



WEST MERCIA

CONSTABULARY

TOGETHER - WORKING FOR SAFETY AND JUSTICE

Ethnic Monitoring Data Report

Work in Progress

May 2006

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Foreword by ACC Wood

As ACPO lead for Diversity I am pleased to share our third ethnic monitoring data report. This new format seeks to ensure our data is provided with a force and divisional overview thereby enabling the receiver to gain a greater appreciation of what has happened locally in their area.

The revised Race Equality Scheme published in May 2005 articulated a number of new categories which we intend to monitor and identified a number of areas for development.

To ensure these are effectively progressed and monitored I have established a new Ethnic Monitoring Group which consists of key divisional and departmental heads. The first meeting was held on 18 July 2005 and a number of actions were allocated to enhance the quality of data. Further meetings have taken place and this group is now firmly established in our diversity meeting schedule. The meeting is used to provide contextual information and allocate tasks to improve our services based on the data collected.

A core part of our ethos is to mainstream Diversity. As Head of Specialist Operations and Diversity lead I am keen to ensure we maximise existing opportunities and resources. At the meeting of 18 July it was apparent that this report should stem from the Strategic Assessment report which is published in November.

1.0 Introduction

West Mercia Constabulary is seeking to be an organisation in which equality and diversity are embraced and where integrity and fairness underpins all that we do. We strive to ensure that our workforce is representative of all our diverse communities.

The Race Relations (Amendment) Act 2000 places General and Specific Duties on a wide range of public authorities, including the police, to promote race equality. This Act establishes a General Duty which requires that, in all its functions, West Mercia Constabulary must have due regard to the need to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity and
- Promote good race relations between people of different racial backgrounds.

As a service provider, it is vital that West Mercia Constabulary understands the way that its policies and functions impact on communities. In order to consider the impact, we are looking at a number of areas of our service provision and collecting data about the ethnic origin of individuals concerned. Within our Race Equality Scheme (for an electronic link to the Scheme click [here](#)) we have outlined our intentions to collect and analyse statistical data in relation to:

- Victim Profiles
- Detection Rates for Victims
- Sanction Detection Rates for Victims
- Offender Profiles
- Arrest Profiles
- Stop and Search Profiles
- Complaints Profiles
- Collective satisfaction levels experienced by victims of the following:
 - Burglary Dwelling
 - Vehicle Crime
 - Racist Incidents
 - Violent Crime
 - Road Traffic Collisions
- Use of Force
- Death in Custody
- Homicide

In addition to this we also intend to start the collection and analysis of data in relation to the following:

- Police action at Unauthorised Encampments (Section 61 Criminal Justice and Public Order (CJPO) Act 1994 and Section 62A-E (CJPO) inserted by Section 67-71 Anti-social behaviour Act 2003.)

This information will be used to assist in reviewing and adjusting where necessary any functions and policies which appear to be having an adverse impact on different racial groups.

The Employment Monitoring Report (looking at our internal statistics) is also available on our website.

2.0 Resident Population Within West Mercia

The tables below illustrate the breakdown of the population across the West Mercia Police area based on data extracted from the 2001 census.

Figure 2.0a Resident Population by Ethnicity

Division	Total Population	White	Total Minority Ethnic Population	Breakdown of Ethnic Minority Population			
				Mixed	Asian	Black	Chinese / Other
South Worcs	278482	272890	5592	1540	2397	530	1125
North Worcs	263625	255889	7736	2255	3585	1108	788
Herefordshire	174871	173295	1576	695	335	170	376
Shropshire	283173	279742	3431	1170	839	343	1079
Telford & Wrekin	158325	150014	8311	1728	4586	928	1069
Force	1158476	1131830	26646	7388	11742	3079	4437

Figure 2.0b Resident population by Ethnicity (%)

Division	White	Total Minority Ethnic Population	Breakdown of Ethnic Minority Population			
			Mixed	Asian	Black	Chinese / Other
South Worcestershire	98.0	2.0	0.6	0.9	0.2	0.4
North Worcestershire	97.1	2.9	0.9	1.4	0.4	0.3
Herefordshire	99.1	0.9	0.4	0.2	0.1	0.2
Shropshire	98.8	1.2	0.4	0.3	0.1	0.4
Telford & Wrekin	94.8	5.2	1.1	2.9	0.6	0.7
Force	97.7	2.3	0.6	1.0	0.3	0.4

Force Commentary

97.7% of the population is White (n=1131830), 2.3% (n=26646) are members of minority ethnic backgrounds. Of those, 44.1% are Asian and 22.7% are of mixed ethnicity.

The split across the divisions varies significantly. Telford and Wrekin Division has a minority ethnic population of 5.2% compared to Herefordshire division which has just 0.9% of its population belonging to minority ethnic groups.

3.0 Victim Profile (All Crime)

A **Victim** is defined as the injured party in any offence.

All Crime refers to any offences recorded on the crime recording system (CRIMES) which have been validated.

Figure 3.0a Victims of All Crime by Ethnicity (Actuals)
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	6775	6024	236	25	139	45	27	275	240
North Worcs	6781	5683	305	31	199	59	16	180	613
Herefordshire	3511	2915	66	17	28	11	10	395	135
Shropshire	5580	5052	132	15	78	18	21	230	166
Telford & Wrekin	5122	4575	316	34	163	100	19	92	139
Force	27769	24249	1055	122	607	233	93	1172	1293

Not Stated includes any instances where the victim would not, or could not describe their ethnicity for the following reasons: Not Stated – Disorder, Not Stated – Declined, Not Stated – Called Away, Not Stated – Not Understood.

Not Completed refers to the number of victims recorded on the CRIMES system who have no ethnicity details recorded against them.

Figure 3.0b Victims of All Crime by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	88.9	3.5	0.4	2.1	0.7	0.4	4.1	3.5
North Worcs	83.8	4.5	0.5	2.9	0.9	0.2	2.7	9.0
Herefordshire	83.0	1.9	0.5	0.8	0.3	0.3	11.3	3.8
Shropshire	90.5	2.4	0.3	1.4	0.3	0.4	4.1	3.0
Telford & Wrekin	89.3	6.2	0.7	3.2	2.0	0.4	1.8	2.7
Force	87.3	3.8	0.4	2.2	0.8	0.3	4.2	4.7

Force Overview

87.3% of victims of crime in West Mercia describe their ethnicity as White, compared to 3.8% who are members of minority ethnic communities. Of those, over half describe themselves as Asian (51.6%), 31.6% are Black, 10.8% from mixed ethnic backgrounds, and 6.0% Chinese.

In the November 2005 Ethnic Monitoring Data Report 6.1% of victims did not have their ethnicity recorded against them. This has now been reduced to 4.7% and is reflected in the small increase in both White and Ethnic Minority victims.

Telford and Wrekin division recorded the highest number of minority ethnic victims, whilst Herefordshire recorded the least, mirroring the split of the ethnic population across the Force.

Divisional Commentary

Shropshire Division

The ethnicity is based on the 2001 Census, which is now considered to be flawed by many observers. The Ethnic Monitoring Report bases the majority of its comparative data on these figures. It fails to account for economic migrant workers who are employed by many of Shropshire's largest employers. Non-recorded ethnicity in Shropshire has improved, now being down to 3% (4.2% on previous 6 months). 96% of crimes are direct dialled into the Central Data Unit. The non-recording of ethnicity still presents a problem on hand-recorded crime reports. This is not helped by the omission of a space for recording ethnicity on the C02 reports, which must be submitted when the details of the victim are not known at the time of recording the C01 crime report. Non-recording is being addressed by the Crime Audit Team and Public Service Desk Supervisors to further improve performance.

Telford & Wrekin Division

Telford & Wrekin suffers from a similar problem to Shropshire in that the 2001 Census figures do not reflect the number of economic migrants now resident on the division and working on its many industrial estates. Telford has seen a growth in both African and Eastern European immigrants. Despite Telford & Wrekin division having the lowest level of non-recording of ethnicity it is acknowledged that there is still room for improvement. The Crime Screeners are addressing this issue and shift/unit supervisors have been reminded of the need for their staff to endorse crime reports with this important information. It should be recognised that there will always be a certain proportion of crimes with no ethnicity of a victim as some crimes are perpetrated against the state and commercial bodies.

Herefordshire Division

The Division recognises that there are two elements to why there may be no record of the victims' ethnicity in respect to recorded crime ie. '*Not stated*' and '*Not completed*'. By analysing and comparing these figures we are able to identify and address issues in relation to non-recording.

Hereford Division compare favourably with the rest of the force in relation to the figure for '*Not Completed*' Victims ethnicity recordings at 3.8% and 4.7% respectively. However, in respect to occasions where the victims ethnicity has not been recorded due to that fact that it is '*Not stated*' then we have the highest number of occurrences in this category at 11%.

We are aware that by raising awareness of non-compliance with police officers we have been able to reduce the figure somewhat recently. However, we have identified that a significant proportion of these counts arise from occasions where Police Officers are not the first point of contact for victims. These occasions include the Public Service Desk and Fount Counter and account for over 40% of the crimes reported.

In order to rectify this specific problem we have undertaken a process of informing staff of the importance of asking and recording the ethnicity of the victims of crime.

In a further attempt to reduce this figure we have now requested the Call Management Centre staff to assist in the process by asking and recording the victims details (including their ethnicity) at the time of their initial contact. In a further attempt to reduce the figure we now ask that Crime Data Unit staff insist that the person recording the crime through them relays the victims ethnicity, as part of this we also used a poster campaign, raising the awareness and importance of completing, recording and monitoring ethnicity information.

North Worcestershire Division

North Worcestershire's figures demonstrate a significantly higher proportion of '*Not completed*' rather than '*not stated*' ethnicity records for victims of all crime. It is not clear, at this time whether this is accurate recording, within the definitions, by all staff, however, this is also replicated within the offender information as well. As a result of this the Division has developed an action plan to address the problem. The Division's Diversity Steering Group, made up of community representatives, has reviewed the figures and has provided advice and guidance to assist with the development of ideas to be incorporated into a training package for all officers and staff who record offences and victim details. The aim of this will be to raise awareness of the importance of the accurate recording of this information and to enable staff to be able to communicate this to victims as well as having the confidence to question appropriately. This issue has also been set as a PDR priority for officers on the Division.

Victim Profile (Burglary Dwelling)

Burglary Dwelling is defined as follows:

Theft Act 1968 Sec 9(1,2)

- (1) "A person is guilty of burglary if –
 - (a) he enters a building or any part of a building as a trespasser and with intent to commit any such offence as is mentioned in subsection (2) below; or
 - (b) having entered any building or part of building he steals or attempts to steal anything in the building or that part of it or inflicts or attempts to inflict on any person therein any grievous bodily harm.

- (2) The offences referred to in subsection (1a) above are offences of stealing anything in the building or part of the building in question, of inflicting on any person therein any grievous bodily harm or from doing unlawful damage to the building or anything therein.

For the purpose of analysis Burglary Dwelling includes Home Office Codes 028 – Burglary Dwelling and 029 – Aggravated Burglary Dwelling.

Figure 3.1a Victims of Burglary Dwelling by Ethnicity (Actuals)
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	462	417	9	0	5	4	0	13	23
North Worcs	498	460	7	0	6	1	0	11	20
Herefordshire	193	181	1	0	1	0	0	5	6
Shropshire	364	348	5	2	2	0	1	4	7
Telford & Wrekin	282	257	11	0	5	4	2	4	10
Force	1799	1663	33	2	19	9	3	37	66

Figure 3.1b Victims of Burglary Dwelling by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	90.3	1.9	0.0	1.1	0.9	0.0	2.8	5.0
North Worcs	92.4	1.4	0.0	1.2	0.2	0.0	2.2	4.0
Herefordshire	93.8	0.5	0.0	0.5	0.0	0.0	2.6	3.1
Shropshire	95.6	1.4	0.5	0.5	0.0	0.3	1.1	1.9
Telford & Wrekin	91.1	3.9	0.0	1.8	1.4	0.7	1.4	3.5
Force	92.4	1.8	0.1	1.1	0.5	0.2	2.1	3.7

Force Overview

Just over 90% of Burglary Dwelling victims describe their ethnicity as White, whilst 1.8% are from minority ethnic backgrounds, 57.6% of which are Asian. Telford &

Wrekin recorded the greatest volume of ethnic minority victims, whilst Herefordshire recorded the least (n=11 and 1 respectively). Again the number of victims with no ethnicity recorded against them has reduced, leading to small increases in the numbers of both White and Ethnic Minority victims when compared to the previous six months.

3.2 Victim Profile (Vehicle Crime)

Vehicle Crime includes Theft from Motor Vehicle, Theft of Motor Vehicle and Aggravated Vehicle Taking.

Figure 3.2a Victims of Vehicle Crime by Ethnicity (Actuals)
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	1010	886	27	3	16	5	3	49	48
North Worcs	1258	1006	41	5	23	8	5	24	187
Herefordshire	398	311	5	0	4	0	1	64	18
Shropshire	773	705	10	2	4	1	3	29	29
Telford & Wrekin	869	782	54	1	34	18	1	10	23
Force	4308	3690	137	11	81	32	13	176	305

Figure 3.2b Victims of Vehicle Crime by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	87.7	2.7	0.3	1.6	0.5	0.3	4.9	4.8
North Worcs	80.0	3.3	0.4	1.8	0.6	0.4	1.9	14.9
Herefordshire	78.1	1.3	0.0	1.0	0.0	0.3	16.1	4.5
Shropshire	91.2	1.3	0.3	0.5	0.1	0.4	3.8	3.8
Telford & Wrekin	90.0	6.2	0.1	3.9	2.1	0.1	1.2	2.6
Force	85.7	3.2	0.3	1.9	0.7	0.3	4.1	7.1

Force Overview

11.2% of vehicle crime victims' ethnicity is unknown, whether through the data not being completed or the victim's inability to state their ethnicity. This is above the all recorded crime figure of 8.9%, however this is a reduction on the previous six months when over 16% of victims ethnicity was unknown.

85.7% of victims are white, whilst 3.2% are ethnic minorities, 59.1% of which describe themselves as Asian.

3.3 Victim Profile (Violent Crime)

Violent Crime includes Business and Personal Property Robberies, Sexual Offences (including Rape, Indecent Assault, Sexual Assault, Soliciting, Grooming, Indecent Exposure, Gross Indecency with a Child, Incest, Other Miscellaneous Sexual Offences) and Violence Against the Person (including Murder, Attempt Murder, Threat or Conspiracy to Murder, Manslaughter, Infanticide, Wounding, Endangering Life, Harassment, Racially or Religiously Aggravated Offences, Cruelty or Neglect of Children, Child Abduction, Assault).

Figure 3.3a Victims of Violent Crime by Ethnicity (Actuals)
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	1455	1315	72	13	35	15	9	35	33
North Worcs	1579	1374	102	9	64	24	5	54	49
Herefordshire	829	760	23	9	5	5	4	29	17
Shropshire	1032	940	38	7	19	10	2	29	25
Telford & Wrekin	1316	1177	87	14	34	35	4	21	31
Force	6211	5566	322	52	157	89	24	168	155

Figure 3.3b Victims of Violent Crime by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	90.4	4.9	0.9	2.4	1.0	0.6	2.4	2.3
North Worcs	87.0	6.5	0.6	4.1	1.5	0.3	3.4	3.1
Herefordshire	91.7	2.8	1.1	0.6	0.6	0.5	3.5	2.1
Shropshire	91.1	3.7	0.7	1.8	1.0	0.2	2.8	2.4
Telford & Wrekin	89.4	6.6	1.1	2.6	2.7	0.3	1.6	2.4
Force	89.6	5.2	0.8	2.5	1.4	0.4	2.7	2.5

Force Overview

89.6% of victims of violent crime are White, whilst 5.2% are members of ethnic minorities. 48.8% of those were Asian and 27.6% were Black. 5.3% of victims' ethnicity remains unknown. North Worcestershire recorded a larger number of ethnic minority victims of violent crime than any other division, followed closely by Telford and Wrekin. Once again the number of victims with no ethnicity recorded against them has reduced.

Divisional Commentary

Shropshire Division

Shropshire Division's victims profile data, generally falls below the force average. The victims are almost exclusively of hate crime. Hate Crime has a specialist unit investigating such crimes, and the overall detection rate for 2005/06 was 57%.

Telford & Wrekin Division

Although Telford & Wrekin has the second highest volume of ethnic victims of violent crime it has by far the largest proportion of BME population. Every other division has a percentage of ethnic victims of violent crime that is more than double their percentage of BME population. Telford's percentage for ethnic victims of violent crime is only 1.4% higher than its resident BME population (6.6 to 5.2). It should be recognised that statistically, violent crime is more likely to be committed by persons known to the victim. With a larger BME population the incidence of ethnic victims of violent crime is somewhat to be expected. However, the division will continue to monitor this, in particular the Hate Crime Unit and Domestic Violence Unit will continually assess this situation.

North Worcestershire Division

North Worcestershire has a slightly higher proportion of BME population than the force average (2.9 to 2.3), however, the percentage of ethnic victims of violent crime is more than twice this (6.5%). The Division has higher non-recording of ethnicity than the others do in this area which may account for some of this difference, however, it cannot fully explain it. It is not clear exactly why the Division's figures are higher in this area, however, it may be explained by the fact that the Division has been successful in its campaigns to increase reporting of Hate Crime. During the 2005/06 period the Division recorded 165 racially aggravated offences, more than any other. This continues to be an area, on which the Division focuses and tries to develop ways to increase confidence, and thereby reporting, of such offences.

3.4 Victim Profile (Hate Crime)

Hate Crime can be defined as any crime which is motivated by the offenders dislike of another based on their ethnicity, sexuality etc. For the purposes of analysis hate crime includes crimes where the offence title contains “Hate”, “Racial” or “Homophobic”, or with the Interest Markers Racially Motivated, Hate Crime or Homophobic.

Figure 3.4a Victims of Hate Crime by Ethnicity (Actuals)
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	93	37	52	8	24	13	7	3	1
North Worcs	100	24	70	8	48	14	0	4	2
Herefordshire	40	15	20	4	12	2	2	4	1
Shropshire	56	19	33	5	21	4	3	4	0
Telford & Wrekin	96	51	39	5	21	12	1	4	2
Force	385	146	214	30	126	45	13	19	6

Figure 3.4b Victims of Hate Crime by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	39.8	55.9	8.6	25.8	14.0	7.5	3.2	1.1
North Worcs	24.0	70.0	8.0	48.0	14.0	0.0	4.0	2.0
Herefordshire	37.5	50.0	10.0	30.0	5.0	5.0	10.0	2.5
Shropshire	33.9	58.9	8.9	37.5	7.1	5.4	7.1	0.0
Telford & Wrekin	53.1	40.6	5.2	21.9	12.5	1.0	4.2	2.1
Force	37.9	55.6	7.8	32.7	11.7	3.4	4.9	1.6

Force Overview

In direct comparison with the overall split of the population in West Mercia, only 37.9% of hate crime victims are White whilst 55.6% are members of ethnic minorities. This is to be expected as a large proportion of hate crimes are based on the ethnicity of the victim.

North Worcestershire division recorded more hate crimes against ethnic minorities than any other, unlike the previous six months when South Worcestershire recorded more offences.

Divisional Commentary

South Worcestershire Division

The division has extended and consolidated its hate crime investigation ability by employing a dedicated Detective Sergeant and Detective Constable under the Public Protection Unit Detective Inspector. This increased ability may have had an early impact on repeat offenders.

Telford & Wrekin Division

Telford & Wrekin Division are still finding ways to encourage more reporting of Hate Crime from our BME communities. The Hate Crime Unit has developed drop-in centres around strategic locations within our BME communities in the hope of providing reassurance and developing confidence within the BME population that such crime will be treated with due seriousness and investigated to a high degree.

North Worcestershire Division

As has been said previously, North Worcestershire Division has been focussing, for some time, on finding ways of increasing reporting of all forms of hate crime. This has recently been supported through the work of Hate Crime Liaison Officers identified within each of three districts within the Division. These officers are currently working on the development of reporting centres in partnership with other key agencies.

The fact that the majority of ethnic minority victims are Asian is unsurprising. Many of the hate crime offences reported in North Worcestershire are as a result of the victim initially coming into contact with the alleged offender in the course of the victim's' business, for example fast food outlets, private hire drivers and local convenience stores / newsagents. Many of these businesses are owned and staffed by members of our asian community, and the victims are often dealing with offenders who have been consuming alcohol, or their businesses are located in areas where anti-social behaviour is an issue.

Repeat victimisation is identified through analysis completed on a daily basis. The Division's Hate Crime Team are responsible for the conduct of all investigations, however, the members of the Hate Crime Team work closely with the District Liaison officers and Local Policing Teams, including CSO's, in order to implement 'care plans' for repeat victims and thereby provide re-assurance.

Review of this activity is provided by the Divisional Diversity Steering Group, the Hate Crime Review Panel and the Worcestershire Lesbian, Gay, Bi-sexual and Trans Forum. Internally hate crime is tracked via both Performance Group and the National Intelligence Model tasking & co-ordination process.

4.0 Detection Rates for Victims

Detection Rates can be defined as the number of offences where an offender has been confirmed, whether they have been charged, taken into consideration or the offence has been detected with no further action to be taken. For the purposes of analysis the detected offences have been separated to identify the ethnicity of the victim.

Figure 4.0a All Detected Crime by Victims' Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	1926	1699	80	7	47	16	10	67	78
North Worcs	2085	1717	159	11	105	30	13	84	126
Herefordshire	1114	992	27	8	14	4	1	58	36
Shropshire	1301	1156	55	7	26	12	10	49	40
Telford & Wrekin	1305	1102	87	8	49	28	2	56	60
Force	7731	6661	407	40	241	90	36	314	340

Figure 4.0b Detection Rates for All Recorded Crime by Victims' Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	28.4%	28.2%	33.9%	28.0%	33.8%	35.6%	37.0%	24.4%	32.5%
North Worcs	30.7%	30.2%	52.1%	35.5%	52.8%	50.8%	81.3%	46.7%	20.6%
Herefordshire	31.7%	34.0%	40.9%	47.1%	50.0%	36.4%	10.0%	14.7%	26.7%
Shropshire	23.3%	22.9%	41.7%	46.7%	33.3%	66.7%	47.6%	21.3%	24.1%
Telford & Wrekin	25.5%	24.1%	27.5%	23.5%	30.1%	28.0%	10.5%	60.9%	43.2%
Force	27.8%	27.5%	38.6%	32.8%	39.7%	38.6%	38.7%	26.8%	26.3%

Force Overview

In 86.2% (n=7731) of all detected crime the victim was white; this is directly comparable to all recorded crime as again 87.3% of victims were white. The detection rate for ethnic minority groups (38.6%) is consistently higher than the detection rate for white victims (27.5%).

4.1 Sanction Detection Rates for Victims

Sanction Detections are those offences where someone has been charged, summoned, cautioned or a court has taken the offence into consideration, or a penalty notice has been issued. It does not include offences which have been detected with no further action to be taken.

Figure 4.1a All Sanctioned Detected Crime by Victims' Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	1567	1450	63	4	35	14	10	52	0
North Worcs	1905	1671	152	11	101	27	13	82	0
Herefordshire	962	886	23	7	12	3	1	52	0
Shropshire	1147	1048	52	7	24	12	9	46	0
Telford & Wrekin	1058	934	79	7	46	24	2	45	0
Force	6639	5986	368	35	218	80	35	277	0

Figure 4.1b Detection Rates for All Sanctioned Detected Crime by Victims' Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	23.1%	24.1%	26.7%	16.0%	25.2%	31.1%	37.0%	18.9%	0.0%
North Worcs	28.1%	29.4%	49.8%	35.5%	50.8%	45.8%	81.3%	45.6%	0.0%
Herefordshire	27.4%	30.4%	34.8%	41.2%	42.9%	27.3%	10.0%	13.2%	0.0%
Shropshire	20.6%	20.7%	39.4%	46.7%	30.8%	66.7%	42.9%	20.0%	0.0%
Telford & Wrekin	20.7%	20.4%	25.0%	20.6%	28.2%	24.0%	10.5%	48.9%	0.0%
Force	23.9%	24.7%	34.9%	28.7%	35.9%	34.3%	37.6%	23.6%	0.0%

Force Overview

The detection rate amongst white victims stands at 23.9%, whereas the rate is 34.7% for ethnic minority groups. Per ethnic group the figures vary as much as 37.6% for Chinese victims, down to 28.7% for victims from Mixed Ethnic Backgrounds.

Divisional Commentary

South Worcestershire Division

The division has a relatively consistent detection rate. Victims from a mixed ethnicity background at 16% appears to be due to the low reported numbers (4).

Telford & Wrekin Division

The divisional Hate Crime Unit will examine why the detection rate for crimes where members of the Chinese community is so low. It should be noted that because the overall level of such crime is low one detection, or the lack thereof, can have a disproportionate effect.

North Worcestershire Division

The Division has, for some time, worked at increasing the use of sanctioned detection methods and has the highest rate of sanctioned detections for all Divisions. This attention to sanctioned detection is apparent in the work of the Hate Crime Team, where the use of non-sanctioned detections is not considered appropriate except in exceptional circumstances. This is likely to explain the very high sanctioned detection rate (49.8%) for people from an ethnic minority.

5.0 Offender Profile (All Crime)

An **Offender** is defined as the person to whom a crime has been detected, whether they have been charged, cautioned, taken into consideration or given a warning. This includes both sanctioned and unsanctioned detections.

Figure 5.0a All Recorded Crime Offenders by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	3981	3391	149	29	54	52	14	119	322
North Worcs	4320	3590	287	113	95	65	14	130	313
Herefordshire	2512	2188	63	27	7	14	15	58	203
Shropshire	3213	2683	67	18	18	22	9	60	403
Telford & Wrekin	2714	2276	226	45	112	65	4	56	156
Force	16740	14128	792	232	286	218	56	423	1397

Figure 5.0b All Recorded Crime Offenders by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	85.2	3.7	0.7	1.4	1.3	0.4	3.0	8.1
North Worcs	83.1	6.6	2.6	2.2	1.5	0.3	3.0	7.2
Herefordshire	87.1	2.5	1.1	0.3	0.6	0.6	2.3	8.1
Shropshire	83.5	2.1	0.6	0.6	0.7	0.3	1.9	12.5
Telford & Wrekin	83.9	8.3	1.7	4.1	2.4	0.1	2.1	5.7
Force	84.4	4.7	1.4	1.7	1.3	0.3	2.5	8.3

Force Overview

84.4% of offenders described their ethnicity as White; just 4.7% were members of ethnic minority groups. Of those, 36.1% were Asian, 29.3% were of mixed ethnic backgrounds and 27.5% were Black. Only 0.2% were members of the Chinese community. This varies only slightly to the split of ethnicity of victims where 87.3% described their ethnicity as White.

Divisional Commentary

Shropshire Division

In Shropshire the “not completed” data is disproportionate to other Divisions. Enquiries suggest that one of the issues is that the C03 does not contain a prompt for ethnicity. Having said this, there is obviously an issue which needs to be addressed on this Division, which will be brought to the attention of the Command Team. In the meantime, further enquiries will be conducted to identify where in the process, this data is being missed.

5.1 Offender Profile (Burglary Dwelling)

Figure 5.1a Burglary Dwelling Offenders by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	108	92	3	0	2	1	0	2	11
North Worcs	199	153	36	20	1	15	0	1	9
Herefordshire	50	49	0	0	0	0	0	0	1
Shropshire	117	110	0	0	0	0	0	2	5
Telford & Wrekin	87	84	1	0	0	1	0	1	1
Force	561	488	40	20	3	17	0	6	27

Figure 5.1b Burglary Dwelling Offenders by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	85.2	2.8	0.0	1.9	0.9	0.0	1.9	10.2
North Worcs	76.9	18.1	10.1	0.5	7.5	0.0	0.5	4.5
Herefordshire	98.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
Shropshire	94.0	0.0	0.0	0.0	0.0	0.0	1.7	4.3
Telford & Wrekin	96.6	1.1	0.0	0.0	1.1	0.0	1.1	1.1
Force	87.0	7.1	3.6	0.5	3.0	0.0	1.1	4.8

Force Overview

87.0% of Burglary Dwelling offenders described their ethnicity as White, with 7.1% from ethnic minority groups. 50.0% of those minority offenders were from mixed ethnicity backgrounds whilst 42.5% were Black. This varies slightly when compared to victim ethnicity data, as the 57.6% describe themselves as Asian and only 6.1% as from mixed ethnic backgrounds.

5.2 Offender Profile (Vehicle Crime)

Figure 5.2a Vehicle Crime Offenders by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	288	280	1	0	1	0	0	0	7
North Worcs	304	266	24	16	4	4	0	9	5
Herefordshire	46	43	0	0	0	0	0	0	3
Shropshire	104	95	1	0	1	0	0	2	6
Telford & Wrekin	180	172	5	2	2	1	0	2	1
Force	922	856	31	18	8	5	0	13	22

Figure 5.2b Vehicle Crime Offenders by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	97.2	0.3	0.0	0.3	0.0	0.0	0.0	2.4
North Worcs	87.5	7.9	5.3	1.3	1.3	0.0	3.0	1.6
Herefordshire	93.5	0.0	0.0	0.0	0.0	0.0	0.0	6.5
Shropshire	91.3	1.0	0.0	1.0	0.0	0.0	1.9	5.8
Telford & Wrekin	95.6	2.8	1.1	1.1	0.6	0.0	1.1	0.6
Force	92.8	3.4	2.0	0.9	0.5	0.0	1.4	2.4

Force Overview

92.8% of vehicle crime offenders are White, 7.1 percentage points higher than White victims of vehicle crime (85.7%). The volume of ethnic minority offenders is 3.4%, compared to 3.2% of victims coming from minority ethnic backgrounds. 58.1% are from mixed ethnic backgrounds, 25.8% described their ethnicity as Asian and 16.1% as Black.

5.3 Offender Profile (Violent Crime)

Figure 5.3a Violent Crime Offenders by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	1159	967	51	8	17	22	4	47	94
North Worcs	1166	941	101	46	33	15	7	35	89
Herefordshire	684	591	21	10	7	3	1	21	51
Shropshire	792	702	22	5	4	11	2	21	47
Telford & Wrekin	823	679	71	16	25	29	1	27	46
Force	4624	3880	266	85	86	80	15	151	327

Figure 5.3b Violent Crime Offenders by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	83.4	4.4	0.7	1.5	1.9	0.3	4.1	8.1
North Worcs	80.7	8.7	3.9	2.8	1.3	0.6	3.0	7.6
Herefordshire	86.4	3.1	1.5	1.0	0.4	0.1	3.1	7.5
Shropshire	88.6	2.8	0.6	0.5	1.4	0.3	2.7	5.9
Telford & Wrekin	82.5	8.6	1.9	3.0	3.5	0.1	3.3	5.6
Force	83.9	5.8	1.8	1.9	1.7	0.3	3.3	7.1

Force Overview

83.9% of violent crime offenders are White, compared to 89.6% of victims. 32.3% of ethnic minority group offenders described themselves as Asian and 32.0% were from mixed ethnic backgrounds. A total of 5.8% of violent crime offenders were members minority ethnic groups.

5.4 Offender Profile (Hate Crime)

Figure 5.4a Hate Crime Offenders by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	75	64	6	0	5	1	0	0	5
North Worcs	96	70	10	7	2	1	0	1	15
Herefordshire	28	20	3	2	0	1	0	0	5
Shropshire	50	45	2	0	0	2	0	3	0
Telford & Wrekin	36	28	4	2	2	0	0	3	1
Force	285	227	25	11	9	5	0	7	26

Figure 5.4b Hate Crime Offenders by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	85.3	8.0	0.0	6.7	1.3	0.0	0.0	6.7
North Worcs	72.9	10.4	7.3	2.1	1.0	0.0	1.0	15.6
Herefordshire	71.4	10.7	7.1	0.0	3.6	0.0	0.0	17.9
Shropshire	90.0	4.0	0.0	0.0	4.0	0.0	6.0	0.0
Telford & Wrekin	77.8	11.1	5.6	5.6	0.0	0.0	8.3	2.8
Force	79.6	8.8	3.9	3.2	1.8	0.0	2.5	9.1

Force Overview

Unlike the victims of Hate Crime, the majority of offenders describe their ethnicity as White (79.6%). Only 8.8% are members of ethnic minority groups. 44.0% of those offenders are from mixed ethnic backgrounds, whilst 36.0% are Asian. During the last reporting period the most predominant minority ethnic group of offenders described their ethnicity as Black. However, this trend is to be expected as a large proportion of hate crime offences are based on ethnicity.

In the November 2005 Ethnic Monitoring Data Report it was noted that Shropshire and Telford & Wrekin divisions did not record any offenders who were members of ethnic minority groups, however each division has now recorded between 4.0% and 11.1%.

Divisional Commentary

Shropshire Division

Shropshire is dealing with small data sets. 2 black offenders have resulted in a 4% percentage on the above figures for offenders of hate crime. This contrasts with the previous 6 months when no hate crime offenders were other than white.

Telford & Wrekin Division

The increase in this category on the division is believed to be attributable to a small group of Asian offenders who are suspected of being responsible for a number of Racially Aggravated Assaults against members of both the black and white communities. The division is currently running a CIA monitoring the activities of this group and developing a strategy for combating their criminality.

North Worcestershire Division

The numbers of ethnic minority offenders has remained consistent with the previous six-month period. Of note is the high proportion (15.6%) of offenders whose ethnicity has not been recorded. A review of processes is taking place alongside the action plan described earlier to address the inaccurate recording of ethnicity for both victims and offenders.

6.0 Arrest Profiles

Figure 6.0a Arrests by Ethnicity (Actuals)
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	3942	3408	256	26	105	80	45	56	210
North Worcs	4153	3571	275	64	107	85	19	67	222
Herefordshire	1966	1804	49	19	6	16	8	26	85
Shropshire	1377	1268	37	5	9	17	6	15	53
Telford & Wrekin	4597	4002	343	59	142	129	13	60	175
Force	16035	14053	960	173	369	327	91	224	745

Figure 6.0b Arrests by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	86.5%	6.5%	0.7%	2.7%	2.0%	1.1%	1.4%	5.3%
North Worcs	86.0%	6.6%	1.5%	2.6%	2.0%	0.5%	1.6%	5.3%
Herefordshire	91.8%	2.5%	1.0%	0.3%	0.8%	0.4%	1.3%	4.3%
Shropshire	92.1%	2.7%	0.4%	0.7%	1.2%	0.4%	1.1%	3.8%
Telford & Wrekin	87.1%	7.5%	1.3%	3.1%	2.8%	0.3%	1.3%	3.8%
Force	87.6%	6.0%	1.1%	2.3%	2.0%	0.6%	1.4%	4.6%

Force Overview

A total of 16,035 arrests were made between 01 October 2005 and 31 March 2006. 87.6% of those arrested described their ethnicity as White. Only 6.0% of people arrested were members of ethnic minority groups, 38.4% of those were Asian and 34.1% were Black. 4.6% of those arrested have no ethnicity recorded against them. These figures are very similar to those for all recorded crime offenders.

6.1 Stop/Search Profiles

Figure 6.1a Number of Stop Searches by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	621	552	46	7	24	13	2	23
North Worcs	2641	2398	184	47	95	36	6	59
Herefordshire	678	634	11	7	2	2	0	33
Shropshire	1255	1111	72	18	32	22	0	72
Telford & Wrekin	816	716	63	16	32	13	2	37
Headquarters	157	142	8	0	3	5	0	7
Force	6168	5553	384	95	188	91	10	231

Figure 6.1b Number of Stop Searches by Ethnicity (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	88.9%	7.4%	1.1%	3.9%	2.1%	0.3%	3.7%
North Worcs	90.8%	7.0%	1.8%	3.6%	1.4%	0.2%	2.2%
Herefordshire	93.5%	1.6%	1.0%	0.3%	0.3%	0.0%	4.9%
Shropshire	88.5%	5.7%	1.4%	2.5%	1.8%	0.0%	5.7%
Telford & Wrekin	87.7%	7.7%	2.0%	3.9%	1.6%	0.2%	4.5%
Headquarters	90.4%	5.1%	0.0%	1.9%	3.2%	0.0%	4.5%
Force	90.0%	6.2%	1.5%	3.0%	1.5%	0.2%	3.7%

Figure 6.1c Number of Stop Searches Leading to Arrest
01 October 2005 to 31 March 2006

Arrested?	Ethnic Group						Total
	White	Mixed	Asian	Black	Chinese / Other Ethnic Group	Not Stated	
Yes	770	13	14	15	3	37	852
No	4702	81	173	72	7	183	5218
Unknown	81	1	1	4	0	11	98
Total	5553	95	188	91	10	231	6168
% Arrested Per Ethnic Group	13.9%	13.7%	7.4%	16.5%	30.0%	16.0%	13.8%

Force Overview

90.0% of those people stopped and searched describe their ethnicity as White compared to 84.4% of offenders identifying themselves as White. However, only 13.9% of those stop checks result in an arrest. The overall arrest level stands at 13.8% for the period. This is a reduction of 3.2 percentage points on the previous reporting period.

With regard to ethnic minorities, 49.0% of those stopped are Asian, and 24.7% are from mixed ethnic backgrounds. Overall, 6.2% of stop checks carried out during the period were on members of ethnic minority groups, with 11.7% of those resulting in an arrest. Compared to the previous six months this is a reduction in numbers of ethnic minority persons being stopped and searched, however a greater percentage of stops are leading to arrest (7.5% compared to 11.7%).

Divisional Commentary

Shropshire Division

Data held by Shropshire suggests there were 83 stop searches of BME people, 37 of which were completed by Bridgnorth Section, which borders Telford and the West Midlands. Bridgnorth Section has undertaken proactive and reactive investigations at the Cider House Public House. The searches are examined by supervisors for any discriminatory trends.

Telford & Wrekin

The division continues to monitor the stop-search of BME population on several levels, and has extended it's scrutiny of such activity to the extent of comparing shift/unit performance in this area to identify supervision issues and development needs.

North Worcestershire Division

The Division places a great emphasis on the use of stop search as a tool for tackling crime and disorder problems. Officers are encouraged to make ethical use of the power and their performance, in respect of it's use, is measured and monitored through Divisional Performance Group. This has been developed over the last twelve months in order to be more targeted, with improvements in the intelligence products used by officers to support targeted patrol.

The conduct of the searches is reviewed, with every BME search being scrutinised by a Acting Chief Inspector for any evidence of discriminatory behaviour. This is further enforced with review of stop search being conducted by the Divisional Diversity Steering Group on a monthly basis.

7.0 Vehicle Defect Rectification Scheme

Figure 7.0a Vehicle Defect Rectification Notices by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	240	206	20	3	14	2	1	5	9
North Worcs	361	304	35	3	25	6	1	22	9
Herefordshire	474	453	10	1	9	0	0	11	7
Shropshire	381	355	12	3	4	4	1	14	10
Telford & Wrekin	209	165	33	0	25	8	0	11	5
Force	1656	1483	110	10	77	20	3	63	40

Force Overview

89.6% of Vehicle Defect Rectification Notices are issued to White members of the public, compared to just 6.6% issued to members of ethnic minority groups. This is representative of the population of West Mercia as a whole. The numbers are relatively consistent across the divisions, however significantly more Asians are given notices than any other ethnic minority group as was reported in the November 2005 Ethnic Monitoring Data report.

7.1 Fixed Penalty Notices

Figure 7.1a Fixed Penalty Notices by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	13880	2834	146	19	101	20	6	123	10777
North Worcs	6500	2267	195	15	119	57	4	151	3887
Herefordshire	5434	2328	57	11	29	16	1	67	2982
Shropshire	7290	1630	52	9	22	16	5	73	5535
Telford & Wrekin	5276	938	159	8	111	38	2	42	4137
Force	38380	9997	609	62	382	147	18	456	27318

Force Overview

In the majority of cases the ethnicity of those awarded fixed penalty notices is not known. However of those where the ethnicity is known, the predominant group are White, followed by Asian.

Divisional Commentary

South Worcestershire Division

The numbers of not completed fixed penalties raises some concerns on officer training which has been identified and actioned through the divisional training officers, however it is acknowledged that on occasions drivers may not be present at the time of issue. The percentage of "not stated" remains below force average.

7.2 HORT 1

Figure 7.2a HORT 1 Notices by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	1593	1350	78	12	52	13	1	87	78
North Worcs	2140	1822	151	10	100	35	6	106	61
Herefordshire	1874	1711	30	5	19	5	1	90	43
Shropshire	878	784	32	2	20	9	1	44	18
Telford & Wrekin	913	688	153	9	96	48	0	51	21
Force	7398	6353	444	38	287	110	9	378	221

Force Overview

85.9% of HORT1 notices are issued to White nominals, 6.0% are issued to members of ethnic minority groups, predominantly members of the Asian community. Members of the Chinese community are least likely to be issued with this type of penalty.

Divisional Commentary

South Worcestershire Division

As above relating to fixed penalties. The number of not completed/ not stated forms is being addressed through divisional training in order to keep audit data as accurate as possible.

7.3 Penalty Notices for Disorder

Figure 7.3a Penalty Notices for Disorder by Ethnicity
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	282	254	12	2	8	1	1	12	4
North Worcs	188	173	4	2	1	0	1	10	1
Herefordshire	246	230	6	1	0	4	1	9	1
Shropshire	288	273	3	0	3	0	0	7	5
Telford & Wrekin	229	205	9	1	3	3	2	15	0
Force	5	5	0	0	0	0	0	0	0
Total	1238	1140	34	6	15	8	5	53	11

Force Overview

The majority of penalty notices for disorder are once again issued to members of the White population, with just 2.7% being issued to members of ethnic minority groups. Shropshire division issues more notices than any other, whilst North Worcestershire issue relatively few.

8.0 Complaints

Figure 8.0a Ethnicity of Complainants (Actuals)
01 October 2005 to 30 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	80	54	9	2	4	3	0	0	17
North Worcs	74	61	6	2	2	2	0	0	7
Herefordshire	78	48	9	1	7	1	0	1	20
Shropshire	64	45	1	0	0	0	1	0	18
Telford & Wrekin	64	37	10	2	4	4	0	0	17
Force	22	13	1	0	1	0	0	0	8
Total	382	258	36	7	18	10	1	1	87

Figure 8.0b Ethnicity of Complainants (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	67.5%	11.3%	2.5%	5.0%	3.8%	0.0%	0.0%	21.3%
North Worcs	82.4%	8.1%	2.7%	2.7%	2.7%	0.0%	0.0%	9.5%
Herefordshire	61.5%	11.5%	1.3%	9.0%	1.3%	0.0%	1.3%	25.6%
Shropshire	70.3%	1.6%	0.0%	0.0%	0.0%	1.6%	0.0%	28.1%
Telford & Wrekin	57.8%	15.6%	3.1%	6.3%	6.3%	0.0%	0.0%	26.6%
Force	59.1%	4.5%	0.0%	4.5%	0.0%	0.0%	0.0%	36.4%
Total	67.5%	9.4%	1.8%	4.7%	2.6%	0.3%	0.3%	22.8%

Force Overview

Complaints relate to Police Officer conduct and not management of the Police Force. A complaint case (a single investigation) can contain many different complaint types. Therefore a single complainant complaining about how an officer treated him/her during one incident may cover five different complaint types and will therefore constitute five separate complaints.

With regard to the categories of complaints, they can be divided as follows:

PACE and Other Failures in Duties, including Neglect of Duty:
Breach of PACE codes A-E, multiple or unspecified breaches of PACE.

Oppressive Behaviour:

Discrimination, Lack of Fairness / Impartiality, Incivility / Impoliteness, Oppressive Conduct / Harassment, Use of Force / Abuse of Authority.

Malpractice:

Irregularity in evidence, corrupt practice, mishandling of property, confidentiality, improper disclosure of information and honesty and integrity.

Traffic Irregularity:

Traffic Irregularity.

Criminal Offences:

Serious Non Sexual Assault, Sexual Assault, Other Assault, Unlawful Arrest and Unlawful Detention.

Other:

Breach Unspecified or Multiple.

The Professional Standards Department received a total of 382 complaints between 01 October 2005 and 31 March 2006. 20.9% of complaints were made against South Worcestershire division, 20.4% against Herefordshire, 19.4% against North Worcestershire, 16.8% against both Shropshire and Telford & Wrekin divisions and 5.8% against Headquarters departments.

Forcewide 67.5% of complaints were made by White complainants. Ethnic Minority complainants account for 9.4% Forcewide.

Divisional Commentary**Telford & Wrekin Division**

Even taking account of the fact that Telford & Wrekin division has the highest BME population within the force it is of concern that the proportion of complaints received is so high from those communities. The Divisional Audit & Performance Inspector has been tasked with assessing why this may be the case and developing a strategy for addressing this, if necessary.

8.1 Satisfaction Profile

The first table below details the number of victims who responded describing their level of satisfaction with the service they received as being completely, very or fairly satisfied. The second table illustrates the percentage of respondents within each ethnic group who were completely, very or fairly satisfied. Those marked N/A indicate groups were there were no respondents who were either satisfied or dissatisfied.

8.1.1 Burglary Dwelling

Figure 8.1.1a Total of Completely, Very and Fairly Satisfied for Victims of Burglary
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	104	99	2	N/A	1	0	1	3
North Worcs	100	90	4	N/A	2	2	N/A	6
Herefordshire	51	48	1	N/A	N/A	N/A	1	2
Shropshire	95	90	1	N/A	1	N/A	N/A	4
Telford & Wrekin	63	57	3	N/A	1	1	1	3
Force	413	384	11	N/A	5	3	3	18

Figure 8.1.1b Total of Completely, Very and Fairly Satisfied for Victims of Burglary (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	90.0%	100.0%	N/A	100.0%	0	100.0%	75.0%
North Worcs	88.2%	100.0%	N/A	100.0%	100.0%	N/A	85.7%
Herefordshire	82.7%	100.0%	N/A	N/A	N/A	100.0%	100.0%
Shropshire	90.9%	50.0%	N/A	50.0%	N/A	N/A	80.0%
Telford & Wrekin	93.4%	100.0%	N/A	100.0%	100.0%	100.0%	100.0%
Force	89.3%	91.7%	N/A	83.3%	100.0%	100.0%	85.7%

Force Overview

The level of satisfaction amongst victims of burglary is consistently high across the board, although satisfaction amongst White victims is slightly lower than that of ethnic minorities, 89.3% (n=384) and 91.7% (n=11) respectively. The numbers of victims from ethnic minority backgrounds responding are particularly low although this is representative of the significantly smaller numbers of ethnic minority groups in the population as a whole. However, this does give deceptive results, as despite 100% of Black victims of burglary stating they were satisfied with the service received, there were in fact just three Black respondents.

Divisional Commentary

Herefordshire

The number of victims identified from an ethnic minority background or not stated is low at 3 out of 51. This is a reflection of Herefordshire's low ethnic population (from the 2001 census) of 0.9%. The hard work of the Herefordshire Burglary Investigation Unit is reflected in the 100% of satisfied customers.

Telford & Wrekin

The performance of the division in this area reflects the hard work of the Burglary Unit, the Crime Follow Up Team and Local Policing Officers who conduct post reporting reassurance visits to victims. This performance is shown across the board of all the ethnicity of the victim.

North Worcestershire Division

These figures show good performance in respect of satisfaction for the way burglary dwelling offences are dealt with in North Worcestershire. These offences are dealt with by the Divisional Proactive Criminal Investigation Department which includes specialist Scene Visitors who attend the scenes and conduct follow up enquiries with victims.

8.1.2 Vehicle Crime

Figure 8.1.2a Total of Completely, Very and Fairly Satisfied for Victims of Vehicle Crime

01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	156	150	0	N/A	0	N/A	0	6
North Worcs	173	170	1	0	N/A	N/A	1	2
Herefordshire	64	61	0	N/A	N/A	0	N/A	3
Shropshire	127	123	1	0	0	N/A	1	3
Telford & Wrekin	139	133	4	1	3	0	N/A	2
Force	659	637	6	1	3	0	2	16

Figure 8.1.2b Total of Completely, Very and Fairly Satisfied for Victims of Vehicle Crime (as a percentage)

01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	74.6%	0%	N/A	0%	N/A	0%	85.7%
North Worcs	71.4%	50.0%	0%	N/A	N/A	100.0%	25.0%
Herefordshire	73.5%	0%	N/A	N/A	0%	N/A	75.0%
Shropshire	81.4%	33.3%	0%	0%	N/A	100.0%	60.0%
Telford & Wrekin	81.1%	80.0%	100.0%	100.0%	0%	N/A	33.3%
Force	76.0%	46.1%	33.3%	60.0%	0%	66.7%	53.3%

Force Overview

The level of satisfaction for vehicle crime victims is lower amongst members of ethnic minority groups, recording a level of almost 30 percent lower than White victims. A number of divisions have recorded a 100% satisfaction level for their ethnic minority victims, although once again it should be noted the numbers of ethnic minority respondents were particularly low.

Divisional Commentary

Telford & Wrekin

This performance is a reflection of the work of several units, most notably the Vehicle Crime Unit, the Crime Follow Up Team and PCSO's who conduct post reporting reassurance visits to victims. The actual figures involved are small with regard to victims from an ethnic minority background but the good performance is spread across all ethnic groups.

8.1.3 Violent Crime

Figure 8.1.3a Total of Completely, Very and Fairly Satisfied for Victims of Violent Crime

01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	60	55	2	1	1	N/A	N/A	3
North Worcs	69	66	2	N/A	N/A	2	N/A	1
Herefordshire	41	37	3	N/A	1	N/A	2	1
Shropshire	59	55	2	1	1	N/A	N/A	2
Telford & Wrekin	51	46	3	1	0	2	N/A	2
Force	280	259	12	3	3	4	2	9

Figure 8.1.3b Total of Completely, Very and Fairly Satisfied for Victims of Violent Crime (as a percentage)

01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	67.1%	66.7%	100.0%	50.0%	N/A	N/A	75.0%
North Worcs	72.5%	100.0%	N/A	N/A	100.0%	N/A	100.0%
Herefordshire	64.9%	100.0%	N/A	100.0%	N/A	N/A	100.0%
Shropshire	76.4%	100.0%	100.0%	100.0%	N/A	N/A	66.7%
Telford & Wrekin	69.7%	60.0%	100.0%	0	66.7%	N/A	66.7%
Force	70.4%	73.3%	100.0%	75.0%	80.0%	100.0%	75.0%

Force Overview

Satisfaction amongst both White, and ethnic minority victims is level at just over 70%, although the split between each division and each group varies from 66.7% to 100%. Once again the numbers responding were particularly low making accurate analysis of the data more difficult. The general number of incidents lately has been low which accounts for the low numbers in this area.

Divisional Commentary

Telford & Wrekin

The division acknowledges that its performance in this area lags behind that achieved with burglaries and vehicle crime. The division is currently developing its victim care policy and particular emphasis is being placed upon the sphere of violent crime.

The Detective Chief Inspector has undertaken some extremely valuable work with Focus Groups and as a result has produced a DVD illustrating how victims feel when poorly dealt with. This will be the focus of divisional efforts to improve initial victim care and treatment with regard to violent crimes; at the initial reporting stage, which is identified as being the major area where dissatisfaction occurs. Allied to this, shift/unit supervisors will be tasked with dip-sampling of victims to provide a quality assurance audit. The possibility of utilising the Crime Follow Up Team with victims of violent crime, as it does with burglaries and vehicle crime is also being explored.

With the small numbers of ethnic victims it is believed that the actions proposed do not need to be ethnically focused.

North Worcestershire Division

The Division is currently undertaking a 'User Satisfaction' project to improve levels of victim and witness care. Work has been carried out to educate officers in relation to 'Victims Code' compliance and build on the e-learning package received by all officers on this subject.

Dip sampling is taking place, by the management team (known as the Command Team) members and Detective Inspectors, to review crime reports to assess compliance with the code and, furthermore, to make contact with victims of all crime types to establish their feelings about how they have been dealt with. Victim Focus groups have been conducted to inform this process by identifying the issues which cause victims and witnesses greatest concern.

8.1.4 Racist Incidents

Figure 8.1.4a Total of Completely, Very and Fairly Satisfied for Victims of Racist Incidents
01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	2	N/A	2	N/A	0	1	1	N/A
North Worcs	4	N/A	4	1	2	1	N/A	0
Herefordshire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Shropshire	3	1	2	0	1	1	0	N/A
Telford & Wrekin	8	4	4	0	2	1	0	N/A
Force	17	5	12	1	6	4	1	0

Figure 8.1.4b Total of Completely, Very and Fairly Satisfied for Victims of Racist Incidents (as a percentage)
01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	N/A	66.7%	N/A	0%	100.0%	100.0%	N/A
North Worcs	N/A	100.0%	N/A	100.0%	100.0%	N/A	0%
Herefordshire	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Shropshire	100.0%	40.0%	0	50.0%	100.0%	0%	N/A
Telford & Wrekin	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A
Force	100.0%	64.7%	N/A	75.0%	100.0%	50.0%	0%

Force Overview

Members of ethnic minority groups have lower levels of satisfaction after being a victim of a racist incident than White victims, by over 35 percent. The figures vary dramatically across the divisions and ethnic groups, with Chinese/Other victims the least satisfied of all groups.

Divisional Commentary

Herefordshire

Hereford Division are unable to comment on this section due to incomplete stats.

Telford & Wrekin

The excellent performance of the division is a reflection of the work undertaken by all officers, but particularly those in the Hate Crime Unit who investigate all Racist Incidents.

North Worcestershire Division

These figures represent relatively low numbers of victims compared to the numbers dealt with, by the Division, for racially aggravated offences, but they do show high levels of satisfaction. This is a reflection of the work carried out by the Divisional Hate Crime Unit and the Divisional Hate Crime Liaison officers who, in conjunction with Local Policing Teams provide support to such victims.

Shropshire Division

Shropshire Division has seen the completion of five Satisfaction Questionnaires by victims of racist incidents, for the period monitored, of which four classed themselves as belonging to an ethnic minority group. 40% stated that they were satisfied with the service they received. Of the two victims that stated that they were not satisfied with the service they received, they listed the need for a faster police response, a more accessible police telephone number and to be more adequately informed of progress with police enquiries. The respondents also described the officers that dealt with them as 'helpful and sympathetic'.

The division attempts to respond to all Hate Crime incidents/offences within four hours of reporting with the duty Inspector being informed of all Hate Crime offences. Every investigation is overseen by an experienced Detective Sergeant, who will direct the enquiry where appropriate. Each victim of Hate Crime receives a letter from the Hate Crime Officer within three days of reporting such an offence advising on support groups, third party reporting methods, investigation processes and direct contact numbers to the Hate Crime Officer.

Shropshire Division has just completed the allocation of local police officers supported by Community Support Officers to each of its 43 Local Policing areas. Each officer along with their Sergeant and Inspector will be directly accountable for their area. This will enhance the accessibility of officers to the communities they serve; each of these officers will also be allocated a mobile phone to allow direct contact with the public.

8.1.4 Road Traffic Collisions

Figure 8.1.5a Total of Completely, Very and Fairly Satisfied for Victims of RTCs

01 October 2005 to 31 March 2006

Division	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	67	64	0	N/A	N/A	N/A	0	3
North Worcs	53	48	1	1	N/A	N/A	N/A	4
Herefordshire	44	44	N/A	N/A	N/A	N/A	N/A	N/A
Shropshire	96	89	1	N/A	1	N/A	N/A	6
Telford & Wrekin	33	32	N/A	N/A	N/A	N/A	N/A	1
Force	293	277	2	1	1	N/A	0	14

Figure 8.1.5b Total of Completely, Very and Fairly Satisfied for Victims of RTCs (as a percentage)

01 October 2005 to 31 March 2006

Division	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated
South Worcs	86.5%	0%	N/A	N/A	N/A	0%	100.0%
North Worcs	81.3%	100.0%	100.0%	N/A	N/A	N/A	80.0%
Herefordshire	86.3%	N/A	N/A	N/A	N/A	N/A	N/A
Shropshire	87.2%	100.0%	N/A	100.0%	N/A	N/A	100.0%
Telford & Wrekin	84.2%	N/A	N/A	N/A	N/A	N/A	100.0%
Force	85.5%	66.7%	100.0%	100.0%	N/A	0%	93.3%

Force Overview

85.5% of White victims of RTCs stated they were completely, vary or fairly satisfied and 66.7% of ethnic minority groups reporting high levels of satisfaction. High levels of satisfaction were consistently achieved across all the divisions and ethnic groups.

Divisional Commentary

Herefordshire

All replies have been from white victims. The views of people from an ethnic minority background are not available.

Telford & Wrekin

As with Herefordshire there is no data for ethnic minority victims because of this we are unable to comment.

9.0 Other Statistical Appendices

9.1 Use of Force

Figure 9.1a Ethnicity of Subject Involved in Incident (Actuals)

01 October 2005 to 31 March 2006

	Total	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	283	251	22	4	4	13	1	3	7
North Worcs	245	231	11	2	2	6	1	1	2
Herefordshire	151	143	4	1	1	2	0	4	0
Shropshire	188	181	4	4	0	0	0	1	2
Telford & Wrekin	161	143	16	2	2	10	2	2	0
Headquarters	3	2	1	0	0	0	1	0	0
Other Force	0	0	0	0	0	0	0	0	0
Force	1031	951	58	13	9	31	5	11	11

Figure 9.1b Ethnicity of Subject Involved in Incident (as a percentage)

01 October 2005 to 31 March 2006

	White	Total Ethnic Minority	Mixed	Asian	Black	Chinese / Other	Not Stated	Not Completed
South Worcs	88.7%	7.8%	1.4%	1.4%	4.6%	0.4%	1.1%	2.5%
North Worcs	94.3%	4.5%	0.8%	0.8%	2.4%	0.4%	0.4%	0.8%
Herefordshire	94.7%	2.6%	0.7%	0.7%	1.3%	0.0%	2.6%	0.0%
Shropshire	96.3%	2.1%	2.1%	0.0%	0.0%	0.0%	0.5%	1.1%
Telford & Wrekin	88.8%	9.9%	1.2%	1.2%	6.2%	1.2%	1.2%	0.0%
Headquarters	66.7%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%
Other Force	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Force	92.2%	5.6%	1.3%	0.9%	3.0%	0.5%	1.1%	1.1%

Use of Force figures contain any incidents whereby a "Use of Force" form has been completed. This should be done after any incident where the officer displays force such as drawing a piece of equipment regardless of whether the equipment is actually used.

The main reasons for using force are effecting arrest and protecting self / other officers. 92.2% of subjects describe their ethnicity as White, just 5.6% are members of ethnic minority groups. 53.4% of those are Black, 22.4% are from mixed ethnic backgrounds and 15.5% are Asian.

9.2 Death in Custody

West Mercia Constabulary have a statutory duty to refer to the Independent Police Complaints Commission (IPCC) incidents where persons have died or been seriously injured following some form of direct or indirect contact with the police, and there is reason to believe that the contact may have caused or contributed to the death or serious injury. Therefore any suspicious deaths or ones where it is known there has been recent police contact are always referred.

Figure 9.2a below details the eight deaths referred to the IPCC between 01 October 2005 and 31 March 2006. All the cases noted concern recent deaths that involved either known police contact or suspected recent police contact, none involve deaths in police custody. The most recent case involving a death in police custody that had to be referred was back in 2002.

Of the cases listed below seven subjects were White, whilst the remaining subject was Black.

Figure 9.2a Referrals to IPCC
01 October 2005 to 31 March 2006

Case recorded	Ethnicity of subject	Type of Referral	Description
23/11/2005	B1	Managed by IPCC	Vehicle pursuit leading to a collision resulting in a death.
24/11/2005	W1	Local	IPCC referral into a death.
29/11/2005	W1	Local	Following his arrest and subsequent release on bail, male found deceased in the River Lugg.
04/01/2006	W1	Local	Deceased found whilst on Police Bail. Suspected suicide.
04/01/2006	W1	Supervised	Deceased found overcome by exhaust fumes following domestic dispute and police intervention.
23/02/2006	W1	Supervised	Unexplained death at home address following arrest for drink-driving.
13/03/2006	W1	Local	Death involving recent police contact
23/03/2006	W1	Local	Death involving recent police contact

9.3 Police Action at Unauthorised Encampments

This section is a work in progress and will be reported on in the future.