



Durham Constabulary Review of Casey Tests of Institutional Racism

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Produced By: Ch Supt

Executive Summary

A group within the force has considered the topic of Institutional Racism (IR) set against the tests set by Baroness Casey:

- There are racists - and people with racist attitudes - within the organisation
- Staff and officers from black heritage and ethnically/racially minoritised backgrounds experience racism at work and it is routinely ignored, dismissed, or not spoken about
- Racism and racial bias are reinforced within systems
- The force under-protects and over-polices black heritage people

There is no national guidance as to how these tests should be assessed. Some forces have reviewed themselves against the standards found in Casey's review of the Metropolitan Police. Casey's review was specific to that force and therefore presents difficulties when applying the tests in areas like Durham that with proportionately low levels of ethnically diverse communities.

The methodology applied within Durham involved considering force data over the previous 5 years to assess against each of the tests and sought to include the lived experience within the organisation through engagement with staff associations, including Unison, Police Federation and DEMSA.

Of the four tests it was agreed that racism and racial bias are reinforced within systems. There are many processes within the organisation that lack formal guidance, fail to collate data and have not been subject to an equality impact assessment. Whilst this is acknowledged and is being actively addressed, when McPherson's definition of IR is applied, we can demonstrate a raft of processes and policies that fail to identify and address racial bias.

The position was not as clear against the other tests. The limited diversity both within the organisation and more broadly our communities perhaps reduce the frequency with which attitudes and behaviours to come to the fore. Considering in isolation the data obtained during this review none of the remaining tests are met, particularly when assessing this Durham's position against the context within Casey's review of the Metropolitan Police. Giving greater weight to lived experience would support the conclusion that officers and staff from ethnically diverse backgrounds do experience racism at work that it is routinely ignored, dismissed, or not spoken about. The data would suggest that this is not at a level evidenced within Casey's review, Durham can demonstrate action, although we can't demonstrate an internal focus on supporting race and tackling racism. The same is true across many of the protected characteristic categories.

We can demonstrate an external focus on racism and have established links across the force with ethnically diverse communities.

It does not help the assessment that there is no national position on IR. Forces are left to make their own assessments using Casey as a benchmark, which could be argued is set too high, given issues which have been highlighted within Casey.

Whilst we have taken a data led view, a level of subjectivity can be seen in reviews carried out in other forces and has to a degree influenced findings within our review. On balance the force does not meet the tests of IR. This does not mean we have dealt proactively with racism within the force. Whilst we cannot provide evidence that the force is institutionally racist we are not culturally competent.

There is still significant work to do to understand how we police and support ethnically diverse communities. This review highlights the need to focus our efforts internally in developing cultural competence of the workforce and to embedding force values which support this. Evidence of travelling in this direction was found within the review. Had this not been the case a different overall conclusion may have been made.

Introduction

In 1999 the [Macpherson report](#) on the police response to the murder of Stephen Lawrence defined institutional racism as:

...the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

Recognising the grave levels of public concern following the kidnap, rape and murder of Sarah Everard by a serving Met officer and other deeply troubling incidents, the Metropolitan Police Service (the Met) appointed Baroness Louise Casey to lead an independent review of its culture and standards of behaviour.

The review began in February 2022 and completed in March 2023, when the final report and recommendations were published.

The review:

- discusses whether the Met's leadership, recruitment, vetting, training, culture and communications support the standards the public should expect
- recommends how high standards can be routinely met, and how high levels of public trust in the Met can be restored and maintained

The Casey review sets four tests on IR:

- There are racists - and people with racist attitudes - within the organisation
- Staff and officers from black heritage and ethnically/racially minoritised backgrounds experience racism at work and it is routinely ignored, dismissed, or not spoken about
- Racism and racial bias are reinforced within systems
- The force under-protects and over-polices black heritage people

To gain an understanding of the force position a working group was formed. This group was tasked to obtain force data to support assessment against each of the tests. To ensure relevance we focused on information over the previous 5-year period.

The group included:

Professional Standards Department
People Command
Diversity, Equality & Inclusion Team
SCORD
Local Policing Command
DEMSA
Unison
Police Federation
Media

Whilst there was no representative from the Office of Police & Crime Commissioner, updates and provided information against each of the tests.

was included in

Test 1. There are racists and people with racist attitudes within the organisation

Data held within PSD was used to understand reports into the unit, investigations carried out.

Between the calendar years of 2019- 2024 (to date) CCU have received.

- 143 Primary Investigations, of which 3 had a racial element which equates to 2%
- 351 Initial Scoping Investigations, of which 2 had a racial element which equates to 0.6%
- 480 Intelligence reports, of which 4 had a racial element which equates to 0.8 %

Gross misconduct investigations

The PCC office confirm that they had received no public complaints or 'whistleblowing' reports relating to racism over the period 2019 – 2024. During the regular engagements that the PCC and members of her team have with partners, the wider community and elected members there has been no concerns raised regarding racists or perceived racists attitudes within the organisation.

DEMSA provided no specific data in relation to this test although did furnish information about members experiences against test 2.

Conclusion

Whilst the data does reveal that there are racists and people with racist attitudes within the organisation, it indicates that these are low in number and do attract the appropriate level of response. In contrast to Baroness Casey's findings Durham does root out officers and staff with racist attitudes and through a delivery programme overseen by PSD's Prevent Officer ensures that standards of behaviour are clear.

Test 2. Staff and officers from black heritage and ethnically/racially minoritised backgrounds experience racism at work and it is routinely ignored, dismissed, or not spoken about

To assess against this test information collated within PSD and OPCC including any action taken as a result of investigations. This is directly relevant to Casey who found disproportionately in the application of action following investigation. The number of investigations recorded within PSD is discussed in test 1.

Management action

Over the last 5 years there have been three complaints relating to racism that have been formally recorded with an outcome of management action. Casey found this was an area of concern within her review and as part of this process a review of these cases was carried out. The below were dealt with by way of education/management intervention and deemed not to be a breach of the standards.

DEMSA in support of the process have contacted their members to facilitate the gathering of views against the four tests. There was a limited response from members. We are unable to say if the lack of response is because people don't perceive there are issues of racism within the force, if there's fear of speaking up or if people don't think it will make a difference and so didn't engage.

DEMSA are unable to provide any statistical data to demonstrate the volume or frequency of incidents experienced over the last 5 years. [redacted] provided a response which has been copied below but has been anonymised.

Conclusion

Information held by the force is at odds with the lived experience as described by DEMSA. There is no assessment of why DEMSA members failed to engage with their support association, making it challenging to draw a conclusion from this.

If we apply greater weight to the lived experience, then the conclusion would have to be that this test is made out. If we apply equal weighting to the information held within the force, then the test is not made out.

Test 3. Racism and racial bias are reinforced within systems

For several years, the force took a policy light position, encouraging staff to do the right thing in any given circumstance rather than introduce written controls. It is widely understood that as a result we lack detailed policy and guidance across a broad range of areas. This is compounded by the lack of and on the limitations of access to data generally to inform understanding of disproportionality around policing activity.

Many of the policies that are in place have not been subject to an equality impact assessment. Perhaps as an unintended consequence we now lack data to understand which groups are impacted disproportionately in many of our internal processes.

This is evident within many of the People processes. Until recently there was no clearly defined structure within recruitment to support those from ethnically diverse backgrounds. Again, within the development and leadership arena, a total lack of any cohesive plan failed to identify opportunities that would support those from underrepresented groups.

Following some recent work the position is better understood with some externally focused processes, such as stop and search. Not all our processes are driven by similarly high levels of public scrutiny and therefore bias may be present within our systems. For instance, analysis of missing person data indicates that those from a minority ethnic background were more likely to be graded high risk and were likely to be missing for a longer period (appendix i)

DEMSA are unable to provide data but have detailed specific examples from recruitment, development and performance management to which suggests there may be bias within systems.

Conclusion

There are many processes within the organisation that lack formal guidance, fail to collate data and have not been subject to an equality impact assessment. Whilst this is acknowledged and is being actively addressed when McPherson's definition of IR is applied, we can demonstrate a raft of processes and policies that fail to identify and address racial bias.

Test 4. The force under-protects and over-polices black heritage people

Given the demographics within County Durham and Darlington this test was broadened to include individuals from ethnically diverse backgrounds. Again, force data was utilised and the views of the Local Policing Command, DEI team and OPCC were sought to gain insight into external stakeholders' perceptions of the force.

The force data packs (Stop and Search and Use of Force) have disproportionality measurements embedded and are calculated using the methodology recommended by the Race Disparity unit within the Home Office. Due to low ethnically diverse population numbers in County Durham and Darlington the data is subject to some volatility.

Stop and Search is an elective process where officers can make a conscious choice as to who they stop and search or move beyond a simple stop into a search. Officers often have less choice regarding use of force and must deal with a situation as it presents to them, accepting that officer can sometimes either choose whether they use force or what level.

The data shows a disparity rate of 0.9 for Stop and Search, the lowest recorded across all forces. The data for the relative likelihood of use of force on those from a black ethnic origin shows greater disparity variation over a 12-month period, ranging from 1.2 – 4.6. Data shows that you are more likely to have force used on you in County Durham and Darlington if you are either Black or Other ethnicity than if you are from White or Asian ethnic backgrounds. (appendix ii)

Data for missing persons has already been discussed within the document which did suggest the need for further analysis to better understand any issues within our missing person investigations that impact negatively on ethnically diverse people.

Self-defined ethnicity data has been collected in relation to vehicles stopped since April 2024 and shows that 82% of drivers define themselves as white, 11% not stated, with 7% from ethnically diverse backgrounds. The relative likelihood of being stopped is significantly higher in every category other than Mixed, with those defined as Black at the highest likelihood of being stopped. (appendix iii)

As previously discussed, Durham is not a data rich or data mature organisation. The VAWG dashboard ([VAWG Dashboard - Power BI Report Server](#)) provides victim ethnicity within all crime data, indicating that over the last 5 years 2.8% of victims are from ethnically diverse backgrounds. This falls to 2% for serious violence and 2.2% for RASSO crimes. The data does not include crimes with more than one victim linked to recording these instances as

unknown ethnicity. Therefore, whilst the data doesn't show those from an ethnically diverse background having an increased likelihood of being a victim of crime, it should be recognised that the data isn't reliable.

Conclusion

The data highlighted does show disproportionality in the use of some policing powers, initially pointing to us meeting this test, however this should be considered against the context within Casey. In this she found within the Met that Black communities are *over-policed, they are more likely to be searched, battoned, handcuffed and tasered. They are overrepresented in serious crime statistics and less satisfied than others when a victim of crime.* Casey also described how Londoners were put last with weak connections to communities. Data and commentary from LPC, DEI & OPCC present a significantly more positive view of Durham's links to ethnically diverse communities, the support to victims and the proportionate application of police powers. The OPCC has not received complaints from communities, elected representatives or public interest groups in relation to our policing of ethnically diverse communities. There are many instances of representatives reaching out to Durham Constabulary for support, such as demonstrated during the recent riots. On balance therefore this test is not met.

Overall Conclusion

Each of the four tests have been assessed against McPherson's definition of IR. One test is conclusively met in that force systems and processes reinforce racial bias. It could be argued by some that this reinforces bias against all protected characteristics, however this misses Casey's conclusion in that forces fail to consider race separately, thereby demonstrating institutional racism.

The limited diversity both within the organisation and more broadly our communities perhaps reduce the frequency with which attitudes and behaviours to come to the fore. Considering simply the data obtained during this review, none of the remaining tests are met, particularly when assessing this Durham's position against the context within Casey's review of the Metropolitan Police. When we consider the lived experience as described by DEMSA a further test is met.

DEMSA have been unable to provide statistical data on experiences of members. There can be no criticism of this as data maturity within support organisations, including DEMSA, is of a similar level to that of the organisation itself. DEMSA Executive do provide cases to support their view that Durham Constabulary is Institutionally Racist (IR). Giving greater weight to this lived experience would support the conclusion that officers and staff from ethnically diverse backgrounds do experience racism at work that it is routinely ignored, dismissed, or not spoken about. The data would suggest that this is not at a level evidenced within Casey's review, Durham can demonstrate action, although we can't demonstrate an internal focus on supporting race and tackling racism. The same is true across many of the protected characteristic categories.

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how we police and support ethnically diverse communities. There is also work to develop the cultural competence of the workforce and to develop force values which support this. Evidence of travelling in this direction was found within the review. Had this not been the case a different overall conclusion may have been made.

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Appendix i

Analysis of missing persons

Between 01/01/2021 and 30/09/2024 we have had 15,467 MFH Sigma reports, 323 of which were from a non-white (including those who are mixed white and Asian/Black) background; this is 2.1% of our total (tables below for information).

	2021	2022	2023	2024	Grand Total		2021	2022	2023	2024	Grand Total
Any Other Asian Background	2	15	23	15	55	Any Other Asian Background	0.1%	0.3%	0.5%	0.6%	0.4%
Any Other Black Background	5	4	9	1	19	Any Other Black Background	0.1%	0.1%	0.2%	0.0%	0.1%
Any Other Ethnic Group	1	3	3	5	12	Any Other Ethnic Group	0.0%	0.1%	0.1%	0.2%	0.1%
Any Other Mixed Background	6	7	17	11	41	Any Other Mixed Background	0.2%	0.1%	0.4%	0.4%	0.3%
Any Other White Background	27	29	19	35	110	Any Other White Background	0.8%	0.6%	0.4%	1.4%	0.7%
Black African	6	11	10		27	Black African	0.2%	0.2%	0.2%	0.0%	0.2%
Black Caribbean		2	6	8	16	Black Caribbean	0.0%	0.0%	0.1%	0.3%	0.1%
Chinese	1	2	1	4	8	Chinese	0.0%	0.0%	0.0%	0.2%	0.1%
Indian	1	1	1		3	Indian	0.0%	0.0%	0.0%	0.0%	0.0%
Pakistani	1				1	Pakistani	0.0%	0.0%	0.0%	0.0%	0.0%
White And Asian	5	4		1	10	White And Asian	0.1%	0.1%	0.0%	0.0%	0.1%
White And Black African	1	1	3		5	White And Black African	0.0%	0.0%	0.1%	0.0%	0.0%
White And Black Caribbean	2	8	4	2	16	White And Black Caribbean	0.1%	0.2%	0.1%	0.1%	0.1%
White British	3037	3983	3934	1943	12897	White British	86.7%	84.6%	82.9%	77.4%	83.4%
White Irish	9	10	9	7	35	White Irish	0.3%	0.2%	0.2%	0.3%	0.2%
Not Stated	399	628	706	479	2212	Not Stated	11.4%	13.3%	14.9%	19.1%	14.3%
Grand Total	3503	4708	4745	2511	15467	Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%

Below shows the ethnic groups grouped for ease:

Total Missing by Group	2021	2022	2023	2024	Grand Total	Total Missing by Group	2021	2022	2023	2024	Grand Total
Ethnic Minority	58	87	96	82	323	Ethnic Minority	1.7%	1.8%	2.0%	3.3%	2.1%
White	3046	3993	3943	1950	12932	White	87.0%	84.8%	83.1%	77.7%	83.6%
Not Stated	399	628	706	479	2212	Not Stated	11.4%	13.3%	14.9%	19.1%	14.3%
Grand Total	3503	4708	4745	2511	15467	Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%

Regarding whether ethnic minority groups are “... less likely to be found by the police, and less likely to be recorded as being at high-risk, than white people”, we can see from the below tables that:

- 28.5% of those from an ethnic minority background were returned by police, vs. 30.1% of white missing people

No. Returned by Police	2021	2022	2023	2024	Grand Total	% Returned by Police	2021	2022	2023	2024	Grand Total
Ethnic Minority	18	25	27	22	92	Ethnic Minority	31.0%	28.7%	28.1%	26.8%	28.5%
White	938	1168	1140	643	3889	White	30.8%	29.3%	28.9%	33.0%	30.1%
Not Stated	105	210	184	152	651	Not Stated	26.3%	33.4%	26.1%	31.7%	29.4%
Grand Total	1061	1403	1351	817	4632	Grand Total	30.3%	29.8%	28.5%	32.5%	29.9%

- 9% of those from an ethnic minority background were high risk, vs. 4.1% of white missing people

No. of High Risk	2021	2022	2023	2024	Grand Total	% of High Risk	2021	2022	2023	2024	Grand Total
Ethnic Minority	6	4	9	10	29	Ethnic Minority	10.3%	4.6%	9.4%	12.2%	9.0%
White	142	99	174	116	531	White	4.7%	2.5%	4.4%	5.9%	4.1%
Not Stated	23	21	32	54	130	Not Stated	5.8%	3.3%	4.5%	11.3%	5.9%
Grand Total	171	124	215	180	690	Grand Total	4.9%	2.6%	4.5%	7.2%	4.5%

Regarding whether “people from minority ethnic groups were missing for longer”, analysis initially considered the average number of days missing, but as the cohort for ethnic minorities is so small in comparison, one missing episode can completely inflate the dataset (which has been the case for each year). We can see from the below table that the average time spent missing was 1.7 days for those from an ethnic minority, vs. 0.9 for white missing people. To illustrate the statistical impact of small numbers of those from ethnic minority background reported as missing there were 87 people of an ethnic minority background reported missing in 2022. Two individuals went missing for 63 days each. Omitting these two from the cohort brings the average down from 2.9 days to 1.3 days, which would give the overall grand total of 1.2 days, vs. 0.9 for white missing people.

Average Days Missing	2021	2022	2023	2024	Grand Total
Ethnic Minority	1.4	2.9	1.4	1.0	1.7
White	1.0	0.7	0.9	0.9	0.9
Not Stated	0.8	0.8	0.8	1.0	0.8
Grand Total	1.0	0.8	0.9	0.9	0.9

A Period Missing thresholds table is produced below to illustrate a more accurate position on length of time missing. Note that the below tables do not include whereby the ethnicity is “Not Stated”, nor does it include the reports which were transferred as we do not collect data on the length of time missing after it’s been transferred to another force. From these tables, we can see that:

- 95.8% of ethnic minority missing people were found in less than a week, vs. 98.8% of white missing people

Additionally, although 1.3% of ethnic minority missing people were missing for over 28 days, vs. 0.2% of white missing people, please note that this 1.3% of ethnic minorities who went missing for more than 28 Days reflects 4 missing reports in 4 years.

Period Missing	2021	2022	2023	2024	Grand Total	Period Missing	2021	2022	2023	2024	Grand Total
Ethnic Minority	57	80	93	81	311	Ethnic Minority	100.0%	100.0%	100.0%	100.0%	100.0%
Between 0 and 7 Days	56	74	88	80	298	Between 0 and 7 Days	98.2%	92.5%	94.6%	98.8%	95.8%
Between 7 and 14 Days		3	4		7	Between 7 and 14 Days	0.0%	3.8%	4.3%	0.0%	2.3%
Between 14 and 21 Days		1			1	Between 14 and 21 Days	0.0%	1.3%	0.0%	0.0%	0.3%
Between 21 and 28 Days				1	1	Between 21 and 28 Days	0.0%	0.0%	0.0%	1.2%	0.3%
More than 28 Days	1	2	1		4	More than 28 Days	1.8%	2.5%	1.1%	0.0%	1.3%
White	3010	3891	3864	1907	12672	White	100.0%	100.0%	100.0%	100.0%	100.00%
Between 0 and 7 Days	2975	3851	3805	1885	12516	Between 0 and 7 Days	98.8%	99.0%	98.5%	98.8%	98.8%
Between 7 and 14 Days	22	27	32	13	94	Between 7 and 14 Days	0.7%	0.7%	0.8%	0.7%	0.7%
Between 14 and 21 Days	8	7	10	2	27	Between 14 and 21 Days	0.3%	0.2%	0.3%	0.1%	0.2%
Between 21 and 28 Days		3	6	2	11	Between 21 and 28 Days	0.0%	0.1%	0.2%	0.1%	0.1%
More than 28 Days	5	3	11	5	24	More than 28 Days	0.2%	0.1%	0.3%	0.3%	0.2%

Appendix ii

Disproportionality in use of police powers (Stop & Search and Use of Force)

The force data packs (Stop and Search and Use of Force) have disproportionality measurements embedded and are calculated using the same methodology suggested by the Race disparity unit within the Home Office and are subject to the same volatility due to the low population numbers in County Durham and Darlington.

The formula focuses on the number of instances of stop searches or force used versus the local population per 1,000. This creates the proportionality figure, which then undergoes significance testing to understand the confidence and accuracy of the figure.

Stop and Search is an elective process where officers can make a conscious choice as to who they stop and search or move beyond a simple stop into a search. Whereas officers usually have less choice regarding use of force and have to deal with a situation in front of them, accepting that officer can sometimes either choose whether they use force or what level.

Further understanding of data could be explored to see what the results really mean through a commissioned piece of work within G&I by an analyst, however that would potentially take an analyst several weeks. This was done in 2019/2020, as below, which shows that since then disparity has improved.



Proportionality of Response and use of

It is important that context is taken when looking at the number of instances for each ethnic group in comparison to overall volume, however the calculation shows no disproportionality for Stop and Search, where there is for Use of Force.

The caveat is that the data is volatile and can be influenced by low population numbers.

Stop and Search

Volume	Column Label	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Grand Total
Self Defined Ethnicity														
Asian (or Asian British)		2	3	1	5	3	7	4	4	6	7	1	2	45
Unknown (not stated or blank)		7	15	9	11	7	13	4	13	4	12	11	9	115
White		191	211	195	207	207	242	175	225	184	236	201	143	2417
Other		2	2	1	4	0	0	1	1	0	1	1	0	13
Black (or Black British)		0	0	0	1	1	2	1	0	2	0	0	2	9
Mixed		2	2	6	4	2	0	1	2	1	1	0	1	22
Grand Total		204	233	212	232	220	264	186	245	197	257	214	157	2621

Stop Search rate per 1000 population by self defined ethnic group

This is calculated using volume of Stop Search episodes by self defined ethnic group, divided by the force area population of that ethnic group (ONS Census, 2021), expressed as a number of Stop Search episodes per 1000 population, e.g. for financial year 23/24, for every 1000 persons in the white population 4.7 have been stop searched. *As shown in the volume of stop and search episodes by ethnicity, stop searches on ethnic minority groups are low in volume and therefore subject to statistical volatility. Please note this is unable to be broken down beyond force level due to complexities in mapping force beat areas to census data.*

Self Defined Ethnicity	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Grand Total
White	0.3	0.3	0.3	0.3	0.3	0.4	0.3	0.4	0.3	0.4	0.3	0.2	4.0
Asian (or Asian British)	0.2	0.3	0.1	0.5	0.3	0.6	0.4	0.4	0.6	0.6	0.1	0.2	4.2
Black (or Black British)	0.0	0.0	0.0	0.4	0.4	0.8	0.4	0.0	0.8	0.0	0.0	0.8	3.7
Mixed	0.3	0.3	0.9	0.6	0.3	0.0	0.2	0.3	0.2	0.2	0.0	0.2	3.4
Other	0.7	0.7	0.3	1.3	0.0	0.0	0.3	0.3	0.0	0.3	0.3	0.0	4.3

Stop and Search Ethnicity Disparity

Disparity is calculated looking at the rate at which people from another ethnic group are searched *relative to the rate* at which white people are searched. A relative likelihood greater than 1 suggests ethnic group 'X' are more likely to be stop searched than in the comparator group. A relative likelihood less than 1 suggests ethnic group 'X' is less likely to be searched than in the comparator group. *As shown in the volume of stop and search episodes by ethnicity, stop searches on ethnic minority groups are low in volume and therefore subject to statistical volatility - disparity is better considered over a longer period of time to avoid these limitations.*

[Link: Using relative likelihoods to compare ethnic disparities \(gov.uk\)](https://gov.uk/guidance/using-relative-likelihoods-to-compare-ethnic-disparities)

Self Defined Ethnicity	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Grand Total
Relative Likelihood - White Comparator	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Relative Likelihood - Asian	0.6	0.8	0.3	1.4	0.8	1.6	1.3	1.0	1.8	1.7	0.3	0.8	1.0
Relative Likelihood - Black	0.0	0.0	0.0	1.2	1.2	2.1	1.4	0.0	2.7	0.0	0.0	3.5	0.9
Relative Likelihood - Mixed	1.0	0.9	2.9	1.8	0.9	0.0	0.5	0.8	0.5	0.4	0.0	0.7	0.9
Relative Likelihood - Other	2.1	1.9	1.0	3.9	0.0	0.0	1.2	0.9	0.0	0.9	1.0	0.0	1.1

Interpreting relative likelihoods:

This methodology has been adopted from the Race Disparity Unit, using the 'four fifths rule' to identify notable disparities. The four-fifths rule classifies any relative likelihood of less than four-fifths (0.80) or more than the reciprocal of four-fifths (1.25) as 'notable'.

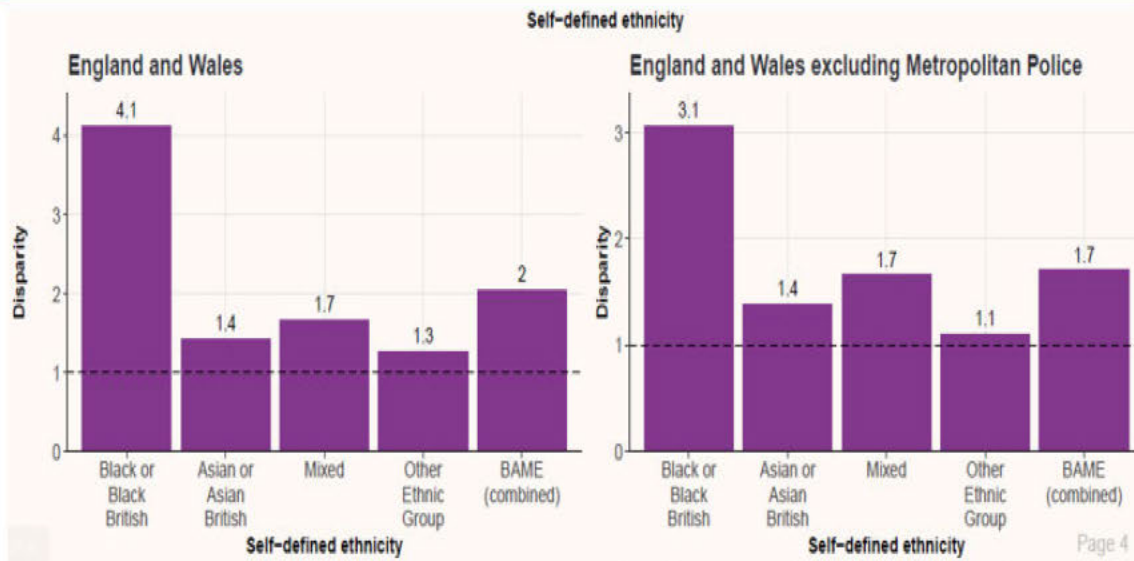
In addition, significance testing is used in the form of confidence intervals, to test whether a relative likelihood is statistically significantly different from parity (i.e. the same likelihood as force being used on a white subject). If the confidence interval does not contain 1, we can say the relative likelihood is statistically significant. For further detail please see link:

[Using relative likelihoods to compare ethnic disparities - GOV.UK](https://gov.uk/guidance/using-relative-likelihoods-to-compare-ethnic-disparities)

Relative rates: Significance and size interpretation	Relative rate is less than 0.80 or more than 1.25	Relative rate is statistically significant?*	95% Confidence interval	Inference	Inferences refers to data patterns only and at this point any conclusions about meaning are uncertain - additional data and analysis would be required to make a decision about the most likely meaning of any underlying pattern.
Asian (or Asian British)	No notable difference	Not Significant	0.96 to 1.15	No notable or significant difference	
Black (or Black British)	No notable difference	Not Significant	0.76 to 1.13	No notable or significant difference	
Mixed	No notable difference	Significant	0.76 to 0.98	Variation between groups is likely to be non-random, but no notable difference	
Other	No notable difference	Not Significant	0.92 to 1.29	No notable or significant difference	

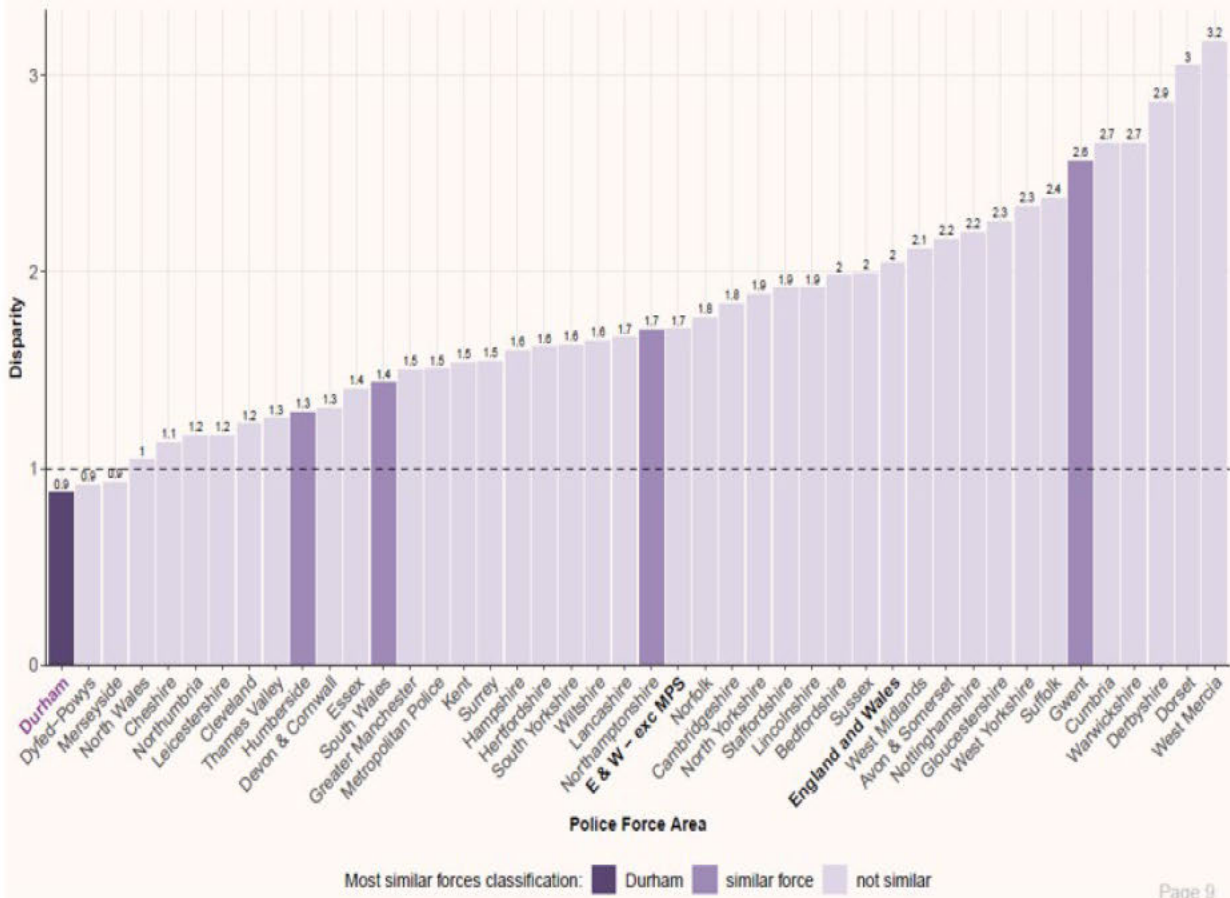
National Comparison

The below data has been sourced from the Home Office Stop Search data pack for 2022/23



Stop and search disparity – all ethnic minorities

This page shows stop and search disparity for all ethnic minorities, which are calculated by looking at the rate ethnic minorities people are searched relative to the rate at which white people are searched. Data from Home Office ADR 150 data collection



The above data suggests that we are not disproportionate in our use of stop and search using the formula from the Home Office . Further information available within the stop and search data pack.

Nationally we are lowest position regarding disproportionality when it comes to Stop and Search, as highlighted above.

UOF

Volume over time Self Defined Ethnicity	Column Labels	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Grand Total
White		616	804	822	800	861	779	773	718	762	739	651	490	8791
Unknown (not stated or blank)		23	29	20	17	29	21	28	24	28	20	22	28	278
Asian (or Asian British)		10	7	5	12	8	7	8	13	6	12	6	4	98
Black (or Black British)		3	7	8	7	6	4	8	6	11	11	4	9	83
Mixed		7	3	7	4	9	7	8	10	5	5	3	4	71
Other		2	6	7	5	8	10	2	7	7	5	2	3	62
Grand Total		649	847	863	839	913	821	819	766	807	784	684	529	9297

Use of Force rate per 1000 population

This is calculated using volumes of Use of Force incidents by self defined ethnic group, divided by the force area population of that ethnic group (ONS Census, 2021), expressed as a number of UoF incidents per 1000 population, e.g. for financial year 23/24, for every 1000 persons in the white population, 14.7 were subject to Use of Force. Please note that the number of individuals subject to use of force in ethnic minority groups are low volume and subject to statistical volatility.

Ethnic Group (self defined)	Column Labels	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Grand Total
White		1.0	1.3	1.4	1.3	1.4	1.3	1.3	1.2	1.3	1.2	1.1	0.8	14.5
Asian (or Asian British)		0.9	0.6	0.5	1.1	0.7	0.6	0.7	1.2	0.6	1.1	0.6	0.4	9.1
Black (or Black British)		1.2	2.9	3.3	2.9	2.5	1.6	3.3	2.5	4.5	4.5	1.6	3.7	34.0
Mixed		1.1	0.5	1.1	0.6	1.4	1.1	1.2	1.6	0.8	0.8	0.5	0.6	11.1
Other		0.7	2.0	2.3	1.7	2.7	3.3	0.7	2.3	2.3	1.7	0.7	1.0	20.6

Use of Force Ethnicity Disparity

Disparity is calculated looking at the rate at which UoF with a subject from another ethnic group are submitted *relative to the rate at which UoF forms with a white subject are submitted*. A relative likelihood greater than 1 suggests UoF is more likely to be used on ethnic group 'X' than in the comparator group. A relative likelihood less than 1 suggests UoF is less likely to be used on ethnic group 'X' than in the comparator group. *Please note that the number of individuals subject to use of force in ethnic minority groups are low volume and subject to statistical volatility.*

[Link: Using relative likelihoods to compare ethnic disparities \(gov.uk\)](#)

National Comparison

Year ending 31 March 2023	Asian (or Asian British)	Black (or Black British)	Mixed ethnic group	White	Other ethnic group
England and Wales	0.8	3.4	0.8	1	1.2
England and Wales exc. Metropolitan Police	0.8	3.3	0.9	1	1.2
Metropolitan Police	0.8	3.5	0.7	1	1.3

National Comparison: Data published by the Home Office for reporting year 22/23 is the latest available national comparison, and shows that use of force tactics involved people from a black ethnic group at a relative rate **3.3 times higher** than those from a white ethnic group in police forces in England and Wales excluding the Metropolitan Police.

Source: *Police use of force statistics, England and Wales: April 2022 to March 2023*

Ethnic Group (self defined)	Column 1												
	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Grand Total
Relative Likelihood - White Comparator	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Relative Likelihood - Asian	0.9	0.5	0.3	0.8	0.5	0.5	0.6	1.0	0.4	0.9	0.5	0.5	0.6
Relative Likelihood - Black	1.2	2.2	2.4	2.2	1.7	1.3	2.6	2.1	3.6	3.7	1.5	4.6	2.3
Relative Likelihood - Mixed	1.1	0.4	0.8	0.5	1.0	0.8	1.0	1.3	0.6	0.6	0.4	0.8	0.8
Relative Likelihood - Other	0.7	1.5	1.7	1.3	1.9	2.6	0.5	2.0	1.9	1.4	0.6	1.2	1.4

Interpreting relative likelihoods:

This methodology has been adopted from the Race Disparity Unit, using the 'four fifths rule' to identify notable disparities. The four-fifths rule classifies any relative likelihood of less than four-fifths (0.80) or more than the reciprocal of four-fifths (1.25) as 'notable'.

In addition, significance testing is used in the form of confidence intervals, to test whether a relative likelihood is statistically significantly different from parity (i.e. the same likelihood as force being used on a white subject). If the confidence interval does not contain 1, we can say the relative likelihood is statistically significant. For further detail please see link:

[Using relative likelihoods to compare ethnic disparities - GOV.UK](#)

Relative rates: Significance and size interpretation	Relative rate is less than 0.80 or more than 1.25	Relative rate is statistically significant?*	95% Confidence Interval	Inference	Inferences refers to data patterns only and at this point any conclusions about meaning are uncertain - additional data and analysis would be required to make a decision about the most likely meaning of any underlying pattern.
Asian (or Asian British)	Less than 0.80	Significant	0.59 to 0.67	Variation between groups is notably different and likely to be non-random	
Black (or Black British)	More than 1.25	Significant	2.22 to 2.48	Variation between groups is notably different and likely to be non-random	
Mixed	Less than 0.80	Significant	0.71 to 0.82	Variation between groups is notably different and likely to be non-random	
Other	More than 1.25	Significant	1.33 to 1.53	Variation between groups is notably different and likely to be non-random	

No ADR data available at this time for comparison, national data is above however showing how we compare. Which shows that we are below the national average around use of force, except for other ethnic group.

The above local data shows that you are more likely to have force used on you in County Durham and Darlington if you are either Black or Other ethnicity than if you are from ethnic backgrounds such as White or Asian.

Appendix iii

Disproportionality in use of police powers (Vehicle Stops)

The force data packs (Vehicle Stops) have disproportionality measurements embedded and are calculated using the same methodology suggested by the Race disparity unit within the Home Office and are subject to the same volatility due to the low population numbers in County Durham and Darlington.

The formula focuses on the number of instances of vehicles being stopped by police versus the local population per 1,000 . This creates the proportionality figure, which then undergoes significance testing to understand the confidence and accuracy of the figure.

Self defined ethnicity data has been collected since April 2024 and shows that 82% of drivers define themselves as white, 11% not stated, with 7% from ethnically diverse backgrounds. The relative likelihood of being stopped is significantly higher in every category other than Mixed, with those defined as Black at the highest likelihood of being stopped.

Subject Ethnicity (Driver)



Locality (Stop) Darlington East South Unknown West	Station (blank) Chester-le-Street Darlington Peterlee Stanley Barnard Castle Consett Durham Seaham Bishop Auckland Crook Newton Aycliffe Spennymoor	Vehicle Stop Date Apr - Nov 2024 2024 JAN FEB MAR APR MAY JUN JUL AUG SEP OCT NOV DEC
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Ethnicity known prior to vehicle stop?

[linked to slicers and timeline](#)

Row Labels	Ethnicity not known		Ethnicity known		Total Volume	Total %
	Volume	%	Volume	%		
Other	23	100%	0	0%	23	100%
White	1748	85%	310	15%	2058	100%
Blank	1	100%	0	0%	1	100%
Not Stated	264	99%	21	7%	285	100%
Asian (or Asian British)	65	92%	6	8%	71	100%
Black (or Black British)	39	95%	2	5%	41	100%
Mixed	15	100%	0	0%	15	100%
Grand Total	2155	86%	339	14%	2494	100%

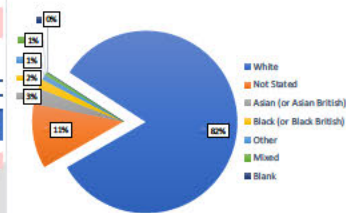
Volume/proportion of Vehicle Stops by self defined ethnic group

[linked to slicers and timeline](#)

Ethnic Group	Vehicle Stops by Ethnic Group								
	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Grand Total
Other	5	5	1	4	2	2	1	3	23
White	397	375	251	221	177	164	217	255	2058
Blank	0	0	1	0	0	0	0	0	1
Not Stated	54	48	29	33	26	27	36	32	285
Asian (or Asian British)	12	13	10	10	3	9	2	12	71
Black (or Black British)	7	8	4	2	3	5	5	7	41
Mixed	4	2	1	3	2	0	3	0	15
Grand Total	479	452	297	273	213	207	264	309	2494

Total Vehicles Stops by SD Ethnicity

[Linked to slicers](#)



Ethnic Group	Vehicle Stops by Ethnic Group								
	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Grand Total
White	82.5%	83.2%	84.5%	81.0%	83.8%	79.2%	82.2%	82.5%	82.5%
Not Stated	11.3%	10.6%	9.8%	12.1%	12.2%	13.0%	13.6%	10.4%	11.4%
Asian (or Asian British)	2.5%	2.9%	3.4%	3.7%	1.4%	4.3%	0.8%	3.9%	2.8%
Black (or Black British)	1.5%	1.8%	1.3%	0.7%	1.4%	2.4%	1.9%	2.3%	1.6%
Other	1.0%	1.1%	0.3%	1.5%	0.9%	1.0%	0.4%	1.0%	0.9%
Mixed	0.8%	0.4%	0.3%	1.1%	0.9%	0.0%	1.1%	0.0%	0.6%
Blank	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Vehicle stop rate per 1000 population by self defined ethnic group

Please note this is unable to be broken down beyond force level due to complexities in mapping force beat areas to census data.

This is calculated using volume of vehicle stops by self defined ethnic group, divided by the force area population of that ethnic group (ONS Census, 2021), expressed as a number of vehicle stops per 1000 population. As shown in the volume of vehicle stops by ethnicity, stops on ethnic minority groups are low in volume and therefore subject to statistical volatility.

Values	Vehicle Stop Rate per 1000 Population								
	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Grand Total
Asian: rate per 1000 pop.	1.1	1.2	0.9	0.9	0.3	0.8	0.2	1.1	6.6
Black: rate per 1000 pop.	2.9	3.3	1.6	0.8	1.2	2.0	2.0	2.9	16.8
Mixed: rate per 1000 pop.	0.6	0.3	0.2	0.5	0.3	0.0	0.5	0.0	2.3
Other: rate per 1000 pop.	1.7	1.7	0.3	1.3	0.7	0.7	0.3	1.0	7.7
White: rate per 1000 pop.	0.7	0.6	0.4	0.4	0.3	0.3	0.4	0.4	3.4

Vehicle Stop Ethnicity Disparity

Please note this is unable to be broken down beyond force level due to complexities in mapping force beat areas to census data.

Disparity is calculated looking at the rate at which people from another ethnic group are stopped relative to the rate at which white people are stopped. A relative likelihood greater than 1 suggests ethnic group 'X' are more likely to be stopped than in the comparator group. A relative likelihood less than 1 suggests ethnic group 'X' is less likely to be stopped than in the comparator group. As shown in the volume of vehicle stops by ethnicity, stops on ethnic minority groups are low in volume and therefore subject to statistical volatility - disparity is better considered over a longer period of time to avoid these limitations.

Values	Vehicle Stop Ethnicity Disparity								
	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Grand Total
Relative likelihood: White Comparator	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Relative likelihood: Asian	1.7	1.9	2.2	2.5	1.0	3.1	0.5	2.5	1.9
Relative likelihood: Black	4.4	5.3	4.0	2.3	4.2	7.5	5.7	6.8	5.0
Relative likelihood: Mixed	1.0	0.5	0.4	1.3	1.1	0.0	1.3	0.0	0.7
Relative likelihood: Other	2.5	2.7	0.8	3.7	2.3	2.4	0.9	2.4	2.3

Interpreting relative likelihoods:

This methodology has been adopted from the Race Disparity Unit, using the 'four-fifths rule' to identify notable disparities. The four-fifths rule classifies any relative likelihood of less than four-fifths (0.80) or more than the reciprocal of four-fifths (1.25) as 'notable'. In addition, significance testing is used in the form of confidence intervals, to test whether a relative likelihood is statistically significantly different from parity (i.e. the same likelihood as force being used on a white subject). If the confidence interval does not contain 1, we can say the relative likelihood is statistically significant. For further detail please see link: [Using relative likelihoods to compare ethnic disparities - GOV.UK](#)

Relative rates: Significance and size interpretation	Relative rate is less than 0.80 or more than 1.25	Relative rate is statistically significant?	95% Confidence Interval	Inference	Inferences refers to data patterns only and at this point any conclusions about meaning are uncertain - additional data and analysis would be required to make a decision about the most likely meaning of any underlying pattern.
Asian (or Asian British)	More than 1.25	Significant	1.80 to 2.08	Variation between groups is notably different and likely to be non-random	
Black (or Black British)	More than 1.25	Significant	4.53 to 5.42	Variation between groups is notably different and likely to be non-random	
Mixed	Less than 0.80	Significant	0.59 to 0.81	Variation between groups is notably different and likely to be non-random	
Other	More than 1.25	Significant	1.99 to 2.56	Variation between groups is notably different and likely to be non-random	

Relative rate of Vehicle Stops by Ethnicity

