



People Information Report - 1st Quarter 2010/11

Produced for Cumbria Police Authority - Personnel Committee

Summary

Statistics compiled from HMIC and Personnel Department data reporting on various measurable aspects of the Personnel function.

Detail

To outline areas of particular importance, the following points are highlighted:

- 15 new recruits were appointed in June (8 male and 7 female)
- 9 Special Constables were appointed in April (7 male and 2 female)
- The results for the OSPRE Sergeant to Inspector Part 2 were released, 15 officers passed, 11 male and 4 female, resulting in a 94% pass rate.
- A record number Cumbria Officers are going forward to the National assessment for the High Potential Development Scheme in the near future. 4 of which are male and 3 female (one of BME officer). We currently have 3 officers on this scheme which identifies the leaders of tomorrow.

In considering this report Members are asked to bear in mind the Authority's obligations under the Human Rights Act

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1.0 General Constabulary Profile

1.1 - Overall Constabulary Strength

Overall Constabulary Strength (Headcount and Full Time Equivalent)								
POLICE OFFICER	2007/08 Headcount	2007/08 FTE	2008/09 Headcount	2008/09 FTE	2009/10 Headcount	2009/10 FTE	30.06.10 Headcount	30.06.10 FTE
Part Time	76	53.66	80	57.3	91	66.6	99	72.45
Full Time	1167	1167	1216	1216	1164	1164	1156	1156
Total	1243	1220.66	1296	1273.3	1255	1230.6	1255	1228.5
The budget for Police Officers for financial year 2010-11 equals £64,359,000								
POLICE STAFF	2007/08 Headcount	2007/08 FTE	2008/09 Headcount	2008/09 FTE	2009/10 Headcount	2009/10 FTE	30.06.10 Headcount	30.06.10 FTE
Part Time	269	147.7	289	166.8	277	140.6	282	169.9
Full Time	613	613	663	663	657	657	639	639
Total	882	760.7	952	829.8	934	797.6	921	808.9
The budget for Police Staff for financial year 2010-11 equals £25,193,000								
PCSO	2007/08 Headcount	2007/08 FTE	2008/09 Headcount	2008/09 FTE	2009/10 Headcount	2009/10 FTE	30.06.10 Headcount	30.06.10 FTE
Part Time	10	7.2	13	9.2	16	11.1	16	11.1
Full Time	92	92	98	98	100	100	97	97
Total	102	99.2	111	107.2	116	111.1	113	108.1
The budget for PCSOs for financial year 2010-11 equals £3,151,000. This is partly funded by a grant of £2,347,000 from the Home Office to fund 105 PCSOs.								
SPECIAL CONSTABLE	2007/08 Headcount	2007/08 FTE	2008/09 Headcount	2008/09 FTE	2009/10 Headcount	2009/10 FTE	30.06.10 Headcount	30.06.10 FTE
Total	142	-	119	-	115	-	124	-

Please note the figures in the above table do not include those on Employment Breaks.

Please note:

The budget figures above denote the budgets as agreed at the start of the financial year 2010-11, however these are subject to be reviewed throughout the year.

The budgets shown above assumes an element of Police, Police Staff and PCSO turnover throughout the year and as such assumes some posts will be vacant for a proportion of the financial year.

* Reporting in the above table has now been changed. For greater clarity and consistency PCSOs are now shown separately.

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1.2 Gender and Ethnicity

Gender and Ethnicity (Headcount)								
	2007/08	% of Total Strength	2008/09	% of Total Strength	2009/10	% of Total Strength	30.06.10	% of Total Strength
POLICE OFFICER								
Male Police	855	69%	861	66%	827	66%	821	65%
Female Police	375	30%	421	33%	414	33%	420	34%
Total BME Police	13	1%	14	1%	14	1%	14	1%
TOTAL	1243		1296		1255		1255	
	2007/08	% of Total Strength	2008/09	% of Total Strength	2009/10	% of Total Strength	30.06.10	% of Total Strength
POLICE STAFF								
Male Police Staff	307	35%	343	36%	346	37%	342	37%
Female Police Staff	569	64%	604	63%	582	62%	573	62%
Total BME Police Staff	6	0.6%	5	0.5%	6	0.6%	6	0.6%
TOTAL	882		952		934		921	
	2007/08	% of Total Strength	2008/09	% of Total Strength	2009/10	% of Total Strength	30.06.10	% of Total Strength
PCSO								
Male PCSO	33	32%	45	41%	51	44%	50	44%
Female PCSO	68	67%	66	59%	65	56%	63	56%
Total BME PCSO	1	1%	0	0%	0	0%	0	0%
TOTAL	102		111		116		113	

The total number of Black and Minority Ethnic Police Officers remains at 14, equating to 1% of the total officer strength. The total for Black and Minority Ethnic Police Staff is 6, equating to 0.6% of total staff strength.

Our priorities as stated in the 2009-12 policing plan are for the percentage of black and minority ethnic officers and staff working in the Constabulary to reflect the diversity of the working population of Cumbria.

Positive action initiatives include participation in a range of recruitment fairs and cultural events and hosting an annual Positive Action event for current and potential BME officers and staff.

Whereas the only diversity **target** is the number of Black and Minority Ethnic officers working in the constabulary, we have positive action initiatives and good employment practice which underpin our strategy of overall improvement across the 6 strands of diversity in recruitment and employment as a whole.

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1.3 - Rank and Ethnicity

Percentage of Police Officers from Minority Groups by Rank (Headcount)									
	2008/09			2009/10			30.06.10		
Rank	Female	Male	%	Female	Male	%	Female	Male	%
ACPO	0	0	0	0	0	0	0	0	0
Chief Superintendent	0	0	0	0	0	0	0	0	0
Superintendent	0	1	14.28	0	1	14.28	0	1	14.28
Chief Inspector	0	1	5	0	1	5.5	0	1	5.5
Inspector	0	0	0	0	0	0	0	0	0
Sergeant	1	0	0.55	1	0	0.54	1	0	0.53
Constable	2	9	1.07	2	9	1.12	2	9	1.12
Total	3	11	1.08	3	11	1.11	3	11	1.11

1.4 – Grade and Ethnicity

Percentage of Police Staff from Minority Groups by Rank (Headcount)									
	2008/09			2009/10			30.06.10		
Grade	Female	Male	%	Female	Male	%	Female	Male	%
Director	0	0	0	0	0	0	0	0	0
SP Level	0	0	0	0	0	0	0	0	0
PO Level	1	0	1.23	0	0	0	0	0	0
SO Level	1	1	2.56	1	1	2.46	1	1	2.53
Sc 5/6	0	0	0	0	0	0	0	0	0
Sc 3/4	0	0	0	3	0	0.56	3	0	0.54
Sc 1/2	1	1	1.09	0	1	0.65	0	1	0.67
Total	3	2	0.46	4	2	0.56	4	2	0.57

1.5 - Breakdown of Police Officer by Ranks and Gender

Breakdown of Ranks, Gender and Percentage (Headcount)												
	2008/09				2009/10				30.06.10			
Rank	Total	Female	%	Male	Total	Female	%	Male	Total	Female	%	Male
ACPO	2	1	50	1	4	1	25	3	4	1	25	3
Chief Superintendent	6	1	17	5	4	0	0	4	3	0	0	3
Superintendent	7	1	14	6	7	1	14	6	7	1	14	6
Chief Inspector	20	3	15	17	18	3	17	15	18	3	17	15
Inspector	62	7	11	55	59	7	12	52	59	7	12	52
Sergeant	180	32	18	148	184	38	21	146	186	40	22	146
Constable	1019	379	37	640	979	367	37	612	978	371	38	607
Total	1296	424	33	872	1255	417	33	838	1255	423	33.7	832

The percentage of female officers stands at 33.7% with a slight increase of female officers holding the rank of Constable and Sergeant.

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1.6 - Breakdown of Police Staff by Grade and Gender

Breakdown of Police Staff by Grade, Gender and Percentage (Headcount)												
Grade	2008/09				2009/10				30.06.10			
	Total	Female	%	Male	Total	Female	%	Male	Total	Female	%	Male
Director Level	5	2	40	3	4	2	50	2	5	2	40	3
SP Level	4	1	25	3	6	1	17	5	6	1	17	5
PO Level	81	41	51	40	86	43	50	43	79	37	47	42
SO1 and SO2	78	41	53	37	81	42	52	39	79	42	53	37
Scale 5 and 6	209	114	55	95	206	114	55	92	187	96	51	89
Scale 3 and 4	517	351	68	166	534	358	67	176	547	368	67	179
Scale 1 and 2	183	133	73	50	153	107	70	46	149	105	70	44
Total	1077	683	63	394	1070	667	62	403	1052	651	62	399

The total percentage of female police staff remains at 62%.

The above data includes career grades to the highest level and some police staff do undertake two roles.

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1.7 – Age

Age and Gender (Headcount)						
	2009/10			30.06.10		
POLICE OFFICER	Male	Female	Total	Male	Female	Total
16-19	0	0	0	0	0	0
20-29	82	109	191	81	112	193
30-39	221	167	388	224	169	393
40-49	433	133	566	426	133	559
50-59	101	8	109	100	9	109
60+	1	0	1	1	0	1
Total	838	417	1255	832	423	1255
	2009/10			30.06.10		
POLICE STAFF	Male	Female	Total	Male	Female	Total
16-19	1	1	2	1	0	1
20-29	42	90	132	40	87	127
30-39	43	157	200	44	154	198
40-49	75	207	282	75	203	278
50-59	128	105	234	125	102	227
60+	59	26	85	59	31	90
Total	348	586	934	344	577	921
	2009/10			30.06.10		
PCSO	Male	Female	Total	Male	Female	Total
16-19	0	0	0	0	0	0
20-29	25	34	59	25	31	56
30-39	15	12	27	14	11	25
40-49	7	17	24	7	19	26
50-59	3	2	5	3	2	5
60+	1	0	1	1	0	1
Total	51	65	116	50	63	113

1.8 – Disability

Disability (Headcount)						
	2009/10			30.06.10		
	Male	Female	Total	Male	Female	Total
POLICE OFFICER	17	13	30	17	13	30
POLICE STAFF	8	15	23	8	16	24
Total	25	28	53	25	29	54

Please note the figures in the above table are taken from Self Service on Origin and are only for those staff and officers who have declared a disability.

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1.9 – Faith/Religion

Religion (Headcount)						
	2009/10			30.06.10		
POLICE OFFICER	Male	Female	Total	Male	Female	Total
Agnostic	3	2	5	2	2	4
Atheist	4	2	6	4	2	6
Buddhist	0	0	0	0	0	0
Christian	77	25	102	79	26	105
Hindu	1	0	1	0	0	0
Jewish	1	0	1	1	0	1
Muslim	1	1	2	1	1	2
Sikh	0	0	0	0	0	0
Total	87	30	117	87	31	118

	2009/10			30.06.10		
POLICE STAFF	Male	Female	Total	Male	Female	Total
Agnostic	3	0	3	3	0	3
Atheist	6	6	12	6	6	12
Buddhist	0	1	1	0	1	1
Christian	38	48	86	29	49	88
Hindu	0	0	0	0	0	0
Jewish	0	0	0	0	0	0
Muslim	0	0	0	0	0	0
Sikh	0	0	0	0	0	0
Total	47	55	102	48	56	104

Please note the figures in the above table are taken from Self Service on Origin and are only for those staff and officers who have declared their religion.

1.10 – Sexual Orientation

Sexual Orientation (Headcount)						
	2009/10			30.06.10		
POLICE OFFICER	Male	Female	Total	Male	Female	Total
Bisexual	1	0	1	1	0	1
Gay/Lesbian	0	2	2	0	3	3
Heterosexual	93	33	126	93	33	126
Total	94	35	129	94	36	130

	2009/10			30.06.10		
POLICE STAFF	Male	Female	Total	Male	Female	Total
Bisexual	0	1	1	0	1	1
Gay/Lesbian	1	3	4	1	3	4
Heterosexual	44	52	96	46	51	97
Total	45	56	101	47	55	102

Please note the figures in the above table are taken from Self Service on Origin and are only for those staff and officers who have declared their Sexual Orientation.

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1.11 - Police Officer Specialist Posts

The total number of female police officers in specialist posts continues to increase and close the gap on male female ratio.

Female police officers now represent 24.8% of total officers in specialist posts with increases in the percentage of female police officers in the ranks of Sergeant and Inspector.

Police Officers in Specialist Posts (Headcount)									
2007/08					2008/09				
Rank	Total Officers	Total Officers in Specialist Posts	% Total Female in Specialist Posts	% Total Male in Specialist Posts	Rank	Total Officers	Total Officers in Specialist Posts	% Total Female in Specialist Posts	% Total Male in Specialist Posts
Chief Superintendent	5	3	33.3	66.6	Chief Superintendent	6	3	33.3	66.6
Superintendent	7	5	20	80	Superintendent	7	5	20	80
Chief Inspector	17	14	14.3	85.7	Chief Inspector	20	15	0	100
Inspector	59	31	6.5	93.5	Inspector	62	33	12.1	87.9
Sergeant	174	67	18	82	Sergeant	180	68	17.6	82.4
Constable	977	354	22.9	77.1	Constable	1019	362	26.5	73.5
Total	1243	474	20.9	79.1	Total	1296	486	23.5	76.5
2009/10					30.06.10				
Rank	Total Officers	Total Officers in Specialist Posts	% Total Female in Specialist Posts	% Total Male in Specialist Posts	Rank	Total Officers	Total Officers in Specialist Posts	% Total Female in Specialist Posts	% Total Male in Specialist Posts
Chief Superintendent	4	2	0	100	Chief Superintendent	3	1	0	100
Superintendent	7	4	0	100	Superintendent	7	4	0	100
Chief Inspector	18	14	14.3	85.7	Chief Inspector	18	14	14.3	85.7
Inspector	59	33	15.2	84.8	Inspector	59	31	16.1	83.9
Sergeant	184	67	20.9	79.1	Sergeant	186	66	21.2	78.8
Constable	979	351	27.4	72.6	Constable	978	348	27	73
Total	1255	471	24.8	75.2	Total	1255	464	24.8	75.2

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Percentage of Police Officers from Minority Groups in Specialist Posts by Rank (Headcount)						
Rank	2007/08			2008/09		
	Total Officers in Specialist Posts	Total Officers from Minority Groups in Specialist Posts	% Total officers from Minority Groups in Specialist Posts	Total Officers in Specialist Posts	Total Officers from Minority Groups in Specialist Posts	% Total officers from Minority Groups in Specialist Posts
Chief Superintendent	3	0	0	3	0	0
Superintendent	5	0	0	5	1	20
Chief Inspector	14	2	14.2	15	1	6.6
Inspector	31	0	0	33	0	0
Sergeant	67	0	0	68	1	1.4
Constable	354	0	0	362	1	0.2
Total	474	2	0.4	486	4	0.8
Rank	2009/10			30.06.10		
	Total Officers in Specialist Posts	Total Officers from Minority Groups in Specialist Posts	% Total officers from Minority Groups in Specialist Posts	Total Officers in Specialist Posts	Total Officers from Minority Groups in Specialist Posts	% Total officers from Minority Groups in Specialist Posts
Chief Superintendent	2	0	0	1	0	0
Superintendent	4	1	25	4	1	25
Chief Inspector	14	0	0	14	1	7.1
Inspector	33	0	0	31	0	0
Sergeant	67	1	1.4	66	1	1.5
Constable	351	1	0.2	348	2	0.5
Total	471	3	0.6	464	5	1

The number of Black and Minority Ethnic Police Officers currently stands at 14, 5 of these officers are in specialist posts equating to 35.71%.

1.12 – Maternity Leave, Restricted and Recuperative Duties

Maternity Leave and Restrictions

Police Officers and Police Staff on Maternity Leave (Headcount)								
	Maternity Restrictions				Maternity Leave			
	30.09.09	31.12.09	31.03.10	30.06.10	30.09.09	31.12.09	31.03.10	30.06.10
POLICE OFFICER	9	6	5	14	20	22	24	18
POLICE STAFF	1	2	2	8	13	18	20	24
Total	10	8	7	22	33	41	44	42

The data in the above table details the number of Police Officers and Police Staff absent from work due to maternity leave

The data also details Police Officers and Police Staff who are on maternity restrictions, please note that everyone is looked at on an individual basis with regards to whether they are classed as being on restrictions due to maternity.

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Restricted / Recuperative Duties

Police Officers and Police Staff on Restricted and Recuperative Duties (Headcount)								
	30.09.09		31.12.09		31.03.10		30.06.10	
	Male	Female	Male	Female	Male	Female	Male	Female
POLICE OFFICER	43	19	43	21	46	27	40	28
POLICE STAFF	2	5	2	5	2	7	2	8
Total	45	24	45	26	48	34	42	36

The above table details the number of Police Officers and Police Staff on Restricted or Recuperative Duties.

2.0 Recruitment Statistics

2.1 - Police Recruitment

There have been no application packs sent out or received during this quarter due to a reduction in police officer intakes.

There was an intake of 15 new recruits on 21 June 2010, 8 of which were male and 7 were female.

2.2 - Police Staff Recruitment

Applications Received (April 10 – May 10)				
	2007/08	2008/09	2009/10	30.06.10
White Male	543	402	307	64
White Female	745	623	461	49
Black and Minority Ethnic Male	20	15	8	0
Black and Minority Ethnic Female	7	17	5	2
Ethnic Origin Unknown	186	577	75	0
Disabled Male	28	9	12	0
Disabled Female	23	25	7	0
Total	1552	1668	875	115

2.3 – Police Community Support Officer Recruitment

There have been no application packs sent out or received during this quarter due to a reduction in Police Community Support Officer intakes.

There were no intakes of Police Community Support Officers during this quarter.

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2.4 - Special Constabulary Recruitment

Special Constabulary Data				
Application Packs	2007/08	2008/09	2009/10	30.06.10
Applications Sent Out	380	205	298	115
Applications Received	102	139	114	29
Applicant Breakdown				
	2007/08	2008/09	2009/10	30.06.10
Unsuccessful Total	39	41	70	10
Successful/Pending Total	63	43	44	29
Special Constables Appointed				
	2007/08	2008/09	2009/10	30.06.10
Male	18	11	18	6
Female	18	3	11	2
Black and Minority Ethnic	1	0	0	1
Total	37	14	29	9

- The number of Special Constables currently stands at 124.
- The next intake is planned for July, with further intakes in October and January 2011.

2.5 - Community Volunteers

There have been no application packs sent out or received during this quarter, nor have there been any intakes of Community Volunteers

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3.0 End Employment

3.1 – Leavers

Leavers (Headcount) – (does not include those commencing employment breaks)				
POLICE OFFICER	2007/08	2008/09	2009/10	30.06.10
Retirement	41	44	34	15
Ill Health Retirement	3	1	4	1
Resignation	24	16	21	2
Transfer	14	6	2	0
Dismissal	1	1	1	0
Deceased	0	0	1	0
Total	83	68	63	18
POLICE STAFF				
2007/08	2008/09	2009/10	30.06.10	
Retirement	6	4	10	2
Ill Health Retirement	0	1	2	0
Resignation	68	47	25	11
Transfer	0	0	0	0
End of Temporary Contract	1	1	5	1
End of Secondment	1	0	0	0
Redundant	0	2	17	2
Contract Terminated	0	0	0	0
Dismissal	2	2	2	1
Deceased	1	1	0	0
Total	79	58	61	17
PCSO				
2007/08	2008/09	2009/10	30.06.10	
Retirement	0	0	0	0
Ill Health Retirement	0	0	0	0
Resignation	22	32	13	3
Transfer	0	0	0	0
Dismissal	0	0	0	0
Deceased	0	0	0	0
Total	22	32	13	3
SPECIAL CONSTABULARY				
2007/08	2008/09	2009/10	30.06.10	
Retirement	1	0	0	0
Resignation	63	42	29	2
Total	64	42	29	2

3.2 – Retention

Officers in Extension of Service Schemes (Headcount)				
	2007/08	2008/09	2009/10	30.06.10
Over 30 Years Service (30 + Scheme)	7	9	8	8

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Please note that Cumbria Constabulary participates in the new 30+ (PLUS) Retention Scheme that is now available, a new policy is currently being drafted.

4.0 Police Promotions

4.1 - National Promotion Examinations

Constable to Sergeant – (OSPRE Part I and Part II)								
	2007/08		2008/09		2009/10		30.06.10	
	Successful	Unsuccessful	Successful	Unsuccessful	Successful	Unsuccessful	Successful	Unsuccessful
Male	15	5	15	3	27	3	0	0
Female	6	1	10	0	12	1	0	0
Black and Minority Ethnic	0	0	1 (M)	0	0	0	0	0
Total	21	6	25	3	39	4	0	0

Sergeants to Inspector – (OSPRE Part I and Part II)								
	2007/08		2008/09		2009/10		30.06.10	
	Successful	Unsuccessful	Successful	Unsuccessful	Successful	Unsuccessful	Successful	Unsuccessful
Male	3	7	10	6	20	1	11	1
Female	1	2	5	0	7	0	4	0
Black and Minority Ethnic	0	0	0	0	1(F)	0	0	0
Total	4	9	15	6	27	1	15	1

4.2 - Constabulary Promotions

Constables promoted to rank of Sergeant				
	2007/08	2008/09	2009/10	30.06.10
Male	9	17	9	3
Female	5	5	6	2
Black and Minority Ethnic	1	0	0	0
Total	15	22	15	5

Sergeants promoted to the rank of Inspector				
	2007/08	2008/09	2009/10	30.06.10
Male	7	10	1	1
Female	0	4	1	0
Black and Minority Ethnic	0	0	0	0
Total	7	14	2	1