

ACHIEVING RACE EQUALITY REPORT

July 2021

GREATER MANCHESTER
POLICE



Foreword

I am pleased to be able to write a foreword to this 2021 Achieving Race Equality Report. The report published within a few weeks of my appointment as Chief Constable of Greater Manchester Police (GMP) represents a significant amount of work, by both colleagues and key members of various Greater Manchester communities.

It matters that the GMP I lead is representative of the communities of Greater Manchester. Representation means connection, accountability and legitimacy. It is vital that GMP officers and staff inspire confidence, and look after and support individuals, families and communities when they need it. I intend that this report not be seen or read in isolation, I have already reported on achieving race equality to the Greater Manchester Race Equality Panel and been open and frank on the work we have to do to improve GMP with the implementation of a new Force Delivery Plan. I want GMP to be significantly more representative of the many diverse communities of Greater Manchester, and the ongoing national Police Uplift Programme (PUP) represents a significant opportunity to do this. In enhancing internal organisational justice too I intend that greater voice is given to the under-represented.

Where police officers use powers to stop and search, these can be a valuable and effective means to prevent and detect crime and keep people safe. Communities tell us that stop and search is welcomed, if officers conduct themselves lawfully, courteously and explain their powers and intentions. I recognise that when not done properly stop and search can divide and undermine confidence in policing. Likewise when officers use Taser® and arrest people these can be effective, crime prevention measures to protect the vulnerable, but we must explain our actions and be directly accountable for such actions. As far as neighbourhood policing is concerned I propose to launch a consultation to garner a clearer insight into that which communities want from their local policing teams.

It is a fact that clear disparities exist in and between communities. These disparities are also effected in non-policing statistics which stem from housing, health, education and employment. GMP will seek to work with the GM Race Equality Panel, a range of partner agencies and communities themselves in providing the sort of positive and practical support that might add impetus to the efforts of those determined to make a difference.

This report gives us the opportunity to develop greater understanding, improve engagement and escalate the energy and commitment to better understanding disproportionality, diversity and inclusivity, and to then regularly share and publish GMP data on these vitally important areas.

I commend this report for your attention, and of course welcome your feedback, further discussion and continued engagement in due course.



Stephen Watson QPM
Chief Constable

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Introduction

The COVID-19 pandemic has laid bare inequalities running through UK society. The shocking death of George Floyd in the USA and the resurgence of the Black Lives Matter (BLM) movement have shone more of a light on the blight of racism, discrimination, prejudice and the challenges faced by society. These events bring opportunities to build a fairer society for the future.

Long before these events GMP has been committed to improve representation, and address disproportionality. The pandemic has focused minds to consider the impacts that day-to-day policing activity can have on individuals and communities, and to galvanise the importance of addressing these issues holistically, with input and support from a range of partners and community representatives.

GMP is committed to reinforcing the legitimacy of its practices. This will be strengthened by the appointment of a chief superintendent as the district commander in each district who will be accountable locally for the conduct and performance of their officers. This includes how and where their officers utilise their powers, and how their officers and staff interact with, communicate with and are accountable to local people and local communities.

The HMICFRS 2021 report on the use of police powers, 'A spotlight on stop and search and the use of force', was published at a significant point in time. As well as making recommendations on how forces can improve data collection and monitoring of stop and search encounters, the report highlighted the need for additional training and support to officers in how they interact and communicate with people subject to stop and search. GMP has taken on these significant recommendations, and wider external consultation is underway with community groups, elected members, searched individuals themselves, parents and teachers with a view to improving officers' competence and confidence, as well as improving communication style, explanations and outcomes from stop and search encounters. Stop and search can be a valuable preventative tool for officers to keep people safe from harm, but equally can alienate, isolate and undermine trust and confidence if undertaken inappropriately, without justification or sufficient explanation.

In improving leadership, direction and accountability, the Chief Constable will chair a new Diversity and Equality Board, ensuring that leadership and accountability go hand-in-hand, and the board will consider the extent of disproportionality in relation to a range of measures and issues. A People Board is also being established at executive level to bring staffing, recruitment, retention, progression and representation to the fore. GMP wants to be better reflective of the broad diversity of communities in Greater Manchester, and this will lead to improved trust and confidence, as well as improved operational capability.

In November 2020, the GM Race Equality Panel was established by the Mayor of Greater Manchester. The panel is focused on providing senior level challenge to current structural inequalities that exist and impede different Greater Manchester communities. This group has been instrumental in developing and implementing an action plan for change, and GMP will continue to work with them, as well as the Mayor of GM, Greater Manchester Combined Authority (GMCA), and partners in education, schools, health and social care, transport and other areas to make a real and lasting difference across Greater Manchester.

Executive Summary

GMP is proud to serve a diverse population of over 2.8 million people. Greater Manchester has ten districts, in which it is estimated that over 200 different languages are spoken daily. GMP is a police force of 7,150 police officers and 4,500 police staff working in a variety of roles to serve the public of our region.

This report provides a broad overview and analysis of differences in the experiences of individuals and communities using quantitative and qualitative data to understand the extent of any disproportionality. It has focused on the following areas:

- Stop and search
- Officers use of force
- Officers use of Taser®
- Arrests
- Complaints and misconduct
- Fairness at work
- The extent of representation in the workforce
- Feelings of safety and confidence

Data Quality and Explanations

Most of the information and data used in this analysis was recorded between April 2020 and March 2021 a period characterised by the coronavirus pandemic. Regulations, legislation and advice from Government have had impacts on individuals and communities, and have changed how police officers have interacted with them.

Where possible data is provided at district, Greater Manchester, and England and Wales levels. The proportion of recorded crime in each district is used to provide an indication of how the demands for police services vary between different parts of Greater Manchester.

The number of times particular policing powers were used in the period of April 2020 to March 2021 have been considered by the ethnicity of the person against whom they were used. The counts of these powers have been expressed as a rate per 1000 of the relevant ethnic population. The rates for these ethnic groupings have been compared to the rate for the White people against whom powers were used. This comparison is a ratio which says how many times more or less each ethnic group was subject to police powers than the White group. The ratio for the White group is set to 1.0. If the ratio for a particular ethnic group is higher than 1.0 it tells us, in proportion to the relevant population, how many more times the power was used. If the ratio for a particular ethnic group is lower than 1.0 it tells us, in proportion to the relevant population, how many fewer times the power was used. Some caution should be exercised in reading these ratios because a small number of occurrences and a small grouping within the population can result in large ratios - particular caution needs to be used in interpreting the ratios which relate to people with an unknown or undeclared ethnicity. The ratios have been expressed as the 'likelihood' of a person from a particular ethnic group having being subject to a particular power - this isn't a prediction it is an indication based on the 2020 to 2021 data.

With information from the 2021 census yet to be published, this report uses population data from the 2011 census to calculate rates per 1000 population and as a comparator of proportions. A report prepared by Gavin Hales from the Police Foundation also used 2011 census data, as did the assessments made by Her Majesty's Inspectorate of Constabulary Fire & Rescue Services (HMICFRS) in 2021. It is recognised however that there

have been significant changes in the demography of Greater Manchester in the ten years between the censuses. An example of this is the age profiles of some ethnic groupings now being younger. A breakdown of the age of people was not available for all the comparison made in this report. It should also be noted that the census population does not reflect the millions of transitory visitors to Greater Manchester or the movement of people between the ten districts.

Police data is also often reliant on an officer recording accurately the information provided to them and, on occasions, that information is limited or not provided. The workforce representation data provides information over a longer period from March 2014 to 2021, to both cover periods when recruitment was suspended and more recently when changes have been made to recruit a more representative workforce.

Key Findings

The data shows the likelihood that a person from a particular ethnic group has been subject to stop and search, use of force, Taser® or has been arrested in Greater Manchester in comparison with the benchmark of a White person.

People that are Black, African, Caribbean, Black British in Greater Manchester are:

- 5.3 times more likely to have been stop and searched. This is less than the national average of 9.
- 27.5% of these stop and searches result in a positive criminal justice outcome of arrest, caution, summons, 'khat' or cannabis warning, a penalty notice for disorder, community resolution or restorative justice outcome. This is higher than 25.9% for White people.
- 4 times more likely to have had force used against them. This is less than the national average of 5.7.
- 5.7 times more likely to have had Taser® used against them. This is less than the national average of 9.
- 2.8 times more likely to have been arrested. No national average was available for comparison.
- Under represented in GMP workforce. Increased in number from 93 police officers, staff and PCSOs in 2014 to 111 currently.
- Black, African, Caribbean, Black British officers, PCSOs and staff are no more likely to have had been complained about, subject to misconduct or fairness at work.

People that are South Asian (Indian, Pakistani, Bangladeshi, includes mixed Asian) in Greater Manchester are:

- 2.3 times more likely to have been stop and searched. This is slightly higher than the national average of 2.
- 32.9% of these stop and searches result in a positive criminal justice outcome. This is higher than 25.9% for White people
- Less likely to have Force used against them (0.9). Nationally this is 1.
- No more likely to have had Taser® used against them. This is higher nationally at 1.6.
- No more likely to have been subject of an arrest.
- Under represented in GMP workforce. Increased in number from 259 police officers, staff and PCSOs in 2014 to 592 currently.
- South Asian officers, PCSOs and staff are more likely to have been complained about, subject to misconduct or fairness at work

People that are recorded in the other and unknown ethnicity group (includes Chinese, Japanese or other South East Asian, North African or Arab or any other ethnic group) in Greater Manchester are:

- 2.2 times more likely to have been stop and searched. The national average is not available
- 23.3% of stop and searches result in a positive criminal justice outcome. This is lower than 25.9% for White people
- 4 times more likely to have had force used against them.
- 7.7 times more likely to have had Taser® used against them.
- 5.1 times more likely to have been arrested.
- Under represented in GMP workforce. Increased in overall number from 160 police officers, staff and PCSOs to 207 currently. The number of Chinese members of the workforce has increased, from 20 in 2014 to 27 currently. The number of members of the workforce with an other ethnicity has increased from 37 in 2014 to 43 currently.
- Officers, PCSOs and staff with a mixed or other ethnicity are more likely to have been complained about, subject to misconduct or fairness at work

GMP Commissioned Research

In seeking to understand disproportionality in the use of police powers, GMP commissioned Gavin Hales, a Senior Associate Fellow of the Police Foundation to undertake an analysis. Gavin has experience in conducting impartial research within police forces. His work has covered the period from April 2017 to July 2020. A summary of his recommendations and findings are detailed below:

- Demographics must be understood. Black, Asian and mixed populations are more youthful than White and almost one third of the wider Black population of Greater Manchester is Black/White mixed ethnicity (rising to 50%+ in Stockport and Tameside, with smaller Black populations). The lack of detailed population estimates since the 2011 Census, and gaps in recorded data, are key limitations.

Disproportionality is likely to result from the interaction of multiple factors, including:

- Population demographics and behaviours including the age structures of different ethnic groups. Police officers tend to interact with younger people between their teens and into their 30s but disproportionality calculations tend to use all-age population counts.
- The distribution of crime and police resources in the force and their relationship to underlying community demographics.
- Crime priorities and the demographics of those involved, both as victims and offenders.
- Police tactics used to address those priorities, including stop and search.
- Officers' decision making, including the interaction between the officer and the member of the public, their behaviour and the officer's perceptions or expectations in relation to the member of the public.
- The extent of the legal threshold necessary; e.g. to stop and search (being relatively low) in comparison to authority to charge a person with an offence (being relatively high).

Given the evidence, it seems likely that in GMP disproportionality is driven by different factors, including:

- The concentration of crime and policing in the City of Manchester, where a majority of Black residents of GMP live.
- The organisational focus on robbery and knife crime, in relation to location, where disproportionality is notably high.
- The use of relatively broad stop and search powers to police those offence types, intersecting with the policing of drugs.

Specifically in respect of the use of force, including Taser®:

- Disproportionality in use of force will partly reflect wider disproportionate police contact, notably in the form of stop and search and arrests, but it is possible the increase in officers carrying Taser® (over the last 18 months) may have played a role in increasing disproportionality.
- Asian people seem to resist arrest less than White and Black people, and consequently less force is used on them.
- It seems likely to be significant that police officers are more likely to refer to the physique of Black people when recording the use of force impact factors - in relation to which a key question may well be whether there may be biases in relation to officers' decision making.

GMP Responses

- Diversity, equality and inclusion will be subject to Chief Constable level leadership, management, oversight and accountability.
- ACC Chris Sykes, as Head of Local Policing, will lead the Disproportionality in Operational Policing Board to oversee the force plan and local district plans to improve data quality, inform training, develop consistent scrutiny and engagement to highlight and address any biases.
- ACC Nick Bailey is lead for officers' use of force and will chair a quarterly Use of Force Group.
- Independent Advisory Groups (IAGs) are in place across Greater Manchester and Community Scrutiny Panels are currently being developed. Some groups are more developed than others. There is ongoing engagement to achieve diverse membership reflective of different communities, and provide consistency in training, practice and terms of reference.
- GMP continues to work with the independent Ethics Committee for wider scrutiny and ethical challenge.
- New district commanders with senior officer support in each district will lead local performance and governance, monitor data recording and share learning, and report to the force boards on behalf of their communities.
- Research has been commissioned with the Channels Research Group in association with the Windrush Defenders and the Black and Asian Police Association on racial disparities in the UK criminal justice system. The findings and recommendations will be available later this year 2021.
- Further data management and reporting is being developed for use at district level to better manage and highlight the potential for, or actual occurrence of the disproportionate use of police powers.
- Further development of plans to address societal inequalities with GMCA will continue with the investment of GMP senior leadership representation as part of these programmes of work.
- It is intended that stop and search, use of force, equality and diversity data be published on the GMP website quarterly. It is important to share this key information with communities and individuals and to then be accountable for the information.

Police and Community Safety Survey April 2020 to March 2021

The Police and Community Safety Survey is undertaken by an independent research agency on behalf of GMCA. The survey runs continuously, with data being analysed and reported quarterly. During the period between April 2020 and March 2021, 12,875 Greater Manchester residents were interviewed or completed an online questionnaire.

The survey includes questions about:

- Feelings of safety inside the respondents local area, defined as within five minutes' walk from home.
- Feelings of safety outside the respondents local area, defined as more than five minutes' walk from home.
- Confidence in getting a service from GMP in an emergency and a non-emergency.
- Satisfaction with the most recent service received from GMP within the 12 months prior to the interview.

The survey also asks respondents about some of their personal characteristics including their self-defined ethnicity. This has revealed differences and similarities in the views about safety, confidence and satisfaction expressed by different groups of respondents. It has also indicated some similarities in people living within the same economic status.

Residential Population Data

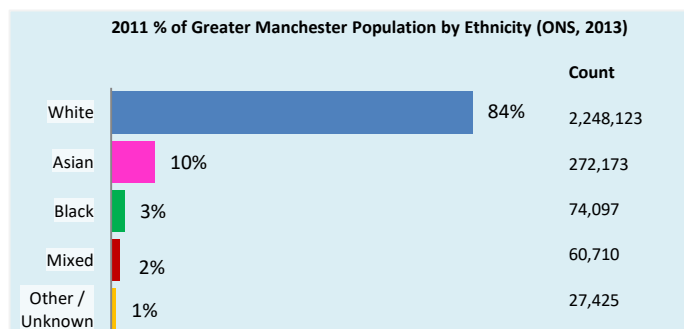
The population data for Greater Manchester shows that the ethnicity comprised of a White population of 84%, followed by mixed populations of Asian 10%, Black 3%, mixed 2% and other/unknown 1%. The largest actual population is resident within the City of Manchester, comprising North, Central and South Districts.

The 2011 National Census data limitations are:

- The proportions of different ethnicities in the populations have changed since 2011 (HMICFRS, 2021).
- Ethnicity data are not broken down by age.
- Some areas have high transient populations not reflected in the residential population - i.e. due to tourism, commuting, leisure and entertainment (HMICFRS, 2021).
- There is a continuing question whether the residential population is the most appropriate comparator when considering the proportionality of police practice. Consideration should be given to using the active or street population.
- There is also the need to consider which is the most appropriate population for assessing the workforce. For example economically active, of working age etc.

2011 National Census (Office for National Statistics, 2013)

Note; Asian = Asian, Asian British, Indian, Pakistani, Bangladeshi, Chinese, Other Asian
Black = Black, Black British, African, Caribbean



District	White	Asian	Black	Mixed	Other / Unknown	Total
Bolton	226,645	38,749	4,652	4,892	1,848	276,786
Bury	165,032	13,407	1,893	3,365	1,363	185,060
City of Manchester	335,109	85,986	43,484	23,161	15,387	503,127
Oldham	174,326	43,165	2,797	4,057	552	224,897
Rochdale	172,874	31,630	2,770	3,569	856	211,699
Salford	210,862	9,429	6,541	4,616	2,485	233,933
Stockport	260,819	13,762	1,958	5,104	1,632	283,275
Tameside	199,429	14,553	1,784	3,159	399	219,324
Trafford	193,834	17,973	6,540	6,031	2,200	226,578
Wigan	309,193	3,519	1,678	2,756	703	317,849
Total	2,248,123	272,173	74,097	60,710	27,425	2,682,528

National data between 2018 and 2019 demonstrates that children in households where the 'head of household' is from an ethnic minority community are considerably more likely to live in poverty than children in households where the head of household is White.

67% of children with a Bangladeshi head of household and 53% with a Pakistani head of household are living in child poverty after housing costs, compared to 26% where the head of household is White.

Analysis of End Child Poverty data by Greater Manchester Poverty Action (GMPA) suggests that areas with the highest ethnic minority populations in Greater Manchester also have the highest levels of child poverty. 15 out of the 20 wards with the largest ethnic populations in the city-region had a child poverty rate (after housing costs) of over 50% in 2018/19. GMP will continue to work with GMCA to address such inequalities.

District	White	Asian	Black	Mixed	Other / Unknown
Bolton	10.1%	14.2%	9.3%	8.1%	6.7%
Bury	7.3%	4.9%	2.6%	5.5%	50%
City of Manchester	14.9%	31.6%	58.7%	38.2%	56.1%
Oldham	7.75%	15.9%	3.8%	6.7%	2.0%
Rochdale	7.7%	11.6%	3.7%	5.9%	3.1%
Salford	9.4%	3.5%	8.8%	7.6%	9.1%
Stockport	11.6%	5.1%	2.6%	8.4%	5.9%
Tameside	8.9%	5.3%	2.4%	5.2%	1.5%
Trafford	8.6%	6.6%	8.8%	9.9%	8.0%
Wigan	13.75%	1.3%	2.3%	4.5%	2.6%
Total	100%	100%	100%	100%	100%

Use of Police Powers and Force

In compiling this report, data has been analysed on the following policing powers: stop & search, use of force, use of Taser® and arrests for the period of April 2020 to March 2021.

The principals of analysis have been applied:

- Against the Greater Manchester population to give the overall picture of disproportionality.
- Against national (England and Wales) data to put GMP in a wider context.
- By local authority/district areas to provide the local context.
- By age and demographics to show any variation in the use of powers.

It should be noted this data relates to the use of police powers during coronavirus pandemic when there were restrictions on travel and other activities. These restrictions have led to a dramatic reduction in footfall, particularly in centres of commerce and entertainment for example Manchester city centre. Other considerations in unlawful gatherings and unnecessary travel have also contributed to a changing picture of the use of police powers by officers.

Stop and Search

Context

Policing by consent, officers engaging with and talking to members of the community, and being visible 24/7 are the foundations of policing in the UK. Sometimes officers need to intervene and act to prevent and detect crime, and use their powers of stop and search. Applied lawfully and appropriately the use of these powers is welcomed and supported by communities. When used inappropriately, the powers become ineffective and undermine relationships between the police and communities, eroding trust and confidence. When stop and search powers are used in an intelligence-led way, they are extremely effective in protecting society and keeping people safe.

Overview

The police have a range of powers to stop and search individuals available to them depending on the circumstances (Appendix A, Police Powers). Most require an officer to have reasonable grounds for suspicion that an unlawful item is being carried. The one thing all have in common is that they allow officers to detain a person, who is not under arrest in order to search them or their vehicle for an unlawful item.

Where an officer suspects a person is, has been, or is about to be involved in an unlawful activity or where they are seeking information about a person's whereabouts and intentions, they may first stop the person and ask some questions so that the person has an opportunity to account for themselves. The person is free to leave at this stage and not obliged to answer the questions.

If the officer has reasonable grounds to suspect that a person or vehicle is carrying an unlawful item or one of the 'no suspicion' powers applies (e.g. a stop and search power where the officer is not required to have reasonable grounds), they may decide to carry out a stop and search. This means that the person can be detained for the purpose of the search. This is not an arrest but the person is not free to leave until the search is either completed or not proceeded with, and the officer is empowered to use reasonable force if necessary to affect the search. It is therefore a more intrusive process than a stop and account, although not as intrusive as an arrest.

Data

The table shows the likelihood that a person from a particular ethnic group has been stopped and searched in each district in comparison with a White person. It also provides a breakdown of the percentage of recorded crime to show an indication of demand for policing in each area. The data provides a comparison between Greater Manchester and national levels published by HMICFRS in February 2021 (Appendix B, Headlines from HMICFRS National Report on Disproportionality):

Apr 20 - Mar 21 - Stop and Search Ratio					% of Stop Search &	% of recorded Crime	
District	White	Asian incl. Mixed Asian	Black incl. Mixed Black	*Other /Unknown			
Bolton	1.0	1.3	3.5	2.1	4.6%	10.3%	
Bury		5.1	2.9	1.4	7.2%	5.7%	
City of Manchester		1.4	2.5	1.4	46.7%	23.8%	
Oldham		2.6	3.2	5.1	3.7%	8.6%	
Rochdale		2.9	2.4	2.0	5.3%	8.4%	
Salford		2.7	2.7	0.6	9.4%	9.3%	
Stockport		1.7	4.0	1.5	4.3%	7.8%	
Tameside		2.9	5.6	4.0	3.2%	7.7%	
Trafford		1.3	4.4	1.6	5.9%	5.5%	
Wigan		0.7	1.9	2.4	9.6%	10.5%	
Force			2.3	5.3	2.2	100%	100%
*National			2	9	N/A	N/A	N/A

* National levels were captured from stop and search data pre Coronavirus

* Other Ethnicity = Chinese, other Asian (Not Indian, Pakistani, Bangladeshi) North African or Arab or "any other ethnic group"

Between April 2020 and March 2021, there were 11,801 stop and searches conducted across Greater Manchester (GM).

- 46.7% of all stop and searches were conducted in the City of Manchester Division.
- 23.8% of all crimes were recorded in the City of Manchester Division.
- 58.7% of Black and 38.2% of the mixed ethnicity population lives in the City of Manchester Division.

People from the Black, African, Caribbean, Black British communities are;

- 5.3 times more likely to have been stopped and searched. This is lower than the national figure of 9.
- 2.5 times more likely to have been stop and searched in the City of Manchester Division. This is lower than the GM and national average.

People that are South Asian (Indian, Pakistani, Bangladeshi, includes mixed Asian) in GM are;

- 2.3 times more likely to have been stop and searched. This is slightly higher than the national average of 2.0.

People that are of an other or unknown ethnicity:

- The ratio of 5.1 for the stop and search in Oldham illustrates the caution that needs to be exercised in using these figures - particularly those including people with an unknown ethnicity. A relatively large count of people with an unknown ethnicity can result in large ratio because they are not represented in the census population and a distinct group. In the period analysed, 162 people of an other (5) or unknown (157) ethnicity were stopped and searched in Oldham.

Response

Further research has been commissioned to better understand the use of stop and search and the recording of ethnicities in Bolton, Bury, Oldham, Stockport, Tameside and Trafford.

District stop and search records and body worn video footage are being scrutinised by the Independent Community Scrutiny Panels.

The table shows the proportion of stop and searches that result in a positive criminal justice outcome of arrest, caution, summons, khat or cannabis warning, a penalty notice for disorder, community resolution or restorative justice.

Apr 20 - Mar 21 - Stop and Search Positive outcomes					% of Stop Search &	% of recorded Crime
District	White	Asian incl. Mixed Asian	Black incl. Mixed Black	*Other /Unknown		
Bolton	20.9%	26.1%	34.1%	25.0%	4.6%	10.3%
Bury	25.1%	25.4%	18.2%	25.6%	7.2%	5.7%
City of Manchester	19.7%	27.8%	22.7%	21.5%	46.7%	23.8%
Oldham	20.9%	27.2%	16.0%	13.8%	3.7%	8.6%
Rochdale	20.9%	28.6%	41.7%	17.4%	5.3%	8.4%
Salford	29.6%	28.6%	28.8%	28.1%	9.4%	9.3%
Stockport	34.8%	38.6%	40.7%	28.6%	4.3%	7.8%
Tameside	34.8%	55.0%	25.0%	23.7%	3.2%	7.7%
Trafford	28.5%	33.9%	26.4%	29.3%	5.9%	5.5%
Wigan	23.6%	37.5%	21.7%	19.4%	9.6%	10.5%
District average	25.9%	32.9%	27.5%	23.3%	100%	100%

Other Ethnicity = Chinese, other Asian (Not Indian, Pakistani, Bangladeshi) North African or Arab or "any other ethnic group"

For Black, African, Caribbean, Black British people:

- 27.5% of stop and searches resulted in a positive criminal justice outcome of arrest, caution, summons, khat or cannabis warning, a penalty notice for disorder, community resolution or restorative justice. This is higher than 25.9% for White people.

For people that are South Asian (Indian, Pakistani, Bangladeshi, includes mixed Asian):

- 32.9% of stop and searches resulted in a positive criminal justice outcome. This is higher than 25.9% for White people.

For people that are recorded in the other and unknown ethnicity group (includes Chinese, Japanese or other South East Asian, North African or Arab or any other ethnic group):

- 23.3% of stop and searches resulted in a positive criminal justice outcome. This is lower than 25.9% for White people.

Response

Governance and Scrutiny:

- Further analysis is to be commissioned in Oldham to further understand the lower criminal justice outcomes for some ethnic minority groups and the relatively high number of people recorded as having an unknown ethnicity.
- GMP is committed to fully understanding and explaining the legitimacy of the use of different police powers across districts and to help in building the trust and confidence of communities. This will be reflected in the work of the Diversity and Equality Board, chaired by the Chief Constable.
- The Disproportionality in Operational Policing Board led by ACC Chief Sykes is already providing clear leadership and accountability on the use of police powers.
- A Stop and Search Strategic Co-ordination Group chaired by a district chief superintendent leads on the delivery of the stop and search action plan. Incorporated within the action plan are key actions such as community scrutiny panels.
- District leaders at superintendent rank have been identified in each area to lead local governance, monitor the accuracy of data, share learning, commission audits and training, and report to force level boards.
- Research has been commissioned with the Channels Research Group in association with the Windrush Defenders and the Black and Asian Police Association on racial disparities in the UK criminal justice system. The findings and recommendations will be available later in 2021.
- Further research will be commissioned to understand the disparity in the use of police powers across districts and how this impacts on disproportionality. This will include the impact of force level priorities e.g. knife crime and personal robbery, the operational response and tactics, and reasons for the use of different police powers.
- Further development of plans to address societal inequalities with GMCA and we will continue with the investment of GMP senior leadership representation as part of these programmes of work.
- GMP has volunteered to participate in the Home Office Best Use of Stop and Search Scheme (BUSSS). The scheme introduced a set of expectations which participating Forces are required to adhere to:
 - Improved data recording
 - Lay observation
 - Community complaints trigger

- Changes to Section 60 of the Criminal Justice and Public Order Act authorities (authorising level and time period)
- Equality-related monitoring

Operational

- Stop and search refresher training is being developed and will be delivered to all police officers. Changes to the operational training delivery will emphasise the force policy and mandatory use of body worn video (BWV) for stop and search, use of force and use of Taser®.
- GMP is making changes to the stop and search recording system to improve the recording of ethnicity data and encourage officer defined ethnicity when members of the public refuse to provide their information.
- Internal data toolkits have been created for stop and search, use of force and use of Taser®.
- Independent Advisory Groups are in place across Greater Manchester. There is ongoing engagement to achieve diverse membership reflective of our communities, and provide consistency in training, practice and terms of reference.
- Independent Community Scrutiny Panels are being established specifically for stop and search to dip-sample officers' interactions and to fully participate in providing feedback and reflective practice to officers.
- Benchmarking is being progressed across other police forces to share learning, training and good practice.
- Further IT investment is being considered to enable the reporting of data at a local community level.
- It is intended that the use of officers' use of powers will be reported quarterly on the GMP website.

Use of Force

Context

There are occasions when police officers use force to prevent and detect crime, to uphold the law and keep the public and themselves safe from harm. This can range from compliant use of handcuffs and unarmed restraints through to the use of firearms (Appendix A - Police Powers). Force policy is that each use of force is recorded by the officer involved. The majority of times force is used are when making an arrest, however there are occasions when force will be used during the course of a stop and search or whilst dealing with someone suffering from a mental health episode.

Overview

Various provisions govern the use of force by officers and members of the public, and require that use of force is reasonable and proportionate in the circumstances. Each district and branch has a use of force lead who is responsible for ensuring there is effective scrutiny and engagement with the local community. At the time of writing, use of force data is available at a district level. To better understand the quality of the data and any disproportionality, there are regular reviews of samples of police custody records.

These reviews indicate some under-recording of the use of force and suggest that police officers may be more inclined to record the use of force on a person who is Black, Asian or mixed ethnicity. The data between April 2020 and March 2021 show more use of force forms being recorded for White people, while the numbers for all other ethnicities have not changed which suggests an increase in the compliance with the requirement to record the use of force. As reporting and compliance of submissions improves, it is likely the suggested disproportionality will also change. ACC Nick Bailey leads the force response through the Officer Safety and Use of Force Group.

Data

The table shows the overall frequency with which force is used against people of particular ethnic groups in each local district compared to the frequency it is used against White people. The data for Greater Manchester is also compared with the national levels published by HMICFRS in February 2021 (see Appendix B, *Headlines* from HMICFRS National Report on Disproportionality):

Apr 20 - Mar 21 - Use of Force Ratio						% of Use of Force	% of recorded crimes
District	White	Asian	Black	*Mixed	*Other / Unknown		
Bolton	1.0	0.7	4.2	1.1	2.9	10%	10.3%
Bury		1.5	5.2	1.3	3.1	9%	5.7%
City of Manchester		0.7	2.6	1.1	1.5	21%	23.8%
Oldham		0.8	5.2	1.7	12.8	5%	8.6%
Rochdale		0.7	3.0	0.8	2.4	6%	8.4%
Salford		1.5	3.5	1.4	2.5	14%	9.3%
Stockport		0.9	5.7	1.7	2.3	10%	7.8%
Tameside		0.8	4.6	1.1	5.1	8%	7.7%
Trafford		0.8	5.9	2.6	4.3	7%	5.5%
Wigan		0.6	4.3	1.2	3.5	12%	10.5%
Force		0.9	4	1.4	4	100%	100%
National		1	5.7	1.2	N/A	N/A	N/A

*National levels were captured from use of force data pre coronavirus

*Other Ethnicity = Chinese and "any other ethnic group"

*Mixed = Mixed Black and mixed Asian.

Between April 2020 and March 2021, force was used 16,755 times across Greater Manchester;

- 21% of all use of force was in the City of Manchester Division.
- 23.8% of all crime was recorded in the City of Manchester Division.

People from the Black, African, Caribbean, Black British communities in Greater Manchester are:

- 4 times more likely to have had force used against them in Greater Manchester. This is lower than the national figure of 5.7
- 2.6 times more likely to have had force used against them in the City of Manchester are. This is lower than the Greater Manchester and national levels.

People that are South Asian (Indian, Pakistani, Bangladeshi, includes mixed Asian) in Greater Manchester are:

- Less likely to have had force used against them (0.9). This is lower than the national average of 1.

People that are recorded in the other and unknown ethnicity group (includes Chinese, Japanese or other South East Asian, North African or Arab or any other ethnic group) in Greater Manchester are:

- 4 times more likely to have had force used against them.
- The ratio of 12.8 for the use of force in Oldham illustrates the caution that needs to be exercised in using these figures - particularly those including people with an unknown ethnicity. Small counts and small groups within the population can result in large ratios. In the period, there were 25 uses of force against people of an other (11) or unknown (14) ethnicity in Oldham.

Response

Further analysis is to be commissioned in Bury, Oldham, Stockport, Tameside and Trafford research to understand the higher ratios in the use of force.

Use of force by Age

The table shows the use of force by age and ethnicity group.

Apr 20 - Mar 21 % Use of Force by Age										
Age	White		Asian		Black		Mixed		Other / Unknown	
	Count	%	Count	%	Count	%	Count	%	Count	%
Under 18	1555	12%	148	11%	222	13%	92	18%	31	7%
18 - 34	6615	51%	828	63%	1021	62%	308	62%	261	62%
35-49	3752	29%	283	22%	324	20%	83	17%	108	25%
50-64	847	7%	37	3%	85	5%	15	3%	19	4%
65 and over	101	0.8%	8	0.6%	7	0.4%	0	0%	5	1%
Total	12,870	100%	1,304	100.0%	1659	100.0%	498	100.0%	424	100.0%

Gavin Hales' report (2020) suggests that police officers tend to interact with younger people, and that Black, Asian and mixed populations are more youthful than the White population.

Governance and Scrutiny

- ACC Nick Bailey is responsible for use of force in GMP and chairs the quarterly Officer Safety and Use of Force Group.
- A tactical meeting involving district and branch leads is held monthly.
- Use of force is reported to the force Independent Advisory Group (IAG), local IAGs and the force Ethics Committee.
- Consultation takes place with the Independent Community Scrutiny Groups.
- GMP is in the process of recruiting a dedicated inspector to support the development of scrutiny and accountability in relation to use of force.
- Each district and branch has a use of force lead who is responsible for ensuring that all force is used appropriately and scrutinised at a local level.

Operational

- Each month each district and branch reviews a sample of body worn video footage. Officers are provided with feedback in relation to their performance.
- The review of custody records identified that use of force is being under recorded. Compliance has improved in the last six months with the reporting levels doubling.
- Each district and branch is establishing a process to share use of force analysis and to discuss use of force issues with local communities.
- The use of force policy is being reviewed, and will include the mandatory use of body worn video at all incidents where force is used.

Use of Taser®

Context

Taser® is a conductive energy device (CED) and is a less lethal weapon system authorised for use by specially trained officers. This is one of a number of tactical options available when dealing with an incident where there is potential for conflict.

Overview

Officers must record a use of force form when Taser® is used in an incident, even when it is not discharged and fired. The table below provides a descriptive breakdown of each level of use of Taser®, from drawn to discharge.

Use of Taser® (Home Office, 2020b)		
Non-Discharge	Drawn	Drawing of the Taser® in circumstances where any person could reasonably perceive the action to be a use of Force.
	Aimed	Deliberate aiming of the Taser® at a targeted subject.
	Arced	Sparking of the Taser® without aiming it or firing.
	Red-dot	The device is deliberately aimed and then partially activated so that a red laser dot is placed onto the person. The device is not discharged.
Discharge	Drive-stun	The device is held against the person's body and the trigger is pulled with no probes being fired. Contact with the person completes the electrical circuit which causes pain but does not deliver an incapacitating effect.
	Angled drive-stun	The officer fires the device with a live cartridge installed. One or both probes may attach to the person. The officer then holds the device against the person's body in a different area to the probe(s), in order to complete the electrical circuit and deliver an incapacitating effect.
	Fired	The device is fired with a live cartridge installed. When the trigger is pulled, the probes are fired towards the person with the intention of completing an electrical circuit and delivering an incapacitating effect.

All use of Taser® and firearms, whether drawn or discharged, are reviewed by the Firearms Policy and Compliance Unit.

Data

The table shows the overall frequency with which Taser® was used against people of different ethnicities. The percentage of recorded crime is an indication of demand for policing services in each area. The data for Greater Manchester is compared with the national levels published by HMICFRS in February 2021 (Appendix B, Headlines from HMICFRS National Report on Disproportionality).

Apr 20 - Mar 21 - Use of Taser® Ratio						% of Use of Taser®	District of Crimes recorded
District	White	Asian	Black	*Mixed	*Other / Unknown		
Bolton	1.0	1	4.1	1.3	3.4	12%	10.3%
Bury		1.7	7.4	0.0	2.1	7%	5.7%
City of Manchester		0.9	4.8	1.6	1.6	21%	23.8%
Oldham		1.3	8.5	2.0	28.7	5%	8.6%
Rochdale		1.2	4.4	0.8	3.5	7%	8.6%
Salford		1.4	2.8	1.0	1.8	11%	9.3%
Stockport		0.6	4.0	3.8	4.8	8%	7.8%
Tameside		0.1	0.0	0.7	0.0	11%	7.7%
Trafford		1.4	8.6	2.1	3.9	5%	5.5%
Wigan		0.0	4.6	0.0	3.7	14%	10.5%
Force		1.0	5.7	1.0	7.7	100%	100%
National		1.6	9	1.6	N/A	N/A	N/A

*National levels were captured from use of Taser® data pre coronavirus

*Other Ethnicity = Chinese and "any other ethnic group"

*Mixed = Mixed Black and mixed Asian.

Between April 2020 and March 2021, Taser® was used 1,208 times across Greater Manchester:

- 21% of all use of Taser® was in the City of Manchester Division.
- 23.8% of all crime was recorded in the City of Manchester Division.

People from the Black, African, Caribbean, Black British communities are:

- 4.8 times more likely to have had Taser® used against them in the City of Manchester Division. This is lower than the Greater Manchester and national levels.
- 5.7 times more likely to have had Taser® used against them in Greater Manchester. This is lower than the national figure of 9.

People that are South Asian (Indian, Pakistani, Bangladeshi, includes mixed Asian) in Greater Manchester are:

- No more likely to have had Taser® used against them. This is lower than the national figure of 1.6.

People that are recorded in the other and unknown ethnicity group (includes Chinese, Japanese or other South East Asian, North African or Arab or any other ethnic group) in Greater Manchester are:

- 7.7 times more likely to have had Taser® used against them.
- The ratio of 28.6 for the use of Taser® in Oldham illustrates the caution that needs to be exercised in using these figures - particularly those including people with an unknown ethnicity. Small counts and small groups within the population can result in large ratios. In the period, there were four uses of Taser (one of which was a firing) against people of an other (2) or unknown (2) ethnicity in Oldham.

Use of Taser® is seen at its highest levels in Bury, Oldham and the Trafford Districts. The table provides the levels of the use of Taser® in each of the districts with a small number recorded as 'Fired.' The 'Specialist Operations' section refers to officers that are not based on the local districts and provide force level response for operations. The populations of Black communities in Bury (2.6) and Oldham (3.8) are small which will have an impact on the disproportionality of use of Taser® in those areas.

District	Drawn	Aimed	Red-dotted	Drive Stun	Fired	Total	Specialist Operations
Bury	7	0	8	1	2	18	3
Oldham	0	1	15	0	3	19	6
Trafford	8	3	23	0	7	41	16

Further analysis will be commissioned into each incident that relates to the use of Taser® and determine if they relate to the residential population, visitors to the area, force level operations, cross-border crimes or vehicle stops.

Disproportionality by Age

This table shows the use of Taser® broken-down by age and ethnicity group of the person it was used against.

Apr 20 - Mar 21 % Use of Taser by Age										
Age	White		Asian		Black		Mixed		Other / Unknown	
	Count	%	Count	%	Count	%	Count	%	Count	%
Under 18	65	7%	8	8%	16	10%	4	11%	2	7%
18 - 34	490	56%	80	77%	86	53%	26	70%	17	57%
35-49	244	28%	15	14%	45	28%	7	19%	10	33%
50-64	69	8%	0	0%	14	9%	0	0%	1	3%
65 and over	7	1%	1	1%	1	1%	0	0%	0	0%
Total	875	100%	104	100.0%	162	100.0%	37	100.0%	30	100.0%

- Over 50% of Taser® use was against people aged between 18 and 34 years.
- 77% of Asian people against whom Taser® was use were aged between 18 and 34 years.
- Gavin Hales report (2020) suggests that police mainly interact with younger people and that Asian, Black and mixed populations have younger age profile than the White population.
- The firing rate of Taser® in GMP is 12% of overall use compared nationally to 14%.

Response

There has been an increase in initial training courses following the disruption to training in 2020 caused by the coronavirus pandemic. This reflects a focus by the force on capable, trained and qualified frontline officers having Taser® as a tactical option.

Every use of Taser® is debriefed by the officers' supervision and later in greater detail by the two force Taser® subject matter experts based within the Firearms Policy and Compliance Unit. These reviews can make use of body worn video recordings. Where concerns are raised there is a mechanism for them to raise this with the chief inspector who is the tactical Taser® lead for GMP.

There is a geographic variance of the use in Taser®.

Governance and Scrutiny

The monthly Taser® Tactical Governance Group reviews and discusses any disproportionality in its use along with other operational matters.

The Taser® training lead has carried out a national scoping exercise to identify the training products that are available to examine the issue of disproportionality.

IT improvements - including a mobile capability - are being considered to improve how use of force is recorded and linked to incidents and crimes.

Arrest

Overview

Powers of arrest without warrant are held by the police under Section 24 of the Police and Criminal Evidence Act 1984, as amended by the Serious Organised Crime and Police Act 2005. Police officers have the power to arrest anyone who has committed an offence, is about to commit an offence, or is in the act of committing an offence. They also have the power of arrest where a person is suspected of involvement in an offence.

A police officer is required to justify the necessity to make an arrest. Justification includes preventing a suspect from causing physical injury to themselves or others, protecting a child or vulnerable person and/or to allow a prompt and effective investigation of the offence.

Following an arrest the suspect is taken to a police station which has been designated as a custody site for further detention. The arresting officer is required to present the suspect to the custody sergeant and explain the grounds and necessity of the arrest. The custody sergeant is responsible for obtaining sufficient details from the arresting officer to satisfy themselves that the arrest is both lawful and necessary before considering if there are

grounds to detain the suspect in custody. Police have the power to detain a suspect in custody for 24 hours which can be extended by a superintendent for a further 12 hours. After 36 hours the suspect must be charged, released or the police must apply to the court for a warrant of further detention. In these circumstances the maximum amount of time a suspect can be kept in custody without charge is 96 hours.

Custody sergeants receive extensive training in legislation pertaining to the detention of suspects in custody and it is their responsibility to record and rationalise why it is necessary to keep a suspect in custody. It is also their responsibility to ensure that the suspect is treated with respect, dignity and has been given their lawful rights whilst in custody.

Data

Arrest data is obtained from the custody element of the police operating system and can be analysed in a number of different ways including by the ethnicity. Arrestees are asked specific questions about their ethnicity and recorded as 'self-defined' ethnicity. This is considered the most accurate identification data but is not always provided by the arrestee.

The table shows the total number of arrests in Greater Manchester by the self-defined ethnicity of the arrestee:

Apr 20 - Mar 21 - Arrests						
Force	White	Asian	Black	Mixed	Other / Unknown	Total
Arrests	24,868	3,307	3,170	n/a	1516	32,861
fa% of arrests	75.7%	10.1%	9.6%	n/a	4.6%	100.0%

Between April 2020 and March 2021, there were 24,868 arrests across Greater Manchester:

- 76% (24,868) were arrests of White people

The table shows the frequency with which people of different ethnic groups were arrested in each district in comparison to White people.

Apr 20 - Mar 21 - Arrests				
District	White	Asian	Black	Other / Unknown
Bolton	1.0	0.7	3.3	5.6
Bury		1.7	3.1	4.5
City of Manchester		0.7	1.7	1.5
Oldham		1.1	2.9	5.8
Rochdale		1.1	2.5	5.1
Salford		0.9	2.4	3.6
Stockport		1.1	3.4	3.7
Tameside		1.1	3.9	8.9
Trafford		0.9	3.0	3.3
Wigan		1.0	2.0	8.6
Force		1.0	2.8	5.1

- Black, African, Caribbean, Black British people were 2.8 times more likely to have been arrested in Greater Manchester as a whole.
- South Asian (Indian, Pakistani, Bangladeshi, includes mixed Asian) people were no more likely to have been arrested.

Response

Arrest data provided to each district can be used to assess where disproportionality may be evident. It is the responsibility of district senior leaders and supervisors to use the data for scrutiny and assessment following policing activity and operations.

Work has been commissioned to understand the gaps in the provision and recording of self-defined ethnicity and use of the 'other ethnicity' category.

Governance and Scrutiny

The Criminal Justice & Custody Branch have a Disproportionality Action Plan that is governed through the Disproportionality in Operational Policing Group chaired by ACC Chris Sykes. This focuses on arrest data quality, and identifying and addressing disproportionality through the custody decision making processes.

Complaints and Misconduct

Context

The purpose of the police misconduct regime is threefold:

- 1) To maintain public confidence in and the reputation of the police service.
- 2) To uphold high standards in policing and deter misconduct.
- 3) To protect the public.

Complaints and misconduct matters in relation to GMP officers and staff are handled, administered and investigated by the Professional Standards Branch (PSB) working in partnership with the Independent Office for Police Conduct (IOPC).

All police officers and staff are bound by the Standards of Professional Behaviour as set out in Schedule 2 of the Police Conduct Regulations. All officers and staff are also bound by the College of Policing Code of Ethics, which contains nine principles to support the highest standards in policing (Appendix C, Complaints and Misconduct).

Overview

There are two sources of demand into the PSB which are distinct and governed by different legislation and regulations:

- 1) Complaints from members of the public.
- 2) Misconduct matters that are raised internally to the PSB by GMP officers and staff regarding the conduct of other officers and staff.

There are different decision making stages during the processing of a complaint or misconduct matter. Decisions are made by senior PSB officers and they are designated as the 'Appropriate Authority'.

The more serious breaches of the standards of professional behaviour are dealt with by way of misconduct hearings and misconduct meetings. The most serious breaches are dealt with at a misconduct hearing.

Breaches of the standards of professional behaviour can be classed as either misconduct (less serious) or gross misconduct (most serious).

There are a range of sanctions available for officers and staff who are found to have breached the standards of professional behaviour. These sanctions range from reflective practice, which is not a formal sanction but a way of dealing with low-level misconduct through learning, to dismissal without notice. For police officers the dismissal sanction is only available at a misconduct hearing.

Complaints

A complaint is an expression of dissatisfaction with a police force which is expressed by or on behalf of a member of the public. There may be a number of different allegations against a number of different officers/ staff within a single complaint from a member of the public. (Appendix C).

Data

All data is derived from the Centurion software system that is used to record all matters dealt with by the PSB. The data sample runs from the psb April 2020 to 31 March 2021.

The table shows the total number of complaints and allegations made against GMP police officers during the specified period by the self-defined ethnicity of the complainant. It should be noted that a significant number of complainants choose not to disclose their ethnicity. Each complaint can contain a number of different allegations against a number of different officers and staff.

Complaints against Police Officers April 2020 to March 2021			Finding Service Acceptable	Finding Service not Acceptable	Population
Ethnicity	Count	%	%	%	%
White	918	54%	57%	65%	84%
Asian	155	9%	12%	8%	10%
Black	94	6%	8%	7%	3%
Mixed	47	3%	3%	2%	2%
Other	9	1%	0	0	1%
Unknown	482	28%	20%	18%	
Total	1705	100%	100%	100%	100%

When compared to the 3% proportion of the residential population (2011 census), a higher proportion (6%) of complainants are made by, or on behalf of Black, African, Caribbean, Black British people.

The table below shows the ethnicity of the officers that are subject to those complaints.

Officer Subject to Allegation April 2020 to March 2021			Officers subject to complaints severity assessment		Officers in workforce
Ethnicity	Count	%	Count	%	%
White	1503	87%	325	89%	91%
Asian	104	6%	21	6%	5%
Black	18	1%	2	1%	1%
Mixed	40	2%	0	0%	2%
Other	7	0%	10	3%	1%
Unknown	55	3%	9	2%	-
Total	1727	100%	367	100%	100%

The table provides the ethnic breakdown of people making complaints about GMP staff members in the specified time period. It shows a lower proportion (5%) of complainants from Asian communities compared to the proportion (10%) of the population of Greater Manchester that is Asian. The data also shows a higher proportion (5%) of complainants from members of the Black community than the proportion (3%) of the population of Greater Manchester that is Black.

Complainants against Police Staff Inc PCSO April 2020 to March 2021			Finding Service Acceptable	Finding Service Not Acceptable	Population
Ethnicity	Count	%	%	%	%
White	247	48%	42%	38%	84%
Asian	25	5%	10%	5%	10%
Black	23	5%	6%	12%	3%
Mixed	16	3%	3%	6%	2%
Other	4	1%	0%	0%	1%
Unknown	195	38%	39%	39%	
Total	510	100%	100%	100%	100%

The table shows the ethnicity of the staff members that are subject to those complaints.

Police Staff Inc PCSO Subject to Allegation April 2020 to March 2021			Officers subject to complaints severity assessment		Staff in Workforce
Ethnicity	Count	%	Count	%	%
White	179	84%	27	90%	93%
Asian	10	5%	1	3%	4%
Black	3	1%	0	0%	1%
Mixed	0	0%	0	0%	1%
Other	3	1%	0	0%	1%
Unknown	18	8%	2	7%	
Total	213	100%	30	100%	100%

The table shows the breakdown of the officers subject to referrals to the PSB for internal conduct matters. It shows slight disproportionality towards Asian police officers.

Officer subject to misconduct April 2020 to March 2021			Investigations		Subject to a positive final case		Officer attending misconduct meeting/hearing		Officers in Workforce
Ethnicity	Count	%	Count	%	Count	%	Count	%	%
White	252	82%	112	80%	32	84%	23	88%	91%
Asian	37	12%	20	14%	5	13%	2	8%	5%
Black	4	1%	1	1%	0	0%	1	4%	1%
Mixed	8	3%	4	3%	1	3%	0	0%	2%
Other	0	0%	0	0%	0	0%	0	0%	1%
Unknown	7	2%	3	2%					
Total	308	100%	140	100%	38	100%	26	100%	100%

This table shows the ethnic breakdown of the police staff subject to referrals to the PSB for internal conduct matters. It shows slight disproportionality towards Asian police staff.

Staff subject to misconduct							Staff attending misconduct meeting/hearing		Staff in Workforce
Ethnicity	Count	%					Count	%	%
White	60	79%					12	92%	93%
Asian	12	16%					1	8%	4%
Black	0	0%					0	0%	1%
Mixed	0	0%					0	0%	1%
Other	1	1%					0	0%	1%
Unknown	3	4%							
Total	76	100%					13	100%	100%

The table shows the outcomes from misconduct meeting and hearings held during the specified period for police officers and police staff, it shows no disproportionality.

Outcomes for those who attended Misconduct Meeting or Hearing											
Outcome	White		Asian		Black		Mixed		Other		
	Officer	Staff	Officer	Staff	Officer	Staff	Officer	Staff	Officer	Staff	
Case Dismissed	2										
Not Proven		1									
Disciplinary Action- Would have been dismissed if still with GMP	4										
Dismissal with notice	1										
Dismissal without notice	3										
Summary Dismissal		5									
Final Written Warning	5	6	2								
Finding of GM– NFA. (GM found but panel would not have dismissed the officer)					1						
Former officer - GM not found	1										
Management Advice - Official Sanction (not by Division)	2										
Proceedings Stayed	1										
Proven but NFA	1										
Referred back to part 4 hearing	1										
Written Warning	2			1							
Total	23	12	2	1	1	0	0	0	0	0	0

Response

The Professional Standards Branch established the Disproportionality Working Group a number of years ago. This group is currently chaired by the Head of PSB and meets quarterly. All of the staff support networks are represented on this group.

The disproportionality working group is an avenue through which the PSB can work with staff support networks and internal stakeholders to tackle real or perceived disproportionality.

The chairs and vice-chairs of all staff support network groups have been invited for one-to-one meetings with members of the PSB senior leadership team in order to increase their knowledge of the various decision making stages and thresholds. The majority have acted upon this offer.

All of the initial assessments subject to the data in this report have been examined by the Head of PSB or their deputy. A meeting has been arranged with Executive members of the Black and Asian Police Association (BAPA) and Muslim Police Association (MPA) in order to talk through these decisions in more detail to offer reassurance and seek feedback.

A more detailed and in depth data product into areas which show some disproportionality is to be commissioned to the PSB analysts following feedback from BAPA and the MPA.

A training input is to be arranged for all PSB staff to be delivered by the GMP Cultural Awareness Team in order to increase their knowledge of cultural awareness and protected characteristics. The Head of PSB has also invited executive members of all the staff support networks to provide an input to staff regarding the potential impact of cultural and other factors during assessments and investigations.

All Appropriate Authorities are encouraged to engage directly with staff support networks on 'live' complaints and misconduct matters where it appears that cultural factors may be relevant. This is so that due consideration can be given to such factors in formulating assessments and deciding upon the most appropriate way to resolve allegations.

A particular piece of work is underway involving GMP Recruitment, Professional Standards Branch, the Positive Action Team and Cultural Awareness Team in order to increase the representation from Black and Asian officers and staff within the branch. All vacancies within the PSB are notified directly to the staff support network leads, this has shown early signs of success.

Fairness at work

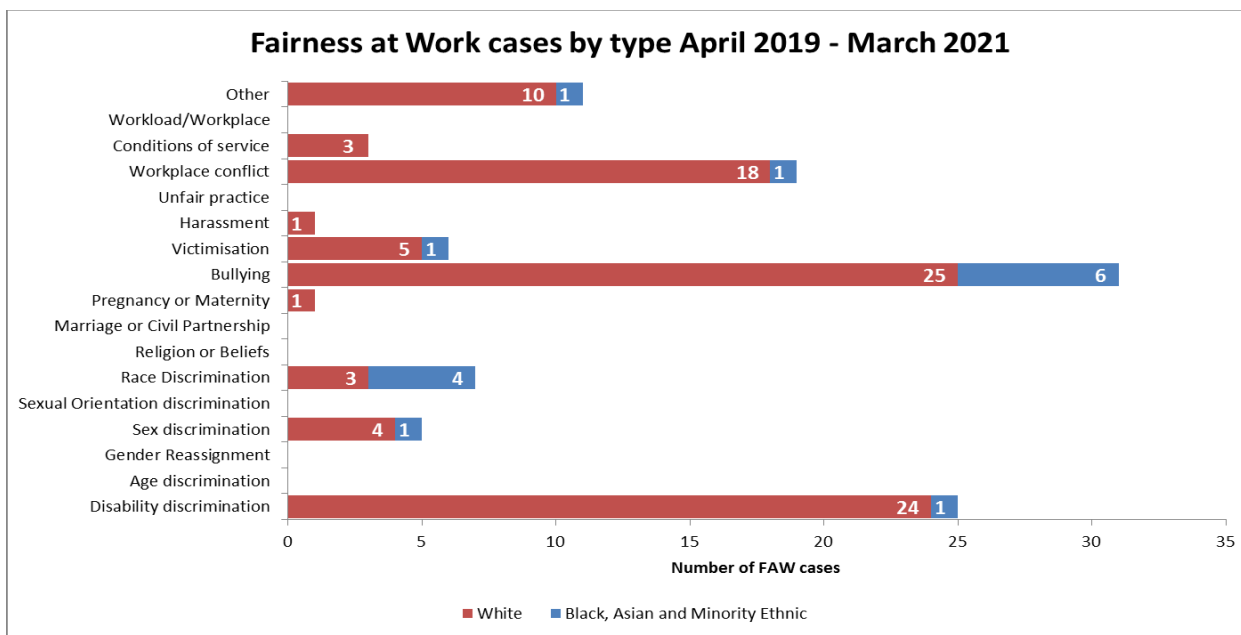
Context

GMP is committed to providing a workplace free from unfair discrimination and to ensuring the fair treatment of police officers and staff. The force strives to constantly improve both the handling and management of fairness at work complaints or concerns.

The fairness at work policy and management toolkit provides detailed guidance and support to managers working towards resolving workplace issues. If an individual does not feel an issue or concern has been adequately addressed informally at Step 1, a written complaint / grievance can be submitted. This is considered as a move to Step 2 of the fairness at work policy. A manager is appointed and a Human Resources (HR) caseworker is allocated to provide support. If there are still outstanding issues not addressed at Step 2, then an appeal can be submitted at Step 3 and a new fairness at work manager and caseworker are appointed to review Step 2 and to consider the appeal.

Data

The chart shows the number of fairness at work cases that have been formally reported since April 2019 by the broad ethnicity of the complainant. The table does not include any complaints that were raised informally and dealt with by line managers. However, we do have guidance for managers and supervisors to follow when dealing with concerns raised by officers and staff. Support is offered via Greater Manchester Shared Services and the HR Operations Team. If staff are not satisfied with the outcome, they can raise their concerns formally to Step 2 via HR Operations.



During this period, a total of 109 fairness at work complaints at Step 2 or Step 3. Of these cases 15 were received from officers, staff and PCSOs from ethnic minority groups. This equates to 13.7% of the cases. This is higher than the proportion of the 8.4% workforce who are Black, Asian or of an other ethnic minority group.

In total, four of these cases raised have been related to race discrimination, three of the cases are ongoing and one concluded. This case outlined the following learning at a branch level:

- Working relationships
- Mediation
- Leadership styles
- Peer mentoring
- Reaffirming leadership roles and structures

During this period a total of 31 cases of allegations of bullying have been submitted. 26 of these cases have been closed and five are ongoing. Of these cases, six were from ethnic minority groups. Further analysis of the 31 cases outlined a higher number of cases received from female police staff and 22 of the cases received from branches.

The concluded cases outlined the following learning at a local and individual level:

- Mediation
- More involvement from line managers to support performance issues
- Development for line managers on communication and management style
- Training for colleagues on autism
- Training on performance management and having difficult conversations
- Clarity on structure and senior leadership team made aware of cultural observations
- Raise awareness on the use of social media
- Clarity on job roles
- Team building

At an organisational level, a review was undertaken by the Strategic Policy and People Relations team to consider if there was a gap in knowledge of the standards of performance and attendance procedure and changes were made to the management toolkit.

Response

We are constantly looking at improving the way we deliver activity back into the organisation from the recommendations and lessons learned from fairness at work complaints. This is a vital part of the process. Generally there are three categories of learning: individual learning highlighting a need for development/reflection by an individual of their actions; local learning for example learning for a specific team highlighting a need to improve communication, inconsistencies within a team; organisational learning which can result in policy change via a subject matter expert and shared across the force.

A review of training needs is ongoing; however, training for caseworkers has been ongoing since July 2019 with regular inputs at the Caseworker meetings. The five-day initial Sergeants Training Course curriculum includes an input on fairness at work processes with an emphasis on timeliness and resolution at the informal stage.

Governance and scrutiny

There is a dashboard of high level themes and progress to support the work of HR Operations, and this is discussed at their tasking meeting. A monthly fairness at work report is produced by the principal performance and resource management officer and shared on a restricted basis with the Director of People and Development, Human Resources Operations Manager and relevant operations team. This report, emerging themes and actions are discussed at the Corporate Performance review group, chaired by a chief officer. Where necessary, referrals can be made to the organisational learning board for identified learning to be implemented across GMP.

Diverse Workforce Representation

Attraction & Recruitment

Context

Improving workforce representation in policing is an operational imperative, and is intrinsically linked to police legitimacy with the public.

Over the years there have been various initiatives employed to deliver improvements in this area. GMP has recognised that these initiatives had not delivered significant changes. Consequently, in 2016 the force invested in a dedicated positive action team (PAT). The team are members of the national Positive Action Practitioners Alliance where best practice is shared and examined nationally. The learning and best practice across the public sector is also shared at a Greater Manchester level through membership on the GM Workforce Race Equality scheme.

On 5 September 2019, the UK Government announced the national campaign to recruit 20,000 new police officers over a three year period across England & Wales. In order to achieve this nationally, police forces need

to recruit approximately 53,000 officers to account for those who leave during the three years, predominately through retirement. This has led to the creation of the National Police Uplift Programme (PUP) and a tripartite arrangement with the National Police Chiefs' Council (NPCC), College of Policing and Home Office. This year the Home Office have written to chief constables emphasising the need to maximise this once in a generation opportunity to improve workforce representation across the police service.

Work to attract and recruit officers in GMP is aligned to the attraction and recruitment strategy underpinned by an annual plan. This is informed by public scrutiny, IAGs, the Independent Police Ethics Committee and the GM Race Equality Panel.

It is important to note that the work of the PAT has been solely focused on police officer recruitment. The potential to broaden this work to include police staff recruitment is being explored. Critical to GMP's success of attraction and recruitment is predicated on three principles; quantity, quality and representation. The table outlines the main methods of attraction for student officers.

GMP's Main Methods of Attraction
<ul style="list-style-type: none">• Community awareness campaigns.• Job fairs.• Visits to higher education and university establishments.• Targeted social media.• Advertising through Black, Asian and minority ethnic media and radio.• Engagement with community leaders.• Targeted media campaigns.• During coronavirus, the positive action support events have all been delivered via new online packages including events at schools and universities, and utilising the national portal.

Data

GMP workforce representation data for the period from March 2014 to March 2021 has been reviewed for police officers, police staff and PCSOs. It shows significant progress towards gender and broader ethnicity representation. Nevertheless, it is recognised there is more to be done in different ethnic minority communities, in particular the Black communities to achieve the required representation. The datasets do not have all employee ethnicity data as employees have an option not to disclose this information.

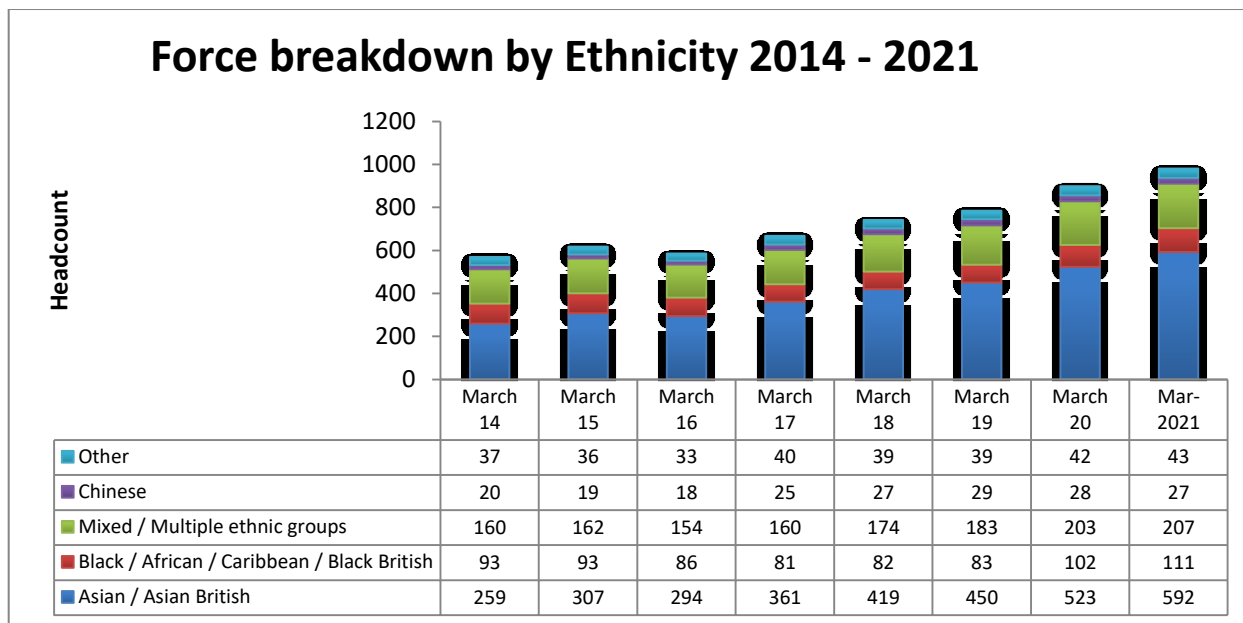
Important Note

- Between 2010 and 2015 GMP's budget reduced, resulting in the reduction of 2,000 police officers and 1,000 police staff. There was also a freeze on police officer recruitment and promotions. Overall this has slowed GMP's ability to increase the diverse representation of its workforce.
- PCSOs were the only real recruitment area and therefore GMP's initial focus was to focus on increasing representation in neighbourhood teams.

Governance and scrutiny

GMP workforce data is analysed and shared monthly at a national level via the Police Uplift Programme and internally within GMP via the Force Resource Management Group, corporate people review group and locally with every district and branch senior leadership team. There is a weekly tracking meeting held with those across the system of attraction and recruitment chaired by the Head of Strategic Attraction and Recruitment. There is a monthly board that considers longer term strategic issues, and monthly recruitment planning meeting which sets out and revises, when necessary, the annual recruitment plan. Progress reports are periodically provided to the Police Uplift Programme and the Home Office to enable tracking of student officer recruitment and progression.

Figure 1: GMP - Officers / Staff / PCSOs breakdown by ethnicity

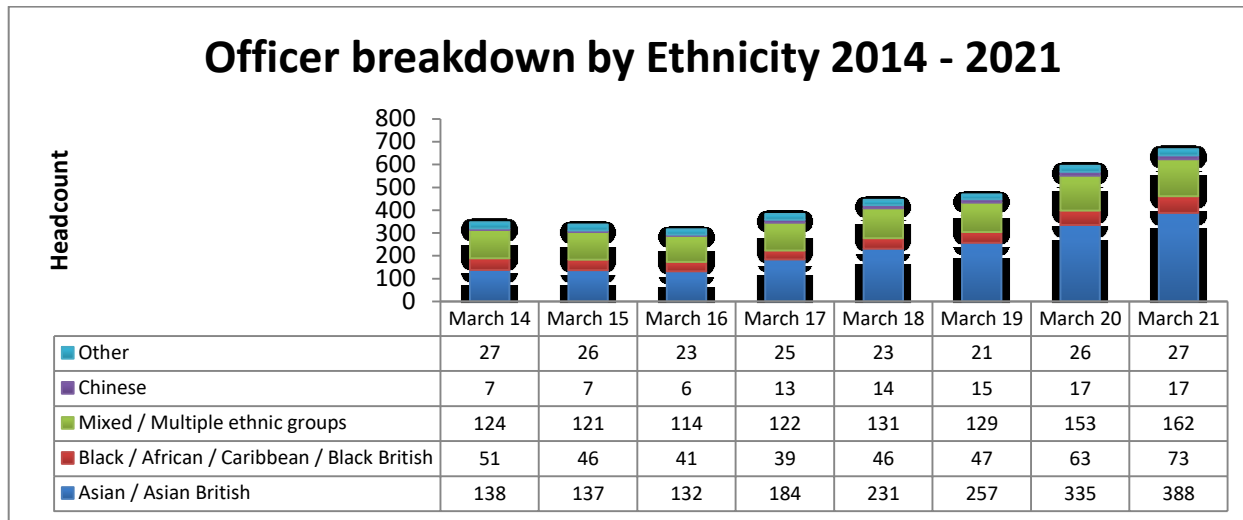


In March 2021, GMP had 7,159 police officers and 4,541 police staff. A workforce of 11,700 people of whom 980 or 8.4% were from Black, Asian or other minority ethnic groups. This compares to 15% of the economically active population.

When assessing the improvements within the individual groups GMP has made good progress in improving Asian/Asian British representation. There are currently 592 police officers, staff, and PCSOs from this background, compared with 259 in March 2014.

Progress in respect of Black/African/Caribbean/Black British representation has been more modest. There are currently 111 officers, staff and PCSOs from these groups, compared with 93 in 2014. Since April 2019 there have been increases in serving police officers but not within the staff and PCSO posts. Recognising that the numbers are small, from March 2019 to March 2021 the proportion of Black, African, and Caribbean, Black British individuals recruited by GMP has increased by 34% compared to earlier years.

Figure 2: GMP - Officer Breakdown by Ethnicity



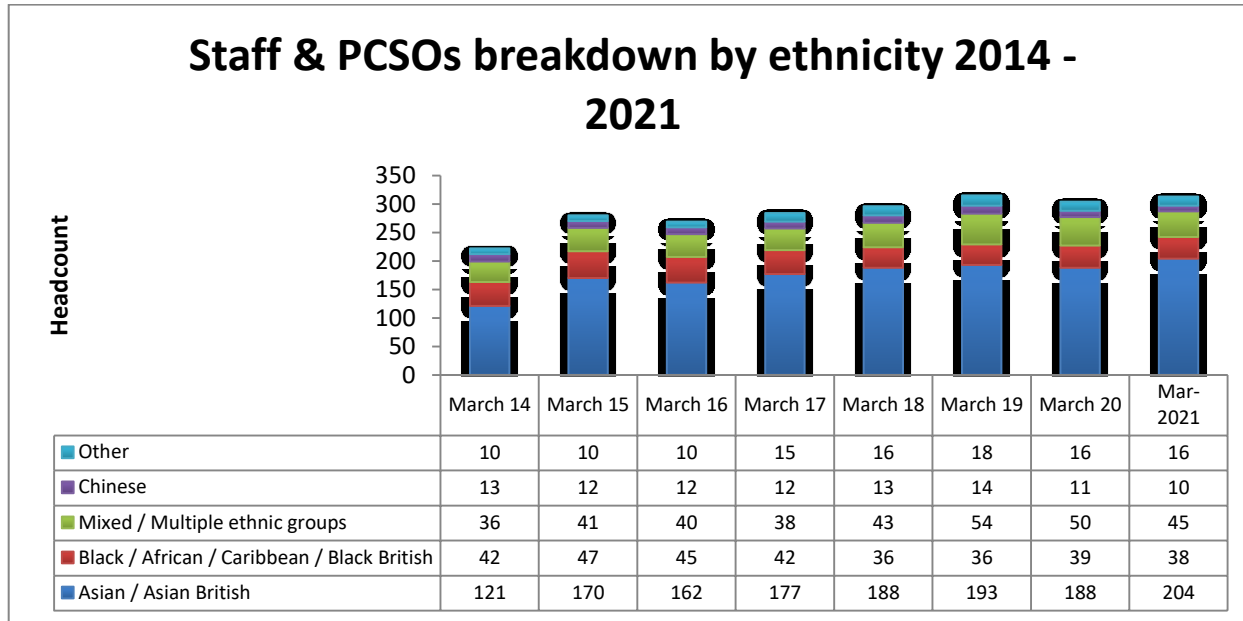
The graph above shows an increase in the number and proportion of GMP officers who are from minority ethnic backgrounds. As of March 2021, 9.3% of officers were from minority ethnic background.

GMP has made good improvements with respect to Asian/Asian British representation. There are currently 388 serving police officers from this background, compared with 231 in March 2018. GMP has not made the same progress with respect to Black, African, Caribbean, Black British representation. There are currently 73 serving police officers from this group, compared with 46 serving police officers in 2018.

The changes which GMP has made to its recruitment processes have been a key contributor to its successes. The force offers positive action support for applicants including interview preparation. It has also put in place representative selection panels, reviewed all its recruitment policies and procedures, and holds open events to give insights into hard to fill roles.

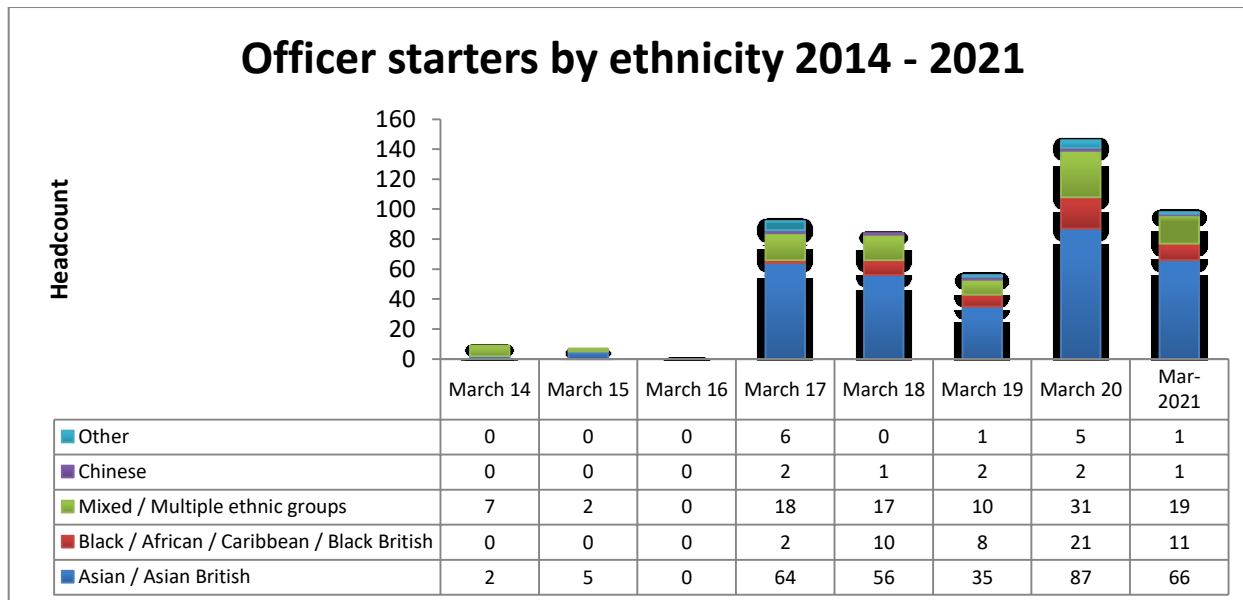
It is recognised there is more to be done and the Positive Action Team has worked to try and understand why Black, African, Caribbean, Black British potential candidates who expressed an interest in joining as a police officer did not go through the application process. They have spoken on an individual basis to 120 potential candidates in this position and identified some key themes.

Figure 3: GMP - Staff and PCSOs breakdown by ethnicity



Similar to police officers, GMP has more (204) staff and PCSOs from an Asian/Asian British background. The number and proportion of Black/African/Caribbean/Black British and Chinese staff and PCSOs is smaller and has reduced than in comparison with March 2014.

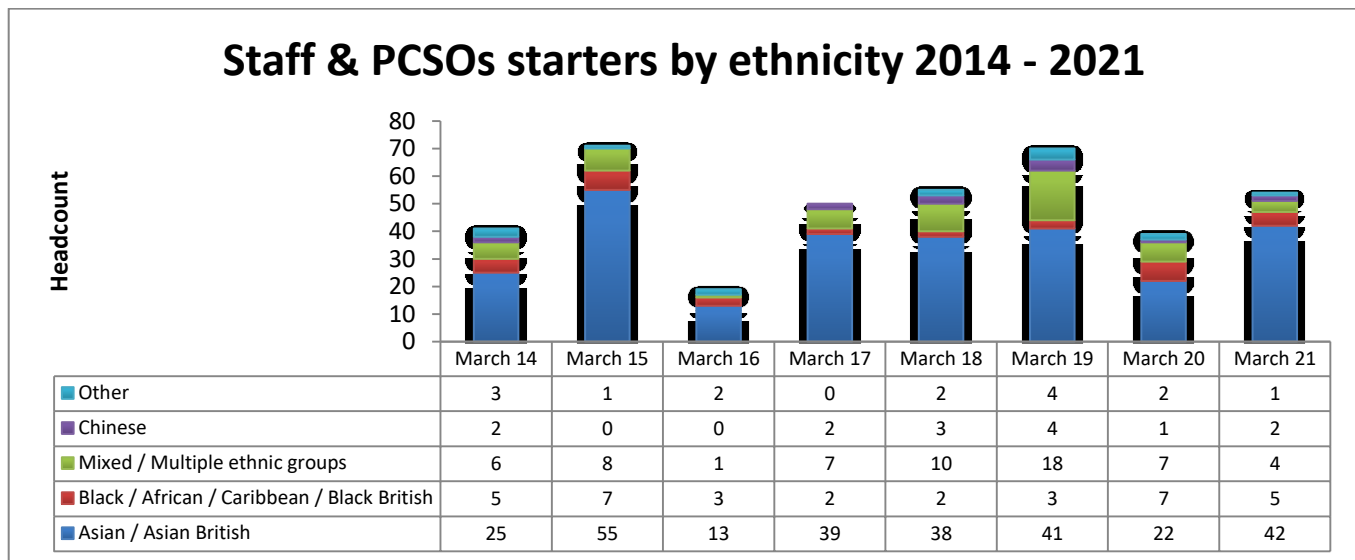
Figure 4: GMP - Officers starters by ethnicity since April 2013



Since 2016/17 when GMP was able to restart officer recruitment, on average 15.8% of recruits have had minority ethnic backgrounds. This compares with an economically active population of 15%. This includes both those starting as student officers and officers who transfer to GMP from other police forces.

To maintain the recruitment of student officers in a Coronavirus safe and effective way, the College of Policing created an Online Assessment Centre (OLA). Whilst this has helped GMP to continue recruitment in line with the uplift requirements, there have been challenges. This includes the number that can be put through OLA, the dates available and the additional time required marking the assessments. GMP is now working to become a force lead provider of OLA and training their recruitment staff in preparation to provide greater flexibility. The OLA pass rate has increased and the Adverse Impact Ratio (AIR) has improved for ethnic minority candidates but it is still not at parity with White candidates. Nationally work is being done to design a new assessment process with an ambition to eradicate disproportionality.

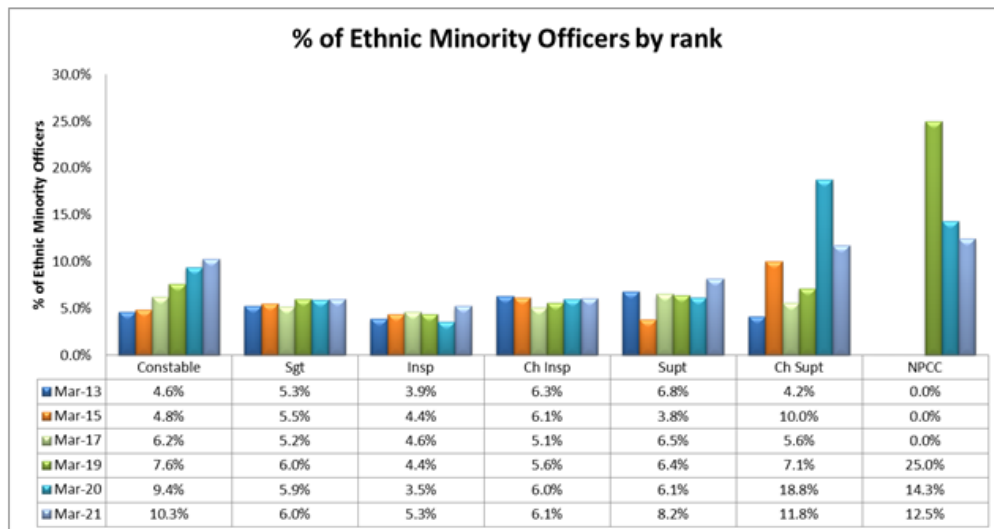
Figure 5: GMP - Staff & PCSO starters by ethnicity since April 2013



Since 2013/14, an average of 11% of police staff and PCSOs recruited by GMP have minority ethnic backgrounds compared with an minority ethnic economically active population of 15% across Greater Manchester.

In the last 5 years, 268 ethnic minority staff, and PCSOs have joined GMP. 68% from an Asian/Asian British background, 17% from a Mixed/ Multiple Ethnic background, and 7% from a Black, African, Caribbean, Black British background.

Figure 6: Greater Manchester Police - Percentage of Ethnic Minority Officers by rank



The table below shows the comparison in headcount by rank

	Constable	Sgt	Insp	Ch Insp	Supt	Ch Supt	NPCC
Mar-13	265	58	13	6	4	1	0
Mar-15	253	60	14	6	2	2	0
Mar-17	307	53	14	5	3	1	0
Mar-19	383	61	13	6	3	1	2
Mar-20	507	62	11	7	3	3	1
Mar-21	568	65	18	8	5	2	1

Since 2013/14, GMP has only made limited improvement in improving the number and proportion of officers from minority ethnic backgrounds in higher ranks. Promotion and progression currently does not reach the higher level target of matching the proportion (15%) of the economically active population for Greater Manchester that is minority ethnic.

Over the last two years we have seen:

- For Asian officers - A considerable increase of 166 Constables and an increase of seven sergeants and seven inspectors.
- For Black officers - An increase of 37 constables, a decrease of two sergeants and no change to the number of inspectors.
- For mixed race officers - An increase of 37 constables but a decrease of five sergeants and one inspector.

Response

GMP is committed to building a representative workforce that is reflective of all Greater Manchester communities and to develop the leadership to create an inclusive workforce culture.

The priority actions are:

- New governance structure agreed for monitoring workforce representation allowing early identification of any issues needing to be resolved.

- The formation of a wellbeing and morale board chaired by ACC Nick Bailey.
- A new leadership framework is being developed.
- Areas of organisational learning on behaviour and culture are considered by the Strategic Organisational Learning Board.
- National Police Chiefs' Council 'Safe to Say Campaign' was launched in May 2021, to build confidence in employees to disclose their protective characteristics.
- The 2021/22 budget includes investment in the Positive Action Team to increase staff members.
- Increase in positive action programmes to attract members of Black communities for police officer, staff and volunteer roles.
- The attraction and recruitment strategy is being developed with comparable focus given to attracting PCSOs, staff and volunteers as is currently given to police officers.
- As part of the workforce planning strategy we will be developing a talent management programme for police officers and staff.
- Apprentices are now employed in customer service and business administration roles. A decision has been made to progress apprenticeships further in call handling and PCSO roles.
- GMP is applying to become an apprenticeship employer provider.
- Exit questionnaires and an interview with a senior leader are offered to all staff leaving GMP. Further work is progressing to increase exit feedback of staff from ethnic minority groups, as well as for internal moves across the organisation, to help develop interventions to address any themes and issues.
- A new Cultural Awareness Team have been established and is developing training products for new officers that include the history of policing, policing by consent, policing culture, the Scarman, McPherson and Lammy reports, community tensions, history and context. They will also cover topics that include micro-aggression, stereotyping, cultural awareness, implicit bias and civil unrest.
- The Cultural Awareness Team is developing training on the Equalities Act; covering the nine protected characteristics and practical application in the workplace. The training will be tailored for sergeants, PCSOs, student officers, and special constables. Further training packages suitable for every staff member across GMP are also under development.
- The development of consistent communication of workforce representation data and progress to be provided on the GMP website and internally on the staff intranet site.

Retention & Progression

In order to support the Force's attraction and recruitment strategy aimed at improving workforce representation, a review of promotion and development practices was undertaken. It was accepted that the attention given to attraction and recruitment was only part of GMP's aspiration to be more representative of its communities and focus should also be given to the retention and progression of underrepresented groups. The outcome of this review included adopting an assessment centre format for promotions for all ranks up to and including chief superintendent, and introducing a number of positive action development programmes aimed at supporting eligible officers in their personal development in order to achieve their career aspirations.

Since 2017, Adverse Impact Ratio data has been measured to track any disproportionality in the number of ethnic minority officers that are successful in all promotion processes up to the rank of chief superintendent. There has been no adverse impact on the number of ethnic minority officers being successful in the promotion processes.

Ethnic minority officers who are interested in both lateral development and promotion are eligible to attend a number of positive action programmes which support their self-development and career planning activities.

Programmes Include;

- Developing Diverse Leaders Programme (DDL)
- Personal Development Action Learning
- Springboard Programme

Developing Diverse Leaders programme

The programme is for eligible constables and sergeants, and is internally designed and delivered, and comprises of a one day workshop. At the workshop, role models share their experiences and development journeys in order to inspire delegates to consider self-development activities and promotion, or lateral progression. Opportunities are also provided to practice interview and role play skills in order to prepare for promotion assessment centres and lateral progression into specialist posts. Officers from ethnic minority groups are eligible for the programme.

The programme for inspectors, chief inspectors and superintendents is designed and delivered by external consultants. These senior development programmes consist of a number of leadership development workshops supported by coaching sessions and written assignments. Officers from all ethnic minority groups and all female officers invited to be part of the programme.

Figure 7 - Relative success rates of candidates attending the Developing Diverse Leaders Programme (DDL) from 2018 - 2020

Rank	DDL attendees who applied for promotion	DDL attendees who applied for promotion and were successful	Success Rate for these candidates %	Overall Success Rate %
PC	32	15	46.9%	47.1%
Sergeant	9	6	66.7%	65.4%
Inspector	44	34	77.3%	52.5%
Chief Inspector	33	14	42.4%	29.0%
Superintendent	5	2	40.0%	53%

* It should be noted that data for DDL at inspector and above includes female officers who are eligible for the programmes at these ranks.

There has been limited success in attracting eligible officers to attend the constable and sergeant workshops and also in the relative success rates of eligible constables.

When considering the relative success of these programmes at the other ranks, success rates are higher for eligible sergeants, inspectors and chief inspectors attending the programme.

A full review of the programme for constables and sergeants will start in July 2021, and will include research into why many eligible officers at these ranks are not choosing to attend the workshop.

Personal Development Action Learning Sets

This is a 12 month development programme accessed by staff and officers from ethnic minority groups up to the rank of inspector and police staff equivalent. It comprises of six workshops for a cohort of 15 officers and a separate cohort for 15 police staff. The programme prepares delegates for lateral progression and promotion, as well as leadership development in their current role. Delegates are matched with a mentor who can best support their personal aspirations, and one-to-one coaching sessions with the course facilitators. At the rank of superintendent the coaches are current or recently retired senior officers, with a view that delegates develop a broader national perspective in preparation for potential for chief superintendent rank.

Following this programme in 2019, a number of delegates were successful in gaining higher graded staff roles. Police officers from the 2019 cohort went on to pilot a reverse mentoring scheme in the Serious Crime Division (SCD).

Springboard

Springboard is a national programme to support the development of women and help them consider how to overcome some of the unique challenges that they may face in the workplace. It comprises of a four month development programme of workshops and a workbook to support self-development activities. All female staff are eligible to attend.

A full evaluation of the positive action programmes is due to take place in July/August 2021 in preparation for a forthcoming tender process for these schemes.

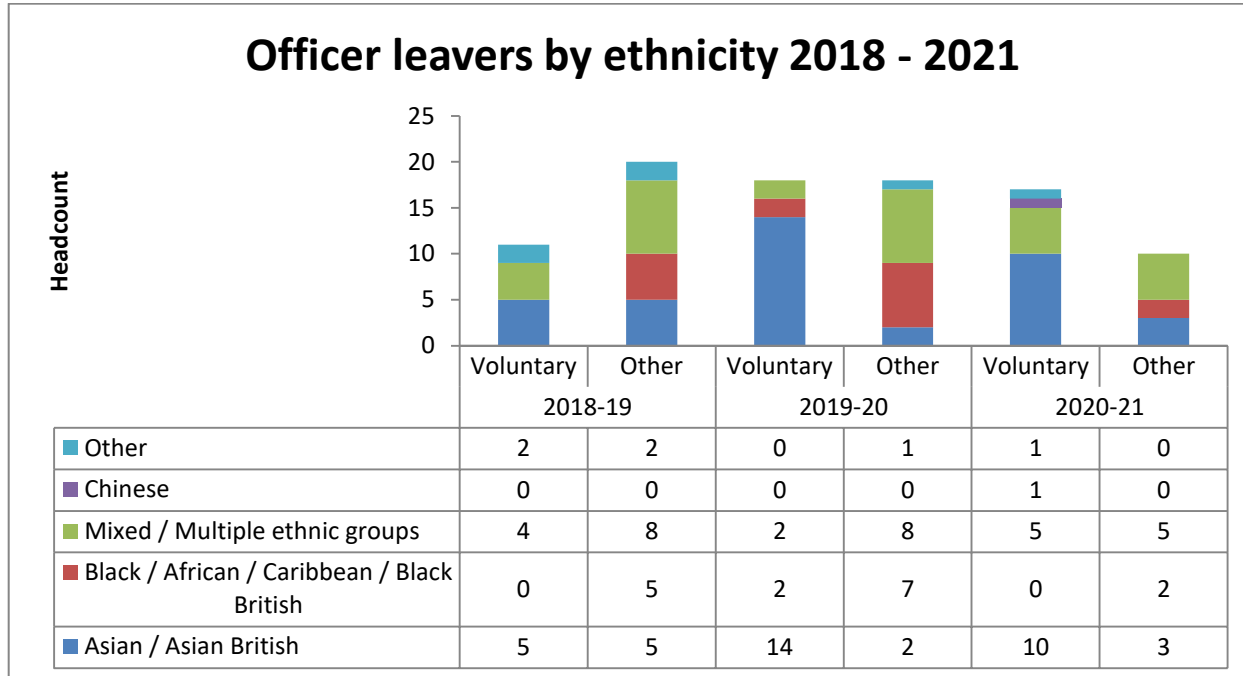
Governance and scrutiny

Workforce representation data is reported annually to the College of Policing for each step of the National Police Promotion Framework. This data includes representation data for:

- Step 1 - Applications for the Legal Knowledge Exam
- Step 2 - Success rates for the Legal Knowledge Exam
- Step 3 – Promotion assessment centre success rates
- Step 4 - 12 month work based assessment success rates

Exit from the service

Figure 8: GMP – Officer leavers by ethnicity since 2018

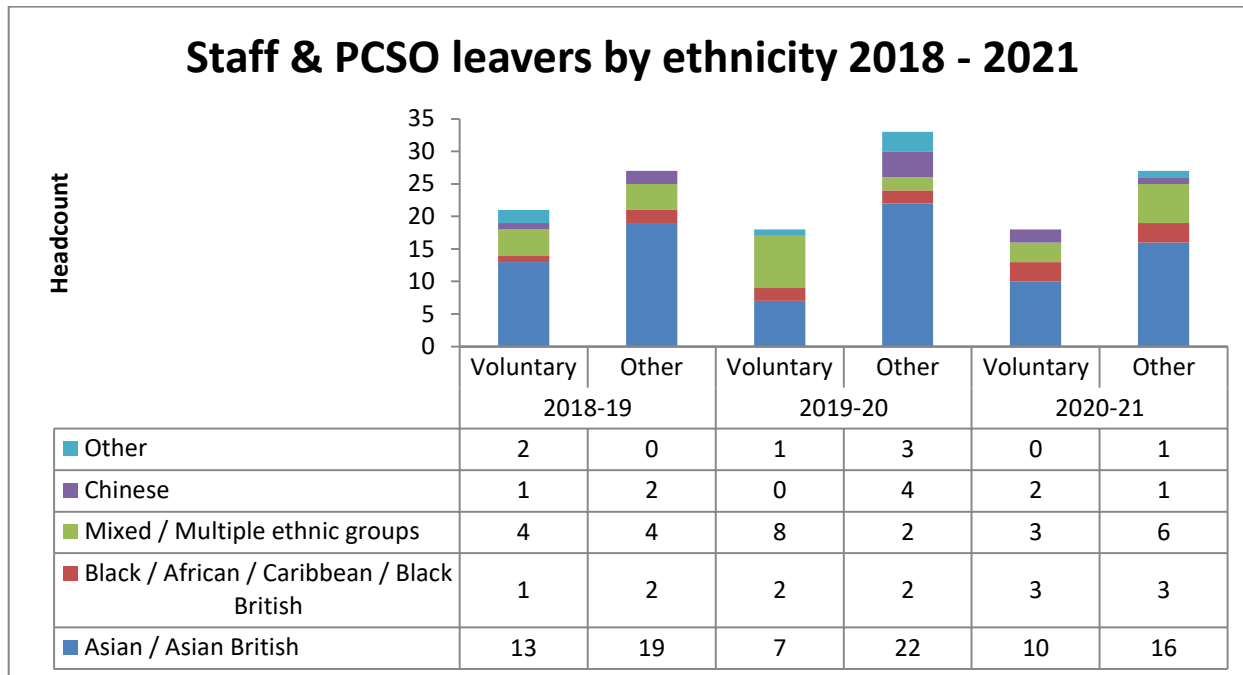


Voluntary: Resignation and Transfer
 Other: Join the Police, Retirement, Dismissal, Death in Service etc.

During the last 3 years, 94 ethnic minority officers have left GMP with 46 having left voluntarily through either resignation or transfer to another police force. This equates to an approximate annual turnover of 5.9% over the last 3 years. This compares with 1,195 White officers leaving GMP during the same period with an approximate annual turnover of 6.5%. Therefore the level of turnover of officers from ethnic minorities over the last 3 years has been lower than White officers.

All leaver information is shared on a monthly basis strategically with senior leaders through the force resource management group, and at a local level with district and support branch senior leadership teams. This data provides a better understanding as to why officers leave GMP, particularly those who leave voluntarily via resignation or to join another force. GMP data is also shared nationally on a monthly basis with the Police Uplift Programme, which tracks data from all 43 police forces.

Figure 9: GMP - Staff and PCSO leavers since 2018



Voluntary Other Resignation and Transfer
Join the Police, Retirement, Dismissal, Death in Service etc.

The annual turnover for all staff and PCSOs is 10%.

During the last three years, 144 ethnic minority staff and PCSOs have left GMP, with 57 leaving voluntarily via either resignation or transfer to another police force (39.6%). This equates to an annual turnover of 15.6% over the last 3 years. In comparison 10.5% (1,319) of White staff and PCSOs left GMP during the same period, of which 537 left voluntarily.

Similar to officers, staff and PCSOs, leaver data is analysed and presented to the force's Corporate People Review Group and locally with senior leadership teams.

Since December 2019, in support of GMP's commitment to continual improvement, all officers, staff and PCSOs leaving or moving roles are given the opportunity to complete an online exit questionnaire. The additional information gained from the online survey on the employee's experience of working for GMP helps to identify employment trends across the force and, where necessary, assist in making improvements that could benefit the wellbeing and working lives of our current and future employees.

The survey is completed anonymously with the individual providing their information as to which district or branch they worked for and other personal information. The data is then analysed and shared every month along with other leaver analysis at force strategic meetings chaired by the Head of Strategic Resourcing and the Superintendent of Attraction and Recruitment and locally with the senior leadership teams of each district and branch.

In conjunction with the online survey, the individual is also given the opportunity to have a face to face exit interview with either a member of their senior leadership team, senior leaders from another district or branch, or a HR representative.

Police and Community Safety Survey April 2020 to March 2021

The Police and Community Safety Survey is undertaken by an independent research agency on behalf of GMCA. It runs continuously, with data being analysed and reported in quarterly waves. The most recent four waves were between April 2020 to March 2021, during which period 12,875 Greater Manchester residents were interviewed or completed an online questionnaire.

The research was conducted with a representative sample of respondents from across the Greater Manchester area. Respondents were screened to ensure that they were a resident of one of the Greater Manchester local authorities and were at least 16 years old at the time of interview. The survey speaks to people of all ages (over 15 years), backgrounds and experiences across the general public, and is not reliant on a 'self-selecting' sample.

The survey includes questions about

- Feelings of safety inside the respondents local area (defined as within five minutes' walk from home).
- Feelings of safety outside the respondents local area (defines as more than five minutes' walk from home). This question was introduced in Wave five of the survey which means there were fewer respondents to this question.
- Confidence in getting a service from GMP in an emergency and a non-emergency (both emergency and non-emergency were defined by the respondent).
- Satisfaction with the most recent service received from GMP within the past 12 months (this question only applies the sub-set of 2,036 respondents that had received a service from GMP in the past 12 months).

The survey also asks respondents about some of their personal characteristics, including their self-defined ethnicity. Respondents have been grouped according to their self-defined ethnicity and the views of different groups have been compared. This has revealed differences and similarities in the views about safety, confidence and satisfaction expressed by different groups of respondents.

Overview

Feelings of Safety				
Question	Ethnicity	Safe	Unsafe	Don't Know
Safe inside local area (n = 12,875)	White	90%	10%	1%
	Asian	86%	13%	1%
	Black	89%	9%	2%
	Mixed	82%	18%	-
	Other /unknown	83%	15%	3%
Safe outside local area (n = 8,987) Fewer respondents because the question was not asked in Wave 4 (April to June '20) and those respondents answering 'not applicable' are excluded	White	73%	17%	10%
	Asian	71%	19%	9%
	Black	75%	19%	6%
	Mixed	67%	24%	8%
	Other /unknown	65%	25%	10%

- Overall, 89% of all respondents felt safe inside their local area (five mins walk from home).
- Respondents of Black (-1%pt), Asian (-4%pt), mixed (-8%pt) and other/unknown (-7%pt) ethnicity felt less safe in their local area than White respondents.
- Overall, 78% of all respondents felt safe outside their local area (more than five mins walk from home within the district).
- Respondents of mixed (-6%pt) and other/unknown (-8%pt) ethnicities felt less safe outside their local area than White respondents.
- Black respondents felt safer outside their local area (+2%pt) than White respondents and Asian respondents felt less safe outside their local area (-2%pts) than White respondents.
- It would be helpful to take a more intersectional approach to analysing and presenting these findings. For example, there is a stronger association between deprivation and feeling of safety than in ethnicity and feelings of safety. A further survey has been undertaken with those from ethnic minority communities by the GMCA who will report on that separately in due course.

Confidence in getting a service from GMP				
	Ethnicity	Confident	Not Confident	Don't Know
In an emergency (n = 12,875)	White	66%	27%	7%
	Asian	66%	23%	10%
	Black	67%	23%	9%
	Mixed	59%	33%	8%
	Other /unknown	53%	35%	12%
In a non-emergency (n = 12,875)	White	43%	46%	11%
	Asian	52%	34%	14%
	Black	55%	34%	11%
	Mixed	39%	43%	17%
	Other /unknown	44%	42%	14%

- Overall, 66% of all respondents were confident in getting a service in an emergency.
- Respondents of mixed (-7%pt) and other (-13%pt) ethnicity felt less confident in an emergency than White respondents.
- Black and Asian respondents felt as confident as White respondents in an emergency.
- Overall, 44% of all respondents were confident in getting a service in a non-emergency.
- Black (+12%pt) and Asian (+9%pt) respondents felt more confident than White respondents in a non-emergency.
- Respondents of mixed ethnicity felt less confident (-4%pt) than White respondents in a non-emergency.
- Respondents with other ethnicity felt as confident as White respondents in a non-emergency.

Satisfaction with service					
	Ethnicity	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Don't Know
From GMP (n= 2,036)*	White	55%	13%	31%	1%
	Asian	56%	12%	30%	3%
	Black	59%	17%	29%	1%
	Mixed	45%	24%	29%	2%
	Other /unknown	34%	12%	51%	2%

- Overall, 55% of all respondents were very or fairly satisfied with service received from GMP.
- Asian respondents felt as satisfied as White respondents.
- Black respondents felt more (+4%pt) satisfied than White respondents.
- Respondents with mixed (-10%pt) and other (-21%pt) ethnicity felt less satisfied than White respondents.

Some caution should be used in interpreting these findings because of the small sub-sample sizes. It would be helpful to take a more nuanced, intersectional approach to analysing and presenting these findings.

Conclusions

This report represents the culmination of a significant journey in developing, analysing and sharing information, data, discussion and observations in relation to the work of GMP. This report has presented the opportunity to better understand how disproportionality affects different individuals and communities across Greater Manchester. The information within this report acknowledges the guidance, input and discussion with members of the GM Race Equality Panel, the advice and input from community representatives and leaders, partnership leads and colleagues, communities and individuals.

GMP recognises that we do not operate in isolation. All our interactions with individuals and communities have an effect. Continuing to build trust and confidence is vital. We recognise we have a major role to play as a significant regional employer, as well as being a strategic partner to health, social care, transport, education, community, volunteer, and private sector to work together to positively influence and change the clear disparity in life opportunities, employment, income and health of those from minority backgrounds. Within the criminal justice sphere too there is the continued opportunity with Crown Prosecution Service (CPS), the Courts' Service and Youth Justice to work to reduce inequality and the disproportionate representation within the criminal justice system.

This report demonstrates commitment to learning about how, as a police force, we interact with individuals and communities. In respect of the use of force, use of Taser® and use of powers of arrest, the data shows significant disparity compared to officers' interaction with White communities. The input of Gavin Hales' work is significant and presents further operational, analytical and academic opportunity too.

GMP recognises and acknowledges the significant support from the GM Race Equality panel. We look forward to further discussion on how we as a service can improve training for officers and staff to reduce disproportionality and the use of force.

GMP will be publishing use of force, stop search and arrest data online quarterly. We will be open and transparent about the progress we make.

This report represents significant contribution from a range of individuals, from communities and from within GMP. We welcome the opportunity for the further discussion that this report generates.

Appendix A - Police Powers

Stop & Search: Police Powers

Legislation	What police can search for	Who, what and where the police can search
Police and Criminal Act 1984, s1	Stolen property, going equipped to steal; offensive weapons, including bladed or sharply pointed articles; other items, including prohibited possession of fireworks; criminal damage (articles made, adapted or intended for use by destroying or damaging property).	Persons and vehicles; where there is public access.
Firearms Act 1968, s47	Firearms.	Persons and vehicles, in a public place (or anywhere in the case of reasonable suspicion of offences of carrying firearms with criminal intent or trespassing with firearms).
Misuse of Drugs Act 1971, s23	Controlled drugs.	Persons and vehicles; anywhere.
Terrorism Act 2000, s43	Articles which could be used for purpose connected with the commission, preparations or instigation of acts of terrorism, allowed only where an officer has reasonable suspicion of terrorism-related activity. (Included in the 'other' category within s1 PACE stop and search data tables).	Persons and vehicles; anywhere.
Section 60 Criminal Justice and Public Order Act 1994, as amended by s8 of the Knives Act 1997	Offensive weapons or dangerous instruments to prevent incidents of serious violence or to deal with the carrying of such items.	Persons and vehicles; anywhere within an authorised locality.
Terrorism Act 2000, s47A (which replaced s44(1,2) from Feb 2011)	Articles which could be used for a purpose connected with the commission, preparation or instigation of acts of terrorism, without reasonable suspicion of terrorism-related activity.	Persons; anywhere within an area authorised by the Home Secretary.

Use of Force and Use of Taser®: Police Powers

The Criminal Law Act 1967, the Police and Criminal Evidence Act 1984 and Common Law apply to all uses of force by the Police and require that any use of force should be 'reasonable' in the circumstances. Reasonable in these circumstances means; absolutely necessary for a purpose permitted by law. The amount of force used must also be reasonable and proportionate otherwise, it is likely that the use of force will be excessive and unlawful.

The table shows the use of force tactics. GMP still records tactical communications although this is no longer a Home Office requirement.

Use of Force tactics (Home Office, 2020b)	
Restraint tactics	<ul style="list-style-type: none"> • Handcuffing (compliant or non-compliant) • Limb/Body restraints • Ground restraint
Unarmed skills	<ul style="list-style-type: none"> • This includes distraction strikes with hands and feet; and pressure point and joint locks to help restrain subjects
Use of other equipment	<ul style="list-style-type: none"> • Baton (including where it was drawn but not used) • Irritant spray (including where it was drawn but not used) • Spit and bite guard • Shield (e.g. subject struck or pushed with a shield)
Less lethal weapons	<ul style="list-style-type: none"> • Conducted Energy Device (CED, e.g. TASER®), including where it was used without being discharged (drive stun, angled drive-stun, fired) or used without being discharged (drawn, aimed, red-dot, arced) • Attenuating Energy Projectile (AEP) (including whether it was drawn but not used, or used)
Firearms	<ul style="list-style-type: none"> • This refers to the use of conventional firearms, including where the firearm was aimed but not fired
Other	<ul style="list-style-type: none"> • Use of dogs • Other / improvised • GMP still records tactical communications although no longer a Home Office requirement.

Appendix B - Headlines from HMICFRS National Report on Disproportionality

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) role is *"To promote improvements in policing and fire & rescue services to make everyone safer"*.

HMICFRS is an independent body which inspects monitors and identifies areas for improvement and provides recommendations across 43 territorial police forces in England and Wales.

On 26th February 2021, HMICFRS published the report *'Disproportionate use of police powers; A spotlight on stop and search and the use of force'*. The report provides a national position on the disproportionate use of police powers including stop and search, and the use of force on Black, Asian and minority ethnic citizens.

What data was considered?

- Published national and force-level data on stop and search and on the use of force.
- 2018/19 Integrated PEEL Assessments covering police effectiveness, efficiency and legitimacy.
- Sample of 9,378 stop and search records from 2019.
- GMP was unable to provide a full stop & search dataset to HMICFRS. In July 2019 GMP launched a new record management system which is used to record stop & search data, including ethnicity. Due to technical implementation issues the stop & search data by ethnicity has been limited which resulted in partial data submission to HMICFRS as a result this was not compared with other forces.

Key Nationwide Findings

- The 2019/20 data indicates that Black people were about 5.7 times more likely to have had force used on them than White people.
- The data further shows that officers were more than nine times as likely to have drawn Tasers® (but not discharged them) on Black people than on White people.
- Black people were eight times more likely to have been compliantly handcuffed than White people.
- In 2019/20, Black, Asian and minority ethnic people were over four times more likely to have been stopped and searched than White people; for Black people specifically this was almost nine times more likely. In some forces, the likelihood was much higher.
- Black people were also 18 times more likely than White people to have been searched under section 60 of the Criminal Justice and Public Order Act 1994.

Data Issues

HMICFRS report highlighted inaccuracies in the data reporting nationally across all police force areas. These issues do however mean that we are not able to definitively calculate disproportionality rates and they may account for some of the disproportionality in a given police force area.

- The standard approach to considering disproportionality is to use information from the 2011 National Census (the most recent census data) about the proportion of people from different ethnic backgrounds in a given area. This approach has been criticised by some researchers and police forces on the basis that the ethnic make-up of some areas has changed considerably since 2011.

- Some forces have extremely high numbers of short-term visitors to their areas for reasons including a vibrant night-time economy, thriving tourism or a university. This means that the ethnic profile of people in an area at a given time may not match that of the resident population, which could affect the disproportionality rate. Data about the ethnicities of visitors is not routinely collected and cannot be accurately determined for any force area.
- We use the resident population approach in this report because it is considered to be the most reliable way to determine disproportionality, and it is how the Home Office and others calculate the rate.

The latest Home Office data shows that all forces are, to varying degrees, disproportionate in the way they use the powers and some have very high rates of disproportionality. Moreover, the disproportionality rates differ wildly between forces with similar policing environments and populations, which suggests that the historic nature of the data alone cannot account for the high rates.

Appendix C - Complaints and Misconduct

All police officers and staff are bound by the Standards of Professional Behaviour as set out in Schedule 2 of the Conduct Regulations. There are 10 such standards:

- Honesty and Integrity
- Authority, Respect and Courtesy
- Equality and Diversity
- Use of Force
- Orders and Instructions
- Duties and Responsibilities
- Confidentiality
- Fitness for Duty
- Discreditable Conduct (applies on and off duty)
- Challenging and Reporting Improper Conduct

Any disciplinary action taken against officers or staff must be in relation to a breach of one of these standards. All officers and staff are also bound by the College of Policing Code of Ethics which contains nine principles to support the highest standards in policing:

- Accountability
- Fairness
- Honesty
- Integrity
- Leadership
- Objectivity
- Openness
- Respect
- Selflessness

The legislation and regulations setting out how complaints and misconduct matters are handled are heavily prescribed and complex. Below is a much simplified version in the overview.

Complaints

A complaint is an expression of dissatisfaction with a police force which is expressed by or on behalf of a member of the public. There may be a number of different allegations against a number of different officers/ staff within a single complaint from a member of the public.

The (simplified) decision making process in a complaint matter is as follows:

- Triage - Can the matter be dealt with there and then? Is there an indication that an officer or staff member may have committed a criminal offence or behaved in a manner which would justify criminal proceedings?

- Initial Assessment of Conduct/ Severity Assessment - which Standard(s) of Professional Behaviour has been breached and how serious does the breach appear?
- Investigation or reasonable and proportionate handling without investigation
- Service deemed acceptable or not acceptable
- Final assessment of conduct
- Appearance at misconduct meeting or hearing

Please note that although a complaint may be deemed service provided not acceptable, this does not mean that an officer or staff member will be subject to disciplinary proceedings.

Misconduct

The (simplified) decision making process once a misconduct issue is raised with the Professional Standards Branch is as follows:

- Triage - Is there an indication that an officer or staff member may have committed a criminal offence or behaved in a manner which would justify disciplinary proceedings?
- Initial Assessment/ Severity Assessment - which Standard(s) of Professional Behaviour have been breached and how serious does the breach appear?
- Investigation
- Final assessment of conduct
- Appearance at misconduct meeting or hearing

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