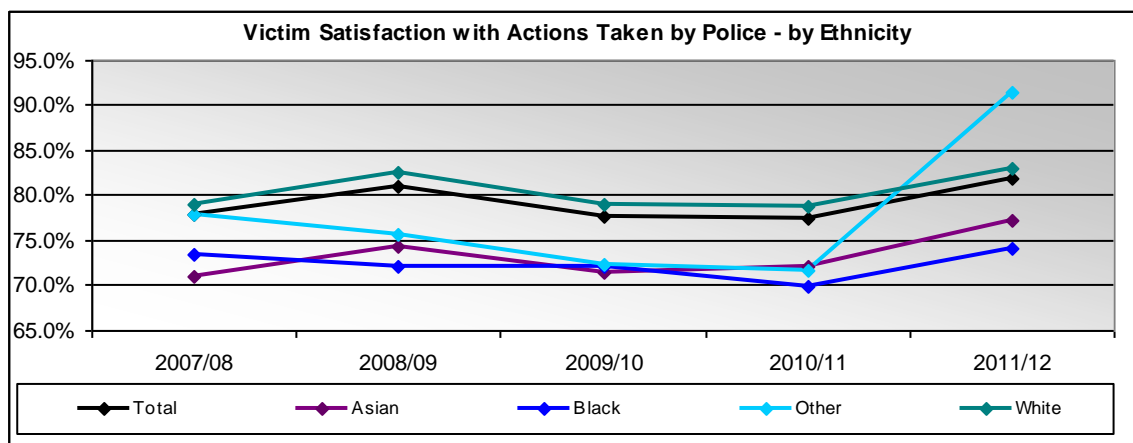


Victim satisfaction levels in relation to the actions taken have increased by 4% to 81.8% over the last five years.

Satisfaction of the 45 - 54 age group has increased the most, up 6.8%. The only age group with decreased satisfaction with actions taken over the last five years is the 65 plus group. Despite being down 1.1% this group maintains the highest satisfaction level.

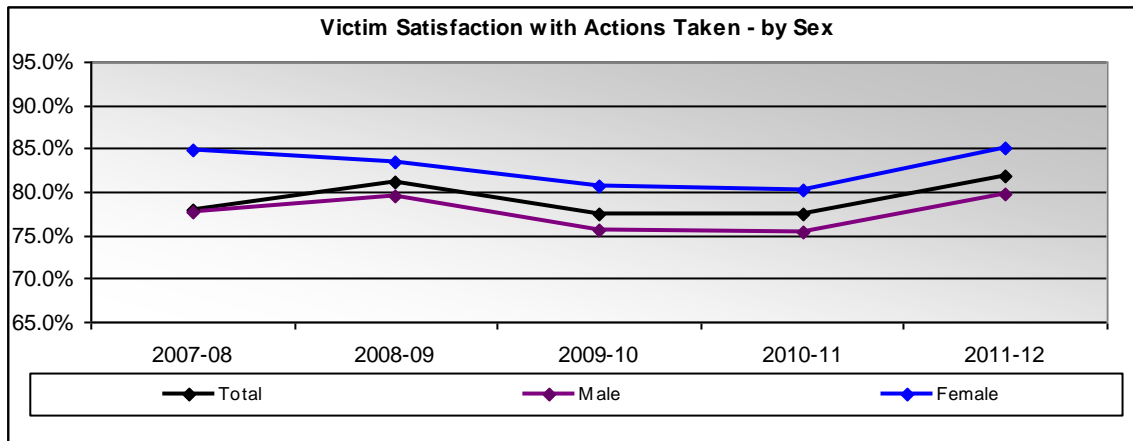
Victim satisfaction with actions taken by the police – by Ethnicity

Force/Division	Total	Asian	Black	Other	White	Over the last five years satisfaction levels with actions taken have increased amongst Asian, Black, Other ethnic groups and White victims (up 6.2%, 0.5%, 13.7% and 4.1% respectively).
Force	81.8% (8131)	77.1% (1115)	74.1% (243)	91.4% (70)	83.1% (6487)	
North West Leeds	80.6% (923)	78.4% (88)	66.7% (27)	85.7% (14)	81.6% (762)	
North East Leeds	84.3% (1254)	81.8% (159)	71.8% (85)	88.2% (17)	86.4% (938)	
City and Holbeck	85.0% (705)	83.3% (66)	85.7% (35)	85.7% (7)	85.4% (570)	
Wakefield	80.3% (1360)	58.8% (68)	68.8% (16)	90.0% (10)	81.6% (1247)	
Kirklees	80.4% (1225)	74.9% (207)	64.3% (28)	100.0% (4)	82.2% (963)	
Calderdale	82.5% (668)	81.5% (65)	100.0% (7)	100.0% (4)	82.3% (586)	
Bradford South	82.0% (1031)	78.5% (344)	80.6% (36)	100.0% (9)	84.4% (608)	
Airedale and North Bradford	80.8% (965)	74.6% (118)	66.7% (9)	100.0% (5)	82.2% (813)	



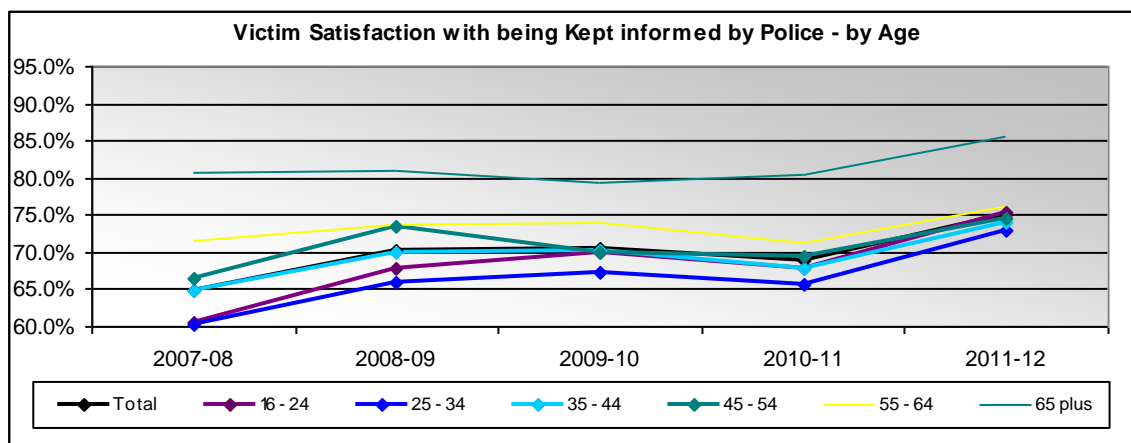
Victim satisfaction with actions taken by the police – by Sex

Force/Division	Total	Male	Female	Over the last five years satisfaction of male victims has increased by 2.1% whilst satisfaction of female victims has increased by just 0.2%.
Force	81.8% (8131)	79.8% (4951)	85.0% (3180)	
North West Leeds	80.6% (923)	79.3% (564)	82.7% (359)	
North East Leeds	84.3% (1254)	83.1% (718)	85.8% (536)	
City and Holbeck	85.0% (705)	82.8% (431)	88.3% (274)	
Wakefield	80.3% (1360)	78.1% (836)	83.8% (524)	
Kirklees	80.4% (1225)	78.6% (748)	83.2% (477)	
Calderdale	82.5% (668)	80.3% (412)	85.9% (256)	
Bradford South	82.0% (1031)	78.7% (644)	87.3% (387)	
Airedale and North Bradford	80.8% (965)	78.8% (598)	84.2% (367)	



Victim satisfaction with how well the police keep victims informed – by Age

Force / Division	Total	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 plus
Force	75.1% (8076)	75.3% (1394)	72.8% (1773)	74.0% (1846)	74.6% (1445)	76.2% (1008)	85.7% (565)
North West Leeds	71.6% (912)	75.2% (270)	66.8% (220)	70.1% (164)	71.2% (132)	71.4% (84)	78.9% (38)
North East Leeds	79.2% (1253)	77.5% (191)	73.9% (283)	77.6% (313)	84.6% (214)	80.9% (152)	90.2% (92)
City and Holbeck	81.2% (701)	78.7% (122)	79.0% (176)	78.6% (168)	84.6% (123)	84.1% (63)	91.1% (45)
Wakefield	70.2% (1357)	69.3% (215)	72.9% (247)	66.3% (335)	68.4% (266)	70.7% (188)	83.2% (101)
Kirklees	74.4% (1212)	80.0% (210)	69.3% (264)	74.5% (271)	72.0% (214)	74.2% (163)	82.4% (85)
Calderdale	76.4% (666)	77.5% (89)	75.4% (134)	74.7% (162)	71.4% (133)	77.8% (81)	89.2% (65)
Bradford South	77.6% (1020)	74.3% (179)	76.1% (264)	77.3% (220)	74.7% (158)	84.8% (125)	88.1% (67)
Airedale and North Bradford	73.2% (955)	71.2% (118)	70.8% (185)	75.6% (213)	73.2% (205)	71.7% (152)	81.9% (72)

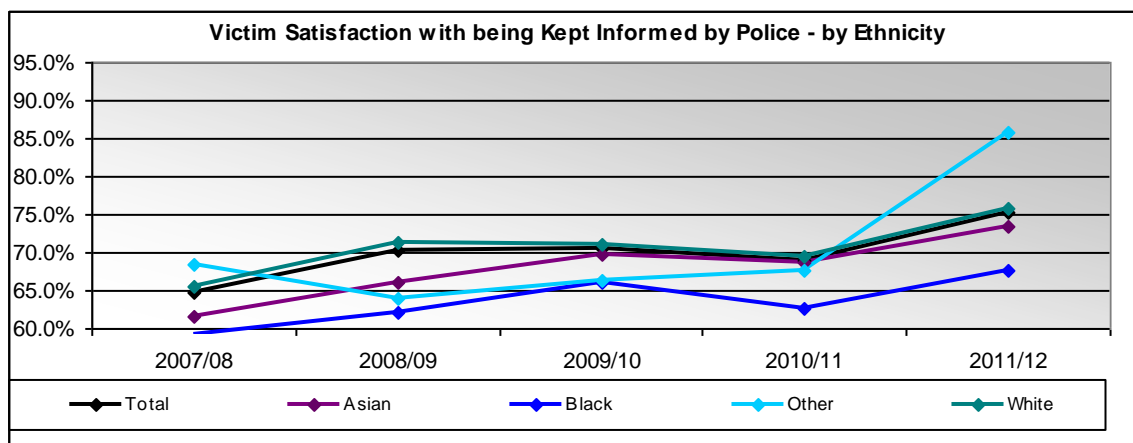


Victim satisfaction levels in relation to how well the police keep victims of crime informed of progress has increased by 10.3% over the last five years.

Satisfaction levels have increased across all age groups, most notably the 16 to 24 age group which has gone up by 14.7%.

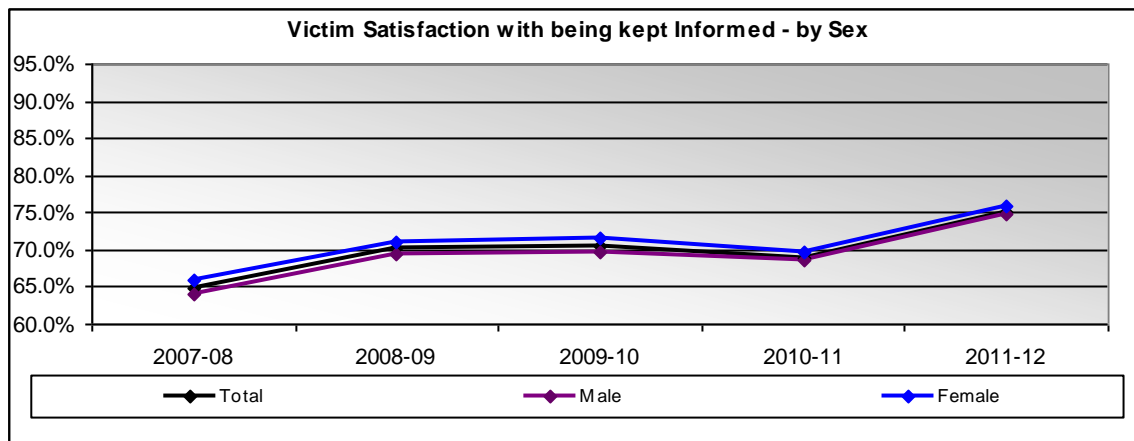
Victim satisfaction with how well the police keep victims informed – by Ethnicity

Force/Division	Total	Asian	Black	Other	White	Victim satisfaction with how well the police keep victims informed of progress has increased by 10.3% over the last five years, with all ethnic groups showing an increase.
Force	75.1% (8076)	73.5% (1114)	67.6% (241)	85.7% (70)	75.7% (6436)	
North West Leeds	71.6% (912)	74.7% (87)	61.5% (26)	85.7% (14)	71.1% (754)	
North East Leeds	79.2% (1253)	79.2% (159)	66.7% (84)	76.5% (17)	80.7% (938)	
City and Holbeck	81.2% (701)	80.9% (68)	82.4% (34)	85.7% (7)	80.7% (565)	
Wakefield	70.2% (1357)	61.4% (70)	66.7% (15)	90.0% (10)	70.7% (1243)	
Kirklees	74.4% (1212)	72.3% (206)	66.7% (30)	100.0% (4)	75.4% (950)	
Calderdale	76.4% (666)	78.8% (66)	71.4% (7)	100.0% (4)	76.2% (583)	
Bradford South	77.6% (1020)	73.4% (338)	63.9% (36)	88.9% (9)	80.9% (602)	
Airedale and North Bradford	73.2% (955)	67.5% (120)	55.6% (9)	80.0% (5)	74.5% (801)	



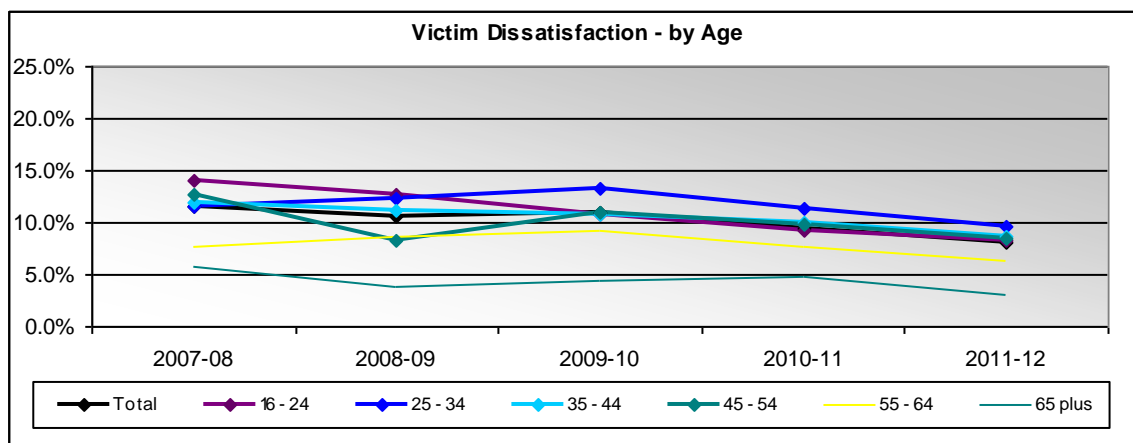
Victim satisfaction with how well the police keep victims informed – by Sex

Force/Division	Total	Male	Female	Satisfaction of both male and female victims has increased over the last five years; male victims by 10.6% and female victims by 9.8%.
Force	75.1% (8076)	74.7% (4933)	75.8% (3143)	
North West Leeds	71.6% (912)	72.5% (557)	70.1% (355)	
North East Leeds	79.2% (1253)	80.0% (720)	78.0% (533)	
City and Holbeck	81.2% (701)	80.5% (430)	82.3% (271)	
Wakefield	70.2% (1357)	68.9% (840)	72.1% (517)	
Kirklees	74.4% (1212)	72.6% (741)	77.3% (471)	
Calderdale	76.4% (666)	75.7% (412)	77.6% (254)	
Bradford South	77.6% (1020)	77.0% (638)	78.8% (382)	
Airedale and North Bradford	73.2% (955)	73.8% (595)	72.2% (360)	



Number and percentage of victims dissatisfied – by Age

Force/Division	Total	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 plus
Force	8.1% (8195)	8.3% (1402)	9.6% (1794)	8.7% (1875)	8.5% (1471)	6.3% (1026)	3.1% (582)
North West Leeds	7.8% (930)	5.9% (273)	9.4% (223)	7.8% (167)	9.6% (135)	10.1% (89)	2.6% (39)
North East Leeds	6.0% (1258)	8.4% (191)	7.8% (283)	5.7% (314)	6.9% (217)	2.6% (154)	1.1% (92)
City and Holbeck	7.1% (708)	8.1% (124)	6.2% (177)	7.6% (171)	7.3% (124)	8.1% (62)	4.3% (46)
Wakefield	8.8% (1380)	9.7% (216)	9.9% (252)	10.3% (340)	8.8% (273)	6.3% (190)	3.8% (104)
Kirklees	8.1% (1236)	8.6% (210)	11.6% (268)	7.6% (278)	8.8% (217)	5.4% (167)	2.2% (91)
Calderdale	8.0% (673)	9.0% (89)	9.7% (134)	7.4% (163)	9.6% (135)	8.5% (82)	1.5% (67)
Bradford South	9.6% (1037)	10.5% (181)	10.0% (269)	12.4% (225)	8.1% (160)	8.6% (128)	1.5% (67)
Airedale and North Bradford	9.0% (973)	7.6% (118)	11.7% (188)	11.1% (217)	9.0% (210)	5.2% (154)	7.9% (76)

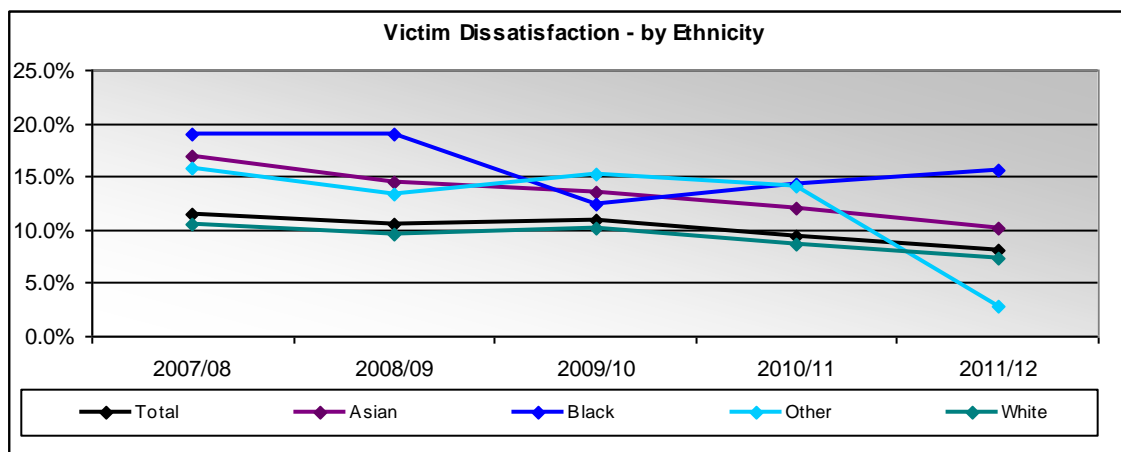


Victim dissatisfaction has fallen by 3.5% over the last five years across the range of victims surveyed.

Dissatisfaction with the service delivered has fallen across all age groups, but particularly for those in the 16 – 24 age group.

Number and percentage of victims dissatisfied – by Ethnicity

Force/Division	Total	Asian	Black	Other	White	Dissatisfaction with service delivery has fallen across all ethnic groups over the last five years and by 3.5% overall.
Force	8.1% (8195)	10.2% (1129)	15.6% (243)	2.9% (69)	7.4% (6540)	
North West Leeds	7.8% (930)	5.7% (88)	19.2% (26)	7.1% (14)	7.8% (770)	
North East Leeds	6.0% (1258)	6.8% (161)	13.1% (84)	5.9% (17)	5.0% (942)	
City and Holbeck	7.1% (708)	7.4% (68)	11.4% (35)	0.0% (6)	6.8% (572)	
Wakefield	8.8% (1380)	18.3% (71)	12.5% (16)	0.0% (10)	8.2% (1264)	
Kirklees	8.1% (1236)	10.5% (209)	20.0% (30)	0.0% (4)	7.0% (970)	
Calderdale	8.0% (673)	7.6% (66)	14.3% (7)	0.0% (4)	8.1% (590)	
Bradford South	9.6% (1037)	11.6% (346)	16.7% (36)	0.0% (9)	7.8% (612)	
Airedale and North Bradford	9.0% (973)	11.7% (120)	33.3% (9)	0.0% (5)	8.3% (820)	



Number and percentage of victims dissatisfied – by Sex

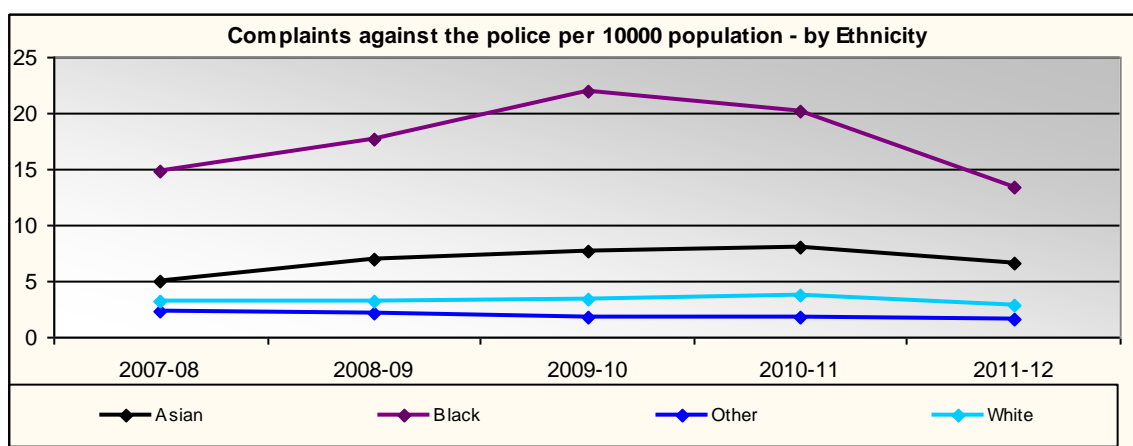
Force/Division	Total	Male	Female	Dissatisfaction of both male and female victims has fallen over the last five years; down 3.2% for male victims and down 3.9% for female victims.
Force	8.1% (8195)	9.2% (4997)	6.4% (3198)	
North West Leeds	7.8% (930)	8.1% (568)	7.5% (362)	
North East Leeds	6.0% (1258)	6.9% (721)	4.8% (537)	
City and Holbeck	7.1% (708)	8.3% (434)	5.1% (274)	
Wakefield	8.8% (1380)	10.5% (851)	6.2% (529)	
Kirklees	8.1% (1236)	9.0% (753)	6.6% (483)	
Calderdale	8.0% (673)	9.6% (415)	5.4% (258)	
Bradford South	9.6% (1037)	10.9% (650)	7.5% (387)	
Airedale and North Bradford	9.0% (973)	9.6% (605)	8.2% (368)	



Complaints against the police per 10000 population – by Ethnicity

Force/Division	Total	Asian ¹²	Black ¹²	Other ¹²	White ¹²
Force ¹³	4.17	6.68	13.39	1.54	2.87
North West Leeds	2.78	7.06	11.66	0.00	2.01
North East Leeds	3.51	4.77	4.28	0.75	2.77
City and Holbeck	7.51	19.51	44.72	2.51	4.99
Wakefield	3.42	11.30	41.15	2.46	2.55
Kirklees	2.69	4.51	10.38	2.59	1.75
Calderdale	2.24	6.76	12.78	0.00	1.50
Bradford South	4.30	4.39	9.89	0.00	2.83
Airedale and North Bradford	2.54	5.11	0.00	0.00	1.95

The number of complaint allegations finalised have fluctuated over the past five years, rising to 1093 in 2010/11, whilst the latest year shows that 909 complaint allegations were finalised. Figures for 2011/12 indicate an increased likelihood of the Force receiving a complaint from persons of a Black ethnic background.



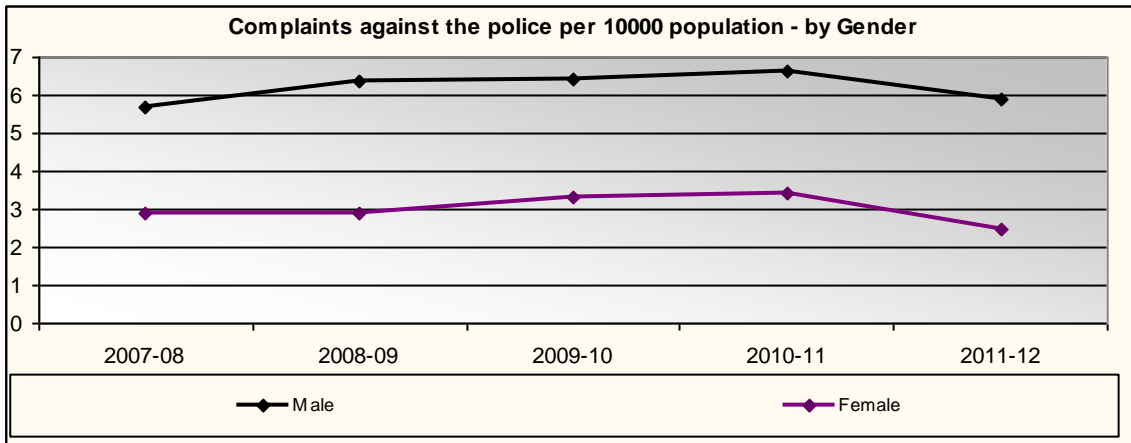
Complaints against the police per 10000 population – by Sex

Force/Division	Total	Male	Female
Force	4.17	5.90	2.50
North West Leeds	2.78	3.46	2.11
North East Leeds	3.51	5.34	1.76
City and Holbeck	7.51	10.73	4.36
Wakefield	3.42	4.56	2.31
Kirklees	2.69	3.68	1.72
Calderdale	2.24	3.35	1.18
Bradford South	4.30	6.01	2.64
Airedale and North Bradford	2.54	3.07	2.03

Figures for 2011/12 indicate that 70% of all complainants were male.

¹² Ethnic classification is based on self-classification by the complainant using the Census 16+1 breakdown. Asian includes Asian or Asian British, Indian, Pakistani, Bangladeshi or any other Asian background. Black includes Black Caribbean, Black African, Black or Black Other. White includes White British, Irish and any other White background. Other includes Chinese or any other ethnic group including Japanese, South East Asian, Middle Eastern, mixed White and Black or mixed White and Asian. Total figures consist of 'unknown' ethnicity in addition to the stated ethnicity figures shown above

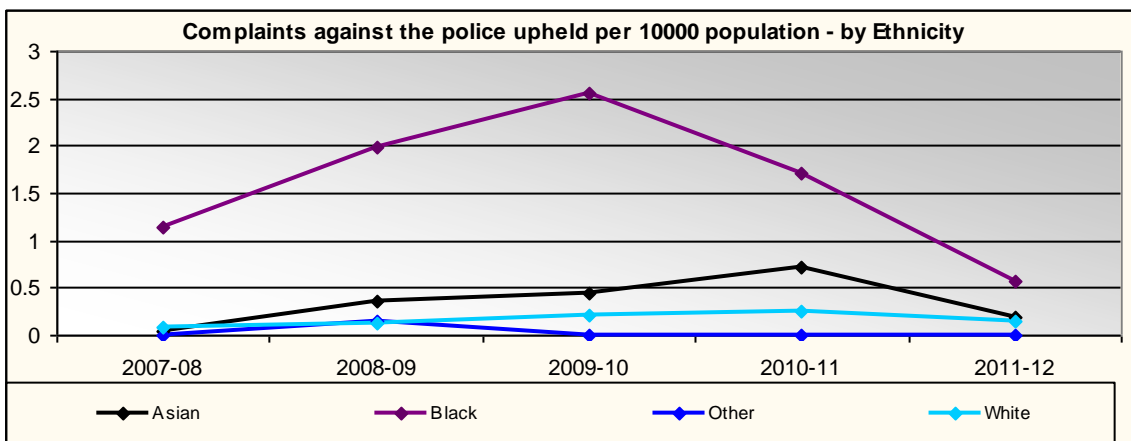
¹³ Force figures consist of Departmental complaints in addition to the Divisional figures shown above.



Complaint cases upheld against the police per 10000 population – by Ethnicity

Force/Division	Total	Asian	Black	Other	White
Force	0.21	0.18	0.57	0.00	0.16
North West Leeds	0.13	0.00	0.00	0.00	0.07
North East Leeds	0.17	0.00	0.00	0.00	0.12
City and Holbeck	0.57	1.63	0.00	0.00	0.49
Wakefield	0.22	1.88	0.00	0.00	0.16
Kirklees	0.25	0.00	0.00	0.00	0.27
Calderdale	0.05	0.00	0.00	0.00	0.00
Bradford South	0.24	0.12	1.98	0.00	0.08
Airedale and North Bradford	0.00	0.00	0.00	0.00	0.00

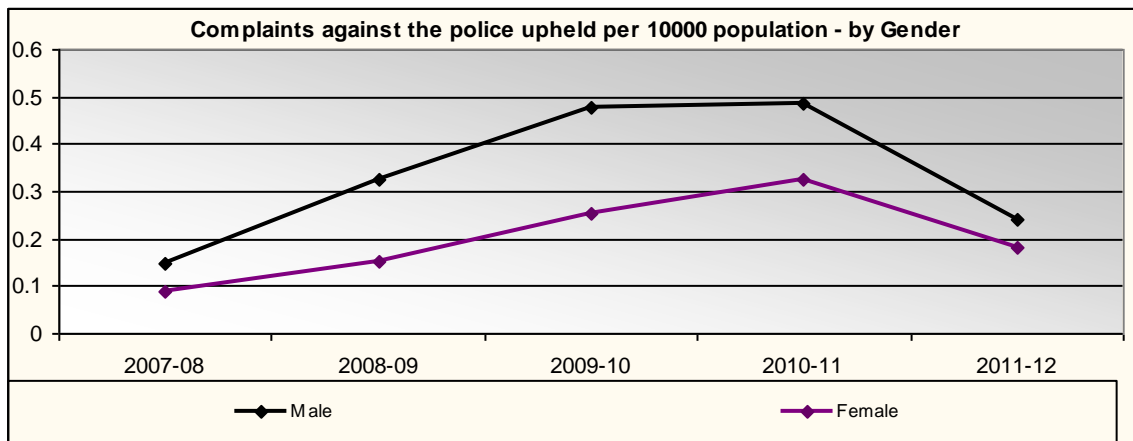
The number of complaint allegations upheld is relatively small. In 2011/12 75 allegations were upheld which is 5% of all allegations finalised. Figures for the past 5 years indicate that 2.8-8.0% of all complaints finalised were upheld. Of the upheld allegations in 2011/12, 4 involved complainants from a black background and 2 involved complainants from an Asian background.



Complaint cases upheld against the police per 10000 population – by Sex

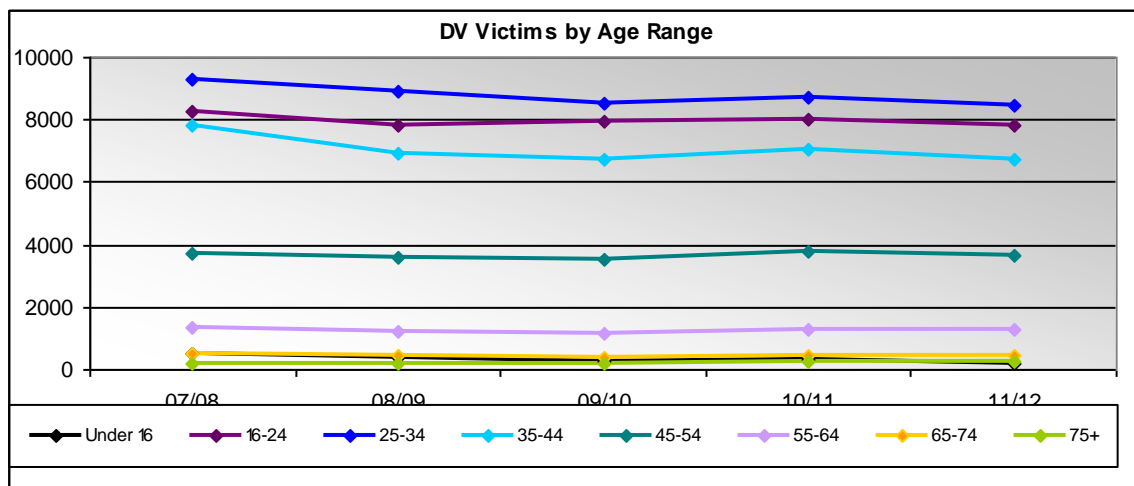
Force/Division	Total	Male	Female
Force	0.21	0.24	0.18
North West Leeds	0.13	0.14	0.13
North East Leeds	0.17	0.27	0.07
City and Holbeck	0.57	0.77	0.37
Wakefield	0.22	0.12	0.30
Kirklees	0.25	0.15	0.34
Calderdale	0.05	0.00	0.10
Bradford South	0.24	0.39	0.09
Airedale and North Bradford	0.00	0.00	0.00

Of the 75 Divisional upheld allegations in 2011/12, 57% involved Male complainants.



Domestic Violence Offences – by victim age

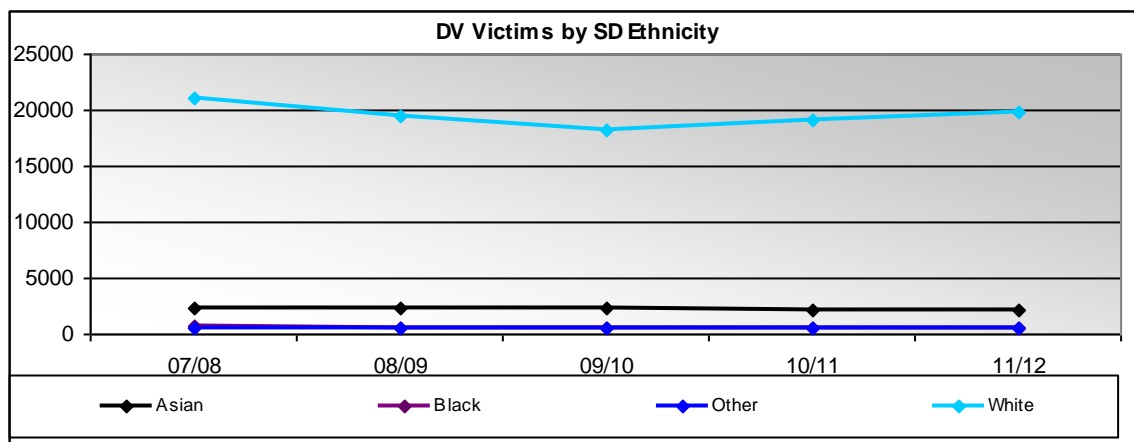
Force/Division	Total	Under 16	16-24	25-34	35-44	45-54	55-64	65-74	75+	The total number of Domestic Violence Victims in 2011/12 is a 3.8% decrease on the previous year, however no significant change is reflected in the long term trend. The decrease this year is reflected across all the age ranges, however the older age ranges show a higher rate of increase.
Force	29192	185	7829	8439	6711	3668	1257	436	230	
North West Leeds	3143	11	843	855	770	403	132	46	34	
North East Leeds	4456	25	1181	1181	1081	591	208	84	42	
City and Holbeck	2751	19	730	883	604	339	99	35	13	
Wakefield	3338	34	896	889	794	438	131	38	28	
Kirklees	5127	36	1398	1438	1180	691	197	92	26	
Calderdale	2618	15	741	815	556	312	89	39	20	
Bradford South	4168	26	1125	1322	906	460	197	63	38	
Airedale and North Bradford	3591	19	915	1056	820	434	204	39	29	



Domestic Violence Offences – by victim ethnicity

Force/Division	Total	Asian ¹⁴	Black ¹⁵	Other ¹⁵	White ¹⁵	Unknown ¹⁵
Force	29192	2220	554	609	19768	6041
North West Leeds	3143	109	51	87	2309	587
North East Leeds	4456	257	225	148	2832	994
City and Holbeck	2751	68	74	44	2131	434
Wakefield	3338	44	17	23	2670	584
Kirklees	5127	492	96	137	3381	1021
Calderdale	2618	128	15	22	1931	522
Bradford South	4168	804	62	94	2218	990
Airedale and North Bradford	3591	318	14	54	2296	909

At Force level Domestic Violence victims from 'Other' ethnic backgrounds showed the largest increase of 15.6%, however this may be a direct effect of a 22.9% decrease in victims with unknown/un-recorded ethnicity. Black victims followed this with a 8.8% increase. Both the Asian and White categories increased by 1.5% and 2.4% respectively. There is no significant change over the long term with White Victims remaining around 67% and those from a BME background (Asian/Black/Other) remaining close to 11% of all Domestic Violence Victims.

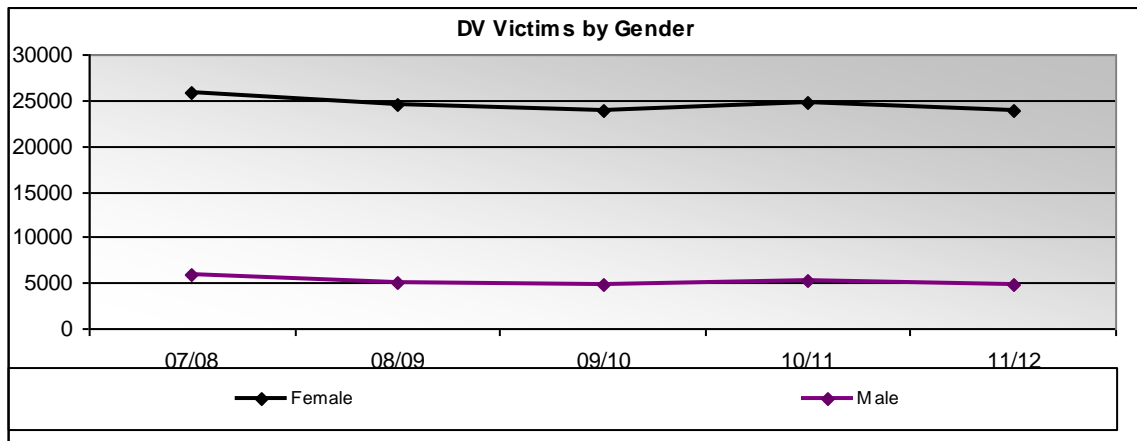


¹⁴ Ethnic classification is based on self-classification by the victim using the Census 16+1 breakdown. Asian includes Asian or Asian British, Indian, Pakistani, Bangladeshi or any other Asian background. Black includes Black Caribbean, Black African, Black or Black Other. White includes White British, Irish and any other White background. Other includes Chinese or any other ethnic group including Japanese, South East Asian, Middle Eastern, mixed White and Black or mixed White and Asian

Domestic Violence – by sex

Force/Division	Total	Male	Female
Force	29192	4870	23819
North West Leeds	3143	552	2537
North East Leeds	4456	743	3653
City and Holbeck	2751	474	2240
Wakefield	3338	545	2707
Kirklees	5127	899	4153
Calderdale	2618	463	2118
Bradford South	4168	634	3482
Airedale and North Bradford	3591	560	2929

At Force level the split of Domestic Violence Victims by gender has remained close to 80% Female and 20% Male. This split has seen no significant change over the long term.



Domestic Violence – by sexual orientation

Force / Division	Total	Same sex	Opposite sex	Bi-sexual
Force	N/A	N/A	N/A	N/A
North West Leeds	N/A	N/A	N/A	N/A
North East Leeds	N/A	N/A	N/A	N/A
City and Holbeck	N/A	N/A	N/A	N/A
Wakefield	N/A	N/A	N/A	N/A
Kirklees	N/A	N/A	N/A	N/A
Calderdale	N/A	N/A	N/A	N/A
Bradford South	N/A	N/A	N/A	N/A
Airedale and North Bradford	N/A	N/A	N/A	N/A

The information required for this table is recorded on the crime recording system however the capture of the information is inconsistent and not available to access as a dataset in which to analyse. Work is underway to address this issue.

Human Resources

Overall Workforce (Headcount) as at 31st March 2012

All disability data within this document is based on declared disabilities which have been determined to meet the definition of a disability as defined in the Equality Act 2010. Recorded information relating to caring responsibilities and sexual orientation is limited at the present time and as such is not reported on. This will be considered for the next reporting period as part of an action plan.

Police Officers

Police Officers		Yes					No											Grand Total	
Disability		M		F			M					F							
Gender		Asian	Black	White	Black	White	Asian	Black	Mixed	Not Stated	Other	White	Asian	Black	Mixed	Not Stated	Other		White
Ethnicity		Asian	Black	White	Black	White	Asian	Black	Mixed	Not Stated	Other	White	Asian	Black	Mixed	Not Stated	Other		White
Role	Age Bands																		
Full Time	2_20-29			9		3	18	3	7		1	441	3	2	7		1	252	747
	3_30-39			13		12	58	4	8	2	7	1191	3	3	3		5	461	1770
	4_40-49	1	1	56	1	20	41	16	17	6	3	1372	10	4	7	1	1	328	1885
	5_50-59			19		5	8	6	3	2		361		1				42	447
Full Time Total		1	1	97	1	40	125	29	35	10	11	3365	16	10	17	1	7	1083	4849
Part Time	2_20-29					1						1						27	29
	3_30-39					5	1					15	5			1		228	255
	4_40-49			1		13	1					17		1				122	155
	5_50-59			1								2						4	7
Part Time Total				2		19	2					35	5	1		1		381	446
Grand Total		1	1	99	1	59	127	29	35	10	11	3400	21	11	17	2	7	1464	5295

Overall Workforce (Headcount) as at 31st March 2012

Police Staff

Police Staff																		Grand Total				
Disability		Yes						No														
Gender		M				F		M					F									
Ethnicity		Asian	Mixed	Other	White	Asian	Mixed	White	Asian	Black	Mixed	Not Stated	Other	White	Asian	Black	Mixed		Not Stated	Other	White	
Role	Age Bands																					
Full Time	1<20													1							1	2
	2 20-29				7			9	23	1	1			295	17			4	2		362	721
	3 30-39	1	1		7		1	15	22	2	5	1	1	328	8	4	2	1			332	731
	4 40-49	1			25	1		33	5	1	1	3	1	351	10	6	2				435	875
	5 50-59			1	24			36	4			1	1	372	1	4	1	1			271	717
	6 60+				13			1				1		75							32	122
Full Time Total		2	1	1	76	1	1	94	54	4	7	6	3	1422	36	14	5	6	2	1433	3168	
Part Time	2 20-29							2	1		1		3	4	1	1				66	79	
	3 30-39				2			13	1					12	7	1		2		209	247	
	4 40-49				2			10						14	2	1	2			228	259	
	5 50-59				5			7	1	1				54				1		130	199	
	6 60+							3						39						21	63	
Part Time Total					9			35	3	1	1			122	13	3	3	3		654	847	
Grand Total		2	1	1	85	1	1	129	57	5	8	6	3	1544	49	17	8	9	2	2087	4015	

Pay Gap Information

West Yorkshire Police uses a job evaluation scheme to determine the grade of all police staff roles. 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 each role an overall score.

The score given to a role will determine the pay grade of that post. The salary attached to the grade of a role is determined nationally.

Each pay grade will have a salary range attached to it. There may be two or more salary points within a grade. Upon appointment an individual will normally be placed on the bottom point. After a minimum of six months in role an individual will move to next point. Any further increments will be achieved after periods of 12 months.

Using this type of job evaluation scheme means that males and females who have undertaken a role for the same length of time will receive the same salary.

Police officers pay is determined by both the rank of the officer and the length of service. This means that a PC with ten years service would receive the same pay whether they are male or female.

Police officer pay scales are also determined nationally.

Success rates of job applicants – Police Officers

Due to the introduction of an e-recruiting system data will not be available for reporting purposes until the next reporting period.

Success rates of job applicants – Police Staff

Due to the introduction of an e-recruiting system data will not be available for reporting purposes until the next reporting period.

Applications for promotion and success rates – Police Officer

Police Officers																	
Disability	Yes																
Gender	M								F								
Ethnicity	White		Black		Asian		Mixed		White		Black		Asian		Mixed		
Successful	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	
Age bands																	
2_16-19																	
2_20-29																	
3_30-39																	
4_40-49										1							
5_50-59																	
6_60-69																	
7_70-79																	
Total	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Police Officers																	
Disability	No																
Gender	M								F								
Ethnicity	White		Black		Asian		Mixed		White		Black		Asian		Mixed		
Successful	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	
Age bands																	
2_16-19																	
2_20-29	5	8			1	1			2								
3_30-39	14	23			1	2	2	1	7	6	1						
4_40-49	14	29			1	2			2	8							
5_50-59	1	4															
6_60-69																	
7_70-79																	
Total	34	64	0	0	3	5	2	1	11	14	1	0	0	0	0	0	0

Applications for promotion and success rates – Police Staff

Due to the introduction of an e-recruiting system data will not be available for reporting purposes until the next reporting period.

Applications for flexible working and success rates – Police Officer

Police Officers					
Disability		Yes	No		Total
Gender		F	M	F	
Ethnicity		White	White	White	
Decision	Age Bands				
Approved	2_20-29		1	2	3
	3_30-39	1	1	3	5
	4_40-49		4	1	5
Total		1	6	6	13

The only disabled applicant was a white female whose request was approved. There were no applications from disabled males. No applications made by Police Officers were declined.

Applications for flexible working and success rates – Police Staff

Police Staff				
Disability		No		Total
Gender		M	F	
Ethnicity		White	White	
Decision	Age Bands			
Approved	2_20-29		1	1
	3_30-39	1	2	3
	4_40-49	1	1	2
	5_50-59		1	1
Approved Total		2	5	7
Declined	3_30-39		1	1
Total		2	6	8

No applications were made by any disabled police staff. One white female, age band 30-39, was declined.

Return to work rates after maternity leave – Police Officers

Police Officers								
Disability	Yes	No						Total
Ethnicity	White	Asian	Black	Mixed	NS	Other	White	
On Maternity / Returned	1	1	1	2	1	1	153	160
Did not Return	0	0	0	0	0	0	0	0
Total	1	1	1	2	1	1	153	160

All Police Officers returned to work following maternity leave.

Return to work rates after maternity leave – Police Staff

Police Staff					
Disability	Yes	No			Total
Ethnicity	White	Asian	NS	White	
On Maternity / Returned	4	6	1	140	151
Did not Return	0	0	0	0	0
Total	4	6	1	140	151

All police staff returned to work following maternity leave.

Grievances – Police Officers

Disability														Yes
Gender	M						F						Total	
Ethnicity	White	Black	Asian	Mixed	Other	NS	White	Black	Asian	Mixed	Other	NS	Total	
Age bands														
2_16-19														0
2_20-29							1							1
3_30-39														0
4_40-49														0
5_50-59														0
6_60-69														0
7_70-79														0
Total	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Disability														NO
Gender	M						F						Total	
Ethnicity	White	Black	Asian	Mixed	Other	NS	White	Black	Asian	Mixed	Other	NS	Total	
Age bands														
2_16-19														0
2_20-29														0
3_30-39														0
4_40-49														0
5_50-59														0
6_60-69														0
7_70-79														0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability														NS
Gender	M						F						Total	
Ethnicity	White	Black	Asian	Mixed	Other	NS	White	Black	Asian	Mixed	Other	NS	Total	
Age bands														
2_16-19														0
2_20-29														0
3_30-39	3		1				1							5
4_40-49	5						3							8
5_50-59	3													3
6_60-69														0
7_70-79														0
Total	11	0	1	0	0	0	4	0	0	0	0	0	0	16
														17

Grievances Police Staff

Disability	Yes												
Gender	M						F						Total
Ethnicity	White	Black	Asian	Mixed	Other	NS	White	Black	Asian	Mixed	Other	NS	
Age bands													
2_16-19													0
2_20-29													0
3_30-39													0
4_40-49	1												1
5_50-59	1												1
6_60-69													0
7_70-79													0
Total	2	0	0	0	0	0	0	0	0	0	0	0	2
Disability	No												
Gender	M						F						Total
Ethnicity	White	Black	Asian	Mixed	Other	NS	White	Black	Asian	Mixed	Other	NS	
Age bands													
2_16-19													
2_20-29													0
3_30-39													0
4_40-49													0
5_50-59													0
6_60-69													0
7_70-79													0
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	NS												
Gender	M						F						Total
Ethnicity	White	Black	Asian	Mixed	Other	NS	White	Black	Asian	Mixed	Other	NS	
Age bands													
2_16-19													0
2_20-29	2						1						3
3_30-39	1						1						2
4_40-49	2						6	1					9
5_50-59	4		1				1						6
6_60-69													0
7_70-79													0
Total	7	0	1	0	0	0	9	1	0	0	0	0	20
													22

Terminations – Police Officer

Police Officers										
Disability		Yes		No						Grand Total
Gender		M	F	M			F			
Ethnicity		White	White	Asian	NS	White	Mixed	Other	White	
Termination Reasons	Age bands									
Dismissal	2_20-29					1		1	1	3
	3_30-39					1				1
Dismissal Total						2		1	1	4
Other	3_30-39			1						1
	4_40-49					3			1	4
Other Total				1		3			1	5
Retirement	4_40-49	6			1	59			11	77
	5_50-59	10	1		1	149			6	167
	6_60+					4				4
Retirement Total		16	1		2	212			17	248
Transfer to Another Force	2_20-29					3				3
	3_30-39					1			1	2
	4_40-49					3				3
Transfer to Another Force Total						7			1	8
Voluntary Resignation	2_20-29					7	1		2	10
	3_30-39			1		9			4	14
	4_40-49					9			5	14
	5_50-59	1								1
Voluntary Resignation Total		1		1		25	1		11	39
Grand Total		17	1	2	2	249	1	1	31	304

Terminations – Police Staff

Police Staff		Yes		No										Grand Total
Disability		M	F	M					F					
Gender		White	White	Asian	Black	Mixed	NS	Other	White	Asian	Black	Mixed	White	
Ethnicity		White	White	Asian	Black	Mixed	NS	Other	White	Asian	Black	Mixed	White	
Termination Reasons		Age bands												
Compulsory Redundancy	2_20-29												1	1
	3_30-39								2				1	3
	4_40-49	1							2	1			3	7
	5_50-59	1	1						1				7	10
	6_60+	1							2				4	7
Compulsory Redundancy Total		3	1						7	1			16	28
Dismissal	2_20-29		1	1									1	3
	4_40-49								2				2	4
	5_50-59								1					1
Dismissal Total			1	1					3				3	8
Other	2_20-29												2	2
	3_30-39	1											1	2
	5_50-59	1							2				1	4
	6_60+								2					2
Other Total		2							4				4	10
Retirement	3_30-39								1					1
	4_40-49		1											1
	5_50-59	1	2										2	5
	6_60+	1	4						32				25	62
Retirement Total		2	7						33				27	69
Transfer to Another Force	2_20-29												1	1
	4_40-49								1					1
Transfer to Another Force Total									1				1	2
Voluntary Redundancy	2_20-29								3				7	10
	3_30-39		1						4		1		15	21
	4_40-49				1				5				22	28
	5_50-59	4	3						24			1	29	61
	6_60+					1			20				25	46
Voluntary Redundancy Total		4	4		1	1			56		1	1	98	166
Voluntary Resignation	2_20-29			1				1	23	1			27	53
	3_30-39		1	1					15	1			25	43
	4_40-49						2		4		1		18	25
	5_50-59	2	1						11				12	26
	6_60+	1							5				1	7
Voluntary Resignation Total		3	2	2			2	1	58	2		1	83	154
Grand Total		14	15	3	1	1	2	1	162	3	1	2	232	437

Length of service/time on pay grade – Police Officers

Police Officers														Total
Gender		M						F						Total
Ethnicity		Asian	Black	Mixed	NS	Other	White	Asian	Black	Mixed	NS	Other	White	Total
Rank	Time in Rank													Total
Association of Chief Police Officers (ACPO)	1_0-1 Yrs						2							2
	2_2-4 Yrs						3							3
	3_5-10 Yrs	1					1							2
ACPO Rank Total		1					6							7
CHIEF SUPT	1_0-1 Yrs												1	1
	2_2-4 Yrs						9							9
	3_5-9 Yrs						7							7
	4_10-15 Yrs						1							1
CHIEF SUPT Total							17						1	18
SUPERINTENDENT	1_0-1 Yrs						3							3
	2_2-4 Yrs	1		2			14							17
	3_5-10 Yrs						16						1	17
SUPERINTENDENT Total		1		2			33						1	37
CHIEF INSPECTOR	1_0-1 Yrs	1	1				3							5
	2_2-4 Yrs	1					29						15	45
	3_5-10 Yrs	1					19						4	24
CHIEF INSPECTOR Total		3	1				51						19	74
INSPECTOR	1_0-1 Yrs						4			2			2	8
	2_2-4 Yrs	1		2			79		1				14	97
	3_5-9 Yrs	2		1	1		91						20	115
	4_10-14 Yrs	1					24						7	32
	5_15-20 Yrs						3							3
INSPECTOR Total		4		3	1		201		1	2			43	255
SERGEANT	1_0-1 Yrs	3	1	1			28		1				13	47
	2_2-4 Yrs	8		3			152			1			57	221
	3_5-9 Yrs	6	4	7			255	1	2		1		74	350
	4_10-14 Yrs		1	2	2		58	1	1				13	78
	5_15-19 Yrs	1	1				34	1					5	42
	6_20-25 Yrs						3							3
SERGEANT Total		18	7	13	2		530	3	4	1	1		162	741
CONSTABLE	1_0-1 Yrs	2	1				37						32	72
	2_2-4 Yrs	25	3	5	2	2	481	3	1	2	1	2	251	778
	3_5-9 Yrs	39	7	16		1	998	8	5	11		2	542	1629
	4_10-14 Yrs	15	1				333	5		3			188	545
	5_15-19 Yrs	9	7	2			341	1	1				159	520
	6_20-24 Yrs	9	3	1	1		261	1	1	2			106	385
	7_25-30 Yrs	3		1	2		237			1			34	278
CONSTABLE Total		102	22	25	5	3	2688	18	8	19	1	4	1312	4207
Total		129	30	43	8	3	3526	21	13	22	2	4	1538	5339

Length of service/time on pay grade – Police Staff

The complexities involved in retrieving this information from the system are such that it has not been possible to include in the current reporting period. Consideration will be given as to how this can be improved for the next reporting period as part of the action plan.

Take up of training opportunities – Police Officer

AGE GROUP	Asian or Asian British		Black or Black British		Chinese Other Ethnic Group		Mixed		Not Stated		White		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
DISABILITY (Yes) 18 - 30											35	35	70
DISABILITY (Yes) 31- 40			5								68	53	126
DISABILITY (Yes) 41 - 50	2										157	68	227
DISABILITY (Yes) 51 & Over											15	6	21
NON DISABILITY 18-30	120	9	13	13	3	6	30	22	4	2	3010	1426	4658
NON DISABILITY 31-40	242	30	22	18	41	12	40	10	4		4848	2110	7377
NON DISABILITY 41-50	108	34	49	28	3	2	71	29	10	6	4422	1091	5853
NON DISABILITY 51 & Over	11		16	3			2				507	62	601
Total	483	73	105	62	47	20	143	61	18	8	13062	4851	18933

Take up of training opportunities – Police Staff

AGE GROUP	Asian or Asian British		Black or Black British		Chinese Other Ethnic Group		Mixed		Not Stated		White		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
DISABILITY (Yes) 18 - 30											23	20	43
DISABILITY (Yes) 31- 40	6	2					1	2			14	22	47
DISABILITY (Yes) 41 - 50	2										29	43	74
DISABILITY (Yes) 51 & Over											31	36	67
NON DISABILITY 18-30	32	23	2	3		1	3			4	739	857	1664
NON DISABILITY 31-40	23	16	2	2	5		5	1	1	1	511	674	1241
NON DISABILITY 41-50	8	2		7				2			559	692	1270
NON DISABILITY 51 & Over			3	1	1				2		465	343	815
Total	71	43	7	13	6	1	9	5	3	5	2371	2687	5221