

Bristol's Race Equality Data Product v3 2021

Data requested (All to be Bristol only data)	<table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <tr> <td style="width: 50%; padding: 5px;">Responding agency</td> <td style="padding: 5px;">Avon & Somerset Office of the Police and Crime Commissioner</td> </tr> <tr> <td style="padding: 5px;">Respondent name</td> <td style="padding: 5px;">Niamh Byrne</td> </tr> <tr> <td style="padding: 5px;">Respondent e-mail address</td> <td style="padding: 5px;">Niamh.Byrne@avonandsomerset.police.uk</td> </tr> </table> <p style="text-align: center;"> Data period – (1st April 2020 – 31st March 2021) Head count date – 31st March 2021 Deadline for return – Wednesday 2nd June 2021. </p>	Responding agency	Avon & Somerset Office of the Police and Crime Commissioner	Respondent name	Niamh Byrne	Respondent e-mail address	Niamh.Byrne@avonandsomerset.police.uk									
Responding agency	Avon & Somerset Office of the Police and Crime Commissioner															
Respondent name	Niamh Byrne															
Respondent e-mail address	Niamh.Byrne@avonandsomerset.police.uk															
1) Total number of Bristol based staff within your organisation ?	Total = 26															
2) % & number of Black, Asian & Minority Ethnic staff % & number of white minority ethnic staff % Number of White British staff % and number of unknown / not stated	<table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="width: 15%;"></th> <th style="width: 20%;">Black, Asian & Minority Ethnic (no. & %)</th> <th style="width: 20%;">White Minority Ethnic (no. & %)</th> <th style="width: 20%;">White British (no. & %)</th> <th style="width: 25%;">Unknown / not stated (no. & %)</th> </tr> </thead> <tbody> <tr> <td>Number =</td> <td style="text-align: center;">1</td> <td style="text-align: center;">1</td> <td style="text-align: center;">24</td> <td></td> </tr> <tr> <td>Percentage =</td> <td style="text-align: center;">3.85%</td> <td style="text-align: center;">3.85%</td> <td style="text-align: center;">92%</td> <td></td> </tr> </tbody> </table> <p> Explanatory notes : To ensure consistency with versions 1&2 of the city-wide data product the data returned is requested to comply with the Census ethnic groups as below. </p> <p> Black, Asian & Minority Ethnic – to include – Black / African / Caribbean / Black British / Other ethnic group not listed below / Asian / Asian British / Mixed / multiple ethnic group </p> <p> White Minority ethnic – White European, Irish, White Other </p> <p> White British – White English/ Welsh / Scottish / Northern Irish. </p> <p> Unknown / not stated – to include cases where either the data is unknown due to not being completed, or due to individuals choosing to decline to provide the data. </p>		Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)	Number =	1	1	24		Percentage =	3.85%	3.85%	92%	
	Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)												
Number =	1	1	24													
Percentage =	3.85%	3.85%	92%													

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3) The number and percentage of Black, Asian & Minority Ethnic / White British / White Minority Ethnic / Unknown staff against the following annual pay levels? –

Explanatory notes :

***Salary range** – this is to be the Full Time Equivalent (FTE) Salary, excluding bonuses etc.

***Total column** – this is to be the total number of staff within your organisation who fall *within each of the stated pay bands listed*, with the *Grand total being the total number of employees within your organisation.*

***The percentage figures** – this the percentage figure within each pay bandings. E.g. There are total number of 150 staff in pay band £0 – £14,999. The number of White Minority Ethnic staff in that pay band is 23, so the percentage would be 15.3% of the overall total in that pay band.

***The salary ranges** provided have been set by the Strategic Leaders group to ensure consistency with version 1 & 2 of the race data product to allow trends to be monitored.

Salary range	Total (number)	Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)
£0 – £14,999	No.=0	No.=	No.=	No.=	No.=
		% =	% =	% =	% =
£15,000 - £24,999	No.=1	No.=	No.=	No.=1	No.=
		% =	% =	% =100	% =
£25,000 - £34,999	No.=8	No.=	No.=	No.=8	No.=
		% =	% =	% =100	% =
£35,000 - £49,999	No.=13	No.=1	No.=	No.=12	No.=
		% =7.7	% =	% =92.3	% =
£50,000 - £74,999	No.=4	No.=	No.=1	No.=3	No.=
		% =	% =25	% =75	% =
£75,000 - £99,999	No.=2	No.=	No.=	No.=2	No.=
		% =	% =	% =100	% =
£100,000 +	No.=1	No.=	No.=	No.=1	No.=
		% =	% =	% =100	% =
Grand Total	No.=29	No.=1	No.=1	No.=27	No.=
		% =3.5%	% =3.5	% =93	% =

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<p>4) Number and percentage of staff by ethnicity group entering formal grievance process</p> <p>Explanatory note – the formal grievance process is as defined by your organisation.</p>	<p>Grievances</p>	<p>Black, Asian & Minority Ethnic</p>	<p>White Minority Ethnic</p>	<p>White British</p>	<p>Unknown / not stated</p>
<p>5) Number and percentage of staff by ethnicity group reaching long term sickness levels and / or persistent levels.</p> <p>Explanatory note – the long term / persistent sickness levels are those defined by your organisation.</p>	<p>Number and % of staff entering formal grievance process</p>	<p>No.= 0 % =</p>	<p>No.= 0 % =</p>	<p>No.= 0 % =</p>	<p>No.= 0 % =</p>
<p>6) Number and percentage of staff by ethnicity group subjected to formal Disciplinary procedures</p> <p>Explanatory note – the formal disciplinary process is as defined by your organisation.</p>	<p>Number and % of staff entering formal grievance process where complaint was upheld</p>	<p>No.= 0 % =</p>	<p>No.= 0 % =</p>	<p>No.= 0 % =</p>	<p>No.= 0 % =</p>
<p>Sickness</p>	<p>Black, Asian & Minority Ethnic</p>	<p>White Minority Ethnic</p>	<p>White British</p>	<p>Unknown / not stated</p>	
<p>Number and % of staff reaching long term sickness / and or persistent sickness</p>	<p>No. = % =</p>	<p>No. = % =</p>	<p>No. = 1 % = 3.85%</p>	<p>No. = % =</p>	
<p>Disciplinary</p>	<p>Black, Asian & Minority Ethnic</p>	<p>White Minority Ethnic</p>	<p>White British</p>	<p>Unknown / not stated</p>	
<p>Number and % of persons subject to formal disciplinary process</p>	<p>No.=0 % =</p>	<p>No.=0 % =</p>	<p>No.=0 % =</p>	<p>No.=0 % =</p>	
<p>Number and % of formal disciplinary process cases upheld</p>	<p>No.=0 % =</p>	<p>No.=0 % =</p>	<p>No.=0 % =</p>	<p>No.=0 % =</p>	

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Board and Executive level data

**new addition – following agreed adoption of this measure from Covid-19 Race Equality Steering Group.*

Board level representation data

Total number of Board members within your organisation by ethnicity group as stated ?	<p>Total number of Board members = 2 (PCC and DPCC)</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 15%;">Board members by ethnicity group</th> <th style="width: 20%;">Black, Asian & Minority Ethnic (no. & %)</th> <th style="width: 20%;">White Minority Ethnic (no. & %)</th> <th style="width: 20%;">White British (no. & %)</th> <th style="width: 25%;">Unknown / not stated (no. & %)</th> </tr> </thead> <tbody> <tr> <td>Number =</td> <td></td> <td></td> <td style="text-align: center;">2</td> <td></td> </tr> <tr> <td>Percentage =</td> <td></td> <td></td> <td style="text-align: center;">100%</td> <td></td> </tr> </tbody> </table>	Board members by ethnicity group	Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)	Number =			2		Percentage =			100%	
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Number =			2													
Percentage =			100%													
If different to the above response then please provide your Board level ethnicity data only for those individuals with formal decision making powers ?	<p>Total number of Board members with Decision making powers ? =</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 15%;">Board members with decision making powers</th> <th style="width: 20%;">Black, Asian & Minority Ethnic (no. & %)</th> <th style="width: 20%;">White Minority Ethnic (no. & %)</th> <th style="width: 20%;">White British (no. & %)</th> <th style="width: 25%;">Unknown / not stated (no. & %)</th> </tr> </thead> <tbody> <tr> <td>Number =</td> <td></td> <td></td> <td style="text-align: center;">2</td> <td></td> </tr> <tr> <td>Percentage =</td> <td></td> <td></td> <td style="text-align: center;">100%</td> <td></td> </tr> </tbody> </table>	Board members with decision making powers	Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)	Number =			2		Percentage =			100%	
Board members with decision making powers	Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)												
Number =			2													
Percentage =			100%													
Where does liability sit within your organisation?	With the Police and Crime Commissioner, their deputy and the Senior Leadership Team who are the Executive Officers who advise the PCC and support their work.															
Does your organisation also have an Advisory Board / Executive Board or other ? Please summarise and include what decision making powers it has.	Senior Leadership Team = 6 people															
Please provide ethnicity data on any Advisory Board / Associate Boards or other in your organisation ?																

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	Other Board data by ethnicity group	Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)
	Number =				
	Percentage =				
Do you have a nominated E&I lead on your Board ?	1 – Niamh Byrne				
Does your organisation have any specific targets in place in relation to your future Board level representation by ethnicity ? If so, please provide an overview of this.	No. Not currently. Setting targets will form part of our diversity, equality and inclusion strategy going forward				
Executive level representation data					
Total number of Executive officers within your organisation by ethnicity group as stated ?	Total number of Executive officers =				
	Executive officers by ethnicity group	Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)
	Number =		1	5	
	Percentage =				
If different to the above response then please provide your Executive officer level ethnicity data only for those individuals with formal decision making powers ?	Total number of Executive officers with formal decision making powers ? =				
	Board members with decision making powers	Black, Asian & Minority Ethnic (no. & %)	White Minority Ethnic (no. & %)	White British (no. & %)	Unknown / not stated (no. & %)
	Number =		1	5	
	Percentage =		16.7%	83.3%	

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<p>Does your organisation have any specific targets in place in relation to your future Executive level representation by ethnicity ? If so, please provide an overview of this.</p>	<p>No. Not currently. Setting targets will form part of our diversity, equality and inclusion strategy going forward</p>
<p>Please provide a written overview to your organisations data to be included within the data product to capture any caveats / progress / challenges or comments your agency wishes to share in relation to your data (no more than 200 words).</p>	<p>The Office of the Police and Crime Commissioner is a small agency, totalling only 26 people. This covers the whole of Avon and Somerset, including all five local authority areas.</p> <p>In previous years there were long periods of time with little to no staff turnover. In the last 18 months there has been increased turnover due to growth in the team and maternity cover appointments.</p> <p>Although there have been efforts at a tactical level to target job adverts at more diverse audiences and use of different channels to widen our talent pool – e.g. sharing with Stepping Up Network, our staff support associations like the Black Police Association and new advertising channels, there have been no set targets, or any undertaking of positive action as part of a wider strategy to increase representation through recruitment.</p> <p>There has been a culture shift with the creation and roll out of organisational mission, vision, values and purpose over the last 18 months. Our values are Openness, Partnership, Compassion and Courage. Our vision is excellent victim support, accountable policing and fairer criminal justice</p> <p>We have spent time embedding these into our recruitment and HR processes including retention and progression mechanisms. We are embarking on the creation of a equality, diversity and inclusion strategy over the next term with the election of a new PCC, which will be built upon the foundation of our values.</p> <p>As the OPCC provides the governance and scrutiny function over the police service, including holding the police to account for their ED&I strategy, with a particular focus on representative workforce, it is only right that we as a public service agency should hold ourselves to the same standard of accountability.</p> <p>Part of that journey is our first submission for the annual data product.</p> <p>Despite having sat on the on the RESLG since its inception, alongside our police partners, we have never submitted our own HR race equality data. We hope this will form part of our ED&I strategy and provide openness to public scrutiny and accountability ourselves.</p>
<p>Please explain the absence of any data sets your agency could not provide and the reasons for this ?</p>	