

Diversity Forum – Annual Equality and Diversity Employment Monitoring Report

2008

Monitoring Area	2007/08 %	2006/07 %	Census Figures %	Comments
Staff in Post				
Ethnicity				
1. Total BME police officers in post as % of all police officers	0.70	0.85	1.14	
2. Total BME police staff in place as % of all police staff	0.00	0.82	1.14	
3. Total BME Special Constables in post as % of all Special Constables	1.90	2.30	1.14	
4. Total BME staff in post as % of all employees	0.60	0.84	1.14	
Gender				
1. Total female police officers as % of all police officers	25.2	22.1	N/A	
2. Total female police staff as % of all police staff	64.3	60.1	N/A	
3. Total female Special Constables as % of all Special Constables	42.1	40.0	N/A	
4. Total female staff in post as % of all employees	37.2	34.4	N/A	
Disability				
Unable to provide figures.	No data	No data	N/A	Monitoring will be expanded over the coming year to include disability.
Applications for Employment				
1. Total BME police officer recruits as % of all police officer recruits (63)	0.00	0.00	1.14	
2. Total BME police staff recruits as % of all police staff recruits (79)	0.00	2.38	1.14	
3. Total BME special constable recruits as % of all special constable recruits (16)	0.00	7.69	1.14	
4. Total female police officer recruits as % of all police officer recruits	49.2	53.0	N/A	
5. Total female police staff recruits as % of all police staff recruits	73.0	66.7	N/A	
5. Total female special constable recruits as % of all special constables recruits	43.7	41.0	N/A	

Central Scotland Police Equality Scheme Appendix 4
Monitoring statistics

Service Profile - Police Officers - Total 841	2007/08 %	2006/07 %	Census Figures %	Comments
0 - 2 years	15.8	No data	N/A	
3 - 5 years	16.6	No data	N/A	
6 – 10 years	14.7	No data	N/A	
11 – 15 years	11.6	No data	N/A	
16 – 20 years	18.2	No data	N/A	
21 – 25 years	11.5	No data	N/A	
26 – 30 years	11.1	No data	N/A	
30+	0.5	No data	N/A	
Service Profile - Police Staff - Total 367				
0 - 2 years	35.1	No data	N/A	
3 - 5 years	16.3	No data	N/A	
6 – 10 years	19.1	No data	N/A	
11 – 15 years	11.2	No data	N/A	
16 – 20 years	9.5	No data	N/A	
21 – 25 years	4.9	No data	N/A	
26 – 30 years	2.7	No data	N/A	
30+	1.1	No data	N/A	
Service Profile - Special Constables – Total 107				
0 - 2 years	42.1	No data	N/A	
3 - 5 years	35.5	No data	N/A	
6 – 10 years	8.4	No data	N/A	
11 – 15 years	6.5	No data	N/A	
16 – 20 years	1.9	No data	N/A	
21 – 25 years	3.7	No data	N/A	
26 – 30 years	1.9	No data	N/A	
30+	0	No data	N/A	

Central Scotland Police Equality Scheme Appendix 4
Monitoring statistics

Promotion monitoring	2007/08 %	2006/07 %	Census Figures %	Comments
1. % of promoted posts held by BME Officers	0.0	0.0	N/A	There were no BME officers qualified for promotion during the reporting period.
2. % of promoted posts held by female Officers.	12.8	9.76	N/A	
Training				
1. Unable to provide data in relation to training				A learning and development coordinator has been appointed and it is intended to extend monitoring into this area.
Staff involved in Grievance Procedures				
	2007/08	2006/07		
1. No. of grievances raised	12	5	N/A	
2. No. of grievances raised by BME staff	0	0	N/A	
3. No. of grievances of a 'race' related nature	0	0	N/A	
Staff subject to Discipline proceedings				
1. Total number of staff involved in discipline proceedings	54	26	N/A	
2. No. of BME staff subject to disciplinary proceedings	2	0	N/A	
Staff Leaving employment				
1. Total number of police officers who left the organisation	45	40	N/A	
2. Total BME officers who left the organisation	1	0	N/A	
3. Total number of police staff who left the organisation	39	34	N/A	
4. Total number of BME police staff who left the organisation	1	1	N/A	
Racist Crimes				
1. Total number of racist incidents	337	362	N/A	
2. Number of incidents substantiated as a crime after investigation	324	339	N/A	
3. % recorded as racially aggravated conduct	86.91%	97.3%	N/A	
4. % recorded as racially aggravated harassment	0.89%	2.1%	N/A	
5. % of racist crimes detected	78.2%	81.7%	N/A	

Central Scotland Police Equality Scheme Appendix 4
Monitoring statistics

Complaints of a racist nature against staff				
1. Number of complaints made against staff of a racist nature	2	2	N/A	
2. Complaints not substantiated	0	1	N/A	
3. Marked No Proceedings by Procurator Fiscal	2	1	N/A	
Special Priority Payments				
1. Total number of SPP awards	325	306	N/A	39% of federated ranks received the SPP
2. % of SPP's awarded to female officers (84)	25.85%	12.4%	N/A	
3. % of SPP's awarded to BME officers (6)	1.84%	No data	N/A	All eligible BME staff received the SPP