



The Business case for
Diversity and Inclusion

Business case for D & I - Summary

Attract, retain and develop the best talent

- BAME colleagues our biggest opportunity
- 11 % of organisation
- 30% of the community
- 42% of Birmingham
- Officers - 2 at Ch. Supt / 18 at Insp / 3 at Ch. Inps / 88 at Sgt/0 at ACC/0 at Supt.
- Staff - Band C lower -196/Band E-12/Band E lower-6/Chief Officer & CO -1, MB1-5

Fairness and legitimacy for colleagues

- LGBT colleagues are less likely to be open in WMP.
- Colleagues with disabilities are less likely to disclose.
- Flexible working is massively variable, largely dependant on Line Manager. Agility a real opportunity
- West Midlands has a higher proportion of young people
- Birmingham is the third most deprived City in England (Sparkbrook, Washwood Heath, Aston)

Fairness and legitimacy for the West Midlands community

- BAME communities more likely to comply with law if they view police as legitimate.
- Assumed link between BAME representation and legitimacy
- “What police say the way they say it and the manner in which people interpret the encounter lies at the heart of the procedural justice dialogue”
- Our biggest threat, risk and harm is coming from the communities we least represent



Understanding the business case - Ethnicity



BAME communities represent 30% of West Midlands population but only 11% of WMP employees



Only 10% of Police Officers are from a BAME background with even more significant under representation for Pakistani, Bangladeshi and Black Caribbean colleagues



BAME representation declines through the ranks and we currently do not have any BAME colleagues above the rank of Chief Superintendent.



Currently 13% of Police staff are from BAME backgrounds but once again representation at senior levels declines significantly



Pakistani and Bangladeshi communities are amongst the fastest growing in the West Midlands but they are also communities with low levels of trust for the Police Force



Our fastest growing communities are the ones with the largest threat, risk and harm, with low levels of trust in the Police. Better representation of these communities within WMP must be achieved to address this issue



Poor representation amongst certain groups affects our operational capability on many levels

Understanding the business case - Gender



The WMP Force has made steady progress on gender diversity over recent years and women now represent over 30% of Police Officers and 63% of police staff.



Officer representation is pretty consistent through the ranks including at ACC level where women represent 50% of Senior Officers



50% of WMP PCSO's are now female



34% of all new Officer recruits are also now female



Police staff representation is on the whole good at 63% but women are less well represented at senior levels with 43% at band E and 25% at Chief Officer level.



Recent evidence from PC to Sergeant and Sergeant to Inspector promotions also suggests our female officers are having more success in achieving promotions



That said women represent 52% of the West Midlands population so we still have some way to go in order to fully reflect our communities.

Understanding the business case – Disability



Despite the fact that discrimination on the grounds of disability has been illegal in the UK since 1995, fifty percent of disabled people who want to work are unemployed



21% of the UK population have a disability. If WMP had the same proportion of disabled employees it would equate to 2100 colleagues with disabilities.



At WMP we currently have only 151 colleagues who tell us they have a disability.



Only 17% of people with disabilities are born with them



of the working age population in the UK become disabled every year. That's 200 people per annum in WMP.



With a tenure of over 30 years service our ability to support colleagues through careers as they develop disabilities is critical



The average cost of a workplace reasonable adjustment in the UK is £75 but very often adjustments are free



As an organisation we do not know the vast majority of colleagues who have disabilities and this poses a significant risk both to the organisation but more importantly to colleagues with disabilities

Understanding the business case – LGBT



LGBT people represent between 6% and 8% of the UK population.



Within WMP almost 50% of colleagues refuse to share sexual orientation and of those that do share 1.8% are LGBT.



From an LGBT perspective WMP once again does not represent the community of the West midlands.



LGBT people are 50% more likely to experience mental health issues



People from LGBT communities have significantly higher suicide rates and more than 60% of transgender people have attempted suicide



Hate crime is still a significant issue for LGBT communities both outside and within the workplace.



WMP have a responsibility to create an environment of inclusion where all colleagues feel equally valued and able to be authentic