



# SCRUTINY BOARD

**Date:** Wednesday 13 January 2021

**Time:** 11:00am

**Venue:** Virtual Meeting via Skype

Any member of the public who wishes to observe this meeting is asked to register their interest by midday on Tuesday 12 January 2021 via email [police.crime.commissioner@cheshire.pnn.police.uk](mailto:police.crime.commissioner@cheshire.pnn.police.uk). A link to enable access to the meeting and joining instructions will then be provided to all attendees in advance of the meeting.

## AGENDA

### **Part 1 - Public Items**

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### **Part 2 - Private Items**

*The following matters will be considered in private as they involve the likely disclosure of exempt information as defined in the Freedom of Information Act 2000 and in accordance with the section indicated below:-*

<b>Item</b>	<b>Section</b>
<i>Part 2 Minutes of the 16 December 2020 Scrutiny Board</i>	<i>(31) Law Enforcement</i>
<i>Scrutiny Board Action Log</i>	<i>(31) Law Enforcement</i>

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**For further information about this Agenda, please contact Claire Garner on 01606 364000**



## **MINUTES OF THE SCRUTINY BOARD HELD ON 16 DECEMBER 2020 MEETING HELD VIA SKYPE VIDEOCONFERENCE CALL**

Present: D Keane, Police & Crime Commissioner  
D Martland, Chief Constable

### Office of the Police & Crime Commissioner

P Astley, Chief of Staff  
C Hodgson, Head of Finance, Operations & Governance  
C Garner, Head of Scrutiny and Improvement  
C Tozer, Head of Engagement and Policy  
J Park, Operational Support Officer

### Cheshire Constabulary

J Cooke, Deputy Chief Constable  
J Sims, Assistant Chief Constable  
M Burton, Assistant Chief Constable  
P Woods, Head of Planning & Performance  
J Gill, Assistant Chief Officer

Four members of the public were present to observe the meeting.

## **1. MINUTES OF THE 04 NOVEMBER 2020 SCRUTINY BOARD**

1.1 The minutes of the meeting on 04 November 2020 were noted and approved.

## **2. THEMATIC REPORT: ROAD SAFETY**

2.1 The Commissioner opened the meeting by welcoming all in attendance, which was hosted via Skype.

2.2 The Commissioner said the significant reduction in collisions where people had been killed or seriously injured (KSI) on Cheshire's roads over the last five years was testimony to the work that had been done by improving the safety of Cheshire's roads by both the Constabulary and partners.

2.3 Both the Commissioner and the Chief Constable recognised the contribution made by partners, making particular reference to Cheshire Fire and Rescue Service for their work in both prevention and response to the scene of serious collisions. Recognition and appreciation was also given to the North West Ambulance Service, NHS and to the Local Authorities for their substantial contribution in saving lives.

2.4 The Chief Constable provided an overview of Cheshire's vast and varied road network. Cheshire's large motorway network is managed in collaboration with the North West Motorway Partnership Group (NWMPG), however the motorway network did not have the same amount of KSIs as fast A-roads and dual carriageways.

2.5 The Chief Constable stated that the 122 community based PCSOs and Police Officers provide a vital contribution to road safety providing visibility, enforcement and preventative activity and are a close link to partners such as the Cheshire Road Safety Partnership.

2.6 The Chief Constable said the 'Fatal Five' campaign continues since its launch in 2018 as these

preventable offences were responsible for approximately 80% of KSI collisions. Weather conditions, unsafe vehicles and tiredness were also contributing factors. The Chief Constable said that whilst fatalities were reducing, he was deeply saddened to report there were 35 lives lost on Cheshire's roads last year, with devastating consequences for victim's families.

2.7 The Commissioner talked about emotional support for victims and families following a serious collision was a necessity and explained how charities such as 'Brake' and 'Aftermath Support' offer important services which could make a real difference to those affected and their ability to cope and recover.

2.8 The Commissioner said he had recently spent time on an operation with the Roads Crime Unit, and praised the officers for their dedication, effective team work and use of technology.

2.9 The Commissioner asked the Chief Constable if the attention given to serious collisions was commensurate with other serious non-road related deaths. The Chief Constable assured the Commissioner and explained the end to end process which is managed by specialist officers, forensic experts and technology with victims offered an equivalent wrap-around support service. The Chief Constable explained serious collisions can be traumatic for the attending officers and Family Liaison Officers (FLOs) and reassured the Commissioner that they were also given appropriate support.

3.0 The Commissioner was reassured with the pace of internal cultural change over the last couple of years and the journey of the Constabulary where officers, staff and volunteers feel more able to come forward and ask for support. Reassurance was given to the Commissioner that the Occupational Health Service provides ongoing support to those involved following traumatic incidents.

3.1 The Commissioner has been considering ways to commission further support for victims and families following a serious collision and felt the support given to victims and families could be strengthened. He wanted referrals, for support, to charities such as Brake and Aftermath to be mandatory as it appears that there had only been a small proportion of referrals made. The Chief Constable agreed to review the referral process to ensure all currently available support is made available to victims.

#### **ACTIONS:**

**2020/30:** Chief Constable to review the referral process and establish the support available for victims of serious road collisions and their families.

3.1 The Commissioner asked the Chief Constable why the number of KSIs involving pedestrian children and cyclists had not reduced and what was being done for vulnerable road users.

3.2 The Chief Constable said there was a lot of activity taking place to address this disparity. The 122 community PCSOs and PCs are providing visibility around schools and offering road safety education and the 'Close Pass' scheme is receiving excellent feedback from road safety groups in the community.

3.3 The Chief Constable said that 20mph areas on residential roads and near schools had been welcomed by residents and local councillors and when enforcement is used in parallel with education and other traffic calming measures, it will deliver a positive, long term impact.

3.4 The Commissioner asked for assurance that body-cam and dash-cam submissions were being dealt with appropriately. The ACC explained that a large volume of footage was received into the Constabulary via 'Single Online Home' which was then viewed and assessed by a dedicated officer. Enforcement action, warning letters and intelligence reports are issued if the submission qualifies, leaving 43% with no further action.

3.5 As submissions continue to increase year on year, the Commissioner wanted reassurance that the dedicated officer represented sufficient resource to manage increasing demand, and that consideration could be given to the matter in the budget setting process. The Chief Constable confirmed there is a dedicated officer with experience, giving continuity and consistency of decision making and demand put onto this officer is continually reviewed.

**ACTIONS:**

**2020/31:** The Chief Constable to provide a briefing for any budget requirements arising from an increase in dash-cam footage demand.

3.6 The Commissioner stated that the financial cost of fatal collisions in 2019 amounted to over £79m. With both the financial and human costs being so high, the Commissioner said this should be a consideration when exploring the potential investment in additional average speed cameras in high collision areas in the near future and asked the Chief Constable for his opinion.

3.7 The Chief Constable explained that the A537 (Cat and Fiddle) was a route that had the second highest level of fatalities in the country before the implementation of average speed cameras in 2010. He said they have been phenomenally successful was pleased to report there had been no fatalities since 2016.

3.8 The Commissioner said he was committed to making a series of investments based on the success of the Cat and Fiddle, and was looking forward to finalising budget discussions for further average speed cameras, to sit alongside other methods of enforcements, such as red light cameras on suitable roads in high harm routes.

3.9 The Commissioner said the financial cost of collisions on partners is huge and looked forward to discussions to try and influence spending to reduce the number of serious road collisions across the County.

4.0 The Commissioner ask the Chief Constable to explain how 20mph areas were enforced. The Chief Constable said this was done following national guidance, alongside local measures. TRU-CAM, which are speed detection devices used as part of the PCSOs minimum one hour of road safety per week provided a strong enforcement message in 20mph areas.

4.1 The Commissioner asked for assurance that there was sufficient budget provision, currently and in the next financial year, to ensure sufficient equipment such as TRUCAM. The Chief Constable confirmed there are twenty three devices across the Constabulary and confirmed they have added a further eight more devices into next year's budget which will have added functionality to operate in reduced light. The Commissioner welcomed the offer of a TRU-CAM demonstration, and a discussion to ensure their use is maximised.

**ACTIONS:**

**2020/32:** The Chief Constable and the Commissioner to have a discussion outside of the meeting on how the new TRUCAM system operates, and provide a demonstration.

3.9 The Chief Constable provided a brief update on the Constabulary's action plan in response the HMICFRS report 'Roads Policing – not optional' confirming that all actions were complete.

4.0 The Commissioner thanked the Chief Constable and the Constabulary for their hard work and commitment to road safety. He also praised Chief Superintendent Marshall-Bell for her significant contribution to Road Safety in Cheshire and wished her well in her retirement.

4.1 The report showed a significant reduction in KSIs over a five year period and the Commissioner asked the Chief Constable how Cheshire compared against other similar forces. The Chief Constable said Cheshire was performing favourably compared to other Forces and attributed this to the support and drive from the Commissioner.

4.2 The Commissioner asked the Chief Constable if there would be a resourcing impact on the inland border facility that is planned to be near to the Lymm interchange on the M6/M56 at Warrington. The Chief Constable explained that provision had been made and should there be challenges on the Constabulary's resources it will be highlighted regionally and nationally.

4.3 The Commissioner thanked the Chief Constable for the improvements made and recognised the efforts made by staff throughout the Constabulary as well as partners and volunteers. The

Commissioner will continue to listen to people's needs, hopes and fears and respond with further investment into prevention to keep people safe.

Duration of meeting: Part One of the meeting commenced at 11.00 and finished at 13:05.

**DIVERSITY, EQUALITY & INCLUSION SCRUTINY REPORT****PURPOSE OF THE REPORT**

1. This report updates the Police & Crime Commissioner on the work that the Constabulary is doing in relation to Diversity, Equality & Inclusion (DEI) and the progress that has been made by the force since 2016. An overview of the work completed from both an internal and external basis is included as below:
  - **Internal**
    - Workforce Representation
    - Governance and Strategy
    - Attraction & Outreach
    - Recruitment
    - Retention & Development
  - **External**
    - Stop & Search
    - Community engagement

**INTERNAL – WORKFORCE REPRESENTATION**

2. The force has maintained significant focus on the levels of representation within the Constabulary and regularly reports and analyses the data for a number of reasons including:
  - Assessing representation levels and comparing this to Cheshire population data that in turn provides rationale for the application of positive action initiatives.
  - To understand if recruitment & promotion stages disproportionately impact those with protected characteristics.
  - To understand if there is disproportionality in processes such as disciplines/grievances.
  - Supporting statutory reporting such as annual equal pay reporting and as part of the forces equality duty.
3. This report has a series of appendices that show the forces current representation levels which is reported by staff type i.e. Police Officer/Police Staff/PCSO for the period from March 2016 to March 2020 (half year progress to Sept 2020).
4. The appendices show that from March 2016 to March 2020 the proportion of the overall workforce from BAME communities has increased from 1.07% to 1.51% (1.55% in September 2020) but is still below the 3.1% Cheshire resident BAME population. Police Officer BAME representation has increased from 0.78% to 1.83% (1.93% in September 2020) while the proportion of Police Staff and Volunteers from BAME communities has reduced very slightly.
5. The proportion of overall female staff has increased from 43.5% in March 2016 to 47.4% in March 2020 (stable to September 2020) but is still slightly below the Cheshire resident

population of 51%. Female representation for both Police Officers and Police Staff have increased while female volunteer representation has decreased.

6. The proportion of the overall workforce with a disability has increased from 1.7% to 2.8% (3.03% in September 2020) and while information for Cheshire is not known national information suggests 6% of the population have a disability. The proportions have increased in all categories of the workforce.
7. The overall proportion of staff who have recorded as LGBT has increased from 1.4% in March 2016 to 3.3% in March 2020 (3.54% in September 2020). The proportions have increased in all categories of the workforce.
8. The ability for the force to understand representation levels is an important factor allowing detailed analysis to be completed of any areas of disproportionality and ability to optimise legislative options such as positive action. Due to this the force is developing a dedicated campaign to be run during the last quarter of the financial year with the aim of increasing the number of officers and staff who have self-declared their protected characteristics allowing for better levels of information to be held internally. Advice and guidance has been sought from best practice examples found through Stonewall etc. in the development of the campaign.
9. The monitoring campaign is designed to be internally focused to begin with, building on lessons learnt in order to target diversity data as part of potential candidates applying for roles from an external basis ensuring confidence of applicants through the forces recruitment processes.
10. This information is a central focus of the National Police Uplift Programme (PUP) with specific scrutiny increasing on the levels of diversity through the programme. Reporting and analysis has developed during the last reporting quarter with dedicated diversity reports now distributed from the programme including representation, recruitment and leaver's information scrutinised. The force are working with the PUP to access additional funding to progress elements of monitoring through systems and also to increase representation levels. This is a dedicated deadline as part of the programme with all forces being assessed as at 31.3.21.

## **INTERNAL – GOVERNANCE AND SCRUTINY**

11. The force has implemented a strong governance and scrutiny regime surrounding the area of DEI. The Constabulary has had DEI as a central theme to its People Strategy for a number of years and has recently developed a dedicated DEI Strategy to further support this business area. The strategy is currently out for initial consultation within the Constabulary including the staff networks as key stakeholders in the plan.



12. In addition to the force's internal strategy is the national NPCC DEI Strategy which is a key document to drive a lot of the activity being undertaken. The strategy focuses on 4 key toolkits:
  - **Our communities** – understanding our communities, engagement and good relations, increasing confidence
  - **Our organisation** – Transparency and scrutiny, understanding our workforce, developing our workforce
  - **Our partners** – understanding the partnership landscape, tackling disparity, joint service delivery
  - **Workforce ARRP** – understanding our Workforce Representation. Attraction, Recruitment, Retention and Progression
13. The force has developed a dedicated action plan in line with the national NPCC DEI toolkits; owned by the HR DEI Manager and force DEI team. This has now been developed to include clear reporting, scrutiny and governance structures. Each toolkit has a bi-monthly silver coordination meeting to ensure that all business owners are not only updating individual objectives within the toolkits but also guaranteeing that the good work of the force is reflected within them and linked across business areas.
14. The individual DEI toolkit silver coordination meetings feed into a force wide internal gold DEI board chaired by the Deputy Chief Constable. This meeting seeks to provide strategic oversight of all four toolkits to enable clear progression and set key priorities and actions as part of the important ongoing force DEI agenda.
15. The force wide project focused on DEI which was introduced by Chief Officers is now well underway working to a structured cultural road map to increase inclusivity within the force allowing all our staff members can come to work as their true selves. The project is designed to achieve DEI as daily business and considered in everything we do to ensure that every member of our staff feels valued and included. The project also seeks to ensure that in everything we do we engage all of the diverse communities of the public to enable us to represent everyone's views in how we police Cheshire.

16. The new DEI team led by Superintendent Alison Ross is now fully embedded within people services consisting of a HR Manager, HR Assistant, an inspector, sergeant and police constable. The team led an initial DEI staff engagement event on 12<sup>th</sup> August 2020 as a scoping exercise in understanding how our staff felt about diversity and more specifically in how 'included' they felt in our organisation. The *'Time to Listen, Ask Questions and Start the Conversation'* event took place virtually and was hosted by senior leaders DCC Julie Cooke and ACC Matt Welsted as well as representatives from our staff networks. The event was designed to look at what the issues and concerns of our staff were and feedback highlighted that our staff would like more opportunity to have a 'voice' in this area.
17. As a result the team are now focused on a DEI cultural road map; embarking on a force wide engagement plan to enable all our staff to have a voice on how we can develop workforce inclusivity. This will consist of a force wide survey developed from the national 2019 Diversity and Well-being survey and will continue with *'Time to Listen, Ask Questions and Start the Conversation'* events across the force.
18. The force has also been open to external scrutiny on a voluntary basis with a number of assessments completed including:
  - NPCC Peer Review which included representatives from three forces who assessed the Constabulary in relation to progress with the NPCC Strategy and general DEI activity.
  - An Independent Review was carried out across all of the recruitment & promotion processes following an employment tribunal finding. The review made several recommendations which have been fully implemented across all processes.
  - NPCC DEI Self-Assessment
  - NPCC Police Uplift Programme independent assessment of the forces website in relation to access to recruitment opportunities. Simple changes such as 'Expression of Interest' system is now up and running to allow for more targeted roll out of information when new campaigns go live.
19. All actions from the reviews are tracked in terms of delivery through the forces People Board which is chaired by the Deputy Chief Constable. Ultimately the force will be subject to a HMIC DEI inspection which has been delayed due to the COVID pandemic but is likely to now commence during 2021.

## **INTERNAL – ATTRACTION & OUTREACH**

20. Recruitment events - The recruitment & promotions team have participated in a number of 'connection' events by attending recruitment events across Cheshire and wider. These include a number of career fairs at Colleges, Universities and community based locations such as the Barclays Apprenticeship Fair and the World Skills UK event at the NEC in Birmingham.
21. Network events have been held with key Muslim community members and the force has also contributed at local events such as Pride marches to promote equality and diversity and highlight recruitment opportunities in Cheshire Constabulary.

22. PCSOs and local campaigns have been used to encourage applications from protected groups, we have developed information packs and postcards to raise awareness across communities on all of our entry routes. These provide key information about joining the police service and the support that is available to individuals. These have been made available to our PCSOs in order for them to reach out to community groups and convey the message of recruitment opportunities and the importance of a representative workforce. The recruitment & promotion team have also attended localised events across Cheshire in shopping centres as well as the Warrington Mela.
23. Attraction events have been held to highlight the opportunities available in the force and show what to expect from Cheshire Constabulary as an employer. Staff Associations have supported market place events to share their experiences with candidates and to offer support and guidance. In addition we have held successful large scale events such as the Thomas Cook career event and have engaged in the community across a number of events facilitated by the Job Centre.
24. The force have reviewed its current attraction approach and the overarching strategy that supports the key messages and materials contained within it with support from an external agency who have completed extensive research and community testing internally and externally to the force. Under an overarching strategy of Cheshire Constabulary being a force 'Where you can be you' the force are building on the work being undertaken by the Chief Officers to encourage staff to be able to bring their whole self to work, developing a culture of inclusivity.
25. As part of the review the force are working closely with the National Single Online Home team to make wider improvements to the forces application section of the website. Improvements were identified following on from a full review by the attraction strand of the Uplift programme. Follow up audits have shown clear improvements already being completed which include offering Expression of Interest routes for Police Officer and other recruitment campaigns which allows the recruitment team to follow up with dedicated support events and familiarisation sessions.

## **INTERNAL – RECRUITMENT**

26. The recruitment & promotions team are fully engaged with the College of Policing in relation to the national recruitment process. Prior to Covid-19 we were engaged in reviewing SEARCH to ensure best practice was maintained across Cheshire and by ensuring Cheshire was progressing towards the implementation of the national 'Day One' recruitment assessment. Due to the pandemic, these assessment process were cancelled by the College of Policing and an Online Assessment alternative developed. Cheshire is currently a pilot force for the online assessment and continue to be part of the review and evaluation of this process to ensure it meets the needs of the force, our candidates and to support and inform the process going forward for national implementation. The force is also working with Police Now which has evidenced its ability to bring greater levels of diversity into policing and is looking to on-board 4 places on to the programme during 2021. Current indications are very encouraging with Cheshire receiving over 100 applications for the programme with 60% female and 9% ethnicity representation in applications.
27. All assessors across the recruitment & promotions process are trained in Standards of Practice and signposted to Unconscious Bias. The individuals participating in recruitment

and promotion processes sign a commitment and are awarded License to Practice Status to ensure standards are in place and fair and transparent processes are maintained.

28. The Constabulary is committed to the Disability Confident employer scheme and ensures that provisions are in place across our recruitment and promotion processes in relation to Reasonable Adjustments for all candidates. A full review of the standard is to be completed during the last quarter of 20/21 prior to formal re-assessment.
29. The Constabulary can evidence that representation across our protected groups is low, therefore through the application of Section 158 of the Equality Act events have recently been held to support applications from officers from protected groups prior to promotion processes being held. These positive action events have included an input on 'Imposters Syndrome' and a confidence session on 'Image and Impact'.
30. The force has agreed recruitment and promotions frameworks which are reviewed and agreed through the forces People Board and clearly articulates the way in which processes are completed. As part of these documents is a statement regarding the application of section 159. This is used when there is a situation where candidates are as qualified as one another (tie break) and is applied during a linear decision making process.
31. An Evaluation Framework has been developed and implemented to ensure continual improvement of our processes and implementation of best practice. To support our processes information and briefing documents are produced for candidates and assessors to ensure that our DEI and positive action initiatives are clearly communicated to all.

## **INTERNAL – RETENTION AND DEVELOPMENT**

32. The force has a long established set of Staff Networks working alongside the Constabulary as follows:
  - Cheshire Constabulary Women in Policing (CCWIP)
  - Cheshire Constabulary Multicultural Network (CCMN)
  - Christian Police Association (CPA)
  - Enable Disability & Carers Network
  - Lesbian, Gay, Bisexual & Transgender Network (LGBT+)
  - Gypsy Roma Traveller Police Association (GRTPA)
33. The Staff Networks have a dedicated Chief Officer allocated to support them in their work and also have an open forum with the Chief Constable where any issues/blockers can be discussed. The Networks have contributed significantly over the past few years and held their own joint conference which was a huge success. They are looking to continue working together to continue this as a group as well as developing their own individual areas of business.
34. The force currently has more than 100 'Diversity Allies' within the Constabulary. The scheme plays an important part in making Cheshire Constabulary an inclusive place to work. The allies are volunteers from across the force who are committed to increasing their understanding of equality and fairness, particularly in relation to people who have different characteristics than their own.
35. The DEI team are working to develop this programme and ensure the allies are part of the cultural inclusion road map. The development plan will seek to establish further tiers of

allies with skills sets supported by training to offer a visible role in advice, bespoke guidance, advocacy, raising awareness and promoting our organisation as an inclusive place to work.

36. The scheme will become an 'inclusion scheme' to promote individuality and ensuring our staff feel valued for who they are. This supports Cheshire Constabulary's 'We Care' commitment and strategy which includes the three values from the Competency values Framework and Code of Ethics that set out the attitudes, behaviour and commitment of everyone in the way they work and interact. These are: Respect, Integrity and Fairness. The scheme aligns with Cheshire Constabulary's People Strategy, in particular, the objective in relation to creating an inclusive workforce that respects and celebrates difference and will form an integral part of the force DEI strategy.
37. The scheme will be further strengthened by force wide 'Champions' representing all areas of the force and will meet on a regular basis to ensure organisational reflection, learning and progression.
38. The force has placed a key focus on DEI through its recent promotion boards from the ranks of Sergeant through the Chief Superintendent. This has included a DEI focused Stakeholder panel with representation from Staff Network Groups and members of the IAG. Dedicated questions on the area of DEI were asked. The feedback from the panel was fed in to the promotional panel where follow up/probing questions were asked during the interviews. More recently ranks of Sergeant and Inspector have participated in Operational Briefing exercises with a clear focus on the management of DEI operational responses as well as dedicated DEI promotion panel questions. The development of the assessment criteria to score candidates has placed increased emphasis on this element of the process highlighting its importance to the force.
39. This was again focused on more recently in the Inspector and Sergeant promotion process including a work based assessment designed to replicate operational policing issues. DEI was a golden thread running through the assessments including workplace inclusivity and engaging with diverse communities to problem solve.
40. The force continues to support the National Fast Track programme aimed at identifying talent from the rank of PC to fast track through to Inspector within three years. Workshops and seminars are in place to support the identification of talent with specific events aimed at protected groups. The force currently has one candidate on the programme with protected characteristics who is a strong role model across the force and who actively supports the DEI agenda.
41. The force has established a Dyslexia Assessors Group which comprises of 14 trained assessors of both police officers and police staff from across the force who have been provided with Level 4 accreditation as Dyslexia Assessors. This has provided them with knowledge and skills to deliver workplace assessments for colleagues across the force. The assessors have ensured that Cheshire Constabulary is now among the most progressive force in this area with other forces and wider organisations requesting information and advice on improving their own provision.
42. At local level, the group is currently supporting 27 colleagues who are within the dyslexia assessment process. During the past three months, 24 colleagues have completed the process and where required, reasonable adjustments/support has been identified.

43. To further support the development and retention of staff with protected characteristics the force has developed a Cheshire Aspire Programme which is aimed at supporting staff and officers in a number of key areas including leadership & culture, retention, progression, wellbeing and fulfilment. Twelve candidates joined the programme in November, with the programme running for three months on a pilot basis. The course will be supported by dedicated coaching sessions where specific objectives will be agreed and will allow the force to measure the success of the programme through the achievement of these objectives and through managers and participant feedback. There will be a program review half way through, as well as overall evaluation at the end however current indications are positive.

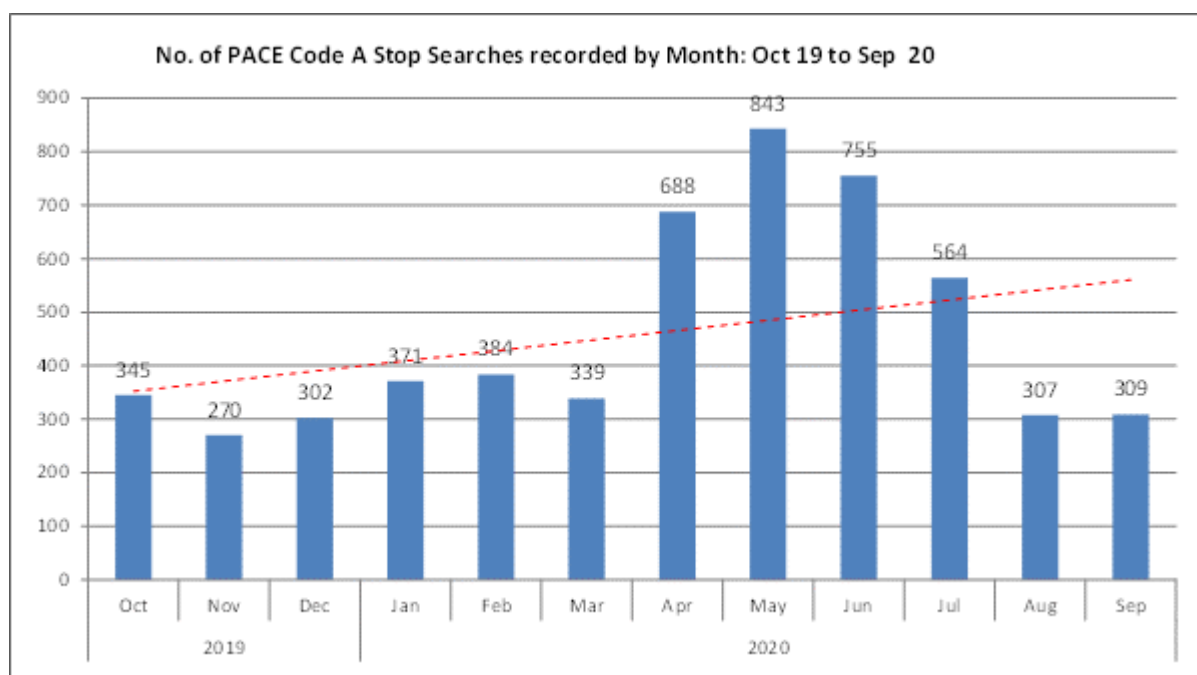
## **EXTERNAL – ACCESSIBILITY**

44. The Constabulary has arrangements in place to ensure that services are accessible to individuals with a variety of different needs.
45. The Force Contact Centre and local Helpdesks utilise a 24 hour a day, 7 days a week telephony-based professional translation and interpreting service for non-English speaking callers and visitors. The service is provided through Capita 'LiveLink' with a 15 second maximum connection time, providing translation in 170 languages. This is a live time service, which effectively operates as a conference call.
46. Through BT and the Royal National Institute for Deaf people (RNID), services are also available for those with hearing difficulties. These are known as TypeTalk and TextDirect.
47. Type talk is in effect a "relay service." A Typetalk subscriber needing to call the emergency services (police, fire, ambulance or coast guard) just dials **18000/1/2**. The BT operator will then pass the call to a Typetalk operator and they will confirm whether there is a genuine request or the call was dialled in error. If it is a genuine request then the BT operator will pass the call through to the emergency service and relay messages. The number passed to the police from BT will be the subscriber's telephone number. Once connected the usual details of the incident or matter they are reporting are taken.
48. Where a BT TextDirect call is being made between people using an ordinary voice phone and a text phone, an RNID Typetalk operator will automatically join the call and translate what is being said. To make a telephone call using the app or a textphone the prefix is **18001**. To make a telephone call from a standard landline, users dial **18002** and the full telephone number including the code.
49. Demand from these services is very minimal. Calls are answered in line with 999 and PNE normal calls.
50. All police stations have provision at the main entrance for access by wheelchair users and those with mobility difficulties, with the exception of Dragon Hall and Sandbach. Access is provided either by level access, means of ramps or by mechanical means (lift). All buildings where attendance is expected by the public (helpdesks) have automatic opening doors and call points for out of hours use.

51. All helpdesks and some other areas of police buildings (particularly interview rooms) have hearing loop provision, the only exceptions being Widnes and Runcorn police stations. There is access to disabled toilet facilities at all stations and public access at 10 stations. At Force Headquarters the building has been designed to incorporate the needs of disabled users and recently hearing loops have been installed in the main conference facilities.
52. At the majority of sites where accommodation is located on floors above the ground level, lift access is available. Stockton Heath, Ellesmere Port, Northwich and Macclesfield stations have multiple floors but no lift. In these instances accommodation for public interaction is located on the ground floor.
53. Access compliance surveys are undertaken periodically to check for any issues preventing access to buildings.

## EXTERNAL - STOP & SEARCH

54. The Constabulary monitors the use of stop and search powers through a Police Accountability meeting which is Chaired independently and which also informs the Constabulary Procedural Justice meeting which is Chaired by the Assistant Chief Constable and attended by both the IAG Chair and the Chair of the Police Accountability Meeting. A regular report is provided and a summary of relevant information for the 12 months up to the end of September 2020 is included below.
55. Between October 2019 and September 2020, there were **5477** PACE Code A “Person”, “Person and Vehicle” or “Vehicle Only” Stop Search reports recorded on NICHE. The monthly trend is increasing. Please note: these figures do not include stop searches related to Creamfields.



56. The number of associated PACE Code A Stop Searches recorded per **Self Defined Ethnic Group** is shown below. The highest stop search rate per 1000 population was for

individuals whose Self Defined Ethnic Group was Black or Black British (32.78 Stop Searches/1000 pop). This is approximately 8 times greater than the equivalent rate for individuals defined as White.

Self Defined Ethnic Group	Total	Population (2011 Census)	Stop Searches per 1000 pop
White	4286	995998	4.30
Asian or Asian British	41	12794	3.20
Black or Black British	107	3264	32.78
Mixed	61	10423	5.85
Chinese or other ethnic group	29	5230	5.54
Not Stated	950	0	0.00
<b>Grand Total</b>	<b>5474</b>	<b>1027709</b>	<b>5.33</b>

57. Overall, the number of individuals stop searched from Black, Asian & Minority Ethnic groups is low (238). However, 17% (950) of stop searched individuals are categorised as 'Not Stated', and these individuals could fall into any of the Self Defined Ethnic groupings, thus, impacting on the totals.
58. The total number of PACE Code A stop searches recorded per **Officer Defined Ethnicity** is shown below. The highest stop search rate per 1000 population was for individuals whose Officer Defined Ethnicity was Black (56.99 Stop Searches/1000 pop). This is approximately 11 times greater than the equivalent rate for individuals defined as White.

Officer Defined Ethnicity	Total	Population (2011 Census)	Stop Searches per 1000 pop
White	5023	995998	5.04
Asian	133	12794	10.40
Black	186	3264	56.99
Other	28	15653	1.79
blank	104	0	0.00
<b>Grand Total</b>	<b>5474</b>	<b>1027709</b>	<b>5.33</b>

59. The Force records whether the outcome of stop searches is linked to the Object of the Search, e.g. an officer was searching for drugs and found drugs. During the period, 24% (1302) of all PACE Code A stop searches (5474) resulted in an outcome that is linked to the Object of the Search.
60. The number of PACE Code A stop searches that are linked to the Object of the Search are higher for those whose self-defined ethnicity is either 'Asian or Asian British' (34%) and 'Mixed' (33%) compared to 'White' stop searched individuals (25%) and to the rate overall (24%).

PACE Code A Stop Searches	White	Asian or Asian British	Black or Black British	Mixed	Chinese or other ethnic group	Not Stated	Grand Total
Number of Outcome Linked SS	1058	14	23	20	9	178	1302
Total Number of SS	4286	41	107	61	29	950	5474
% Find Rate	25%	34%	21%	33%	31%	19%	24%

61. As a result of discussions at the Police Accountability Meeting a further review of stop search disproportionality was undertaken. This has included using additional specific

data relating to the address of the individual stop searched in order to assess how far any disproportionality is affected by stop searches undertaken on residents from other, more diverse, police force areas.

62. The table below shows the percentage of the stop searches for the last 12 months where the person stop searched was a Cheshire resident by officer defined ethnic group. It shows that a smaller proportion of the BAME population stopped were Cheshire residents than the white population (84%). This makes the comparison with resident population problematic, particularly as Cheshire's BAME population is small - less than 32,000 (3.1%) out of more than one million Cheshire residents, based on the 2011 Census. Cheshire is also impacted by criminality from bordering forces with more diverse populations.

Officer Defined Ethnic Group	Not Cheshire Resident	Cheshire Resident	Not Known	Total
Asian	32%	44%	24%	100%
Black	33%	53%	14%	100%
Other	34%	50%	16%	100%
White	14%	81%	6%	100%
Grand Total	15%	79%	7%	100%

63. The table below shows only those stop searches where the individual is known to be Cheshire resident and compares the percentage of stop searches by officer defined ethnic group with the percentage of the Cheshire population using the 2011 Census. It also shows the number of stop searches per 1000 population. Using this data, stop searches on black or black British resident population is almost 8 times that of the white population. The 2011 census data reports that there are 3264, black or black British residents of Cheshire.

Stop search forms for Cheshire residents only			
Officer Defined Ethnic Group	% of Stop Searches (where officer defined ethnicity has been provided)	% of population Cheshire resident population (2011 census)	Stop Searches per 1000 pop
White	95.8	96.9	4.14
Asian or Asian British	1.4	1.2	4.61
Black or Black British	2.4	0.3	32.17
Mixed	0.0	1.0	0.00
Chinese or other ethnic group	0.4	0.5	3.06
Grand Total	100	100	4.19

64. Work continues in relation to understanding the use of stop search by officers led by a Chief Superintendent and overseen by the Assistant Chief Constable Operations. This is complimented by capabilities now available within Power BI that can provide a comprehensive insight in relation to the persons, locations, rationale and outcomes for searches which can then be overlaid with crime and intelligence hotspots to reinforce

legitimacy. Further to this, extensive research has been progressed by the force in relation to what led to searches being conducted (i.e. Control Room Incident, Intelligence or Spontaneous) and to scrutinise this across different ethnic groups. This has indicated a greater prevalence for intelligence led searches of those defined as Black British when compared with other reasons albeit, further work is ongoing to establish reasons for this. Reviews have also been conducted around the rationale of each case undertaken by officers conducting multiple searches on Black British persons as well as outcome rates from such searches. This has found nothing of any significant concern in relation to officer's grounds or outcomes.

65. There is a strong commitment within the Constabulary to understand disproportionality and evidence from these reviews has been shared with the Independent Advisory Group along with the plans to focus more on qualitative auditing through dip sampling of Body Worn Video encounters. Agreement has also been reached around DPIA requirements for viewings of such encounters to be shared with Community Cohesion Groups over coming months.

## **EXTERNAL – USE OF FORCE**

66. The Constabulary monitors the use of force through a Police Accountability meeting which is Chaired independently and which also informs the Constabulary Procedural Justice meeting which is Chaired by the Assistant Chief Constable and attended by both the IAG Chair and the Chair of the Police Accountability Meeting. A regular report is provided and a summary of relevant information for the 3 months up to the end of September 2020 is included below. The report is provided by the Superintendent Uniform Operations who also chairs a quarterly meeting which brings together a wide variety of departments to scrutinise the use of force. Attendees include officers and staff from the Cheshire and North Wales Firearms and Dogs Alliance, Professional Standards Department, Taser and Public Safety Training, Custody, the Diversity, Equality and Inclusion team, Health and Safety, Partnerships, Research and Analysis and the Police Federation. The purpose of the meeting is to provide scrutiny and transparency of the Constabulary's use of force in order for Senior Officers to be confident that force is applied in a fair and proportionate manner, enabling the communities of Cheshire to have confidence in the Police.
67. When force is used in relation to an incident each officer/staff member is required to submit one form per subject. This means that if 2 officers both use force on 1 individual at an incident 2 forms would be completed and if 2 officers both use force on 2 individuals at an incident 4 forms would be completed. The form is required when any of the following tactics are used:
- Compliant handcuffing
  - Ground restraint
  - Non-compliant handcuffing
  - Unarmed Skills
  - Irritant spray – with categories of drawn (but not used) and used
  - Taser
  - Limb / body restraints
  - Spit Guard
  - Baton - with categories of drawn (but not used) and used
  - Dog – with categories of deployed and dog bite.
  - Shield

- Tactical communication

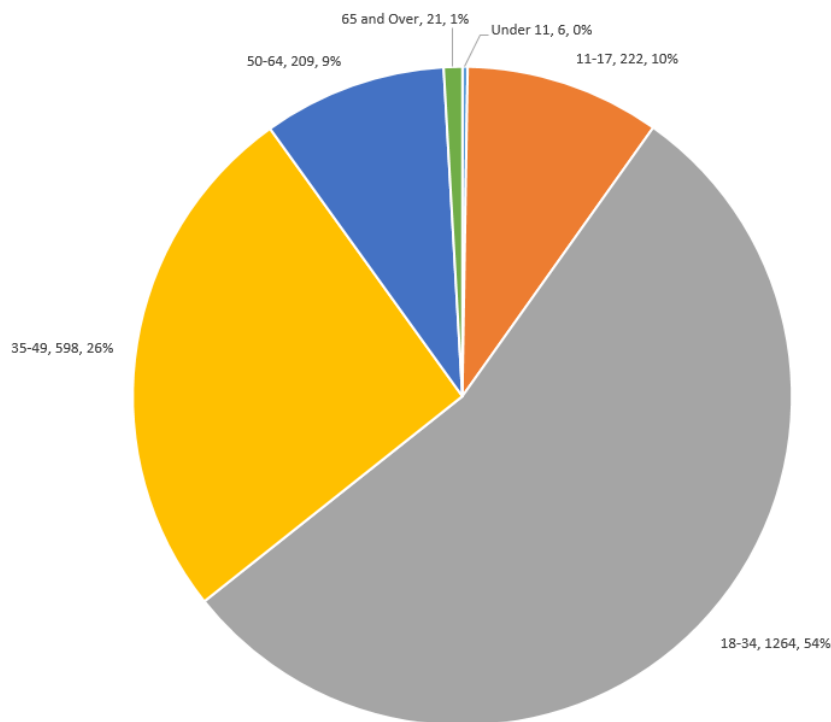
68. Tactical communication is recorded when it has been used in addition to one of the other forms of 'force'. The requirement to record this has now been removed nationally and the Force is amending its processes accordingly.
69. It should be noted that the same tactic could be used against multiple subjects at the same time but would be counted as separate uses of force. For example, a dog could be deployed against 2 subjects at the same time. Additionally, tactics can be used more than once during the same incident, including the same officer against the same subject. All uses of force are recorded.
70. The table below shows the tactics used for the period 1<sup>st</sup> July – 30<sup>th</sup> September 2020.

Tactics Used	No. of Times Used	% Total Tactics Used
Tactical communication	1400	27.1%
Compliant Handcuffing	1100	21.3%
Ground Restraint	949	18.4%
Non-compliant handcuffing	671	13.0%
Unarmed Skills	474	9.2%
Irritant spray - PAVA used	162	3.1%
C.E.D.	141	2.7%
Limb / Body Restraints	117	2.3%
Irritant spray - PAVA drawn	82	1.6%
Spit Guard	29	0.6%
Baton Used	9	0.2%
Firearms	9	0.2%
Dog Deployed	8	0.2%
Baton Drawn	5	0.1%
Dog Bite	2	0.0%
Shield	2	0.0%

71. When completing the use of force form, officers/staff are presented with the subject's ethnicity as recorded on their Niche person record (where available). They have the opportunity to amend this information or confirm it as correct.
72. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident. In order to highlight where this may be the case, the information is provided based on the number of forms submitted (shown as OEL entries on the table below) and the number of incidents that these relate to (shown as separate occurrences on the table below) which may represent multiple subjects during the same use of force incident.
73. The table below shows the ethnicity / perceived ethnicity of the subjects in relation to use of force forms submitted between July and September 2020.

	No. OEL Entries	No. Separate Occurrences
Asian (or Asian British)	32	24
Black (or Black British)	46	35
Chinese	1	1
Don't Know	429	289
Mixed	15	12
Other	36	27
White	1761	1153

74. If those entries where the ethnicity is not known are removed, 93% of the use of force forms relate to 'white' subjects (compared to 96.7% of the Cheshire population based on the 2011 census), 2.4% were 'black or black British' subjects (compared to 0.3% of the population), 1.9% showed ethnicity as 'other' (compared to 0.5% of the population) and 1.7% showed ethnicity as 'Asian or Asian British' (compared to 1.2% of the population). Information concerning whether those involved in use of force incidents are residents of Cheshire or surrounding areas is not available.
75. Information is also collected on the use of force form concerning the age of the individual based on their age at the time the force was used (using the date of birth from the Niche person record) or, where this is not recorded, perceived age recorded by the officer/staff member on the use of force form. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident.
76. The chart below shows that over half of the forms relate to subjects who are between 18 and 34 years old, and more than a quarter relate to those between 35 and 49 years old. 10% of records relate to individuals between 11 and 17 years old with 9% relating to those aged 50 to 64. There are a small number of forms relating to those aged 65 and over and those aged 11 and under and all of these records are reviewed as part of the public accountability meeting.



77. The use of force form also contains information concerning the subject's perceived gender, as recorded by the officer/staff member. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident. For this quarter, 83% of the forms related to male subjects, 17% to females with 3 forms recording the subject as transgender.

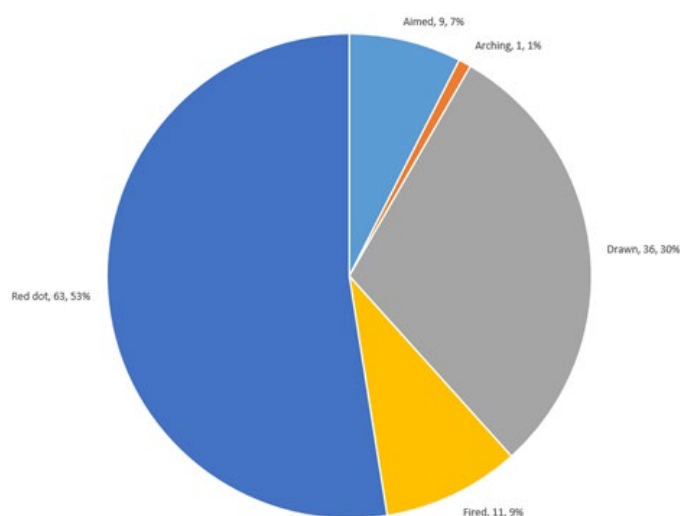
78. The forms also capture whether the subject was perceived by the officer/staff member to have a mental disability. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident. There were 112 forms where the officer/staff member recorded that they believed the subject to have a mental disability (4.8%). This relates to 97 separate occurrences, 14 of which have more than form.

## CONDUCTED ENERGY DEVICES

79. The use of force information contained above includes information in relation to the use of Conducted Energy Devices (CED) - *TASER*®. The use of a CED ranges from the physical presence of a drawn CED through to discharge. Carrying a CED does not, in itself, constitute a use of force. The term 'use' includes any of the following actions carried out in an operational setting:

- drawing the device in circumstances where any person could reasonably perceive the action as a use of force
- sparking of the device, commonly known as 'arcing'
- aiming the device or placing the laser sight red dot onto a subject
- firing a device so that the probes are discharged at a subject or animal
- application and discharge of a CED in both angled and drive stun modes
- discharged in any other operational circumstances, including an unintentional discharge.

80. For the period July to September 2020 there were 120 use of force forms which related to the use of CED. More than one device may have been used during the same incident (multiple entries by different officers against the same subject, the same officer against multiple subjects or multiple officers against multiple subjects during the same incident). Each device use is recorded as separate uses of force.
81. In addition, the same tactic can be used more than once during the same incident, including the same officer against the same subject. All tactics used are recorded.
82. For the purposes of the chart below, only the 'highest' tactic used has been incorporated to illustrate how devices have been used for the period July to September 2020. It shows that in 36% of cases the device use was 'drawn' and was not used further. In a further 60% of cases the device was aimed or the laser sight red dot was placed onto a subject. The device was fired on less than 10% of the occasions it was used (11 forms)



83. When completing the use of force form, officers are presented with the subject's ethnicity as recorded on their Niche person record (where available). They have the opportunity to amend this information or confirm it as correct. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident.

	No. OEL Entries	No. Separate Occurrences
Asian (or Asian British)	3	3
Black (or Black British)	2	2
Chinese	0	0
Don't Know	34	32
Mixed	0	0
Other	0	0
White	81	61

84. If those entries where the ethnicity is not known are removed, 94% of the CED use of force forms relate to 'white' subjects (compared to 96.7% of the Cheshire population based on the 2011 census), 2.3% (2 forms) were 'black or black British' subjects (compared to 0.3% of the population), and 3.5% (3 forms) showed ethnicity as 'Asian or Asian British'

(compared to 1.2% of the population). Information concerning whether those involved in use of force incidents are residents of Cheshire or surrounding areas is not available.

85. There were 3 forms where the officer recorded that they perceived the subject to have a physical disability. There were 15 forms where the officer recorded that they perceived the subject to have a mental disability. These related to 15 separate occurrences, suggesting 15 different subjects. On 6 forms the outcome of the incident was recorded as detention under the mental health act.
86. Through the Police Legitimacy Structure shown in the appendix below the Constabulary remains committed to ensuring fair, proportionate and transparent use of police powers.

## **EXTERNAL – COMMUNITY ENGAGEMENT**

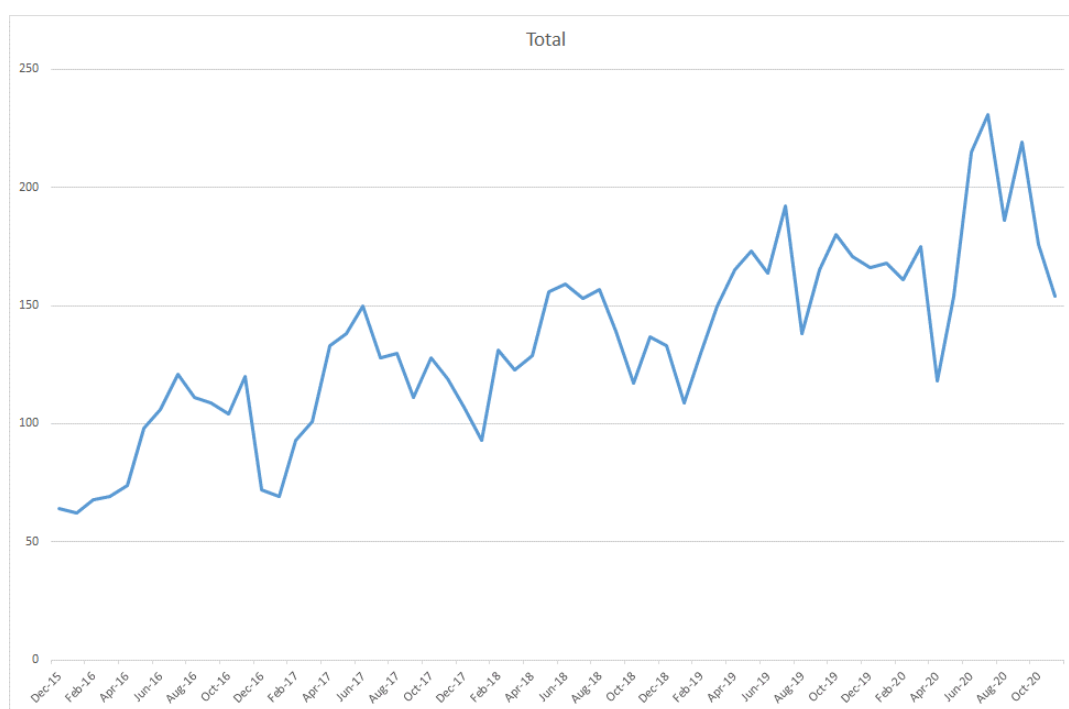
87. Through its Community Policing model the Constabulary has a range of local community engagement activities being undertaken by local officers and PCSOs. This involves regular contact through local surgeries, schools, places of faith, community groups and third party reporting centres. Activity undertaken in this area is regularly reported to the Police and Crime Commissioner through scrutiny reports, particularly related to the Police and Crime Plan priority 'Connected with Communities'.
88. The Constabulary also co-ordinates a range of engagement and consultation activities through its Corporate Communications Department. This involves holding focus groups with a diverse range of communities to better understand community needs in relation to policing. This has included a variety of disability groups and groups representing differing sexualities and genders. Feedback from these groups is provided to directly influence the development of operational policies and procedures. Work is currently ongoing with the Force Control Centre (FCC) to bring together a diverse range of the Cheshire public to shape how services from the FCC can be further developed.
89. The force also attends a range of other formal events to maximise opportunities to engage with a range of communities. This includes large scale events such as the Cheshire Show, the Nantwich show and a range of Cheshire based 'Pride' events.
90. The Constabulary also makes use of an Independent Advisory Groups to advise on all aspects of equality and diversity, in particular the 'nine protected characteristics' arising from the Equality Act 2010. Cheshire's IAG was set up in February 2004 and provides the Constabulary with independent guidance and advice on policies, procedures and police operations.
91. The IAG is committed to working with Cheshire Constabulary in order to provide an independent voice in representing the interests of minority communities. It embraces the opportunity to provide an independent view on local community issues. By being independent, members are able to see things from a different perspective and can anticipate how police responses to problems may be interpreted by the communities of Cheshire.
92. The force has an established external DEI board consisting of independent members of the community that feeds into the structure and governance of the internal DEI board. The external board is updated on the force DEI toolkits and strategy and provides a critical ear

on DEI work streams to ensure a community perspective gives a holistic approach to our strategy.

93. Community Cohesion Groups (CCG) are also now established in each Local Policing Unit with a Terms of Reference to work towards. Some of these groups are more embedded than others and there has been disruption recently to CCG meetings during Covid-19 pandemic due to ability of public to access virtual police platforms
94. Minutes of each CCG meeting are stored on a central Teamsite which can be accessed and reviewed by other units and central teams alike to check progress and cross reference issues across the County. The CCG meetings at a local level also help inform the local business plans in terms of service delivery and priorities for their local communities.
95. A diagram is included as an appendix to illustrate how CCGs feed directly into the Constabulary, both through the independently chaired, public facing Police Accountability Meeting (PAM), through to the internal meeting (with external attendees including the PAM Chair and IAG Chair) Procedural Justice Meeting chaired by the Assistant Chief Constable Uniform Operations. The purpose of the Procedural Justice Framework is to ensure the voice of communities, especially those with protected characteristics or minority communities is fed directly into the Constabulary at all levels. This ensures it helps influence and shape policy, procedure and culture wherever possible to demonstrate that the Constabulary truly listen and care.
96. Single On Line home now has a section for the publishing of minutes from meetings within the Procedural Justice framework, including CCG, PAM, Ethics Forum and Procedural Justice minutes (redacted as necessary) so that they can be viewed externally. This is in addition to existing data sets regarding use of force, stop search and hate crime. This ensures transparency of practice, again crucial to building and maintaining public confidence.

## **HATE CRIME**

97. The table and chart below shows the overall number of offences flagged as 'Hate Crime' over the last five years. Overall there has been a 71% increase in recorded Hate Crime between 2016 and 2019.



Year	Total	% change annually
2016	1114	-
2017	1407	26.3%
2018	1627	15.6%
2019	1903	17.0%
2020 - to date	1957	2.8%

98. The table below shows the information for the same period but by protected characteristic. It shows that between 2016 and 2019 large increases have been seen across all categories with racially motivated hate crime up 63% over the period, religiously motivated up 27%, disability hate crime up 100%, sexual orientation up 132% and transgender hate crime up 242% (although low numbers of recorded crimes remain in this category).

	Race		Religion		Disability		Sexual Orientation		Transgender	
Year	Recorded	% change annually	Recorded	% change annually	Recorded	% change annually	Recorded	% change annually	Recorded	% change annually
2016	747		49		108		146		19	
2017	941	26.0	86	75.5	130	20.4	193	32.2	21	10.5
2018	1059	12.5	70	-18.6	168	29.2	282	46.1	43	104.8
2019	1215	14.7	62	-11.4	216	28.6	339	20.2	65	51.2
2020 - to date	1211	-0.3	50	-19.4	293	35.6	1211	257.2	39	-40.0

99. Over recent years the Constabulary has sought to improve both officer and public awareness to improve reporting and recording of hate crime. Increased levels have also been experienced during times of significant national and international events such as terrorist events, the EU referendum and subsequent brexit negotiations.

100. The Constabulary also operate with Truevision. This is a national group in place to assist people who have been victims of Hate Crime. This group allows a victim to report online. The Constabulary also used third party reporting centres to support and facilitate the reporting of hate crime.

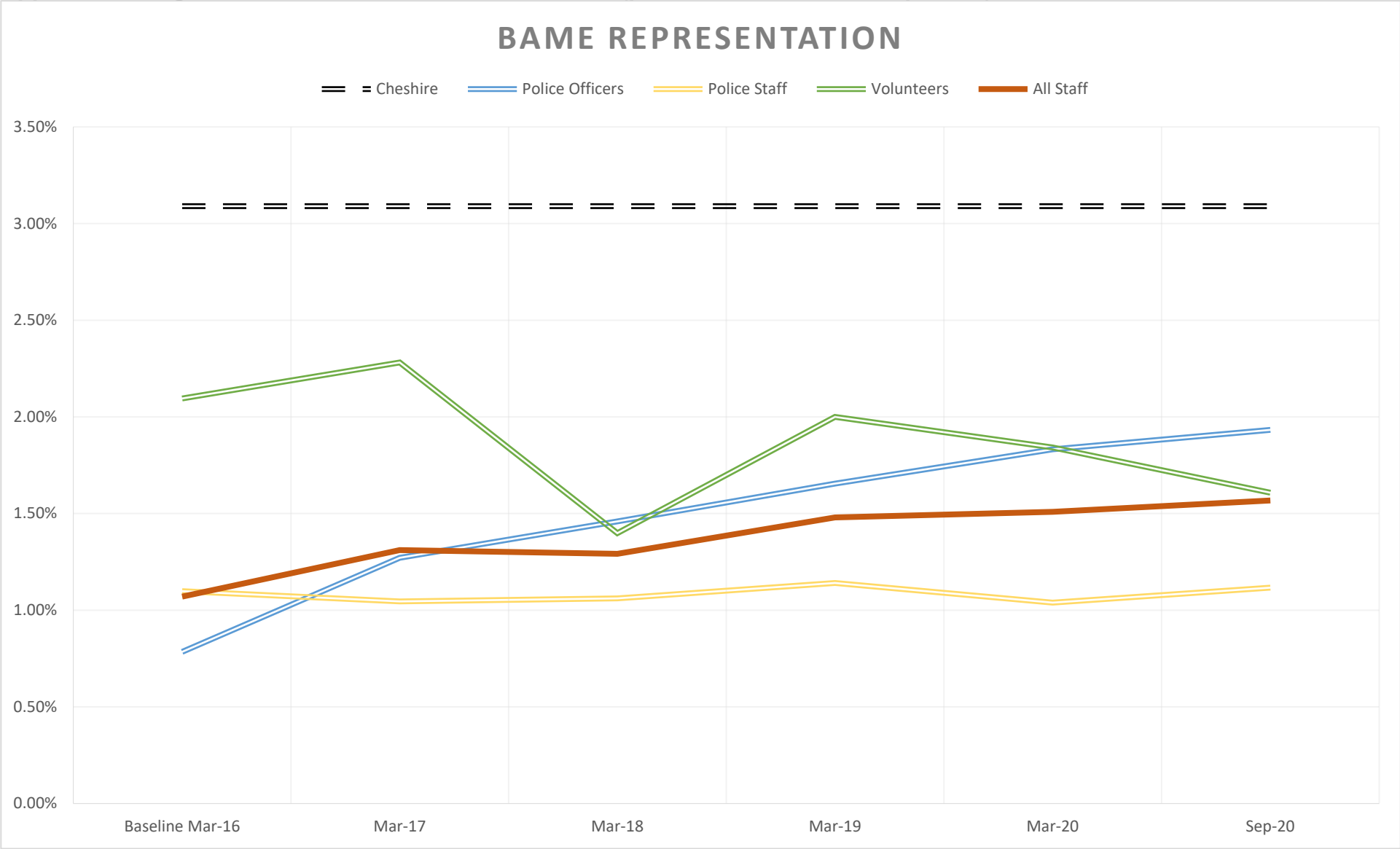
101. There are a large number of third party reporting centres spread across the county. These are listed on the force's website. They include charities and public venues and provide help and support for people who would prefer not to report a hate crime directly to police. This provides ease of access and is to encourage victims to come forward.
102. There is a robust process in place following the report of Hate Crime to the Constabulary. This involves oversight from the Duty Inspector to ensure appropriate action is taken.

FOR CONSIDERATION:

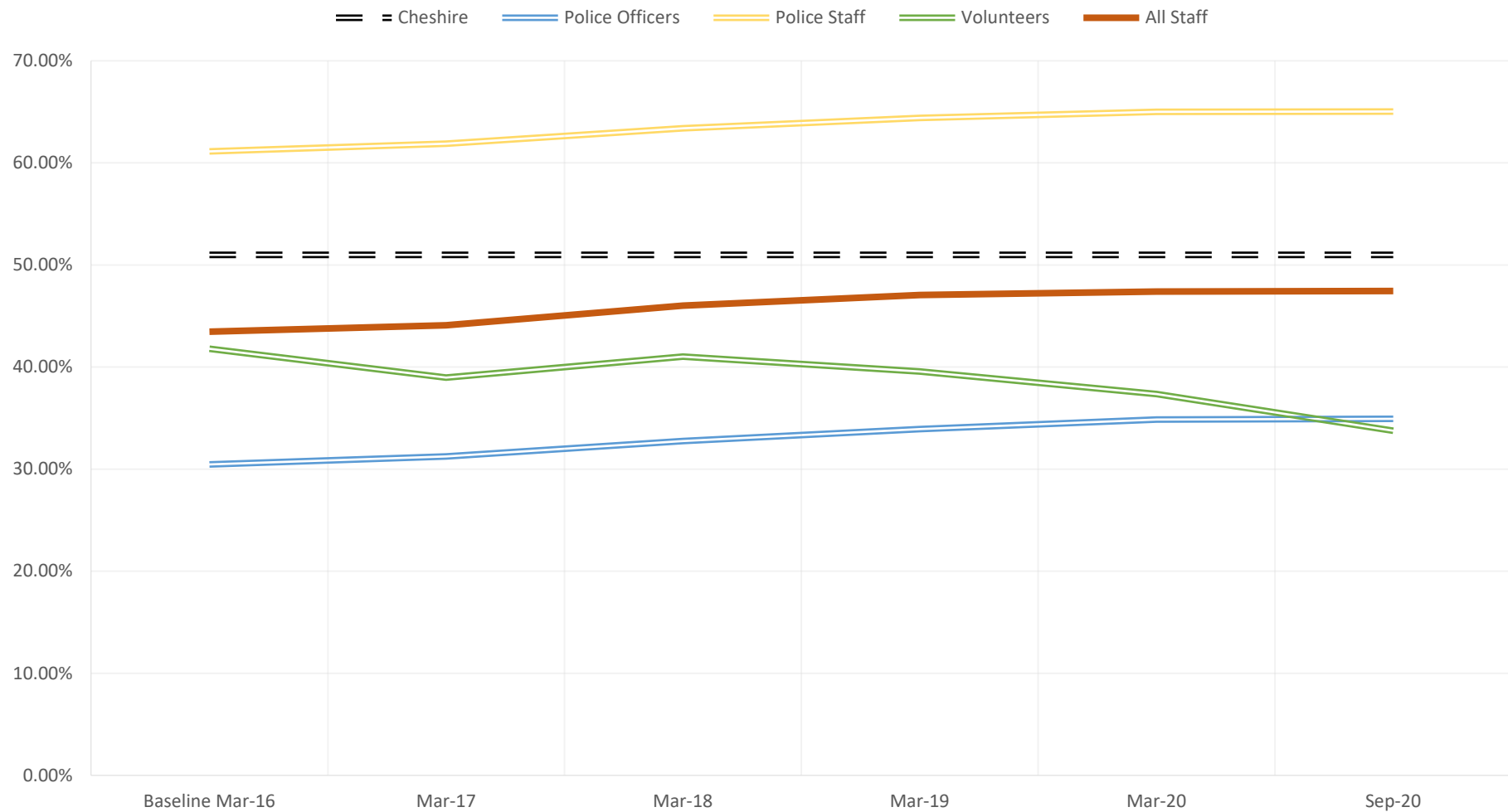
To consider and receive the report.

DARREN MARTLAND  
CHIEF CONSTABLE

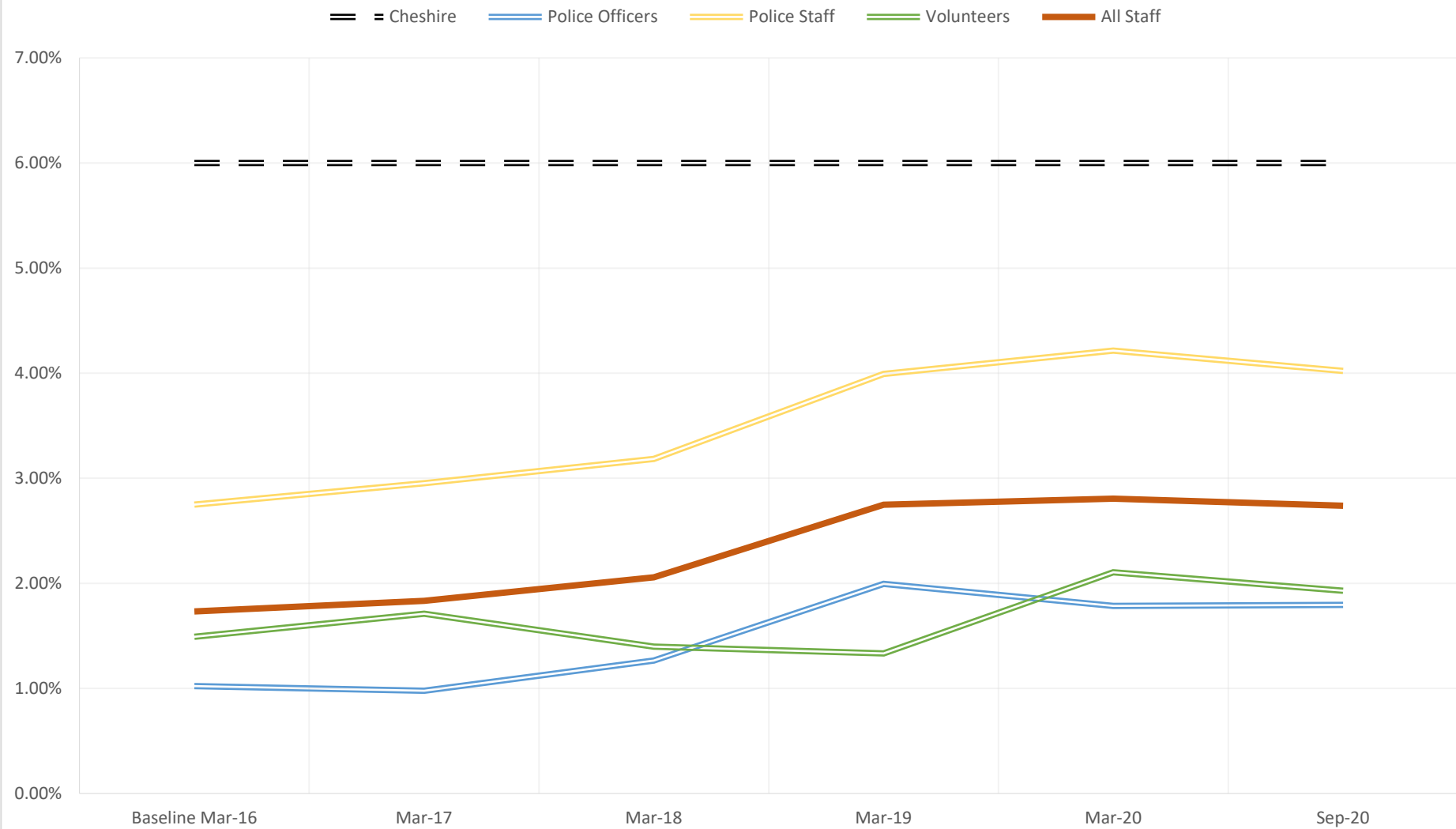
Appendix – Progression from March 2016 – March 2020 (plus 6 months data to Sept 2020)



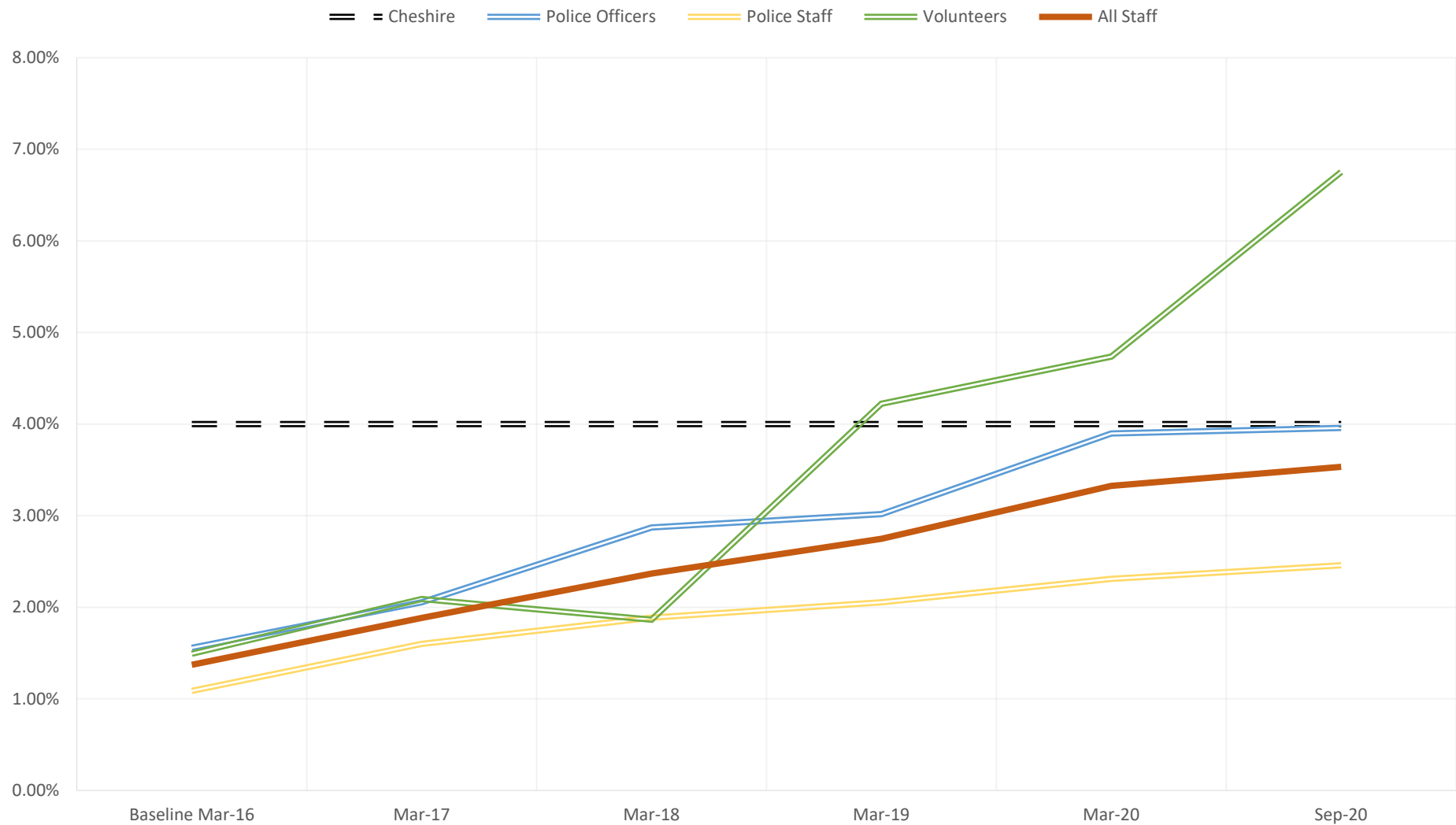
## GENDER - % FEMALE REPRESENTATION



## DISABILITY REPRESENTATION



## LGBT+ REPRESENTATION



	National	Cheshire	Baseline Mar-16		Mar-17		Mar-18		Mar-19		Mar-20		Sep-20		Increase since baseline	Represent gap
BME																
Police Officers	n/a	3.09%*	0.78%	16	1.27%	26	1.46%	30	1.65%	34	1.83%	39	1.93%	42	1.05%	-1.26%
Police Staff			1.10%	17	1.05%	17	1.06%	18	1.14%	20	1.04%	18	1.12%	20	-0.06%	-2.05%
Volunteers			2.10%	11	2.28%	12	1.40%	6	2.00%	9	1.84%	7	1.61%	5	-0.25%	-1.25%
All Staff			1.07%	44	1.31%	55	1.29%	54	1.48%	63	1.51%	64	1.57%	67	0.44%	-1.58%
Females																
Police Officers	n/a	50.99%**	30.46%	626	31.25%	639	32.75%	673	33.92%	697	34.85%	742	34.93%	759	4.39%	-16.14%
Police Staff			61.13%	956	61.87%	1006	63.38%	1075	64.40%	1129	65.01%	1126	65.03%	1164	3.89%	14.02%
Volunteers			41.79%	224	38.97%	205	41.03%	176	39.56%	178	37.37%	142	33.76%	105	-4.42%	-13.62%
All Staff			43.47%	1806	44.08%	1850	46.03%	1924	47.06%	2004	47.39%	2010	47.45%	2028	3.93%	-3.60%
Disability																
Police Officers	6.00%	n/a	1.02%	21	0.98%	20	1.27%	26	2.00%	41	1.78%	38	1.79%	39	0.76%	-4.22%
Police Staff			2.75%	43	2.95%	48	3.18%	54	3.99%	70	4.21%	73	4.02%	72	1.47%	-1.79%
Volunteers			1.49%	8	1.71%	9	1.40%	6	1.33%	6	2.11%	8	1.93%	6	0.61%	-3.89%
All Staff			1.73%	72	1.83%	77	2.06%	86	2.75%	117	2.81%	119	2.74%	117	1.07%	-3.19%
LGBT																
Police Officers	4.00%	n/a	1.56%	32	2.05%	42	2.87%	59	3.02%	62	3.90%	83	3.96%	86	2.34%	-0.10%
Police Staff			1.09%	17	1.60%	26	1.89%	32	2.05%	36	2.31%	40	2.46%	44	1.22%	-1.69%
Volunteers			1.49%	8	2.09%	11	1.86%	8	4.22%	19	4.74%	18	6.75%	21	3.24%	0.74%
All Staff			1.37%	57	1.88%	79	2.37%	99	2.75%	117	3.32%	141	3.53%	151	1.95%	-0.68%

\*Based on 2016 mid-year estimates

\*\* Based on 2019 mid-year estimates

The following table details the application and attrition rate to date for the first Police Constable and Police Constable Degree Apprenticeship recruitment process across the first campaign for 2020-2021. Please note that the recruitment system in place cannot report on internal candidates Equal Opportunities data.

	GENDER						BAME	LGBT	DISABILITY
STAGE	MALE	FEMALE	TRANSGENDER	GENDER NOT STATED	INTERNAL				
Cheshire Constabulary received a total of 776 applications for this campaign:									
Applications Received	62.1%	34.2%	0.4%	1.5%	1.8%		4.3%	8.2%	5.0%
	CBQ Assessment was completed resulting 57% (446) being successful and 43% (330) being unsuccessful at this stage								
CBQ Successful (446)	62.0%	33.4%	0.2%	1.8%	2.7%		3.8%	8.3%	4.7%
CBQ Unsuccessful (330)	62.4%	35.2%	0.6%	1.21%	0.6%		4.8%	8.1%	5.5%
The 57% successful at CBQ were invited to complete the College of Policing National Assessment Centre. A total of 87% (392) were invited to complete this stage of the process. 74 individuals didn't book on to the assessment centre and the assessment centre is still outstanding for 83 individuals – the College of Policing are supporting 29 individuals who had technical difficulties with the National Assessment Centre along with a further 54 candidates who are currently on hold at this stage									
Assessment Centre Successful (214)	62.2%	31.7%	0.5%	1.9%	3.7%		2.3%	8.4%	1.9%
Assessment Centre Unsuccessful (75)	61.3%	34.7%	0.0%	1.3%	2.6%		5.4%	8.0%	6.7%
The 55% (214) successful at the National Assessment Centre were invited to the inforce interview stage of the process, eight (8) declined and 58 are outstanding.									
Interview Successful (96)	58.3%	31.3%	1.0%	2.1%	7.3%		3.1%	15.6%	5.2%
Interview Unsuccessful (52)	59.6%	36.5%	0.0%	3.8%	0.0%		0.0%	1.9%	3.8%
INTAKE June 2020 (32)	56.2%	43.8%	0.0%	0.0%	0.0%		3.1%	9.4%	0.0%

## APPENDIX – POLICE LEGITIMACY STRUCTURE



### Police Legitimacy Structure

