



# Race and Diversity Monitoring Report

**2004/2005**



## FOREWORD

I am pleased to introduce this year's Report for the Community and hope you will take the time to read the information we have collated over the last year.

It is important that Greater Manchester Police is able to explain in such detail how we are always working to our promise of 'Fighting Crime, Protecting People'. I believe the information contained in this report is vital for you to properly understand how we, as your police service, are committed to ensuring that fairness and equality remain a priority for GMP.

We have been open and honest about our monitoring statistics, and I hope it will generate discussion and feedback from our communities. Perhaps more importantly, I hope it will generate increased community involvement in our police work. Through our recently established network of local Independent Advisory Groups, there exists a real opportunity for you to reflect on what you find in this report and, through your suggestions and comments, help us to improve wherever we can.

Following the recent publication of our Race Equality Scheme, this report contains much of the monitoring data we are required to produce under the commitments detailed in the Scheme. I am pleased to note that each of these two significant documents has been designed to complement the other and their content will evolve over time.

We have recently established the new Diversity Command. With the establishment of this new resource, we will be able to coordinate continuous monitoring and scrutiny of the data, allowing us to develop improved performance processes and to drive performance improvement.

We must ensure we continue to drive diversity, fairness and equality and, with your input, I know that GMP can continue to build on the progress of recent years.

Michael Todd  
Chief Constable





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# SUMMARY AND MAIN FINDINGS

This report demonstrates our commitment to monitoring our services for evidence of discrimination during the period 1 April 2004 to 31 March 2005, and our willingness to be open about the results of the monitoring.

During the last 12 months, the Force has seen a number of key developments in race and diversity, particularly:

## **Strategic Developments**

The Force has established the Diversity Command to ensure that race and equality issues are at the heart of all policing matters and placed on a performance footing. The Diversity Command operates in two main areas of business; Policy and Development and Performance delivery.

Diversity Action Groups (DAGs) have been established on every Division and in every Branch. They meet regularly to review their local performance in relation to Diversity issues.

## **Race Equality Scheme Progress**

The Force Race Equality Scheme (RES) was redeveloped following a formal investigation by the Commission for Racial Equality (CRE) in 2002/05. Significant achievements were made under this scheme, such as:

- Training package identified as 'Good Practice' by the Commission for Racial Equality
- Training of almost 10,000 staff within four months
- Completed Impact Assessments of almost 40 policies
- Extended representation of ethnic groups (such as Gypsies and Travellers) at key organisational meetings
- Race Equality Protocols established for partnership working

## **Good Practice Case Studies**

The chapter contains a selection of some of the good practice examples that exist locally on issues such as Hate Crime training, advisory groups, community consultation and many others.

## **Monitoring Information**

### **Stop and Search**

There was a 17% increase in the overall number of stop searches recorded during 2004/05 compared to 2003/04. This represents 10,110 more searches.



**Police and Criminal Evidence Act (PACE)** searches increased in all ethnic groups:

- White group by 8163 (21.3%)
- Mixed Ethnic Group increased by 301 (18%)
- Asian and Asian British searches by 268 (10.5%)
- Black or Black British searches by 142 (5.3%)
- Chinese or Other Ethnic Group by 30 (9.5%)
- 'Not Stated' ethnicity searches by 395 (15.4%)

The overall arrest rate for PACE stop searches during 2004/05 was 8.3% (slightly lower than last years 8.6%).

Overall, based on the resident population, the number of PACE Stop and Searches conducted on Minority Ethnic people is 1.8 times higher than those conducted on White. This has remained the same level as last year.

**Criminal Justice and Public Order Act (CJPOA)** searches decreased for:

- White by 578 searches (-9.1%)
- Chinese or Other Ethnic Group by 11 searches (22.9%)

All other ethnic groups showed an increase

- Mixed by 236 searches (38.4%)
- Asian or Asian British by 122 searches (23.6%)
- Black or Black British by 489 searches (38%)

Due to the preventative nature of the search powers, the overall arrest rate for CJPOA stop searches during 2004/05 was 1.9% (slightly lower than last year's 2.5%).

**Prevention of Terrorism Act (PTA)** searches increased across every ethnic group:

- White by 601 searches (121.4%)
- Mixed by 6 searches (27.3%)
- Black or Black British by 23 searches (59.0%)
- Asian by 8 searches (4.5%)
- Chinese or Other ethnic group by 23 searches (88.5%)

## Homicides

There was a 7.3% increase in the number of homicides recorded during 2004/05 (59 during 2004/05 compared to 55 in the previous year). Victims who were White increased by 9.1%, while Black, Asian and Other ethnic background victims all increased by 1. Victims whose ethnicity was Not Known decreased by 42.9%.



In the majority of White homicide cases (79.2%) the principal suspects were also White, for Black homicide victims, the principal suspects were White (75.0%). Black victims remained the group most likely to have the highest proportion of cases (25.0%) where a suspect had not been identified.

The most common method of killing across all ethnic groups remains 'Stabbing with a Sharp Instrument' which accounted for over a quarter (25.4%) of all homicides.

## **Arrest & Caution**

There were 109,637 arrests recorded during 2004/05, with 83.8% of White detainees, 5.7% of Asian or Asian British detainees, and 4.6% of Black or Black British detainees.

The majority (81.7%) of detainees were male, which was seen across all ethnic groups except Asian or Asian British where males represented 92.2% of detainees.

## **Hate Crime**

During 2004/05 there were 4265 reports of hate crime, which was a 7.5% increase compared with 2003/04 (3968) reports of hate crime. The majority of 2004/05 hate crimes were for less serious wounding (55%).

The largest number of hate crimes continues to be racially motivated, with 3,464 (81.2%) occurring in total. This is an increase on 2003/04 when 3,203 (80.7%) racist incidents were recorded. Increases were also seen for sexual orientation hate crimes (41 or 37.5%) race hate crimes (261 or 8.1%) and religion hate crimes (5 or 7.6%) as well as disability hate crime which more than doubled from last year's report figures. All other categories in the 2004/05 report decreased although numerically the numbers were very small.

The majority of all hate crime victims were male (59.9%), aged between 36 and 50 years (26.4%) and were Asian (31.8%). There were slight variances on the ethnic breakdown of the victims of different types of hate crime – the majority of disability victims were White (88.9%), the majority of gender victims were White (79.5%), the majority of race victims were Asian (34.6%), the majority of religion victims were White (52.1%), the majority of sexual orientation victims were White (83.3%), the majority of combination victims were White (33.6%) and the majority of victims where motivation was unknown were White (78.6%).

Where identified, the majority of hate crime offenders across all hate crime types were aged 16-25 years (46.1%) and were White (74.7%). The only variance to this was for offenders of religion hate crimes who were aged 0-15 years.

A total of 2,290 offenders were identified, a large proportion of whom (46.3%) were charged.



## **Complaints, Misconduct Matters Disciplines and Grievances**

The number of complaints and misconduct matters against police officers and police staff received from the public during 2004/05 was 1481. Of these, 78 (5.3%) were for racial discrimination.

There were 72 grievances made in 2004/05, 44 (61.1%) by Police Officers and 28 (38.9%) by Police Staff.

## **Employment**

The total number of minority ethnic police officers is 304, which represents an increase on last year of 32 (11.7%). This is 3.7% of all police officers.

The total number of minority ethnic police staff is 132, or an additional 8 employees (6.5%) than last year.

There is a total of 13 minority ethnic special constables, this is two more (18.2%) than last year.

## **Customer Satisfaction Surveys**

All of the surveys show that Minority Ethnic respondents were less likely than the White respondent to be satisfied with the service they received. The greatest difference is seen in the victims of burglary.

## **Road Traffic**

In 2002/03 the Force introduced measures to monitor the ethnicity of individuals issued with Vehicle Defect Rectification Scheme (VDRS) forms and Home Office Road Traffic (HORT1) forms. These forms are not electronically processed and in most cases monitoring information must be manually collated from the thousands of forms issued each year.

We introduced this process to measure any potential differential impact. As was identified within the report last year, the data shows that certain groups were more likely to be subject to these types of traffic encounters. This exercise has provided the business case for the development and delivery of a permanent computerised monitoring process that provides the capacity for detailed analysis of trends. Therefore the highly inefficient and resource intensive paper monitoring process has been ceased to allow us to prioritise the development of the new system.



## INTRODUCTION

This report is published to provide the community of Greater Manchester with important information on the results of monitoring our service delivery and employment practices. The report is demonstration of the vigorous and extensive monitoring that is undertaken and also of our willingness to be open and transparent on the results of the monitoring we conduct.

The report is also published to meet the statutory obligations to monitor and publish data on race and diversity issues. Section 95 of the Criminal Justice Act 1991 requires police forces to record and monitor ethnic data in key areas of service delivery and employment. These requirements for monitoring are mirrored and extended within the Race Relations (Amendment) Act 2000. The full details of how we intend to meet our commitments under the Race Relations (Amendment) Act 2000 are identified within the Force Race Equality Scheme 2005 /08 (see specific update in Strategic Developments Chapter).

Greater Manchester Police has published a full report on Section 95 monitoring data for the last five years; this report is the sixth annual publication and covers the period 1 April 2004 to 31 March 2005. Following the introduction of 16+1 self defined ethnic identity in 2002, the ethnicity data in this report, unless otherwise stated, will appear in 16+1 or collapsed 16+1 format.

The report is extended this year to include the additional requirements emanating from the recently re-released Force Race Equality Scheme (Amended) 2005/08. Further enhancements have been made in this years report to: -

- (i) To provide a progress report on the achievements made under the Race Equality Scheme and report on areas where deadlines have not been met.
- (ii) A chapter has been added on RES Progress.

The findings from the report will be scrutinised internally by the Race Equality Scheme Progress Group and externally by the Force Policy Advisory Committee on Race Issues, the Respect Board and the Police Authority Community Engagement and Consultation Committee. The findings will be used to ensure that we deliver a service that meets the needs of the diverse community of Greater Manchester and the employees of Greater Manchester Police.



# STRATEGIC DEVELOPMENTS

## **The Diversity Command**

In April 2005 the Greater Manchester Police created a new resource, the Diversity Command. The Diversity Command consists of existing resources and incorporates the Respect Programme Team. The Assistant Chief Constable Criminal Justice and Diversity has responsible for this Unit and is also the force Diversity Champion. This unit will ensure that race and diversity equality issues are at the heart of all policing matters and are placed on a performance footing.

## **Diversity Command Structure**

The Unit is headed by a Chief Superintendent and effectively operates in two main areas of business:

1. Policy and Development
2. Performance Delivery

## **The Policy and Development Section**

This section is responsible for:

- Scanning and identifying emerging areas for policy development.
- Holding and ensuring currency of key policies, such as Stop & Search / Stop & Account and Hate Crime.
- Ensuring holders of other relevant policies such as Human Resources are taking similar appropriate action.
- Building and maintaining external networks of advisors.

The Policy and Development Section have ownership of the Hate Crime and Stop and Account / Search policy. The Hate Crime policy has been revised in light of new guidance from the Association of Chief Police Officers (ACPO). The Stop and Account / Search policy has a dedicated project board with stakeholders from across the force working together to develop the recording and monitoring of Traffic Stops such as HORT1 and VDRS.

## **The Performance Delivery Section has 3 units.**

### **Performance Analysis & Data Development Unit**

This Unit is responsible for the development of performance information and management processes to deliver improved performance in key areas relating to diversity. These processes are linked to the core force performance regime, Greater Manchester Police Review to Improve Performance (GRIP), which is a monthly meeting of all Divisional and Departmental commanders, where the Chief Constable addresses performance issues. The team monitors key performance areas such as:



- Stop & Search and Stop & Account
- Arrest rates resulting from Stop & Search and Stop & Account
- Hate crimes
- Ethnic breakdown of detainees
- Differences in the detection rates affecting white victims and minority ethnic victims of crimes
- Racially or religiously aggravated crimes
- Workforce statistics

The Unit has also developed a monthly performance bulletin that is published on the intranet site and is accessible by all GMP staff. This enables Divisional Commanders to review the performance of their Division.

The team will also be developing new monitoring solutions for areas of diversity performance that are not currently monitored and enhancing existing data monitoring processes.

### **Field Action & Support Team**

The Field Action and Support Team act as the support mechanism for the Diversity Command, visiting Divisions and Departments around the force to ensure they are able to meet the requirements of the Diversity Command and their responsibilities under the Race Equality Scheme.

Their role is to:

- Reality checking, testing compliance to the specific agenda (linked to and supporting post GRIP reviews).
- Engage with local delivery teams – help, advise, support, mentor and drive delivery.
- Identify areas of weakness or vulnerability.
- Provide a feedback loop to the Diversity Command.
- Provide a customer care function for Divisions and Departments on behalf of Diversity Command.
- To develop a positive culture in the force – by adopting a proactive role as a catalyst and agitator and seek out and develop local enthusiasts.

### **Tasking & Tracking Unit**

This section provides the vehicle via which the rest of the organisation and partners can be 'tasked' and their actions tracked.

The Tasking and Tracking Unit use a national product known as the Home Office Large Major Enquiry System (HOLMES). This system is designed for major incidents within the organisation, such as murder enquiries or serious crimes of public concern.

This system is designed to record information in such a manner that it can be retrieved easily and the database researched effectively.



The Tasking and Tracking Unit will also develop a model for developing a local version of the Metropolitan, Police's Cultural and Communities Resource Unit (CCRU). The CCRU will make available the 'life skills' of our staff to assist with policing critical incidents and major crime investigation.

## **Additional strategic developments**

### **Diversity Action Groups (DAG)**

Every Division and Branch in GMP have to have a Diversity Action Group in place that meets on a regular basis to review their local performance in relation to Diversity. These groups have to have supporting action plans, covering issues on:

- Local leadership
- Communication and marketing
- Staffing and the internal environment
- Impact Assessments of policies
- Partnership
- Community engagement
- Monitoring and performance management

### **Community Consultation - Independent Advisory Groups (IAGs)**

Two strategic Independent Advisory Groups are currently being established and will be in place by January 2006. One of the groups will focus on Race issues and one on Lesbian, Gay, Bi-Sexual and Trans (LGBT) issues.

### **The Race Equality Scheme (RES)**

Since the Commission for Racial Equality (CRE) conducted their formal investigation, the Force has had its RES scrutinised and deemed fully compliant. In addition to this they also identified that the area of training was best practice.

The force has reviewed and re-released an updated Race Equality Scheme for 2005/08. Many achievements have been made through the RES and, as per our commitments made within that document, a chapter on RES progress has been added to this report.



# RACE EQUALITY SCHEME PROGRESS

## The Race Equality Scheme

A Race Equality Scheme (RES) is a legal requirement of the Race Relations (Amendment) Act 2000 (RR(A)A 2000) and must be developed by all public authorities to document how the authority intends to meet the requirements of the RR(A)A 2000.

The Commission for Racial Equality conducted a formal investigation into the police service during 2003/04. Greater Manchester Police RES was assessed and was found to need improvements in two key areas:

- Training staff on the General Duty of the RR(A)A 2000
- Impact Assessments of functions and policies

The Force committed itself and delivered a wholesale re-write of the scheme, incorporating the minimum improvements identified by the CRE and also achieved significant improvements. The CRE confirmed that our new scheme was fully compliant and also identified the training element as best practice.

Under the revised scheme significant achievements have been made, specifically in the following areas:

## Strategic Developments

The Force has established a RES Progress Group, chaired by the Assistant Chief Constable Diversity. This group drives the progress of the actions identified in the RES Action Plan.

## Impact Assessments

The Force has identified all of the functions and policies that have relevance to the General Duty. There are two levels of relevance these are Critical and Standard. The Force committed itself to Impact Assess all Critical Policies by May 2005.

A total of 70 policies were initially identified as Critical and referenced in the RES. On commencing the impact assessment process some policies have been removed from the list, this may be because, on beginning the assessment, it became apparent the policy didn't have relevance to the General Duty or a decision was taken to re-write the whole policy as it was clear the policy was dated (this means an Impact Assessment will still be completed on the revision of the policy).

To date 28 policies have been fully impact assessed. 2 policies have been identified as having an adverse impact on some ethnic groups, these are: Stop and Search / Account and the Misconduct procedure. As a result recommendations have been made that the Diversity Command will task out to the relevant departments, for example a recommendation to come from the Misconduct procedure policy is that focus groups should be held with the people that have been through this process.



## **Staff Training on the RES**

Greater Manchester Police developed a bespoke four level training package to meet the needs of individuals at all levels and with different responsibilities across the organisation. These levels are:

- Level One: training on the General Duty (for all personnel)
- Level Two: training on the General and Specific duties (for personnel with management responsibilities)
- Level Three: training on the General and Specific duties (for personnel with identified responsibilities under the RES)
- Level Four – strategic level training on the General and Specific duties (for all senior officers and police staff, Superintendent / Assistant Director and above)

Level One to Three was delivered through a workbook. 11,965 staff were identified as needing to complete the workbook, nearly 10,000 (82.5%) staff were successfully trained within a 4-month period. Now all staff (other those off on long term sickness, maternity or a secondment) has been trained. Arrangements are also in place to train any new members of staff to the organisation.

## **Local Delivery of Diversity**

All Divisional Commander were given a Performance Appraisal Objective to set up a RES Action Group and Action Plan (this has now been extended to a Diversity Action Group (DAG) and Action Plan). Additionally the requirement was also extended to every Branch and Departmental Commander.

## **Action Plan – other achievements**

There have been significant other achievements made under the RES, such as the representation of Gypsy and Travellers at key organisational meetings and the development of Race Equality Strategies for partnership working.



## GOOD PRACTICE CASE STUDIES

### **Independent Advisory Groups (Metropolitan Division)**

Following the restructure of the force the Metropolitan Division was created. On the Division, work was undertaken to establish its makeup, identify key communities and establish an Independent Advisory Group (IAG) that would represent the interests of the community.

Having identified key communities a scoping exercise was undertaken to encourage members of the community to become IAG members. An independent consultant was used to ensure the impartiality of the process. A group was formed and a welcome dinner and interactive workshop day was held at Hough End.

The group meet regularly and are consulted on policy and critical incidents, for example during the aftermath of the London Bombings the IAG held an extraordinary meeting to discuss how to best reassure the community. As a result of this the student population were highlighted as particularly vulnerable and specific work was undertaken with them. The IAG often observe policing operations and a training programme has been initiated for members to familiarise themselves with police procedures.

### **Probationer and Area Policing Team Training (North Manchester)**

The Divisional Community and Race Relations Officer, has used his extensive knowledge of local communities within North Manchester, to develop a training input involving leaders from a local Mosque for police officers new to the division. The visit lasts for a morning and enables police officers to experience first hand some of the issues affecting our local Muslim community as well as developing an understanding of the main principles of Islam and how to sensitively police their area. The seven local Area Policing Team officers and the Enquiry Counter Assistant from Cheetham Police station have all volunteered to undertake basic Urdu training with the help of Abraham Moss Adult Education Centre. This 15-week course will enable these staff members to converse in basic Urdu and will assist engaging local Asian people who are not yet conversant in English as a secondary language. So far the course has been extremely well received.

### **Community Project – Cheadle Muslim Association (Stockport)**

The Youth Development Officer (YDO) for the division is working closely with the Cheadle Muslim Association to develop their centre to include the broader community in the area. This is particularly aimed at the provision of youth facilities.

Assistance has been given in acquiring funds for the project as well encouraging other agencies to become involved.

Through the association the YDO has organised three 'cadetships' with young people from the Muslim community and this is to be extended to include other faiths.



## **Partnership working – There’s No place for Discrimination in Oldham (Oldham)**

Oldham Police, in conjunction with Victim Support, Oldham Metropolitan Borough Council (OMBC), Community Safety Unit, Pink Parents and the D’Arcy Lainey Foundation (DALAFO) have developed the “There’s no place for Discrimination in Oldham” campaign.

The poster campaign has been developed as a direct response to the needs of the community of Oldham who felt that the work of the existing “There’s no place for racism in Oldham” campaign needed to be extended

The fundamental purpose of the campaign is to raise public awareness of the different forms of hate crime and to encourage people to have the confidence to report all hate incidents/crimes.

The new poster is being distributed throughout the borough.

## **Forced Marriage (Rochdale)**

The official launch of Rochdale’s multi agency Forced Marriage Protocol took place on 22nd February 2005 at Rochdale Town Hall. The event was well attended and featured on both local radio and television. A representative of the Forced Marriage Unit from the Foreign and Commonwealth Office attended and there was a presentation by a survivor of forced marriage.

A working group that consisted of staff, primarily, from the police, social services, education, health and the Domestic Violence Forum, with assistance from many other sources, produced the protocol. The document pulled together the guidance that had been provided for the different agencies involved into one booklet and also outlined the services that could be provided to people who were in danger of being forced into marriage. It is intended that the protocol will be used by agency staff, to understand the services provided by other agencies and by members of the public who wish to seek help and support.

## **Hate Crime Awareness Training (Bury)**

Bury police in conjunction with the Community Safety Team have been providing hate crime awareness training to various agencies including Bury Asylum Seekers Team, Local Authority Departments, School Governors, Adult Education Departments, Newly Qualified Teachers, Voluntary Sector Services and all the staff working at the boroughs 25 hate crime reporting centres. Additionally all operational staff and supervisors have also been trained.

The training is aimed at improving and increasing the understanding of the detrimental effect that such offences have on the community and the need to proactively address such problems.



### **Extending Hate Crime Reporting Centres (Wigan)**

Wigan have a Hate Crime Sub-group made up of various partner agencies that meets bi-monthly to discuss related issues. It aims to improve the lives and environment of the more vulnerable members of our local communities and much of this work is done via an agreed Action Plan. The group has developed a programme of hate crime awareness training entitled, 'Train the Trainers'. This has been delivered to Public, Private and Voluntary Sector organisations following the successful launch of the 'new' partnership Hate Crime Multi-agency Reporting Form. Once trained, 'Trainers' cascade the agreed training package throughout their own organisations / community hence increasing the number of reporting centres across the Borough. A 'logo' has also been designed to identify the new reporting centres and additional training will be provided during the 'Hate Crime Awareness Week' scheduled for the week commencing 13th February 2006.

In addition, the Community & Race Relations Officer has been giving inputs at ESOL Classes (English As A Second Language) held at Wigan & Leigh College thus raising awareness of hate crime amongst overseas students. It is hoped that the level of confidence will be raised regarding the reporting of Hate Incidents/Crimes, especially amongst students from asylum seekers/refugee backgrounds, International Students, and also local residents whose first language is not English.

### **Student engagement in Leadership Programme (Tameside)**

Tameside Division, alongside GMP's Black and Asian Police Association, have facilitated a week long programme to develop the leadership skills of a group of students from colleges and school by giving them an insight into the theory of leadership linked to the police service, visiting police establishments and taking part in diversity training. This gave the students the opportunity to attain accreditation for their participation. The individuals attending the course were from mixed cultures and backgrounds, and a careful selection process, aided by teaching staff, targeted individuals who would gain the most from such a programme. A beneficial outcome, not to mention a significant bonus to Tameside Division is that those who attended the programme agreed to form a junior Independent Advisory Group (IAG).

### **Access to information (Trafford)**

In June 2005 Sir Bobby Charlton launched Trafford Partnership Television, which is a broadcasting network developed to promote the work of the Local Strategic Partnership (LSP) and raise awareness of its partners, their achievements and provides useful local information and updates across the whole community. It has the ability to communicate with people living, learning, working or relaxing within Trafford. Across the borough of Trafford there are 15 high impact plasma screens, which are sited in both public and private sector buildings. The screens broadcast both national and local messages.

An item providing information on reporting opportunities and support available to victims of hate crime has been devised by the Community and Race Relations Officer and appears on Trafford's Community TV. The video was filmed at a community based reporting centre and involved local area police officers and members of the local community.



### **Working with Schools and Students (South Manchester)**

Aspirational days were arranged that focused on children from traditionally underachieving backgrounds. These days were sought to encourage and ignite enthusiasm for learning and promote realist future careers. These days were in response to a survey in schools of 8 and 9 year olds in deprived areas where they were asked what they wanted to be when they grew up; the majority of boys said Spiderman and girls said Barbie.

Inclusive events for children from different schools have taken place, for example the Festival of Light based on the Hindu celebrations of Diwali. Children from all schools have been encouraged to get involved.

### **Lesbian and Gay Policing Initiative (Bolton)**

The Bolton Lesbian and Gay policing initiative has produced a two-hour training session around equality and sexual orientation issues that has been delivered to Community Beat Managers, Police Community Support Officers and Police Staff In Bolton.

The training was delivered by the Gay and Bisexual men's worker.

The Objectives of the training was to: -

- Increase the awareness of issues affecting LGB people living in Greater Manchester with special emphasis to those issues affecting LGB people living, working and socialising in Bolton. To be done via discussions and anonymous Q & A session.
- To challenge stereotypes and misconceptions of the LGB community by those present and the wider community.
- To make the target group aware of services offered by Bolton Primary Care Trust and other sexual health and/ or LGB services/ organisations in the area.
- To highlight how Bolton Primary Care Trust and Bolton Divisional Police Force can work in partnership to reassure LGB communities.

### **Celebration of Black History Month (Salford)**

Police officers teamed up with Salford Community and Social Services, the Welcome Project, Salford Youth Services and Greater Manchester Police Authority and held a day of activities open to members of the public to celebrate the various cultures of people living in Salford. Activities included a drumming workshop, tepee making, Indian and African dancing, food tasting, story telling and arts and crafts.



# STOP AND SEARCH

Stop searches are recorded under the Police & Criminal Evidence Act (PACE), Criminal Justice & Public Order Act (CJPOA) and the Prevention of Terrorism Act (PTA) for searches of persons, vehicles or both. All the ethnicity data that follows is recorded under 'self defined ethnicity' recording system, using the 16+1 categories.

The information contained within this chapter includes data from 2004/05 year and comparative data for 2003/04. The information from 2003/04 will differ slightly from that contained within the previous report. This is because the data monitoring process underwent a quality assurance process as part of the preparation for the implementation of recommendation 61 (monitoring of stop & account). This exercise revealed there was missing data from both 2003/04 and 2004/05, all of which has now been rectified and the data presented below is a full set of data for both periods.

There was a 17% increase in the overall number of stop searches recorded during 2004/05 compared to 2003/04. This represents 10,110 more searches recorded.

- PACE searches showed the largest numeric increase, by 8846 (17.9%),
- CJPOA searches increased by 385 (4.2%).
- PTA searches however have increased by 879 searches (102.4%)

Where you see 'Vehicle Only' searches, it relates to searches of unattended vehicles and hence ethnicity will not apply.

## Stop search activity 2004/2005 by powers and division

<b>DIVISION</b>	<b>PACE</b>	<b>CJPOA</b>	<b>PTA</b>	<b>TOTAL</b>
North Manchester	14769	1030	0	<b>15799</b>
South Manchester	10354	5889	1	<b>16244</b>
Salford	4135	138	1	<b>4274</b>
Tameside	3069	131	0	<b>3200</b>
Stockport	3799	849	0	<b>4648</b>
Bolton	6218	87	0	<b>6305</b>
Wigan	3810	42	0	<b>3852</b>
Trafford	3210	980	2	<b>4192</b>
Bury	1621	105	0	<b>1726</b>
Rochdale	3699	213	0	<b>3912</b>
Oldham	2112	123	0	<b>2235</b>
Airport	1512	7	1733	<b>3252</b>
Motorway	29	1	0	<b>30</b>
<b>Total</b>	<b>58337</b>	<b>9595</b>	<b>1737</b>	<b>69669</b>



**N.B. It is important to note that the force has recently been subject to a restructure and as a result we are unable to publish data on the current Metropolitan Division and the South Manchester Divisions separately. Hence, figures relating to the South Manchester Division should be viewed with caution. Comparisons with last year's data are difficult, as divisional boundaries have moved considerably. Next year's data will reflect these changes.**

The Force experienced a reduction in crime overall of 11.5%, but specifically some of the crime types that have the most relevance to stop search activity reduced considerably during 2004/2005. Robbery reduced by 18.7%, burglary dwelling reduced by 28.1% and vehicle crime by 15.6%

### **Police and Criminal Evidence Act (PACE) Searches**

The Force conducted 58,337 PACE searches in 2004/05.

PACE searches recorded per Division can be compared to local population data. The search data for the minority ethnic categories has been aggregated to allow comparison with the local population data that is only available in White and Minority Ethnic groupings. Proportionality varies across all the Divisions.

Overall, based on the resident population, the number of PACE Stop and Searches conducted on Minority Ethnic people per 1,000 population is 1.8 times higher than those conducted on White people per 1,000 population. This has remained the same level as last years. This data essentially shows that 20.2 White people per 1,000 of the white population were searched in comparison to 35.3 minority ethnic people per 1,000 of the minority ethnic population. It should be noted that numerically, the number of white searches is much greater than the number of Minority Ethnic searches.

For Divisional proportionality and numbers searched per 1,000 population, please refer to the Appendix.

The measurement of proportionality regarding stop and search using residential population data is reasonably controversial. The Home Office and some other forces have conducted research exercises to measure 'street' population levels to provide a more appropriate method of comparison.

The findings of this research are not universally accepted, but does provide for a useful note for consideration when interpreting this data.



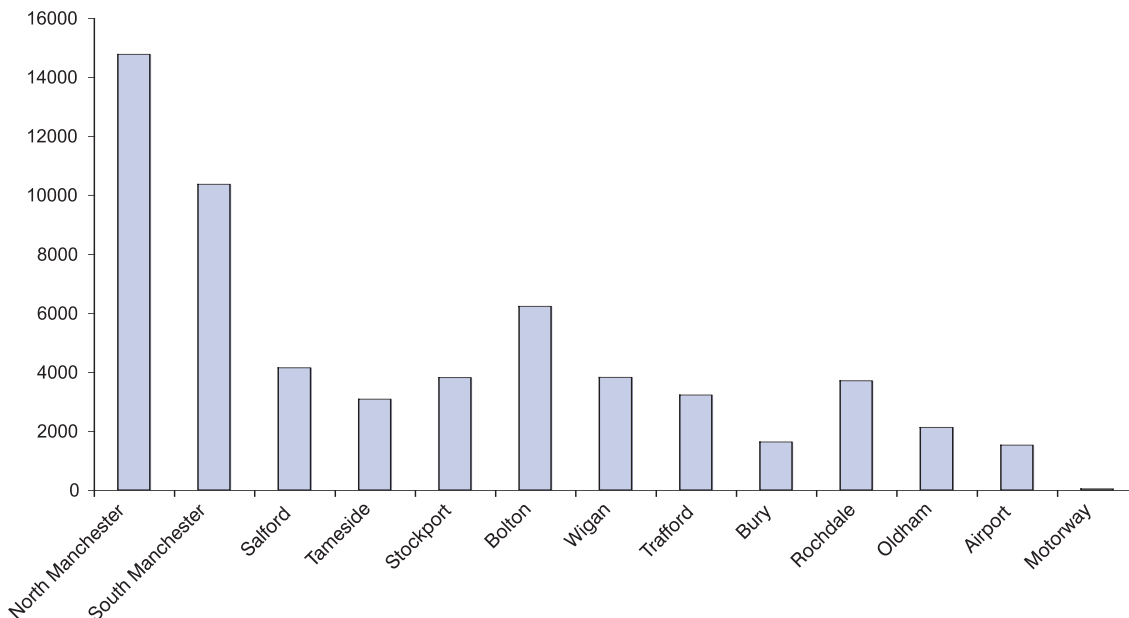
We have implemented monitoring processes for recommendation 61 (monitoring of all ‘stops’) that will allow us to analyse those who were stopped and/or searched in the area they reside (assuming the address is provided and accurate). This will impact for data from April 2005 onwards.

### Proportionality of PACE searches by self defined ethnicity and division

DIVISION	White persons			Minority Ethnic persons			Proportion by which the per 1,000 population figure differs
	searches	population	per 1,000 population	searches	population	per 1,000 population	
North Manchester	11715	116947	100.2	2058	19196	107.2	1.1
South Manchester	6297	233768	26.9	3053	62563	48.8	1.8
Salford	3582	208087	17.2	175	8445	20.7	1.2
Tameside	2761	201886	13.7	205	11524	17.8	1.3
Stockport	3298	270383	12.2	289	12149	23.8	2.0
Bolton	5404	234800	23.0	570	29020	19.6	0.9
Wigan	3739	299896	12.5	32	3950	8.1	0.6
Trafford	2339	193985	12.1	533	17789	30.0	2.5
Bury	1331	170785	7.8	187	11095	16.9	2.2
Rochdale	3124	183064	17.1	390	23554	16.6	1.0
Oldham	1685	187758	9.0	305	30312	10.1	1.1
Airport	1178	NA	NA	149	NA	NA	NA
Motorway	15	NA	NA	2	NA	NA	NA
<b>Total</b>	<b>46468</b>	<b>2305701</b>	<b>20.2</b>	<b>7948</b>	<b>225255</b>	<b>35.3</b>	<b>1.8</b>

North Manchester conducted the most PACE searches (13,773 or 25.3%), and Bury and Manchester Airport the fewest (1518 searches (2.8%) and 1327 searches (2.4%)).

### PACE searches by Division



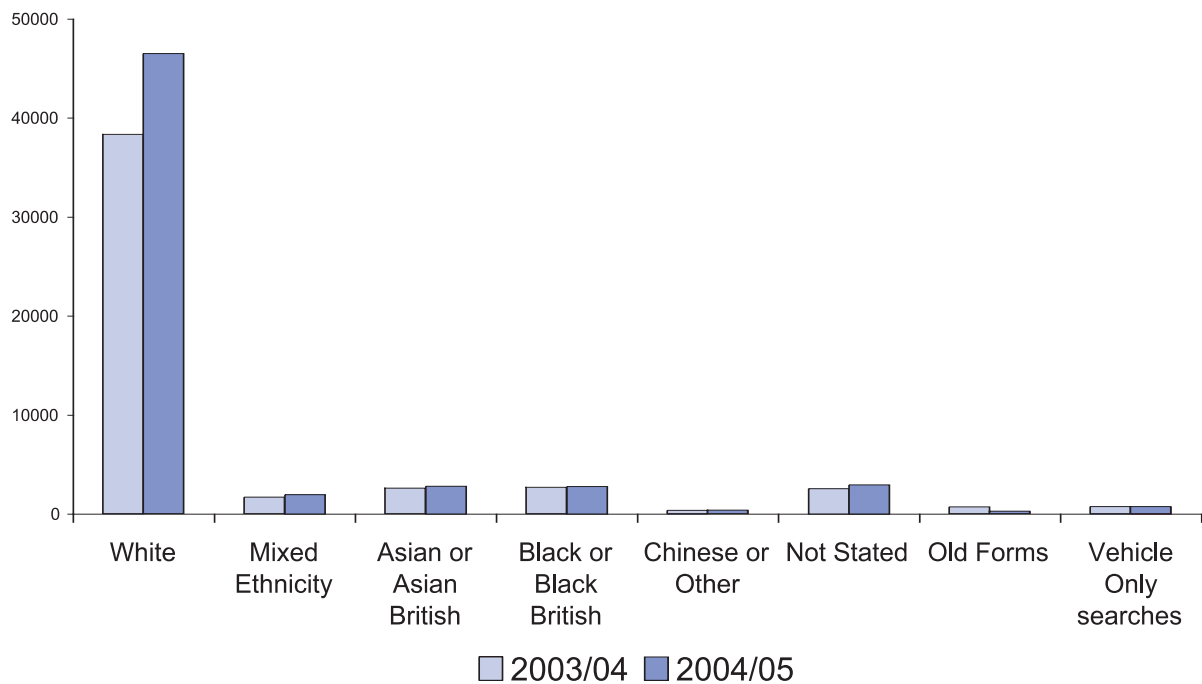


2004/05 showed an increase for searches of:

- White group by 8163 (21.3%)
- Mixed Ethnic Group increased by 301 (18%)
- Asian and Asian British searches by 268 (10.5%)
- Black or Black British searches by 142 (5.3%)
- Chinese or Other Ethnic Group by 30, (9.5%)
- 'Not Stated' ethnicity searches by 395 (15.4%)
- Vehicle only PACE searches showed a decrease by 9 (-1.2%)

<b>PACE searches</b>	<b>2003/04</b>	<b>2004/05</b>	<b>variation</b>	<b>% change</b>
White	38305	46468	8163	21.3%
Mixed Ethnicity	1674	1975	301	18.0%
Asian or Asian British	2562	2830	268	10.5%
Black or Black British	2656	2798	142	5.3%
Chinese or Other	315	345	30	9.5%
Not Stated	2564	2959	395	15.4%
Old Forms	692	248	-444	-64.2%
Vehicle Only searches	723	714	-9	-1.2%
<b>Total</b>	<b>49491</b>	<b>58337</b>	<b>8846</b>	<b>17.9%</b>

### PACE searches by self defined ethnicity



The force has been in the process of phasing out old Stop Search forms over the last few years, which explains the gradual fall in the number of searches where the ethnicity could not be recorded. It is hoped that, by next year, there will have been no searches carried out using the old form.



The greatest Primary search reason under PACE was for Stolen Property representing 54.4% (31,758) of all searches, followed by Drugs (11,327 searches or 19.4%). These figures are virtually unchanged from 2003/04 (Stolen Property – 50.4%, Drugs – 20.6%).

### Primary search reason by self defined ethnicity

PACE	Stolen Property	Drugs	Firearms Weapon	Offensive Equipped	Going	Other	Total
White	26025 56.0%	8306 17.9%	455 1.0%	2227 4.8%	4255 9.2%	5200 11.2%	<b>46468</b> 100.0%
Mixed Ethnicity	1082 54.8%	388 19.6%	36 1.8%	112 5.7%	118 6.0%	239 12.1%	<b>1975</b> 100.0%
Asian or Asian British	959 33.9%	1189 42.0%	52 1.8%	195 6.9%	143 5.1%	292 10.3%	<b>2830</b> 100.0%
Black or Black British	1551 55.4%	476 17.0%	85 3.0%	207 7.4%	123 4.4%	356 12.7%	<b>2798</b> 100.0%
Chinese or Other	172 49.9%	91 26.4%	8 2.3%	17 4.9%	25 7.2%	32 9.3%	<b>345</b> 100.0%
Not Stated	1444 48.8%	660 22.3%	52 1.8%	154 5.2%	195 6.6%	454 15.3%	<b>2959</b> 100.0%
Old Forms	119 48.0%	60 24.2%	0 0.0%	5 2.0%	35 14.1%	29 11.7%	<b>248</b> 100.0%
Vehicle Searches	406 56.9%	157 22.0%	7 1.0%	12 1.7%	12 1.7%	120 16.8%	<b>714</b> 100.0%
<b>Total</b>	<b>31758</b>	<b>11327</b>	<b>695</b>	<b>2929</b>	<b>4906</b>	<b>6722</b>	<b>58337</b>
Percentage	54.4%	19.4%	1.2%	5.0%	8.4%	11.5%	100.0%

Of arrests made following a PACE stop and search, 35% (1694 arrests) were for 'Other' arrest reasons, followed by 24.6% (1189 arrests) for Drugs.

### Primary arrest reason by self defined ethnicity

PACE	Stolen Property	Drugs	Firearms Weapon	Offensive Equipped	Going	Other	Total
White	850 22.2%	899 23.5%	90 2.4%	420 11.0%	253 6.6%	1311 34.3%	<b>3823</b> 100.0%
Mixed Ethnicity	12 11.2%	30 28.0%	5 4.7%	7 6.5%	3 2.8%	50 46.7%	<b>107</b> 100.0%
Asian or Asian British	40 14.4%	113 40.8%	4 1.4%	33 11.9%	6 2.2%	81 29.2%	<b>277</b> 100.0%
Black or Black British	50 21.6%	46 19.9%	11 4.8%	19 8.2%	12 5.2%	93 40.3%	<b>231</b> 100.0%
Chinese or Other	9 22.0%	11 26.8%	0 0.0%	4 9.8%	2 4.9%	15 36.6%	<b>41</b> 100.0%
Not Stated	56 19.6%	68 23.8%	1 0.3%	37 12.9%	7 2.4%	117 40.9%	<b>286</b> 100.0%
Old Forms	1 6.3%	3 18.8%	0 0.0%	0 0.0%	1 6.3%	11 68.8%	<b>16</b> 100.0%
Vehicle Searches	10 20.4%	19 38.8%	0 0.0%	2 4.1%	2 4.1%	16 32.7%	<b>49</b> 100.0%
<b>Total</b>	<b>1028</b>	<b>1189</b>	<b>111</b>	<b>522</b>	<b>286</b>	<b>1694</b>	<b>4830</b>
Percentage	21.3%	24.6%	2.3%	10.8%	5.9%	35.1%	100.0%



No commentary will be made on the ethnicity and primary search reason or arrest reason, as we do not wish to make any inferences to reinforce stereotyping. However, Divisions are responsible for ensuring that any search activity is appropriately applied to the crime hotspots, operations this year have again been specifically targeted to tackle robbery and burglary.

## Arrest Rates

The arrest rate for White people (8.2%) was similar to the overall arrest rate (8.3%), and the Black or Black British arrest rate was identical (8.3%). Asian or Asian British people had a higher arrest rate (9.8%), although this is lower than last year's (10.9%). However, the highest arrest rate was for the Chinese or Other ethnic group at 11.9%

### Arrest rates by powers and self defined ethnicity

Self Defined	Searches	Arrests	Arrest Rate
White	46468	3823	8.2%
Mixed Ethnicity	1975	107	5.4%
Asian or Asian British	2830	277	9.8%
Black or Black British	2798	231	8.3%
Chinese or Other	345	41	11.9%
Not Stated	2959	286	9.7%
Old Forms	248	16	6.5%
Vehicle Searches	714	49	6.9%
<b>Total</b>	<b>58337</b>	<b>4830</b>	<b>8.3%</b>

There were 4830 arrests made. The overall Force arrest rate under PACE was 8.3%, slightly down on last year's rate (8.6%).

## Stop search activity 2004/2005

### Arrest rates by powers and division

Division	Searches	Arrests	Arrest Rate
North Manchester	14769	1005	6.8%
South Manchester	10354	582	5.6%
Salford	4135	299	7.2%
Tameside	3069	421	13.7%
Stockport	3799	389	10.2%
Bolton	6218	620	10.0%
Wigan	3810	377	9.9%
Trafford	3210	219	6.8%
Bury	1621	185	11.4%
Rochdale	3699	368	9.9%
Oldham	2112	278	13.2%
Airport	1512	82	5.4%
Motorway	29	5	17.2%
<b>Sum:</b>	<b>58337</b>	<b>4830</b>	<b>8.3%</b>



The Tameside division had the best overall arrest rate at 13.7% (last year's highest was Wigan at 12.0%), followed by Oldham (13.2%) and Bury (11.4%). The Motorway division achieved an arrest rate of 17.2%. The divisions with the lowest arrest rates were the Airport and South Manchester (5.4% and 5.6%).

Looking at ethnicity, the average arrest rate for minority ethnic people was identical to the overall force average (8.3%), whilst the average rate for white people was slightly lower (8.2%).

The Oldham division had the highest minority ethnic arrest rate (16.1% - the highest arrest rate in the force)) whilst the South Manchester and division had the lowest (6.4%).

Division	PACE Arrest Rate	
	White	Minority Ethnic
North Manchester	6.4%	7.2%
South Manchester	5.1%	6.4%
Salford	7.2%	12.6%
Tameside	13.6%	11.7%
Stockport	10.2%	9.3%
Bolton	9.3%	14.2%
Wigan	9.9%	9.4%
Trafford	6.9%	7.5%
Bury	11.9%	10.2%
Rochdale	10.0%	7.9%
Oldham	12.2%	16.1%
Airport	5.1%	11.4%
Motorway	29.7%	0.0%
<b>Force</b>	<b>8.2%</b>	<b>8.3%</b>

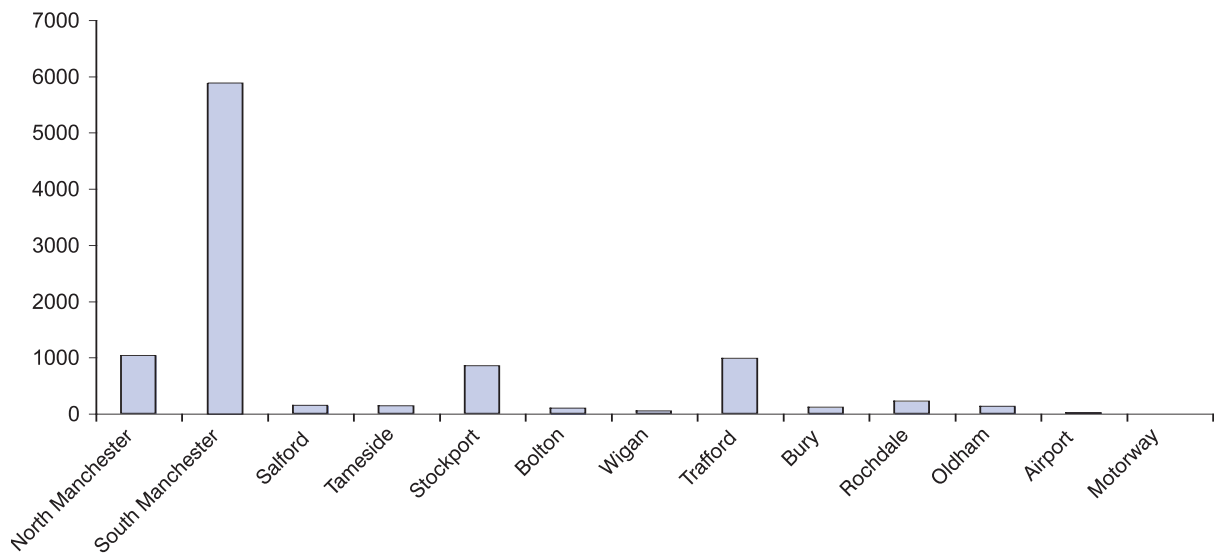


## Criminal Justice and Public Order Act (CJPOA) Searches

The Force conducted 9595 CJPOA searches in 2004/05, representing a 4.4% increase on last year's figure of 9210.

The largest number of CJPOA searches were conducted on the South Manchester Division and accounted for 61.3% (5889 searches) of all CJPOA searches conducted during 2004/05, where for 2003/04 South Manchester conducted 40.2% (3707) of the force's CJPOA searches. This reflects a 59% increase in CJPOA searches on the area covered by the 'old' South Manchester Division. Bolton and the Airport conducted the fewest CJPOA searches, totalling 42 searches (0.44%) and 7 searches (0.07%).

### CJPOA searches by Division



CJPOA searches showed decreases in the:

- White by 578 (-9.1%)
- Chinese or Other Ethnic Group by 11 searches (-22.9%)

All other ethnic groups showed an increase in the number of searches:

- Mixed by 236 (38.4%)
- Asian or Asian British by 122 (23.6%)
- Black or Black British by 489 (38%)
- 'Not Stated' ethnicity searches increased by 142 (38.9%)
- Vehicle only CJPOA searches remained exactly the same.



<b>CJPOA searches</b>	<b>2003/04</b>	<b>2004/05</b>	<b>variation</b>	<b>% change</b>
White	6333	5755	-578	-9.1%
Mixed Ethnicity	614	850	236	38.4%
Asian or Asian British	517	639	122	23.6%
Black or Black British	1288	1777	489	38.0%
Chinese or Other	48	37	-11	-22.9%
Not Stated	357	499	142	39.8%
Old Forms	38	23	-15	-39.5%
Vehicle Only searches	15	15	0	0.0%
<b>Total</b>	<b>9210</b>	<b>9595</b>	<b>385</b>	<b>4.2%</b>

The greatest primary search reason under CJPOA was for 'Other' 34.2% (3,285 searches) of all searches, followed by Offensive Weapons representing 33.9% (3,248)

### Primary search reason by self defined ethnicity

<b>CJPOA</b>	<b>Stolen Property</b>	<b>Drugs</b>	<b>Firearms</b>	<b>Offensive Weapon</b>	<b>Going Equipped</b>	<b>Other</b>	<b>Total</b>
White	1458	64	16	1996	118	2103	<b>5755</b>
	25.3%	1.1%	0.3%	34.7%	2.1%	36.5%	100.0%
Mixed Ethnicity	276	6	5	294	12	257	<b>850</b>
	32.5%	0.7%	0.6%	34.6%	1.4%	30.2%	100.0%
Asian or Asian British	162	22	4	201	10	240	<b>639</b>
	25.4%	3.4%	0.6%	31.5%	1.6%	37.6%	100.0%
Black or Black British	669	8	4	586	21	489	<b>1777</b>
	37.6%	0.5%	0.2%	33.0%	1.2%	27.5%	100.0%
Chinese or Other	6	1	1	18	0	11	<b>37</b>
	16.2%	2.7%	2.7%	48.6%	0.0%	29.7%	100.0%
Not Stated	162	11	5	148	6	167	<b>499</b>
	32.5%	2.2%	1.0%	29.7%	1.2%	33.5%	100.0%
Old Forms	6	0	0	4	0	13	<b>23</b>
	26.1%	0.0%	0.0%	17.4%	0.0%	56.5%	100.0%
Vehicle Searches	6	1	2	1	0	5	<b>15</b>
	40.0%	6.7%	13.3%	6.7%	0.0%	33.3%	100.0%
<b>Total</b>	<b>2745</b>	<b>113</b>	<b>37</b>	<b>3248</b>	<b>167</b>	<b>3285</b>	<b>9595</b>
Percentage	28.6%	1.2%	0.4%	33.9%	1.7%	34.2%	100.0%



There were 185 arrests made under CJPOA. Of these the greatest (37.8%, 70 arrests) were for 'Other' reasons, followed by 23.2% (43 arrests) for Drugs.

**Stop search activity 2004/2005**  
**Primary arrest reason by self defined ethnicity**

<b>CJPOA</b>	<b>Stolen Property</b>	<b>Drugs</b>	<b>Firearms</b>	<b>Offensive Weapon</b>	<b>Going Equipped</b>	<b>Other</b>	<b>Total</b>
White	16 15.2%	22 21.0%	2 1.9%	28 26.7%	2 1.9%	35 33.3%	<b>105</b> 100.0%
Mixed Ethnicity	3 12.0%	8 32.0%	0 0.0%	0 0.0%	3 12.0%	11 44.0%	<b>25</b> 100.0%
Asian or Asian British	1 8.3%	5 41.7%	0 0.0%	2 16.7%	0 0.0%	4 33.3%	<b>12</b> 100.0%
Black or Black British	1 3.4%	5 17.2%	0 0.0%	6 20.7%	2 6.9%	15 51.7%	<b>29</b> 100.0%
Chinese or Other	0	0	0	0	0	0	<b>0</b>
Not Stated	2 14.3%	3 21.4%	0 0.0%	4 28.6%	0 0.0%	5 35.7%	<b>14</b> 100.0%
Old Forms	0	0	0	0	0	0	<b>0</b>
Vehicle Searches	0	0	0	0	0	0	<b>0</b>
<b>Total</b>	<b>23</b>	<b>43</b>	<b>2</b>	<b>40</b>	<b>7</b>	<b>70</b>	<b>185</b>
Percentage	12.4%	23.2%	1.1%	21.6%	3.8%	37.8%	100.0%



The overall Force arrest rate for CJPOA searches was 1.9%, down by 0.6% on last year. This arrest rate appears low. However, this is to be expected as the power is generally used as a preventative tool and used in a variety of different situations, for example the policing of large crowds at football matches or in street crime hotspots.

## Stop search activity 2004/2005

### Arrest rates by powers and division

#### CJPOA

Division	Searches	Arrests	Arrest Rate
North Manchester	1030	18	1.7%
South Manchester	5889	103	1.7%
Salford	138	8	5.8%
Tameside	131	5	3.8%
Stockport	849	12	1.4%
Bolton	87	6	6.9%
Wigan	42	5	11.9%
Trafford	980	15	1.5%
Bury	105	6	5.7%
Rochdale	213	5	2.3%
Oldham	123	2	1.6%
Airport	7	0	0.0%
Motorway	1	0	0.0%
<b>Total</b>	<b>9595</b>	<b>185</b>	<b>1.9%</b>

The arrest rates for most ethnic groups were very similar to the overall force rates. However, for Mixed Ethnicity the arrest rate was a percentage point higher at 2.9%.

Self defined	Searches	Arrests	Arrest Rate
White	5755	105	1.8%
Mixed Ethnicity	850	25	2.9%
Asian or Asian British	639	12	1.9%
Black or Black British	1777	29	1.6%
Chinese or Other Ethnic Group	37	0	0.0%
Not Stated	499	14	2.8%
Old Forms	23	0	0.0%
Vehicle Searches	15	0	0.0%
<b>Total</b>	<b>9595</b>	<b>185</b>	<b>1.9%</b>



## Prevention of Terrorism Act (PTA) Searches

The Force conducted 1737 PTA searches in 2004/05.

The number of searches recorded under PTA powers had increased consistently every year since 2001/02, from 36 searches in 2001/02 to 509 searches in 2002/03 and to 858 searches 2003/04 which represented a 68.6% increase.

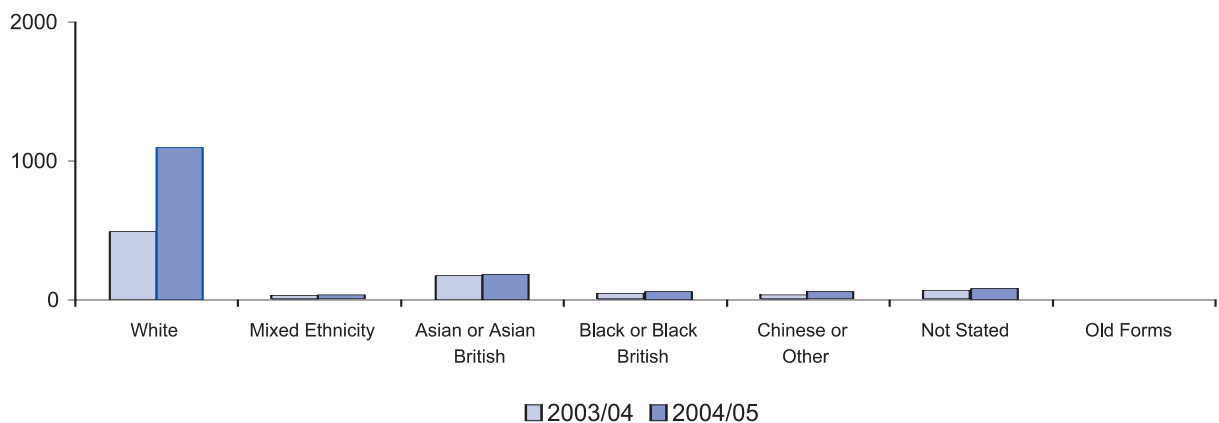
However, for the year 2004/05, the large number of PTA searches represented a 102.4% increase on the previous year.

The greatest increase overall was seen at Manchester International Airport. In 2001/02 they had no recorded searches under PTA, this rose to 184 searches in 2002/03 and 827 in 2003/04. For this year, the Airport recorded 1733 searches, the rest being recorded elsewhere.

Virtually all PTA searches (99.8%, 1733 searches) took place at Manchester International Airport. The remaining PTA search activity took place in Trafford, Salford and South Manchester.

PTA searches have increased across every ethnic group. The biggest increase on last year was for White (121.4%, 601 more searches), Chinese and Other ethnic background (88.5%, 23 more searches) and then Black or Black British (59%, 23 more searches). PTA searches of Asian and Asian British people increased by 4.5% (8 searches)

### PTA searches by self defined ethnicity





## PTA searches by self defined ethnicity

<b>PTA searches</b>	<b>2003/04</b>	<b>2004/05</b>	<b>Variation</b>	<b>% change</b>
White	495	1096	601	121.4%
Mixed Ethnicity	22	28	6	27.3%
Asian or Asian British	176	184	8	4.5%
Black or Black British	39	62	23	59.0%
Chinese or Other	26	49	23	88.5%
Not Stated	62	81	19	30.6%
Old Forms	1	1	0	0.0%
Vehicle Only searches	37	236	199	537.8%
<b>Total</b>	<b>858</b>	<b>1737</b>	<b>879</b>	<b>102.4%</b>



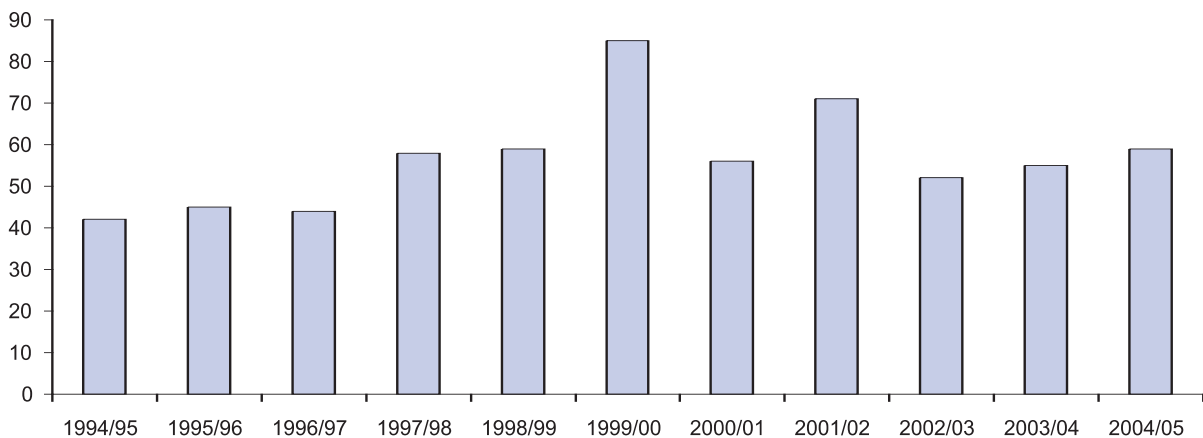
# HOMICIDE

A homicide, as defined by the Home Office is a murder, manslaughter or infanticide.

It should be noted that the number of homicide cases over the period is relatively small, therefore statistically significant conclusions cannot be drawn.

The chart below shows the number of homicides recorded annually from 1994/95 to 2004/05. There was an increase of 4 homicides recorded during 2004/05 of (59) compared to the previous year of (55), which represents a percentage increase of 7.3%. The increases were for murders (2) and manslaughter (2) with no increase in infanticide.

## Total annual homicides 1994/95 to 2004/05



The ethnic breakdown of homicide victims from 1994/95 to 2004/05 is shown within the table on the following page. Between 2003/04 and 2004/05 victims who were White increased by 9.1% (4), while Black, Asian and Other ethnic backgrounds all increased by 1 victim. Victims whose ethnicity was Not Known decreased by 42.9% (3).



## Homicides by victims ethnicity 1994/95 to 2004/05

Year	White	Black	Asian	Other	Not Known	Total
1994/95	11	0	1	0	30	<b>42</b>
1995/96	32	5	5	1	2	<b>45</b>
1996/97	35	4	3	0	2	<b>44</b>
1997/98	49	5	0	2	2	<b>58</b>
1998/99	55	1	1	0	2	<b>59</b>
1999/00	73	9	1	1	1	<b>85</b>
2000/01	46	3	4	0	3	<b>56</b>
2001/02	50	8	8	3	2	<b>71</b>
2002/03	42	4	2	0	4	<b>52</b>
2003/04	44	3	1	0	7	<b>55</b>
2004/05	48	4	2	1	4	<b>59</b>
<b>Total</b>	<b>485</b>	<b>46</b>	<b>28</b>	<b>8</b>	<b>59</b>	<b>626</b>

In 2004/05 the proportion of White suspects were 72.9%, 8.5% for Black, 6.8% for Asian and 3.4% for Other ethnic group.

As shown in the table below, in the majority of White homicide cases (79.2%) the principal suspects were also White - this proportion has decreased slightly from last year. For Black homicide victims, the principal suspects were seen to be White suspects (75.0%). Black victims remained the group most likely to have the highest proportion of cases (25.0%) where a suspect had not been identified. In the Asian homicide cases (50.0%), the principal suspects were also Asian, and (50.0%) were of an Other ethnic origin.

## Ethnicity of victim and principal suspect 2004/2005

Suspect	Victim					Total
	White	Black	Asian	Other	Not Known	
White	38 79.2%	3 75.0%	0 0.0%	0 0.0%	2 50.0%	<b>43</b> 72.9%
Black	5 10.4%	0	0 0.0%	0 0.0%	0 0.0%	<b>5</b> 8.5%
Asian	2 4.2%	0	1 50.0%	0 0.0%	1 25.0%	<b>4</b> 6.8%
Other	0	0	1 50.0%	1 100.0%	0	<b>2</b> 3.4%
Not Known	3 6.3%	1 25.0%	0 0.0%	0 0.0%	1 25.0%	<b>5</b> 8.5%
<b>Total</b>	<b>48</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>59</b>



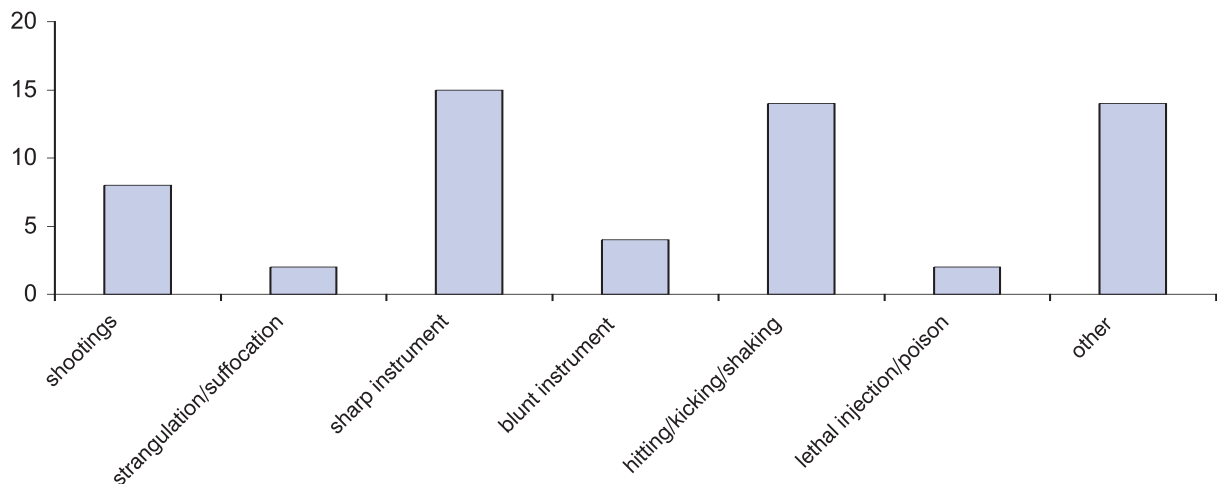
The following table shows that during 2004/05 64.6% of White homicide victims knew the principal suspect, while this was less for Black and Asian victims (50.0%).

### Victim relationship to principal suspect by victim ethnicity 2004/2005

Relationship	White	Black	Asian	Other	Not Known	Total
Spouse/partner/lover	8	1	0	0	1	<b>10</b>
Family	4	0	1	0	0	<b>5</b>
Other (e.g. acquaintance)	19	1	0	0	0	<b>20</b>
No relationship/stranger	14	1	1	1	3	<b>20</b>
Relationship not recorded	3	0	0	0	0	<b>3</b>
No suspect at this time	0	1	0	0	0	<b>1</b>
<b>Total</b>	<b>48</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>59</b>

The most significant method of killing across all ethnic groups remains 'stabbing with a sharp instrument' which accounted for over a quarter (25.4%) of all homicides, followed by 'hitting, kicking or shaking' (23.7%).

### Method of Killing 2004/2005



In the last 10 years the lowest numbers of murders recorded was 34 in 1996/97 and the highest 73 in 1999/00. There appears to be no apparent trend developing over the last decade and the numbers have gone up and down. For Manslaughter the lowest numbers of cases recorded was 1 in 1995/6 and the greatest 14 in 1997/98. Like murder cases there is no apparent trend developing over the last decade. There has been 1 infanticide case in the last decade, which was recorded in 1998/99. Finally, the lowest number of homicide cases recorded was 42 in 1994/5 and the greatest 85 in 1999/00, with no apparent trends occurring.



## Initial Homicide Classification 1994/95 to 2004/05

	<b>Murder</b>	<b>Manslaughter</b>	<b>Infanticide</b>	<b>Total</b>
1994/95	38	4	0	<b>42</b>
1995/96	44	1	0	<b>45</b>
1996/97	34	10	0	<b>44</b>
1997/98	44	14	0	<b>58</b>
1998/99	53	5	1	<b>59</b>
1999/00	73	12	0	<b>85</b>
2000/01	49	7	0	<b>56</b>
2001/02	62	9	0	<b>71</b>
2002/03	45	7	0	<b>52</b>
2003/04	48	7	0	<b>55</b>
2004/05	50	9	0	<b>59</b>
<b>Total</b>	<b>540</b>	<b>85</b>	<b>1</b>	<b>626</b>



## ARREST AND CAUTION

Monitoring of arrest and caution data became mandatory in 1996.

A computerised custody system was introduced within Greater Manchester Police from May 2002 on the Trafford Division, this was then rolled out across the force over the following 12 months.

2003/04 was the first full year that data was available from this new system, and these figures were included in last years report.

Further improvements were made to the system during 2003/04 that have resulted in additional data being available for 2004/05. This included arrest offences by crime group and a more complete picture of outcomes.

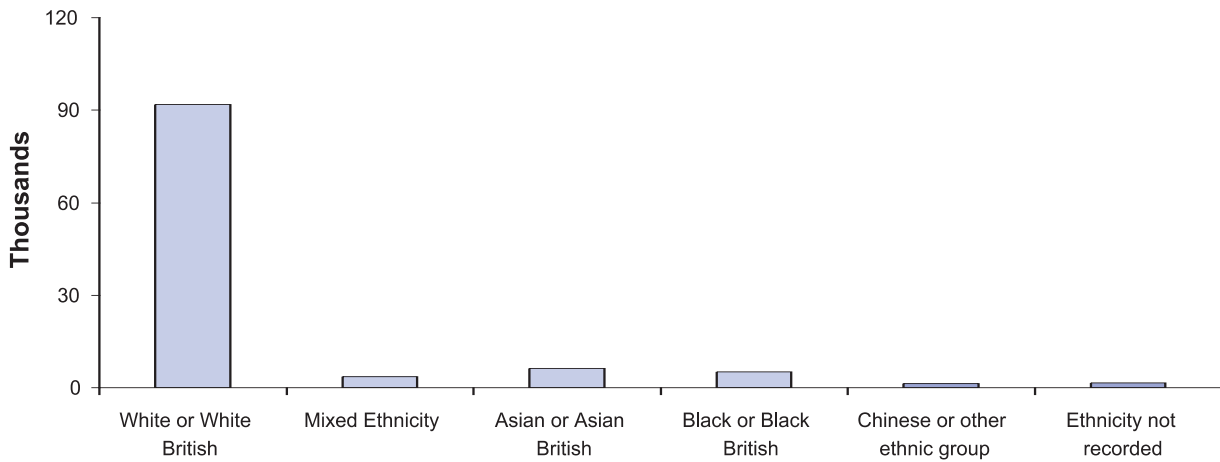
It should be noted that the data below shows those detained in police custody, a small percentage of whom may not have been arrested, e.g. those detained under the Mental Health Act.

There were 109,637 detainees recorded during 2004/05. The following chart and table show the ethnic breakdown of detainees. The majority (83.8%) of detainees were White. Asian or Asian British detainees represented 5.7% of the total and Black or Black British detainees were 4.6% of the total.

<b>Self defined ethnicity</b>	<b>Total</b>	<b>%</b>
White or White British	91853	83.8%
Mixed Ethnicity	3614	3.3%
Asian or Asian British	6195	5.7%
Black or Black British	5067	4.6%
Chinese or other ethnic group	1281	1.2%
Ethnicity not recorded	1627	1.5%
<b>Total</b>	<b>109637</b>	<b>100.0%</b>

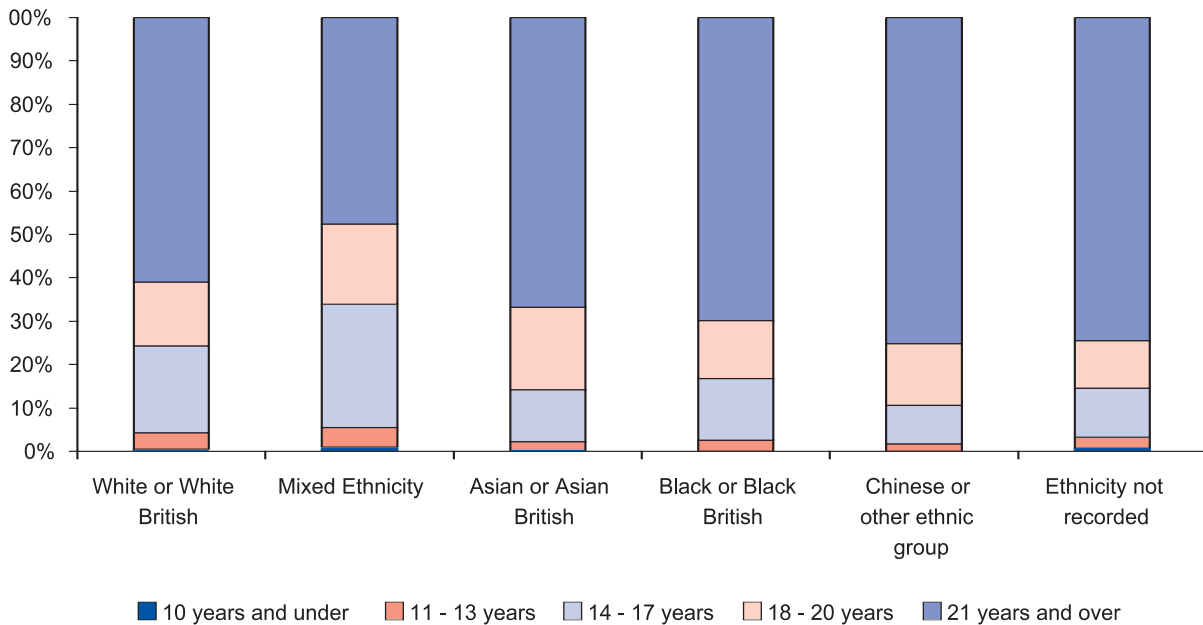


### Ethnicity of detainees 2004/2005



The chart below shows detainees by age and ethnic group. The majority (61.7%) of detainees were aged 21 years and over, this trend was seen across all ethnic groups. The full data is shown in the appendices.

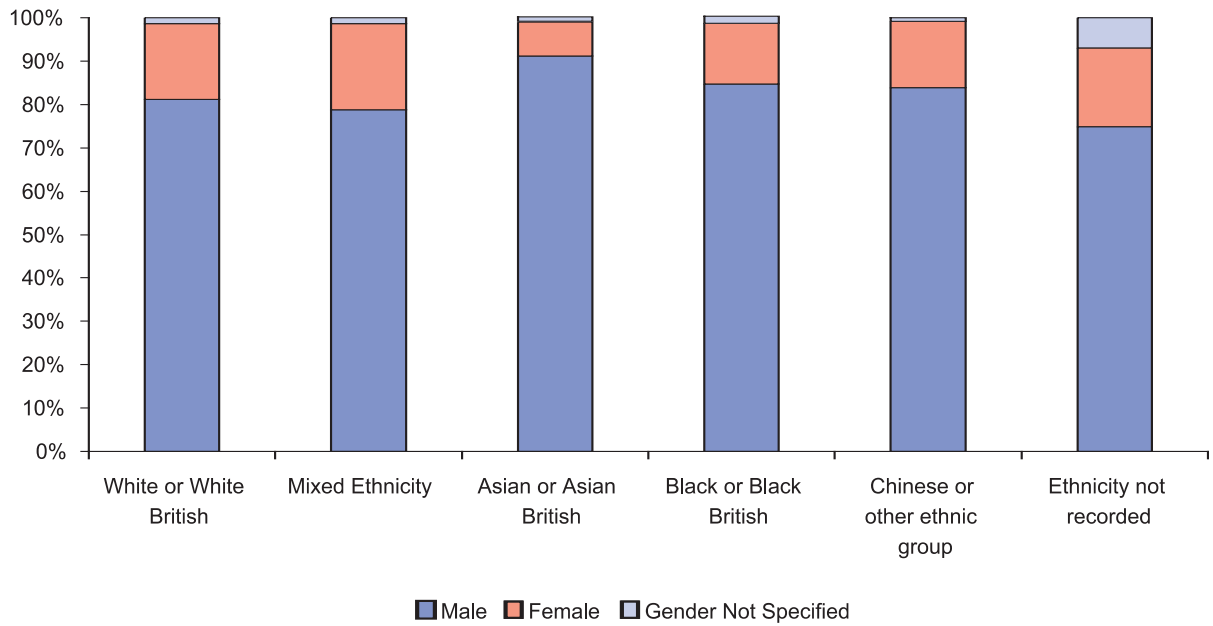
### Age and ethnicity of detainees 2004/2005



The majority (81.7%) of detainees were male as shown in the following chart. This trend is shown across most of the ethnic groups, this is slightly different in the Asian or Asian British Category. In this group male detainees represented 92.2% of all Asian or Asian British detainees and females represented only 7.9% of all Asian or Asian British detainees (where gender was recorded) compared to 16.9% female detainees overall.

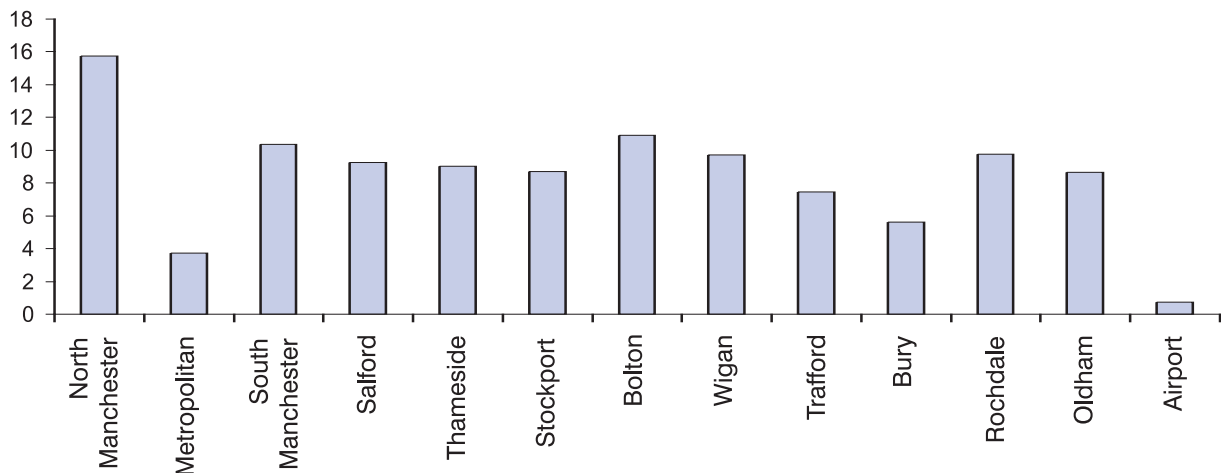


### Gender of detainees 2004/2005



The chart below shows the divisional breakdown of detainees. The full data by ethnic groups is contained in the appendices. The greatest number of detainees was recorded on the North Manchester Division (15,736, 14.4%), the Bolton Division (10,924, 10.0%) and the South Manchester Division (10,353, 9.4%). The fewest number of detainees were recorded at the Airport Division, recording 722 (0.7%).

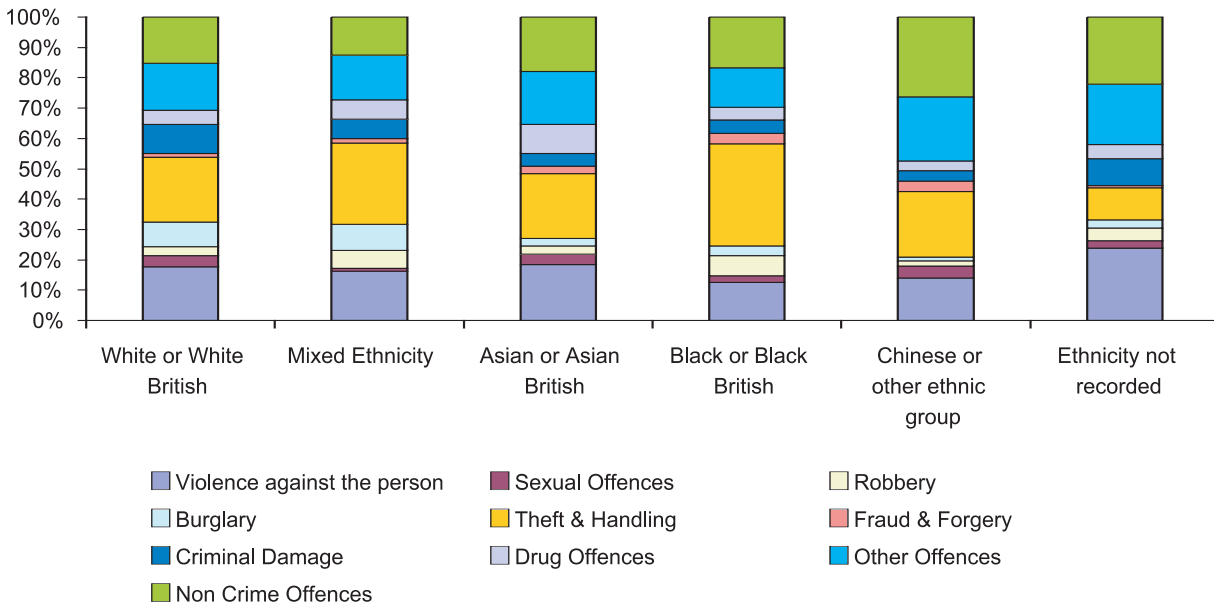
### Number of Detainees by Division of Custody Suite 2004/2005





The chart below shows that most arrests were made for Theft and Handling (22.2%) and Violence against the person (17.4%). This is reflected across every ethnic background.

**Arrest offences 2004/2005 by self defined ethnicity**

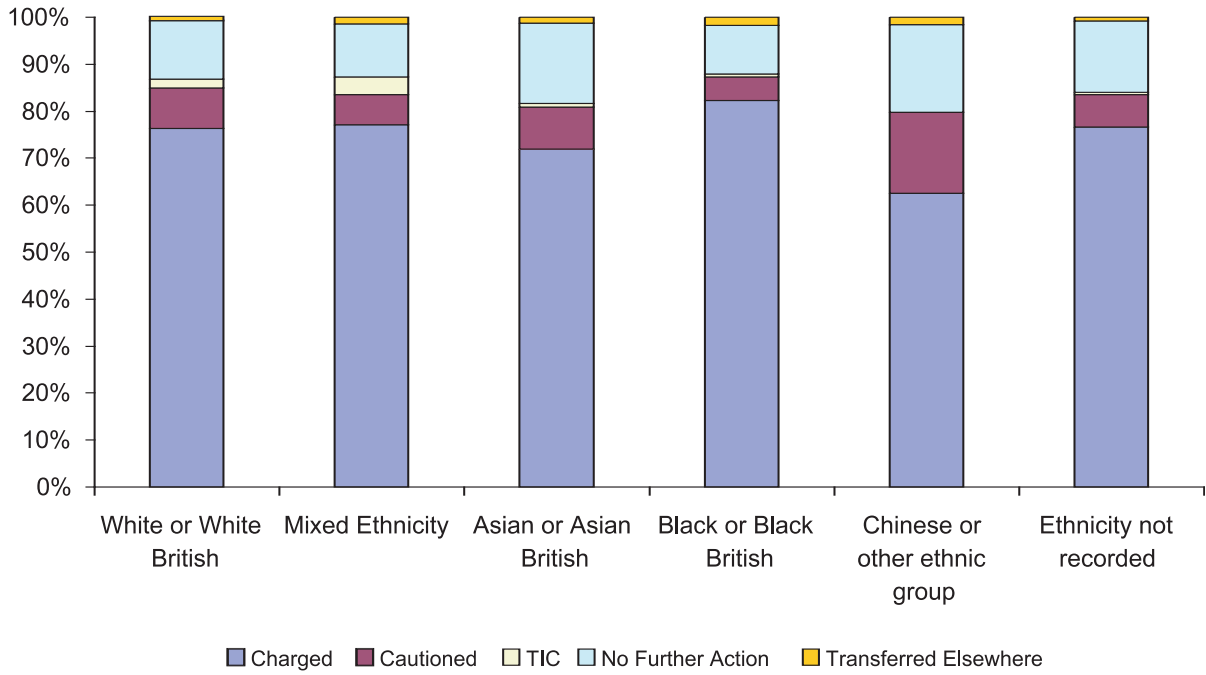


The outcome of arrest data is shown in the following chart. It must be noted however that this data can be misleading as the classification of the offence within the 'Home Office Arrest Reason' field is based on the 'arrested offence' details, this classification remains the same even if the subsequent 'charged offence' is changed.

Overall 76.4% of those arrested were charged and this is reflected across all of the ethnic backgrounds, with the exception of Black and Black British people who have a slightly higher charged rate (82.2%).



### Outcome of arrests 2004/2005 by offence decision and self defines ethnicity





# HATE CRIME

Greater Manchester Police is seeking to create a climate to encourage those individuals in the community who are suffering hate crime abuse to report it, either to the police or to one of the many agencies across Greater Manchester who are in partnership with us. We are committed to ensuring that all incidents are properly recorded, thoroughly investigated, and appropriate action taken. Through this approach we hope to make a substantial impact on tackling hate crime and further build the confidence of the public in the police service.

**A Hate Incident is defined as:**

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

**A Hate Crime is defined as:**

*Any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate.*

**Underpinning rationale:**

*The perception of the victim or any other person is the defining factor in determining a hate incident or hate crime.*

A 'hate crime' can be recorded under any number of crime type categories, the nature of which can vary considerably from a serious crime to a 'non-crime hate incident'. In some cases recorded incidents do not have an identifiable victim (for example damage to a cemetery, public property or religious venues). Hence, there will be a number of incidents where the gender, age or ethnicity is either unknown or cannot be specified.

Hate crime incidents that have an outcome recorded may have been dealt with by the police or by one of GMP's multi agency partners. In many cases the police are unable to take action and one of GMP's partners will take action (for example, breaches of tenancy, evictions, injunctions or anti-social behaviour orders). These actions will not show in the recorded detections in the outcome parts of this section as it relates to civil and not criminal law. However, the process is reliant on the offender(s) being identified, hence the data that follows relates only to the cases where offenders have been identified.

The identification of offenders in hate crime incidents relies in many cases on the victim or witness being able to recall information about the perpetrator. It is not always possible to identify the age or ethnicity of an alleged offender, either because the case is still under investigation and personal details unconfirmed, or because police enquiries have not confirmed the individuals to be the alleged perpetrators of incidents.

During 2004/05, there were 4265 reports of hate crime incidents. The following table highlights the number and percentage of recorded hate crimes by type during 2004/05, compared to 2003/04. The largest number of hate crime incidents were racially motivated with 3464 (81.2%) occurring in total.



This is an increase on last year when 3203 racist incidents were recorded. An increase in recorded hate crimes was also seen for sexual orientation hate crime (41 or 37.6%) race (261 or 8.1%) religion (5 or 7.6%) and disability hate crime, which more than doubled. The other categories decreased, although numerically the numbers were very small.

### Hate Crimes Recorded 2003/04 and 2004/05 by Motivation Type

Motivation Type	2003/2004	2004/2005	Variation	
Disability	4	9	5	125.0%
Gender	43	39	-4	-9.3%
Race	3203	3464	261	8.1%
Religion	66	71	5	7.6%
Sexual Orientation	109	150	41	37.6%
Combination of Motivations	115	110	-5	-4.3%
Motivation Not Known	428	422	-6	-1.4%
<b>Total</b>	<b>3968</b>	<b>4265</b>	<b>297</b>	<b>7.5%</b>

The Rochdale Division recorded the largest number (643 or 15.1%) of hate crimes during 2004/05. Meanwhile the Airport recorded the lowest (9 or 0.2%).

As with previous years there were few incidents relating to disability with only 9 across all the forces. This was however a significant increase compared to 2003/04 when only 4 incidents were recorded.

There were 39 incidents of gender hate crime (0.9% of the total), which is a reduction on the previous year when 43 were recorded. The majority of incidents were on the Oldham, North and South Manchester Divisions.

Racist incidents accounted for 3,464 of the 4,265 incidents (81.2%), with an increase in the number of racist incidents on 2003/04 when 3,203 were recorded. The Rochdale Division recorded the majority of racist incidents, 572 of the total 3,464 (16.5%) incidents occurred.

Religious incidents accounted for 71 of the 4,265 total hate crime figures (1.7%) recorded in 2004/05 and this year's figures saw an increase of 5 on the previous year. The majority of incidents occurred on the Salford Division (21 or 29.6%).

There were 150 hate crimes motivated by sexual orientation, therefore a significantly higher figure than the previous year (109). The majority of the incidents in 2004/05 occurred in North Manchester (36 or 24.0%).

There were 110 hate crimes that involved combinations of motivations in 2004/05, this is similar to 2003/04 where 115 were recorded. The majority of incidents occurred on the Salford Division.



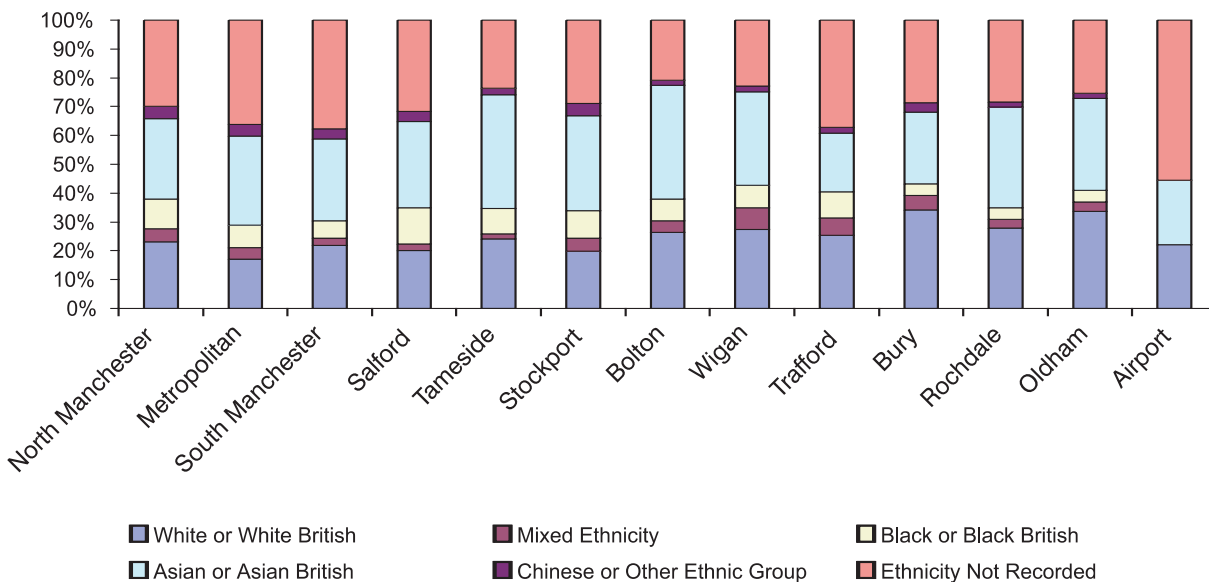
## Hate crimes recorded 2004/2005 by Division and Motivation Type

Division	Disability	Gender	Race	Religion	Sexual Orientation	Combination of Motivations	Motivation Not Known	Total
North Manchester	2	7	366	18	36	11	53	<b>493</b>
Metropolitan	0	3	122	1	6	4	16	<b>152</b>
South Manchester	1	7	333	0	16	14	49	<b>420</b>
Salford	2	1	335	21	11	23	69	<b>462</b>
Tameside	1	2	240	0	15	1	36	<b>295</b>
Stockport	0	3	224	1	8	6	21	<b>263</b>
Bolton	0	1	289	4	12	9	36	<b>351</b>
Wigan	1	3	163	0	11	4	15	<b>197</b>
Trafford	0	1	120	6	4	2	20	<b>153</b>
Bury	2	0	173	12	1	13	19	<b>220</b>
Rochdale	0	3	572	5	20	8	35	<b>643</b>
Oldham	0	8	520	3	10	14	52	<b>607</b>
Airport	0	0	7	0	0	1	1	<b>9</b>
<b>Total</b>	<b>9</b>	<b>39</b>	<b>3464</b>	<b>71</b>	<b>150</b>	<b>110</b>	<b>422</b>	<b>4265</b>
Percentage	0.2%	0.9%	81.2%	1.7%	3.5%	2.6%	9.9%	100.0%

The chart and table below shows the divisional breakdown of recorded hate crimes by self defined victim ethnicity. The majority of hate crime victims were Asian (31.8%) followed by White (25.7%) however ethnicity not recorded was 28.9%.

## Hate Crimes Recorded by Victim Ethnicity and Division

Hate crimes recorded 2004/2005 by division and victim's self defined ethnicity





## Hate Crimes Recorded by Victim Ethnicity and Division

Division	White or White British	Mixed Ethnicity	Black or Black British	Asian or Asian British	Chinese or Other Ethnic Group	Ethnicity Not Recorded	Total
North Manchester	114	22	51	138	21	147	<b>493</b>
Metropolitan	26	6	12	47	6	55	<b>152</b>
South Manchester	92	10	26	119	15	158	<b>420</b>
Salford	93	10	58	139	16	146	<b>462</b>
Tameside	71	5	26	117	6	70	<b>295</b>
Stockport	52	12	25	87	11	76	<b>263</b>
Bolton	93	14	26	139	6	73	<b>351</b>
Wigan	54	15	15	64	4	45	<b>197</b>
Trafford	39	9	14	31	3	57	<b>153</b>
Bury	75	11	9	55	7	63	<b>220</b>
Rochdale	179	20	25	225	12	182	<b>643</b>
Oldham	204	20	25	193	11	154	<b>607</b>
Airport	2	0	0	2	0	5	<b>9</b>
<b>Total</b>	<b>1094</b>	<b>154</b>	<b>312</b>	<b>1356</b>	<b>118</b>	<b>1231</b>	<b>4265</b>
Percentage	25.7%	3.6%	7.3%	31.8%	2.8%	28.9%	100.0%

The remaining data contained in this chapter separates each of the hate crime motivation categories and addresses each one in turn. Less serious wounding features highly (55% of all hate crime) within the crime data for all the hate crime categories. This crime type is an overarching crime categorisation that covers a number of specific crime types, most notably all of the racially or religiously aggravated offences recordable under the Crime and Disorder Act 1998. Racially or religiously aggravated harassment or other wounding accounts for 78.7% of the less serious wounding for all hate crime categories.



## Disability Hate Crime

During the period there were 9 hate crimes by disability, 2 were recorded as criminal damage, 2 were hate incidents and 5 were recorded as less serious wounding.

### Disability Hate Crimes by Crime Type Category



Hate crimes relating to disability were across just three crime type categories, criminal damage (22.2%), hate incidents (22.2%) and less serious wounding (55.6%).

The age categories of victims ranged between 0-15 years through to 51-64 years and included male and female victims. The majority of disability hate crime victims were white (88.9%).

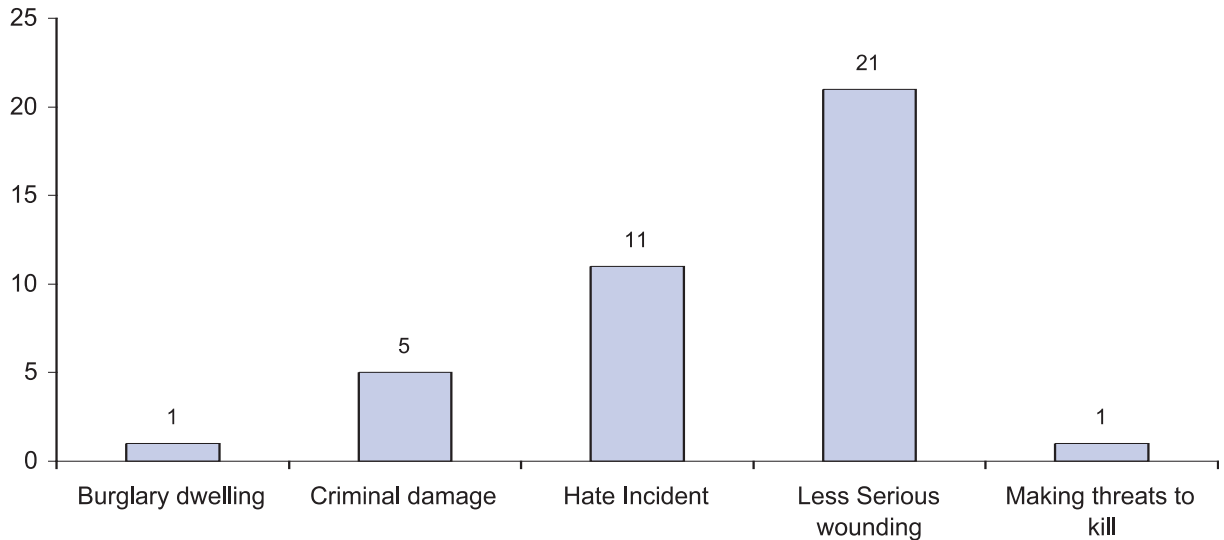
The outcomes of offenders were known in three of the cases, two offenders were charged and one received a public order penalty notice.



## Gender Hate Crime

During the period there were 39 hate crimes against gender a slight decrease compared to 43 in 2003/4. The most common crime type category was less serious wounding (53.8%).

### Gender Hate Crimes by Crime type Category

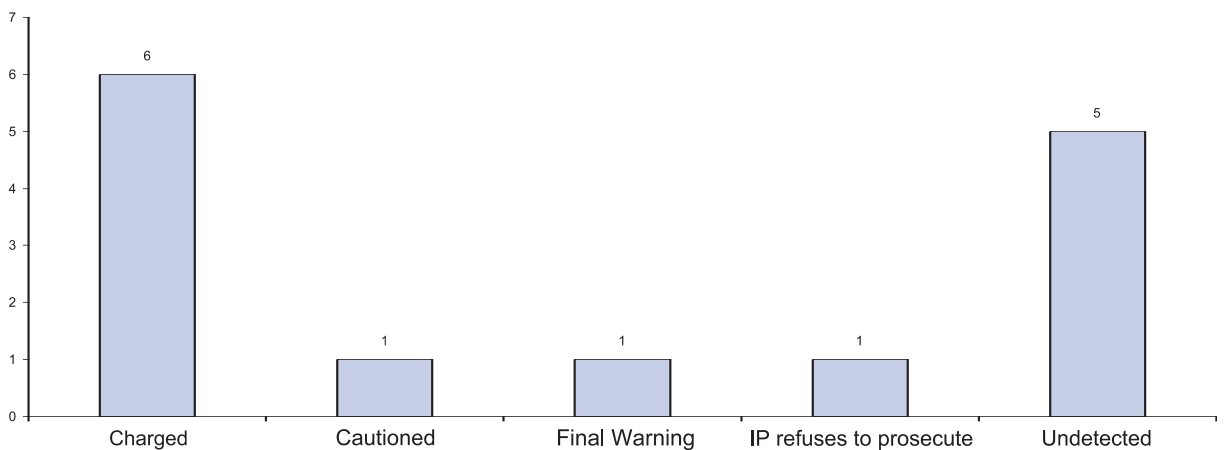


The majority of gender hate crime victims this year were males (64.1%), were in the 36-50 years age category (35.9%), and were White (79.5%).

Where identified, the majority of gender hate crime offenders were aged between 16-25 years (35.7%) and were White (85.7%).

In the majority of gender hate crimes (42.9%) the offenders were charged, with 35.7% of offences remaining undetected.

### Actions taken against Gender Hate Offenders

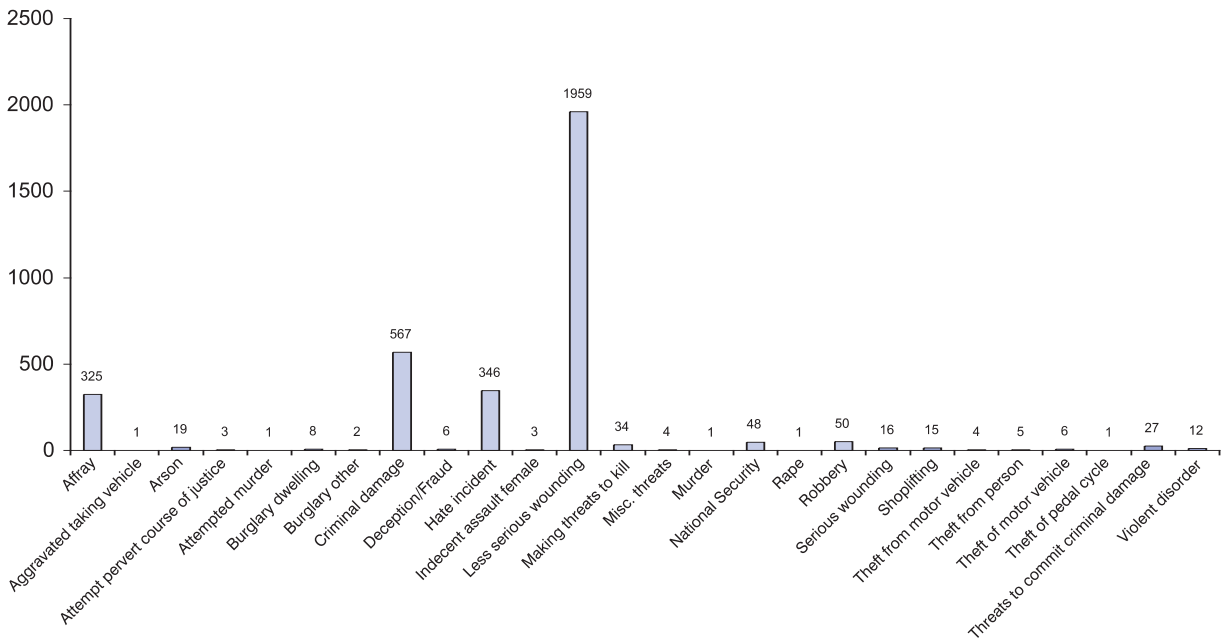




## Race Hate Crime

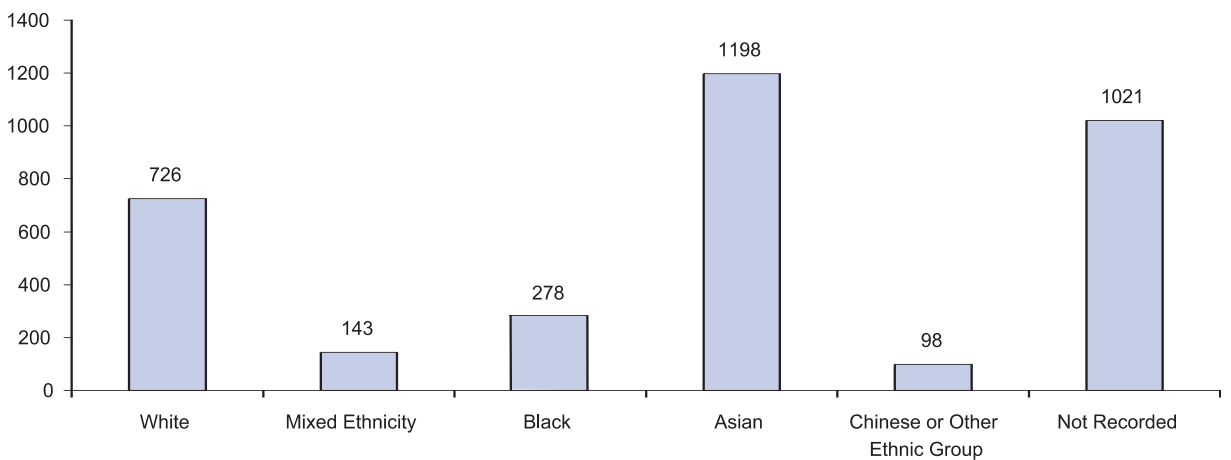
During the period there were 3,464 racially motivated hate crimes. The most common crime type category of race hate crime was less serious wounding, with a total of 1,959 crimes (56.6%). The Rochdale Division recorded the most incidents of this type with 331 (16.9%). The full divisional breakdown can be found in the appendices.

### Race Hate Crime by Crime Type



The majority of race hate crime victims were male (59.4%), aged between 26-35 years (26.5%) and 36-50 years (25.5%), and were Asian (34.6%).

### Ethnicity of Race Hate Crime Victims

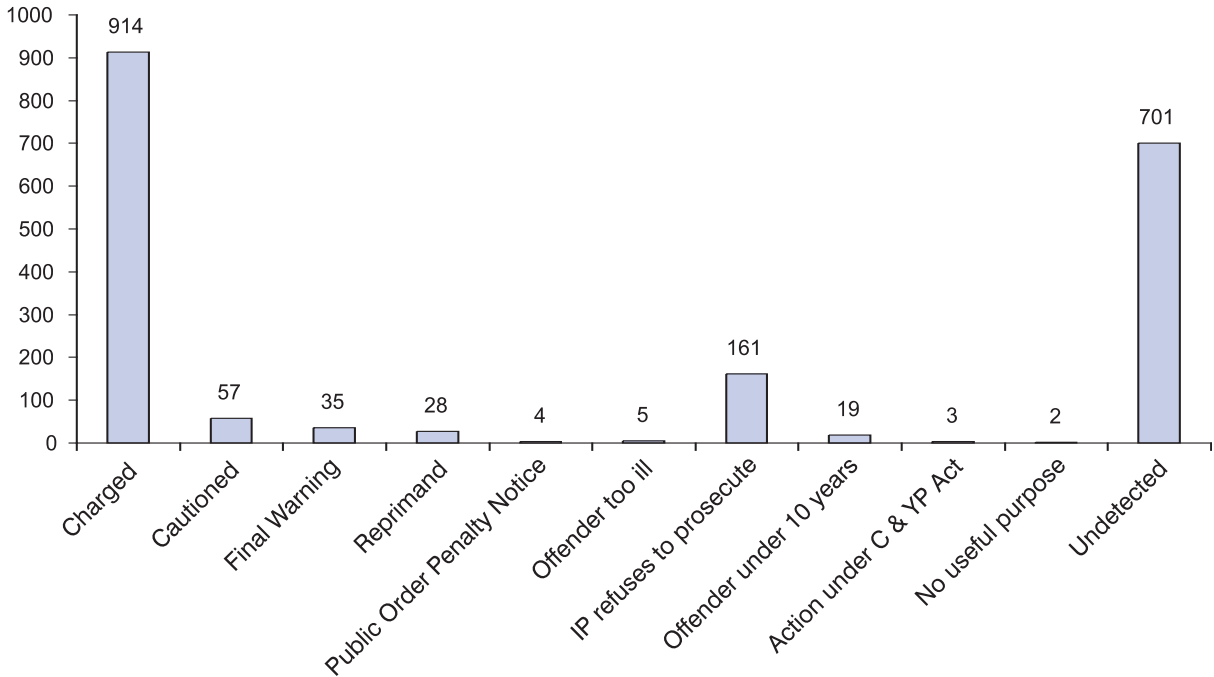


The majority of race hate crime offenders were between 16–25 years (46.1%) and were White (74.5%).



There were 1929 race hate crime offenders identified. Of these, the majority were charged (47.4%).

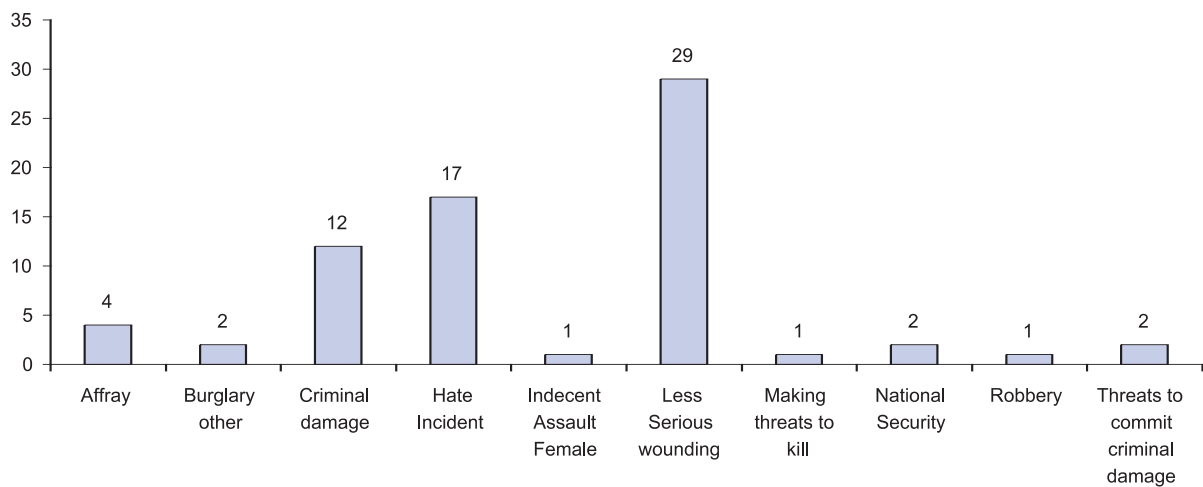
### Action taken against Race Hate Crime Offenders



### Religion Hate Crime

During the period there were 71 religion hate crimes. The most common crime type category of religion hate crime was for less serious wounding (40.8%).

### Religion Hate Crimes by Crime Type



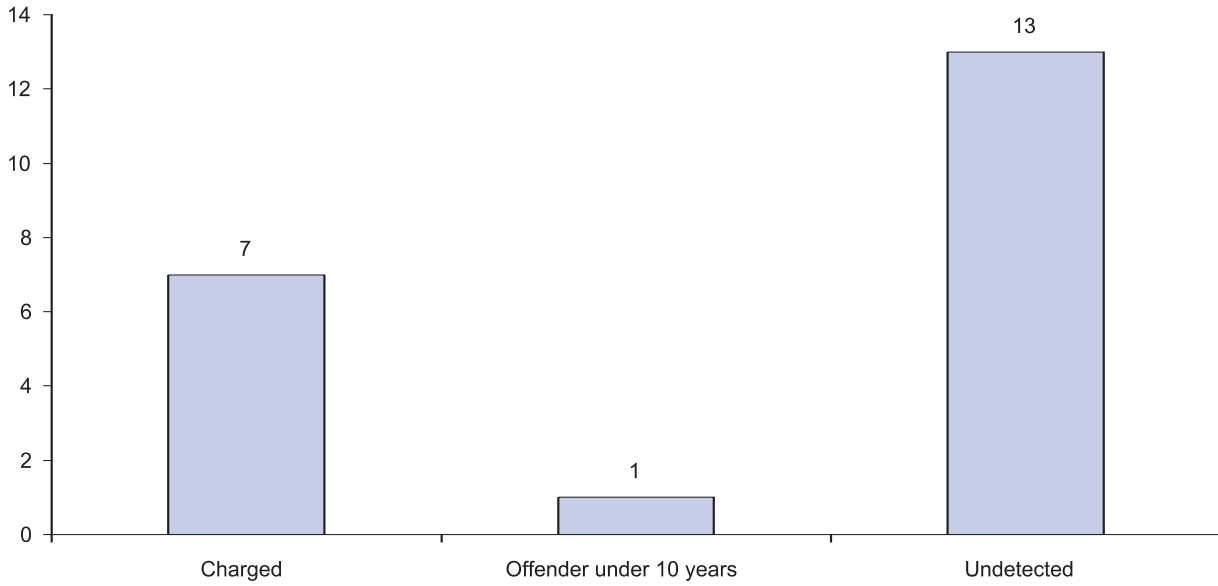
The majority of victims of religious hate crime were male (53.5), aged between 26-35 years (19.7%), and were White (52.1 %).



The majority of religious hate crime offenders were aged between 0-15 years (38.1%), and were white (52.4%).

There were 21 offenders identified, the majority of which were undetected (61.9%) while 33.3% were charged.

### Action taken against Religion Race Hate Crime Offenders



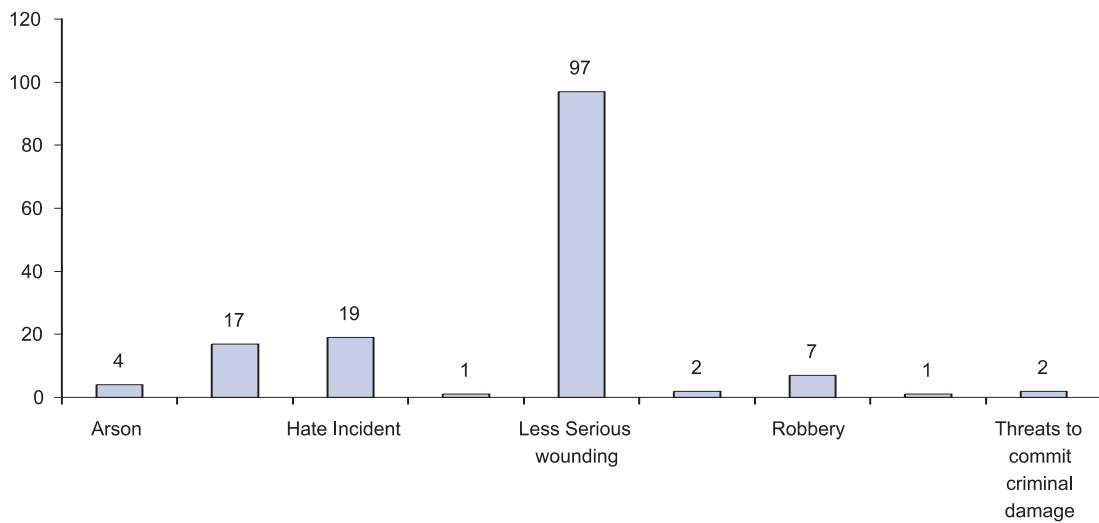


## Sexual Orientation Hate Crime

During the period there were 150 sexual orientation hate crimes. Less serious wounding accounted for 97 of the 150 crimes (64.7%). The North Manchester Division recorded the majority of all the sexual orientation hate crime types 36 (24.0%). The full divisional breakdown is shown in the appendices.

### Sexual Orientation Hate Crime by Crime Type

Sexual Orientation Hate Crimes by crime type category



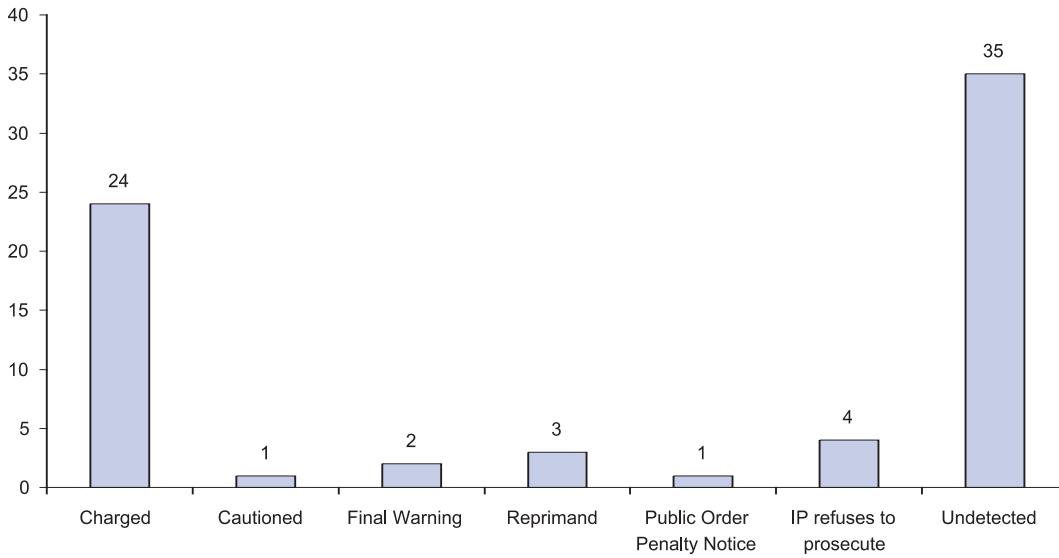
The majority of sexual orientation victims were male (63.3%), aged between 36-50 years (39.3%), and were White (83.3%).

A total of 70 offenders were identified, the majority aged between 16-25 (57.1%), and White (88.6%).

In 2004/05, 50.0% of sexual orientation hate crime offenders went undetected, while 34.3% were charged. This is an improvement on 2003/04 when 44.4% went undetected and only 22.2% were charged.



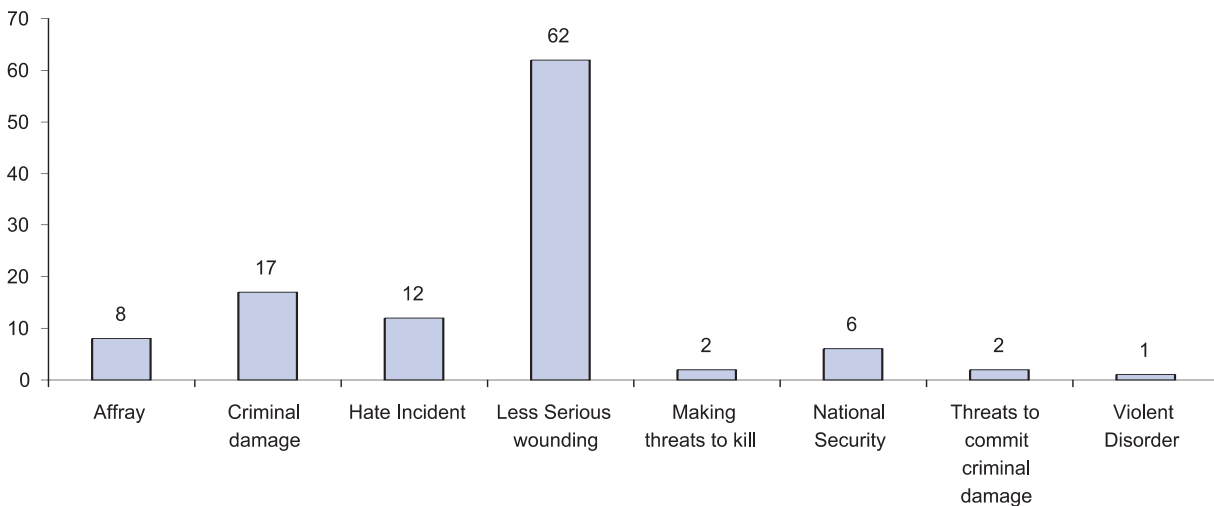
### Action taken against Sexual Orientation Hate Crime Offenders



### Combination of Motivations Hate Crime

These are hate crime cases with more than one specified motivation, and in the majority of these cases are both race and religion motivated. During the period there were 110 hate crimes with a combination of motivations. Less serious wounding accounted for the majority (56.4%).

### Combination of Motivation Hate Crimes by Crime Type



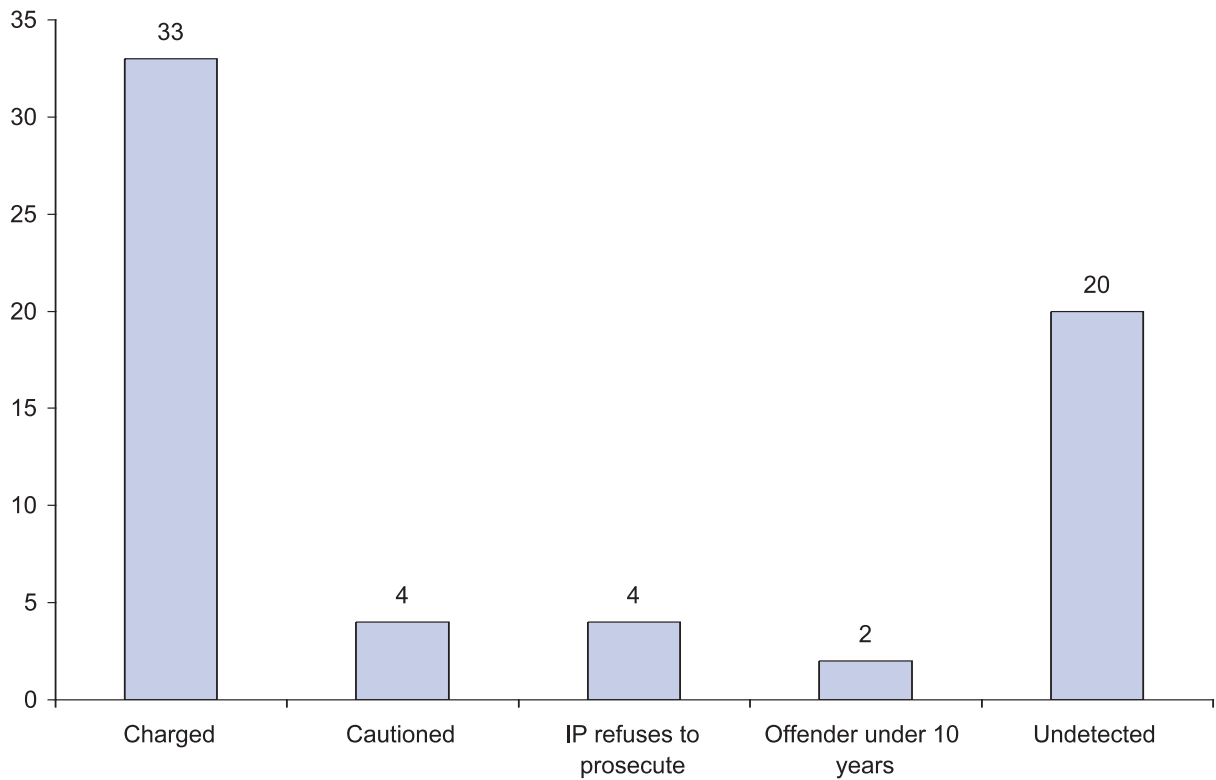
The majority of victims were male (61.8%), aged between 26-35 years (30.9%), and were mainly split across the ethnic groups, White (33.6%), Asian (27.3%) and Not Recorded (32.7%).

The majority of offenders for combination hate crime offences were in the 16–25 years age group (52.4%), and mainly White (65.1%).

Of the 63 offenders identified, the majority (52.4%) were charged.



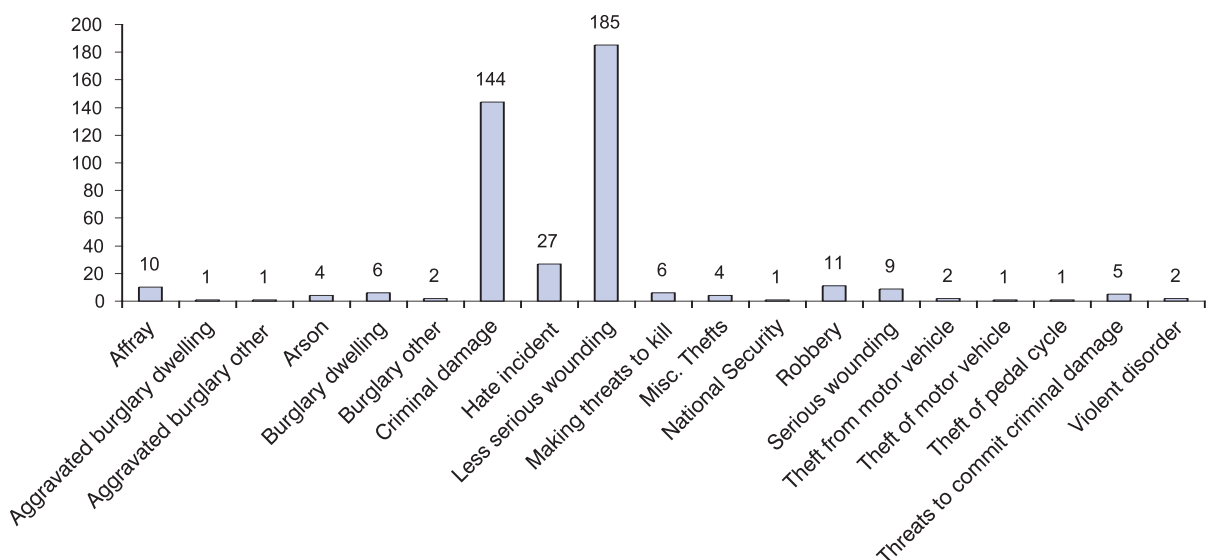
### Action taken against Combination of Motivation Hate Crime Offenders



### Unknown Motivation Type Crime

During 2004/05 there were 422 hate crimes where the motivation was not known. Less serious wounding accounted for the majority (43.8%).

### Unknown Motivation hate Crime by Crime Type



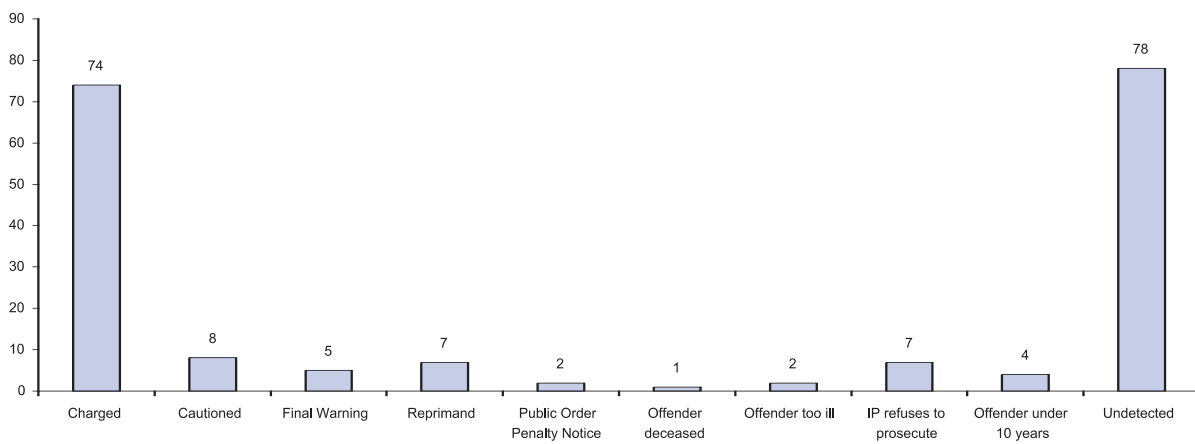


The majority of victims were male (62.3%), were aged between 36-50 years (31.8%) and were mainly of the ethnic groups, White (30.8%), Asian (29.1%) and Not Recorded (27.0%).

The majority of offenders were aged between 16-25 years (43.1%), and were White (77.1%).

There were 188 offenders identified, the majority of which went undetected (41.5%) and 39.4% were charged.

### Action taken against Motivation not known Hate Crime Offenders





# COMPLAINTS AND MISCONDUCTS

Greater Manchester Police works to maintain and enhance the confidence of the public in professional and ethical policing delivered to a high standard. Complaints are important because they help us to understand how our communities see Greater Manchester Police, and what they expect of us. Without this feedback, we miss the opportunity to learn valuable lessons.

Greater Manchester Police wants to be as open and accountable as possible. This chapter includes complaints of racial discrimination as in previous years but has been extended to also include all complaints made.

Complaints are recorded on the Force complaints system in one of three categories. Complaints received from members of the public, internal misconducts that relate to GMP staff (e.g. due to a complaint made by personnel or where a member of staff has misused IT equipment) and a miscellaneous category that is generally used as a 'holding area' for a short time whilst the complaint or misconduct matter is initially being investigated.

Greater Manchester Police always seek to respond properly and deal with complaints quickly, fairly and effectively.

Generally speaking there are two types of complaints, those that relate to conduct issues and those that relate to policy issues.

## **Conduct Complaints**

These complaints relate to a person's individual conduct. The complaint may be concerned with acts, omissions and statements, whether actual, alleged or inferred.

## **Policy Complaints**

These complaints relate to organisational issues such as force policy, procedure, structure and service standards, all of which are intended to shape the way we operate and make decisions.



## Resolution of Complaints

A complaint or misconduct matter can be resolved in a number of ways:

- If a complaint is investigated and **upheld**, appropriate disciplinary action is taken against the individual concerned. The range of sanctions is determined by their terms and conditions of service.
- If a complaint is investigated and **not upheld**, no disciplinary action is taken against the person complained against.
- If a complaint is **successfully** locally resolved, no disciplinary action is taken against the person complained against. No entry is made on his/her personal record. The local resolution process is principally designed to resolve **less serious** conduct issues (those that would not justify criminal proceedings or disciplinary hearings).
- If the local resolution process is **not successful**, the matter is referred to Internal Affairs Branch.

In all cases, the complainant will be informed of the final outcome by Internal Affairs Branch.

We have improved the way that we analyse and present our complaints monitoring data, resulting in better accuracy and more effective scrutiny. However, this new method has resulted in making comparisons to last year's data difficult. It is expected that in next year's report, we will be able to make comprehensive comparisons and will have greater clarity in our analysis of year-on-year changes in complaints.

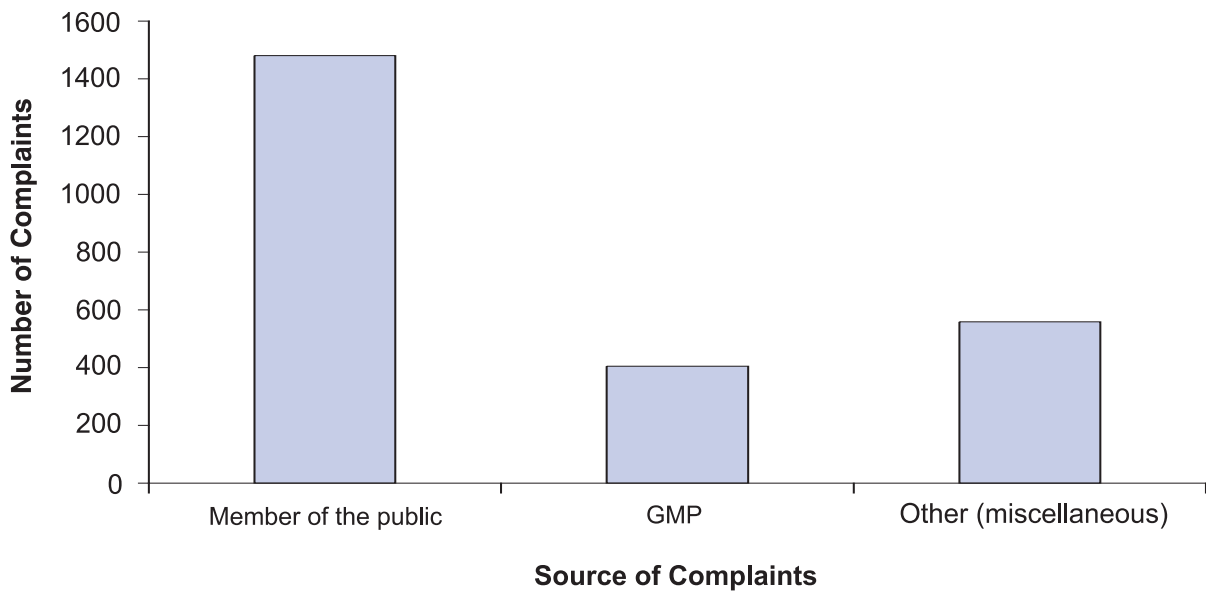


## All complaints and misconduct matters during 2004/2005 (against police officers and police staff)

In 2004/05 a total of 2,445 complaints and misconduct matters occurred.

Of these, 1481 (60.6%) were complaints made by members of the public, 406 (16.6%) were misconduct matters made internally to the Force and 558 (22.8%) were miscellaneous (this can included cases where other Forces may have requested that statements are taken).

### Total complaints and misconduct matters 2004/2005





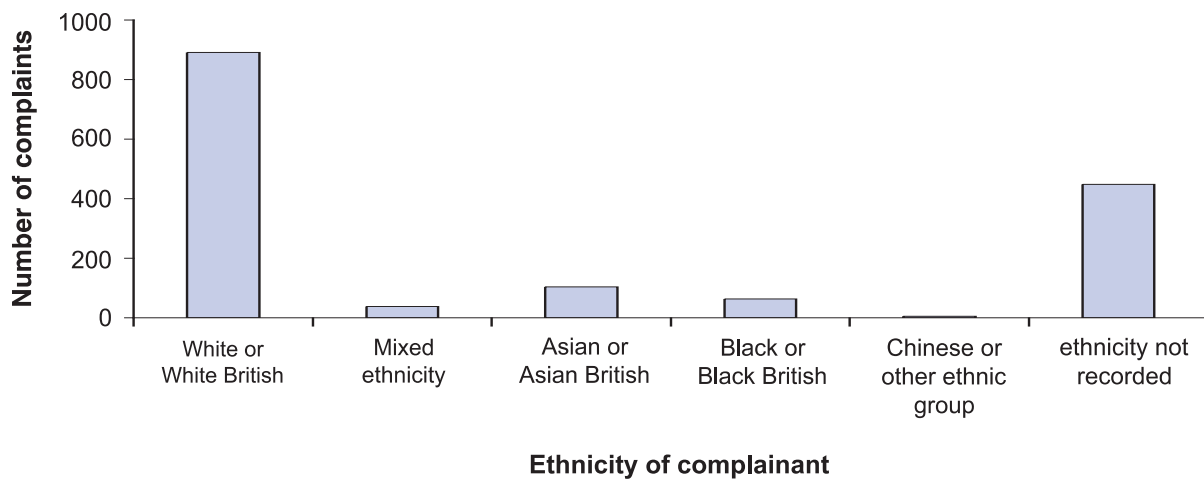
## COMPLAINTS MADE BY MEMBERS OF THE PUBLIC

### Total complaints (against police officers and police staff)

Of the complaints made by members of the public during 2004/2005, 57.5% involved White complainants, 6.7% involved Asian or Asian British complainants, 4.1% involved Black or Black British complainants, 2.5% involved complainants from a Mixed Ethnic background and 0.4% involved complainants from a Chinese or Other Ethnic background.

28.9% of complaints had no ethnicity of the complainant recorded.

### Total complaints by ethnicity of complainant



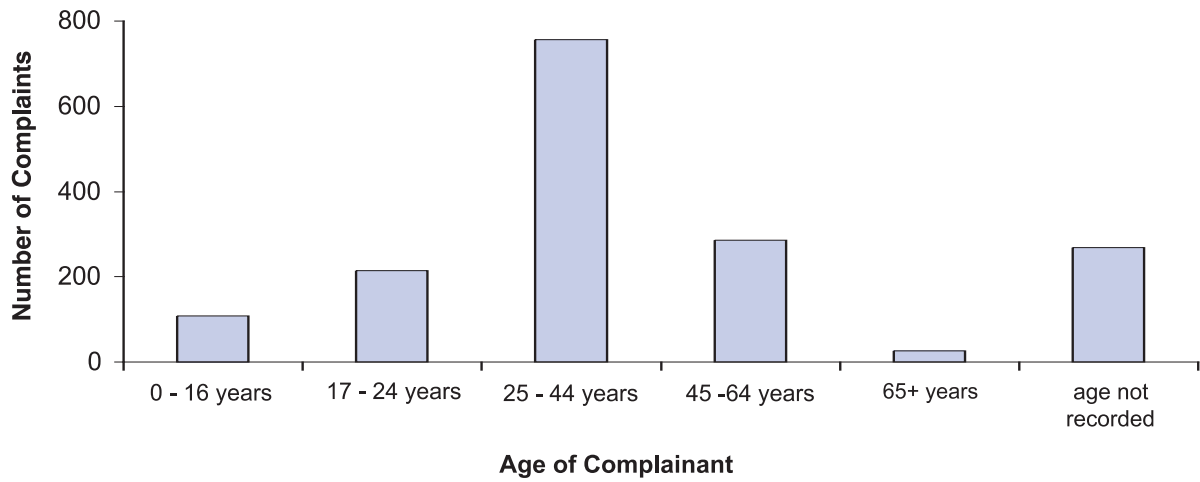
Of the complaints made by members of the public, 65.6% involved male complainants and 34.3% involved female complainants. Two complaints did not have the gender of the complainant recorded.

Of the complaints made by members of the public, 45.6% involved complainants who were aged 25-44, 17.2% involved complainants who were aged 45-64, 12.9% involved complainants who were aged 17-24, 6.5% involved complainants who were aged 16 and below and 1.6% involved complainants who were aged 65 and over.

In 16.2% of complaints from the public the age of the complainant was not recorded.



### Total complaints by age of complainant



### Complaints of racial discrimination (against police officers and police staff)

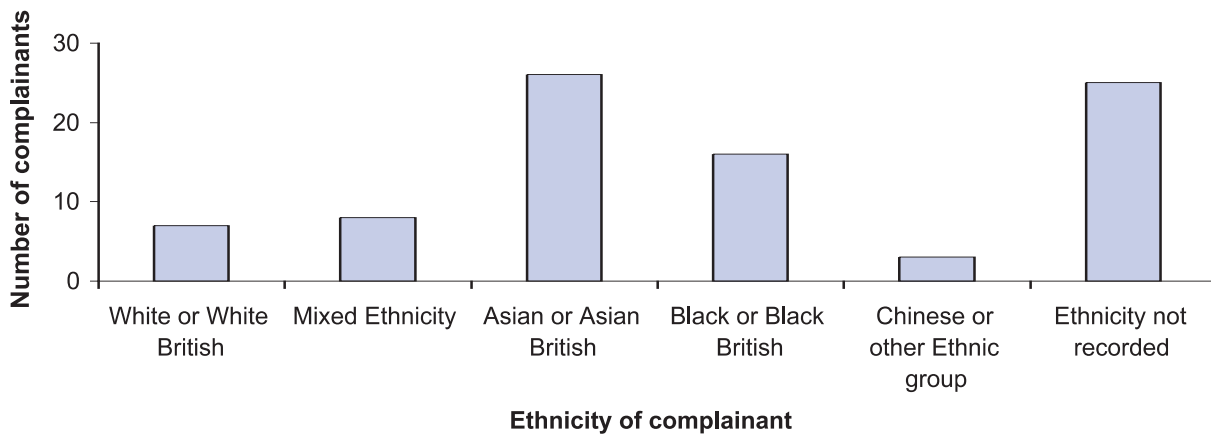
From the 1,481 complaints made by members of the public during 2004/2005, 78 (5.3%) related to an allegation of racial discrimination.

Of the complaints made by members of the public relating to racial discrimination, 30.5% involved Asian or Asian British complainants, 18.8% involved Black or Black British complainants, 9.4% involved complainants from a Mixed ethnic background, 8.2% involved White complainants and 3.5% involved complainants from a Chinese or Other Ethnic background.

29.4% of complaints made by members of the public relating to racial discrimination had no ethnicity of the complainant recorded.



### Complaints of racial discrimination by ethnicity of complainant



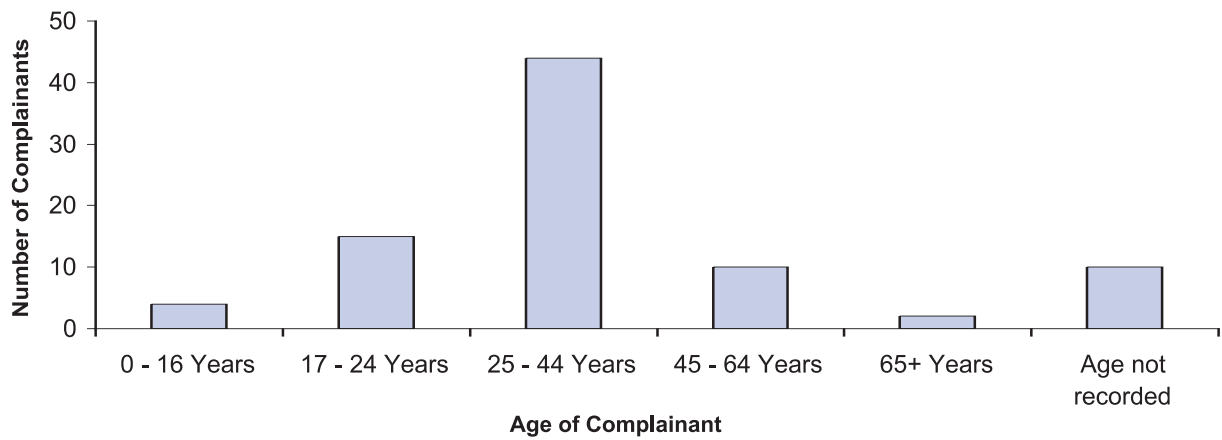
Of the complaints made by members of the public relating to racial discrimination, 75.3% involved male complainants and 24.7% involved female complainants.

Of the complaints made by members of the public that related to racial discrimination, 51.8% involved complainants who were aged 25-44, 17.6% involved complainants who were aged 17-24, 11.8% involved complainants who were aged 45-64, 4.7% involved complainants who were aged 16 and below and 2.4% involved complainants who were aged 65 and over.

In 11.8% of complaints from the public relating to racial discrimination the age of the complainant was not recorded.



### Complaints of racial discrimination by age of complainant



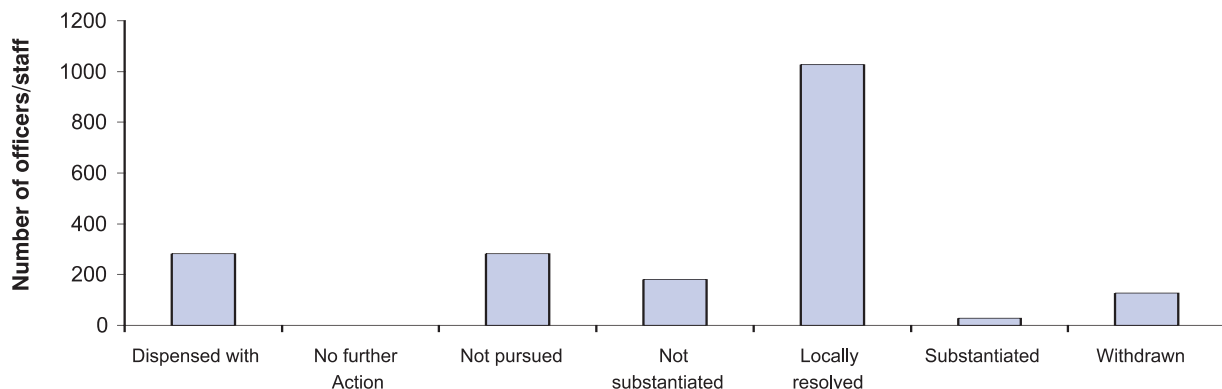
### Outcome of all complaints finalised during 2004/2005

During 2004/05, 1358 cases of complaints made by members of the public were finalised which involved 1926 accused officers and staff.

Of the cases finalised, 53.1% were locally resolved, 14.6% were not pursued, 14.5% were dispensed with, 9.3% were not substantiated, 6.6% were withdrawn and 1.4% were substantiated.

None of the cases finalised had an outcome of 'no further action'.

### Total complaints finalised in 2004/2005



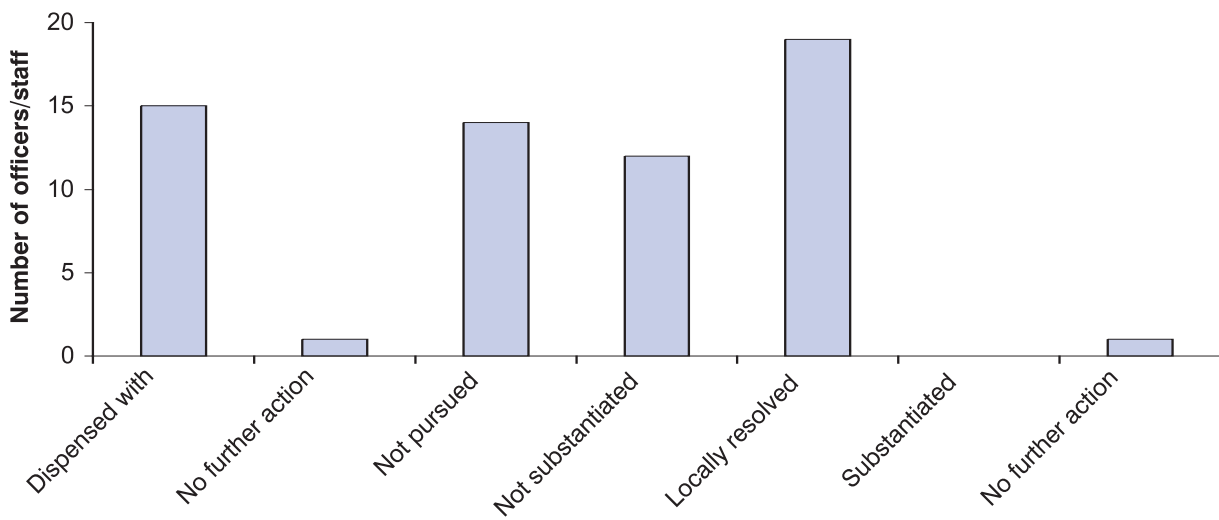


## Outcome of racial discrimination complaints finalised during 2004/2005

62 cases of racial discrimination complaints made by members of the public were finalised during 2004/2005.

Of the cases finalised, 19 (30.6%) were locally resolved, 15 (24.2%) were dispensed with, 14 (22.6%) were not pursued, 12 (19.4%) were not substantiated, 1 (1.6%) was withdrawn and 1 (1.6%) had an outcome of 'no further action'.

### Racial discrimination complaints finalised in 2004/2005





## INTERNAL MISCONDUCT MATTERS

During 2004/2005, 406 internal misconduct matters were recorded against GMP employees.

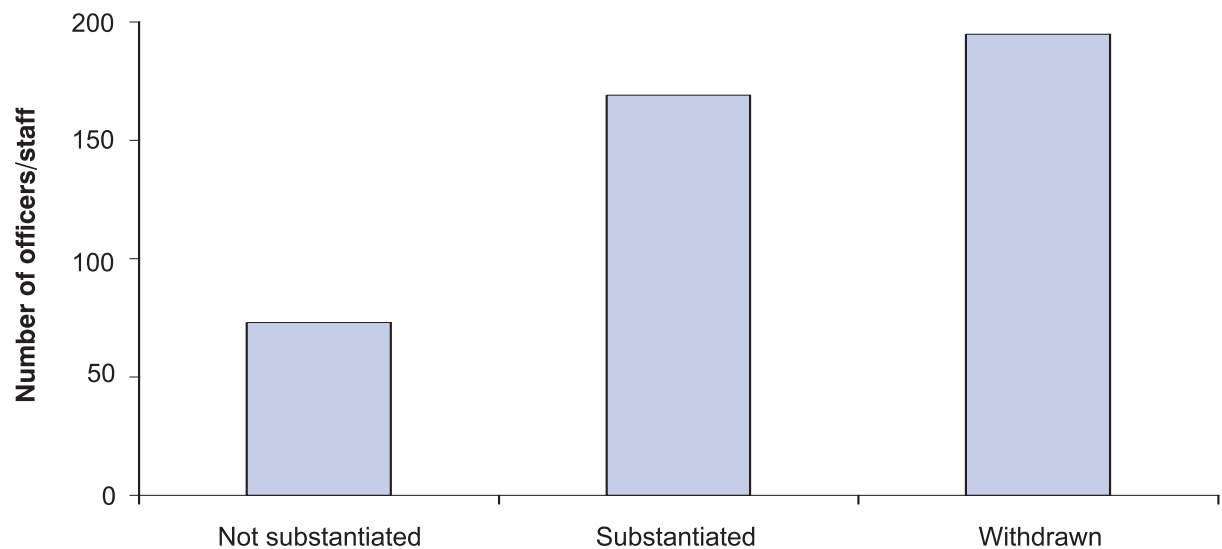
359 (88.4%) of these were against police officers and 47 (11.6%) against police staff. Of the 406 misconducts recorded, 7 (1.8%) were allegations of racial discrimination.

### Outcome of all misconduct matters finalised during 2004/2005

During 2004/05, 379 cases of misconduct were finalised which involved 437 accused officers and staff.

Of the cases finalised, 195 (44.6%) had an outcome of 'no further action', 169 (38.7%) were substantiated and 73 (16.7%) were not substantiated.

### Outcome of all misconduct matters finalised in 2004/2005



### Outcome of racial discrimination misconduct matters finalised during 2004/2005

Seven cases of misconduct relating to racial discrimination were finalised during 2004/2005.

Of the cases finalised, three were not substantiated, two were substantiated and two had an outcome of 'no further action'.



### **Grievances (Police Officers and Police Staff)**

There were 72 grievances made in 2004/05, 44 (61.1%) by Police Officers and 28 (38.9%) by Police Staff.

In total 70 (97.2%) of the aggrieved parties were White and 2 (2.8%) were from a Mixed Ethnic background.

### **Disciplines (Police Staff)**

There were 42 disciplines brought against Police Staff. All disciplines were on White staff, 45.2% were male and 38.1% were on females.

In total, 6 people (14.2%) were given a final oral warning, 17 people (40.5%) were given a written warning, 10 people (24.0%) were given a final written warning, 1 person (2.4%) was dismissed and 8 people (19.0%) resigned during the process.



## EMPLOYMENT

As a result of the Stephen Lawrence Inquiry, in July 1999, the Home Office set targets for minority ethnic staffing levels in all criminal justice agencies. For Greater Manchester Police the Home Office set a target of 7% minority ethnic staff, to be achieved within a 10-year period.

Ethnic monitoring of our employment processes is vital in providing management information to inform and direct change. Under the Race Relations (Amendment) Act 2000 we are required to monitor by ethnic group, the number of:

- Staff in post, and
- Applicants for employment, training and promotion
- Staff that receive training
- Staff that benefit or suffer detriment as a result of performance assessment procedures
- Staff that cease employment.

The ethnicity of our staff is recorded using the self-defined ethnicity codes (16+1 system).

### **Staff in Post**

The information below examines staffing levels by gender and ethnicity for police officers, special constables and police staff, as at 31st March 2005.

The total staffing levels was: 8,167 Police Officers, 380 Special Constables and 4,039 Police Staff, a total workforce of 12,586.

Overall, there are 449 Minority Ethnic personnel which accounts for 3.6% of the workforce.

### **Police Officers**

Of the total Police Officers in post, 6,328 (77.5%) were male and 1,839 (22.5%) were female.

The total number of Minority Ethnic police officers is 304, this is an increase on last year by 32 (11.7%). Of the Minority Ethnic officers 257 were male (4.1% of all male officers) and 47 were female (2.6% of all female officers).

21.7% of the Minority Ethnic police officers are probationers, 76.6% are Constable to Inspector rank and 1.6% are Chief Inspector rank or above.

### **Police Staff**

Of the total Police Staff in post, 1,500 (37.1%) were male and 2,539 (62.9%) were female.

The total number of Minority Ethnic Police Staff in post is 132, this is an increase on last year by 8 (6.5%). Of the Minority Ethnic officers 56 male (3.7% of all male police staff) and 76 female (3.0% of all female police staff).



Of the 4,039 police staff, 182 (4.5%) were disabled. Of these 84 (46.2%) were male and 98 (53.8%) were female.

## **Special Constables**

Of the total Special Constables in post, 245 (64.5%) were male and 135 (35.5%) were female.

The total number of Minority Ethnic Special Constables is 13, this is an increase on last year by 2 (18.2%). There were 9 male (3.7% of all male special constables) and 4 female (3.0% of all female special constables).

## **Applicants for employment (Police Officer)**

The recruitment is an ongoing process, therefore the number of applications is different to the number of appointments made.

In 2004/05 GMP received a total of 200 new application forms. The number of applications is relatively small because of the success of previous recruitment initiatives. This meant that there were already a high number of applicants already in the process and hence only a small number of 'new' applications were accepted during this year. 139 (69.5%) of the application forms received were from males, and 61 (30.5%) were from females.

78 (39.0%) of the applicants were White. People from a minority ethnic background account for 119 (59.5%) of all applications, of these applicants 80 (40.0%) were from an Asian or Asian British background, 19 (9.5%) were from a Mixed ethnic background, 14 (7.0%) were from Black or Black British background and 6 (3.0%) were from a Chinese or Other ethnic background. 3 applicant did not state their ethnic origin.

10 applications were rejected on medical grounds. White people accounted for 60% and Asian or Asian British people accounted for 40% of all people rejected for this reason.

54 people failed the assessment centre process, 42 (77.8%) were male and 12 (22.2%) were female. 36 (66.7%) of people that failed at this stage were White, 17 (31.5%) of people were from an Asian or Asian British background. One person from a mixed ethnic background failed.

233 new entrants were appointed. 202 (86.7%) were White, 15 (6.4%) were Asian or Asian British, 9 (3.7%) were from a Mixed ethnic background and 4 (1.7%) were from a Black or Black British background, 3 (1.3%) were from a Chinese or Other ethnic group.



## **Applicants for employment (Police Staff)**

In 2004/05 6,057 people applied for Police Staff roles within GMP. 371 (6.1%) of these applications were from a minority ethnic background and 127 (2.1%) identified themselves as disabled. There were more female applicant (66.7%) than male.

In total 1818 people were interviewed. 106 (5.8%) of interviewees were from a minority ethnic background and 33 interviewees (1.8%) were disabled.

486 people were appointed. 21 (4.3%) of those appointed were from a minority ethnic background, and 5 (1.0%) were disabled.

Full details of recruitment can be found in the appendix, including the figures by Grade.

## **Staff that receive training**

The information in this section relates only to the cases where the application for training was successful.

In total there were 31,723 successful applications for Specialist training. Of these 30,401 (95.8%) applicants were White, and 1322 (4.2%) were from a minority ethnic background.

## **Applicants for promotion**

The information in this section relates only to police officers going through an assessment centre process. There is no promotion system in place for police staff.

There were 163 officers attending live assessment for promotion to Sergeant. Of which there were 9 (5.5%) candidates from a minority ethnic background. 7 (77.8%) of the minority ethnic candidates were successful, compared to 73% of White candidates. 31 (19.0%) female officers attended, of which 25 (81.0%) were successful.

There were 86 officers attending live assessment for promotion to Inspector. Of which there were 2 candidates from a minority ethnic background. 100% of the minority ethnic candidates were successful, compared to 67% of White applicants. 17 (19.8%) female officers attended, of which 15 (88%) were successful.

There were 34 officers attending live assessment for promotion to Chief Inspector. Of which there were no applicant from a minority ethnic background. 4 (11.8%) female officers attended, of which 2 (50%) were successful, compared to 60% success for male officers.

There were 24 officers attending live assessment for promotion to Superintendent. Of these none were from a minority ethnic background. 1 female officer attended but was unsuccessful.



There were 13 officers attending live assessment for promotion to Chief Superintendent. Of these none were from a minority ethnic background. 3 (23%) females attended, of which 2 (67%) were successful, compared to 60% success for Male officers.

## **Performance Appraisal Procedures**

Performance Appraisal has only recently been introduced in GMP, and it was only by November 2004 that all staff had an appraisal conducted under this new system.

An initial quality assurance exercise has been completed and appraisals will be monitored via the computer system used to monitor all aspects of Human Resources functions. This will allow us to monitor the fairness and consistency of the appraisal process. This is still under development at the time of publication.

## **Staff that cease employment (Police Officers)**

In the period 1st April 2004 to 31st March 2005 a total of 358 Police Officers ceased employment. Of these 351 officers (98%) were White and 7 officers (2%) were from a Minority Ethnic background. 59 officers (16.5%) were female and 299 (83.5%) were male.

164 officers (45.8%) retired from the force after over 10 years of service. 5 officers were dismissed from the force, all of these officers were White.

171 officers (47.7%) voluntarily resigned or transferred. Of these 5 officers (3.5%) were from a minority ethnic background.

Other reasons for leaving was medical retirement (14 officers) or that the officer has passed away (4 officers).

## **Staff that cease employment (Police Staff)**

376 Police Staff left GMP in 2004/05. Of these 10 (2.7%) were from a minority ethnic background. 136 employees (36.2%) that left were male and 240 employees (63.8%) were female.

275 of all Police Staff that left, voluntarily resigned, of these 7 (2.5%) were from a minority ethnic background.

7 members of Police Staff were dismissed, all were White males.

## **Staff that cease service (Special Constabulary)**

88 Special Constables left GMP in 2004/05, of these 3 (3.4%) were from a minority ethnic background. All Special Constables voluntarily resigned.



# CUSTOMER SATISFACTION SURVEYS

In April 2004, quality of service surveys were introduced by the Home Office as part of the development of Policing Performance Assessment Framework (PPAF), to ensure forces are listening and responding to the views of those who call on the services of the police, with the overall aim of improving the services provided.

The surveys are distributed continually throughout the year. The results presented here are for victims of domestic burglary, violent crime, vehicle crime, racist incidents and those people involved in a Road Traffic Collision (RTC) across the force, who were surveyed between April 2004 and March 2005.

All of the surveys captured the ethnicity of the respondents. The figures reported below show a comparison of satisfaction (which refers to respondents who were fairly, very or completely satisfied) for white users and users from minority ethnic groups with respect to the overall service provided by the police. Figures reporting the number of respondents who were satisfied for each of the ethnic groups (16+1) are contained within the appendices.

Please note, in some cases the number of minority ethnic respondents is small and therefore the results must be viewed with caution.

In some cases, respondents did not answer particular questions or stated 'don't know' or 'not applicable'. When analysing the results, these responses have been excluded.

## Domestic Burglary Survey

<b>Satisfaction with overall service – victims of burglary</b>			
	Number of respondents	Number satisfied	Percentage satisfied
White	2864	2549	89.0%
Minority Ethnic	240	188	78.3%

## Racist Incidents Survey

<b>Satisfaction with overall service – victims of racist incidents</b>			
	Number of respondents	Number satisfied	Percentage satisfied
White	58	40	69.0%
Minority Ethnic	134	87	64.9%



## Road Traffic Collision Survey

<b>Satisfaction with overall service – people involved in a road traffic collision</b>			
	Number of respondents	Number satisfied	Percentage satisfied
White	866	736	85.0%
Minority Ethnic	111	91	82.0%

## Vehicle Crime Survey

<b>Satisfaction with overall service – victims of vehicle crime</b>			
	Number of respondents	Number satisfied	Percentage satisfied
White	2790	1907	68.3%
Minority Ethnic	273	177	64.8%

## Violent Crime Survey

<b>Satisfaction with overall service – victims of violent crime</b>			
	Number of respondents	Number satisfied	Percentage satisfied
White	1326	970	73.2%
Minority Ethnic	202	135	66.8%

All of the surveys show that Minority Ethnic respondents were less likely than the White respondents to be satisfied with the service received. The greatest difference is seen in the victims of burglary.

Although not all of the surveys are the same as last year due to the changes introduced by the Home Office, some comparisons can be made.

The overall satisfaction rate for both White and Minority Ethnic respondents has increased in 2004/05 for victims of burglary and racist incidents. However, the satisfaction rate for both White and Minority Ethnic respondents has decreased in 2004/05 for people involved in road traffic collisions and victims of violent crime.



## UPDATES ON RECOMMENDATIONS 2003/04

### **1. The RES Monitoring Group to complete further scrutiny of the data and identify actions, the outcomes published in the 2004/05 report.**

The creation of the Diversity Command has superseded this action. A 'Diversity Performance Bulletin' is now under development within the Diversity Command. This bulletin will be released at regular intervals and will be scrutinised by specific strategic boards (this board structure is under review and the exact board is not known) and the Greater Manchester Police Authority.

### **2. Publish a review of the Race Equality Scheme within this report for 2004/05, including specific detail on the results of impact assessment.**

This report has been enhanced this year to include a chapter on RES progress and the Race Equality Scheme itself has been re-written and will be re-published soon.

### **3. Conduct a full review of all current 'ethnic monitoring' policy and practice with a view to developing a 'Diversity Monitoring' policy.**

A 'Diversity Monitoring' policy has not yet been delivered due to the strategic developments that have taken place, namely the creation of the Diversity Command. The Diversity Command will have a significant impact on Diversity data (ownership, development, provision and scrutiny of) therefore it was felt that the policy needed to be developed once the Diversity Command was in place (2005/06).

### **4. Monitor the level of 'not stated' records being submitted for all monitoring areas and if appropriate; consider ways of reducing 'not stated' ethnicity records.**

Levels of 'not stated' and missing data for ethnicity are now being monitored within the Diversity Command and areas for improvement for divisions identified via the GRIP (Greater Manchester Review to Improve Performance) in relation to recording of ethnicity on stop and search/stop and account forms and crime reports. It is intended that we will build on this activity.

### **5. Ensure appropriate monitoring mechanisms are delivered to meet the requirements of Recommendation 61.**

A sophisticated database has been designed to capture information on stop and search/stop and account under Recommendation 61. The system allows for detailed searching and scrutiny at local level and highly flexible analysis at corporate level. The delivery of reporting requirements for forcewide use remains outstanding and is under development at the time of publication. This data is now included within the Diversity Command Performance Bulletin.



**6. Improve the quality of the monitoring data available for those detained in custody.**

This action remains outstanding and is a task for the Performance Analysis and Data Development team are taking on board.

**7. Facilitate more detailed analysis of the primary crime category in hate crime cases.**

The analysis capability has been improved with additional fields for analysis made available. This impacted from October 2005 onwards and data reliability is being tested.

**8. Instigate procedures to reduce the number of 'old' road traffic forms in circulation within the force.**

This action is no longer a priority. Efforts have been focussed rather on scoping of the development of electronic data processing and monitoring procedures to provide meaningful analysis. This issue will be incorporated into the preparatory stages of the delivery of the new system.

**9. Enhance the scope and detail of the data published on complaints for 2004/05 publication.**

This year's chapter on Complaints and Misconducts has been greatly extended to include all complaints by ethnicity in addition to complaints regarding racial discrimination.

**10. Appraisal monitoring information developed for 2004/05 publication.**

A quality assurance exercise of appraisal data was conducted, involving a significant sample of data. The development of full monitoring processes is underway, but incomplete at this time.

**11. Further analysis to be conducted on the reason for differing levels of customer satisfaction.**

A more detailed analysis was undertaken and no significant variations or identifiable trends within specific ethnic groups were established.



## CONCLUSIONS AND RECOMMENDATIONS

The 'Summary and Main Findings' Chapter deals with the key findings from the analysis of the monitoring data available. The conclusions below are focussed upon what developmental issues emanate from the monitoring and analysis shown in each chapter and what actions need to be taken to resolve some of those identified issues.

The external feedback on the format of the document last year was very positive and we have not sought to make any changes to the format this year. However, one of the tasks identified for the Diversity Command (as reflected within the recommendations) is to review and where necessary improve upon our diversity monitoring processes. There is a need for some improved policy direction on this matter, but in addition to that we need to ensure that we are monitoring those areas of our service delivery and internal functions relevant to the areas of diversity they may impact upon. Most of these developments will naturally fall out of the schemes/strategies that will be written in response to the introduction of legislation and/or national guidance on other areas of diversity.

Once again we have been able to include the progress that has been made by the Force through the Race Equality Scheme. The Race Equality Scheme itself has been rewritten and released very recently and the chapter here incorporates those changes. It also details some of the achievements the Force has made.

**Recommendation One:** Conduct a review of diversity monitoring data and monitoring processes to identify strengths and areas for development.

**Recommendation Two:** Develop and release 'Diversity Monitoring Policy' to replace the 'Ethnic Monitoring Policy' and incorporate the '16+1 Policy'.

**Recommendation Three:** To review and revise the publication processes for diversity monitoring data.

**Recommendation Four:** Incorporate the achievements made through the local Diversity Action Groups held on each division into the 2005/06 publication.

**Recommendation Five:** Provide a summary of the performance issues identified and tackled within the GRIP process, including resulting performance improvements.