



Northamptonshire Police Equality Information 2013



Easy Read



What this report is about

Northamptonshire Police wrote this report about **Equality Information**.

Equality Information lets us tell you how we are making things better for people from different groups including police staff.

The law covers lots of different groups including:

- disabled people
- men and women
- people from different races and cultures
- people of different ages
- straight, gay and lesbian people

Lesbian means a woman who is attracted to other women

Gay means a man who is attracted to other men

- people from different religions or people who do not have a religion
- women who are pregnant or have a new baby
- people who are married, or gay or lesbian people who have a civil partner

More about this report

- transgender people

Transgender people are people who feel that the body they were born into is not right for them. This means they may want to change from being a man to a woman, or from a woman to a man.

We also have to tell you how we make sure we do not **discriminate** against anyone that uses police services.

Discrimination means treating someone worse than other people.

We also have to make sure that everyone has the same chance to use police services.

This report tells you what we have been doing about all these things in the last year.

To write this report we look at lots of information about people who use police services and police staff.



How we know if we are treating some people differently.



We ask victims of crimes how well they are treated.

We look at what people told us in 2012 and 2013 and see if there are any changes.

We can see that:

In 2013 more people from different races and cultures told us they were happy with the service they had from the police than they did in 2012.



People aged between 35 and 44 are less happy with the service from the police than people in other age groups.

People who are disabled told us they are a lot less happy with the service from the police than people who are not disabled

Talking to different people tells us that we should get better at talking to some people who are victims of a crime

More about how we know if we are treating some people differently

We ask people if they know the faces or names of the police in their area

We can see that:

About 1 out of 4 people told us that they know the faces or names of the police in their area

About 1 out of 4 people who are from different races and cultures say they know the faces or names of the police in their area

More young people know the faces or names of the police in their area than older people

The police ask people if they know any ways to contact the police other than ringing 999

Less than half of the people we spoke to know about other ways to contact the police

More white people than people from different races and cultures told us they know about other ways to contact the police

Less people under 24 years old or older than 75 years old told us they know about other ways to contact the police.

What people tell us helps us to know who we should tell about the different ways to contact us



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More about how we know if we are treating people differently.

A **complaint** is something you make when someone has said or done something you are not happy about.

We look at the complaints people have made against the police to see if it is because people are being treated worse

We can see that:

12 people made a complaint against the police last year because they thought they were treated worse than other people.

8 people thought they were treated worse by the police because of their race

1 person thought they were treated worse by the police because they are gay or lesbian

1 person thought they were treated worse by the police because they have a disability

1 person thought they were treated worse by the police because they are different in a lot of ways

1 person thought they were treated worse by the police but did not say why

This information helps us to know who we should stop treating worse



How we know if we are treating groups of people differently when we Stop and Search them

If a police officer thinks someone on the street is involved in a crime they can **Stop and Search** them. Other staff can't do this

The police must have clear reasons to stop and search someone

The police must keep records of who they stop and search

These records are checked to see if any people are treated differently when they are stopped and searched

But it is very hard to say if any people are being treated differently just by looking at how many people in each group that are searched

We can see that:

Most people who are searched are under 25 years old

Most people who are searched are white

We do not record if people have a disability when they are searched
More about how we know if we

are treating groups of people differently when we Stop and Search them



Sometimes people who are searched are also arrested and taken to a police station:

Less people are being arrested after being searched than last year

People under the age of 17 are very unlikely to be arrested when they are searched

People aged between 55 and 64 years old are the most likely to be arrested when they are searched

Black people who are searched are more likely to be arrested than any other racial group

If females are searched they are a little more likely to be arrested than males

Later on in this report it says what we do to stop people being treated differently when they are searched



How we know that different people are victims of Hate Crimes or Hate Incidents

If a person breaks the law because they do not like another person because of their disability, race, gender, or religion or they are gay or lesbian. That makes the crime a **Hate Crime**

Not all crimes against these people are hate crimes. Sometimes it can be hard to tell if it is a hate crime

But anyone who sees a hate crime can tell the police

The police were told about less hate crime last year

This may not be a good thing as it might mean that people are not always telling the police about hate crimes



We can see that:

A lot of hate crimes are about a person being hurt

Most hate crimes are against people because of their race

More males than females are victims of hate crimes

9 disabled people told us they are victims of hate crime



More about how we know that different people are victims of Hate Crimes or Hate Incidents

A **Hate Incident** happens when a person does something because they do not like another because of their disability, race, gender, or religion or because they are gay or lesbian. But it is not a crime

This could be these kinds of things:

- Playing loud music at night to keep someone awake so that they move away
- Parking a car so that someone cannot get into their home
- Standing in the way so someone cannot get past
- Calling someone bad names

We can see that:

The police were told about less hate incidents last year

Most hate incidents are against people because of their race

More males than females are victims of hate incidents

Less disabled people were victims of hate incidents than in 2012



How we know if different people are working for the police

Lots of different people work for the police. Some of the jobs they might work as:

- a police officer
- staff in an office
- people who answer the phone when you ring 999



All of these people put together are called staff in this report.

It is good to have different people working as staff for the police so that they know how to help the different people living in Northamptonshire.



We look at the information about our staff to see how many different people work for us.

We can see some changes in the staff:

There are less female staff

There are more staff under 25 years old

There are less staff from a different race

There are less disabled staff

More about how we know if different people are working for the police

A lot more staff do not tell the police that they are disabled, gay or lesbian, transgender or about their race, religion or belief

This information helps us to know which people we need to talk to more about working for the police



How we are making things better for people

Equality objectives say what we will do to make things better for people

We have 5 **equality objectives**. These are the 5 things that we think it is most important to change

These are about:

1. Hate crimes and hate incidents
2. Stop and Search
3. Mental health
4. Diversity of staff
5. Using the police web site more easily

What we are doing about hate crimes and incidents



The police website has lots of easy read information for people with learning disabilities which tell you how to keep safe



We work with other people like the council to make sure people know how to report hate crime



We work with other places and people like hospitals and doctors that can help people to report hate crime



We work with other people and places so we can help different groups like people who are deaf to use police services more easily



We train police staff to talk to and help people who are victims of hate crime. People who have a disability do a lot of this training for us

Hate crime training

More about what we are doing about hate crimes and incidents



Report

Police Hate Crime
report

We make sure police staff who take phone calls from the public know how to record hate crimes properly

What we are doing about Stop and Search

There is a Stop Search **working group** in the police.

The Stop Search working group is a group of police and other people that meet every 3 months

Some young people and people from different races are in the working group. This is because young people are searched a lot and people from different races are arrested after being searched more than other people.

The working group look at the different types of people that are searched to make sure they are not treated differently

If it looks as if police officers are searching too many people in one group the police will have to say why this is happening

We have to say why we are searching some people more than others

People who have been searched can tell us how it made them feel by answering some questions on the police web site



Stop Search meeting



More about what we are doing about Stop and Search



Stop Search training

All police officers are trained how to stop and search people properly



A lot of the time police officers wear a camera on their jacket to show how they treat people when they are searched

What we are doing about mental health



People who have mental ill health sometimes need help from the police. Sometimes they may have difficulties whilst out in public and need to be taken to a hospital to be safe



If the hospital does not have room people with mental ill health go to a police station instead to be kept safe



We do not want this to happen as a police station is not the best place for someone with mental ill health



Mental health training

To stop people with mental ill health from going to a police station we:

- Train officers and staff how to communicate better with people who might be unwell

More about what we are doing about mental health



- Have a mental health nurse in a police car to help police officers make the right decisions



We also have mental health nurses in some stations. They check that people who are mentally unwell are fit enough to be held in a cell or interviewed



Disability training

We also train officers and staff to understand how to talk to people with different disabilities like autism, dementia or learning disability



What we are doing about the diversity of our staff



To be a good police service we need to have a mix of lots of different sorts of people working for us



We also want more women and people from ethnic minority backgrounds to work in the most important jobs



So we try to understand what things we can do to get different people to work for us



We ask our own staff to say what they think stops people from different groups working for the police.

We will ask different people living in Northamptonshire to say what stops them from working for the police

More about what we are doing about the diversity of our staff



OPEN DAY

We hold open days and events in different places to show what it is really like to work for the police and all the types of jobs we do



We will help people working for us to learn how to do the most important jobs by giving them special support. This is called a Talent Management Scheme

What we are doing to help people using our web site more easily



You should be able to get information about the police that is easy to read and understand



We have changed the police web site so it is easy to read and use



The 'Keep Safe' group has built a special web site so that people it is easier for people to learn about hate crime and how to keep themselves safe



The Keep Safe group has written some information that is easy to read. This includes how to keep safe in your own home and on the internet, what is hate crime and how to contact the police.



A lot more information will be made easy to read

Different groups will also be asked what will make the website easy to use