



Race and Diversity Monitoring Report

A Report for the Community

2003/2004



Greater Manchester
POLICE

Fighting crime, protecting people



Foreword

I am pleased to be in a position to publish such an extensive monitoring report for the community for 2003/04. I want to be completely open about the information we collect and what it shows about the Force. I hope that the communities of Greater Manchester will feel happier in the knowledge that we are actively and robustly monitoring and scrutinising how we do business. I want the information contained in this report to generate greater confidence in our ability to deliver a service that wholly meets the needs of our diverse community.

I have also recently released a greatly improved Race Equality Scheme that, once again, explicitly states my commitment to anti-racism, fairness and equality. This monitoring report is an extension to the Race Equality Scheme and has been enhanced this year to meet our obligations to monitor and publish information on race and diversity.

I have established new structures within the Force to allow me to drive progress more effectively in relation to race and diversity issues. I will ensure that those mechanisms make effective use of the monitoring information published in this report to identify and deliver real change for the organisation. I also want to use this report to encourage greater support from our communities in our fight against inequality and unfairness of all kinds, both inside and outside the force. We must tackle this together.

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 2003 to 31 March 2004.

The report has been extended this year to include additional information on strategic developments and local good practice within the force.

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

Strategic Developments

The Force has established the Respect Programme to examine the Force's position on diversity, and ensure that GMP respects and responds to the needs of the diverse communities of Greater Manchester and the diverse workforce of GMP, looking specifically at the areas of:

Community Consultation

Training

Understanding Diversity in GMP

Probationers

Complaints

Stop and Search

Supervisory Intervention

The Force Race Equality Scheme has been redeveloped following formal investigation by the Commission for Racial Equality and contains improvement in the two key areas, (i) training staff on the duties under the Race Relations (Amendment Act) 2000, and (ii) impact assessment of policies.

Good Practice Case Studies

This chapter contains a select few of some of the good practice examples that exist locally, for example on hate crime training, advisory groups, community consultation and many others.

A summary of the results of the monitoring information available for each area is outlined below.

Stop and Search

There was a 12.5% decrease in the overall number of stop searches recorded during 2003/04 compared to 2002/03. This represents 8,135 fewer searches. The reduction in searching activity is expected because of the reduction in recorded crime during 2003/04. The force experienced a reduction in crime overall of 3.1%, but specifically the some of the crime types that have most relevance to stop and search activity reduced considerably during 2003/04. Robbery reduced by 14.9%, burglary dwelling reduced by 10.9% and vehicle crime by 11.9%.

Police Criminal Evidence Act (PACE) searches decreased for White, Mixed Ethnic and Chinese or Other Ethnic groups by 3.9%, 1.7% and 4.8%. Asian or Asian British searches increased by 2.6% and Black or Black British by 18.3%. Searches where ethnicity was Not Stated decreased by 26.7%. The increase (2002/03 to 2003/04) in Black or Black British searches (18.3%) is based on the number recorded under 16+1 self defined ethnicity. If you make a comparison on the basis of 6+1 officer defined ethnicity, the increase is only 1.4%. This is because during 2002/03 there were a large number of individuals recorded by the officer (under 6+1) as Black, but these



individuals chose not to state their ethnicity under the 16+1 classification system resulting in an under count of Black searches. This has not been the case during 2003/04 and more individuals who were defined as Black by the officer (under 6+1), self defined as Black or Black British under the 16+1 classification system. The 2003/04 16+1 data is merely a more accurate reflection of the ethnic mix of searches.

The overall arrest rate for PACE stop searches during 2003/04 was 8.6% (slightly lower than last years 9.1%).

Minority Ethnic people were 1.8 times more likely than White people to be searched under PACE, a slight increase on last years 1.5 times more likely.

The Criminal Justice and Public Order Act searches saw an overall decrease; this was reflected in Black or Black British people searched decreasing by 38.6%, people from Mixed ethnic background decreasing by 24.9% and people from Asian or Asian British background decreasing by 17.4%. However searching of White people increased by 14.6% and Chinese and Other ethnic background increased by 14.7%.

Due to the preventative nature of the search powers, the overall arrest rate for CJPOA stop searches during 2003/04 was 2.5% (slightly lower than last years 2.8%).

Prevention of Terrorism Act

PTA searches increased across every ethnic group – White 100%, Mixed 100%, Black or Black British 193.3%, Asian 141.2%, and Chinese or Other ethnic group 188.9%.

Homicides

There was a 5.8% increase in the number of homicides recorded during 2003/04 (55 during 2003/04 compared to 52 in the previous year). Victims who were White increased by 4.8%, while Black and Asian victims decreased by 25% and 50%. Victims whose ethnicity was Not Known increased by 75%.

In the majority of White homicide cases (81.8%) the principal suspects were also White, while for Black homicide victims, the principal suspects were either Black, Asian or No Suspect was identified (33.3% each). In all Asian homicides No Suspect was identified.

The most common method of killing remains 'Stabbing with a Sharp Instrument' which accounted for over a quarter (28.5%) of all homicides. Black homicide victims were most likely to be killed as a result of 'Shootings' (61.9% of all Black homicides).

Arrest & Caution

There were 104,523 arrests recorded during 2003/04, with 83.3% of White detainees, 6.2% of Asian or Asian British detainees, and 4.8% of Black or Black British detainees.

The majority (82.7%) of detainees were male, which was seen across all ethnic groups except Asian or Asian British where males represented 92.5% of detainees.

Hate Crime

During 2003/04 there were 3,968 reports of hate crimes, the majority of which were for less serious wounding (62.9%).



The largest number of hate crimes were racially motivated, with 3,203 (80.7%) occurring in total. This is an increase of 7.8% (233) on last year, when 2,970 racist incidents were recorded. Increases in recorded hate crime were also seen for sexual orientation hate crime (14 or 14.7%) and combination of motivations hate crime (15 or 15.0%). All other categories decreased, although numerically the numbers were very small.

The majority of all hate crime victims were male (59.8%), aged between 26 and 50 years (50.2%), and were Asian (36.4%).

There were slight variances on the ethnicity of the victims of different types of hate crime – disability victims were either Unknown or White (50.0% each), gender victims were White (76.6%), race victims were Asian (39.3%), religion victims were White (57.6%), sexual orientation victims were White (86.2%), combination of motivation victims were Asian (30.4%) and victims where the motivation was unknown were White (31.8%).

Where identified, the majority of hate crime offenders were aged 16-25 years (41.3%), and were White (70.5%). The only variance to this was for offenders of disability hate crimes who were age 10-15 years.

A total of 2,129 offenders were identified, of which the majority (41.1%) were charged.

Road Traffic

During the period a total of 3,237 Vehicle Defect Retification Scheme (VDRS) forms were issued. 1,083 old forms (33.5%) containing only Officer Defined ethnicity (4+1), and 2,154 new forms (66.5%) containing Self Defined ethnicity (16+1).

The majority of Vehicle Defect Retification Scheme (VDRS) forms were issued to White people (67.9% of old forms, and 65.4% of new forms).

During the period a total of 63,680 Home Office Road Traffic (HORT1) forms were issued. 24,761 old forms (38.9%) containing only Officer Defined ethnicity (4+1), and 28,919 new forms (61.1%) containing Self Defined ethnicity (16+1).

The majority of HORT1 forms were issued to White people (69.4% of old forms, and 66.1% of new forms).

Complaints, Disciplines and Grievances

The number of complaints against police officers received from the public during 2003/04 was 1,533. Of these, 91 (5.9%) were for racial discrimination. This is an increase of 71.7% on last year.

The majority of investigations into accusations of racial discrimination (36.2%) were Not Substantiated.

There were 5 racial discrimination complaints made against support staff, all of which were resolved by disciplinary procedures.

There were 78 grievances made during 2003/04, 54.5% against police officers, and 45.5% against support staff. 94.9% of aggrieved parties were White.



There were 33 discipline procedures brought against police officers, of which the majority (84.8%) were White, and 24 discipline procedures against support staff, all of whom were White.

Employment

The total number of Minority Ethnic police officers is 272 at 31st March 2004, which represents 3.2% of the total workforce, or an additional 36 officers (3.3%) than the previous year.

The total number of Minority Ethnic support staff is 124 at 31st March 2004,, or an additional 25 staff (2.8%) than the previous year.

There was a total of 11 Minority Ethnic special constables at 31st March 2004, or one more (10.0%) than the previous year.

Customer Satisfaction Surveys

When surveyed, the proportion of Minority Ethnic respondents who were satisfied with

- the police in general,
- with the initial response to their crime,
- with the overall response to their crime,
- with the time taken to answer their 999 call,
- with the initial response to their burglary,
- with the initial response to their violent crime,
- and with the service received at the scene of their accident was less than that of White respondents.

However, the proportion of Minority Ethnic respondents who were satisfied with the police when dealing with their incident was higher than that of White respondents.



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 a 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 (Amended) 2002/05 (see specific update in Strategic Developments Chapter).

Greater Manchester Police have published a full report on Section 95 monitoring data for the last four years; this report is the fifth annual publication and covers the period 1 April 2003 to 31 March 2004. 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 (5+1).

The report is extended this year to include the additional requirements emanating from the recently revised Force Race Equality Scheme (Amended) 2002/05. Further enhancements have been made following internal and external feedback. The format of the report has changed this year to achieve a number of goals: -

- i) To make the report more user friendly and easier to read
The volume and detail of the data in the main body of the report has been reduced and more graphical representation has been provided. All data tables appear in full in the appendices.
- ii) To provide information on good practice and good news
Good Practice Case Study Chapter added to the report.
- iii) To provide information on strategic developments relevant to race and diversity
Strategic Developments Chapter added to the report.
- iv) To provide extended data on specific monitoring areas to meet new requirements under the RR(A)A 2000
Key chapters have been added and/or extended.

The findings from the report will be scrutinised internally by the Race Equality Scheme Monitoring Group and externally by the Force Policy Advisory Committee on Race Issues 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 Respect Programme

A stated intention of the Chief Constable has been to conduct an examination of the Force position with regard to the issue of diversity. The BBC's October Broadcast "The Secret Policeman" hastened the conduct of this inquiry.

The Respect Programme was established in January 2004. It is a new initiative that will ensure that GMP is an organisation that respects and responds to the needs of the diverse communities of Greater Manchester and diverse workforce of GMP.

A project team is currently examining GMP's current position with regard to diversity issues and in doing so will re-examine the work of Operation Catalyst (GMP's response to the MacPherson Inquiry into the death of Stephen Lawrence) and will also consider issues raised by "The Secret Policeman".

A Programme Board to direct and shape the work of the Respect Programme has been established. It is chaired by the Deputy Chief Constable, Alan Green, and whilst it includes key representatives from within the Force, independent community representatives form a significant majority of the board membership. The board is empowered to direct the programme and to make recommendations to Force Command.

We would welcome the views of any member of the public about the BBC documentary, the Respect Programme or any feedback regarding how GMP can succeed in its aim of becoming an actively anti-discriminatory organisation and fulfilling GMP's new Diversity Promise:

Diversity Promise

Greater Manchester Police will:

- Value and promote diversity for GMP and the communities we serve
- Actively tackle exclusionary behaviour
- Respect and respond appropriately to the needs of all our communities.

It is the responsibility of every member of GMP's staff to:

- Respect and respond to each person's needs
- Identify and actively challenge exclusionary behaviour

The Work of the Respect Programme

Community Consultation - Independent Advisory Groups (IAGs)

After consultation with the Respect Board, we have established a small working group, comprised of: A Chief Superintendent, one Detective Superintendent, three Chief Inspectors, one Police Constable and 4 members of the Respect Board.

This group will produce Force guidelines for the implementation of IAGs within a newly devised framework. The people on the working group were appointed due to their knowledge, skills and experience of community consultation and it is hoped they can shape the way GMP engages with its local communities.



Training

GMP trains its staff in diversity, but this needs refreshing. The Respect Programme has commissioned a Training Needs Analysis. This will identify diversity training needs across the force and, in particular, specialist roles in need of specific training. Some big questions to answer are:

How do we involve communities in developing training content?

How can we include training in the community?

Understanding Diversity in GMP

GMP needs to understand to what extent it is delivering an inclusive organisation for its staff and the public we serve. To find out how we are performing, we plan to carry out a diversity cultural audit. This will provide a baseline so we can decide what strategies we need to move forward. Repeating this audit periodically will enable an appreciation of how effective our strategies have been, for example, what impact the refreshed training has had.

Probationers

“The Secret Policeman” documentary highlighted the possibility of untrained officers using their warrant cards before receiving the appropriate training. New probationers will receive an identity card that will be used only to identify those officers who have not yet completed their initial 20 week training, after which they will receive the ‘normal’ blue warrant card. We are not changing empowerment or protection afforded to probationers because this is governed by legislation. However, the Home Office is looking into adjusting the powers of a probationary constable.

Complaints

GMP’s Internal Affairs Branch investigates discipline issues and complaints from members of the public about the behaviour and conduct of officers. We are improving our information systems to ensure that we are able, among other things, to monitor the ethnicity of officers engaged in the disciplinary system. This will enable us to address any issues regarding disproportionality in the reception of complaints made against officers and in the administration of disciplinary proceedings.

Stop and Search

Stop and search is a key priority for the Respect Programme. Much preliminary work has been done so far, including a Respect Board discussion, a visit by the team to the Metropolitan Police and research into the formulation of a Force Stop and search policy. The need for this policy was identified as crucial for developing how GMP involve local communities when carrying out an operation. We have also identified the need to run focus groups with the communities most affected by Stop and search practice – e.g. Black youths – in order that we can gather feedback on how we are doing.

Supervisory Intervention

Chief Inspectors on South Manchester Division have been trained to deliver a diversity intervention briefing to their Inspectors and Sergeants and support staff equivalents. The team are awaiting the results of an assessment of its success, prior to its Forcewide implementation. The aim is to ensure management and supervision understands the importance of intervening when they discover inappropriate language or behaviour and what to do about it.

This is only a brief summary of some of the areas the Respect Programme has covered – there are many more under way and if you would like any extra information or would like to make any comments, please contact the Team on 0161 856 2685 or email them at respect@gmp.police.uk



The Race Equality Scheme

A Race Equality Scheme 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 commenced a formal investigation into the police service nationally during 2003/04. The first phase of the investigation focussed on Race Equality Schemes and examined the Race Equality Schemes of 15 Police Forces and 5 Police Authorities.

Greater Manchester Police Race Equality Scheme was assessed by the Commission for Racial Equality and was found to need improvements in two key areas:-

- Training staff on the specific duties of the Race Relations (Amendment) Act 2000
A training programme, specifically on the RR(A)A 2000 is to be implemented for all staff
- Impact assessments of functions and policies
More stringent processes for impact assessing functions and policies have been introduced

The Commission for Racial Equality also provided Forces with other examples of good practice that could be implemented. Greater Manchester Police has implemented the majority of these recommendations. Some of the additional enhancements to the scheme are:

- Greater clarity on the strategic approach and leadership of the scheme
- Introduction of a Race Equality Scheme Monitoring Group internally to drive progress on the scheme
- Inclusion of the activities undertaken within the Procurement Section to ensure the contractors we work with operate to our standards
- Introduction of guidance to reflect the Force's responsibility in the context of partnership working
- Commitment to undertake research to identify the barriers to accessing our services and information
- Enhanced commitment to publish information on the scheme and the monitoring undertaken to support the scheme
- Improved action plan
- Clearer list of functions and policies
- Commitment to improve service to and engagement with the gypsy & traveller and asylum seeker & refugee communities

The Force was required to deliver a revised scheme, incorporating the minimum improvements identified above by the end of September 2004. Greater Manchester Police delivered a complete re-write of the scheme and achieved significant improvements. The Commission for Racial Equality have confirmed that the revised scheme is now fully compliant with the requirements of the Race Relations (Amendment) Act 2000.

The Race Equality Scheme (Amended) 2002/05 contains a general commitment to provide a summary of progress on the scheme generally (as provided above) and specifically in the following areas:-



Monitoring of policies for adverse impact

- *Policy holders within the Force have just completed a training seminar on impact assessment. All Force policies have been assessed for relevance and defined as either critical or standard. The policy holders will be commencing the impact assessment process over the next few weeks. The policies that have existing monitoring process are covered within this report. The additional monitoring that will develop as a result of the impact assessment process will be contained in the report for 2004/05.*

Publishing the assessment, consultation and monitoring results

- *As above, once the impact assessment process has commenced, there will be information on the assessments, the consultation completed for assessment and the monitoring to result from assessments for publication. The results of this will be contained in the report for 2004/05.*

Public access to information and services

- *The Race Equality Scheme itself details the existing progress and commitments the Force have made. Further developments will result from the completion of the research project on the barriers to accessing information and services. The outcomes of this will be contained in the report for 2004/05.*

Publication of employment data

- *This report contains much greater depth of information on employment monitoring and a number of data sets that have not previously been published. There are some continued areas for development here, most notably the publication of monitoring data on the appraisal process. The results of this will be contained in the report for 2004/05.*

A full copy of the Race Equality Scheme is available from the GMP website, www.gmp.police.uk.



Good Practice Case Studies

This report has historically sought to solely provide the quantitative information about the service delivery and employment monitoring conducted within the Force. This year we have added this chapter to provide the public with information on some of the good practice in the area of race and diversity that has taken place across the force during 2003/04.

This chapter contains only a select fraction of the good practice that is being delivered locally and many of the good practice items detailed below for one Division are replicated in similar format on other Divisions.

Stop and Search Community Consultation (Trafford)

The stop search monitoring data is provided to the local community for scrutiny using the following channels:

- Minority Ethnic PVP Meeting
- Community Advisory Group Meeting
- Diverse Trafford's Racial Harassment Meeting
- Youth Forums

Trafford Police provide information on the reason for Stop/Search activity and developing trends. Stop/Search is targeted as part of intelligence led policing initiatives to tackle priority crime such as Robbery. Recently the Community Advisory Group has addressed the perceived increase in the searching of young Asian males in the Old Trafford area. There were fears within the community that this reflected the well-publicised national trend. The reason for the activity was a police operation to target drugs and gun crime where searches were based upon credible intelligence. The Group utilised their contacts and networks to feed this back into the local community.

Changes in legislation were used as an opportunity to address providing information to those most at risk of being subjected to or effected by Stop/Search. The Community and Race Relations Officer and a representative from GMPA identified a list of such individuals and groups and delivered inputs and provided advice on the processes and the rights of the individual.

The Trafford Divisional Youth Team have delivered inputs and activities to young people both within and outside of the educational environment including role-plays on issues around Stop and Search to Minority and Faith Groups. Within local schools inputs were delivered to inform pupils of Stop Search Powers and the rights of the individual.

The Trafford Community Affairs and Communication Unit also undertook consultation and Stop/Search presentations in partnership with the local Asylum Support Team and GMPA. The feedback from the event was positive and this provided the first formal opportunity for Trafford Police to engage in meaningful conversation with local Asylum Seekers.

Diversity Leadership Forum (Salford)

This is a Salford based initiative bringing together all the lead council officers, elected councillors, members of the voluntary sector, members of the Minority Ethnic community, and service deliverers such as the Police. They are brought together on a 3 monthly basis to highlight concerns regarding a given theme and to give an opportunity to answer or explain the



concern. The Community Cohesion Inspector is responsible for addressing the issues related to Crime and Disorder, which also highlights the roles of the other partnership agencies who are responsible for this subject across the City of Salford. The following meeting gives the service provider the opportunity to discuss and address the concerns of all those present and answer queries from the wider community, which may be difficult to air on a more formal basis.

Racist Crime & Incidents Management Group (Oldham)

For over 3 years, the Racist Crime and Incidents Management Group (RCIMG) have managed race/hate incidents at a tactical level within Oldham, utilising a multi agency partnership approach to tackling crime and disorder. The group, which comprises representatives from the Police, Oldham Council, Education, Housing, Environmental Services, Oldham Race Equality Partnership, Neighbourhood Rangers, Community Safety Unit and Victim Support meets on a weekly basis. The focus of the group is on the investigation and detection of hate crime, on the sharing of information and on providing better victim support. All hate incidents are discussed in depth with the Hate Incident Unit (within GMP) providing details of all offences that have been reported on Division. The group is victim led with the safety of individuals a primary concern in any tasking and coordinating. The group complements the work of the Racist Crime and Incidents (RCI) taskforce.

Hate Crime Training (Rochdale)

The Police, Rochdale Centre for Diversity and Rochdale Community Safety Team have jointly been providing training on Hate Crime awareness and reporting, to frontline workers from other agencies. The purpose of the training is to improve understanding of the devastating effect such crimes have on peoples lives, to increase the number of reporting centres and so increase the number of crimes reported. It is essential that we understand the full extent of problems if we are to stand a realistic chance of solving them.

Over 150 workers from organisations such as Social Services, Probation, Housing and Education, have taken part in the training and the number of ways in which Hate Crime can be reported is continually improving.

24-Hour Hate Crime Reporting Line (South Manchester)

Neighbourhood Renewal funding was applied for and gained to provide a 24 hour reporting line for victims of racist and hate crime. Social Services staff, in the existing emergency call centre, received extra training to recognize and deal with reports of racist and hate crime. The intention is for all reports to be electronically passed to the police and other agencies or council departments who may be able assist the victim. This speeds up the response and is another option for people who wish to report incidents of this nature by extending the network of third party reporting centres that exists in the city.

Multi-Agency Hate Crime Reporting Form (Salford)

This was developed and designed in conjunction with the Community Safety Unit, which is one of our partnership agencies. The form is widely distributed around multi-agency locations in Salford where incidents can be reported without directly contacting the Police, which may be difficult due to practical or cultural reasons. The form is completed by staff at these locations, which are forwarded on to GMP to act upon. This ensures that we are aware of as many incidents as possible to give a true picture of problems around the Division. Further reporting stations are being added including the University of Salford and their staff are presently receiving training and presentations to assist them.



Lesbian and Gay Policing Initiative (Bolton)

The Bolton Lesbian and Gay Policing Initiative is a multi-agency forum which has been working hard to create a holistic website for the Lesbian, Gay and Bisexual communities of Bolton. The funding for the website was provided by Greater Manchester Police Authority. The website is now complete and live (www.boltonlgb.co.uk). The website is a comprehensive site offering information on hate crime, policing and street safety, reporting of homophobic crime incidents by either the Bolton free phone number (0800 1694675) or the GMP website which it is linked to. The site also contains information about sexual health, a local helpline, sexually transmitted infections and HIV, along with other information including valuable links.

'Kick Racism Out Of Football' (Wigan)

This projects aims to include visible and non-visible ethnic minority groups in football matches. Working in partnership with Wigan Council, Groundwork Wigan & Chorley, JJB Sports, Wigan Athletic FC, and Wigan Leisure & Culture Trust; a programme of activities is being organised to celebrate 'Kick Racism Out of Football' – creating opportunities for the development of new friendships, building-on the local spirit and a sense of community belonging.

The event is likely to encompass a schools tournament for year 5 & 6 pupils; complementary curricular work, and an exhibition on the National History of Black Footballers. The Community Race Relations Officer is also working towards the development and launch of a year-round multi-cultural football league, including generating interest via the Wigan One World Festival a cultural carnival of arts, music activities, shows and workshops.

Community Cohesion (Bury)

To support the Community Cohesion project locally, the GMP Community & Race Relations Officer has been working for two days each week to help establish the Asian Development Association of Bury (ADAB). This was formed by a group of dedicated local Asian professional people who wanted to re-invest something back into the local Asian community. The establishment of this group has now been assured by the appointment of full time workers to support the good project work within the developing Asian community.

Partnership Working (Stockport)

The Division have now moved the Community & Race Relations Officer into council accommodation to work within the partnership's Community Safety Unit. This is to enhance working relationships with our partners in order to improve communication between relevant agencies thereby improving service to the public particularly within the minority groups. The Division will be expanding on this by moving Community Affairs into council accommodation later this year.

Youth Cultural Day (South Manchester)

A Cultural Youth event is being organised. The event is to be split into two parts – performing arts and a cultural exhibition. The event will cover customs, cultures, costumes and food for many of the different ethnic groups in the area of the Powerhouse in Moss Side. It is being designed so that young people can be more aware of people's backgrounds and it will raise tolerance of other cultures in the area.



DAFAY Project (Rochdale)

The DAFAY (Drugs Action For Asian Youth) Project is a specific drug outreach project aimed at Asian young people in the Rochdale area. It had become apparent in Rochdale that people from Asian communities were not accessing drug misuse services. Over the last twelve months the dedicated out reach workers have informed many disaffected Asian youths about aspects of drug misuse and engaged them in services tailored to their needs.

Working closely with the police, the team of outreach workers have been able to engage with youths who previously denied having a drug misuse problem. The project has received national recognition from the Home Office and is seen as a model of good practice for other areas.

Independent Advisory Group (North Manchester)

The North Manchester Division has a very active Independent Advisory Group known locally as the Community Advisory Group. The group has been in place for a number of years. Its membership was revised in 1999 after a best value review. Its members include a wide representation from the Division's minority ethnic community.

The groups' aims and objectives have also just been reviewed to reflect the work undertaken via the Respect project. The Community Advisory Group aims to:

- Increase the confidence of all sections of the community and encourage them to report all cases of race and hate crimes to the police.
- Raise confidence in the divisions' ability to deal effectively with race and hate crimes in partnership with multi agencies and support groups.
- Identify and contribute to any issues related to community cohesion that may require a police response.
- To provide a high quality service to all sections of the community by making sure police officers and staff have a high awareness of faith, culture and diversity issues.
- To develop and maintain a better understanding and close links with all sections of the community by improving the level of community involvement.
- To enhance the principals of Operation Catalyst and the Respect Programme and increase public confidence by being: open, honest, proactive, communicating accessible & realistic.

Forced Marriage Forum (Oldham)

Oldham Forced Marriage Forum was set up in 1999 following the tragic death of Sofia Begum. The Community Affairs Department at Oldham Division recognised the need for the issue of forced marriages to be addressed at a local level. A small group of people from the statutory and voluntary organisations within Oldham met to find a way for these sensitive issues to be acknowledged and dealt with.

Today, over 70 women from a variety of voluntary and statutory services within Oldham are involved in the Oldham Forced Marriage Forum. This is a pioneering project that is the only one of its kind within Greater Manchester Police. The group continues to go from strength to strength and is currently in the process of delivering training, advice and support for all Education establishments within the Borough.



The Oldham Forced Marriage Forum aims to improve the quality and accessibility of information, advice, protection, support and services for all – those that have experienced a forced marriage, those that are going through one, and those who feel at risk of being forced into one.

Asylum Seeker Liaison Officer (Rochdale)

There is a significant asylum seeker population within the Borough of Rochdale and because of their distribution across the town and the specific needs within the community, it was identified that a dedicated police resource was required.

A part-time police officer is now seconded to the Community Affairs Department to act as Asylum Seeker Liaison Officer. The duties of this role involve working closely with the Local Authority Asylum Support Team, providing information to groups of asylum seekers regarding the law and acceptable behaviour, working with individuals who are experiencing problems and helping to ensure their peaceful integration into the area. In addition, assistance and advice is provided to both operational and senior officers.

Higher Education (Wigan)

In response to emerging issues, the Community Race Relations Officer, supported by the Community Beat Officer and Citizens Advice Bureau, has set-up weekly 'drop in' surgeries at Wigan & Leigh College with the aim of offering advice, support and guidance, in particular to overseas students.

The College has an international reputation and regularly accepts students from all over the world, however, some have been perceived to be asylum seekers and this has caused some local difficulties. By developing close working relationships with the College and its overseas students, the CRRO is in a position to diffuse tension and increase confidence in reporting such matters to the police and partner agencies. A spin-off from this has led to the CRRO providing inputs to students on HND courses aimed at public services, including the offer of work placements for students.

Engaging Young People (Tameside)

The Youth Officers go into schools and engage all children in year 6 with projects aiming to demonstrate the importance of respecting others, respecting the environment and respecting the community and themselves. The project is linked directly this year to tackle community cohesion with specific efforts to engage youngsters from different cultural and social background to mix. After numerous lessons in the classroom, the project engages children in a community project (eg tidying up a 'grot spot' within their community) and then, during the first week of summer holidays, takes the children away to a summer camp for three days. In 2003/04 the Division managed to take approximately 300 children away.



Stop and Search

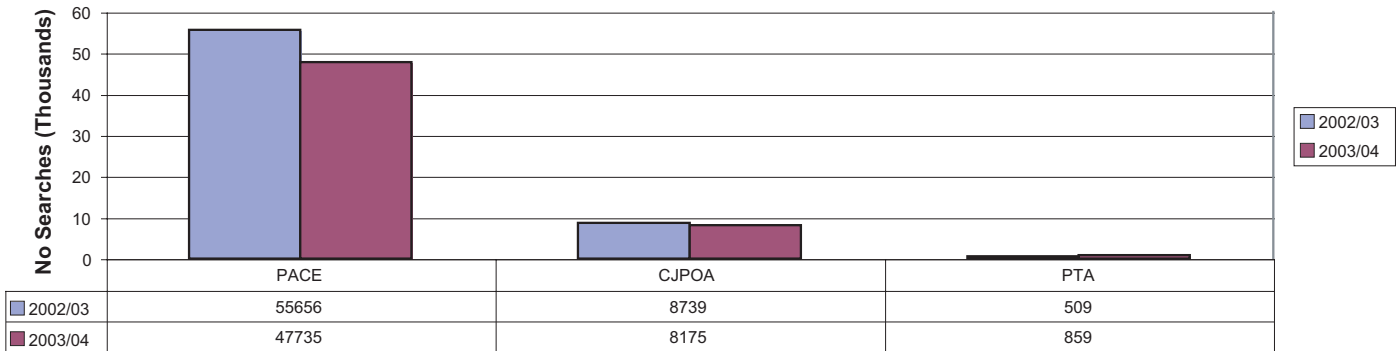
Stop searches are recorded under the Police & Criminal Evidence Act (PACE), Criminal Justice & Public Order Act (CJPOA) and the Prevention of Terrorism Act (PTA) for searches of persons, vehicles or both.

There was a 12.5% decrease in the overall number of stop searches recorded during 2003/04 compared to 2002/03; this represents 8,135 fewer searches recorded.

The reduction in searching activity is expected because of the reduction in recorded crime during 2003/04. The force experienced a reduction in crime overall of 3.1%, but specifically the some of the crime types that have most relevance to stop and search activity reduced considerably during 2003/04. Robbery reduced by 14.9%, burglary dwelling reduced by 10.9% and vehicle crime by 11.9%.

PACE searches showed the largest numeric decrease, by 7,921 (14.2%), whilst CJPOA searches decreased by 564 (6.5%). PTA searches however have increased by 68.8% although numerically only 350 searches

Total searches Recorded by Powers Used



Police and Criminal Evidence Act (PACE) Searches

The Force conducted 47,735 PACE searches in 2003/04.

PACE searches recorded per Division can be compared to local population data, giving a measure of searches per 1,000 population. Overall, Minority Ethnic people are 1.8 times more likely that White people to be searched (this is an increase on last years 1.5 times). (Numerically this means that 17.3 White people per 1,000 population would be searched in comparison to 30.7 minority ethnic people per 1,000 population).

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

It should be noted that there are a number of problems with using the available population data for comparison purposes. The data is based on residential population NOT actual population available on the streets. Research conducted by the Home Office has indicated that bias against

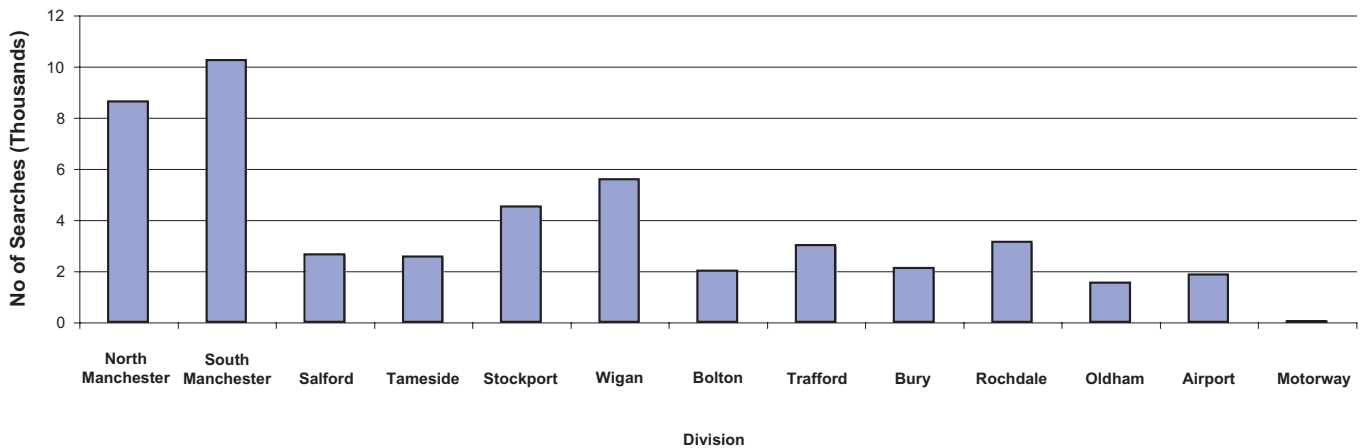


ethnic groups does not exist if stop search data is compared to an 'Available Population Profile' (refer to Police Research Series Paper 131 'Profiling Populations Available for Stops & Searches', MVA & Miller 2000).

South Manchester conducted the most PACE searches (10,237 or 21.4%), and Oldham the fewest (1,523 or 3.2%).

PACE Searches by Division

Four divisions showed an increase in recorded PACE searches, Rochdale (19.8% or 515), Bury (10.4% or 198), South Manchester (5.1% or 496) and North Manchester (4.7% or 389). The remaining divisions showed a decrease in PACE searches, the largest numeric decrease being seen in Stockport (-40.5% or 3064) and the largest percentage decrease in Wigan (-46.7% or 1755).



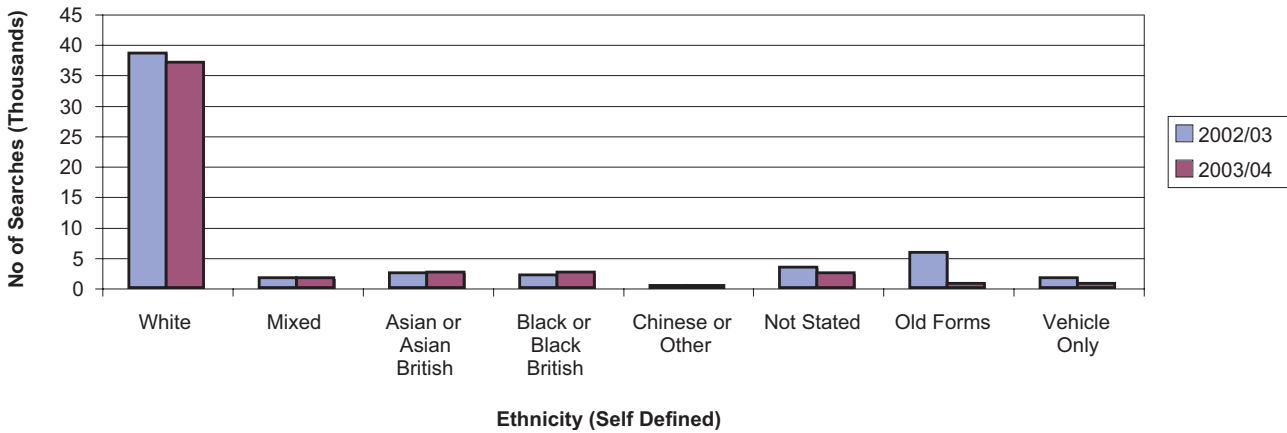
2003/04 showed a decrease for White searches by 1516 (3.9%), and Mixed Ethnic Group searches by 27 (1.7%). Asian and Asian British searches increased by 65 (2.6%) as did Black or Black British searches by 389 (18.3%).

The increase (2002/03 to 2003/04) in Black or Black British searches (18.3%) is based on the number recorded under 16+1 self defined ethnicity. If you make a comparison on the basis of 6+1 officer defined ethnicity, the increase is only 1.4%. This is because during 2002/03 there were a large number of individuals recorded by the officer (under 6+1) as Black, but these individuals chose not to state their ethnicity under the 16+1 classification system resulting in an under count of Black searches. This has not been the case during 2003/04 and more individuals who were defined as Black by the officer (under 6+1), self defined as Black or Black British under the 16+1 classification system. The 2003/04 16+1 data is merely a more accurate reflection of the ethnic mix of searches.

Chinese or Other Ethnic Group searches remained almost exactly the same (decreasing by 14, 4.8%), while 'Not Stated' ethnicity searches decreased by 892 (26.7%). Vehicle only PACE searches showed a decrease by 895 (57.0%).

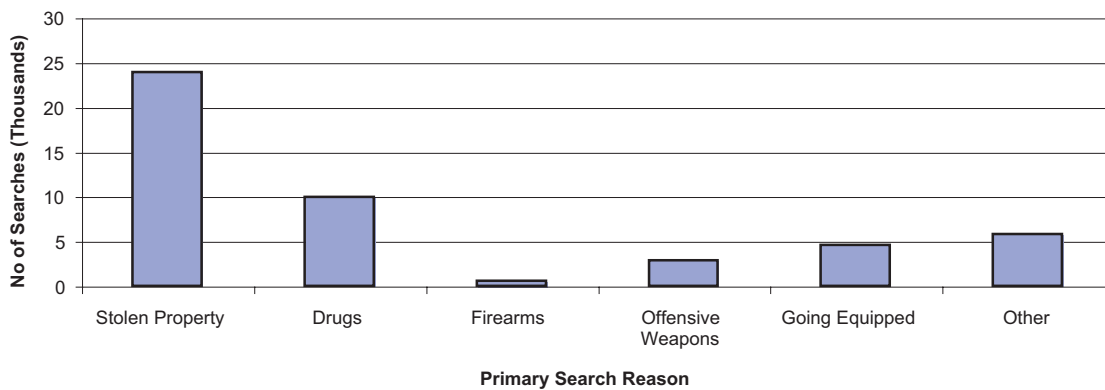


PACE Searches Recorded 2002/03 and 2003/04 (Self Defined Ethnicity)



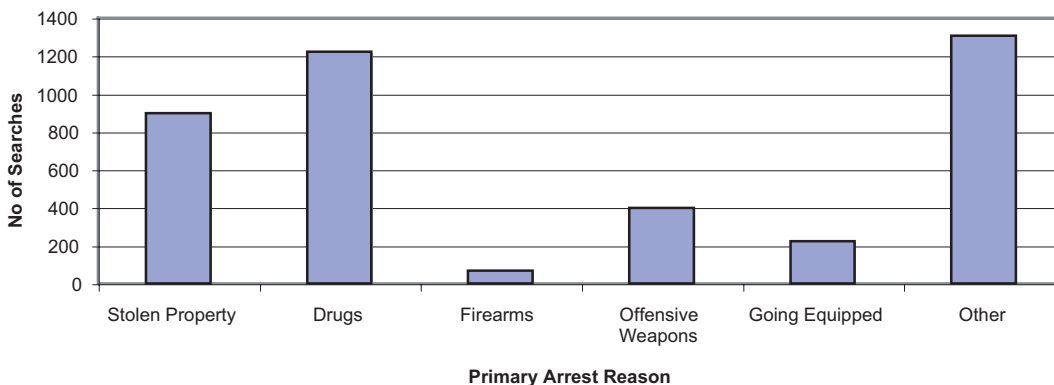
The greatest Primary search reason under PACE was for Stolen Property representing 50.1% (23,922) of all searches, followed by Drugs (9962 searches or 20.9%).

PACE Primary Search Reasons



There were 4,110 arrests made. The overall Force arrest rate under PACE was 8.6%. Of these 31.8% (1,305 arrests) were for 'Other' arrest reasons, followed by 29.7% (1,220 arrests) for Drugs. The best arrest rates were achieved from Offensive weapons searches (13.8%), Drugs searches (12.2%) and Firearms searches (11.8%). Stolen property searches had the poorest primary arrest rate at only 3.7%.

PACE Primary Arrest Reasons





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 been specifically targeted to tackle robbery and burglary.

The arrest rate for White people (8.5%) was similar to the overall arrest rate, as was the Black or Black British arrest rate (8.2%). Asian or Asian British people had a higher arrest rate (11.0%).

The Wigan division had the best overall arrest rate at 12.3%, followed by Tameside (12.1%), Salford (10.7%) and Bury (10.6%). The Divisions with the lowest arrest rates were South Manchester (5.9%) and Stockport (7.0%) and Trafford (7.6%). The Airport also had a low overall arrest rate of 4.7%.

The highest arrest rate for White people was on the Wigan Division at 11.8% and the lowest was at the Airport (4.5%) and South Manchester (5.6%). The highest arrest rate for Mixed Ethnic background and Black or Black British people was on the Wigan Division (28.6% and 50.0% respectively). This arrest rate appears high, however it should be noted that numerically the numbers were very small (for instance, 4 Black or Black British people searched and 2 that resulted in arrests). The lowest arrest rates for Black and Black British people was on the Stockport division (5.4%) and the South Manchester division (6.5%).

Criminal Justice and Public Order Act (CJPOA) Searches

Searches conducted under Section 60 of the Criminal Justice Public Order Act 1994 are authorised by to prevent serious violence or carrying of weapons where other powers are not sufficient. For example, Section 60 authorisations may be given when there has been violence between particular groups, violence is anticipated at particular events or locations, there is a major increase in robberies at knife point or there are reports of individuals regularly carrying weapons within an area.

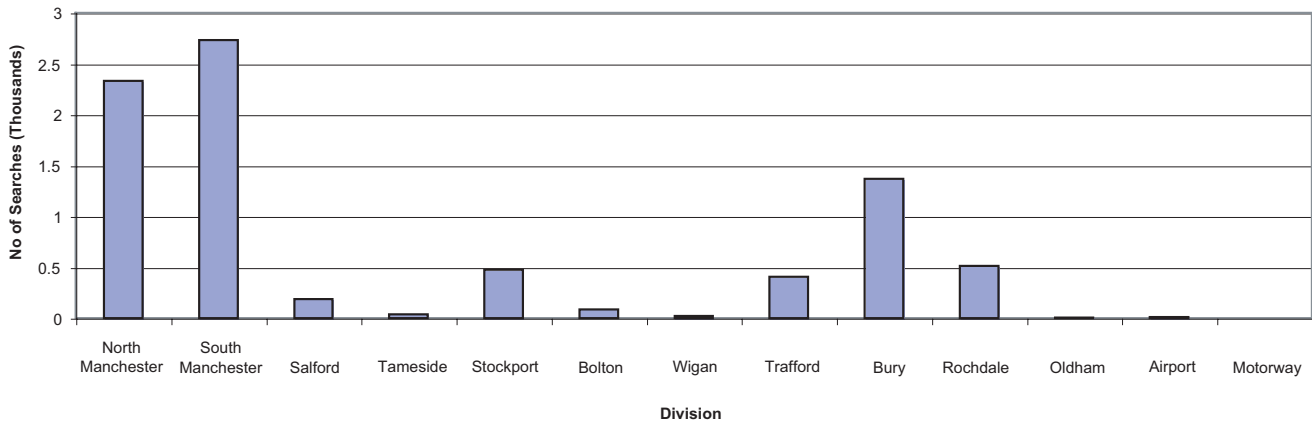
The Force conducted 8,175 CJPOA searches in 2003/04.

Five divisions showed increases in recorded CJPOA searches, Bury (598.0% or 1172), Rochdale, (164.1% or 320) North Manchester (132.0% or 1327), Trafford (78.8% or 182). The remaining divisions showed a decrease in CJPOA searches, the largest numeric decrease being seen in South Manchester (-40.5% or 1863) and the largest percentage decrease in Oldham (-98.2% or 319).

The largest number of CJPOA searches were conducted on the South Manchester Division and accounted for 33.4% (2733 searches) of all CJPOA searches conducted during 2003/04. Oldham conducted the fewest CJPOA searches totaling 0.1% (6 searches)



CJPOA Searches by Division



CJPOA searches showed increases in White searches by 752 (14.6%), and Chinese or Other Ethnic Group (by 5 searches (14.7%). All other ethnic groups showed a decrease in the number of searches, Mixed by 166 (24.9%), Asian or Asian British by 95 (17.4%) and Black or Black British by 587 (38.6%). 'Not Stated' ethnicity searches decreased by 249 (44.9%). Vehicle only CJPOA searches decreased by 17 searches (58.6%).

The greatest primary search reason under CJPOA was for Offensive Weapons representing 40.2% (3,284) of all searches, followed by 'Other' 31.0% (2,532 searches).

There were 208 arrests made under CJPOA. Of these the greatest (44.2%, 92 arrests) were for 'Other' reasons, followed by 22.5% (53 arrests) for Drugs.

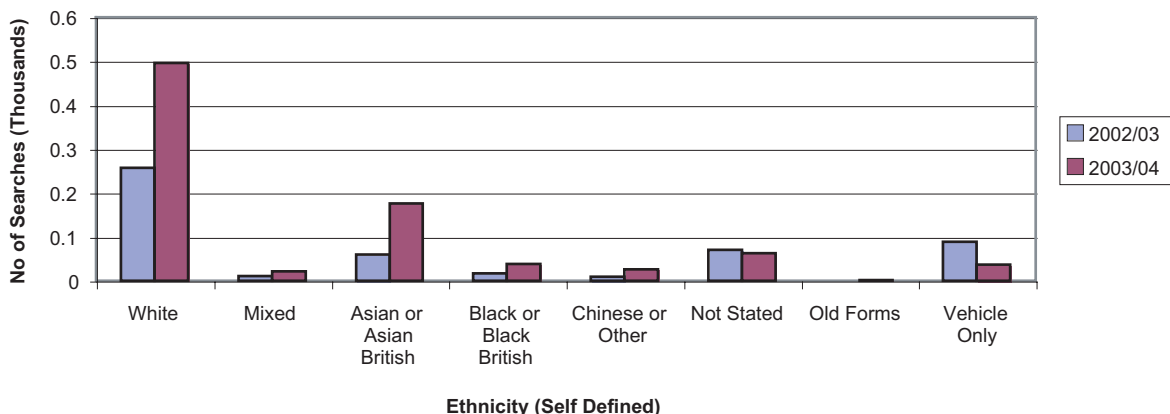
The overall Force arrest rate for CJPOA searches was 2.5%. The arrest rate is low, however this power is used as a preventative tool and is be used in a variety of different situations, for example football matches.

Prevention of Terrorism Act (PTA) Searches

The Force conducted 859 PTA searches in 2003/04.

The number of searches recorded under PTA powers has increased consistently every year since 2001/02, from 36 searches in 2001/02 to 511 searches in 2002/03 and to 859 searches 2003/04 which represents a 68% increase.

PTA Searches Recorded 2002/03 and 2003/04 (Self Defined Ethnicity)





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 828 in 2003/04.

The majority of PTA searches (96.4%, 828 searches) took place at Manchester International Airport. The remaining PTA search activity took place in North Manchester (2.3%, 20 searches), Bolton (1.1%, 9 searches) and South Manchester (0.2%, 2 searches), this includes a Forcewide campaign during Christmas and New Year and during a week in March when the Labour Party spring conference was hosted in Manchester.

PTA searches have increased across every ethnic group. The greatest increase on last year was on Asian or Asian British people (193.3%, 116 searches). Other increases were, Chinese and Other ethnic background (188.9%, 17 searches), Black or Black British people (129.4%, 22 searches), people of a Mixed ethnic background (100.0%, 11 searches) and White people (93.0%, 239 searches).



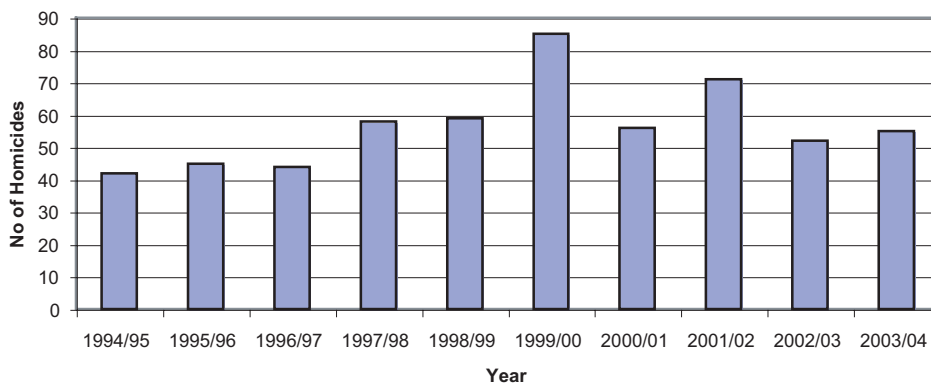
Homicides

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

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

The chart below shows the number of homicides recorded annually from 1994/95 to 2003/04. There was an increase of 3 homicides recorded during 2003/04 of (55) compared to the previous year of (52), which represents a percentage increase of 5.8%. This increase was in relation to murders as opposed to manslaughter or infanticide.

Total Homicides Anually 1994/95 to 2003/04



The ethnic breakdown of homicide victims from 1994/95 to 2003/04 is shown in the table below. Between 2002/03 and 2003/04 victims who were White increased by 4.8%, while Black and Asian victims decreased by 25% and 50%. Victims whose ethnicity was Not Known increased by 75%.

Homicides by Victim Ethnicity 1994/95 to 2003/04

Year	White	Black	Asian	Other	Not Known	Total
1994/95	11	0	1	0	30	42
1995/96	32	5	5	1	2	45
1996/97	35	4	3	0	2	44
1997/98	49	5	0	2	2	58
1998/99	55	1	1	0	2	59
1999/00	73	9	1	1	1	85
2000/01	46	3	4	0	3	56
2001/02	50	8	8	3	2	71
2002/03	42	4	2	0	4	52
2003/04	44	3	1	0	7	55
Total	437	42	26	7	55	567



In 2003/04 the proportion of White suspects were 72.7%, 7.3% for Black, 7.3% for Asian and 0.0% for Other. This is consistent with trend for 1994/95 to 2003/04 for principle suspects, as during that 9 year period, in 74.6% of homicides the principle suspects were White, 5.8% Black, 5.8% Asian and 1.9% Other.

During 2003/04, in the majority of White homicide cases (81.8%) the principal suspects were also White - this is a decrease from last year at 86.6%. For Black homicide victims, the principal suspects were either Black, Asian or No Suspect was identified (33.3% each). In all Asian homicides No Suspect was identified, as shown in the table below.

Ethnicity of Victim & Principal Suspect 2003/2004

Suspect	Victim					Total
	White	Black	Asian	Other	Not Known	
White	36	0	0	0	4	40
	81.8%				57.1%	72.7%
Black	3	1	0	0	0	4
	6.8%	33.3%				7.3%
Asian	1	1	0	0	2	4
	2.3%	33.3%			28.6%	7.3%
Other	0	0	0	0	0	0
						0.0%
Not Known	1	0	0	0	0	1
	2.3%					1.8%
No Suspect	3	1	1	0	1	6
	6.8%	33.3%	100.0%		14.3%	10.9%
Total	44	3	1	0	7	55



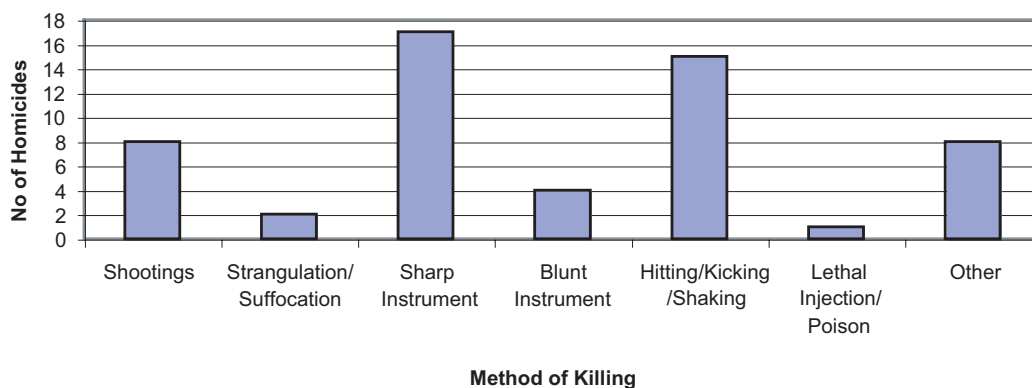
The following table shows that during 2003/04 38.6% of White homicide victims knew the principal suspect, while Black and Asian victims did not. However, the trend for the period 1994/95 to 2003/04 is that more than half of Asian victims (53.8%) knew the principal suspect, almost half of White victims (49.0%) knew the principal suspect, and just 21.4% of Black victims knew the principal suspect. In the majority of the Asian cases (42.3%) the suspects were either family members, spouse or partners, whilst for White and Black victims this was 18.8% and 7.1%.

Victim Relationship to Principal Suspect by Victim Ethnicity 2003/

Relationship	White	Black	Asian	Other	Not Known	Total
Spouse or Partner	1	0	0	0	1	2
Family	3	0	0	0	2	5
Other (eg Acquaintance)	13	0	0	0	1	14
No Relationship/Stranger	14	2	0	0	1	17
Relationship Not Recorded	10	0	0	0	1	11
No Suspect at this Time	3	1	1	0	1	6
Total	44	3	1	0	7	55

The most significant method of killing across all ethnic groups remains 'stabbing with a sharp instrument' which accounted for over a quarter (28.7%) of all homicides. Black homicide victims were most likely to be killed as a result of 'shootings' which accounted for 61.9% of all Black homicide cases.

Method of Killing 2003/04





Arrest & Caution

Since 1996 monitoring has been facilitated through resource intensive collation of information from an index of those detained in custody.

A computerised custody system has recently been introduced which has provided an alternative method of monitoring this data. The data below is from this new data source and has not been compared to previous years because the data is incompatible. There remains some data quality issues with this new data set and therefore only certain aspects of the data have been published this year. For example, we are unable to publish youth final warnings and reprimands.

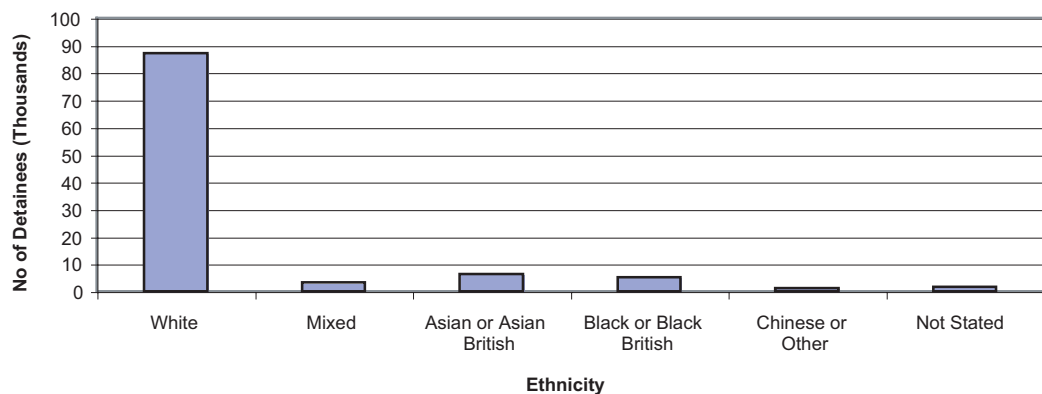
It should be noted that the data below shows those detained in police custody, a small percentage of whom may not have been arrested, eg those detained under the Mental Health Act.

There were 104,523 detainees recorded during 2003/04. The chart and table below show the ethnic breakdown of detainees. The majority (83.3%) of detainees were White. Asian or Asian British detainees represented 6.2% of the total and Black or Black British detainees were 4.8% of the total.

Ethnic Breakdown of Detainees by Self Defined Ethnicity

Self Defined Ethnicity	Total	%
White	87042	83.3%
Mixed	3366	3.2%
Asian or Asian British	6438	6.2%
Black or Black British	5057	4.8%
Chinese or Other	1093	1.0%
Not Stated	1527	1.5%
Total	104523	

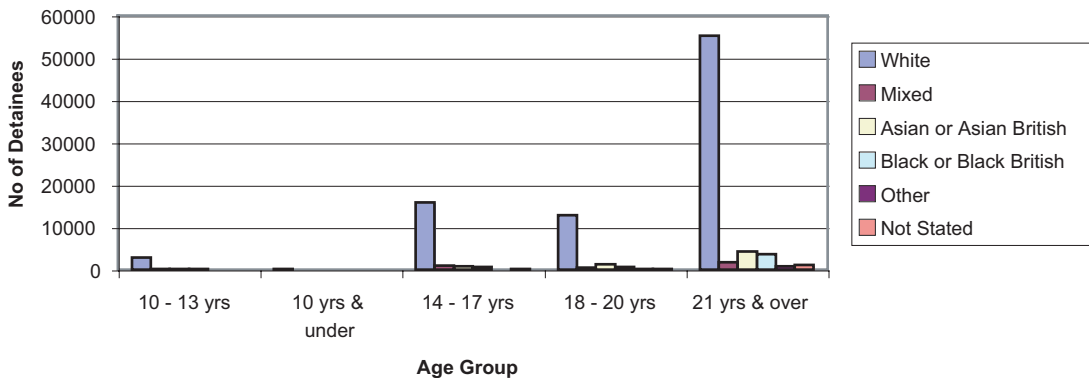
Ethnic Breakdown of Detainees by Self Defined Ethnicity





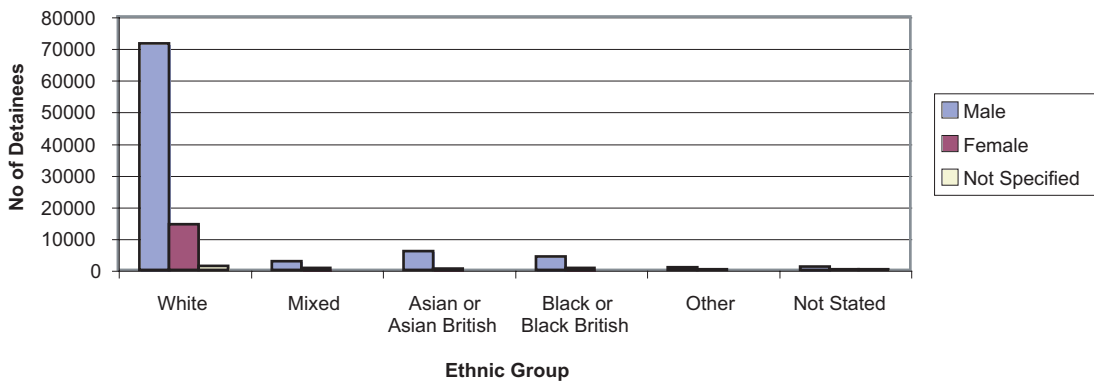
The chart below shows detainees by age and ethnic group. The majority (63.9%) of detainees were aged 21 years and this trend was seen across all ethnic groups. The full data is shown in the appendices.

Total Arrests by Age and Ethnic Group of Detainees (Self Defined Ethnicity)



The majority (82.7%) of detainees were male as shown in the chart below. This trend is shown across most of the ethnic groups, with the exception of the Asian or Asian British Category. In this group male detainees represented 92.5% of all Asian or Asian British detainees and females represented only 6.3% of all Asian or Asian British detainees compared to 15.8% female detainees overall.

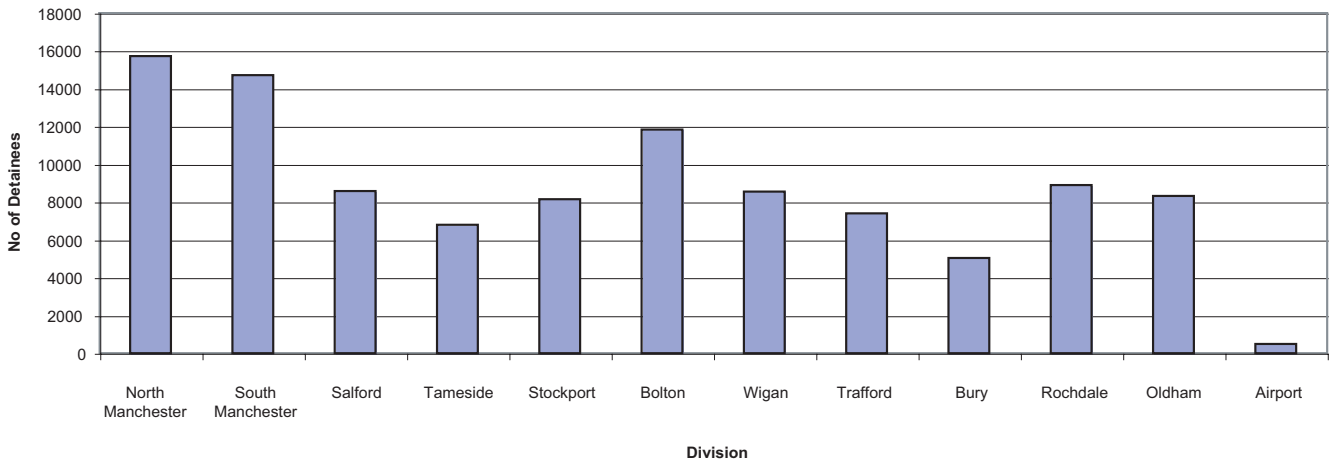
Total Arrests by Gender and Ethnic Group of Detainees (Self Defined Ethnicity)



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 were recorded on the North Manchester Division (15,733, 15.1%), the South Manchester Division (14,713, 14.1%) and the Bolton Division (11,844, 11.3%). The fewest number of detainees were recorded at the Airport Division, recording 479 (0.5%).

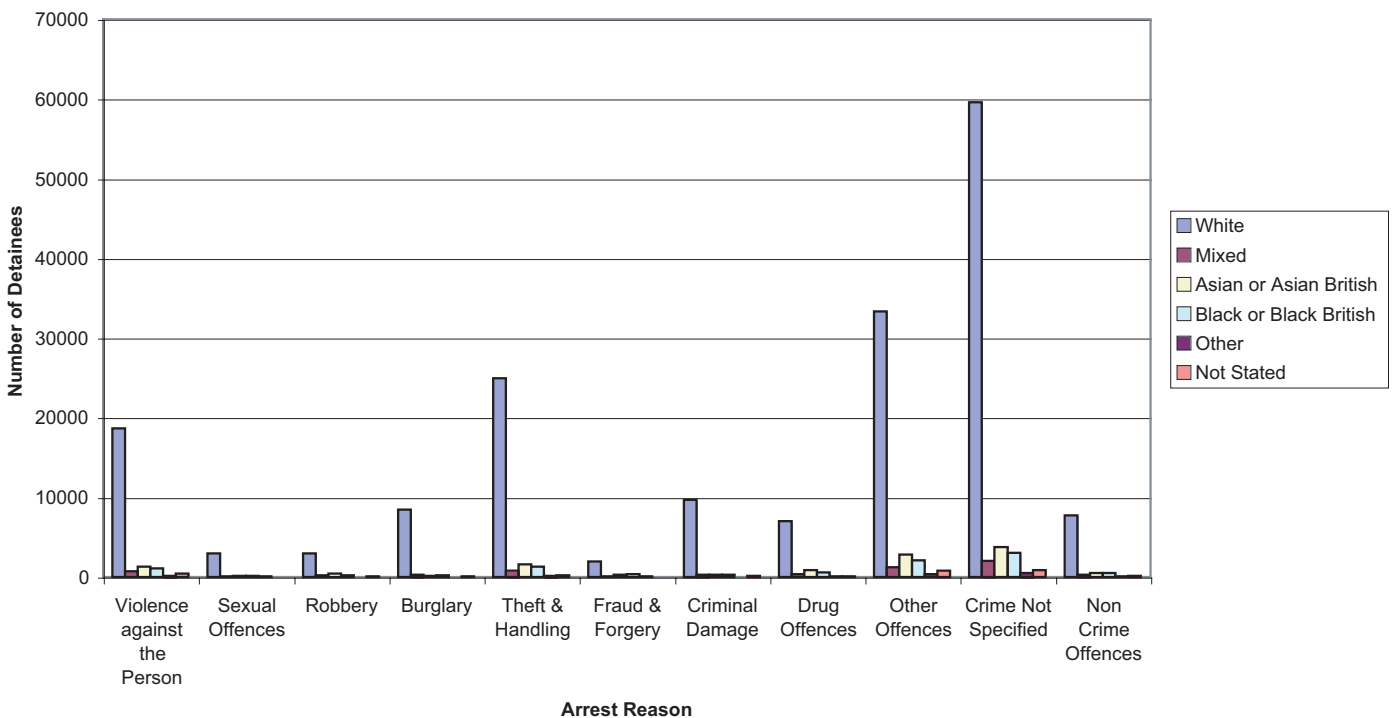


Arrests by Division



The following chart and table shows the arrestable offences recorded by the Home Office arrest reason. One detainee may have more than one arrestable offence recorded, hence the chart and table show 210,174 offences for the 104,523 detainees recorded. It should be noted that the 'Home Office Arrest Reason' field was only introduced into the computerized custody system in September 2003, therefore all offences recorded April 2003 to September 2003 are coded to 'crime not specified'. This will significantly skew the interpretation of the data. For this reason, no comment on the chart and data will be made.

Total Arrestable Offences by Home Office Arrest Reason and Ethnic Group of Detainee





The data on the outcome of arrestable offences by arrest reason is shown only in the appendices because the data could be highly misleading for two reasons:

- i. 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.
- ii. The outcome data is incomplete and shows outcomes in only three categories - charge, caution and taken into consideration (TIC). There are numerous other outcomes which cannot be identified at this time, such as no further action, police bail, penalty notice, transferred out etc.

The data is therefore of limited benefit and included mainly for the purpose of openness and transparency. Solutions to the problems with this data are being developed and this should be resolved for the publication of 2004/05 data.



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.

The definition of a hate crime is as follows:

"A hate crime is any criminal offence committed against a person or property that is motivated by the offenders' hate against people because of their sex, race, religion, disability or sexual orientation. A victim of hate crime does not have to be either a member of a minority group or someone who is generally considered to be a 'vulnerable' person".

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 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 where 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.

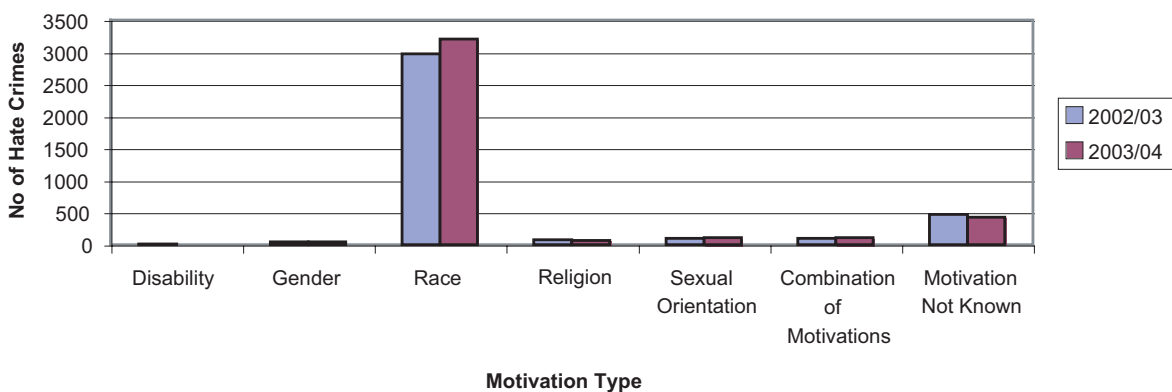
During 2003/04, there were 3,968 reports of hate crime incidents. The following table and chart shows the number and percentage of recorded hate crimes by type during 2003/04, compared to 2002/03. The largest number of hate crime incidents were racially motivated with 3,203 (80.7%) occurring in total. This is an increase on last year when 2,970 racist incidents were recorded. Increases in recorded hate crime were also seen for sexual orientation hate crime (14 or 14.7%) and combination of motivations hate crime (15 or 15.0%). All other categories decreased, although numerically the numbers were very small.



Hate Crimes Recorded 2002/03 and 2003/04 by Motivation Type

Motivation Type	2002/03	2003/04	Variation	
Disability	9	4	-5	-55.6%
Gender	46	43	-3	-6.5%
Race	2970	3203	233	7.8%
Religion	76	66	-10	-13.2%
Sexual Orientation	95	109	14	14.7%
Combination of Motivations	100	115	15	15.0%
Motivation Not Known	467	428	-39	-8.4%
Total	3763	3968	205	5.4%

Crimes Recorded 2002/03 and 2003/04 by Motivation Type



The South Manchester Division recorded the largest number (607 or 15.3%) of hate crimes during 2003/04. Meanwhile the Airport recorded the lowest (8 or 0.2%).

As with the previous year there were very few incidents relating to disability, with only 4 across the force compared to 9 in 2002/03.

There were 43 incidents of gender hate crime (1.1% of the total), which is a reduction on the previous year when 46 were recorded. The majority of incidents were on the North and South Manchester Divisions.

Racist incidents accounted for 3,203 of the 3,968 incidents (80.7%), with an increase in the number of racist incidents on 2002/03 when 2,970 were recorded. The Rochdale Division recorded the highest number of racist incidents, 511 out of a total of 3,203 (18.5%).

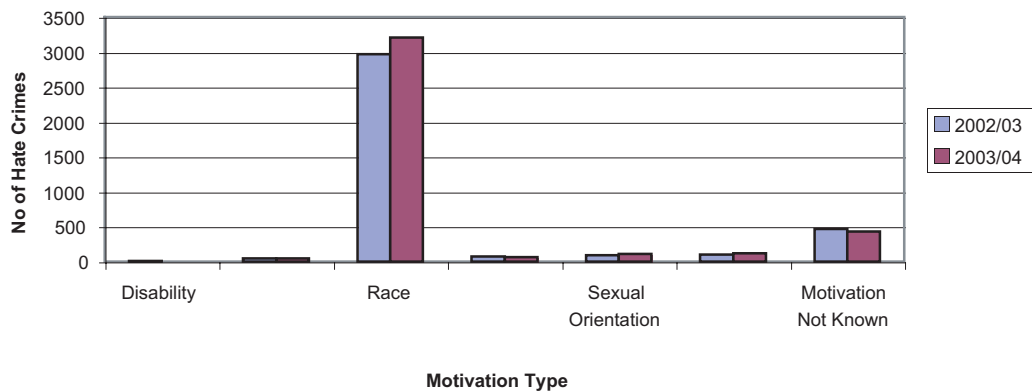
Religious incidents accounted for 66 of the 3,968 total hate crime figures (1.7%) recorded in 2003/04 and this years figures saw a significant decrease on the 76 recorded the previous year. The majority of incidents occurred on the Salford Division.



There were 109 hate crimes motivated by sexual orientation, slightly more than the previous year (95). The majority of the incidents in 2003/04 occurred in North Manchester (32%).

There were 115 hate crimes that involved combinations of motivations in 2003/04, this is similar to 2002/03 where 100 were recorded. The majority of incidents occurred on the South Manchester Division.

Hate Crimes Recorded 2002/03 and 2003/04 by Division & Motivation Type





Hate Crimes Recorded 2002/03 and 2003/04 by Division & Motivation Type (table)

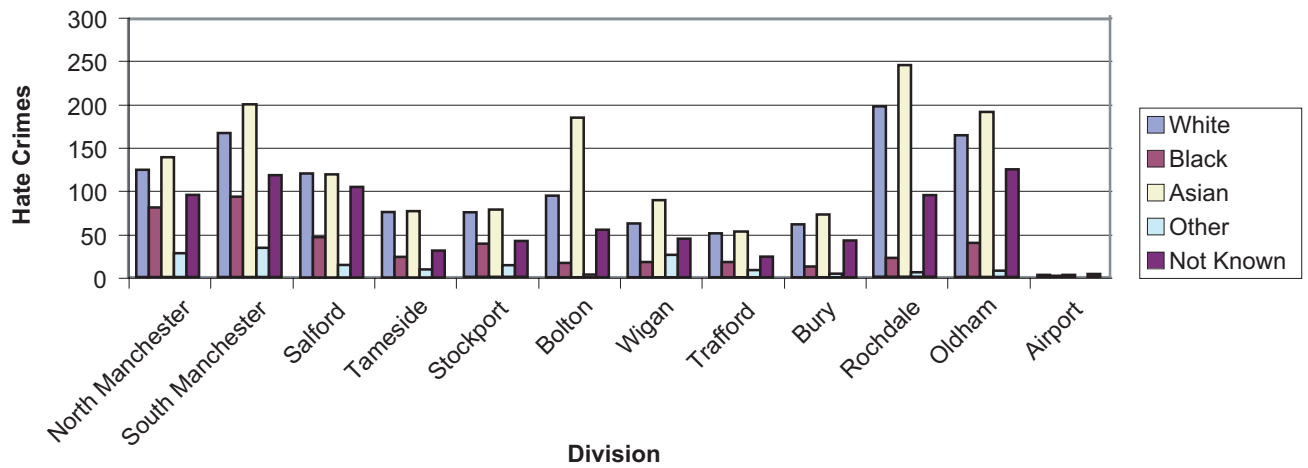
Division	Disability	Gender	Race	Religion	Sexual Orientation	Combination of Motivations	Motivation Not Known	Total	
North Manchester	0	13	339	7	35	13	55	462	11.6%
South Manchester	2	8	471	7	27	16	76	607	15.3%
Salford	1	4	293	19	16	15	56	404	10.2%
Tameside	0	1	184	2	7	7	16	217	5.5%
Stockport	0	2	204	2	0	5	31	244	6.1%
Bolton	0	3	293	5	6	9	37	353	8.9%
Wigan	0	3	194	1	3	12	27	240	6.0%
Trafford	1	2	116	8	6	5	16	154	3.9%
Bury	0	4	156	9	0	8	17	194	4.9%
Rochdale	0	0	511	0	6	11	34	562	14.2%
Oldham	0	3	434	6	3	14	63	523	13.2%
Airport	0	0	8	0	0	0	0	8	0.2%
Total	4	43	3203	66	109	115	428	3968	



The table and chart below shows the divisional breakdown of recorded hate crimes by victim ethnicity. The majority of hate crime victims were Asian (36.4%), followed by White (30.0%).

Hate Crimes Recorded by Victim Ethnicity and Division

Hate Crimes Recorded by Ethnicity & Division



Hate Crimes Recorded by Victim Ethnicity and Division (table)

Ethnicity	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	
White	123	166	120	76	74	94	62	51	61	197	163	2	1189	30.0%
Black	80	92	47	24	38	17	18	18	12	22	39	1	408	10.3%
Asian	138	199	119	77	78	184	89	53	72	244	190	2	1445	36.4%
Other	27	33	14	9	13	3	26	8	4	5	7	0	149	3.8%
Not Known	94	117	104	31	41	55	45	24	45	94	124	3	777	19.6%
Total	462	607	404	217	244	353	240	154	194	562	523	8	3968	



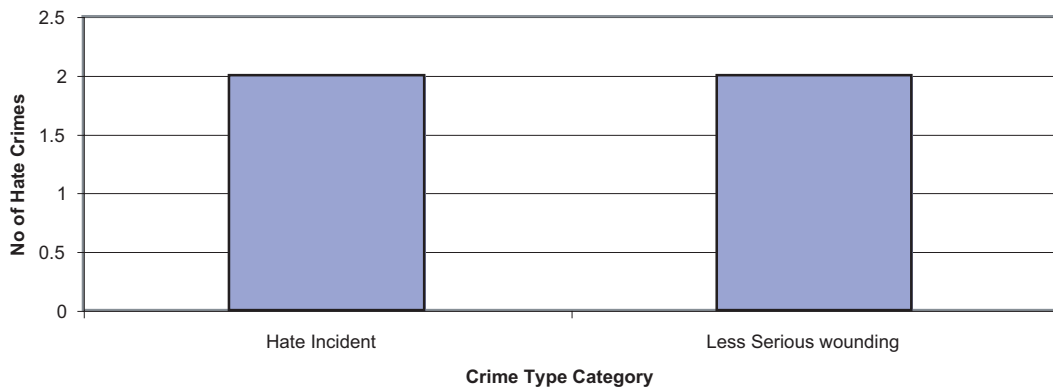


The remaining data contained in this chapter separates each of the hate crime motivation categories and addresses each one in turn. Less serious wounding features highly (62.9% of all hate crime) within the crime type data for most of the hate crime categories. This crime type is an overarching crime categorisation that covers a number of specific crime types, most notably all of the racially or religiously aggravated offences recordable under the Crime & Disorder Act 1998. Racially or religiously aggravated harassment accounts for 64.3% of the less serious wounding for all hate crime categories.

Disability Hate Crime

During the period, there were 4 hate crimes by disability, 2 recorded hate incidents (non-crime) and 2 recorded less serious wounding.

Disability Hate Crimes by Crime Type Category



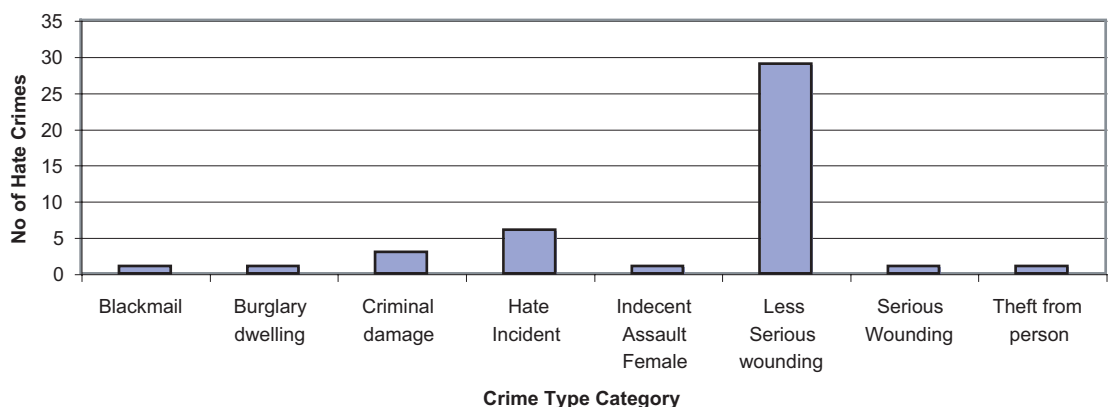
All of the victims in disability hate crime cases were male. The age categories of victims were 0-15 years, 16-18 years, 36-50 years and 51-65 years, with 25% each. The ethnicity of disability hate crime victims was unknown in two cases and White in the other two cases.

Where identified, the offenders of disability hate crimes were in the 10-15 years age group, and were White. The outcome was known in one case, the offender was charged.

Gender Hate Crime

During the period there were 43 hate crimes against gender. The most common crime type category was less serious wounding (67.4%), with the majority of such incidents occurring on the North Manchester Division (34.5%).

Gender Hate Crimes by Crime type Category



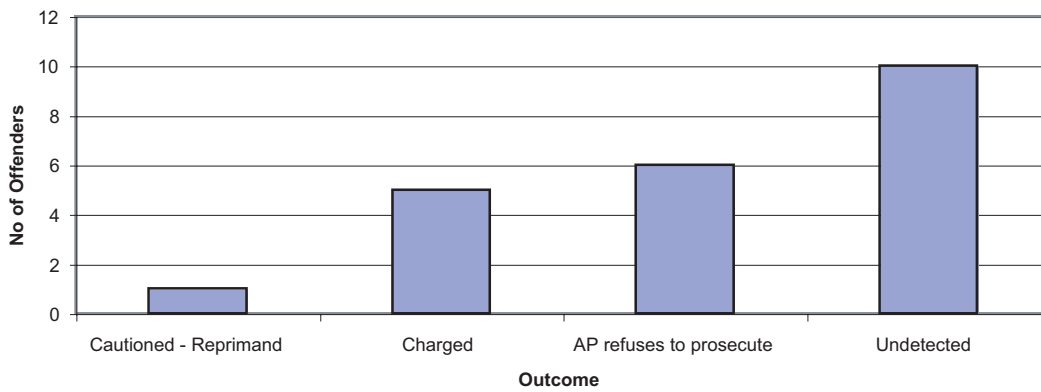


The majority of gender hate crime victims this year were males (65.1%), were in the 26-35 years age category (37.2%), and were White (76.7%).

Where identified, the majority of gender hate crime offenders were aged between 16-25 years (40.9%) and were White (77.3%).

In the majority of gender hate crimes (45.5%) the offenders were undetected, with 22.7% of offenders being charged.

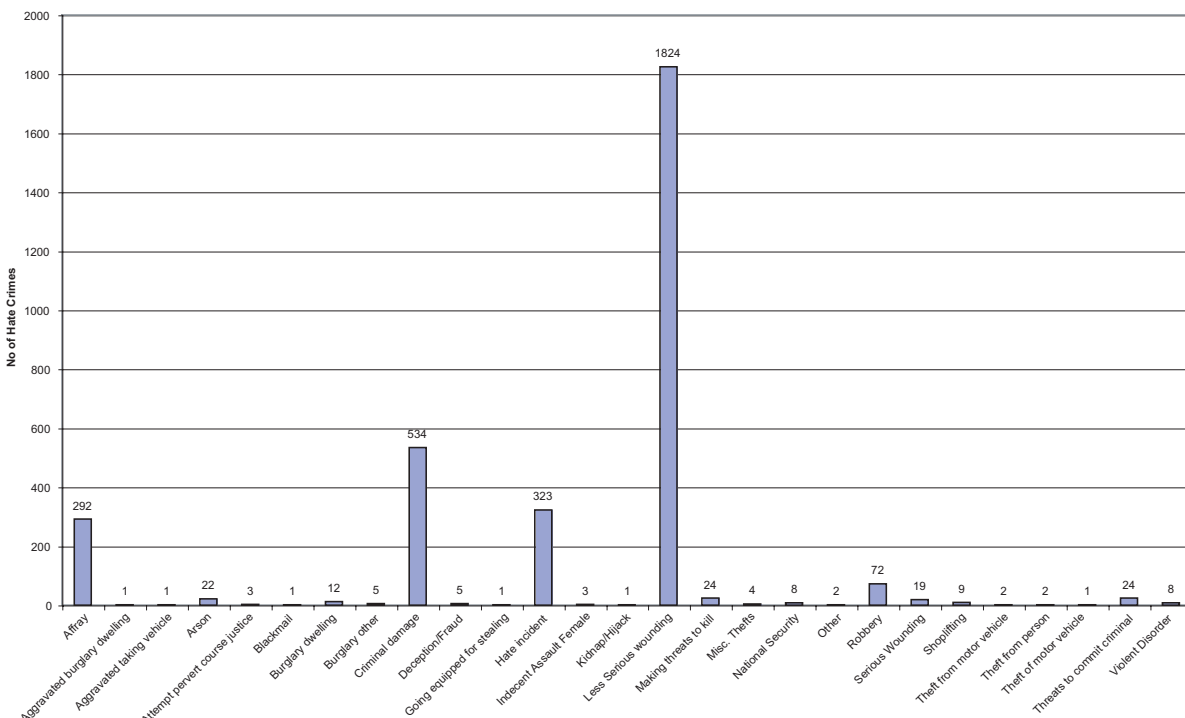
Action taken against Gender Hate Crime Offenders



Race Hate Crime

During the period there were 3,203 racially motivated hate crimes. The most common crime type category of race hate crime was less serious wounding, with a total of 1,824 crimes (56.9%). The South Manchester Division recorded the most incidents of this type with 298 (16.3%). The full divisional breakdown can be found in the appendices.

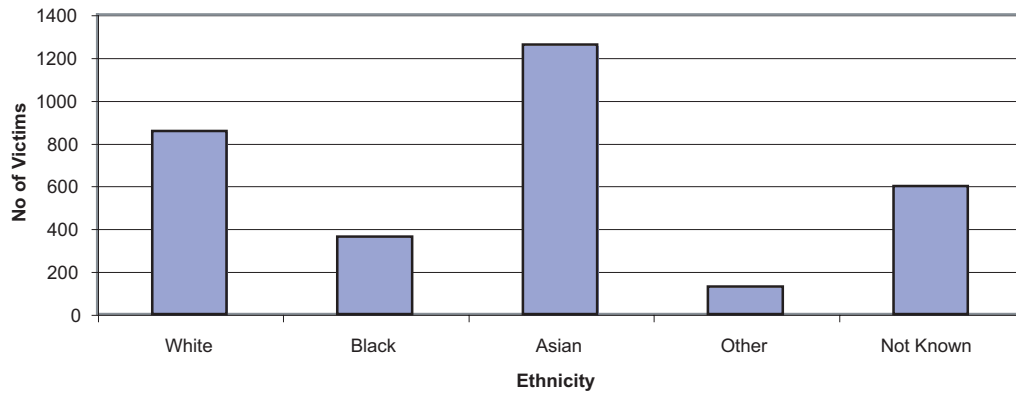
Race Hate Crime by Crime Type





The majority of race hate crime victims were male (59.3%), aged between 26-35 years (25.7%) and 36-50 years (24.8%), and were Asian (39.3%).

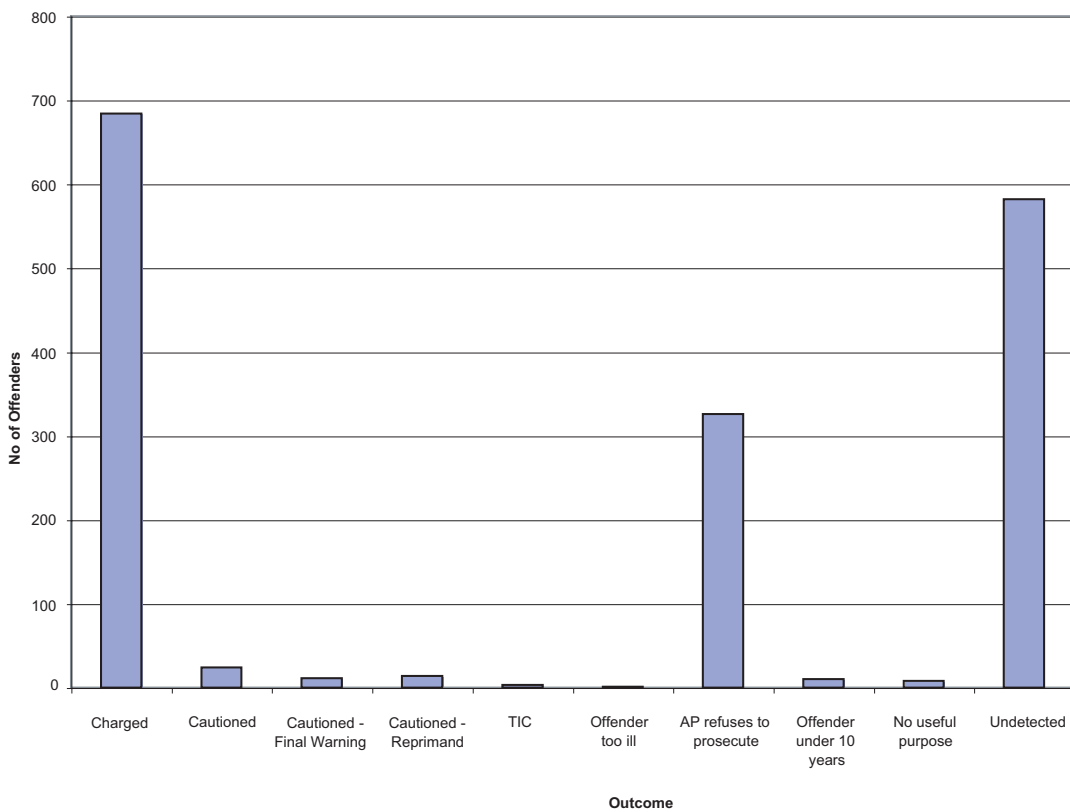
Ethnicity of race Hate Crime Victims



The majority of race hate crime offenders were between 16–25 years (38.8%) and were White (69.0%).

There were 1663 race hate crime offenders identified. Of these, the majority were charged (41.1%).

Action taken against Race Hate Crime Offenders

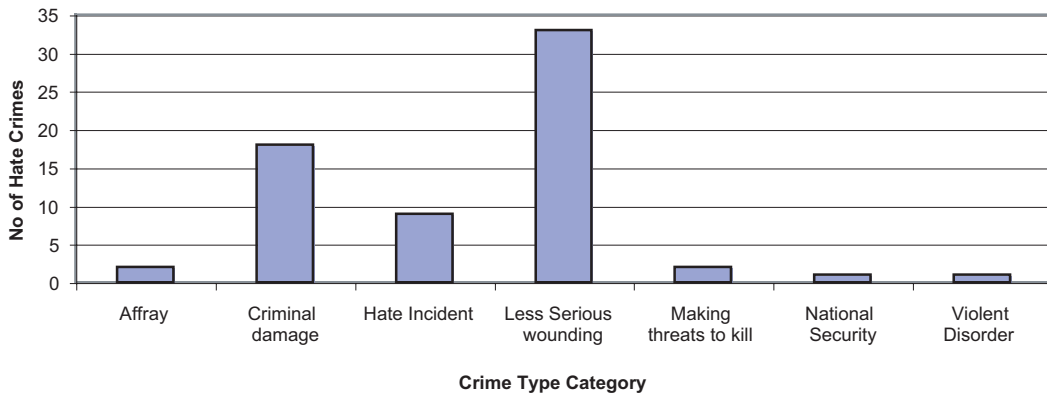




Religion Hate Crime

During the period there were 66 religion hate crimes. The most common crime type category of religion hate crime was for less serious wounding (50.0%).

Religion Hate Crimes by Crime Type

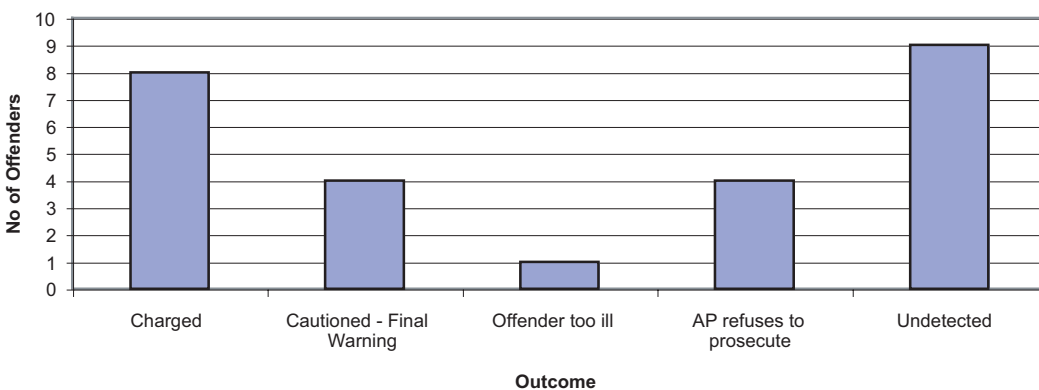


The majority of victims of religious hate crime were male (68.2%), aged between 36-50 years (28.8%), and were White (57.6 %).

The majority of religious hate crime offenders were aged between 16-25 years (38.5%), and were white (53.8%).

There were 26 offenders identified, the majority of which were undetected (34.6%). However, 30.8% were charged.

Action taken against Religion Race Hate Crime Offenders

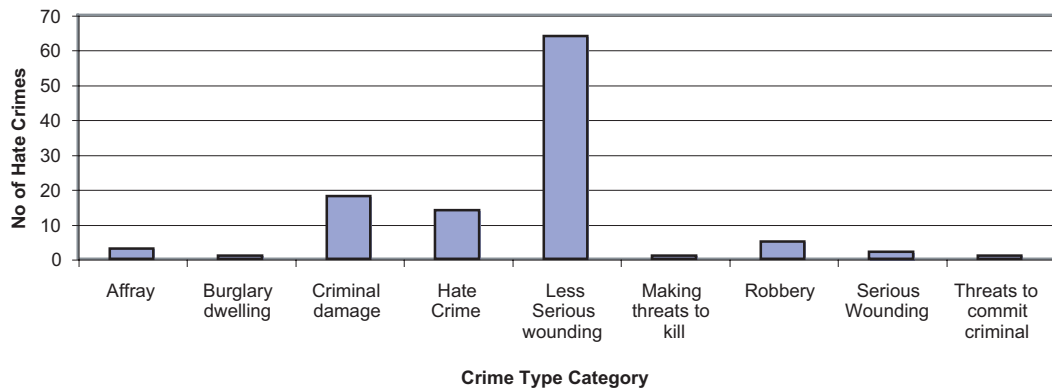




Sexual Orientation Hate Crime

During the period there were 109 sexual orientation hate crimes. Less serious wounding accounted for 64 of the 109 crimes (58.7%). The North Manchester Division recorded the majority of these crime types (26 or 40.6%). The full Divisional breakdown is shown in the appendices.

Sexual Orientation Hate Crime by Crime Type

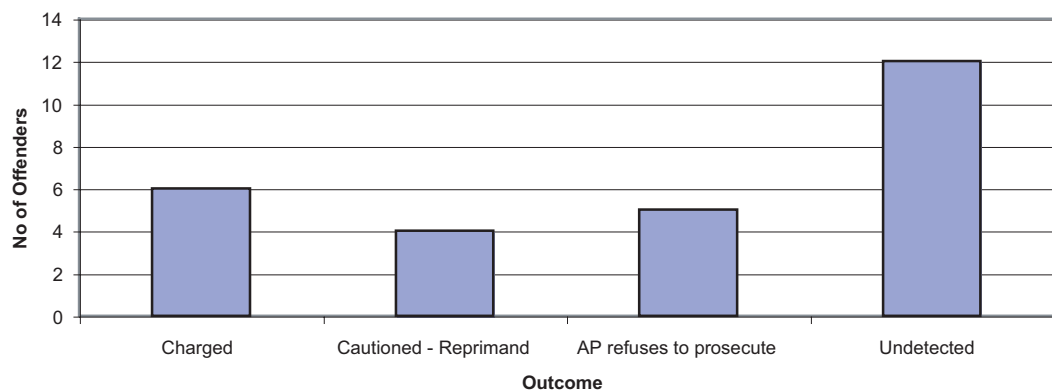


The majority of sexual orientation victims were male (74.3%), aged between 26-35 years (34.9%), and were White (86.2%).

A total of 27 offenders were identified, the majority aged between 16-25 (44.4%), and White (77.8%).

In 2003/04 the majority of sexual orientation hate crime offenders went undetected (44.4%), while 22.2% were charged.

Action taken against Sexual Orientation Hate Crime Offenders

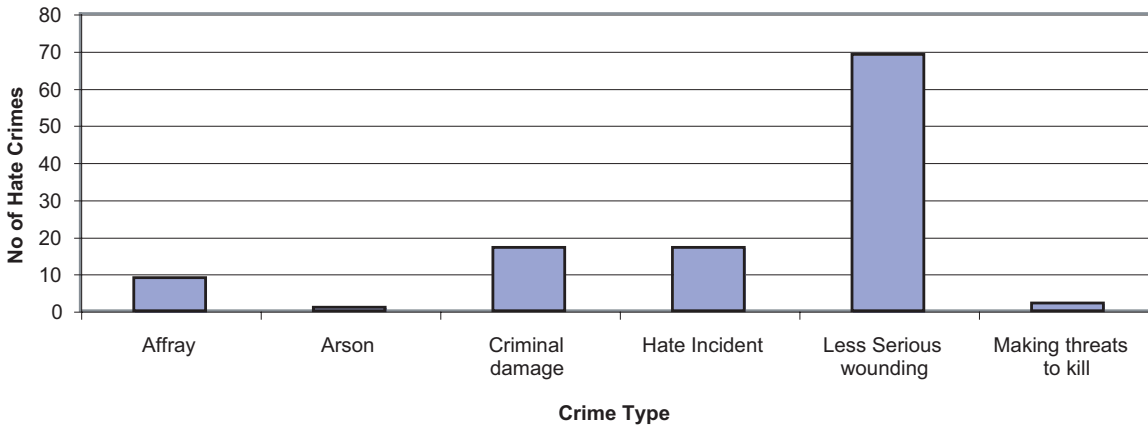




Combination of Motivations Hate Crime

These are hate crime cases with more than one specified motivation, and the majority of these cases are both race and religion motivated. During the period there were 115 hate crimes with a combination of motivations. Less serious wounding accounted for the majority (60.0%).

Combination of Motivation Hate Crimes by Crime Type

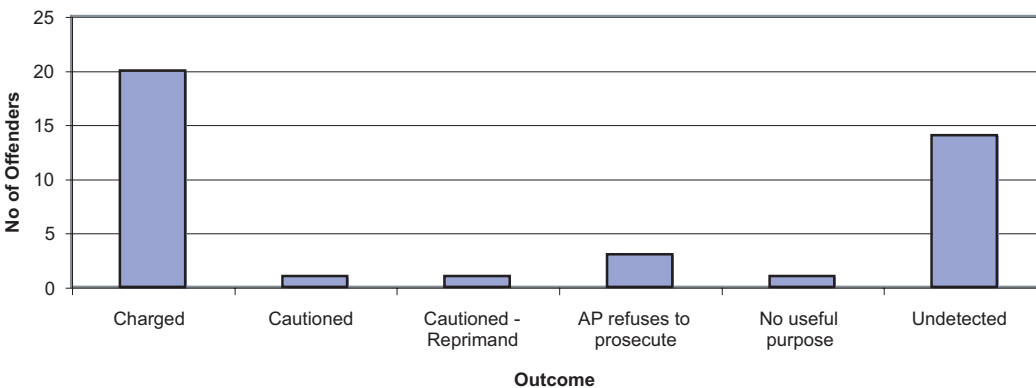


The majority of victims were male (51.3%), aged between 36-50 years (20.9%), and were fairly evenly split across two ethnic groups White (27.0%), Asian (30.4%). In 29.6% the victims ethnicity was 'not known'.

The majority of offenders for combination hate crime offences were in the 16-25 years age group (47.5%), and mainly White (65.0%).

Of the 40 offenders identified, the majority (50%) were charged.

Action taken against Combination of Motivation Hate Crime Offenders.

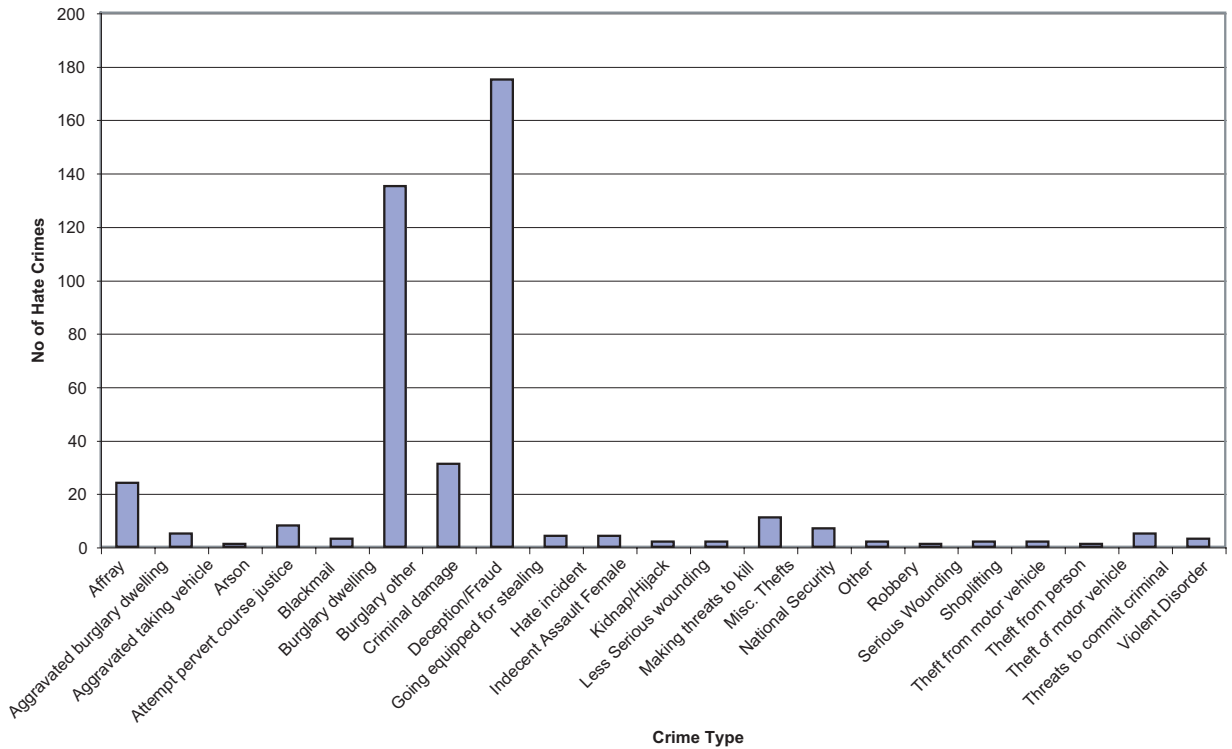




Unknown Motivation Type Crime

During 2003/04 there were 428 hate crimes where the motivation was not known. Less serious wounding accounted for the majority (40.9%).

Unknown Motivation Hate Crime by Crime Type

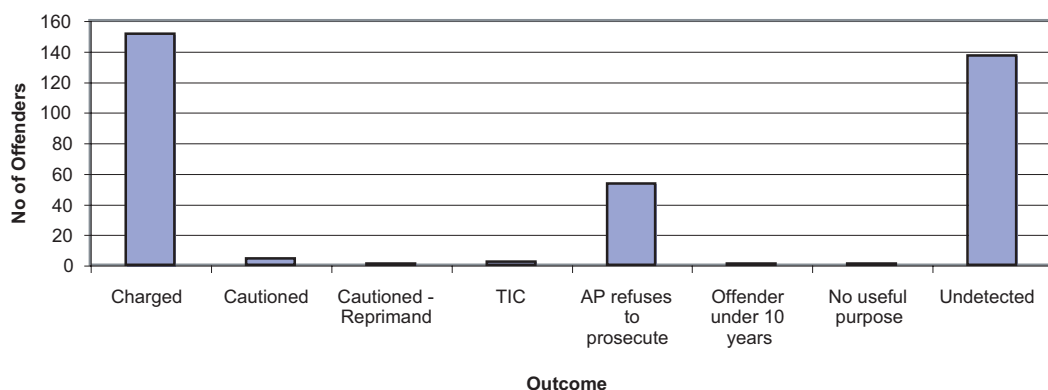


The majority of victims were male (60.5%), were aged between 26- 35 years (26.2%) and were of various ethnic groups – White (31.8%), Asian (31.5%) and Not Known (25.7%).

The majority of offenders were aged between 16-25 years (52.6%), and were White (78.6%).

There were 350 offenders identified, the majority of whom were charged (43.1%).

Action taken against Motivation not known Hate Crime Offenders





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.

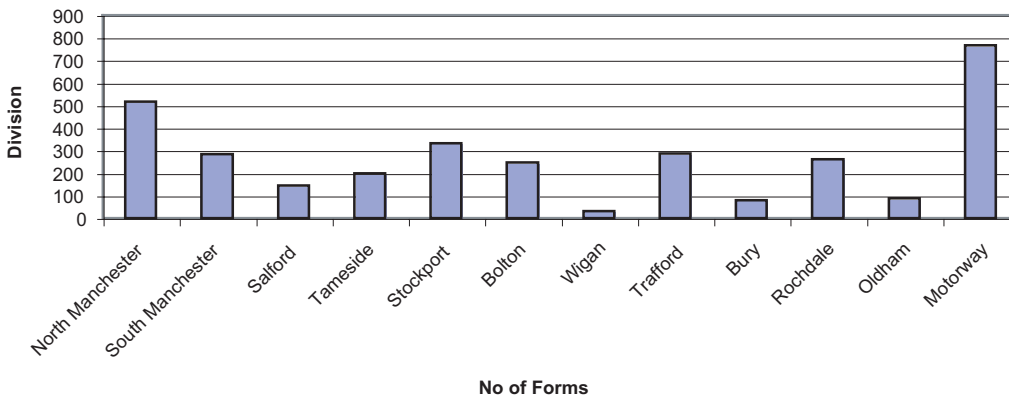
Following the introduction of the new monitoring system and forms, some old forms remained in circulation. Therefore, this chapter contains some information using the old forms that contained only Officer Defined ethnicity (4+1) and some using the new forms that had the addition of Self Defined ethnicity (16+1).

Vehicle Defect Rectification Scheme Forms

VDRS forms are issued as an alternative to prosecution in circumstances where an officer has identified a fault on a vehicle. During the period April 2003 and March 2004 a total of 3,237 forms were issued. 1,083 old forms were issued (33.5%), with the remaining 2,154 (66.5%) on the new forms.

The Traffic Network Section, Motorway Unit issued the most VDRS forms (767, or 23.7%).

Total VDRS forms issued

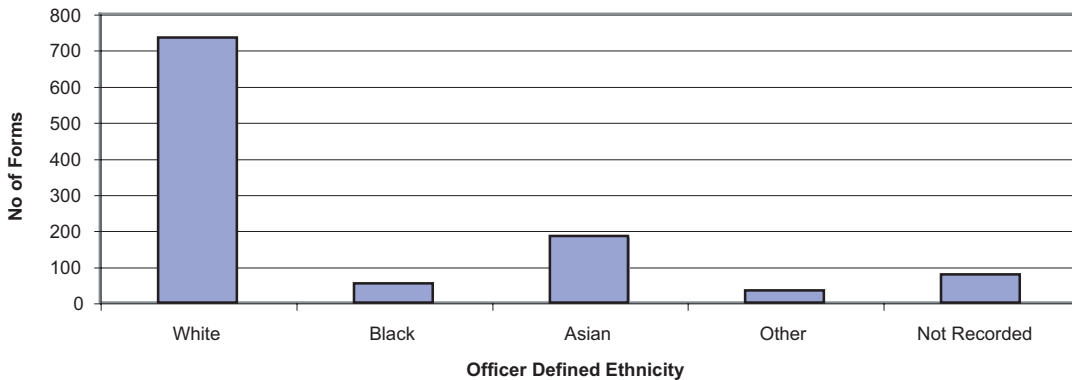




Old Forms (4+ I Officer Defined)

Officers issued the majority of old VDRS forms to White people (735, or 67.9%), followed by Asian people, who received 184 (17.0%).

OLD VDRS forms issued



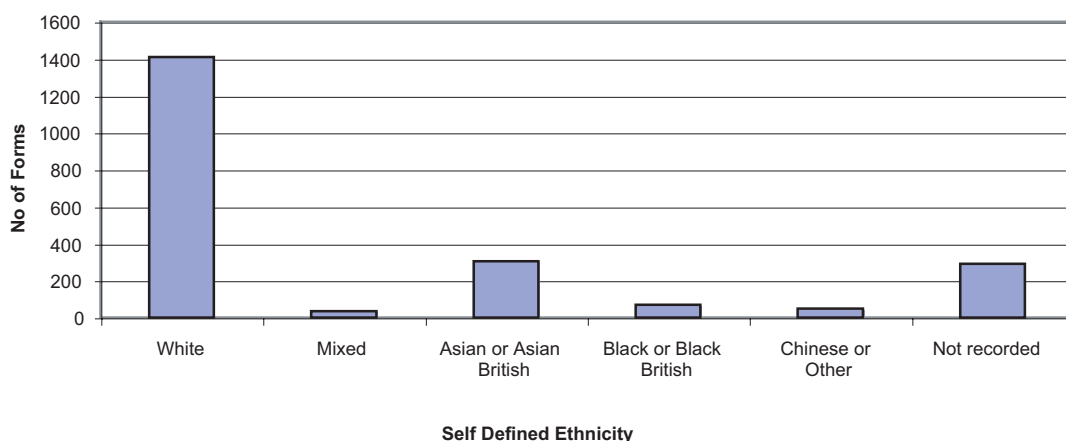
The Trafford Division issued the most old VDRS forms overall (288, or 26.6%), and the greatest number of forms to White, Black and Other ethnic individuals (207, 18 and 15 respectively). The South Manchester Division issued the greatest number of forms to Asian individuals (58).

The Tameside Division issued the greatest proportion of old forms to White individuals (89.0%), the North Manchester Division to Black individuals (11.5%), the Oldham Division to Asians (46.2%) and the Trafford Division to Other ethnic individuals (5.2%). See Appendices for more detailed information.

New Forms (16+ I Self Defined)

The majority of new VDRS forms were issued to White people (1,408, or 65.4%), followed by Asian people 305 (14.2%).

NEW VDRS forms issued





The Traffic Network Section, Motorway Unit issued the most new VDRS forms (621, or 28.8%), and the greatest number of forms to White and Asian or Asian British individuals (518 and 62 respectively). The North Manchester Division issued the greatest number of forms to individuals who were Mixed (11), Black or Black British (27), Chinese or Other (15) and Other ethnic groups (158).

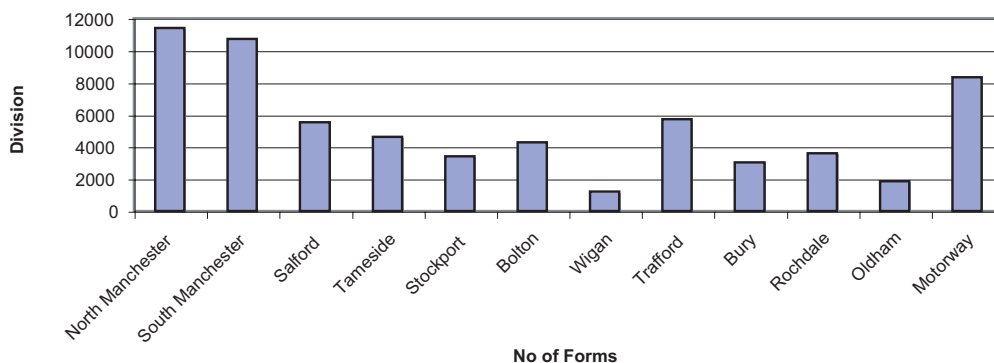
The Wigan Division issued the greatest proportion of new forms to White individuals (93.3%), the Salford Division to Mixed (7.6%) and Chinese or Other individuals (9.5%). The Oldham Division to Asians (39.5%), and the South Manchester Division to Black or Black British individuals (8.3%). See Appendices for more detailed information.

Home Office Road Traffic Forms (HORT1)

HORT1 forms are issued when a person stopped in a vehicle is unable to produce their driving documents (driving licence, insurance and MOT) and the details cannot be fully verified via the Police National Computer. During the period April 2003 and March 2004 a total of 63,680 forms were issued. 24,761 old forms were issued (38.9%), with the remaining 38,919 (61.1%) on the new forms.

The North Manchester Division issued the most HORT1 forms (11,401, or 17.9%).

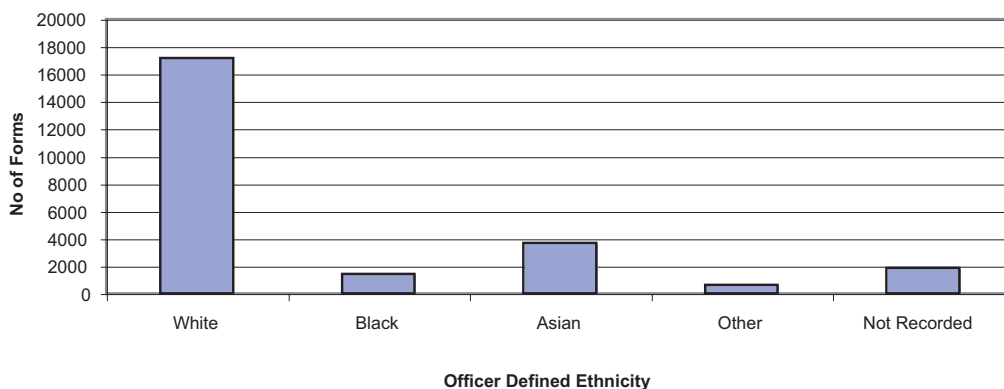
Total HORT1 forms issued



Old Forms (4+ I Officer Defined)

Officers issued the majority of old HORT1 forms to White people (17,184, or 69.4%), followed by Asian people, who received 3,670 (14.8%).

Old HORT1 forms issued



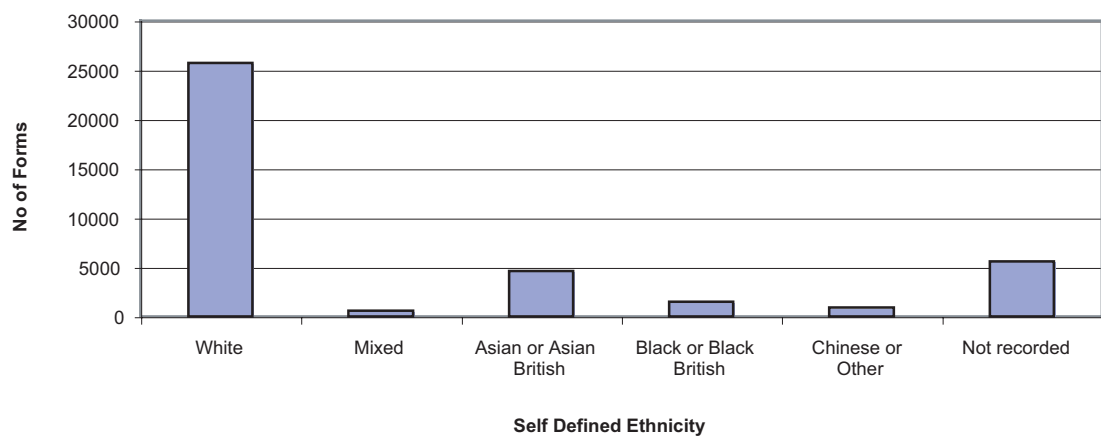


The Trafford Division issued the most old HORT forms (5,704, or 23.0%), and the greatest number of forms to White and Asian individuals (4,422 and 498 respectively). The South Manchester Division issued the greatest number of forms to Black and Other ethnic individuals (545 and 242 respectively). See Appendices for more detailed information.

New Forms (16+ I Self Defined)

The majority of new HORT1 forms were issued to White people (25,717, or 66.1%), followed by ethnicity not specified 5,579 (14.3%).

New HORT1 forms issued



The North Manchester Divisions issued the most new HORT1 forms (9,205, or 23.7%), and the greatest number of forms to Mixed and Chinese or Other ethnic individuals (203 and 222 respectively). The Traffic Network Section, Motorway Unit issued the greatest number of forms to White individuals (4,406). The South Manchester Division issued the greatest number of forms to individuals who were Asian or Asian British (1,103) and Black or Black British (577).

The Wigan Division issued the greatest percentage of new forms to White individuals (92.9%), the North Manchester and Salford Divisions to Mixed individuals (2.2% each), the Rochdale Division to Asians (21.8%), the South Manchester Division to Black or Black British individuals (10.9%), and the Oldham Division to Chinese or Other ethnic individuals (4.9%). See Appendices for more detailed information.



Complaints and Dicipline

The total number of complaints against police officers received from the public for 2003/04 was 1,533. Of these, 91 (5.9%) were for racial discrimination.

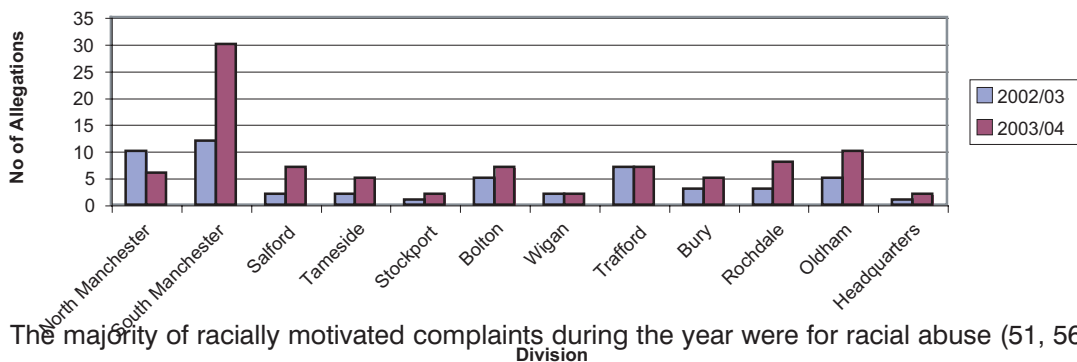
A total of 98 complainants were responsible for the 91 recorded complaints of racial discrimination against the police.

Overall the number of racial complaints against the police (91, 2003/04) increased against last year (53, 2002/03). This represents an increase of 71.7%.

During 2003/04 the South Manchester Division experienced the greatest number of racial complaints (30) and had the greatest numeric increase (18).

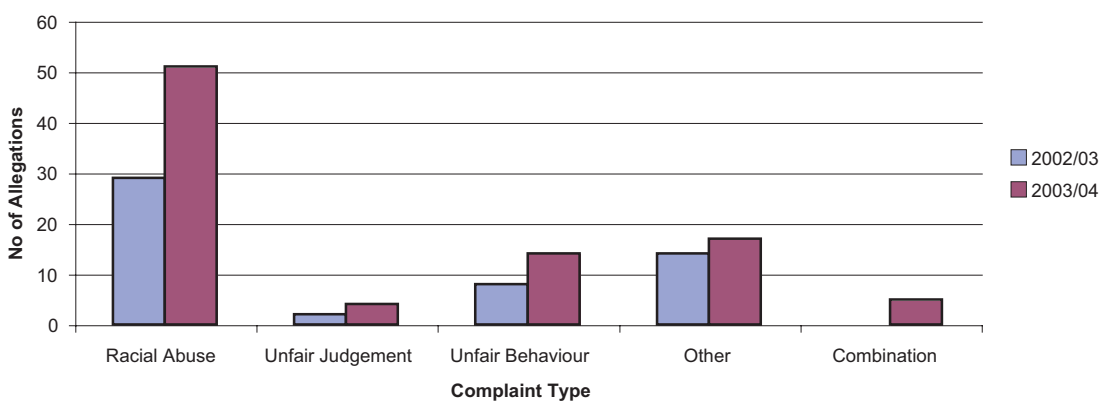
The North Manchester Division experienced the only decrease in complaints by 40% (4 complaints).

Racial Discrimination



The majority of racially motivated complaints during the year were for racial abuse (51, 56.0%).

Type of Complaint Against Police

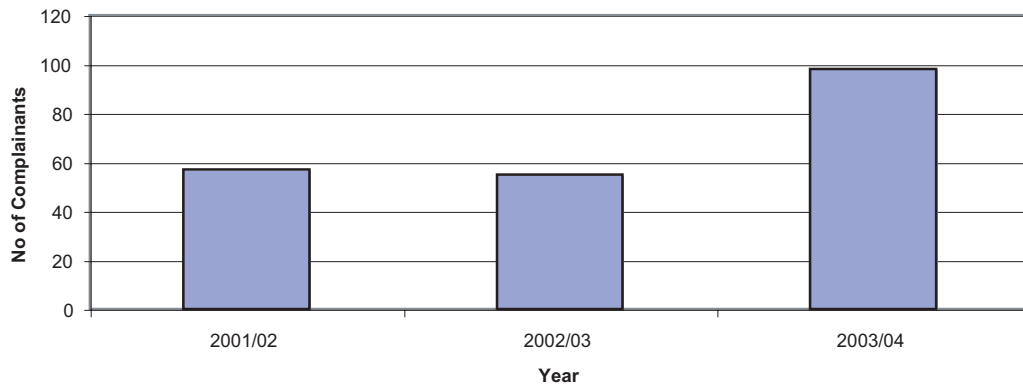




Complainants in Complaints from the Public Against Police Officers

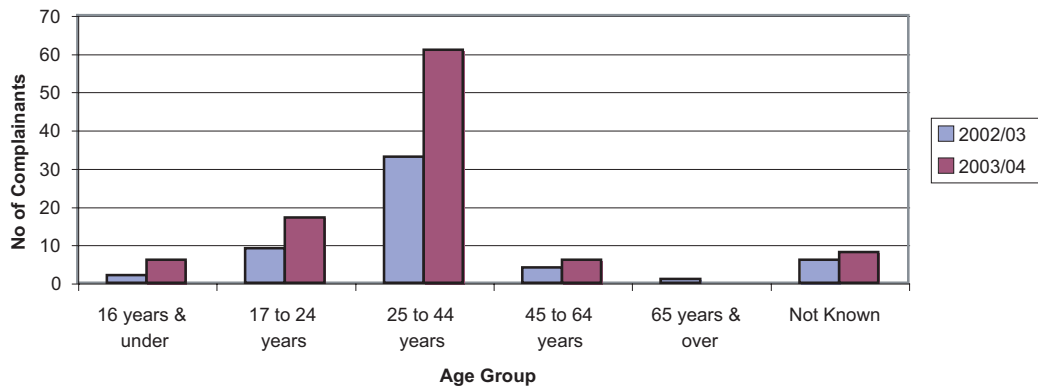
The number of racial complainants increased during the year by 43.9%, Of the 98 racial complainants, 72 were male and 26 were female.

No. of Complainants 2001/02 – 2003/04)



The majority of racial complainants (62.2%) were aged 25 to 44, an increase, of 84.8% on last year. There was an increase in racial complainants in all other age ranges, except those aged 65 and over, which decreased by 1 complainant.

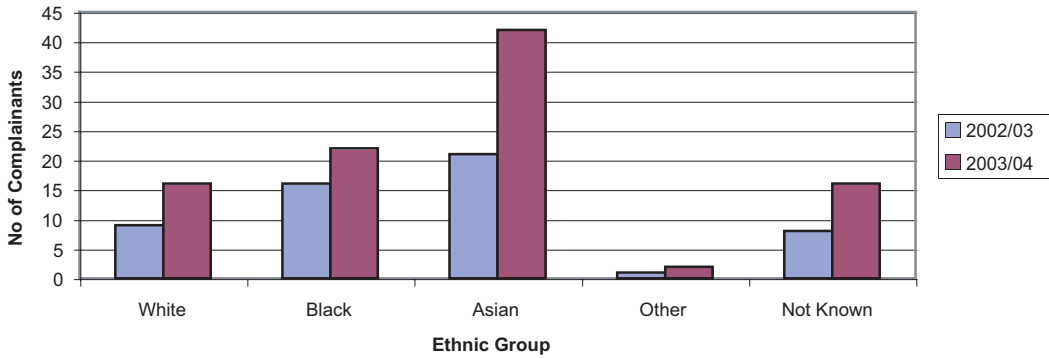
Complainants by Age 2002/03 and 2003/04



During 2003/04 for racial complaints, Asian complainants increased by 21 (100%), and account for nearly 43% of complainants. This is consistent with the previous year, showing that Asian complainants have increased year on year since 2001/02.



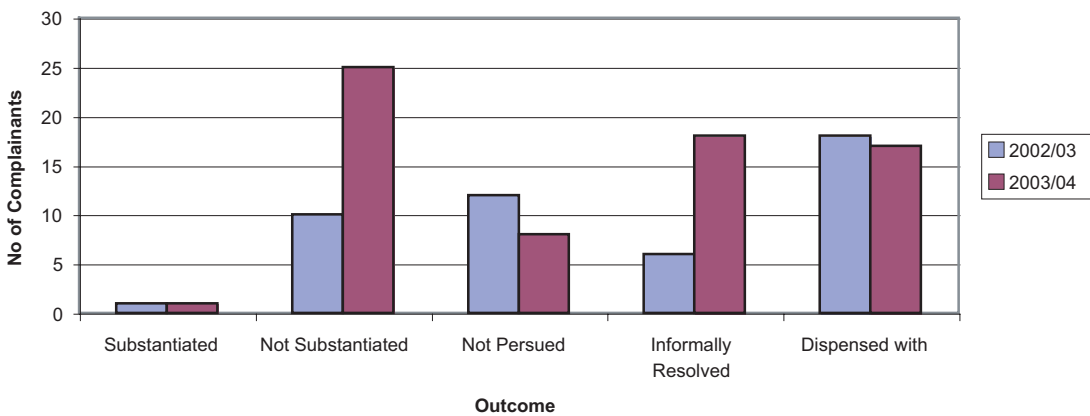
Complainants by Ethnic Group 2002/03 and 2003/04



Outcomes of Complaints from the Public Against Police Officers

The majority of investigations into accusations of race discrimination (36.2%) were ‘not substantiated’.

Outcomes for 2002/03 and 2003/04



Complaints from the Public Against Support Staff

There were 5 complaints of race discrimination against support staff during 2003/04.

Out of the 5 complaints, 4 were made by GMP staff whom heard colleagues making racist remarks.

All of the complaints were resolved by the Disciplinary procedure.



Grievances

There were 78 grievances made in 2003/04, 42 (54.5%) against Police Officers and 35 (45.5%) against Support staff. (One grievance was anonymous).

In total 94.9% of all aggrieved parties were White, and 5.1% were from a Minority Ethnic background.

Summary 2003/04

Total for white groups	74	94.90%
Total for minority ethnic groups	4	5.10%
Total Grievances	78	

Disciplines

There were 33 discipline procedures brought against Police Officers. 84.8% were on White Officers, 9.1% on Asian or Asian British Officers and 3.0% on Black or Black British and Mixed Ethnic background officers.

The greatest outcome (30.3%) was that the Police Officers were required to resign. 90% of the Officers required to resign were White and 10% were Asian or Asian British officers.

2 White Officers were required to resign.

There were 24 discipline procedures brought against Support Staff. All staff involved were White.

37.5% of cases were given a written warning, 33.3% were given a formal oral warning, 16.7% were given a final written warning and 12.5% were dismissed.



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.

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

Staff in Post

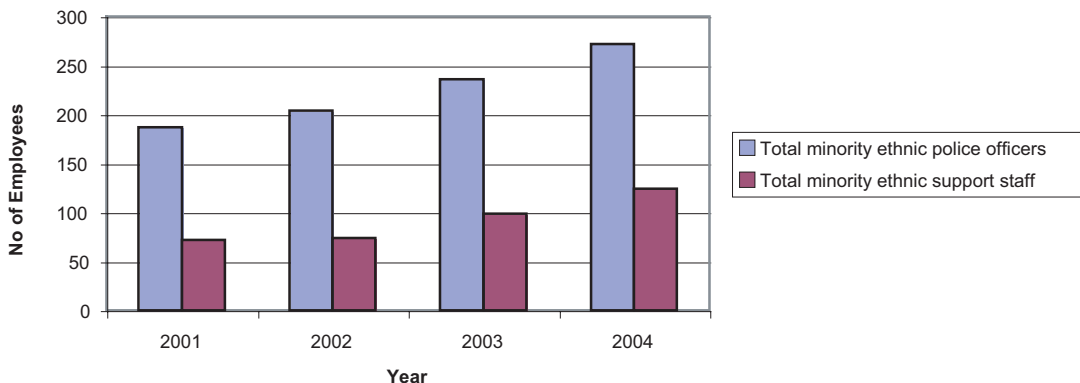
The data below examines staffing levels by ethnicity for police officers, special constables and support staff.

The total number of Minority Ethnic police officers is 272, which represents an increase on last year by 36 (3.3%) at 31st March 2004. Minority Ethnic police officers account for 3.2% of the total workforce.

18.0% of the Minority Ethnic police officers are at probationer level, 80.5% are Constable to Inspector level and 1.5% of minority ethnic police officers are Chief Inspector or above.

The total number of Minority Ethnic support staff as at 31st March 2004 is 124, which is an increase on last year of 25 (2.8%).

Minority Ethnic Police Officers and Support Staff Employed 2001-2004



The total number of minority ethnic Special Constables is 11 as at 31st March 2004, this is an increase of 1 (10%) on last year.

At 31st March 2004 there were 6,373 (78.1%) male police officers and 1,783 (21.9%) female police officers. Of the 272 Minority Ethnic officers, 227 (83.5%) were female and 45 (16.5%) were male.



Of the 3,878 support staff, 63.4% (2,460) were female and 36.6% (1,418) were male. There were 124 Minority Ethnic support staff, 58.1% (72) of whom were female and 41.9% (52) were male.

Of the 3,878 support staff, 137 (3.5%) were disabled. Of these, 74 (54.0%) were female and 63 (46.0%) were male.

The full breakdown of employees (both police officer and support staff) can be found within the Appendices, shown by ethnicity, gender and in the case of support staff disability.

Police Recruitment Stages by Gender and Ethnic Group

	White		Mixed		Black or Black British		Asian or Asian British		Chinese or Other Ethnic Group		Not Stated		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Application Forms Received	2258	1072	37	20	88	26	56	19	38	28	0	0	2477	1165	3642
Applications Rejected on Medical Grounds	197	161	7	4	6	2	6	2	6	5	0	0	222	174	396
Assessment Centre - Pass	141	109	4	0	5	1	4	4	9	5	0	0	163	119	282
Assessment Centre - Fail	791	293	6	2	29	16	18	6	17	11	0	0	861	328	1189
New Entrants Appointed	632	321	10	5	3	0	18	2	3	0	0	0	666	328	994





Support Staff recruitment by Division and Dept. recruitment stages

Applications	Division or Department														Total						
	Command	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Corporate Development & Performance	Criminal Justice		Personnel & Development	Crime Operations	Resources	Territorial Policing	Community & Internal Affairs	Career Breaks
Total Applicants	0	1524	18	313	244	401	309	155	289	485	771	570	189	938	951	1784	905	977	191	0	11014
Minority Ethnic Applicants	0	84	2	26	4	19	10	2	25	14	43	46	12	97	66	123	84	45	14	0	716
Disabled Applicants	0	7	1	7	1	4	9	7	1	11	16	13	2	23	14	29	19	6	1	0	171

Interviews	Division or Department														Total						
	Command	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Corporate Development & Performance	Criminal Justice		Personnel & Development	Crime Operations	Resources	Territorial Policing	Community & Internal Affairs	Career Breaks
Total Interviewed	0	322	7	77	66	70	53	42	83	126	161	152	95	215	300	444	261	166	54	0	2694
Minority Ethnic Candidates Interviewed	0	22	0	8	2	3	1	0	5	3	10	13	3	26	13	19	23	15	3	0	169
Disabled Candidates Interviewed	0	2	1	1	0	0	6	0	0	7	3	5	1	3	2	10	6	0	0	0	47

Appointments	Division or Department														Total						
	Command	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Corporate Development & Performance	Criminal Justice		Personnel & Development	Crime Operations	Resources	Territorial Policing	Community & Internal Affairs	Career Breaks
Total Appointed	0	53	17	34	24	23	25	27	32	30	42	47	21	68	76	82	63	36	12	0	712
Minority Ethnic Candidates Appointed	0	3	5	4	0	0	0	0	2	0	3	2	0	5	1	3	4	3	1	0	36
Disabled Candidates Appointed	0	0	1	1	0	0	0	0	0	1	0	0	0	2	0	3	1	0	0	0	9



Applications for Employment (Police Officers)

In 2003/04 GMP had received a total of 3,642 applications forms. Of these applications 91.4% were from White people. Black and Black British people accounted for 3.1% of all applications, 2.1% were Asian or Asian British and 1.8% were from Chinese or Other ethnic background and 1.6% from Mixed ethnic background.

396 applications were rejected on medical grounds, making an overall rejection rate of 10.9%. Black or Black British applicants were less likely to be rejected on medical grounds with a rejection rate of 6.8% (male) and 7.7% (female). Chinese and other ethnic group and mixed ethnic group applicants were more likely to be rejected on medical grounds, but numerically the numbers were very small.

1189 people failed the assessment centre process, giving a failure rate of 32.6%. Mixed ethnic group applicants were least likely to fail the assessment centre process with failure rates of 16.2% (male) and 10.0% (female). Black females (61.5%) and Chinese or Other Ethnic Group males (44.7%) were more likely to fail the assessment centre, although once again the numbers were relatively small.

994 applicants were ultimately appointed, giving an overall success rate of 27.3% (as a percentage of the original number of applicants). Black or Black British males (3.4%) and females (0.0%) achieved a lower level of appointees, as did Chinese or other ethnic group males (7.9%) and females (0.0%). Once again the numbers were relatively small.

Applications for Employment (Support Staff)

In 2003/04 11,014 people applied for Support Staff roles within GMP. 6.5% of these applications were people from a Minority Ethnic background.

In total 2,694 people were interviewed. 6.3% of interviewees were from a minority ethnic background.

712 people were appointed. 5.1% of those appointed were from a minority ethnic background.

Applicants for Training

There are many training courses that are mandatory (80%) and therefore apply to all employees. For that reason the information below is based on elective training courses where staff will need to undertake the course if applying for specialist roles, or for development purposes.

In total there were 14,455 applications for elective training. Of these 97.2% of applicants were White, and 2.7% were from a minority ethnic background.

Ethnicity	Number Trained	Percentage
White	14057	97.2%
Minority Ethnic	398	2.8%
Total	14455	



The highest numbers applied to specialist training within the Firearms Training Unit, with a total of 5,426 applications. Of these 96.8% were White and 2.3% were from a mixed ethnic background, 0.9% were from Black or Black British background. There were only 2 applications from people of Asian or Asian British background.

For further information on other elective Training, please refer to the Appendix.

Applications for Promotion (Police Officer)

There were 88 applications for promotion to Sergeant, of which were 3 applicants from a Minority Ethnic background. 67% of the Minority Ethnic candidates were successful, compared to 82% of White applicants. It should be noted that the number of Minority Ethnic applicants was small.

There were 52 applications for promotion to Inspector, of which there were 5 applicants from a Minority Ethnic background. 40% of the Minority Ethnic candidates were successful, compared to 49% of White applicants.

There were 36 applications for promotion to Chief Inspector, of which there was one applicant from a Minority Ethnic background. This applicant was successful. Only 36% of White applicants were successful.

There were 34 applications for promotion to Superintendent. Of these none were from a Minority Ethnic background.

There were 7 applications for promotion to Chief Superintendent. Of these none were from a minority ethnic background.

Staff that Benefit or Suffer Detriment as a result of Performance Assessment Procedures

Performance Appraisal has only recently been introduced in GMP. By November 2004 all staff will have had an appraisal conducted under this new system.

A quality assurance exercise is due to be undertaken and part of the scope of this will be to assess whether Minority Ethnic staff have been treated fairly under this system. This information will be included in next years report.

Staff that Ceased Employment (Police Officers)

331 police officers left GMP in 2003/04. 53.8% voluntarily resigned or transferred, 43.0% retired or passed away, and 3.3% were dismissed from the Force.

18 officers left within less than 6 months of joining. Of these 11.1% were from a Minority Ethnic background. All leavers in this area voluntarily resigned or transferred.

47 officers left between 6 months to 2 years service. Of these 4.3% were from a Minority Ethnic background. All but 2, leavers in this area voluntarily resigned or transferred.



40 officers left with between 2 to 5 years service. Of these 2.5% were from a Minority Ethnic background. All leavers in this area voluntarily resigned or transferred.

40 officers left with between 5 to 10 years service. Of these 2.5% were from a Minority Ethnic background.

186 officers left with 10 years or more service. Of these 0.5% were from a Minority Ethnic background.

The Personnel Branch are currently undertaking work to explore the issues around premature Minority Ethnic leavers.

Staff that Ceased Employment (Support Staff)

315 support staff left GMP in 2003/04. 82.5% (230) voluntarily resigned or transferred, 10.6% (33) retired or passed away and 7.3% (23) were dismissed from the Force.

8.7% of all support staff that were dismissed were from a minority ethnic background.

Staff that Ceased Service (Special Constabulary)

79 Special Constabulary Officers left GMP in 2003/04. 95.0% of Special Constabulary staff voluntarily resigned or transferred, 3.8% were dismissed and 1.3% retired or passed away.

All of those dismissed were White.

2.7% of those who voluntarily resigned or transferred were from a minority ethnic background.



Customer Satisfaction Surveys

During 2003/04 there were five topic specific customer satisfaction surveys and the Citizens' Panel Survey. All of these surveys captured the ethnicity of respondent. The data below shows the overall satisfaction levels (either very or fairly satisfied) indicated in the surveys for white respondents compared to minority ethnic respondents. The satisfaction levels for all ethnic groups by 16+1, for all of the surveys are contained within the appendices.

It is important to note that in some cases the number of minority ethnic respondents is very small and hence we should be cautious interpreting this data.

Citizens' Panel Survey

Satisfaction with the police			
	No. of respondents	No. satisfied	% satisfied
White	226	147	65.0%
Minority Ethnic	6	2	33.3%

Satisfaction with the initial response to their crime			
	No. of respondents	No. satisfied	% satisfied
White	223	130	58.3%
Minority Ethnic	7	2	28.6%

Satisfaction with the overall response to their crime			
	No. of respondents	No. satisfied	% satisfied
White	224	119	53.1%
Minority Ethnic	6	2	33.3%

999 Call Survey

Satisfaction with the time taken to answer the call			
	No. of respondents	No. satisfied	% satisfied
White	799	741	92.7%
Minority Ethnic	84	76	90.5%

Burglary Dwelling Survey

Satisfaction with the initial response to their burglary			
	No. of respondents	No. satisfied	% satisfied
White	2864	2533	88.4%
Minority Ethnic	253	189	74.7%



Violent Crime Survey

Satisfaction with the initial response to their violent crime			
	No. of respondents	No. satisfied	% satisfied
White	602	437	72.6%
Minority Ethnic	84	50	59.5%

Racist Incident Survey

Satisfaction with the police when dealing with the incident			
	No. of respondents	No. satisfied	% satisfied
White	34	20	58.8%
Minority Ethnic	117	73	62.4%

Road Collision Survey

Satisfaction with the service received at the scene of the accident			
	No. of respondents	No. satisfied	% satisfied
White	716	656	91.6%
Minority Ethnic	99	77	77.8%

All but one of the above surveys shows that Minority Ethnic respondents were less likely to be satisfied with the service received. The Racist Incident Survey showed Minority Ethnic respondents more likely to be satisfied than White respondents.

These measurements will be used as a key indicator of the effectiveness of the reforms delivered under the Respect Programme and the Race Equality Scheme.

The reasons for the difference in satisfaction levels between minority ethnic and white respondents will be analysed in more detail.



Update on Recommendations 2002/03

1. Ensure the maximum amount of information on hate crimes is available for analysis.

The extraction of additional data recorded on hate crime has been partially achieved, albeit not in time to impact on the data available for this annual report. The remaining work here is to provide the data for specialised analysts within the Force.

2. Ensure that the monitoring, reporting and scrutiny requirements of the Race Equality Scheme and the Diversity Scheme are delivered.

The Race Equality Scheme has been re-written and revised following feedback from the Commission for Racial Equality. Within the revised scheme, the monitoring requirements for the force are more clearly identified. The results of the majority of this monitoring are contained within this report. The outstanding areas will be delivered in the 2004/05 report.

The Diversity Scheme has not been published by the Force, but will be published line with the timescales for a new Race Equality Scheme in May 2005, the monitoring will follow on from the publication of the scheme.

3. Introduce mechanisms to reduce the number and proportion of hate crimes recorded with no specified motivation.

Quality assurance reports have been developed within the force to identify data quality errors at three stages of the hate crime process. These reports were released just prior to the publication of this report and has not impacted on 2003/04 data, however an 8.4% reduction in hate crimes with no specified motivation was seen in any case in 2003/04.

4. Promote and encourage the use of Genesis to assist with acquisition and dissemination of information on good practice relating to ethnic monitoring.

The uptake and use of Genesis within the Force has been poor and this was not deemed a reliable tool for good practice information.

5. Ensure that the ethnic monitoring requirements are incorporated into the new system for monitoring of all 'stops' and 'stop searches'.

The system to deliver the recording requirements for Recommendation 61 of the Stephen Lawrence Inquiry is still under development at the time of publication. However, the full business requirements, including monitoring requirements for the system have been completed.



Conclusions & Recommendations

The 'Summary and Main Findings' Chapter deals with the key findings resulting 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 action needs to be taken to resolve some of those identified issues.

One of the primary objectives this year was to improve the way in which we published this data to make the report more accessible and user friendly. There have been a number of changes that have sought to achieve this, most notably the change in the title of the document to better reflect the new purpose and emphasis. The content of the document has similarly been changed to reduce the volume of data contained in the main body of the report and improve the way in which the data is represented. Furthermore, there is a much more balanced picture of the force activity in relation to race and diversity issues, with the provision of information on local good practice and strategic developments.

The strategic developments under the Respect Programme and the Race Equality Scheme (RES) over the last 12 months have been instrumental in developing the purpose, format and content of the document and will continue to do so. This report has become an extension to the Race Equality Scheme and meets the obligations to publish monitoring data under Race Equality Scheme. The Race Equality Scheme Monitoring Group (an internal group within GMP set up to drive progress within the scheme) will be scrutinising, in detail, the results of this report and identifying additional actions to be delivered.

Recommendation 1: The RES Monitoring Group to complete further scrutiny of the data and identify actions, the outcome to be published in the 2004/05 report.

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

Whilst these developments are undoubtedly an improvement, there is recognition that there are further improvements to be made to the existing monitoring provisions and publication processes.

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

Stop searches showed a significant decrease in 2003/04 compared to the previous year. This trend may be expected because a decrease was also seen in recorded crime for the same period. Specifically, crime categories relevant to stop search such as robbery and burglary decreased at a very similar rate to stop searches during 2003/04.

The recording of self defined ethnicity was introduced in 2002/03 with a relatively high number of individuals recorded as 'not stated'. In 2003/04 there was a large decrease in the number and proportion of those stop searched who were 'not stated'. This is hopefully an indication of greater confidence in the use of self defined ethnicity on the part of both GMP staff and the members of the public who are required to self define.



Analysis of the stop search data shows us that this shift can account for the perceived “increase” in black searches (measured using self defined ethnicity) because there is very little increase when making the same comparison for officer defined ethnicity. The stop search data published in this report for 2003/04 merely shows a more accurate representation (under self defined ethnicity) of the ethnic mix because the ethnicity data is a more complete picture.

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

The Home Office have instructed all forces that Recommendation 61 from the Stephen Lawrence Inquiry must be implemented by 1st April 2005. The system to monitor all 'stops' and stop searches' remains under development at the time of publication.

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

The arrest and caution data published for 2003/04, for the first time, was sourced from a new computerised custody system (ICIS) and no comparison to previous years was made. There were specific weaknesses with the data reliability for 2003/04 which has been identified for resolution for 2004/05.

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

The hate crime data showed similar trends to the previous year. However, a key weaknesses in the analysis has been identified, in that we were not able to report on and publish greater detail on the 'less serious wounding' crime category that is so prevalent in hate crime cases.

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

The publication of road traffic data has been problematic because of the continued existence of out-of-date forms, resulting the separation of data for analysis into two categories; (i) 'Old' forms which record 4+1 officer defined ethnicity only and (ii) 'new' forms which record both 6+1 officer defined and 16+1 self defined ethnicity. The method of collating this data is very basic (counting of forms by ethnicity only), does not facilitate detailed analysis of trends and hence there is no capacity to explain why those trends may exist. However, mechanisms being developed to resolve this.

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

The complaints chapter needs to be further enhanced to ensure publication of trends for all complaints/complainants, not just those for racial discrimination.

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



The employment chapter has been significantly expanded to meet the specific duties under the Race Relations (Amendment) Act 2000 to publish data on defined areas of employment monitoring. Appraisal monitoring data was not available for publication for 2003/04 because the appraisal system had not completely rolled out during 2003/04. Data on appraisal monitoring will be available for 2004/05 publication.

Recommendation 10: Appraisal monitoring information to be developed for 2004/05 publication.

The customer satisfaction surveys, with the exception of the racist incident survey, showed there to be lower satisfaction levels from minority ethnic respondents (albeit with very small numbers of minority ethnic respondents in some of the surveys). The reason for this trend needs to be explored in more detail. However, these measures will be used as a key indicator of the effectiveness of the reforms being delivered.

Recommendation 11: Further analysis to be conducted on the reasons for differing levels of customer satisfaction.





Appendices

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A Report for the Community

2003/2004



Greater Manchester
POLICE

Fighting crime, protecting people

Race and Diversity Monitoring Report

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Stop and Search

Total searches recorded by Division and Power used

Division	PACE	CJPOA	PTA	Total
North Manchester	8620	2332	20	10972
South Manchester	10237	2733	2	12972
Salford	2638	187	0	2825
Tameside	2543	35	0	2578
Stockport	4501	476	0	4977
Bolton	5585	85	9	5679
Wigan	2006	24	0	2030
Trafford	2998	404	0	3402
Bury	2097	1368	0	3465
Rochdale	3122	515		3637
Oldham	1523	6	0	1529
Airport	1848	9	828	2685
Motorway	17	1	0	18
Total	47735	8175	859	56769

Total searches recorded by self defined ethnicity (5+ 1) and power used

Self Defined Ethnicity	PACE	CJPOA	PTA	Total
White	36983	5900	496	43379
Mixed	1599	502	22	2123
Asian or Asian British	2520	450	176	3146
Black or Black British	2514	934	39	3487
Chinese or Other	306	39	26	371
Not Stated	2451	306	62	2819
Old Forms	687	32	1	720
Vehicle Only	675	12	37	724
Total	47735	8175	859	56769



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Total searches recorded by self defined ethnicity (16+1) and powers used

Self Defined Ethnicity	PACE	CJPOA	PTA	Total
White British	36656	5819	461	42936
White Irish	212	58	13	283
Other White Background	115	23	22	160
Mixed White and Black Caribbean	1058	342	10	1410
Mixed White and Black African	181	63	4	248
Mixed White and Asian	134	38	4	176
Other Mixed Background	226	59	4	289
Asian Indian	490	95	42	627
Asina Pakistani	1579	276	100	1955
Asian Bangladeshi	189	36	9	234
Other Asian Background	262	43	25	330
Black Caribbean	1607	467	13	2087
Black African	549	331	24	904
Other Black Background	358	136	2	496
Chinese	190	18	15	223
Other Ethnic Group	116	21	11	148
Declined	288	42	2	332
Did Not Understand	89	8	1	98
Called Away	32	18	0	50
Public Order	13	0	0	13
Not Recorded	2029	238	59	2326
Old Form	687	32	1	720
Vehicle Only	675	12	37	724
Total	47735	8175	859	56769

PACE searches recorded 2002/03 and 2003/04 (5+1)

Self Defined Ethnicity	2002/03	2003/04	Variation	
White	38499	36983	-1516	-3.9%
Mixed	1626	1599	-27	-1.7%
Asian or Asian British	2455	2520	65	2.6%
Black or Black British	2125	2514	389	18.3%
Chinese or Other	292	306	14	4.8%
Not Stated	3343	2451	-892	-26.7%
Old Forms	5746	687	-5059	-88.0%
Vehicle Only	1570	675	-895	-57.0%
Total	55656	47735	-7921	-14.2%

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PACE Searches Officer defined compared to self defined

Self Defined Ethnicity	Officer Defined Ethnicity						Total
	White	Black	Asian	Other	Not Known	Vehicle Only	
White	36855	37	36	6	49	0	36983
Mixed	347	990	127	9	126	0	1599
Asian or Asian British	132	102	2218	17	51	0	2520
Black or Black British	164	2209	76	5	60	0	2514
Chinese or Other	190	12	29	49	26	0	306
Not Stated	938	407	288	49	766	3	2451
Old Forms	473	69	72	5	68	0	687
Vehicle Only	0	0	0	0	0	675	675
Total	39099	3826	2846	140	1146	678	47735

PACE searches, primary search reason by self defined ethnicity (5+1)

Self Defined Ethnicity	Primary Search Reason						Total
	Stolen Property	Drugs	Firearms	Offensive Weapons	Going Equipped	Other	
White	19170	6886	362	2204	3933	4428	36983
	51.8%	18.6%	1.0%	6.0%	10.6%	12.0%	100.0%
Mixed	774	352	24	110	166	173	1599
	48.4%	22.0%	1.5%	6.9%	10.4%	10.8%	100.0%
Asian or Asian British	774	1149	51	148	74	324	2520
	30.7%	45.6%	2.0%	5.9%	2.9%	12.9%	100.0%
Black or Black British	1223	610	53	162	138	328	2514
	48.6%	24.3%	2.1%	6.4%	5.5%	13.0%	100.0%
Chinese or Other	136	67	2	25	19	57	306
	44.4%	21.9%	0.7%	8.2%	6.2%	18.6%	100.0%
Not Stated	1154	567	46	159	143	382	2451
	47.1%	23.1%	1.9%	6.5%	5.8%	15.6%	100.0%
Old Forms	326	185	7	42	86	41	687
	47.5%	26.9%	1.0%	6.1%	12.5%	6.0%	100.0%
Vehicle Only	365	146	23	25	18	98	675
	54.1%	21.6%	3.4%	3.7%	2.7%	14.5%	100.0%
Total	23922	9962	568	2875	4577	5831	47735
	50.1%	20.9%	1.2%	6.0%	9.6%	12.2%	100.0%



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PACE Searches, Primary Arrest Reason by self defined ethnicity (5+1)

Self Defined Ethnicity	Primary Arrest Reason						Total
	Stolen Property	Drugs	Firearms	Offensive Weapons	Going Equipped	Other	
White	736	865	49	305	195	996	3146
	23.4%	27.5%	1.6%	9.7%	6.2%	31.7%	100.0%
Mixed	12	26	0	8	2	26	74
	16.2%	35.1%	0.0%	10.8%	2.7%	35.1%	100.00%
Asian or Asian British	29	143	7	25	3	70	277
	10.5%	51.6%	2.5%	9.0%	1.1%	25.3%	100.0%
Black or Black British	33	68	2	20	8	75	206
	16.0%	33.0%	1.0%	9.7%	3.9%	36.4%	100.0%
Chinese or Other	4	6	0	3	0	11	24
	16.7%	25.0%	0.0%	12.5%	0.0%	45.8%	100.0%
Not Stated	50	78	2	24	5	92	251
	19.9%	31.1%	0.8%	9.6%	2.0%	36.7%	100.0%
Old Forms	12	15	3	8	5	14	57
	21.1%	26.3%	5.3%	14.0%	8.8%	24.6%	100.0%
Vehicle Only	20	19	4	5	6	21	75
	26.7%	25.3%	5.3%	6.7%	8.0%	28.0%	100.0%
Total	896	1220	67	398	224	1305	4110
	21.8%	29.7%	1.6%	9.7%	5.5%	31.8%	100.0%

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PACE Arrest Rates by Division and Ethnicity (16 + 1)

Self Defined Ethnicity	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	Motorway
White	9.2%	5.6%	10.6%	11.5%	7.1%	9.6%	11.8%	7.4%	10.3%	9.1%	8.5%	4.5%	0.0%	8.5%
Mixed	6.6%	2.7%	6.7%	10.7%	7.8%	4.1%	28.6%	2.3%	14.0%	3.6%	7.4%	6.3%	n/a	4.6%
Asian or Asian British	6.5%	7.7%	28.6%	13.8%	3.8%	19.0%	12.5%	14.5%	12.5%	12.1%	17.6%	7.4%	n/a	11.0%
Black or Black British	9.8%	6.5%	13.0%	10.0%	5.4%	19.7%	50.0%	8.1%	8.5%	12.5%	15.4%	16.7%	0.0%	8.2%
Chinese or Other	10.6%	4.7%	0.0%	10.0%	6.3%	11.1%	8.5%	7.7%	28.6%	0.0%	0.0%	9.1%	n/a	7.8%
Not Stated	11.8%	9.5%	13.9%	17.3%	5.7%	14.0%	17.5%	4.6%	10.3%	9.7%	18.4%	5.2%	0.0%	10.2%
Old Forms	9.4%	2.8%	5.1%	25.9%	4.7%	9.6%	12.5%	10.5%	13.3%	15.7%	100.0%	n/a	n/a	8.3%
Vehicle Only	6.8%	6.3%	3.2%	23.5%	16.0%	18.5%	20.6%	22.6%	0.0%	12.8%	0.0%	1.6%	0.0%	11.1%
Total	9.2%	5.9%	10.7%	12.1%	7.0%	10.5%	12.3%	7.6%	10.6%	9.6%	9.5%	4.7%	0.0%	8.6%

PACE Searches, recorded by Self Defined Ethnicity and Division

Officer Defined Ethnicity	Division											Force		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	Motorway
White	6685	6138	2293	2234	3994	4703	1824	2263	1692	2386	1309	1450	12	36983
Mixed	318	827	30	28	90	49	7	86	50	55	27	32	0	1599
Asian or Asian British	428	717	35	80	79	327	8	83	184	390	108	81	0	2520
Black or Black British	543	1362	56	20	92	76	4	235	59	32	26	18	1	2514
Chinese or other	85	86	11	10	16	9	47	13	7	10	1	11	0	306
Not Stated	485	811	122	110	141	179	40	218	78	93	38	134	2	2451
Old Forms	32	216	39	27	64	177	8	38	15	70	1	0	0	687
Vehicle Only	44	80	62	34	25	65	68	62	12	86	13	122	2	675
Total	8620	10237	2638	2543	4501	5585	2006	2998	2097	3122	1523	1848	17	47735



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PACE Searches, Recorded by Officer Defined Ethnicity and Division per 1,000 population

Officer Defined Ethnicity	Division											Force		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	Motorway
Whitepersons searched	7059	6737	2431	2317	4117	7952	1910	2414	1796	2520	1334	1500	12	39099
Minority Ethnic persons searched	70.2	31.0	11.7	11.5	15.1	21.3	6.4	12.5	10.6	13.9	7.1	n/a	n/a	17.3
	1290	3034	110	128	247	516	15	435	272	473	164	126	2	6812
	78.3	52.1	13.2	11.1	20.1	18.0	3.8	24.8	24.6	20.2	5.4	n/a	n/a	30.7
Total	1.1	1.7	1.1	1.0	1.3	0.8	0.6	2.0	2.3	1.5	0.8			1.8

CJPOA Searches, Recorded by Officer Defined Ethnicity and Division

Officer Defined Ethnicity	Division											Force		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	Motorway
White	2056	1401	177	34	430	77	20	136	1131	422	6	9	1	5900
Mixed	85	280	0	0	13	1	0	45	74	4	0	0	0	502
Asian or Asian British	38	179	0	1	8	4	1	69	94	56	0	0	0	450
Black or Black British	69	709	0	0	13	0	0	101	34	8	0	0	0	934
Chinese or other	5	17	3	0	3	0	1	1	2	7	0	0	0	39
Not Stated	78	128	4	0	7	3	1	47	30	8	0	0	0	306
Old Forms	1	18	3	0	2	0	0	4	0	4	0	0	0	32
Vehicle Only	0	1	0	0	0	0	1	1	3	6	0	0	0	12
Total	2332	2733	187	35	476	85	24	404	1368	515	6	9	1	8175

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CJPOA Searches Recorded 2002/03 and 2003/04 Self Defined Ethnicity (5 + 1)

Self Defined Ethnicity	2002/03	2003/04	Variation	
White	5148	5900	752	14.6%
Mixed	668	502	-166	-24.9%
Asian or Asian British	545	450	-95	-17.4%
Black or Black British	1521	934	-587	-38.6%
Chinese or Other	34	39	5	14.7%
Not Stated	555	306	-249	-44.9%
Old Forms	239	32	-207	-86.6%
Vehicle Only	29	12	-17	-58.6%
Total	8739	8175	-564	-6.5%

CJPOA Searches, Primary Search Reason by Self Defined Ethnicity (5 + 1)

Self Defined Ethnicity	Primary Search Reason						
	Stolen Property	Drugs	Firearms	Offensive Weapons	Going Equipped	Other	Total
White	1323	145	12	2360	126	1934	5900
	22.4%	2.5%	0.2%	40.0%	2.1%	32.8%	100.0%
Mixed	141	8	4	220	8	121	502
	28.1%	1.6%	0.8%	43.8%	1.6%	24.1%	100.0%
Asian or Asian British	96	15	6	171	17	145	450
	21.3%	3.3%	1.3%	38.0%	3.8%	32.2%	100.0%
Black or Black British	290	16	8	413	9	198	934
	31.0%	1.7%	0.9%	44.2%	1.0%	21.2%	100.0%
Chinese or Other	5	0	2	20	0	12	39
	12.8%	0.0%	5.1%	51.3%	0.0%	30.8%	100.0%
Not Stated	91	10	4	91	5	105	306
	29.7%	3.3%	1.3%	29.7%	1.6%	34.3%	100.0%
Old Forms	12	2	1	4	1	12	32
	37.5%	6.3%	3.1%	12.5%	3.1%	37.5%	100.0%
Vehicle Only	2	0	0	5	0	5	12
	16.7%	0.0%	0.0%	41.7%	0.0%	41.7%	100.0%
Total	1960	196	37	3284	166	2532	8175
	24.0%	2.4%	0.5%	40.2%	2.0%	31.0%	100.0%



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CJPOA Searches, Primary Arrest Reason by Self Defined Ethnicity (5+1)

Self Defined Ethnicity	Primary Arrest Reason						
	Stolen Property	Drugs	Firearms	Offensive Weapons	Going Equipped	Other	Total
White	11	34	1	25	1	61	133
	8.3%	25.6%	0.8%	18.8%	0.8%	45.9%	100.0%
Mixed	1	3	0	0	0	5	9
	11.1%	33.3%	0.0%	0.0%	0.0%	55.6%	100.0%
Asian or Asian British	3	8	0	3	0	5	19
	15.8%	42.1%	0.0%	15.8%	0.0%	26.3%	100.0%
Black or Black British	4	7	0	6	2	16	35
	11.4%	20.0%	0.0%	17.1%	5.7%	45.7%	100.0%
Chinese or Other	0	0	0	1	0	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Not Stated	2	0	0	0	0	5	7
	28.6%	0.0%	0.0%	0.0%	0.0%	71.4%	100.0%
Old Forms	1	1	0	1	0	0	3
	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	100.0%
Vehicle Only	0	0	0	1	0	0	1
	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Total	22	53	1	37	3	92	208
	106.6%	25.5%	0.5%	17.8%	1.4%	44.2%	100.0%

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Appendix



CJPOA Arrest by Division and Ethnicity
(16 + 1)

PTA Searches Recorded 2002/03 and 2003/04 Self Defined Ethnicity
(5 + 1)

Officer Defined Ethnicity	Division												Force	
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Airport		Motorway
White	24	37	10	2	6	3	1	2	29	18	1	0	0	133
Mixed	2	4	0	0	0	0	0	0	2	0	0	0	0	9
Asian or Asian British	1	6	0	0	0	0	0	6	4	2	0	0	0	19
Black or Black British	3	29	0	0	0	0	0	3	0	0	0	0	0	35
Chinese or other	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Not Stated	3	4	0	0	0	0	0	0	0	0	0	0	0	7
Old Forms	0	2	1	0	0	0	0	0	0	0	0	0	0	3
Vehicle Only	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Total	33	82	11	2	6	3	2	12	35	21	1	0	0	208

Self Defined Ethnicity	2002/03	2003/04	Variation	
White	257	496	239	93.0%
Mixed	11	22	11	100.0%
Asian or Asian British	60	176	116	193.3%
Black or Black British	17	39	22	129.4%
Chinese or Other	9	26	17	188.9%
Not Stated	71	62	-9	-12.7%
Old Forms	0	1	1	n/a
Vehicle Only	89	37	-52	-58.4%
Total	514	859		



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PTA searches, Recorded by Self Defined Ethnicity (5+1) and Division

Officer Defined Ethnicity	Division												Force	
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Airport		Motorway
White	8	2	0	0	0	6	0	0	0	0	0	480	0	496
Mixed	1	0	0	0	0	1	0	0	0	0	0	20	0	22
Asian or Asian British	6	0	0	0	0	1	0	0	0	0	0	169	0	176
Black or Black British	0	0	0	0	0	0	0	0	0	0	0	39	0	39
Chinese or other	0	0	0	0	0	0	0	0	0	0	0	26	0	26
Not Stated	3	0	0	0	0	1	0	0	0	0	0	58	0	62
Old Forms	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Vehicle Only	2	0	0	0	0	0	0	0	0	0	0	35	0	37
Total	20	2	0	0	0	0	0	0	0	0	0	828	0	859

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Policy complaints about the stop/search process (Recorded Apr 2003 - Mar 2004)

Division/branch	Ethnicity of complainant or A/P	Nature of the complaint
Bury	White British	Embarrassed about being searched in public near to home address
South Manchester	Black/Black British-Caribbean	Parents wanted to know why son had been searched
Oldham	Black/Black British-Caribbean	Wanted to know why he had been stopped searched (following a burglary)
Stockport	White British	Embarrassed about being stop/searched in a public place
North Manchester	White British	Thought search took too long
Airport	White British	Searched following theft, thought officers manner was too harsh
Specialist Operations	White British	[Not enough detail recorded]
North Manchester	White British	Thought vehicle shouldnt have been searched
Stockport	White British	Parent felt officer had been discourteous to son during search
North Manchester	Not known	Parent queried why son was searched and two white male companions were not. (The two companions
Stockport	White British	Parent queried why son had been searched.
Stockport	Asian or Asian British-Pakistani	Thought vehicle shouldnt have been searched following complaint from female.
Stockport	White British	Parent not happy that son searched under S60 PACE.



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Appendix

Homicide

Initial homicide classification 1994/95 - 2003/04

Year	Murder	Manslaughter	Infanticide	Total
1994/95	38	4	0	42
1995/96	44	1	0	45
1996/97	34	10	0	44
1997/98	44	14	0	58
1998/99	53	5	1	59
1999/00	73	12	0	85
2000/01	49	7	0	56
2001/02	62	9	0	71
2002/03	45	7	0	52
2003/04	48	7	0	55
Total	490	76	1	567

Homicides by suspect ethnicity 1994/95 - 2003/04

Year	White	Black	Asian	Other	Not Known	Total
1994/95	17	2	0	0	31	50
1995/96	53	6	9	0	0	68
1996/97	48	2	2	2	0	54
1997/98	80	3	1	1	1	86
1998/99	68	0	2	2	1	73
1999/00	106	4	3	1	2	116
2000/01	76	9	6	0	2	93
2001/02	59	14	22	7	1	103
2002/03	86	2	4	5	8	105
2003/04	67	5	9	0	1	82
Total	660	47	58	18	47	830

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Ethnic Group of Victim and Principal Suspect 1994/95 to 2003/04

Suspect	Victim					Total
	White	Black	Asian	Other	Not Known	
White	381	16	5	2	19	423
	87.2%	38.1%	19.2%	28.6%	34.5%	74.6%
Black	16	14	1	1	1	33
	3.7%	33.3%	3.8%	14.3%	1.8%	5.8%
Asian	9	3	17	0	4	33
	2.1%	7.1%	65.4%	0.0%	7.3%	5.8%
Other	6	0	1	4	0	11
	1.4%	0.0%	3.8%	57.1%	0.0%	1.9%
Not Known	3	1	0	0	26	30
	0.7%	2.4%	0.0%	0.0%	47.3%	5.3%
No Suspect	22	8	2	0	5	37
	5.0%	19.0%	7.7%	0.0%	9.1%	6.5%
Total	437	42	26	7	55	567

Victim Relationship to Principal Suspect by Victim Ethnicity 1994/95 to 2003/04

Relationship	White	Black	Asian	Other	Not Known	Total
Spouse or Partner	45	0	5	1	7	58
	10.3%	0.0%	19.2%	14.3%	12.7%	10.2%
Family	37	3	6	0	12	58
	8.5%	7.1%	23.1%	0.0%	21.8%	10.2%
Other (eg Acquaintance)	132	6	3	0	18	159
	30.2%	14.3%	11.5%	0.0%	32.7%	28.0%
No Relationship / Stranger	147	17	5	5	10	184
	33.6%	40.5%	19.2%	71.4%	18.2%	32.5%
Relationship Not Recorded	54	8	5	1	3	71
	12.4%	19.0%	19.2%	14.3%	5.5%	12.5%
No Suspect at this Time	22	8	2	0	5	37
	5.0%	19.0%	7.7%	0.0%	9.1%	6.5%
Total	437	42	26	7	55	567

Victim Relationship to Principal Suspect by Victim Ethnicity 2003/04

Relationship	White	Black	Asian	Other	Not Known	Total
Spouse or Partner	45	0	5	1	7	58
Family	37	3	6	0	12	58
Other (eg Acquaintance)	132	6	3	0	18	159
No Relationship/ Stranger	147	17	5	5	10	184
Relationship Not Recorded	54	8	5	1	3	71
No Suspect at this Time	22	8	2	0	5	37
Total	437	42	26	7	55	567



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Method of Killing by ethnicity 1994/95 to 2003/04

Method of Killing	White	Black	Asian	Other	Not Known	Total
Shootings	28	26	6	0	6	66
	6.4%	61.9%	23.1%	0.0%	10.9%	11.6%
Strangulation / Suffocation	29	3	1	0	2	35
	6.6%	7.1%	3.8%	0.0%	3.6%	6.2%
Sharp Instrument	124	11	9	6	13	163
	28.4%	26.2%	34.6%	85.7%	23.6%	28.7%
Blunt Instrument	37	0	3	1	9	50
	8.5%	0.0%	11.5%	14.3%	16.4%	8.8%
Hitting / Kicking / Shaking	88	1	1	0	10	100
	20.1%	2.4%	3.8%	0.0%	18.2%	17.6%
Lethal Injection / Poison	52	0	0	0	5	57
	11.9%	0.0%	0.0%	0.0%	9.1%	10.1%
Other	79	1	6	0	10	96
	18.1%	2.4%	23.1%	0.0%	18.2%	16.9%
Total	437	42	26	7	55	567

Method of Killing by ethnicity 2003/04

Method of Killing	White	Black	Asian	Other	Not Known	Total
Shootings	4	2	1	0	1	8
Strangulation/ Suffocation	2	0	0	0	0	2
Sharp Instrument	15	1	0	0	1	17
Blunt Instrument	3	0	0	0	1	4
Hitting/Kicking/ Shaking	14	0	0	0	1	15
Lethal Injection/ Poison	0	0	0	0	1	1
Other	6	0	0	0	2	8
Total	44	3	1	0	7	55



Arrest and Caution

Ethnic Breakdown of Detainees by Self Defined Ethnicity (16+ 1)

Self Defined Ethnicity	Total
White British	84722
White Irish	1403
Other White Background	917
Mixed White and Black Caribbean	1872
Mixed White and Black African	528
Mixed White and Asian	351
Other Mixed Background	615
Asian Indian	822
Asina Pakistani	4099
Asian Bangladeshi	748
Other Asian Background	769
Black Caribbean	2477
Black African	1863
Other Black Background	717
Chinese	223
Other Ethnic Group	870
Not ??????	1527
Total	104523



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Total Arrests by Age and Ethnic Group of Detainees

Self Defined Ethnicity	10 - 13 yrs	10 yrs & under	14 - 17 yrs	18 - 20 yrs	21 yrs & over	Total
White	2870	169	15900	12868	55235	87042
Mixed	155	13	941	541	1716	3366
Asian or Asian British	124	4	792	1303	4215	6438
Black or Black British	112	4	639	702	3600	5057
Other	16	2	67	173	835	1093
Not Stated	23	7	146	161	1190	1527
Total	3300	199	18485	15748	66791	104523

Total Arrests by Gender and Ethnic Group of Detainees

Self Defined Ethnicity	Male	Female	Not Specified	Total
White	71487	14358	1197	87042
Mixed	2663	649	54	3366
Asian or Asian British	5957	403	78	6438
Black or Black British	4327	661	69	5057
Other	919	155	19	1093
Not Stated	1094	251	182	1527
Total	86447	16477	1599	104523

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Arrests by Division and Ethnic Group of Detainee

Self Defined Ethnicity	Division											Total	
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport
White	12328	9723	7803	6213	7493	10268	8172	5898	4471	7653	6696	324	87042
Mixed	781	935	163	136	187	184	51	312	132	195	282	8	3366
Asian or Asian British	927	1253	164	259	208	955	83	382	291	787	1071	58	6438
Black or Black British	1109	2038	248	112	152	243	81	613	101	140	158	62	5057
Other	313	323	54	32	33	97	50	63	20	49	40	19	1093
Not Stated	275	441	154	44	88	97	121	127	30	73	69	8	1527
Total	15733	14713	8586	6796	8161	11844	8558	7395	5045	8897	8316	479	104523



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Outcome of Arrests by Offence Decision and Home Office Arrest Reason

Arrest Reason	Charged	Cautioned	TIC	Total
Violence against the Person	15427	1590	10	17027
Sexual Offences	2651	86	0	2737
Robbery	2959	61	95	3115
Burglary	7298	264	202	7764
Theft & Handling	21930	3073	638	25641
Fraud & Forgery	2256	125	283	2664
Criminal Damage	6951	1336	118	8405
Drug Offences	6697	1462	200	8359
Other Offences	35571	1867	470	37908
Crime Not Specified	56490	4447	290	61227
Non Crime Offences	8765	234	25	9024
Total	166995	14545	2331	183871

Outcome of Arrests by Offence Decisions and Ethnic Group of Detainee

Self Defined Ethnicity	Charged	Cautioned	TIC	Total
White	140553	12067	2170	154790
Mixed	4910	561	18	5489
Asian or Asian British	9990	971	72	11033
Black or Black British	8105	620	71	8796
Other	1135	171		1306
Not Stated	2302	155		2457
Total	166995	14545	2331	183871



Hate Crime

Gender Hate Crime by Division and Crime Type

Crime Type Category	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	
Blackmail	0	0	0	0	1	0	0	0	0	0	0	0	1	2.3%
Burglary dwelling	0	1	0	0	0	0	0	0	0	0	0	0	1	2.3%
Criminal damage	0	0	1	0	1	1	0	0	0	0	0	0	3	7.0%
Hate Incident	2	0	0	0	0	0	2	0	1	0	1	0	6	14.0%
Indecent Assault Female	0	0	1	0	0	0	0	0	0	0	0	0	1	2.3%
Less Serious wounding	10	7	1	1	0	2	1	2	3	0	2	0	29	67.4%
Serious Wounding	1	0	0	0	0	0	0	0	0	0	0	0	1	2.3%
Theft from person	0	0	1	0	0	0	0	0	0	0	0	0	1	2.3%
Total	13	8	4	1	2	3	3	2	4	0	3	0	43	



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Race Hate Crime by Division and Crime Type

Crime Type Category	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	
Affret	42	48	26	27	19	22	17	15	14	20	40	2	292	9.1%
Aggravated burglary dwelling	0	0	0	0	0	1	0	0	0	0	0	0	1	0.0%
Aggravated taking vehicle	0	0	0	0	0	0	0	0	0	1	0	0	1	0.0%
Arson	1	2	3	1	3	0	1	1	1	5	4	0	22	0.7%
Attempt pervert course of justice	1	0	0	0	0	0	0	0	0	2	0	0	3	0.1%
Blackmail	0	0	0	0	0	0	0	0	0	1	0	0	1	0.0%
Burglary dwelling	2	2	3	1	0	1	0	0	0	2	1	0	12	0.4%
Burglary other	0	0	1	0	0	0	3	0	0	1	0	0	5	0.2%
Criminal damage	53	52	72	17	26	29	35	18	28	118	86	0	534	16.7%
Deception/fraud	0	1	1	0	0	0	0	0	1	2	0	0	5	0.2%
Going equipped for stealing	0	0	0	0	0	0	0	0	0	0	1	0	1	0.0%
Hate incident	19	42	13	15	26	39	18	8	15	70	57	1	323	10.1%
Incident assault female	0	0	0	0	0	0	0	0	1	2	0	0	3	0.1%
Kidnap/hijack	0	0	0	0	0	0	0	1	0	0	0	0	1	0.0%
Less serious wounding	204	298	155	119	106	186	106	66	92	252	235	5	1824	56.9%
Making threats to kill	4	4	2	1	2	0	4	1	0	6	0	0	24	0.7%
Misc. thefts	1	1	0	0	0	0	1	0	0	1	0	0	4	0.1%
National security	1	1	2	0	0	1	1	1	1	0	0	0	8	0.2%
Other	0	0	1	0	0	0	0	0	0	0	0	0	2	0.1%
Rbbery	3	10	5	1	21	4	2	2	1	15	8	0	72	2.2%
Serious wounding	1	0	1	0	1	6	2	0	0	7	1	0	19	0.6%
Shoplifting	1	3	2	0	0	0	1	0	1	1	0	0	9	0.3%
Theft from motor vehicle	1	0	0	0	0	0	1	0	0	0	0	0	2	0.1%
Theft from person	0	0	1	0	0	0	0	1	0	0	0	0	2	0.1%
Theft of motor vehicle	1	0	0	0	0	0	0	0	0	0	0	0	1	0.0%
Threats to commit criminal	4	6	4	1	0	3	1	1	0	3	1	1	24	0.7%
Violent disorder1	0	1	1	1	0	0	2	1	1	1	0	0	8	0.2%
Total	339	471	293	184	204	293	194	116	156	511	434	8	3203	

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Action Taken Against Race Hate Crime Offenders by Division

Outcome	Division												Total	
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Airport		
Charged	88	107	61	41	74	53	49	20	37	82	72	0	684	41.1%
Cautioned	2	2	8	0	0	1	0	0	2	7	2	0	24	1.4%
Cautioned - Final Warning	1	2	0	2	0	1	0	1	1	2	1	0	11	0.7%
Cautioned - Reprimand	0	0	1	0	0	5	0	0	0	2	6	0	14	0.8%
TIC	0	0	0	0	0	3	0	0	0	0	0	0	3	0.2%
Offender too ill	0	0	0	0	0	1	0	0	0	0	0	0	1	0.1%
AP refuses to prosecute	31	49	22	27	18	23	28	17	20	46	43	2	326	19.6%
Offender under 10 years	3	1	3	0	0	0	2	0	0	0	1	0	10	0.6%
No useful purpose	2		0	0	0	0	2	0	0	2	2	0	8	0.5%
Undetected	69	108	33	36	27	69	31	30	34	73	71	1	582	35.0%
Total	196	269	128	106	119	156	112	68	94	214	198	3	1663	



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Appendix

Religion Hate Crime by Division and Crime Type

Crime Types Category	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	
Affray	1	0	1	0	0	0	0	0	0	0	0	0	2	3.0%
Criminal damage	1	3	7	0	0	1	0	0	3	0	3	0	18	27.3%
Hate Incident	0	2	0	0	1	2	0	1	2	0	1	0	9	13.6%
Less Serious wounding	4	2	11	2	1	2	1	5	4	0	1	0	33	50.0%
Making threats to kill	1	0	0	0	0	0	0	0	0	0	1	0	2	3.0%
National Security	0	0	0	0	0	0	0	1	0	0	0	0	1	1.5%
Violent Disorder	0	0	0	0	0	0	0	1	0	0	0	0	1	1.5%
Total	7	7	19	2	2	5	1	8	9	0	6	0	66	

Action Taken Against Religion Hate Crime Offenders by Division

Outcome	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Airport	
Charged	1	1	0	0	0	0	0	5	0	0	1	0	8	30.8%
Cautioned - Final Warning	0	0	0	0	0	4	0	0	0	0	0	0	4	15.4%
Offender too ill	1	0	0	0	0	0	0	0	0	0	0	0	1	3.8%
AP refuses to prosecute	0	1	0	1	0	0	0	0	1	0	1	0	4	15.4%
Undetected	2	0	0	1	0	1	0	3	1	0	1	0	9	34.6%
Total	4	2	0	2	0	5	0	8	2	0	3	0	26	

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Sexual Orientation Hate Crime by Division and Crime Type

Crime Type Category	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Airport		
Affray	0	0	2	0	0	0	0	0	0	0	1	0	3	2.8%
Burglary dwelling	0	1	0	0	0	0	0	0	0	0	0	0	1	0.9%
Criminal damage	3	7	2	1	0	0	1	1	0	2	1	0	18	16.5%
Hate Crime	2	5	0	0	0	3	0	3	0	0	1	0	14	12.8%
Less Serious wounding	26	12	9	6	0	3	2	2	0	4	0	0	64	58.7%
Making threats to kill	0	0	1	0	0	0	0	0	0	0	0	0	1	0.9%
Robbery	2	1	2	0	0	0	0	0	0	0	0	0	5	4.6%
Serious Wounding	1	1	0	0	0	0	0	0	0	0	0	0	2	1.8%
Threats to commit criminal	1	0	0	0	0	0	0	0	0	0	0	0	1	0.9%
Total	35	27	16	7	0	6	3	6	0	6	3	0	109	

Combination of Motivation Hate Crime by Division and Crime Type

Crime Type	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Airport		
Affray	1	1	1	1	0	3	1	0	1	0	0	0	9	7.8%
Arson	0	0	0	0	0	0	0	0	1	0	0	0	1	0.9%
Criminal damage	2	2	2	0	0	1	3	0	1	0	6	0	17	14.8%
Hate Incident	0	2	0	3	2	1	1	1	2	4	1	0	17	14.8%
Less Serious wounding	10	9	12	3	3	4	7	4	3	7	7	0	69	60.0%
Making threats to kill	0	2	0	0	0	0	0	0	0	0	0	0	2	1.7%
Total	13	16	15	7	5	9	12	5	8	11	14	0	115	



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Unknown Motivation Hate Crime by Division and Crime Type

Crime Type Category	Division												Total	
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Airport		
Affrey	3	3	2	0	3	5	2	1	1	1	3	0	24	5.6%
Arson	2	2	1	0	0	0	0	0	0	0	0	0	5	1.2%
Attempt pervert course of justice	0		1	0	0	0	0	0	0	0	0	0	1	0.2%
Burglary dwelling	2	4	0	0	1	1	0	0	0	0	0	0	8	1.9%
Burglary other	0	0	0	0	0	0	0	0	1	2	0	0	3	0.7%
Criminal damage	13	14	22	5	9	13	9	8	4	14	24	0	135	31.5%
Hate incident	3	12	1	2	2	1	1	1	1	0	7	0	31	7.2%
Less serious wounding	24	27	25	7	16	12	13	5	7	12	27	0	175	40.9%
Making threats to kill	0	3	1	0	0	0	0	0	0	0	0	0	4	0.9%
Misc. thefts	0	3	0	1	0	0	0	0	0	0	0	0	4	0.9%
National security	0	0	0	0	0	0	1	0	0	1	0	0	2	0.5%
Other	0	0	0	0	0	0	0	0	1	1	0	0	2	0.5%
Robbery	4	3	2	0	0	0	1	0	0	0	1	0	11	2.6%
Serious wounding	2	0	0	0	0	2	0	0	0	2	1	0	7	1.6%
Supply/passes drugs	0	2	0	0	0	0	0	0	0	0	0	0	2	0.5%
Theft from M/Meters	0	1	0	0	0	0	0	0	0	0	0	0	1	0.2%
Theft from motor vehicle	0	1	0	0	0	0	0	0	0	1	0	0	2	0.5%
Theft from person	1	0	0	0	0	1	0	0	0	0	0	0	2	0.5%
Theft of motor vehicle	0	0	0	0	0	0	0	1	0	0	0	0	1	0.2%
Threats to commit criminal	0	1	1	0	0	0	0	0	2	0	0	0	5	1.2%
Violent disorder	1	0	0	0	0	2	0	0	0	0	0	0	3	0.7%
Total	55	76	56	16	31	37	27	16	17	34	63	0	428	

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Action Taken Against Unknown Motivation Hate Crime Offenders by Division

Outcome	Division											Total		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Airport		
Charged	34	27	13	9	11	17	8	4	3	10	13	2	151	43.1%
Cautioned	0	2	0	0	0	0	1	1	0	0	0	0	4	1.1%
Cautioned - Reprimand	0	0	0	0	0	0	1	0	0	0	0	0	1	0.3%
TIC	0	0	0	0	0	2	0	0	0	0	0	0	2	0.6%
AP refuses to prosecute	8	5	3	5	4	1	3	5	3	8	7	1	53	15.1%
Offender under 10 years	0	0	0	0	0	0	0	1	0	0	0	0	1	0.3%
No useful purpose	0	0	0	0	0	0	1	0	0	0	0	0	1	0.3%
Undetected	16	24	4	1	13	18	14	3	6	11	27	0	137	39.1%
Total	58	58	20	15	28	38	28	14	12	29	47	3	350	



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Appendix

Road traffic

Vehicle Defect Rectification
Scheme forms issued (4+1)

Officer Defined Ethnicity	Division										Force			
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale		Oldham	Motorway	
White	47	77	23	73	83	63	0	207	18	23	7	114	735	67.9%
Black	9	15	4	0	1	0	0	18	1	1	0	4	53	4.9%
Asian	14	58	5	5	6	12	0	35	2	17	6	24	184	17.0%
Other	2	8	2	1	0	1	0	15	0	0	0	4	33	3.0%
Not Recorded	6	7	5	3	34	8	0	13	2	0	0	0	78	7.2%
Total	78	165	39	82	124	84	0	288	23	41	13	146	1083	

Vehicle Defect Rectification
Scheme forms issued (total)

	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Motorway	Force
Total	516	285	144	198	333	247	30	288	79	261	89	767	3237
	15.9%	8.8%	4.4%	6.1%	10.3%	7.6%	0.9%	8.9%	2.4%	8.1%	2.7%	23.7%	

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Vehicle Defect Rectification Scheme forms issued (16+1)

Self Defined Ethnicity	Division													Force
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Motorway		
W1 White British	165	57	72	74	173	117	28	0	39	125	33	512	1395	64.8%
W2 White Irish	1	0	0	0	0	0	0	0	1	1	0	3	6	0.3%
W9 Other White background	1	1	0	0	1	0	0	0	0	1	0	3	7	0.3%
M1 Mixed White & Black Caribbean	3	0	1	1	0	1	0	0	0	0	0	4	10	0.5%
M2 Mixed White & Black African	3	0	1	0	0	0	0	0	0	0	0	1	5	0.2%
M3 Mixed White & Asian	3	0	3	2	1	1	0	0	0	0	0	1	11	0.5%
M9 Other Mixed background	2	0	3	0	0	0	0	0	1	0	0	1	7	0.3%
A1 Asian Indian	8	5	2	0	3	10	0	0	0	4	0	20	52	2.4%
A2 Asian Pakistani	37	21	1	1	9	7	0	0	3	42	13	29	163	7.6%
A3 Asian Bangladeshi	5	6	3	1	4	3	0	0	2	6	15	6	51	2.4%
A9 Any other Asian background	10	6	2	5	1	2	0	0	0	4	2	7	39	1.8%
B1 Black Caribbean	10	5	2	0	1	1	0	0	0	0	1	6	26	1.2%
M3 Mixed White & Asian	3	0	3	2	1	1	0	0	0	0	0	1	11	0.5%
M9 Other Mixed background	2	0	3	0	0	0	0	0	1	0	0	1	7	0.3%
A1 Asian Indian	8	5	2	0	3	10	0	0	0	4	0	20	52	2.4%
A2 Asian Pakistani	37	21	1	1	9	7	0	0	3	42	13	29	163	7.6%
A3 Asian Bangladeshi	5	6	3	1	4	3	0	0	2	6	15	6	51	2.4%
A9 Any other Asian background	10	6	2	5	1	2	0	0	0	4	2	7	39	1.8%
B1 Black Caribbean	10	5	2	0	1	1	0	0	0	0	1	6	26	1.2%
B2 Black African	15	4	0	1	1	1	0	0	1	2	1	4	30	1.4%
B9 Other Black background	2	1	5	0	0	0	0	0	0	2	0	2	12	0.6%
O1 Chinese	9	3	2	1	0	0	2	0	0	4	1	9	31	1.4%
O9 Other ethnic group	6	1	8	0	0	0	0	0	0	2	0	2	19	0.9%
Not recorded	158	10	0	30	15	20	0	0	9	27	10	11	290	13.5%
Total	438	120	105	116	209	163	30	0	56	220	76	621	2154	



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Home Office Road Traffic forms issued (4+1)

Officer Defined Ethnicity	Division											Force	
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Motorway
White	1454	2821	1341	1781	932	1161	0	4422	609	506	169	1988	17184
Black	230	545	67	34	35	32	0	296	12	16	3	144	1414
Asian	370	1510	105	222	49	285	0	498	110	163	87	271	3670
Other	102	242	33	14	27	22	0	106	7	11	1	72	637
Not Recorded	40	339	250	99	257	202	0	382	266	15	6	0	1856
Total	2196	5457	1796	2150	1300	1702	0	5704	1004	711	266	2475	24761

Home Office Road Traffic forms issued (total)

	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Motorway	Force
	11401	10730	5509	4606	3406	4289	1226	5704	3018	3613	1851	8327	63680
Total	17.9%	16.8%	8.7%	7.2%	5.3%	6.7%	1.9%	9.0%	4.7%	5.7%	2.9%	13.1%	

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Home Office Road Traffic forms issued (16+1)

Self Defined Ethnicity	Division											Force		
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Motorway	
W1 White British	4167	2930	2920	1942	1791	1893	1135	0	1541	1790	908	4332	25349	64.8%
W2 White Irish	30	41	19	4	10	8	2	0	11	11	2	44	182	0.3%
W9 Other White background	42	49	23	1	11	7	2	0	11	6	4	30	186	0.3%
M1 Mixed White & Black Caribbean	96	45	16	5	6	5	2	0	13	12	4	37	241	0.5%
M2 Mixed White & Black African	44	22	16	4	1	0	1	0	3	3	1	18	113	0.2%
M3 Mixed White & Asian	32	11	36	8	4	5	4	0	4	16	3	14	137	0.5%
M9 Other Mixed background	31	19	12	4	1	1	2	0	3	7	0	7	87	0.3%
A1 Asian Indian	122	115	58	19	22	162	5	0	30	39	11	129	712	2.4%
A2 Asian Pakistani	619	732	127	69	47	107	4	0	141	500	188	307	2841	7.6%
A3 Asian Bangladeshi	67	118	15	45	18	7	1	0	11	61	116	75	534	2.4%
A9 Any other Asian background	148	138	57	42	20	21	8	0	17	34	19	43	547	1.8%
B1 Black Caribbean	175	264	44	11	16	11	2	0	12	7	9	99	650	1.2%
B2 Black African	209	219	62	13	13	15	8	0	13	28	11	59	650	1.4%
B9 Other Black background	50	94	23	8	6	3	1	0	5	7	1	13	211	0.6%
O1 Chinese	135	120	49	1	30	17	37	0	23	19	51	94	576	1.4%
O9 Other ethnic group	87	92	33	1	7	6	1	0	13	12	27	45	324	0.9%
Not recorded	3151	264	203	279	103	319	11	0	163	350	230	506	5579	13.5%
Total	9205	5273	3713	2456	2106	2587	1226	0	2014	2902	1585	5852	38919	



Complaints, Discipline and Grievance

Racial Discrimination Allegations against Police by Division 2002/03 and 2003/04

Division	2002/03	2003/04	Variation	
North Manchester	10	6	-4	-40.0%
South Manchester	12	30	18	150.0%
Salford	2	7	5	250.0%
Tameside	2	5	3	150.0%
Stockport	1	2	1	100.0%
Bolton	5	7	2	40.0%
Wigan	2	2	0	0.0%
Trafford	7	7	0	0.0%
Bury	3	5	2	66.7%
Rochdale	3	8	5	166.7%
Oldham	5	10	5	100.0%
Headquarters	1	2	1	100.0%
Total	53	91	38	71.7%

Type of Complaint against Police 2002/03 to 2003/04

Complaint Type	2002/03	2003/04	Variation	
Racial Abuse	29	51	22	75.9%
Unfair Judgement	2	4	2	100.0%
Unfair Behaviour	8	14	6	75.0%
Other	14	17	3	21.4%
Combination	0	5	5	n/a
Total	53	91	38	71.7%

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Type of Complaint against Police by Division

Division	Racial Abuse	Unfair Judgement	Unfair Behaviour	Other	Combination	Total
North Manchester	6	0	0	0	0	6
South Manchester	18	2	2	7	1	30
Salford	3	0	2	2	0	7
Tameside	1	0	0	0	4	5
Stockport	1	0	1	0	0	2
Bolton	7	0	0	0	0	7
Wigan	0	0	1	1	0	2
Trafford	2	0	3	2	0	7
Bury	1	2	1	1	0	5
Rochdale	5	0	1	2	0	8
Oldham	7	0	3	0	0	10
Headquarters	0	0	0	2	0	2
Total	51	4	14	17	5	91

Type of Complaint against Police by Division

Age Group	2002/03	2003/04	Variation	
16 years & under	2	6	4	200.0%
17 to 24 years	9	17	8	88.9%
25 to 44 years	33	61	28	84.8%
45 to 64 years	4	6	2	50.0%
65 years & over	1	0	-1	-100.0%
Not Known	6	8	2	33.3%
Total	55	98	43	78.2%

Complainants by Age 2002/03 and 2003/04

Age Group	2002/03	2003/04	Variation	
16 years & under	2	6	4	200.0%
17 to 24 years	9	17	8	88.9%
25 to 44 years	33	61	28	84.8%
45 to 64 years	4	6	2	50.0%
65 years & over	1	0	-1	-100.0%
Not Known	6	8	2	33.3%
Total	55	98	43	78.2%



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Complainants by Gender and Division

Division	Male	Female	Total
North Manchester	4	3	7
South Manchester	23	7	30
Salford	6	2	8
Tameside	5	0	5
Stockport	2	0	2
Bolton	6	1	7
Wigan	1	1	2
Trafford	5	4	9
Bury	3	3	6
Rochdale	7	2	9
Oldham	10	1	11
Headquarters	0	2	2
Total	72	26	98

Complainant by Ethnic Group 2001/02 to 2003/04

Officer Defined Ethnicity	2001/02	2002/03	2003/04
White	26	9	16
Black	25	16	22
Asian	4	21	42
Other	2	1	2
Not Known	0	8	16
Total	57	55	98

Complainant by Ethnic Group 2002/03 to 2003/04

Officer Defined Ethnicity	2002/03	2003/04	Variation	
White	9	16	7	77.8%
Black	16	22	6	37.5%
Asian	21	42	21	100.0%
Other	1	2	1	100.0%
Not Known	8	16	8	100.0%
Total	55	98	43	78.2%

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Complainant by Division and Ethnic Group

Self Defined Ethnicity	Division												Total
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham	Headquarters	
White	0	4	0	0	0	2	0	0	1	0	2	1	10
Mixed	1	1	0	0	0	0	0	0	2	0	0	0	4
Asian or Asian British	0	9	1	0	1	4	1	2	0	7	7	0	32
Black or Black British	2	2	3	0	1	0	0	3	0	0	0	1	12
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Stated	4	14	4	5	0	1	1	4	3	2	2	0	40
Total	7	30	8	5	2	7	2	9	6	9	11	2	98

Outcomes of Investigation 2002/03 and 2003/04

Outcome	2002/03	2003/04	Variation	
Substantiated	1	1	0	0.0%
Non Substantiated	10	25	15	150.0%
Not Pursued	12	8	-4	-33.3%
Informally Resolved	6	18	12	200.0%
Dispensed with	18	17	-1	-5.6%
Total	47	69	22	46.8%



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Outcomes of Investigation by Division

Outcome	Division											Total	
	North Manchester	South Manchester	Salford	Tameside	Stockport	Bolton	Wigan	Trafford	Bury	Rochdale	Oldham		Headquarters
Substantiated	0	1	0	0	0	0	0	0	0	0	0	0	1
Non Substantiated	2	7	2	5	0	1	2	2	0	0	2	2	25
Not Persued	0	2	1	0	0	0	0	1	0	0	4	0	8
Informally Resolved	2	5	1	0	1	2	0	1	4	1	1	0	18
Dispensed with	0	5	2	0	0	3	0	2	1	2	2	0	17
Total	4	20	6	5	1	6	2	6	5	7	2	2	69

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Registered Grievances 2002/03 and 2003/04

	2002/03		2003/04		Variation	
	No	%	No	%	No	%
Male	53	65.4%	54	70.1%	1	1.9%
Female	28	34.6%	23	29.9%	-5	-17.9%
Police Officer	50	61.7%	42	54.5%	-8	-16.0%
Support Staff	30	37.0%	35	45.5%	5	16.7%
Special Constable	1	1.2%	0	0.0%	-1	-100.0%
White British	70	86.4%	67	85.9%	-3	-4.3%
White Irish	0	0.0%	0	0.0%	0	n/a
Other White Background	6	7.4%	7	9.0%	1	16.7%
Mixed White and Black Caribbean	0	0.0%	0	0.0%	0	n/a
Mixed White and Black African	1	1.2%	0	0.0%	-1	-100.0%
Mixed White and Asian	1	1.2%	0	0.0%	-1	-100.0%
Other Mixed Background	0	0.0%	0	0.0%	0	n/a
Asian Indian	1	1.2%	0	0.0%	-1	-100.0%
Asian Pakistani	0	0.0%	0	0.0%	0	n/a
Asian Bangladeshi	1	1.2%	1	1.3%	0	0.0%
Other Asian Background	0	0.0%	1	1.3%	1	n/a
Black Caribbean	0	0.0%	1	1.3%	1	n/a
Black African	0	0.0%	0	0.0%	0	n/a
Other Black Background	1	1.2%	0	0.0%	-1	-100.0%
Chinese	0	0.0%	0	0.0%	0	n/a
Other Ethnic Group	0	0.0%	0	0.0%	0	n/a
Not Specified	0	0.0%	1	1.3%	1	n/a

Police Discipline by Gender and Ethnic Origin

Type of Discipline	Male	Female	Total	Ethnic Origin
Reprimand	1	0	1	1 x Black African
4 day fine	0	1	1	1 x White British
5 day fine	2		2	2 x White British
6 day fine	4	0	4	2 x White British
				1 x White Other
				1 X Other Mixed Background
7 day fine	3	1	4	4 x White British
9 day fine	1	1	2	2 x White British
10 day fine	3	0	3	2 x White British
				1 x Asian Pakistani
13 day fine	2	0	2	1 x White British
				1 x Asian Pakistani
Reduction in rank	2	0	2	2 x White British
Required to resign	10	0	10	8 x White British
				1 x White Other
				1 x Asian Pakistani
Dismissed	2	0	2	2 x White British
Total	30	3	33	



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Support Staff Discipline by Gender and Ethnic Origin

Type of Discipline	Male	Female	Total	Ethnic Origin
Formal Oral Warning	8		8	7 x White British
				1 x White Other
Written Warning	2	7	9	9 x White British
Final Written Warning	4		4	4 x White British
Dismissal	3		3	3 x White British
Total	17	7	24	

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(as % of total population in Gtr Manchester)

Employment

Comparative Employment Data with Economically Active Local Population

	2001		2002		2003		2004	
	No.	%	No.	%	No.	%	No.	%
Total minority ethnic police officers (as % of all police officers)	187	2.70%	204	2.80%	236	3.20%	272	3.30%
Total minority ethnic support staff (as % of all support staff)	72	2.30%	74	2.20%	99	2.80%	124	2.80%
Total economically active minority ethnic population in Greater Manchester (as % of total population in Gtr Manchester)	75,135	6.50%	75,135	6.50%	75,135	6.50%	75,135	6.50%

Police Officer Ranks by Gender and Minority Ethnic Group

Rank	All Officers					Minority Ethnic Officers				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Probationer	1088	70.4%	457	29.6%	1545	37	2.4%	12	0.8%	49
Constable	3972	78.4%	1096	21.6%	5068	148	2.9%	30	0.6%	178
Sergeant	855	83.7%	166	16.3%	1021	30	2.9%	2	0.2%	32
Inspector	310	88.1%	42	11.9%	352	9	2.6%	0	0.0%	9
Chief Inspector - Chief Constable	148	87.1%	22	12.9%	170	3	1.8%	1	0.6%	4
Totals	6373	78.1%	1783	21.9%	8156	227	2.8%	45	0.6%	272
Percentage for Group										3.3%



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Appendix

Support Staff Grades by Gender, Ethnic Group and Disability

Grade	All Support Staff			Minority Ethnic Support Staff			Disabled Support Staff		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A	30	183	213	5	2	7	1	6	7
B	251	623	874	6	22	28	14	30	44
C	245	639	884	4	22	26	11	18	29
D	202	255	457	12	9	21	6	6	12
E	265	312	577	6	6	12	13	5	18
F	66	114	180	3	3	6	5	2	7
G	91	109	200	2	1	3	3	2	5
H	71	43	114	2	1	3	2	1	3
I	82	65	147	8	5	13	3	2	5
J	44	32	76	2	1	3	2	2	3
K	14	17	31	0	0	0	1	0	1
L	31	16	47	2	0	2	0	0	0
M	4	5	9	0	0	0	0	0	0
N	5	3	8	0	0	0	0	0	0
O	3	4	7	0	0	0	0	0	0
Mod App	3	0	3	0	0	0	0	0	0
Special	11	40	51	0	0	0	2	1	3
Total	1418	2460	3878	52	72	124	63	74	137
Percentage for group									3.5

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Appendix



Police Officers by Ethnic Group and Division or Department working

Division or Department	All Officers			Minority Ethnic Officers		
	Male	Female	Total	Male	Female	Total
Command	7	0	7	0	0	0
North Manchester	604	167	771	28	7	35
South Manchester	713	261	974	29	7	36
Salford	442	159	601	11	4	15
Tameside	326	115	441	15	0	15
Stockport	372	133	505	8	2	10
Bolton	425	127	552	20	1	21
Wigan	393	109	502	8	1	9
Trafford	344	102	446	15	3	18
Bury	240	73	313	12	2	14
Rochdale	359	100	459	14	3	17
Oldham	347	118	465	16	6	22
Corporate Development & Performance	13	6	19	1	0	1
Criminal Justice	19	3	22	0	0	0
Personnel & Development	159	36	195	6	3	9
Crime Operations	543	117	660	14	0	14
Resources	12	3	15	0	1	1
Territorial Policing	977	127	1104	26	5	31
Community & Internal Affairs	63	15	78	3	0	3
Career Breaks	15	12	27	1	0	1
Total	6373	1783	8156	227	45	272



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Appendix

Support Staff by Ethnic Group and Disability by Division or Department working

Division or Department	All Officers			Minority Ethnic Officers			Disabled Support Staff		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Command	7	0	7	0	0	0	0	0	0
North Manchester	604	167	771	28	7	35	3	6	9
South Manchester	713	261	974	29	7	36	2	5	7
Salford	442	159	601	11	4	15	1	2	3
Tameside	326	115	441	15	0	15	2	2	4
Stockport	372	133	505	8	2	10	0	2	2
Bolton	425	127	552	20	1	21	1	3	4
Wigan	393	109	502	8	1	9	1	2	3
Trafford	344	102	446	15	3	18	1	3	4
Bury	240	73	313	12	2	14	3	1	4
Rochdale	359	100	459	14	3	17	0	5	5
Oldham	347	118	465	16	6	22	0	2	2
Corporate Development & Performance	13	6	19	1	0	1	3	2	5
Criminal Justice	19	3	22	0	0	0	2	6	8
Personnel & Development	159	36	195	6	3	9	6	5	11
Crime Operations	543	117	660	14	0	14	8	8	16
Resources	12	3	15	0	1	1	13	11	24
Territorial Policing	977	127	1104	26	5	31	17	8	25
Community & Internal Affairs	63	15	78	3	0	3	0	1	1
Career Breaks	***NONE SPECIFIED***			***NONE SPECIFIED***			***NONE SPECIFIED***		
Total	1418	2460	3878	52	72	124	63	74	137

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Appendix



Training Attended by Police Officers and Support Staff by Ethnic Group

Self Defined Ethnicity	Training												Total	
	Audio Visual Unit	Communications & Specialist Training Unit	Crime Training Section	Dog Training Unit	Driver Training Unit	Firearms Training Unit	Holmes	Management Development Section	Probationer Training Unit	Public Order Training	Sudivisional Training	Simulation Unit		
White British	147	1495	1307	2575	583	4426	154	989	193	395	280	56	12600	87.17%
White Irish	1	15	22	0	9	61	1	12	3	8	2	0	134	0.93%
Other White Background	12	89	91	137	28	766	11	73	12	25	16	3	1323	9.15%
Mixed White & Black Caribbean	1	6	5	18	1	4	2	0	0	3	4	0	44	0.30%
Mixed White & Black African	0	2	4	0	0	55	0	1	2	0	0	0	64	0.44%
Mixed White & Asian	1	1	7	0	3	11	0	9	0	1	5	0	38	0.26%
Other Mixed Background	2	8	2	0	5	54	0	10	1	2	2	0	86	0.59%
Asian Indian	2	6	1	0	1	2	0	5	0	0	4	0	21	0.15%
Asian Pakistani	0	4	9	0	0	0	0	12	2	3	5	0	35	0.24%
Asian Bangladeshi	0	1	0	0	0	0	0	2	0	1	0	1	5	0.03%
Other Asian Background	0	1	2	0	0	0	0	0	1	0	3	0	7	0.05%
Black Caribbean	0	7	2	0	4	47	4	5	0	0	1	0	70	0.48%
Black African	0	1	0	0	0	0	0	0	0	0	0	0	1	0.01%
Other Black Background	1	1	0	0	0	0	0	0	0	1	0	0	3	0.02%
Chinese	0	2	1	0	0	0	0	0	0	0	0	0	3	0.02%
Other Ethnic Group	0	6	2	0	2	0	0	4	3	2	0	0	19	0.13%
Not Specified	0	2	0	0	0	0	0	0	0	0	0	0	2	0.01%
Total	167	1647	1455	2790	636	5426	172	1122	217	441	322	60	14455	



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Appendix

Police Constable to Chief Superintendent Promotion Assessment Results by Self Defined Ethnicity

Self Defined Ethnicity	Sergeant		Inspector		Chief Inspector		Superintendent		Chief Superintendent	
	Pass	Fail	Pass	Fail	Pass	Fail	Pass	Fail	Pass	Fail
White British	68	14	22	23	13	22	9	25	6	1
White Irish	1	0	0	1	0	0	0	0	0	0
Other White Background	3	2	1	0	0	0	0	0	0	0
Total White	72	16	23	24	13	22	9	25	6	1
	81.8%	18.2%	48.9%	51.1%	37.1%	62.9%	26.5%	73.5%	85.7%	14.3%
Mixed White & Black Caribbean	0	0	1	2	0	0	0	0	0	0
Mixed White & Black African	0	0	0	0	0	0	0	0	0	0
Mixed White & Asian	0	0	0	1	1	0	0	0	0	0
Other Mixed Background	0	0	0	0	0	0	0	0	0	0
Total Mixed	0	0	1	3	1	0	0	0	0	0
	0.0%	0.0%	25.0%	75.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian Indian	0	0	0	0	0	0	0	0	0	0
Asian Pakistani	2	0	1	0	0	0	0	0	0	0
Asian Bangladeshi	0	0	0	0	0	0	0	0	0	0
Other Asian Background	0	0	0	0	0	0	0	0	0	0
Total Mixed	2	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Black Caribbean	0	1	0	0	0	0	0	0	0	0
Black African	0	0	0	0	0	0	0	0	0	0
Other Black Background	0	0	0	0	0	0	0	0	0	0
Total Mixed	0	1	0	0	0	0	0	0	0	0
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Chinese	0	0	0	0	0	0	0	0	0	0
Other Ethnic Group	0	0	0	0	0	0	0	0	0	0
Total Mixed	0	0	0	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Minority Ethnic	2	1	2	3	1	0	0	0	0	0
	66.7%	33.3%	40.0%	60.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total All	74	17	25	27	14	22	9	25	6	1
	81.3%	18.7%	48.1%	51.9%	38.9%	61.1%	26.5%	73.5%	85.7%	14.3%

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Appendix



Analysis of Leavers by length or service and reason

Length of Service on Leaving	Employment Type	Gender	Reason for Leaving												Total		
			Dismissal from Force (including Required to Resign)			All Voluntary Resignations & Transfers			All Retirements & Deaths			White	Minority Ethnic	Not Stated			
			White	Minority Ethnic	Not Stated	White	Minority Ethnic	Not Stated	White	Minority Ethnic	Not Stated						
Less than 6 months	Police Officers	Male	0	0	0	13	2	0	0	0	0	0	0	13	2	0	
	Support Staff	Female	0	0	0	3	0	0	0	0	0	0	0	3	0	0	
		Male	3	0	0	13	0	0	0	0	0	0	0	16	0	0	
6 months to less than 2 years	Special Constabulary	Female	0	1	0	22	1	0	0	0	0	0	0	22	2	0	
		Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Female	0	0	0	1	0	0	0	0	0	0	0	1	0	0	
2 years to less than 5 years	Special Constabulary	Female	0	0	0	47	2	0	0	0	0	0	0	52	2	0	
		Male	0	0	0	15	2	0	0	0	0	0	0	15	2	0	
		Female	2	0	0	15	0	0	0	0	0	0	0	17	0	0	
5 years to less than 10 years	Special Constabulary	Male	0	1	0	31	0	0	0	0	0	0	0	31	1	0	
		Female	0	0	0	8	0	0	0	0	0	0	0	8	0	0	
		Male	2	0	0	17	2	0	1	0	0	0	0	20	2	0	
10 years and over	Special Constabulary	Female	0	0	0	24	2	0	1	0	0	0	0	25	2	0	
		Male	0	0	0	8	0	0	0	0	0	0	0	8	0	0	
		Female	0	0	0	9	0	0	0	0	0	0	0	9	0	0	
Total	Police Officers	Male	1	1	0	30	0	0	1	0	0	0	0	32	1	0	
		Female	0	0	0	6	0	0	1	0	0	0	0	7	0	0	
		Male	3	0	0	14	0	0	5	0	0	0	0	22	0	0	
Total	Support Staff	Female	1	0	0	27	0	0	2	0	0	0	0	30	0	0	
		Male	0	0	0	12	0	0	0	0	0	0	0	12	0	0	
		Female	0	0	0	8	0	0	0	0	0	0	0	8	0	0	
Total	Special Constabulary	Male	0	0	0	8	0	0	0	0	0	0	0	8	0	0	
		Female	7	0	0	31	1	0	132	0	0	0	0	170	1	0	
		Male	0	0	0	8	0	0	07	0	0	0	0	15	0	0	
Total	Police Officers	Female	1	0	0	16	0	0	14	0	0	0	0	31	0	0	
		Male	2	0	0	37	0	0	9	0	0	0	0	48	0	0	
		Female	1	0	0	4	0	0	1	0	0	0	0	6	0	0	
Total	Special Constabulary	Male	0	0	0	1	0	0	0	0	0	0	0	1	0	0	
		Female	9	2	0	135	5	0	134	0	0	0	0	278	7	0	
		Male	0	0	0	38	0	0	8	0	0	0	0	46	0	0	
Total	Police Officers	Male	13	1	0	96	2	0	20	0	0	0	129	3	0		
		Female	8	1	0	157	5	0	12	0	0	0	177	6	0		
		Male	1	0	0	39	2	0	1	0	0	0	41	2	0		
Total	Support Staff	Female	2	0	0	34	0	0	0	0	0	0	36	0	0		
		Male	0	0	0	0	0	0	0	0	0	0	0	0	0		
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0		



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Appendix

Customer Satisfaction Surveys

Victims satisfaction with the police initial response to a report of violent crime (16+)

self defined ethnicity	very satisfied	satisfied	neither satisfied nor dissatisfied	dissatisfied	very dissatisfied	don't know	total
White British	206	218	49	43	54	7	577
White Irish	9	0	1	4	1	0	15
Other White background	2	2	2	2	2	0	10
Mixed White and Black Caribbean	1	3	3	1	0	0	8
Mixed White and Black African	1	4	0	0	1	0	6
Mixed White and Asian	2	0	1	0	0	1	4
Other Mixed background	1	2	1	2	0	0	6
Asian Indian	4	4	0	0	1	0	9
Asian Pakistani	6	9	4	4	3	0	26
Asian Bangladeshi	1	2	1	2	4	1	11
Any other Asian background	0	2	2	0	0	0	4
Black Caribbean	0	2	0	0	0	0	2
Black African	1	1	0	0	0	0	2
Other Black background	1	0	0	1	0	0	2
Chinese	1	1	0	0	0	0	2
Other Ethnic group	1	0	1	0	0	0	2
do not wish to say	2	3	2	1	1	0	9
total	239	253	67	60	67	9	695

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Appendix



Victims of road collisions satisfied with the police service received at the scene of the accident (16+1)

self defined ethnicity	very satisfied	satisfied	neither satisfied nor dissatisfied	dissatisfied	very dissatisfied	don't know	total
White British	419	215	25	10	12	12	693
White Irish	5	6	0	0	0	0	11
Other White background	8	3	1	0	0	0	12
Mixed White and Black Caribbean	1	1	0	1	0	0	3
Mixed White and Black African	3	0	0	0	0	1	4
Mixed White and Asian	0	2	1	0	0	0	3
Other Mixed background	2	4	2	0	0	0	8
Asian Indian	4	4	1	2	0	0	11
Asian Pakistani	16	29	3	3	3	0	54
Asian Bangladeshi	1	4	2	0	1	0	8
Any other Asian background	0	1	1	0	0	0	2
Black Caribbean	1	0	0	0	0	0	1
Black African	1	0	0	0	0	0	1
Other Black background	0	0	0	0	0	0	0
Chinese	1	0	0	0	0	0	1
Other Ethnic group	2	0	1	0	0	0	3
do not wish to say	3	1	0	0	0	0	4
total	467	270	37	16	16	13	819



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Appendix

Victims of racist incidents satisfied with the police service (16+1)

self defined ethnicity	very satisfied	satisfied	neither satisfied nor dissatisfied	dissatisfied	very dissatisfied	don't know	total
White British	8	8	5	4	4	0	29
White Irish	1	0	0	0	0	0	1
Other White background	1	2	0	0	1	0	4
Mixed White and Black Caribbean	2	2	0	1	0	0	5
Mixed White and Black African	1	3	3	1	0	0	8
Mixed White and Asian	2	0	0	0	0	0	2
Other Mixed background	2	1	1	1	0	1	6
Asian Indian	6	10	1	0	3	1	21
Asian Pakistani	4	13	9	6	2	1	35
Asian Bangladeshi	4	6	4	0	1	0	15
Any other Asian background	3	2	2	1	1	0	9
Black Caribbean	2	2	2	0	1	0	7
Black African	1	1	0	0	0	0	21
Other Black background	1	0	0	0	0	0	1
Chinese	0	3	0	0	1	0	4
Other Ethnic group	1	1	0	0	0	0	2
do not wish to say	1	0	0	0	0	0	1
total	40	54	27	14	14	3	152

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Appendix



Victims satisfaction with police initial response to a report of burglary of a dwelling (16+1)

self defined ethnicity	very satisfied	satisfied	neither satisfied nor dissatisfied	dissatisfied	very dissatisfied	don't know	total
White British	1499	935	181	67	59	8	2749
White Irish	44	12	4	1	2	0	63
Other White background	17	26	8	0	1	0	52
Mixed White and Black Caribbean	11	6	2	1	1	0	21
Mixed White and Black African	10	14	0	2	0	0	26
Mixed White and Asian	2	3	0	0	0	1	6
Other Mixed background	7	8	5	1	0	0	21
Asian Indian	17	17	8	4	2	2	50
Asian Pakistani	18	23	6	2	1	0	50
Asian Bangladeshi	6	12	2	3	1	0	24
Any other Asian background	1	4	1	2	0	0	8
Black Caribbean	5	1	1	0	0	0	7
Black African	2	3	0	0	0	2	7
Other Black background	1	2	1	0	0	0	4
Chinese	0	6	8	1	1	1	17
Other Ethnic group	4	6	1	0	1	0	12
do not wish to say	7	10	2	2	2	1	24
total	1651	1088	230	86	71	15	3141



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Appendix

Public satisfaction with time taken to answer a 999 call (16+1)

self defined ethnicity	very satisfied	satisfied	neither satisfied nor dissatisfied	dissatisfied	very dissatisfied	don't know	no response	total
White British	516	209	30	14	7	5	5	786
White Irish	6	3	1	0	0	0	0	10
Other White background	3	4	0	1	0	0	0	8
Mixed White and Black Caribbean	0	0	1	0	0	0	0	1
Mixed White and Black African	3	3	0	1	0	0	0	7
Mixed White and Asian	2	1	0	0	0	0	1	4
Other Mixed background	7	5	0	1	0	0	0	13
Asian Indian	9	5	0	0	1	0	0	15
Asian Pakistani	13	11	0	1	0	1	0	26
Asian Bangladeshi	1	1	0	0	0	0	0	2
Any other Asian background	4	1	0	1	1	0	0	7
Black Caribbean	0	0	0	0	0	0	0	0
Black African	3	0	0	0	0	0	0	3
Other Black background	1	0	0	0	0	0	0	1
Chinese	3	2	0	0	0	0	0	5
Other Ethnic group	1	0	0	0	0	0	0	1
do not wish to say	4	1	0	0	0	0	0	5
no response	3	4	0	0	0	0	0	7
total	579	250	32	19	9	6	6	901