



Joint Equality Action Plan

**Annual Monitoring Report and
Equality Data**

June 2017

Keeping South Wales Safe

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Foreword

To be treated fairly in a non-discriminatory manner is the basic right that everyone is entitled to and deserves. For South Wales Police, it is of fundamental importance and that is why, in the provision of our policing services, we are committed to doing all that we possibly can to ensure we meet both, the needs and expectations, of our many diverse communities.

The Police & Crime Reduction Plan for South Wales Police sets out the key strategic priorities, a number of which seek to promote equality and fairness in our communities and in the workplace. We are committed to promoting equality in everything we do which will ensure that it is embedded as part of our everyday service.

Our mission is to 'Keep South Wales Safe' and our vision is for South Wales Police 'to be the best at understanding and responding to our communities' needs'. We know that this cannot be achieved without prioritising equality and diversity and working to achieve real outcomes.

We acknowledge that there is always much more to do so that people in South Wales can live free from discrimination, harassment, inequality and disadvantage. The objectives in our Joint Equality Action Plan are our current priorities to ensure we are continually addressing this challenge.

The promotion of equality, diversity and human rights is central to the work of South Wales Police and we are jointly committed to ensuring that in the provision of our policing services, we are committed to doing all that we can to ensure we meet the needs and expectations of our many diverse communities.



Rt Hon Alun Michael
Police & Crime Commissioner for South Wales



Peter Vaughan C.St.J, QPM
Chief Constable

Introduction

It has been two years since the introduction of South Wales Police's Joint Equality Action Plan. We continue to make significant progress against our six equality objectives. The objectives have also been very firmly embedded across the Force and Commissioner's Team, with the continuation of an equality reporting structure that monitors developments against the plan and ensures that departments accountable for delivery of their respective objectives.

In brief, our success in relation to the six objectives include: working with hard to reach groups to listen to ways in which they would like to report; an increase in arrests resulting from a stop and search to 13.9% and overall positive outcome rate now 19.9%; the establishment of an Accessibility Working Group; a focus on children in police custody and the monitoring of performance surrounding post charge transfer to local authority accommodation and all children detained overnight; attainment of the first ever 'White Ribbon accreditation' for the Force and Police and Crime Commissioner.

The report also presents a large amount of data to show how we are working towards our Equality Duties. We are not complacent and are keen to be as transparent as possible, to demonstrate the complexities of our work and highlight how important it is to continue our drive to equality.

The Joint Equality Action Plan is a three-year plan and we will develop our actions further over the next year to ensure we realise the outcomes we need to see. Equality, Diversity and Human Rights are of paramount importance in South Wales Police and we will ensure that we continue to provide the leadership and oversight required to achieve real progress.

The Equality Act 2010 Specific Duties

The Equality Act 2010 (UK Specific Duties regulations) requires us to publish information to show how we are complying with the duties to:

- a) eliminate discrimination and harassment
- b) advance equality of opportunity
- c) foster good relations between people with different protected characteristics.

The Equality Act 2010 defines protected characteristics as:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or Belief
- Sexual orientation

The Equality Act 2010 also requires us to annually report on progress against our equality objectives. This report therefore outlines progress against the 6 equality objectives in our Joint Equality Action Plan, and provides a range of equality-related data to support the objectives as well as the other equality & diversity work we are doing.

SECTION 1

A. The profile of South Wales Police and its communities

We provide a 24-hour service, 365 days a year to ensure that we are always accessible and able to provide our communities with a service that is responsive to its needs.

Our policing area spans seven unitary authority boundaries, namely Bridgend, Cardiff, Swansea, Merthyr Tydfil, Rhondda Cynon Taff, Neath and Port Talbot and the Vale of Glamorgan. The policing area is split into four Basic Command Units which manage policing at a local level and has 42% of Wales' population.

Within our policing area of 1,317,325 residents^[1], 49.3% have identified themselves as male and 50.7% have identified themselves as female. In addition to the 1,317,325 residents, we recognise that the policing area comprises of a large number of University students, estimated at 92,700^[2], which are not captured within the Census data. South Wales also attracts several million visitors annually, with Cardiff's Wales Millennium Centre being the most popular tourist attraction in Wales.

The age distribution of the population in South Wales is fairly evenly spread, with 31.2% representing the under-25 age group, 45.3% representing the 25-59 age group and 23.5% representing the 60+ age group. 18.4% reported that they possessed some knowledge of spoken or written Welsh. Census 2011 data showed that 22.9% of residents within the policing area identified themselves as having a long term illness and disability which affected their day to day activities.

Census data showed that 6.6% of the population in South Wales reported their ethnic background as belonging to an ethnic minority, with 15.3% of the population in Cardiff and 4.5% in Swansea reporting an ethnic minority background.

The highest proportion of residents (53.8%) identified themselves as being of Christian religion with 34.9% identifying themselves as having no religion. Small numbers identified their religion as being Buddhist, Hindu, Jewish, Muslim & Sikh.

There is no publicly available statistical data on the true number of people in South Wales who identify themselves as transgender, which includes transsexuals, transvestites and cross dressers, as information is not currently collected through the Census or any other population count. South Wales Police works closely with Transgender Wales, Tawe Butterflies, MTF Wales and the National Trans Police Association.

As Census data does not ask residents to identify their sexual orientation, there is no hard data on the number of gay, lesbian and bisexual people in the UK. Government Actuaries, however, estimate that 6% of the population are gay, lesbian or bisexual^[4].

^[1] ONS Website. Estimates for England and Wales Mid 2016 (Published June 2017)

^[2] Higher Education Statistics Agency 2015/16 data

^[4] Stonewall Cymru

B. Objectives as per the Joint Equality Action Plan 2015 - 2018

Objective 1 - (Hate Crime)

We will work to understand the experience of victims of hate crime and engage with those who are less likely to report to identify and remove barriers. This will ensure the satisfaction of victims and help reduce repeat victimisation. Working with our partners, we will identify high risk hate-related harassment cases and encourage both positive and early intervention through a multiagency process.

Progress Update:

During the last year we have continued to develop the way in which we communicate with our communities regarding hate crime reporting. We have worked closely with the other police forces in Wales and with our partners in both the public and third sectors to ensure that our efforts are coordinated and consistent, with the aim of raising public awareness of hate crime and increasing their confidence to report it to the police and third sector agencies. One of the key opportunities for publicity was the Hate Crime Awareness Week in October 2016.

In the past year we have experienced a considerable focus on hate crime and community cohesion, partly as a result of the EU Referendum result, the pressures of immigration across the EU, and also as a result of several terrorist incidents in mainland UK; all these have put strain on our communities and caused some tensions. We have monitored the impacts on hate crime very closely and there have been temporary increases in the number of hate crimes and incidents, reflecting the national picture. Our Hate Crime and Community Engagement Officers, along with all our neighbourhood officers and teams, have maintained close engagement with our communities, monitoring tensions and providing reassurance. Our communities have proved to be both tolerant and resilient, and remain so.

Hate Crime Officers continually engage with communities to encourage hate crime understanding and reporting; a large number of engagement events have been held in order to encourage reporting and reinforce positive messages. We have worked with particular community and hard to reach groups to listen to ways in which they would wish to report, ensuring that we do our best to accommodate their needs and wishes, and we have been successful in achieving a higher level of reporting overall.

Early intervention when responding hate crime is of paramount importance to ensure that perpetrators are identified and dealt with, and victims are supported appropriately. A key element of the training has therefore been the emphasis on the importance of identifying the hate aspect of an occurrence and the impact this has - not only on the victim and their family, but on the wider community. In the future we will continue to work within the framework and key objectives stipulated in our own Police and Crime Reduction Plan 2017-21, and the objectives of the Well Being of Future Generations Act (Wales) 2015.

Objective 2 - (Stop & Search)

We will develop our approach to stop & search to ensure that the powers are used fairly and in particular that ethnic disproportionality is continually challenged and/or reduced.

Progress Update:

The number of stop searches conducted by the force continues to decline. There was a 27% reduction in the number of stop searches conducted in 2016/17, compared to 2015/2016. This equates to 7188 stop searches in 2016/16 compared to 5252 in 2016/17. Stop search is one of the many tools officers consider when on patrol to keep the communities safe.

The Force has clear processes in place to scrutinise stop and search records to ensure powers are being used lawfully and when necessary. All records are examined by supervisors whereby formal dip sampling processes are in place locally. This process is supported by the Police and Crime Commissioners Community Involvement Group that conduct an independent scrutiny of the records. Any lessons learned are addressed at the Force Stop and Search Group and the Equality Diversity & Human Rights Board.

Arrests resulting from a stop search increased to 13.9% and overall positive outcome rate is now 19.9%. Almost 80% of persons stop searched were previously known to police with white and BAME members seeing the same proportion. During the last reporting period a black person was 4 times more likely to be stop searched than a white person, however this is based on relatively low numbers of population data. The force has reviewed all these stop searches involving black male persons and is satisfied sufficient grounds existed to justify the search. The force has experienced a transient population in the form of organised crime groups targeting the South Wales area, predominantly consisting of black male persons. The searches conducted were clearly justified and proportionate, welcomed and supported by minority groups as it keeps them safe within their communities.

The force patrol along scheme has been reinvigorated and as result there has been an increase in members of the public requesting to accompany officers on duty to observe stop search powers being utilised. Body worn video is in the process of being distributed to all operational staff which will make the force more transparent in the way it conducts stop searches. Members of the public and community cohesion groups will be able to view such footage subject to the Data Protection Act.

During the year we have also worked to make the stop & search information on our website more accessible and are continuing to develop ways in which we can better communicate with our diverse communities about their stop and search rights. A series of stop search presentations to community cohesion groups will take place in the next reporting period to improve public confidence in the way police officers use stop & search powers.

Objective 3 - (Accessibility)

We will make it easier for the public to communicate with the police, particularly those with specific access needs, people with physical or sensory impairments and people with literacy, language or cultural needs, including children.

Progress Update:

An Accessibility working group has been established in order to progress this objective and this brings different South Wales Police departments together to share responsibilities. Group discussions and actions during the year have included the consideration of the need to develop communication materials and initiatives for young people, the need to develop our communication options for D/deaf people and to consider further promotion of our 'Keep Safe Cymru' initiative, including the introduction of Keep Safe Places.

A working group has been set up to further our work with the Deaf community and currently we are looking at the success of Leicester Police Force with their PLOD scheme. The work is in its infancy but we are continuing to work towards developing our communication and information provision options for Deaf People.

Our 'Keep Safe Cymru' scheme has been promoted during the year. This scheme enables disabled people with communication needs to register with South Wales Police informing us of their communication needs. This ensures that when we have any contact with them, officers and Public Service Centre staff know how best to respond and offer appropriate support. The scheme also provides those that are registered with a dedicated number to call us on. The scheme is a great success, with over 1300 people currently registered.

In December 2016 after working with Army Wales, Keep Safe Cymru for Veterans was launched. This scheme supports Veterans who may suffer a Disability, PTSD, Mental Ill Health or Dementia. The scheme works in exactly the same way as our Keep Safe Cymru and Ministry of Defence and HRH Prince Henry of Wales have been advised of the scheme and acknowledged the work.

We are now looking at introducing Keep Safe Places in 2018 where business premises will display a Keep Safe Cymru logo so if a member of our community who is registered on the scheme and is lost or subject of Hate Crime can go to one of the premises to ask for support. Those that sign up to display the logo will be educated on what the Keep Safe Cymru scheme is about and how to make contact with South Wales Police.

South Wales Police is also taking forward a programme of change which is broken down into three key areas, under each area of the programme sits the commitment to develop and improve our organisation. The areas are

- modernise access points
- manage demand, deployment and resolution
- improve performance.

For our communities this means we are able to provide a better service to the public and make us more accessible. The impending redesign of our interactive voice response system means that a member of the public will be able to either get to the destination they require

at first point of contact with no human assistance or be able to come to a resolution destination quicker with human assistance. The changes to our telephony system also allow functionally which includes:

- Text messages to be sent to members of the public
- Ability to incorporate web chat, social media and email the control and command system.

Already as part of the project we have made great improvements to change the way we monitor, respond to and mitigate risk through social media. The Public Service Centre (PSC) now monitor all South Wales Police official accounts through our existing switchboard service. This means that members of our community who are hard to reach, prefer digital contact or are unwilling to call can access the same services through our social media platforms. Within the first 30 days of full monitoring within the PSC, over 1000 contacts were received through social media. This concept of channel shift, is making the force far more accessible than ever before.

Objective 4 - (Diverse Needs in Custody)

We will assess the needs of vulnerable people and those with specific needs in police custody and work with our partners to address those identified e.g. the needs of women, children, people from minority ethnic backgrounds and people with mental health conditions or physical, sensory or learning disabilities.

Progress Update:

We continue to work towards improving performance in all aspects of this objective.

Children in police custody is a key focus area and we now monitor performance surrounding post charge transfer to local authority accommodation and all children detained overnight. The availability of suitable accommodation (post-Charge) remains an intractable issue. Custody staff encounter difficulties obtaining suitable bail addresses, non- secure & secure accommodation. However, the annual trend shows a reduction in the number of children arrested and the number detained overnight (between 2300- 0700). Daily focus via the Bronze Inspectors logs, monthly monitoring in Safe & effective Custody meetings and an escalation process continue to contribute to this reduction.

Data is shared with Welsh Government and Children Safeguarding Boards. Working group meetings continue between the Force and all seven local authorities to address specific cases and concerns from both sides.

The national unavailability of Appropriate Adults, particularly out-of-hours is being examined by the College of Policing and has been raised as a concern to the National Custody Lead, Chief Constable Nick Ephgrave, Surrey Police. It is being progressed strategically by ACC Drake via the Protection of Vulnerable People (PVP) panel to Welsh Government and via DCC Kelly as the regional custody lead.

To reduce the criminalisation of 'Children in care' several local authorities have been piloting schemes under the 'laming report' with an emphasis on restorative justice from the outset, as opposed to arrest.

The annual trend shows a steady decline on S136 MHA detentions in custody over the last 12 months, with none in March 2017 and only one per month in January & February, with an increase in the number being taken to hospitals as a primary place of safety. Pleasingly, the data also shows a decrease in the number of 'Breach of the Peace' arrests indicating that this type of arrest is not been used as an alternative.

The recent HMIC inspection praised the Force's work in reducing the number of S136 detentions in custody and stated what we have achieved is rare.

Close scrutiny around S136 Mental Health Act detainees by the Bronze Inspectors continues and Custody Sergeants proactively challenge circumstances of the arrests to ensure that individuals are not being arrested for very minor public order offences or 'Breach of the Peace' rather than being supported for mental ill health.

The Samaritans project has now been extended beyond telephone advice and support to include station visits in Merthyr. The volunteers attend the suite on a Sunday evening and have the opportunity to engage with detainees, providing advice and support at that critical time and beyond following release. This service has been well received and has had a positive impact on detainees morale and wellbeing. This scheme has received national acclaim and recognition and featured in an ITV documentary highlighting this example successful partnership work in South Wales Police. Moving forward work is being undertaken to extend this service to the other three custody suites in the force.

A new niche code has been introduced to ensure that whilst in police detention, female detainees under 18 years are allocated a female member of staff to deal with any specific needs.

Hearing loops have been installed in all four custody suites and a testing regime established with the assistance of our independent custody visitors.

Objective 5 - (Violence against Women and Girls)

Working with our partners we aim to increase the reporting of all forms of violence against women and girls, including domestic abuse, Honour Based Violence and Female Genital Mutilation, and will support initiatives for their early identification and intervention.

Progress Update:

The South Wales Police 'Plan for Tackling Violence Against Women & Girls' continues to be the key way in which we contribute to this equality objective and we are seeing positive results. A key objective of the Violence against Women and Girls 2014-17 Plan was to increase the confidence in reporting from the public and professionals in relation to Domestic Abuse, which we have achieved. Performance figures show that in 2013-14 we received 21,246 incidents of Domestic Abuse and in 2016-17 we have received 34,133.

As previously reported, this increase is partially due to a change in the method of identifying occurrences. However, even if we take this into account the increase can still be attributed to the early identification and intervention that has been undertaken with partners as outlined in the plan.

We are currently reviewing our progress against the 2014-17 plan within the areas of improving early identification and intervention, ensuring a victim centred approach and encouraging prevention and there are a number of great achievements to be acknowledged.

Both the Force and the Police & Crime Commissioner attained the first ever 'White Ribbon accreditation', appointing four Ambassadors and 26 'White Ribbon Champions' who assist to campaign for men to pledge to never commit, condone, or remain silent about men's violence against women in all its forms. Events are being held on a regular basis to support these champions, including activities such as 16 days of planning, LGBT, coercive control, stalking and harassment.

The Police & Crime Commissioner's team has been developing the Identification and Referral to Improve Safety (IRIS) project in two of the Force areas. IRIS is a domestic abuse and sexual violence training and referral programme based in GP surgeries, in Cwm Taff, Cardiff and the Vale of Glamorgan. The programme trains GPs and practice staff on domestic abuse identification and provides an advocate to work with victims that are referred. This project encourages successful partnerships with university health boards to encourage early identification and intervention reporting by the health sector.

A total of 381 victims have been referred from the GP surgeries, with around half of victims discussing their abuse for the first time. This shows the effectiveness of the programme and the ways in which victims have a greater chance of being supported at an earlier point, with professionals more confident to Ask & Act.

We have developed a Victim Care Pathway, which will see all Standard and Medium Risk victims of domestic abuse referred to support services including the Welsh Women's Aid 'Live Fear Free' helpline. Victims are offered support and offered direct referral to local support services in order to increase opportunities for early intervention.

There has been an increase in the reporting of culturally based offences year on year. This has been influenced by the introduction of mandatory reporting by Health in relation to Female Genital Mutilation, with an increase from 10 occurrences in 2015-16 to 31 occurrences in 2016-17. To see an increase in reporting was an objective in the Plan.

We have developed our training for police officers in the area of Violence Against Women & Girls. All new Police Constable and PCSO recruits, as well as many existing officers and staff, receive training on this area to understand the issues surrounding domestic abuse. We have also built 'honour'-based abuse, forced marriage and female genital mutilation awareness training into the programme.

Whilst we have made great progress in the Tackling Violence Against Women and Girls 2014-17 Plan, there has been the opportunity to learn and reflect upon along the way with a number of lessons to be learnt, to assist in developing the 2018-2021 agenda.

There is already some positive work underway, such as a force wide Domestic Abuse Problem Profile. The main scope of the research is to review the scale, spread and diversity of Domestic Abuse within the Force area; the identification of potential external factors that correlate to an increase in reporting; and a review of the recent Domestic Homicide Reviews.

Victim Satisfaction surveys commenced in April 2017 for women and girls to have a voice in how we respond to gender based violence. The results of which are encouraging with 92% of those spoken to stating they would advise a friend to contact South Wales Police if they were a victim of Domestic Abuse. As the survey develops the level of data will provide the basis for learning and improvement of services.

The Force is involved in early discussions with the University of Wales, Cardiff to make use of the body worn video capability and victim satisfaction survey feedback to undertake an academic study of the language used by officers when interacting with victims of domestic abuse. This study would provide a unique opportunity to understand which types of phraseology and approaches are best for engaging victims so that we can develop our approaches and increase confidence.

The further training package has recently been developed for Police Officers which focuses on vulnerability with a specific input on Domestic Abuse. This training has been extremely useful in improving officer awareness of early identification of abuse and interventions that could be implemented.

The 'Living In Fear' HMIC thematic report on Stalking and Harassment focuses on how the police and CPS tackle crime of stalking and harassment. The main recommendations for police forces include; the immediate stop to Police Information Notices; increasing officer awareness and appropriate use of the powers of entry and search for stalking, to work with criminal justice partners in identifying what programmes are available to manage offenders convicted of stalking and harassment offences, and to monitor and ensure compliance with the stalking protocol. We are currently awaiting advice from the National Police Chiefs Council on the cessation of Police Information Notices. Following this report a working group has been set up to look at the recommendations and ensure that we are safeguarding victims of domestic and non-domestic stalking and harassment.

In July 2017, the Police and Crime Commissioner was awarded £1.4 million to help prevent and address violence against women and girls following a bid to the Service Transformation Fund. The multi-agency bid brings together key partners at Welsh Women's Aid and the Local Authorities and has been very well received by the Home Office. The fund is designed to promote projects which are leading the way in stopping violence before it happens, preventing abusive behaviour from becoming entrenched, and establishing the best ways to help victims and families.

The Police and Crime Commissioner has also been successful with a partnership bid with Merseyside Police regarding Sex Work. The aim of the project is to provide early intervention and support through a sustainable multi-agency approach with local knowledge and interest in the community, to truly assess the needs of victims and sex workers. It will also look for ways of supporting sex workers to exit the industry.

The HMIC Peel Inspection 2016 rated South Wales Police as 'Good' for our effectiveness in keeping people safe and reducing crime. They have been pleased with the improvements we have made in protecting vulnerable people from harm and how we support victims.

The Violence Against Women and Girls Plan for 2018-2021 is currently being developed and will include a broader awareness of Domestic Abuse issues whilst being cognisant of the underlining thread of gender inequality.

Objective 6 – A Representative Workforce

We will work to increase the diversity of the South Wales Police workforce, with a particular focus on race and gender, to better reflect the communities we serve.

The Representative Workforce programme has now become embedded into daily operations. We have worked well over the last 12 months to recruit and retain BME applicants to the service.

The team, which is made up of 3 officers have conducted regular targeted engagement in order to attract applicants toward the service. This outreach has been supported by local neighbourhood policing teams who conduct further outreach and engagement events within the BME community. All in all there have been around 100 engagement contacts across the force area over the last 12 months resulting in nearly 600 people being signposted towards various roles within the organisation.

The Development Champions scheme, which is currently active has 170 active development champions who often give up their own time to mentor and support individuals who wish to join the service. Development champions offer one-to-one support and provide access to recruitment information.

For the Retention and Progression of BME staff already working within the organisation, a portfolio of development had been introduced which enables a more formalised recording system of staff development. The scheme enables staff to have: access to internal training courses provided by Learning Development Services, access to external training courses provided by Chartered Management Institute and formalised access to mentoring and coaching. 2 members of the RWF team have also become externally qualified as Level 3 coaches to support individuals who seek promotion within the service.

The recruitment programme thus far has resulted in 33 individuals from an ethnic minority background starting employment within the service. This is comparative to 7 when looking at the 18 month period prior to the Representative Workforce programme inception a quadruple increase in the number of BME and White other staff who have started employment with South Wales Police.

Our most recent PC application process saw a total of 28 individuals from a BME background submitting application forms and 4 individuals who identified as White other. This equated to 16.8% BME applicants toward the process and 2.4% from White other. 19.2% of all applicants were either BME or White other.

Of the total joiners for constable since the project's inception, 7% of all intakes have been BME which is above the census data for the area.

Our most recent PCSO advert saw 33 individuals identifying as BME submit applications toward the service which equated to 5.5% of total applications. 2.2% of applicants identified as White other.

In the summer of 2016 we were pleased to launch the 'South Wales Police Plan for Female Recruitment, Progression & Retention' following our extensive review into the barriers to female progression. The Plan outlines the actions we will take over the next five years to prioritise the need to encourage more women to join us and progress through our rank and grade structure.

Since the launch of the Plan we have been working to revise our Flexible Working Policy to ensure it is more consistent and accessible to all. We have also been developing a 'Pregnancy and Maternity Manual' for all pregnant officers and staff to receive consistent and supportive information during pregnancy and maternity. We have also been revising our Pregnancy Champions scheme and will relaunch it in the autumn of 2017 with a renewed focus on providing support to women and families at all stages of pregnancy and maternity. To demonstrate our commitment to this we also signed the Equality & Human Rights Commission 'Working Forward' pledge in April 2017. This outlines the steps we will take to ensure the workplace is the best it can be for new and expectant mothers.

We have also worked to increase the understanding of the menopause across South Wales Police during the year. This has involved the recording of menopause-related sickness absence in order to encourage people to feel able to discuss menopause symptoms. We have also commissioned training on the menopause to equip our managers and supervisors to support women through the process. In the year ahead, we will look to establish Menopause Champions to roll out support across the organisation.

It is hoped that the collective work involved in the Plan's delivery will lead to increased percentages of women across the force and to better representation at middle and senior ranks.

Plans to consider how other protected characteristics will be better encouraged to join us are continually in progress and overall representation is monitored at our Equality, Diversity & Human Rights Board, with positive support from our staff networks.

SECTION 2

Equality Data

Equality data is used to inform priorities for South Wales Police and the South Wales Police and Crime Commissioner.

The information on the following pages includes data which is presented in full financial years where possible. Information has been updated in June 2017 to include a full year of data from 1st April 2016 to 31st March 2017.

1. Many tables show data by Basic Command Units (BCUs). South Wales Police is split into 4 Areas or BCUs. These are geographical boundaries along which operational policing duties are divided. The four areas are:
 - Central BCU (Bridgend and Vale of Glamorgan)
 - Eastern BCU (Cardiff)
 - Northern BCU (Rhondda Cynon Taff and Merthyr Tydfil)
 - Western BCU (Neath Port Talbot and Swansea)
2. Workforce Information is as at 31st March 2016. This information is shown for four groups of staff
 - Police Officers
 - Police Staff (employees who are not police officers or PCSOs)
 - Police Community Support Officers (PCSOs)
 - Police Specials (volunteer members of the public who when on duty wear a uniform and have full police powers).
3. Crime data for the fiscal year 2014-15 shows marked increases. The reason for this was the introduction in April 2014 of a process known as 'criming at source'. Prior to April 2014 most reported incidents were only recorded as a crime once an officer had attended the scene, investigated the incident and determined whether a crime had been committed. Now crimes are recorded as they are described by the member of public at the time they report it. This gives an immediate classification enabling an immediate response. This also means that the number of crimes recorded will be closer to the actual volume of crime occurring. Her Majesty's Inspectorate of Constabulary highlights this approach as "good practice" and closely adhering to the requirements of the National Crime Recording Standard.
4. Where percentage changes are shown these compare old data with new data. A percentage change indicates the change in a value over time and is calculated by subtracting the old value from the new value and dividing by the old value. In this report, percentage changes have been used where appropriate to show changes over time. However, percentage changes have not been shown where the numbers are small (generally where the numbers are below 100) as they can be misleading.
5. The population data used is from the mid 2015 ONS Population Estimates.

6. This is the fifth year that Equality Monitoring data has been published to this level of detail. In a number of areas, data collection and completeness will continue to be progressed and the information will continue to develop over the coming months and years.
7. We recognise that the collection and presentation of our data is work in progress. For some areas of our work, data is not readily available and where it is, it may not currently be possible to gather it for all protected characteristics. We continue to identify gaps and to address these over time

Welsh Language

Welsh Language monitoring information is published separately to this Equality Data and is available via www.south-wales.police.uk.

This section contains a range of equality-related data to support our equality objectives, as well as additional equality data that helps to demonstrate how we are working towards the aims of the General Equality Duty.

1. Hate Crime

The following tables show the five protected characteristics of hate related incidents and crimes that are recorded and monitored by South Wales Police.

Hate Related Incidents and Crimes

Year	Incidents			Crimes		
	2015-16	2016-17	% Change	2015-16	2016-17	% Change
Race	1,683	1,783	5.9%	1,102	1,342	21.8%
Sexual Orientation	342	378	10.5%	240	298	24.2%
Disability	347	263	-24.2%	137	170	24.1%
Religion and Belief	115	118	2.6%	66	80	21.2%
Transgender	44	33	-25.0%	25	23	-8.0%
Hate*	2,422	2,466	1.8%	1,501	1,839	22.5%

**Total hate incidents/crimes will not equal the sum of all incidents or crimes by protected characteristic as a single hate incident may qualify for one or more protected characteristics.*

Disability Related Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2014-15	115	75	40	56	284
2015-16	144	76	59	68	347
2016-17	86	61	71	45	263
% Change 2015-16 to 2016-17	-40.3%	-19.7%	20.3%	-33.8%	-24.2%

Race Related Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2014-15	353	696	147	376	1,572
2015-16	304	773	194	412	1683
2016-17	257	855	232	431	1783
% Change 2015-16 to 2016-17	-15.5%	10.6%	19.6%	4.6%	5.9%

Religion and Belief Related Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2014-15	23	42	10	23	98
2015-16	34	44	15	22	115
2016-17	14	60	19	23	118
% Change 2015-16 to 2016-17	-58.8%	36.4%	26.7%	4.5%	2.6%

**This percentage change should be interpreted with caution due to relatively small numbers*

Sexual Orientation Related Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2014-15	104	134	52	86	376
2015-16	91	141	38	72	342
2016-17	81	166	57	73	378
% Change 2015-16 to 2016-17	-11.0%	17.7%	50.0%	1.4%	10.5%

*** Percentages have not been provided where small numbers make them less meaningful*

Transgender Related Incidents

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2014-15	10	19	8	12	49
2015-16	1	11	17	15	44
2016-17	3	13	10	7	33
% Change 2015-16 to 2016-17	200.0%	18.2%	-41.2%	-53.3%	-25.0%

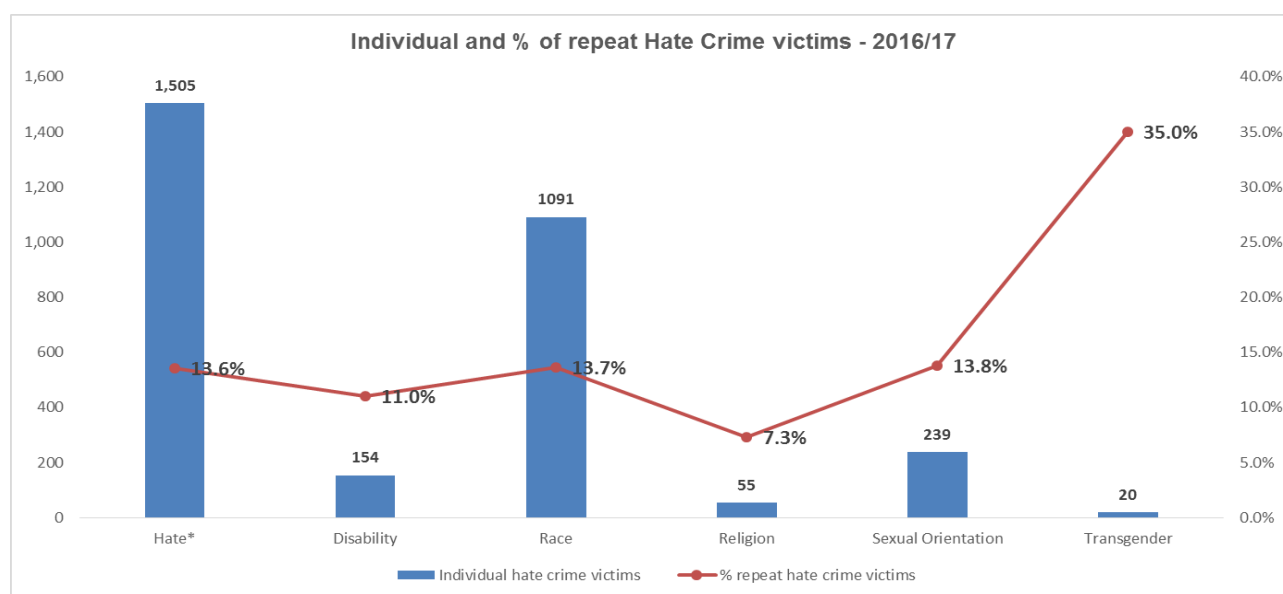
*** Percentages have not been provided where small numbers make them less meaningful*

The following hate related incidents met the Home Office Counting Rules definition of a Criminal Offence

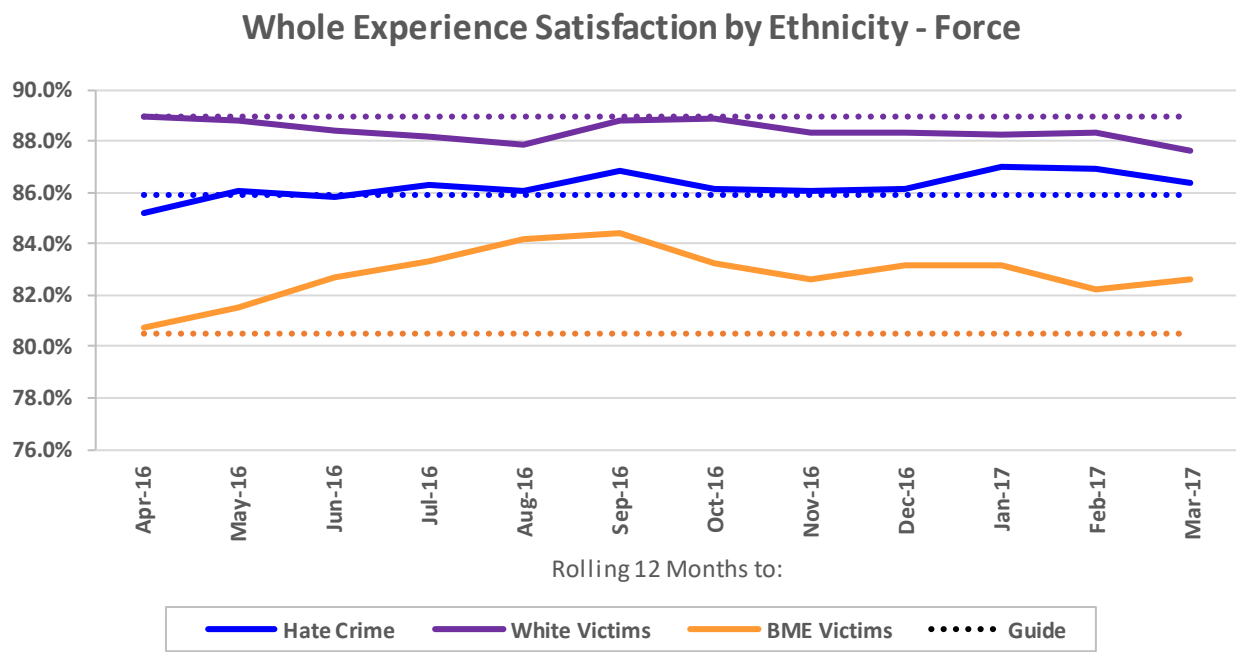
Year	2015-16	2016-17	% Change
Violence against the person	1,479	1,666	12.6%
Sexual offence	5	3	**
Robbery	8	3	**
Burglary of dwelling	4	3	**
Burglary of other premises	1	2	**
Theft of motor vehicle	0	0	**
Theft from motor vehicle	1	3	**
Other theft	30	25	**
Criminal damage	136	123	-9.6%
Other drugs offence	0	0	**
Other notifiable offences	9	11	**
Total	1673	1839	9.9%

*** Percentages have not been provided where small numbers make them less meaningful*

Repeat Victims of Hate Crime



Whole Experience Victim Satisfaction



2. Stop and Search

The force began implementing mobile data recording of stop searches in 2013, a process which remains ongoing. The transition has had a temporary impact on the quality and completeness of stop search data but progress continues to be made to improve data quality.

Stop Searches-Age Group

Year	Number of Stop Searches		Stop Searches Per 1000 Population	
Age Group	2015-16	2016-17	2015-16	2016-17
10 - 17	1,171	815	10.3	7.2
18 - 24	2,090	1,685	14.7	11.8
25 - 44	3,049	2,272	9.1	6.8
45 - 65	446	414	1.4	1.3
65+	11	11	0.0	0.0
All	7,188	5,252	6.2	4.6

Note: There were 421 stop searches in 2015-16 and 55 in 2016-17 which had unknown age and which are not included except in the total row. This is a result of the ongoing impact on data quality of the transition to mobile data recording.

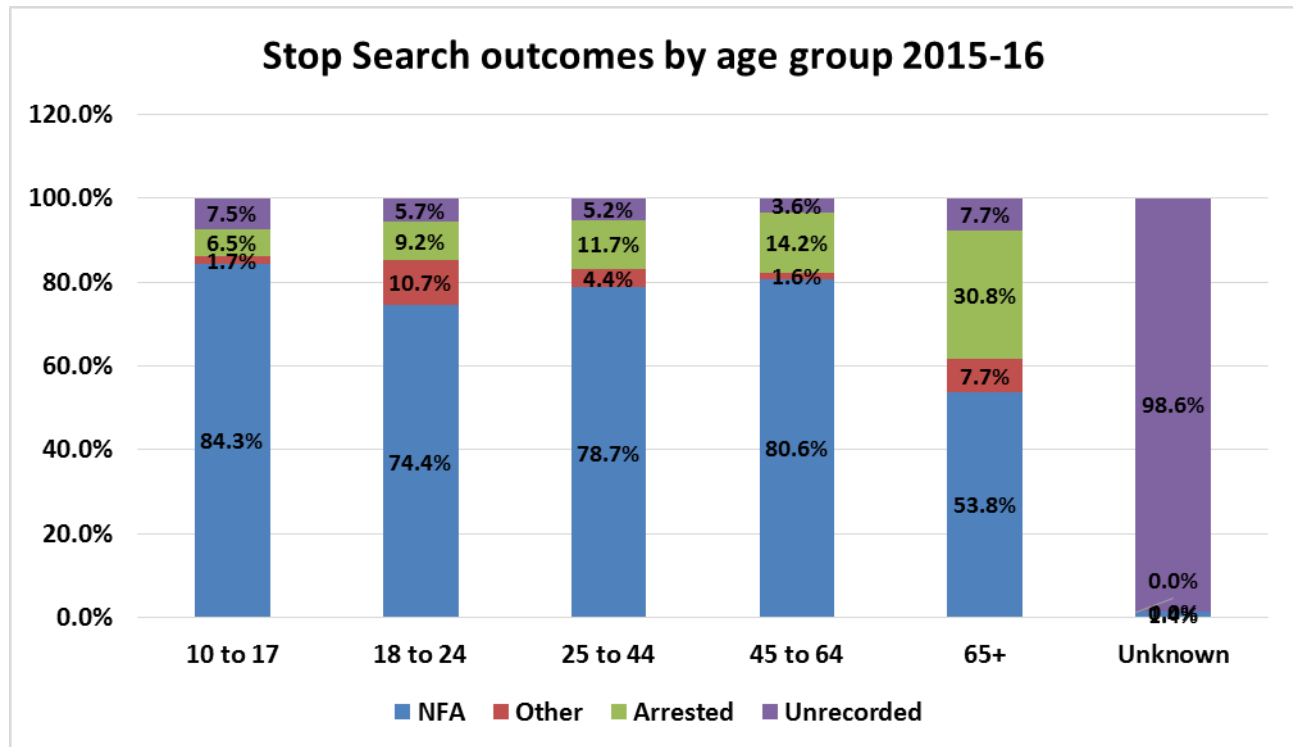
Stop Searches-Ethnicity

Year	Number of Stop Searches		Stop Searches Per 1000 Population by Age Group	
Ethnicity	2015-16	2016-17	2015-16	2016-17
Asian	165	171	3.7	3.8
Black	136	199	10.5	15.3
Chinese or Other	24	21	2.3	2.0
Mixed	82	105	4.5	5.8
White	5,651	4,355	4.6	3.6
Not Stated/Unknown	636	401	7.3	4.6
Black and Minority Ethnic Total	407	496		
All	7,187	5,252	5.2	3.8

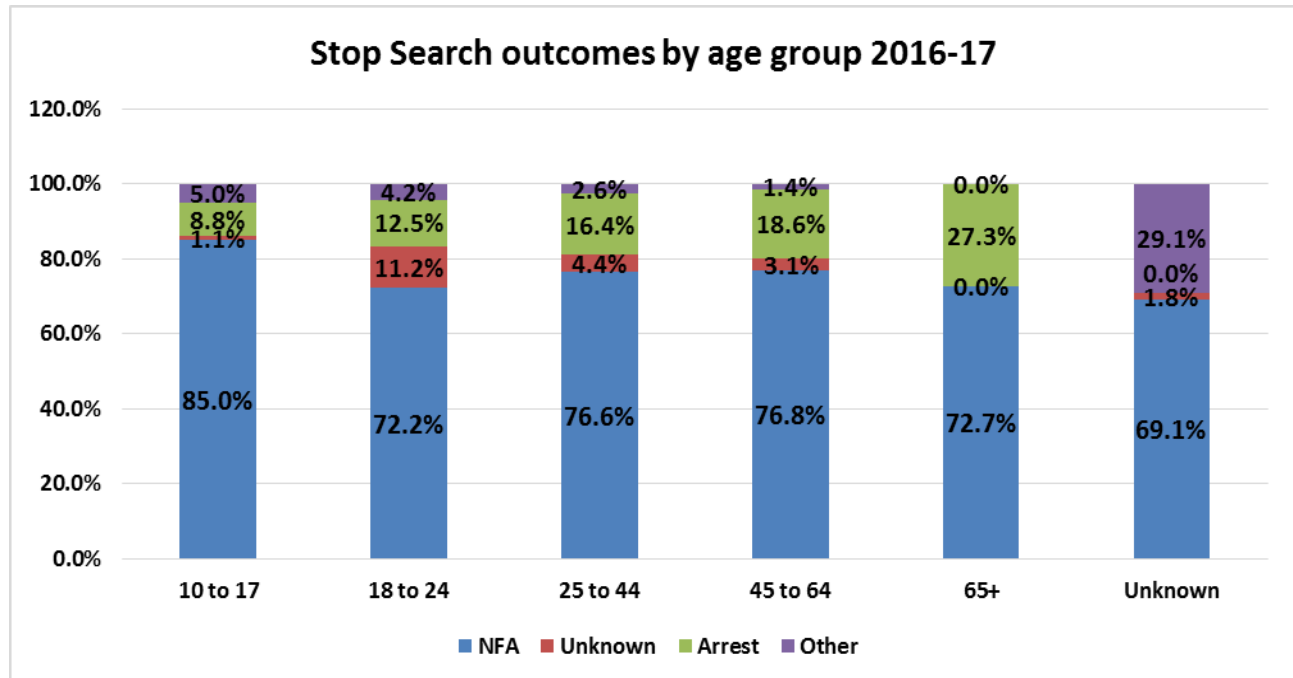
Stop Searches-Gender

Year	Number of Stop Searches		Stop Searches Per 1000 Population by Gender	
Ethnicity	2015-16	2016-17	2015-16	2016-17
Females	687	553	1.0	0.8
Males	6,056	4,671	9.4	7.3
Indeterminate	0	1		
Not recorded/Unknown	2	27		
All	7,187	5,252	5.5	4.0

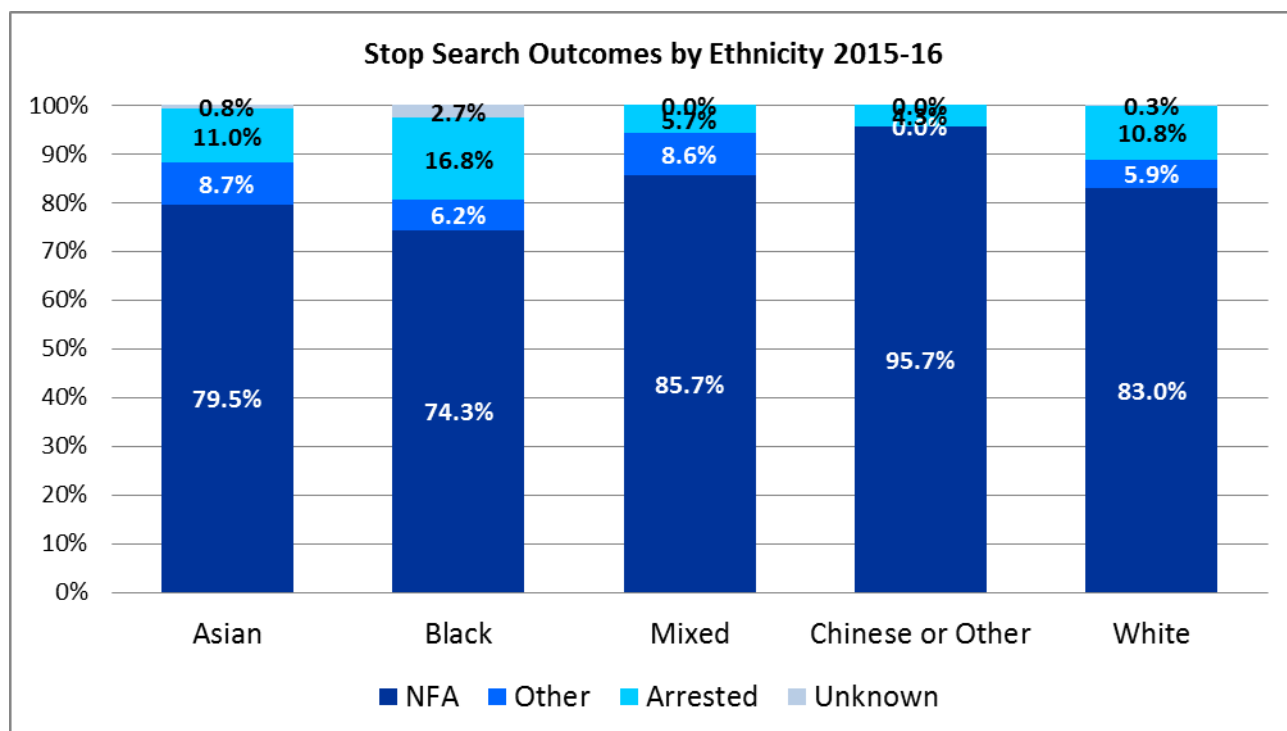
Outcomes of Stop Searches by Ethnicity 2015-16



Outcomes of Stop Searches by Ethnicity 2016-17

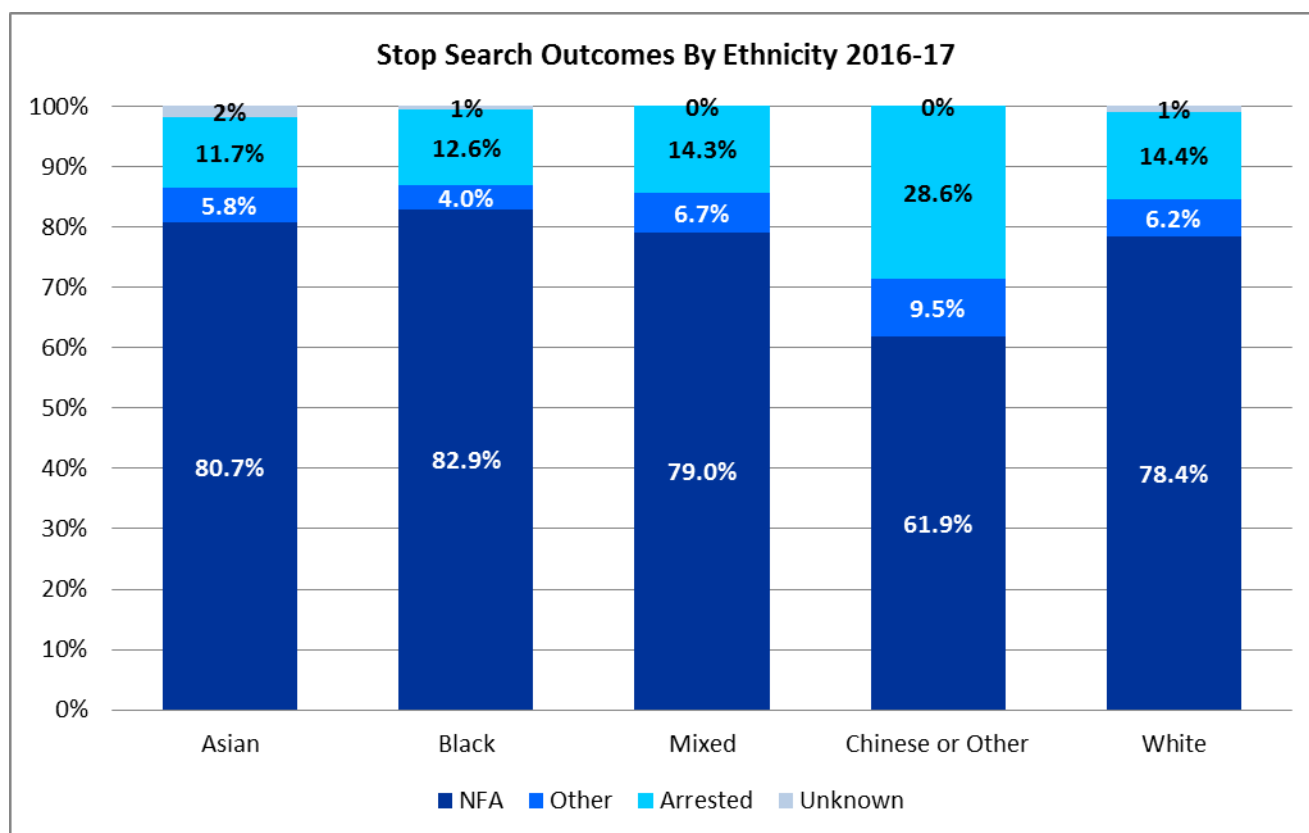


Outcomes of Stop Searches by Age Group 2015-16



Other includes outcomes such as cannabis warnings, fixed penalties, and summons.

Outcomes of Stop Searches by Age Group 2016-17

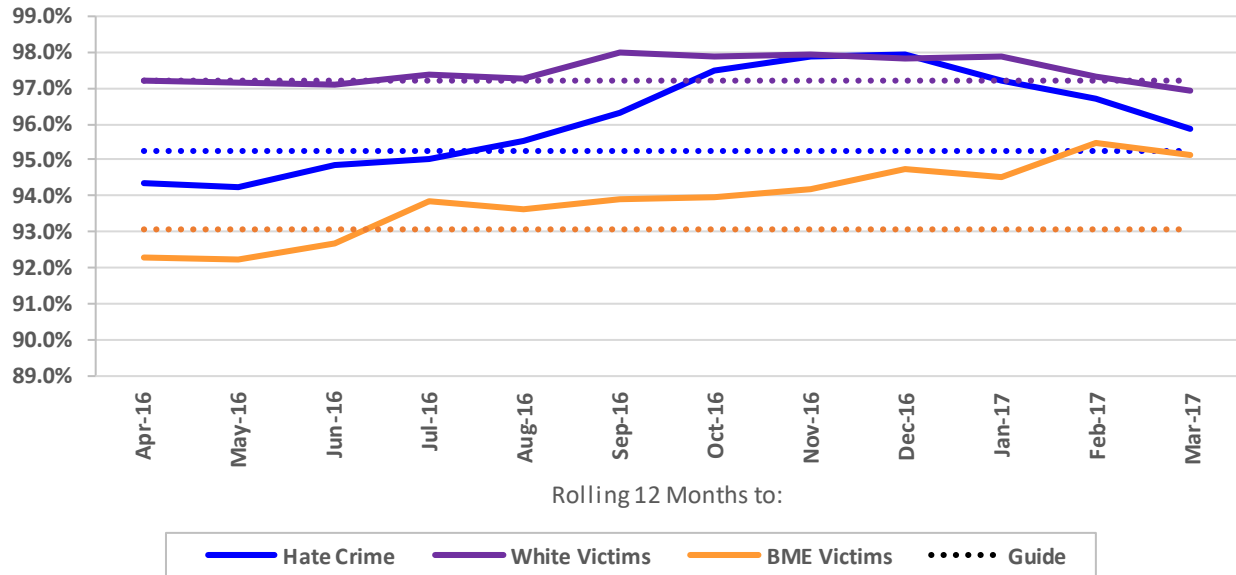


Other includes outcomes such as cannabis warnings, fixed penalties and summons.

3. Accessibility

Ease of Contact Victim Satisfaction

Ease of Contact Satisfaction by Ethnicity - Force



4. Diverse Needs in Custody

This section shows a breakdown of offenders held in custody in the South Wales Police area by gender, age, requests for solicitor and types of offences.

Offenders in Custody

Numbers by Age Group

Number Arrested by Age Group	10-17	18-20	21+	Total
2013-14	3,179	3,973	29,254	36,406
2014-15	2,866	3,502	28,073	34,441
2015-16	2,798	3,373	28,121	34,292
2016-17	2,386	3,129	26,535	32,050
% Change	-14.7%	-7.2%	-5.6%	-6.5%

Percentage by Age Group

% Arrested by Age Group	10-17	18-20	21+	Total
2013-14	8.7%	10.9%	80.4%	100.0%
2014-15	8.3%	10.2%	81.5%	100.0%
2015-16	8.2%	9.8%	82.0%	100.0%
2016-17	7.4%	9.8%	82.8%	100.0%

Numbers by Gender

Number Arrested by Gender	Female	Male	Unknown	Total
2013-14	6,686	29,709	11	36,406
2014-15	6,502	27,913	26	34,441
2015-16	6,547	27,738	7	34,292
2016-17	6,132	25,909	9	32,050
% Change	0.7%	-0.6%	**	-0.4%

Percentage by Gender

% Arrested by Gender	Female	Male	Unknown	Total
2013-14	18.4%	81.6%	0.0%	100.0%
2014-15	18.9%	81.0%	0.1%	100.0%
2015-16	19.1%	80.9%	0.0%	100.0%
2016-17	19.1%	80.8%	0.0%	100.0%

Ethnicity Profile

Number Arrested by Ethnicity	Number Arrested					% Arrested			
	2013-14	2014-15	2015-16	2016-17	% Change 2015-16 to 2016-17	2013-14	2014-15	2015-16	2016-17
Asian	747	664	657	712	8.4%	2.1%	1.9%	1.9%	2.2%
Black	760	811	891	860	-3.5%	2.1%	2.4%	2.6%	2.7%
Chinese or Other	317	273	272	287	5.5%	0.9%	0.8%	0.8%	0.9%
Mixed	483	464	495	432	-12.7%	1.3%	1.3%	1.4%	1.3%
White	30,376	28,999	29,578	28,230	-4.6%	83.4%	84.2%	86.3%	88.1%
Unknown/Not Stated	3723	3,230	2,399	1,529	-36.3%	10.2%	9.4%	7.0%	4.8%
Total	36,406	34,441	34,292	32,050	-6.5%	100.0%	100.0%	100.0%	100.0%

**The percentage changes for numbers arrested by ethnic group will have been significantly impacted by the improvement in data quality, reducing those recorded with 'unknown/not stated' ethnic group.*

Crime Profile

Crime Categories	2014-15			2015-16			2016-17		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Violence Against the Person	33.4%	33.9%	33.8%	34.8%	35.4%	35.3%	39.5%	37.4%	37.8%
Non-Notifiable Offences	25.4%	23.7%	24.0%	24.0%	23.9%	24.0%	22.3%	22.9%	22.8%
Other Theft	22.9%	11.8%	13.9%	21.8%	10.4%	12.6%	19.1%	9.5%	11.3%
Other Notifiable Offences	3.7%	5.7%	5.3%	3.8%	5.5%	5.1%	4.0%	5.9%	5.5%
Criminal Damage	3.3%	5.6%	5.2%	3.8%	5.7%	5.3%	4.2%	5.9%	5.6%
Burglary Dwelling	2.1%	3.8%	3.5%	1.8%	3.3%	3.0%	1.9%	3.2%	3.0%
Drug Trafficking	2.8%	3.5%	3.3%	3.1%	3.2%	3.2%	2.8%	3.1%	3.1%
Other Drugs Offences	2.3%	3.3%	3.1%	2.1%	3.2%	3.0%	2.0%	2.9%	2.7%
Sexual Offence	0.3%	2.9%	2.4%	0.6%	3.4%	2.8%	0.7%	3.7%	3.1%
Theft of Motor Vehicle	0.8%	1.6%	1.4%	0.7%	1.6%	1.5%	0.7%	1.5%	1.4%
Burglary of Other Premises	0.6%	1.5%	1.3%	0.4%	1.5%	1.3%	0.6%	1.4%	1.3%
Robbery	0.6%	1.1%	1.0%	0.7%	1.2%	1.1%	0.6%	0.9%	0.9%
Fraud or Forgery	1.7%	0.9%	1.0%	2.2%	1.0%	1.2%	1.5%	0.8%	1.0%
Theft from Motor Vehicle	0.2%	0.9%	0.7%	0.3%	0.8%	0.7%	0.2%	0.7%	0.6%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Solicitor Requests by Offenders in Custody

Number by Age

Solicitor Requested	10-17	18-20	21+	Total
2014-15	1,815	1,836	15,315	18,966
2015-16	1,881	1,825	16,292	19,998
2016-17	1,885	1,967	16,843	20,695
% Change	0.2%	7.8%	3.4%	3.5%

* excludes 16 where age is not known

Percentage by Age

% Solicitor Requested	10-17	18-20	21+	Total
2014-15	9.6%	10.2%	80.2%	100.0%
2015-16	9.4%	9.1%	81.5%	100.0%
2016-17	9.1%	9.5%	81.4%	100.0%

Number by Gender

Solicitor Requested	Female	Male	Unknown	Total
2014-15	3,259	15,690	17	18,966
2015-16	3,560	16,434	4	19,998
2016-17	3,758	16,942	11	20,711
% Change	5.6%	3.1%	**	3.6%

Percentage by Gender

% Solicitor Requested	Female	Male	Unknown	Total
2014-15	17.2%	82.7%	0.1%	100.0%
2015-16	17.8%	82.2%	0.0%	100.0%
2016-17	18.1%	81.8%	0.1%	100.0%

Ethnicity Profile

Ethnicity	Number Arrested by Ethnicity				% Arrested by Ethnicity		
	2014-15	2015-16	2016-17	% Change	2014-15	2015-16	2016-17
Asian	441	608	611	0.5%	2.3%	3.0%	3.0%
Black	573	680	675	0.7%	3.0%	3.4%	3.3%
Chinese or Other	188	214	230	7.5%	1.0%	1.1%	1.1%
Mixed	301	347	315	-9.2%	1.6%	1.7%	1.5%
White	15,823	17,439	17,851	2.4%	83.4%	87.2%	86.2%
Unknown/Not Stated	1,640	710	1,029	44.9%	8.6%	3.6%	5.0%
Total	18,966	19,998	20,711	3.6%	100.0%	100.0%	100.0%

**The percentage changes for numbers arrested by ethnic group will have been significantly impacted by the improvement in data quality, reducing those recorded with 'unknown/not stated' ethnic group.*

5. Violence Against Women and Girls

Crimes and Victims of All Crimes by Basic Command Unit (BCU)

Crimes

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	16,127	30,006	13,728	22,271	82,132
2014-15*	18,539	31,868	14,893	24,088	89,388
2015-16	19,210	32,709	14,965	25,195	92,079
2016-17	21,111	35,770	16,814	26,891	100,586
% Change 2015-16 to 2016-17	9.9%	9.4%	12.4%	6.7%	9.2%

* the increase reflects the impact of criming at source (section E refers)

Victims* of Crime

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	9,800	19,038	8,680	13,864	51,382
2014-15	11,362	19,826	9,155	14,946	55,289
2015-16	11,728	19,859	9,050	15,511	56,148
2016-17	12,443	21,754	10,444	16,266	60,907
% Change 2015-16 to 2016-17	6.1%	9.5%	15.4%	4.9%	8.5%

*Victims are identified by counting those who are recorded as 'aggrieved' on the force record management system. This is less than the total number of crimes because (a) crimes may be victimless (b) the victims may be organisations (c) a person may be the victim of more than 1 crime within the period or d) the individuals involved may not have been recorded as 'aggrieved' on the record management system.

** the increase reflects the impact of criming at source (section E refers)

Victims of Crime by Age Group in 2016-17

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 10	2.3%	1.6%	2.3%	1.8%	1.9%
10 - 17	8.9%	6.7%	9.6%	7.7%	7.9%
18 - 24	14.7%	19.1%	14.3%	16.2%	16.6%
25 - 44	41.7%	44.2%	38.4%	41.3%	41.9%
45 - 65	24.8%	22.8%	26.6%	25.3%	24.5%
65+	7.6%	5.6%	8.8%	7.8%	7.2%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Victims of Crime by Ethnicity in 2016-17

Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.8%	3.3%	0.9%	1.3%	1.8%
Black	0.2%	2.0%	0.4%	0.5%	1.0%
Chinese or Other	0.3%	1.1%	0.5%	0.7%	0.7%
Mixed	0.2%	1.0%	0.4%	0.3%	0.5%
White	56.3%	42.6%	53.3%	49.9%	49.2%
Unknown/Not Stated	42.0%	49.9%	44.6%	47.2%	46.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Victims of Crime by Gender in 2016-17

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	52.3%	46.3%	51.4%	48.7%	49.0%
Male	47.7%	53.7%	48.6%	51.3%	51.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Crimes/Victims by Basic Command Unit (BCU)

Domestic Crimes

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	1,792	2,072	1,481	1,925	7,270
2014-15*	2,405	2,629	1,762	2,583	9,396
2015-16	2,657	2,815	1,751	3,184	10,407
2016-17	3,778	3,837	2,723	3,952	14,290
% Change 2015-16 to 2016-17	42.2%	36.3%	55.5%	24.1%	37.3%

the increase reflects the impact of criming at source (section E refers)

Victims* of Domestic Crimes

Individual Victims of Crimes	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	1,423	1,672	1,176	1,553	5,824
2014-15**	1,854	1,993	1,382	1,969	7,204
2015-16	2,012	2,153	1,327	2,324	7,823
2016-17	2,453	2,505	1,839	2,621	9,418
% Change 2015-16 to 2016-17	21.9%	16.3%	38.6%	12.8%	20.4%

*Victims are identified by counting those who are recorded as 'aggrieved' on the force record management system. This is less than the total number of crimes because (a) crimes may be victimless (b) the victims may be organisations (c) a person may be the victim of more than 1 crime within the period or d) the individuals involved may not have been recorded as 'aggrieved' on the record management system.

** the increase reflects the impact of criming at source

Crime Profile

Crimes suffered by Victims of Domestic Abuse	2014/15	2015/16	2016/17	% Change
Violence without injury	3,559	4,134	6,831	65.2%
Violence with injury	3,265	3,456	4,097	18.5%
Criminal damage	944	961	1,244	29.4%
Public order offences	391	450	892	98.2%
Theft Offences	214	213	350	64.3%
Miscellaneous crimes against society	123	172	226	31.4%
Rape	102	108	192	77.8%
Domestic burglary	66	75	113	50.7%
Other serious sexual offences	45	47	114	142.6%
Vehicle offences	64	37	93	**
Arson	9	14	24	**
Robbery	24	10	25	**
Drugs Offences	4	8	46	**
Possession of weapon offences	5	6	19	**
Non-domestic burglary	4	5	5	**
Homicide	2	2	6	**
Other sexual offences	9	2	13	**
Total	8,830	9,700	14,290	47.3%

** Percentages have not been provided where small numbers make them less meaningful

Repeat Victims of Domestic Crimes

Repeat Victims

Victims of at least 2 Crimes within the Financial Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	664	786	548	647	2,649
2014-15	628	634	421	667	2,353
2015-16	617	660	394	849	2,521
2016-17	618	655	451	631	2,355
% Change 2015-16 to 2016-17	0.2%	-0.8%	14.5%	-25.7%	-6.6%

* the increase reflects the impact of criming at source (section E refers)

Repeat Victims by Age Group

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 10	N/A	N/A	N/A	N/A	N/A
10 - 17	2.3%	1.5%	3.8%	2.1%	2.3%
18 - 24	23.0%	22.7%	20.8%	23.3%	22.6%
25 - 44	56.3%	58.5%	57.4%	59.9%	58.1%
45 - 65	17.0%	16.3%	17.1%	12.8%	15.7%
65+	1.5%	0.9%	0.9%	1.9%	1.3%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Repeat Victims by Ethnicity

Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.0%	2.9%	0.7%	0.5%	1.1%
Black	0.0%	2.7%	0.7%	0.5%	1.0%
Chinese or Other	0.3%	0.9%	0.0%	0.3%	0.4%
Mixed	0.2%	2.6%	1.6%	0.3%	1.1%
White	77.5%	70.4%	73.4%	71.9%	73.2%
Unknown/Not Stated	22.0%	20.5%	23.7%	26.5%	23.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Repeat Victims by Gender

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	79.1%	82.7%	80.3%	83.0%	81.4%
Male	20.9%	17.3%	19.7%	17.0%	18.6%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Victims of Domestic Violence with Injury

Domestic Violence with Injury Crimes

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	788	936	598	932	3,254
2014-15	886	953	645	929	3,413
2015-16	941	1,031	644	1,011	3,627
2016-17	1,058	1,024	743	1,016	3,841
% Change 2015-16 to 2016-17	12.4%	-0.7%	15.4%	0.5%	5.9%

* the increase reflects the impact of criming at source (section E refers)

Domestic Violence with Injury Victims*

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	*	*	*	*	*
2014-15**	299	322	221	358	1,201
2015-16	322	356	206	390	1,275
2016-17	495	490	352	452	1,789
% Change 2015-16 to 2016-17	53.7%	37.6%	70.9%	15.9%	40.3%

*Victims are identified by counting those who are recorded as 'aggrieved' on the force record management system. This is less than the total number of crimes because (a) crimes may be victimless (b) the victims may be organisations (c) a person may be the victim of more than 1 crime within the period or d) the individuals involved may not have been recorded as 'aggrieved' on the record management system.

** the increase reflects the impact of criming at source

Domestic Violence with Injury Victims by Age Group

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 10	n/a	n/a	n/a	n/a	n/a
10 - 17	3.0%	2.7%	4.5%	2.2%	3.0%
18 - 24	24.6%	25.3%	24.7%	25.7%	25.1%
25 - 44	58.0%	56.3%	54.5%	59.5%	57.2%
45 - 65	14.1%	15.1%	15.6%	11.1%	13.9%
65+	0.2%	0.6%	0.6%	1.5%	0.7%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Violence with Injury Victims by Ethnicity

Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.0%	2.0%	0.0%	1.1%	0.8%
Black	0.0%	2.2%	0.3%	0.2%	0.7%
Chinese or Other	0.2%	0.4%	0.0%	0.4%	0.3%
Mixed	0.2%	2.0%	1.4%	0.2%	1.0%
White	83.0%	77.3%	75.9%	81.2%	79.6%
Unknown/Not Stated	16.6%	15.9%	22.4%	16.8%	17.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Violence with Injury Victims by Gender

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	80.4%	83.5%	81.3%	83.0%	82.1%
Male	19.6%	16.5%	18.8%	17.0%	17.9%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Victims of Domestic Violence without Injury

Domestic Violence without Injury Crimes

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	666	779	572	635	2,652
2014-15	1,118	1,208	781	1,140	4,247
2015-16	1,246	1,317	819	1,569	4,951
2016-17	1,714	1,844	1,314	1,889	6,761
% Change 2015-16 to 2016-17	37.6%	40.0%	60.4%	20.4%	36.6%

* the increase reflects the impact of criming at source (section E refers)

Domestic Violence without Injury Victims**

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	*	*	*	*	*
2014-15**	452	439	288	436	1,615
2015-16	467	506	302	662	1,941
2016-17	869	990	633	958	3,450
% Change 2015-16 to 2016-17	86.1%	95.7%	109.6%	44.7%	77.7%

*Victims are identified by counting those who are recorded as 'aggrieved' on the force record management system. This is less than the total number of crimes because (a) crimes may be victimless (b) the victims may be organisations (c) a

person may be the victim of more than 1 crime within the period or d) the individuals involved may not have been recorded as 'aggrieved' on the record management system. ** the increase reflects the impact of criming at source

Domestic Violence without Injury Victims by Age Group

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 10	N/A	N/A	N/A	N/A	N/A
10 - 17	2.9%	2.4%	2.8%	2.4%	2.6%
18 - 24	26.5%	24.8%	20.7%	22.9%	23.9%
25 - 44	54.9%	57.0%	61.6%	62.6%	58.9%
45 - 65	14.8%	15.1%	14.2%	10.1%	13.5%
65+	0.9%	0.7%	0.6%	2.0%	1.1%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Violence without Injury Victims by Ethnicity

Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.1%	3.1%	0.5%	0.2%	1.1%
Black	0.0%	3.0%	0.3%	0.4%	1.0%
Chinese or Other	0.5%	0.9%	0.2%	0.4%	0.5%
Mixed	0.0%	1.8%	0.6%	0.1%	0.7%
White	79.5%	67.0%	74.1%	72.2%	72.9%
Unknown/Not Stated	19.9%	24.1%	24.3%	26.6%	23.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Violence without Injury Victims by Gender

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	78.7%	83.9%	82.3%	82.0%	81.8%
Male	21.3%	16.1%	17.7%	18.0%	18.2%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Harassment Offences

This is a subset of Domestic Violence Without Injury

Domestic Harassment Crimes

* the increase reflects the impact of criming at source (section E refers)

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	273	299	246	232	1,050
2014-15	510	455	348	453	1,766
2015-16	526	556	370	751	2,203
2016-17	861	933	695	1,014	3,503
% Change 2015-16 to 2016-17	63.7%	67.8%	87.9%	35.0%	59.0%
					Police
2013-14	122	163	122	108	516
2014-15	247	230	190	239	907
2015-16	285	308	209	363	1,169
2016-17	449	518	359	530	1,856
% Change 2015-16 to 2016-17	15.4%	33.9%	10.0%	51.9%	28.9%

*Victims are identified by counting those who are recorded as 'aggrieved' on the force record management system. This is less than the total number of crimes because (a) crimes may be victimless (b) the victims may be organisations (c) a person may be the victim of more than 1 crime within the period or d) the individuals involved may not have been recorded as 'aggrieved' on the record management system. ** the increase reflects the impact of criming at source

Domestic Harassment Victims by Age Group

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 10	N/A	N/A	N/A	N/A	N/A
10 - 17	2.7%	2.5%	1.9%	2.1%	2.3%
18 - 24	26.9%	26.6%	22.6%	20.9%	24.3%
25 - 44	55.9%	57.9%	65.7%	66.6%	61.4%
45 - 65	14.0%	12.9%	8.9%	8.7%	11.2%
65+	0.4%	0.0%	0.8%	1.7%	0.8%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Harassment Victims by Ethnicity

Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.0%	4.4%	0.8%	0.2%	1.5%
Black	0.0%	2.5%	0.6%	0.2%	0.9%
Chinese or Other	0.4%	0.6%	0.3%	0.2%	0.4%
Mixed	0.0%	2.5%	0.6%	0.0%	0.8%
White	77.7%	65.8%	70.8%	69.2%	70.6%
Unknown/Not Stated	21.8%	24.1%	27.0%	30.2%	25.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Harassment Victims by Gender

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	76.8%	83.2%	83.6%	84.0%	82.0%
Male	23.2%	16.8%	16.4%	16.0%	18.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Stalking

Domestic Stalking Crimes

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	N/A	N/A	N/A	N/A	N/A
2014-15	5	5	9	12	31
2015-16	4	13	3	12	32
2016-17	26	47	29	28	130
% Change 2015-16 to 2016-17	**	**	**	**	**

** with small numbers, percentages are not meaningful

Domestic Stalking Victims*

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	N/A	N/A	N/A	N/A	N/A
2014-15	2	3	7	8	20
2015-16	2	7	1	4	14
2016-17	13	27	15	14	69
% Change 2015-16 to 2016-17	**	**	**	**	**

*Victims are identified by counting those who are recorded as 'aggrieved' on the force record management system. This is less than the total number of crimes because (a) crimes may be victimless (b) the victims may be organisations (c) a person may be the victim of more than 1 crime within the period or d) the individuals involved may not have been recorded as 'aggrieved' on the record management system.

** with small numbers, percentages are not meaningful

Domestic Stalking Victims by Age Group

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 10	N/A	N/A	N/A	N/A	N/A
10 - 17	0.0%	0.0%	0.0%	0.0%	0.0%
18 - 24	15.4%	22.2%	26.7%	21.4%	21.7%
25 - 44	61.5%	59.3%	53.3%	64.3%	59.4%
45 - 65	23.1%	18.5%	20.0%	14.3%	18.8%
65+	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Stalking Victims by Ethnicity

Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.0%	0.0%	0.0%	0.0%	0.0%
Black	0.0%	0.0%	0.0%	0.0%	0.0%
Chinese or Other	0.0%	3.7%	0.0%	0.0%	1.4%
Mixed	0.0%	0.0%	0.0%	0.0%	0.0%
White	76.9%	66.7%	80.0%	78.6%	73.9%
Unknown/Not Stated	23.1%	29.6%	20.0%	21.4%	24.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Domestic Stalking Victims by Gender

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	92.3%	96.3%	100.0%	100.0%	97.1%
Male	7.7%	3.7%	0.0%	0.0%	2.9%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Serious Sexual Offences

Serious Sexual Offences

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	246	302	221	315	1,084
2014-15	258	415	244	388	1,305
2015-16	358	511	352	436	1,657
2016-17	428	704	412	546	2,090
% Change 2015-16 to 2016-17	19.6%	37.8%	17.0%	25.2%	26.1%

* the increase reflects the impact of criming at source (section E refers)

Serious Sexual Offences Victims*

Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	192	236	170	246	844
2014-15**	222	340	212	319	1,093
2015-16	284	403	279	338	1,304
2016-17	369	643	392	498	1,902
% Change 2015-16 to 2016-17	29.9%	59.6%	40.5%	47.3%	45.9%

*Victims are identified by counting those who are recorded as 'aggrieved' on the force record management system. This is less than the total number of crimes because (a) crimes may be victimless (b) the victims may be organisations (c) a person may be the victim of more than 1 crime within the period or d) the individuals involved may not have been recorded as 'aggrieved' on the record management system.

** the increase reflects the impact of criming at source

Serious Sexual Offences Victims by Age Group

Age Group	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Under 10	33	40	41	53	167
10 - 17	140	152	98	128	518
18 - 24	51	174	70	107	402
25 - 44	111	201	99	136	547
45 - 65	43	70	52	59	224
65+	14	6	9	15	44
Unknown/Not Stated	0	0	0	0	0
Total	392	643	369	498	1,902

Serious Sexual Offences Victims by Ethnicity

Ethnicity	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Asian	0.0%	2.5%	0.8%	0.2%	1.1%
Black	0.3%	0.8%	0.5%	1.0%	0.7%
Chinese or Other	0.3%	1.1%	0.3%	0.0%	0.5%
Mixed	0.5%	0.9%	1.1%	0.6%	0.8%
White	56.1%	44.6%	49.6%	44.6%	47.9%
Unknown/Not Stated	42.9%	50.1%	47.7%	53.6%	49.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Serious Sexual Offences Victims by Gender

Gender	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
Female	82.7%	86.8%	81.3%	80.5%	83.2%
Male	17.3%	13.2%	18.7%	19.5%	16.8%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown/Not Stated	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Honour Based Violence, Forced Marriage and Female Genital Mutilation

The following incidents do not reflect actual crimes of honour based violence or forced marriage or genital mutilation. The force creates a flag for those incidents where there is a potential element of risk that need to be managed.

South Wales Police adheres to the National Police Chief's Council definition of Honour Based Abuse - "An incident or crime involving violence, threats of violence, intimidation, coercion or abuse (including psychological, physical, sexual, financial or emotional abuse), which has or may have been committed to protect or defend the honour of an individual, family and or community for alleged or perceived breaches of the family and /or community's code of honour. It can be distinguished from other forms of abuse, as it is often committed with some degree of approval and/or collusion from family and/or community members. It will involve multiple perpetrators, not only within but also possibly from outside the UK. Includes Forced Marriage which is defined by Part 10 Anti-social Behaviour, Crime and Policing Act 2014 ".... a marriage where one or both spouses do not consent to the marriage but are coerced into it."

Honour-based Incidents					
Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	2	55	1	11	69
2014-15	3	64	4	7	78
2015-16	2	104	9	11	126
2016-17	8	83	13	30	126
% Change 2015-16 to 2016-17	**	**	**	**	0.0%
Forced Marriage					
Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	1	28	1	4	34
2014-15	0	17	1	1	19
2015-16	0	11	0	1	12
2016-17	1	11	1	3	16
% Change 2015-16 to 2016-17	**	**	**	**	33.3%
Female Genital Mutilation					
Year	Northern BCU	Eastern BCU	Central BCU	Western BCU	South Wales Police
2013-14	0	0	0	0	0
2014-15	0	2	1	3	6
2015-16	0	6	0	7	13
2016-17	1	29	0	7	37
% Change 2015-16 to 2016-17	**	**	**	**	184.6%

6. Representative Work Force

South Wales Police Workforce	Number of Employees
Police Staff	1,819
Police Community Support Officers (PCSOs)	425
Police Officers	2,950
Police Specials	89
All	5,283

Age, Rank & Gender – Police Officers

Rank- All	25 and Under	26-34	35-44	45-54	55+	Total
Chief Constable to Supt	0	0	8	30	0	38
Chief Inspector to Sgt	1	37	275	319	12	644
Constable	122	579	855	682	30	2268
Total	123	616	1138	1031	42	2,950
Proportion	4.2%	20.8%	38.6%	35.0%	1.4%	100.0%

Rank - Male	25 and Under	26-34	35-44	45-54	55+	Total
Chief Constable to Supt	0	0	7	24	0	31
Chief Inspector to Sgt	1	23	220	261	10	515
Constable	69	366	525	528	26	1514
Total	70	389	752	813	36	2,060
Proportion	3.4%	18.8%	36.5%	39.5%	1.8%	100.0%

Rank - Female	25 and Under	26-34	35-44	45-54	55+	Total
Chief Constable to Supt	0	0	1	6	0	7
Chief Inspector to Sgt	0	14	55	58	2	129
Constable	53	213	330	154	4	754
Total	53	227	386	218	6	890
Proportion	5.9%	25.5%	43.4%	24.5%	0.7%	100.0%

Rank	Avg. Age	Avg. Age Male	Avg. Age Female	Avg. Age Other
Chief Constable to Supt	47.8	47.6	48.8	-
Chief Inspector to Sgt	44.0	44.1	43.5	-
Constable	39.2	40.0	37.4	-

Numbers by Rank and Gender

Rank	Male	Female	Other	Total
Chief Constable to Supt	31	7	0	38
Chief Inspector to Sgt	515	129	0	644
Constable	1514	754	0	2268
Total	2,060	890	0	2,950
Proportion	69.8%	30.2%	0.0%	100.0%

Age, Rank & Gender – Police Staff

Rank - All	25 and Under	26-34	35-44	45-54	55+	Total
Scale 1 to SO2	93	337	344	497	328	1,599
PO1 to PO7	1	17	75	79	39	211
Senior Mgt	0	0	1	5	3	9
Total	94	354	420	581	370	1,819
Proportion	5.2%	19.5%	23.1%	31.9%	20.3%	100.0%

Rank - Male	25 and Under	26-34	35-44	45-54	55+	Total
Scale 1 to SO2	37	107	103	119	191	557
PO1 to PO7	0	8	35	38	27	108
Senior Mgt	0	0	0	2	2	4
Total	37	115	138	159	220	669
Proportion	5.5%	17.2%	20.6%	23.8%	32.9%	100.0%

Rank - Female	25 and Under	26-34	35-44	45-54	55+	Total
Scale 1 to SO2	56	230	241	378	137	1,042
PO1 to PO7	1	9	40	41	12	103
Senior Mgt	0	0	1	3	1	5
Total	36	258	301	418	117	1,130
Proportion	3.2%	22.8%	26.6%	37.0%	10.4%	100.0%

Rank and Average Age

Rank	Avg. Age Male	Avg. Age Female	Avg. Age Other	Avg. Age
Scale 1 to SO2	45.3	42.5	-	43.4
PO1 to PO7	47.3	44.6	-	46.0
Senior Mgt	55.2	48.6	-	51.5

Gender and Rank Summary

Rank	Male	Female	Other	Total
Scale 1 to SO2	557	1,042	-	1,599
PO1 to PO7	108	103	-	211
Senior Mgt	4	5	-	9
Total	669	1,150	-	1,819
Proportion	36.8%	63.2%	0.0%	100.0%

Age, Rank & Gender – PCSOs

Rank - All	25 and Under	26-34	35-44	45-54	55+	Total
PCSO	77	171	93	52	32	425

Rank - Male	25 and Under	26-34	35-44	45-54	55+	Total
PCSO	41	95	45	24	26	231

Rank - Female	25 and Under	26-34	35-44	45-54	55+	Total
PCSO	36	76	48	28	6	194

Rank and Average Age

Rank	Avg. Age Male	Avg. Age Female	Avg. Age Other	Avg. Age
PCSO	35.3	34.7	-	35.0

Gender and Rank Summary

Rank	Male	Female	Other	Total
PCSO	231	194	-	425

Age, Rank & Gender – Police Specials

Rank - All	25 and Under	26-34	35-44	45-54	55+	Total
Special	36	19	11	17	6	89

Rank - Male	25 and Under	26-34	35-44	45-54	55+	Total
Special	22	15	8	16	6	67

Rank - Female	25 and Under	26-34	35-44	45-54	55+	Total
Special	14	4	3	1	0	22

Rank and Average Age

Rank	Avg. Age Male	Avg. Age Female	Avg. Age Other	Avg. Age
Special	35.9	27.6	-	33.9

Gender and Rank Summary

Rank	Male	Female	Other	Total
Special	67	22	-	89

Length of Service in Years – Police Officers

Rank - All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Chief Constable to Supt	0	0	0	6	31	1	38
Chief Inspector to Sgt	0	5	33	330	270	6	644
Constable	183	425	307	999	352	2	2,268
Total	183	430	340	1335	653	9	2,950
Proportion	6.2%	14.6%	11.5%	45.3%	22.1%	0.3%	100.0%

Rank - Male	<1	1-5	6 - 10	11 - 20	21-30	> = 31	Total
Chief Constable to Supt	0	0	0	6	24	1	31
Chief Inspector to Sgt	0	3	22	266	221	3	515
Constable	115	272	176	683	266	2	1,514
Total	115	275	198	955	511	7	2,060
Proportion	5.6%	13.3%	9.6%	46.4%	24.8%	0.3%	100.0%

Rank - Female	<1	1-5	6 - 10	11 - 20	21-30	> = 31	Total
Chief Constable to Supt	0	0	0	0	7	0	7
Chief Inspector to Sgt	0	2	11	64	49	3	129
Constable	68	153	131	316	86	0	754
Total	68	155	142	380	142	3	890
Proportion	7.6%	17.4%	16.0%	42.7%	16.0%	0.3%	100.0%

Ethnic Origin	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Asian	4	2	2	5	3	0	16
Black	0	0	2	2	1	0	5
Chinese or Other Ethnic	0	0	1	5	1	0	7
Mixed	5	3	4	12	11	0	35
Not Stated	1	0	1	10	8	0	20
White	173	425	330	1301	629	9	2,867
All	183	430	340	1,335	653	9	2,950
Proportion	6.2%	14.6%	11.5%	45.3%	22.1%	0.3%	100.0%

The length of service for a Police Officer is the time spent employed as a Police Officer whether with South Wales Police or any force in the Police Service of England and Wales.

Length of Service in Years – Police Staff

Grade - All	<1	1 - 5	6 - 10	11 - 20	21-30	30+	Total
Scale 1 to SO2	163	288	396	488	198	66	1,599
PO1 to PO7	7	29	55	83	30	7	211
Senior Mgt	0	0	1	6	1	1	9
Total	170	317	452	577	229	74	1,819
Proportion	9.35%	17.4%	24.9%	31.7%	12.6%	4.1%	100.0%

Grade - Male	<1	1 - 5	6 - 10	11 - 20	21-30	30+	Total
Scale 1 to SO2	70	127	182	137	33	8	557
PO1 to PO7	5	18	32	33	18	2	108
Senior Mgt	0	0	0	3	1	0	4
Total	75	145	214	173	52	10	669
Proportion	11.2%	21.7%	31.9%	25.9%	7.8%	1.5%	100.0%

Grade - Female	<1	1 - 5	6 - 10	11 - 20	21-30	30+	Total
Scale 1 to SO2	93	161	214	351	165	58	1,042
PO1 to PO7	2	11	23	50	12	5	103
Senior Mgt	0	0	1	3	0	1	5
Total	95	172	238	404	177	64	1,150
Proportion	8.3%	14.9%	20.7%	35.1%	15.4%	5.6%	100.0%

Ethnic Origin	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Asian	2	1	4	3	0	0	10
Black	0	0	0	2	0	0	2
Chinese or Other Ethnic	0	0	1	1	0	0	2
Mixed	2	0	3	0	0	0	5
Not Stated	1	2	2	5	4	6	20
White	165	314	442	566	225	68	1,780
All	170	317	452	577	229	74	1,819
Proportion	9.3%	17.4%	24.9%	31.7%	12.6%	4.1%	100.0%

Length of Service in Years – PCSO

Grade - All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSO	98	143	122	53	9	0	425

Grade - Male	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSO	55	86	56	28	6	0	231

Grade - Female	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
PCSO	43	57	66	25	3	0	194

Ethnic Origin	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Asian	2	1	2	1	0	0	6
Black	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	1	0	0	0	0	1
Mixed	1	2	0	0	0	0	3
Not Stated	0	0	0	0	1	0	1
White	95	139	120	52	8	0	414
Total	98	143	122	53	9	0	425
Proportion	23.1%	33.6%	28.7%	12.5%	2.1%	0.0%	100.0%

Length of Service in Years – Police Specials

Grade - All	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Specials	21	37	4	16	10	1	89

Grade - Male	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Specials	12	27	3	15	9	1	67

Grade - Female	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Specials	9	10	1	1	1	0	22

Ethnic Origin	<1	1 - 5	6 - 10	11 - 20	21-30	> = 31	Total
Asian	0	0	0	0	0	0	0
Black	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	0	0	0	0	0
Mixed	0	1	0	0	0	0	1
Not Stated	0	0	0	1	2	0	3
White	21	36	4	15	8	1	85
Total	21	37	4	16	10	1	89
Proportion	23.6%	41.6%	4.5%	18.0%	11.2%	1.1%	100.0%

Disability

Disability Status	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Disabled	1.8%	3.5%	2.8%	6.7%
Not Disabled	94.7%	80.9%	90.1%	65.2%
Unknown/Not Stated	3.1%	14.3%	7.1%	28.1%
Prefer not to say	0.4%	1.3%	0.0%	0.0%
All	100.0%	100.0%	100.0%	100.0%

Gender

Gender	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Female	30.2%	63.2%	45.7%	24.7%
Male	69.8%	36.8%	54.3%	75.3%
Other	0.0%	0.0%	0.0%	0.0%
All	100.0%	100.0%	100.0%	100.0%

Transgender

All Employees*

Transgender	% of all Employees (Police Staff, PCSOs and Police Officers)
No	57.8%
Yes	0.1%
Prefer not to say	2.5%
Not Stated	39.6%
All	100.0%

**owing to small numbers, the employee categories have been combined to avoid potential identification*

Ethnicity

Ethnic Origin	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Asian	0.5%	0.6%	1.4%	0.0%
Black	0.2%	0.1%	0.0%	0.0%
Chinese or Other Ethnic	0.2%	0.1%	0.2%	0.0%
Mixed	1.2%	0.3%	0.7%	1.1%
Not Stated	0.7%	1.1%	0.2%	3.4%
White	97.2%	97.8%	97.5%	95.5%
All	100.0%	100.0%	100.0%	100.0%

Religion

Religion	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Buddhist	0.2%	0.1%	0.0%	0.0%
Christian	52.4%	54.2%	43.5%	36.0%
Hindu	0.1%	0.1%	0.0%	0.0%
Jewish	0.0%	0.1%	0.0%	0.0%
Muslim	0.3%	0.2%	0.9%	0.0%
Sikh	0.1%	0.1%	0.5%	0.0%
Other	3.0%	2.9%	2.8%	0.0%
None	33.5%	30.1%	47.5%	34.8%
Prefer not to say	8.8%	5.5%	1.6%	3.4%
Unknown/Not Stated	1.6%	6.7%	3.1%	25.8%
All	100.0%	100.0%	100.0%	100.0%

Sexual Orientation

Sexual Orientation	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Gay / Lesbian / Bisexual	2.6%	1.5%	4.5%	1.1%
Heterosexual	89.2%	86.3%	89.4%	66.3%
Not Stated	1.2%	5.3%	3.3%	27.0%
Prefer not to say	7.0%	6.9%	2.8%	5.6%
All	100.0%	100.0%	100.0%	100.0%

Joiners - Age

Age Group	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
18 to 24	35.0%	28.8%	38.4%	65.2%
25 to 44	62.9%	49.7%	56.6%	34.8%
45 to 64	2.1%	21.0%	5.0%	0.0%
65 +	0.0%	0.5%	0.0%	0.0%
All	100.0%	100.0%	100.0%	100.0%

Joiners – Disability

Disability Status	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Disabled	4.1	5.2%	3.0%	13.0%
Not Disabled	95.9%	94.30%	97.0%	87.0%
Unknown/Not Stated	0.0%	0.5%	0.0%	0.0%
Prefer not to say	0.0%	0.0%	0.0%	0.0%
All	100.0%	100.0%	100.0%	100.0%

Joiners – Ethnicity

Ethnic Origin	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Asian	2.1%	1.0%	2.0%	0.0%
Black	0.0%	0.0%	0.0%	0.0%
Chinese or Other Ethnic	0.0%	0.0%	0.0%	0.0%
Mixed	3.6%	1.6%	1.0%	0.0%
Not Stated	0.5%	0.5%	0.0%	0.0%
White	93.8%	96.9%	97.0%	100.0%
All	100.0%	100.0%	100.0%	100.0%

Joiners – Gender

Gender	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Female	37.6%	44.0%	43.4%	43.5%
Male	62.4%	56.0%	56.6%	56.5%
Other	0.0%	0.0%	0.0%	0.0%
All	100.0%	100.0%	100.0%	100.0%

Transgender

All Employees*

Transgender	% of all Employees (Police Staff, PCSOs and Police Officers)
No	92.7%
Yes	0.4%
Prefer not to say	0.8%
Not Stated	6.1%
All	100.0%

**owing to small numbers, the employee categories have been combined to avoid potential identification*

Joiners – Religion

Religion	% of all Police Officers	% of Police Staff	% of PCSO's	% of Specials
Buddhist	0.5%	0.50%	0.0%	0.0%
Christian	36.1%	40.8%	38.4%	43.5%
Hindu	0.0%	0.0%	0.0%	0.0%
Jewish	0.0%	0.0%	0.0%	0.0%
Muslim	1.5%	0.0%	3.0%	0.0%
Sikh	0.0%	0.0%	0.0%	0.0%
Other	0.5%	1.6%	1.0%	0.0%
None	59.3%	55.0%	54.6%	56.5%
Prefer not to say	2.1%	1.6%	3.0%	0.0%
Unknown/Not Stated	0.0%	0.5%	0.0%	0.0%
All	100.0%	100.0%	100.0%	100.0%

Joiners – Sexual Orientation

Sexual Orientation	% of all Police Officers	% of all Police Staff	% of all PCSO's	% of all Specials
Gay/Lesbian/Bisexual	5.2%	1.0%	5.4%	4.3%
Heterosexual	92.3%	96.3%	92.9%	87.0%
Not Stated	0.0%	0.0%	0.0%	0.0%
Prefer not to say	2.6%	0.0%	2.0%	8.7%
All	100.0%	100.0%	100.0%	100.0%

Leavers – Age

Note : The figures for “leavers” are numbers not percentages

Police Officers		Reason for Leaving						
Age Group	Ill Health Retirement <30yr Service	Ill Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
18-24	0	0	0	0	0	0	0	0
25-44	3	0	27	0	0	1	0	31
45-64	1	0	4	131	2	0	1	139
65+	0	0	0	0	0	0	0	0
All	4	0	31	131	2	1	1	170

Police Staff *		Reason for Leaving						
Age Group	Ill Health Retirement <30yr Service	Ill Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
18-24	0	0	11	0	0	0	0	11
25-44	0	0	51	0	0	0	5	56
45-64	2	0	40	26	0	0	10	78
65+	0	0	0	8	0	0	0	8
All	2	0	102	34	0	0	15	153

* Employees who are not police officers or PCSOs

PCSO

Age Group	Reason for Leaving							
	Ill Health Retirement <30yr Service	Ill Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
18-24	0	0	17	0	0	0	0	17
25-44	0	0	52	0	1	0	0	53
45-64	0	0	1	0	0	2	0	3
65+	0	0	1	1	0	0	0	2
All	0	0	71*	1	1	2	0	75

Police Specialists

Age Group	Reason for Leaving							
	Ill Health Retirement <30yr Service	Ill Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
18-24	0	0	15	0	0	0	0	15
25-44	0	0	14	0	1	0	0	15
45-64	0	0	1	0	0	0	0	1
65+	0	0	0	0	0	0	0	0
All	0	0	30*	0	1	0	0	31

*The majority of resignations are as the result of internal opportunities for development being provided.

Leavers – Disability

Police Officers		Reason for Leaving						
Disability Status	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Disabled	0	0	1	2	0	0	0	3
Non-disabled	4	0	27	122	2	1	0	156
Unknown/Not Stated	0	0	3	5	0	0	1	9
Prefer not to say	0	0	0	2	0	0	0	2
All	4	0	31	131	2	1	1	170

Police Staff *		Reason for Leaving						
Disability Status	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Disabled	1	0	1	0	0	0	0	2
Non-disabled	0	0	97	27	0	0	13	137
Unknown/Not Stated	1	0	2	6	0	0	2	11
Prefer not to say	0	0	2	1	0	0	0	3
All	2	0	102	34	0	0	15	153

* Employees who are not police officers or PCSOs

PCSO		Reason for Leaving						
Disability Status	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Disabled	0	0	4	0	0	0	0	4
Non-disabled	0	0	67	1	1	2	0	71
Unknown/Not Stated	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0
All	0	0	71	1	1	2	0	75

Police Specialists		Reason for Leaving						
Disability Status	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Disabled	0	0	0	0	0	0	0	0
Non-disabled	0	0	27	0	1	0	0	28
Unknown/Not Stated	0	0	3	0	0	0	0	3
Prefer not to say	0	0	0	0	0	0	0	0
All	0	0	30	0	1	0	0	31

Leavers – Ethnicity

Police Officers		Reason for Leaving						
Ethnicity	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Asian	0	0	0	1	0	0	0	1
Black	0	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	0	0	0	0	0	0
Mixed	0	0	3	0	0	0	0	3
White	4	0	27	129	2	1	1	164
Not stated	0	0	1	1	0	0	0	2
Unknown	0	0	0	0	0	0	0	0
All	4	0	31	131	2	1	1	170

Police Staff*		Reason for Leaving						
Ethnicity	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Asian	0	0	1	0	0	0	0	1
Black	0	0	1	0	0	0	0	1
Chinese or Other Ethnic	0	0	0	0	0	0	0	0
Mixed	0	0	2	0	0	0	0	2
White	2	0	97	33	0	0	15	147
Not stated	0	0	1	1	0	0	0	2
Unknown	0	0	0	0	0	0	0	0
All	2	0	102	34	0	0	15	153

* Employees who are not police officers or PCSOs

PCSO		Reason for Leaving						
Ethnicity	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Asian	0	0	1	0	0	0	0	1
Black	0	0	1	0	0	0	0	1
Chinese or Other Ethnic	0	0	0	0	0	0	0	0
Mixed	0	0	2	0	0	0	0	2
White	0	0	67	1	1	2	0	71
Not stated	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
All	0	0	71	1	1	2	0	75

Police Specialists		Reason for Leaving						
Ethnicity	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Asian	0	0	1	0	0	0	0	1

Black	0	0	0	0	0	0	0	0
Chinese or Other Ethnic	0	0	0	0	0	0	0	0
Mixed	0	0	1	0	0	0	0	1
White	0	0	28	0	1	0	0	29
Not stated	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0
All	0	0	30	0	1	0	0	31

Leavers – Gender

Police Officers		Reason for Leaving						
Gender	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Male	1	0	20	111	2	1	1	136
Female	3	0	11	20	0	0	0	34
Other	0	0	0	0	0	0	0	0
All	4	0	31	131	2	1	1	170

Police Staff*		Reason for Leaving						
Gender	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Male	1	0	45	23	0	0	8	77
Female	1	0	57	11	0	0	7	76
Other	0	0	0	0	0	0	0	0
All	2	0	102	34	0	0	15	153

* Employees who are not police officers or PCSOs

PCSO		Reason for Leaving						
Gender	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Male	0	0	45	1	0	1	0	47
Female	0	0	26	0	1	1	0	28
Other	0	0	0	0	0	0	0	0
All	0	0	71	1	1	2	0	75

Police Specials		Reason for Leaving						
Gender	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Male	0	0	15	0	1	0	0	16
Female	0	0	15	0	0	0	0	15
Other	0	0	0	0	0	0	0	0
All	0	0	30	0	1	0	0	31

Leavers – Religion

Police Officers		Reason for Leaving						
Religion	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Buddhist	0	0	0	1	0	0	0	1
Christian	2	0	12	89	0	1	1	105
Hindu	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	1	0	0	1
Muslim	0	0	0	0	0	0	0	0
Sikh	0	0	0	1	0	0	0	1
Other	0	0	3	2	0	0	0	5
None	2	0	13	20	1	0	0	36
Prefer not to say	0	0	1	15	0	0	0	16
Unknown/Not Stated	0	0	2	3	0	0	0	5
All	4	0	31	131	2	1	1	170

Police Staff*		Reason for Leaving						
Religion	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Buddhist	0	0	0	0	0	0	0	0
Christian	0	0	60	18	0	0	11	89
Hindu	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0
Other	0	0	1	1	0	0	0	2
None	0	0	36	6	0	0	2	44
Prefer not to say	1	0	2	2	0	0	1	6
Unknown/Not Stated	1	0	3	7	0	0	1	12
All	2	0	102	34	0	0	15	153

* Employees who are not police officers or PCSOs

PCSO		Reason for Leaving						
Religion	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Buddhist	0	0	0	0	0	0	0	0
Christian	0	0	31	1	0	2	0	34
Hindu	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0
Other	0	0	2	0	0	0	0	2
None	0	0	37	0	1	0	0	38
Prefer not to say	0	0	0	0	0	0	0	0
Unknown/Not Stated	0	0	1	0	0	0	0	1
All	0	0	71	1	1	2	0	75

Police Specialists		Reason for Leaving						
Religion	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Buddhist	0	0	0	0	0	0	0	0
Christian	0	0	9	0	0	0	0	9
Hindu	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0
Muslim	0	0	1	0	0	0	0	1
Sikh	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
None	0	0	16	0	1	0	0	17
Prefer not to say	0	0	0	0	0	0	0	0
Unknown/Not Stated	0	0	4	0	0	0	0	4
All	0	0	30	0	1	0	0	31

Leavers – Sexual Orientation

Police Officers		Reason for Leaving						
Sexual Orientation	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Gay/Lesbian/Bisexual	1	0	2	0	0	0	0	3
Heterosexual	3	0	27	117	2	1	1	151
Not Stated	0	0	1	1	0	0	0	2
Prefer not to say	0	0	1	13	0	0	0	14
All	4	0	31	131	2	1	1	170

Police Staff		Reason for Leaving						
Sexual Orientation	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Gay/Lesbian/Bisexual	0	0	1	0	0	0	0	1
Heterosexual	0	0	97	25	0	0	13	135
Not Stated	1	0	3	5	0	0	1	10
Prefer not to say	1	0	1	4	0	0	1	7
All	2	0	102	34	0	0	15	153

* Employees who are not police officers or PCSOs

PCSO		Reason for Leaving						
Sexual Orientation	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Gay/Lesbian/Bisexual	0	0	1	0	0	0	0	1
Heterosexual	0	0	68	1	1	2	0	72
Not Stated	0	0	0	0	0	0	0	0
Prefer not to say	0	0	2	0	0	0	0	2
All	0	0	71	1	1	2	0	75

Police Specialists		Reason for Leaving						
Sexual Orientation	III Health Retirement <30yr Service	III Health Retirement >30yr Service	Resignation	Retirement	Dismissal	Death	Other	Total
Gay/Lesbian/Bisexual	0	0	3	0	0	0	0	3
Heterosexual	0	0	23	0	1	0	0	24
Not Stated	0	0	3	0	0	0	0	3
Prefer not to say	0	0	1	0	0	0	0	1
All	0	0	30	0	1	0	0	31

Recruitment Campaigns

PC - April 2016 intake

PC June 15 advert	No. of applications		No. passed papersift		No. passed shortlisting		No. passed assessment centre		No. passed vetting		Final number passed recruitment	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PC Candidates – BME	10.8%	7.1%	10.3%	6.3%	10.0%	7.9%	8.4%	6.5%	6.0%	6.8%	11.8%	8.2%
PC Candidates - white	86.9%	91.4%	87.3%	92.2%	87.3%	90.5%	88.4%	93.5%	90.5%	93.2%	87.3%	90.2%
PC Candidates - not known	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PC Candidates - PNTS	2.3%	1.4%	2.4%	1.6%	2.7%	1.6%	3.2%	0.0%	3.6%	0.0%	0.9%	1.6%

Note: excludes 5 applicants who did not give their gender

PCSO – September 16 & November 16 intakes

Total	No. of applications			No. passed papersift			No. passed shortlisting			No. passed assessment centre - processed Top 30 candidates only		
	Male	Female	Not stated	Male	Female	Not stated	Male	Female	Not stated	Male	Female	Not stated
PCSO Candidates – BME	6.1%	2.7%	0.0%	6.1%	1.5%	0.0%	6.9%	0.9%	0.0%	9.3%	2.3%	0.0%
PCSO Candidates - white	92.1%	96.8%	7.4%	91.9%	98.5%	3.8%	90.1%	99.1%	0.0%	83.3%	97.7%	0.0%
PCSO Candidates - not known	1.1%	0.0%	92.6%	1.1%	0.0%	96.2%	2.0%	0.0%	100.0%	5.6%	0.0%	100.0%
PCSO Candidates - PNTS	0.8%	0.5%	0.0%	0.8%	0.0%	0.0%	1.0%	0.0%	0.0%	1.9%	0.0%	0.0%

Specials November 15 advert

Special Constable November 15 advert	No. of applications			No. passed papersift			No. passed shortlisting		No. passed assessment centre	
	Male	Female	Not stated	Male	Female	Not Stated	Male	Female	Male	Female
Special Constable Candidates – BME	5.9%	3.4%	0.0%	6.5%	3.5%	0.0%	8.3%	0.0%	8.8%	0.0%
Special Constable Candidates - white	90.1%	91.4%	0.0%	90.2%	91.2%	0.0%	86.7%	92.0%	88.2%	100.0%
Special Constable Candidates - not known	4.0%	5.2%	100.0%	3.3%	5.3%	100.0%	5.0%	8.0%	2.9%	0.0%
Special Constable Candidates - PNTS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Specials April 2017

Special Constable April 2017	No. of applications			No. passed papersift			No. passed shortlisting			No. passed assessment centre	
	Male	Female	Prefer not to say	Male	Female	Prefer not to say	Male	Female	Prefer not to say	Male	Female
Special Constable Candidates – BME	10.5%	0.0%	0.0%	11.5%	0.0%	0.0%	5.4%	0.0%	0.0%	7.7%	0.0%
Special Constable Candidates - white	80.7%	100.0%	0.0%	78.8%	100.0%	0.0%	81.1%	100.0%	0.0%	76.9%	100.0%
Special Constable Candidates - not known	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Special Constable Candidates - PNTS	8.8%	0.0%	100.0%	9.6%	0.0%	100.0%	13.5%	0.0%	100.0%	15.4%	0.0%

Specials July 2017 intake

Special Constable July 17 advert	No. of applications			No. passed papersift			No. passed shortlisting			No. passed assessment centre		
	Male	Female	Prefer not to say	Male	Female	Prefer not to say	Male	Female	Prefer not to say	Male	Female	Prefer not to say
Special Constable Candidates – BME	0.0%	8.7%	0.0%	0.0%	9.1%	0.0%	0.0%	4.8%	0.0%	0.0%	6.7%	0.0%
Special Constable Candidates - white	94.1%	82.6%	0.0%	93.8%	81.8%	0.0%	93.1%	85.7%	0.0%	89.5%	93.3%	0.0%
Special Constable Candidates - not known	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Special Constable Candidates - PNTS	5.9%	8.7%	100.0%	6.3%	9.1%	100.0%	6.9%	9.5%	100.0%	10.5%	0.0%	100.0%

Civilian Detention Officer March 2016

CDO March 16	No. of applications		No. passed papersift		No. passed shortlisting		No. passed assessment centre	
	Male	Female	Male	Female	Male	Female	Male	Female
CDO Candidates – BME	3.2%	2.9%	4.2%	3.3%	0.0%	6.7%	0.0%	16.7%
CDO Candidates - white	91.4%	95.7%	91.7%	95.0%	95.8%	90.0%	90.0%	83.3%
CDO Candidates - not known	5.4%	1.4%	4.2%	1.7%	4.2%	3.3%	10.0%	0.0%
CDO Candidates - PNTS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Promotion Processes

Ethnicity	Not BME		BME		NOT STATED		TOTAL		TOTAL
	male	female	male	female	male	female	male	female	
Chief Inspector to Superintendent - Sept 2016 (21)									
Number of application forms received	15	6	-	-	-	-	15	6	21
Number of applicants withdrawing before management comments	-	-	-	-	-	-	-	-	0
Number of applicants supported for promotion by management	15	6	-	-	-	-	15	6	21
Number of applicants not supported for promotion by management	-	-	-	-	-	-	-	-	0
Number withdrawing before shortlisting	-	-	-	-	-	-	-	-	0
Number of applicants not successful at shortlisting	9	3	-	-	-	-	-	-	12
Number of applicants successful at shortlisting	6	3	-	-	-	-	-	-	9
Number of applicants sent for interview (force level)	6	3	-	-	-	-	-	-	9
Number of applicants successful at interview (force level)	2	2	-	-	-	-	-	-	4
Number of applicants not successful at interview (force level)	4	1	-	-	-	-	-	-	5

Language Skills– Welsh

The Welsh Chief Officer Group (WCOG) and South Wales Police have adopted the principle that in the conduct of public business and the administration of justice in Wales, the Police Service will treat the English and Welsh languages on a basis of equality, therefore South Wales Police ask their employees to self-assess their level of Welsh as per the below guide:

Level 1	Greet, introduce and open and close conversations. Say place names, first names and signs correctly. Recognise departments, locations and ranks. Give and receive personal details. Open and close meetings and write simple requests. Educated in Wales as part of the national curriculum.
Level 2	Understand essence of conversation and respond to simple requests. Convey basic information and transfer telephone calls. Partly contribute in meetings. Write simple notes of request. Welsh for Adults – Mynediad
Level 3	Understand much in an office or meeting. Take details and pass on messages. Converse partly in Welsh and respond to general enquiries over the phone and face to face. Present partly in Welsh at meetings. Write informal memos and e-mails and deal with routine requests. Welsh for Adults – Sylfaen. May have 'O level/GCSE in Welsh (first language) or 'A' level in Welsh.
Level 4	Deal with enquiries and respond to questions in Welsh. Can contribute effectively in meetings within own area of work, but turns to English for technical or policing terms. With editorial help, can write business letters, e-mails and posters for external customers. May have 'O' level/GCSE in Welsh (first language) or 'A' level in Welsh.
Level 5	Interview Welsh speaking applicants for posts and assess their suitability. Can deal effectively with complex enquiries or complaints from the public, and deal confidently with hostile questions. Can interview or question in the course of an investigation in Welsh. Can write reports and presentations in Welsh, and make full and accurate notes in a meeting. May have 'A' Level (First Language) / Degree in Welsh.
No Skill	No Welsh language ability

Welsh Level	Police Officers	% Change	Police Staff	% Change	PCSO	% Change	Police Specialists	% Change	Total	% Change
Not Stated	1.29%	-0.41%	20.51%	-6.79%	16.0%	-6.9%	28.09%	-7.21%	9.54%	-3.26%
Welsh level 1	35.59%	11.99%	32.93%	12.53%	49.88%	23.58%	41.57%	23.87%	35.93%	13.33%
Welsh level 2	4.0%	0.30%	3.63%	1.13%	4.00%	0.90%	2.25%	1.25%	3.84%	0.64%
Welsh level 3	4.47%	0.77%	2.86%	0.36%	4.94%	1.34%	6.74%	0.44%	3.99%	0.69%
Welsh level 4	2.51%	0.51%	1.87%	1.17%	2.12%	1.62%	0.0%	0.0%	2.21%	0.81%
Welsh level 5	1.73%	-0.07%	1.76%	-0.44%	2.12%	0.02%	7.87%	4.77%	1.87%	-0.13%
Welsh No Skill	50.41 %	-13.09%	36.45%	-7.95%	20.94%	-20.56%	13.48%	-23.12%	42.61%	-12.09%
Grand Total	100.0%		100.0%		100.0%		100.0%		100.0%	

Grievances

Ethnicity	Male	Female	Other	Total
White	11	9	-	20
Mixed	1	0		1
Not Stated	2	0		2
Proportion	60.87%	39.13%	0.0%	100.0%

Sexual Orientation	Male	% Male	Female	% Female	Total	% Total
Gay/ Lesbian/Bisexual	1	7.14%	0	0%	1	4.35%
Heterosexual	9	64.29%	8	88.89%	17	73.91%
Not Stated	0	0.0%	0	0.0%	0	0.0%
Prefer not to say	4	28.57%	1	11.11%	5	21.74%
All	14	100.0%	9	100.0%	23	100.0%

Disability	Male	% Male	Female	% Female	Total	% Total
Disabled	4	28.57%	3	33.33%	7	30.43%
Not Disabled	8	57.14%	3	33.33%	11	47.82%
Not Stated	1	7.14%	3	33.33%	4	17.40%
Prefer not to say	1	7.14%	0	0.0%	1	4.34%
All	14	100.0%	9	100.0%	23	100.0%

Religion	Male	% Male	Female	% Female	Total	% Total
Christian	7	50.0%	5	55.55%	12	52.17%
None	2	14.28%	2	22.22%	4	17.40%
Not Stated	0	0.0%	1	11.11%	1	4.34%
Prefer not to say	4	28.57%	1	11.11%	5	21.74%
Sikh	1	7.14%	0	0.0%	1	4.35%
All	14	100.0%	9	100.0%	23	100.0%

Transgender	Male	% Male	Female	% Female	Total	% Total
No	7	50.0%	4	44.44%	11	47.82%
Not Stated	6	42.85%	4	44.44%	10	43.48%
Prefer not to say	1	7.14%	1	11.11%	2	8.70%
All	14	100.0%	9	100.0%	23	100.0%

Complaints - Stop Search

Number of Complaints

Year	No of Complaints
2013-14	8
2014-15	11
2015-16	2
2016-17	0
% Change 2014-15 to 2015-16	**

** Percentages have not been provided where small numbers make them less meaningful

Outcome of Complaints

Year	Finalisation				
	Administrative Process	Informal (Local) Resolution	Upheld	Not Upheld	Withdrawn
2013-14	0	1	0	5	2
2014-15	1	1	1	4	4
2015-16	1	1	0	0	0
2016-17	0	0	0	0	0
% Change 2014-15 to 2015-16	**	**	**	**	**

** Percentages have not been provided where small numbers make them less meaningful

Complaints by Age Group

Age Group	% of Complainants
0 to 17	0.0%
18 to 24	0.0%
25 to 44	0.0%
45 to 64	0.0%
65 +	0.0%
Not Stated	0.0%
Total	100.0%

Complaints by Ethnicity

Ethnic Origin	% of Complainants
Asian	0.0%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	0.0%
Not Stated	0.0%
White	0.0%
Total	100.0%

Complaints by Gender

Gender	% of Complainants
Male	0.0%
Female	0.0%
Other	0.0%
Not Stated	0.0%
Total	100.0%

Complaints by Disability

Disability Status	% of Complainants
Disabled	0.0%
Not Disabled	0.0%
Unknown/Not Stated	0.0%
Prefer not to say	0.0%
Total	100.0%

Complaints by Religion

Religion	% of Complainants
Buddhist	0.0%
Christian	0.0%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	0.0%

None	0.0%
Prefer not to say	0.0%
Unknown/Not Stated	0.0%
Total	100.0%

Complaints by Sexual Orientation

Sexual Orientation	% of Complainants
Gay/Lesbian/Bisexual	0.0%
Heterosexual	0.0%
Not Stated	0.0%
Prefer not to say	0.0%
% of Complainants	100.0%

Complaints - Communication and Accessibility

Number of Complaints

Year	No of Complaints
2013-14	1
2014-15	0
2015-16	2
2016-17	2
% Change 2014-15 to 2015-16	**

** Percentages have not been provided where small numbers make them less meaningful

Outcome of Complaints

Year	Finalisation				
	Administrative Process	Informal (Local) Resolution	Upheld	Not Upheld	Withdrawn
2013-14	1	0	0	0	0
2014-15	0	0	0	0	0
2015-16	0	1	0	0	0
2016-17	0	0	1	0	0
% Change 2014-15 to 2015-16	**	**	**	**	**

** Percentages have not been provided where small numbers make them less meaningful
(the second case from the period remains 'Live' at the time of reporting)

Complaints by Age Group

Age Group	% of Complainants
0 to 17	0.0%
18 to 24	0.0%
25 to 44	50.0%
45 to 64	0.0%
65 +	0.0%
Not Stated	50.0%
% Change 2014-15 to 2015-16	100.0%

Complaints by Ethnicity

Ethnic Origin	% of Complainants
Asian	0.0%
Black	0.0%
Chinese or Other Ethnic	0.0%
Mixed	0.0%
Not Stated	100.0%
White	0.0%
Total	100.0%

Complaints by Gender

Gender	% of Complainants
Male	100.0%
Female	0.0%
Other	0.0%
Not Stated	0.0%
Total	100.0%

Complaints by Disability

Disability Status	% of Complainants
Disabled	50.0%
Not Disabled	0.0%
Unknown/Not Stated	0.0%
Prefer not to say	50.0%
Total	100.0%

Complaints by Religion

Religion	% of Complainants
Buddhist	0.0%
Christian	0.0%
Hindu	0.0%
Jewish	0.0%
Muslim	0.0%
Sikh	0.0%
Other	0.0%
None	0.0%
Prefer not to say	0.0%
Unknown/Not Stated	100.0%
Total	100.0%

Complaints by Sexual Orientation

Sexual Orientation	% of Complainants
Gay/Lesbian/Bisexual	0.0%
Heterosexual	0.0%
Not Stated	100.0%
Prefer not to say	0.0%
Total	100.0%

F. Contacts and Feedback

Any comments or queries on the presented information should be directed to Human Resources using the contact information below. Feedback is welcomed and will help inform further publication in due course.

The Police and Crime Commissioner's Team may also be contacted in relation to Police and Crime Commissioner Information.

Contact South Wales Police:

Telephone: 01656 655555 (Internal extension 70123)

Email: hr.helpdesk@south-wales.pnn.police.uk

Address: Human Resources,
South Wales Police Headquarters,
Cowbridge Road,
Bridgend,
CF31 3SU

Contact the Police and Crime Commissioner's Team:

Tel: 01656 869366

Email: commissioner@south-wales.pnn.police.uk

Address: South Wales Police and Crime Commissioner,
Ty Morgannwg,
South Wales Police Headquarters,
Cowbridge Road,
Bridgend,
CF31 3SU

Keep in touch with our work:

Websites: www.south-wales.police.uk
www.southwalescommissioner.wales

Twitter: @swpolice
@commissionersw