

Equality Data 2021/2022

“THE NEEDS OF VICTIMS AND WITNESSES ARE RECOGNISED BY THE CONSTABULARY AND CRIMINAL JUSTICE PARTNERS AND ADDRESSED IN A CONSISTENT AND EFFECTIVE MANNER”

The Equality data in this report relates to the year April 2021 to March 2022 (unless otherwise stated). The report helps Lancashire Constabulary to identify how the workforce is changing and whether we need to revise our procedures, policies, and learning interventions. Observing trends and patterns relating to operational policing helps the Force to develop equality and inclusion strategies and objectives aimed at improving services to our communities.

Further statistical information is available from: www.gov.uk, www.police.uk and www.ons.gov.uk

Lancashire Constabulary’s Crime Commissioner aims to develop safe and confident communities by:

- **Improve public confidence in the police measured through national and local benchmarks and engagement surveys**
- **Ensuring that the public have an accessible, open, and transparent policing service**
- **Engage with the public and continue to invest in ‘Lancashire Talking’ to identify the top issues in every community**
- **Launch a Safer Lancashire Neighbourhoods fund and support community safety partnerships to focus our collective resources**
- **Encouraging volunteering in local areas**
- **Engaging with local communities on issues that matter to them**

"WE WILL DEVELOP A DIVERSE WORKFORCE WHICH IS REFLECTIVE OF OUR COMMUNITIES."

Census Data 2011

Area	Usual Residents Numbers	All Black or Minority Ethnic		All White		Mixed/ multiple Ethnic Group		Asian/ Asian British		Black/ Black British		Other Ethnic Group	
		Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates
Burnley	87,059	11,005	12.6	76,054	87.3	976	1.1	9,578	11.0	211	0.2	240	0.3
Chorley	107,155	3,322	3.1	103,833	96.9	1,016	1.0	1,710	1.6	401	0.4	195	0.2
Fylde	75,757	1,913	2.5	73,844	97.4	742	0.9	845	1.1	163	0.2	163	0.2
Hyndburn	80,734	9,956	12.3	70,778	87.6	696	0.8	9,007	11.2	106	0.1	147	0.2
Lancaster	138,375	6,033	4.4	132,342	95.6	1,356	0.9	3,732	2.7	628	0.5	317	0.2
Pendle	89,452	18,015	20.1	71,437	79.8	946	1.2	16,807	18.8	126	0.1	136	0.2
Preston	140,202	27,787	19.8	112,415	80.2	3,326	2.4	21,732	15.5	1,676	1.2	1,053	0.8
Ribble Valley	57,132	1,228	2.1	55,904	97.8	360	0.7	729	1.3	92	0.2	47	0.1
Rosendale	67,982	4,204	6.2	63,778	93.9	602	0.9	3,396	5.0	123	0.2	83	0.1
South Ribble	109,057	3,210	2.9	105,847	97.1	1,174	1.2	1,612	1.5	268	0.2	156	0.0
West Lancashire	110,685	2,082	1.9	108,603	98.1	866	0.7	913	0.8	174	0.2	129	0.1
Wyre	107,749	1,897	1.8	105,852	98.3	664	0.6	993	0.9	130	0.1	110	0.1
Blackburn with Darwen	147,489	45,480	30.8	102,009	69.1	1,823	1.2	41,494	28.1	933	0.6	1,230	0.8
Blackpool	142,065	4,726	3.3	137,339	96.6	1,753	1.2	2,282	1.6	346	0.2	345	0.2

Census Data 2011. Source: census-2011-districts-ethnicity.pdf (lancashire.gov.uk)

“VICTIMS AND WITNESSES ARE TO BE TREATED WITH DIGNITY AND RESPECT AND FEEL VALUED AND SAFE AT ALL STAGES OF THE PROCESS”

Victim Satisfaction

Surveyed respondents who are victims of certain crimes (burglary, violent, hate, anti-social behaviour and domestic abuse crimes) as well as racist incident victims are contacted as part of our victim satisfaction survey programme. The aim is to evaluate the satisfaction of victims of crime and record the level of service they have received.

Victims are asked to gauge their level of satisfaction with the ‘whole experience’ and are provided with 7 options. Those who are completely, very or fairly satisfied are classed as satisfied.

Lancashire Constabulary’s Crime Commissioner aims to protect victims and vulnerable people by:

- **Funding specialist victim services to ensure that victims of domestic abuse and sexual violence in Lancashire get the best possible support**
- **Alongside partners, develop and launch a countywide domestic violence perpetrator strategy to reduce re-offending**
- **Invest in building up neighbourhood policing teams to ensure officers can tackle burglary and robbery offences and investigate them fully to bring offenders to justice**
- **Support victims of burglary and robbery, particularly those who are vulnerable, and prevent them being re-targeted**
- **Support all available measures by police and partners to reduce the number of people killed and seriously injured as a result of homicide and serious violence in Lancashire.**

All Survey Data

Victim Ethnicity	Measure	Victim Age							Do Not Wish To Say	Not Recorded	Total
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above			
Asian	Volume	29	43	55	20	11	0	0	0	0	158
	Percentage	10%	10%	15%	6%	4%	0%	0%	0%	0%	8%
Black	Volume	3	4	4	4	1	0	0	0	0	16
	Percentage	1%	1%	1%	1%	0%	0%	0%	0%	0%	1%
Do Not Wish To Say	Volume	5	1	1	6	2	1	1	174	0	191
	Percentage	2%	0%	0%	2%	1%	1%	2%	100%	0%	9%
Mixed	Volume	4	13	7	10	6	0	0	0	0	40
	Percentage	1%	3%	2%	3%	2%	0%	0%	0%	0%	2%
Other	Volume	6	3	5	2	1	1	0	0	0	18
	Percentage	2%	1%	1%	1%	0%	1%	0%	0%	0%	1%
White	Volume	233	388	303	283	246	126	50	0	0	1629
	Percentage	83%	86%	81%	87%	92%	98%	98%	0%	0%	79%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	280	452	375	325	267	128	51	174	0	2052

Domestic Abuse Victim Satisfaction Female

Victim Ethnicity	Measure	Victim Age							Do Not Wish To Say	Not Recorded	Total
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above			
Asian	Volume	1	8	3	1	0	0	0	0	0	13
	Percentage	1%	6%	3%	2%	0%	0%	0%	0%	0%	4%
Black	Volume	0	0	0	1	0	0	0	0	0	1
	Percentage	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%
Do Not Wish To Say	Volume	0	0	0	0	0	1	0	0	0	1
	Percentage	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%
Mixed	Volume	1	3	2	2	1	0	0	0	0	9
	Percentage	1%	2%	2%	5%	4%	0%	0%	0%	0%	2%
Other	Volume	0	1	1	0	0	0	0	0	0	2
	Percentage	0%	1%	1%	0%	0%	0%	0%	0%	0%	1%
White	Volume	65	121	81	37	23	9	4	0	0	340
	Percentage	97%	91%	93%	90%	96%	90%	100%	0%	0%	93%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	67	133	87	41	24	10	4	0	0	366

Domestic Abuse Victim Satisfaction Male

Victim Ethnicity	Measure	Victim Age							Do Not Wish To Say	Not Recorded	Total
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above			
Asian	Volume	0	0	2	1	0	0	0	0	0	3
	Percentage	0%	0%	12%	11%	0%	0%	0%	0%	0%	4%
Black	Volume	1	1	0	0	0	0	0	0	0	2
	Percentage	6%	7%	0%	0%	0%	0%	0%	0%	0%	3%
Do Not Wish To Say	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mixed	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White	Volume	16	14	15	8	13	1	0	0	0	67
	Percentage	94%	93%	88%	89%	100%	100%	0%	0%	0%	93%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0
Total	Volume	17	15	17	9	13	1	0	0	0	72

Anti-Social Behaviour Victim Satisfaction Female

Victim Ethnicity	Measure	Victim Age									
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total
Asian	Volume	0	1	4	2	0	0	0	0	0	7
	Percentage	0%	3%	8%	4%	0%	0%	0%	0%	0%	3%
Black	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Do Not Wish To Say	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mixed	Volume	0	0	2	1	1	0	0	0	0	4
	Percentage	0%	0%	4%	2%	3%	0%	0%	0%	0%	2%
Other	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White	Volume	15	37	45	45	39	21	7	0	0	209
	Percentage	100%	97%	88%	94%	98%	100%	100%	0%	0%	95%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	15	38	51	48	40	21	7	0	0	220

Anti-Social Behaviour Victim Satisfaction Male

Victim Ethnicity	Measure	Victim Age									
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total
Asian	Volume	2	1	2	2	2	0	0	0	0	9
	Percentage	29%	3%	10%	6%	6%	0%	0%	0%	0%	6%
Black	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Do Not Wish To Say	Volume	0	1	0	2	0	0	0	0	0	3
	Percentage	0%	3%	0%	6%	0%	0%	0%	0%	0%	2%
Mixed	Volume	0	2	0	0	2	0	0	0	0	4
	Percentage	0%	6%	0%	0%	6%	0%	0%	0%	0%	3%
Other	Volume	1	0	0	0	0	0	0	0	0	1
	Percentage	14%	0%	0%	0%	0%	0%	0%	0%	0%	1%
White	Volume	4	32	18	29	28	14	6	0	0	131
	Percentage	57%	89%	90%	88%	88%	100%	100%	0%	0%	89%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	7	36	20	33	32	14	6	0	0	148

Hate Crime Victim Female

Victim Ethnicity	Measure	Victim Age									
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total
Asian	Volume	10	5	9	4	0	0	0	0	0	28
	Percentage	50%	17%	35%	19%	0%	0%	0%	0%	0%	25%
Black	Volume	0	0	1	0	0	0	0	0	0	1
	Percentage	0%	0%	4%	0%	0%	0%	0%	0%	0%	1%
Do Not Wish To Say	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mixed	Volume	0	4	1	2	1	0	0	0	0	8
	Percentage	0%	14%	4%	10%	9%	0%	0%	0%	0%	7%
Other	Volume	0	1	0	0	1	0	0	0	0	2
	Percentage	0%	3%	0%	0%	9%	0%	0%	0%	0%	2%
White	Volume	10	19	15	15	9	4	0	0	0	72
	Percentage	50%	66%	58%	71%	82%	100%	0%	0%	0%	65%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	20	29	26	21	11	4	0	0	0	111

Hate Crime Victim Male

Victim Ethnicity	Measure	Victim Age									
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total
Asian	Volume	7	19	22	7	8	0	0	0	0	63
	Percentage	22%	40%	47%	22%	36%	0%	0%	0%	0%	33%
Black	Volume	2	3	3	2	1	0	0	0	0	11
	Percentage	6%	6%	6%	6%	5%	0%	0%	0%	0%	6%
Do Not Wish To Say	Volume	2	0	0	1	0	0	1	0	0	4
	Percentage	6%	0%	0%	3%	0%	0%	50%	0%	0%	2%
Mixed	Volume	0	2	2	2	1	0	0	0	0	7
	Percentage	0%	4%	4%	6%	5%	0%	0%	0%	0%	4%
Other	Volume	2	1	3	2	0	1	0	0	0	9
	Percentage	6%	2%	6%	6%	0%	14%	0%	0%	0%	5%
White	Volume	19	22	17	18	12	6	1	0	0	95
	Percentage	59%	47%	36%	56%	55%	86%	50%	0%	0%	50%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	32	47	47	32	22	7	2	0	0	189

Violent Assault Victim Satisfaction Female

Victim Ethnicity	Measure	Victim Age										
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total	
Asian	Volume	4	2	2	0	0	0	0	0	0	0	8
	Percentage	9%	5%	8%	0%	0%	0%	0%	0%	0%	0%	5%
Black	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Do Not Wish To Say	Volume	0	0	0	0	1	0	0	0	0	0	1
	Percentage	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	1%
Mixed	Volume	1	0	0	1	0	0	0	0	0	0	2
	Percentage	2%	0%	0%	3%	0%	0%	0%	0%	0%	0%	1%
Other	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White	Volume	41	42	24	30	15	7	3	0	0	0	162
	Percentage	89%	95%	92%	97%	94%	100%	100%	0%	0%	0%	94%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	46	44	26	31	16	7	3	0	0	0	173

Violent Assault Victim Satisfaction Male

Victim Ethnicity	Measure	Victim Age										
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total	
Asian	Volume	3	1	0	2	0	0	0	0	0	0	6
	Percentage	6%	2%	0%	6%	0%	0%	0%	0%	0%	0%	3%
Black	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Do Not Wish To Say	Volume	1	0	0	0	0	0	0	0	0	0	1
	Percentage	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mixed	Volume	2	0	0	2	0	0	0	0	0	0	4
	Percentage	4%	0%	0%	6%	0%	0%	0%	0%	0%	0%	2%
Other	Volume	2	0	0	0	0	0	0	0	0	0	2
	Percentage	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
White	Volume	43	53	30	27	36	11	4	0	0	0	204
	Percentage	84%	98%	100%	87%	100%	100%	100%	0%	0%	0%	94%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	51	54	30	31	36	11	4	0	0	0	217

Burglary Victim Satisfaction Female

Victim Ethnicity	Measure	Victim Age										
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total	
Asian	Volume	2	1	3	0	0	0	0	0	0	0	6
	Percentage	20%	4%	9%	0%	0%	0%	0%	0%	0%	0%	4%
Black	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Do Not Wish To Say	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mixed	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	Volume	0	0	1	0	0	0	0	0	0	0	1
	Percentage	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	1%
White	Volume	8	27	28	33	25	21	13	0	0	0	155
	Percentage	80%	96%	88%	100%	100%	100%	100%	0%	0%	0%	96%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	10	28	32	33	25	21	13	0	0	0	162

Burglary Victim Satisfaction Male

Victim Ethnicity	Measure	Victim Age										
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total	
Asian	Volume	0	4	5	1	1	0	0	0	0	0	11
	Percentage	0%	18%	15%	3%	2%	0%	0%	0%	0%	0%	6%
Black	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Do Not Wish To Say	Volume	0	0	0	0	1	0	0	0	0	0	1
	Percentage	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	1%
Mixed	Volume	0	2	0	0	0	0	0	0	0	0	2
	Percentage	0%	9%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Other	Volume	1	0	0	0	0	0	0	0	0	0	1
	Percentage	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
White	Volume	7	16	29	39	44	31	10	0	0	0	176
	Percentage	88%	73%	85%	98%	96%	100%	100%	0%	0%	0%	92%
Not Recorded	Volume	0	0	0	0	0	0	0	0	0	0	0
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Volume	8	22	34	40	46	31	10	0	0	0	191

“THE IMPACT CRIME CAN HAVE ON FRIENDS, RELATIVES AND THE LOCAL COMMUNITY IS BOTH ACKNOWLEDGED AND ADDRESSED”

Crime

The following table compiles the data of victims who have been targeted in crimes including fraud, theft, vehicle offences, arson/criminal damage, public order offences, burglary, possession of weapons and robbery. The data is based on recorded crimes between 01/04/2021 and 31/03/2022. Victim ages are based on recorded crime date and victim dates of birth.

Victim Ethnicity	Measure	Victim Age									Total
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	
Asian	Volume	290	754	1,234	1,512	796	287	98	24	6	5,001
	Percentage	0%	1%	1%	1%	1%	0%	0%	0%	0%	5%
Black	Volume	42	105	147	146	120	52	10	3	-	625
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	-	1%
Mixed	Volume	114	165	186	118	70	28	5	2	-	688
	Percentage	0%	0%	0%	0%	0%	0%	0%	0%	-	1%
Other	Volume	24	32	51	72	34	12	3	-	-	228
	Percentage	0%	0%	0%	0%	0%	0%	0%	-	-	0%
White	Volume	5,794	11,259	17,200	14,315	10,421	6,207	2,409	1,418	40	69,063
	Percentage	5%	10%	16%	13%	10%	6%	2%	1%	0%	64%
Not Recorded	Volume	3,080	5,341	7,169	6,388	4,904	3,367	1,652	1,084	139	33,124
	Percentage	3%	5%	7%	6%	5%	3%	2%	1%	0%	30%
Total	Volume	9,344	17,656	25,987	22,551	16,345	9,953	4,177	2,531	185	108,729

Stop and Search

Stop and search is a vital tool used in the prevention of crime, which in turn ensures our communities in Lancashire are kept safe. The powers of stop and search allow for an officer to confirm their suspicions of whether an individual is carrying a prohibited item, such as a concealed weapon or drugs. However, due to the nature of stop and search powers it is paramount that our officers use these powers fairly, honestly, and proportionately. The very nature of the powers is intrusive to an individual's privacy and liberty, so making sure that respect is shown in the way it is done, and the methods of communication used is very important.

Victim Ethnicity	Measure	Victim Age									
		16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65 – 74	75 or above	Do Not Wish To Say	Not Recorded	Total
Asian	Volume	26	531	336	113	34	4	1	-	46	1091
	Percentage	0%	5%	3%	1%	0%	0%	0%	-	0%	11%
Black	Volume	14	55	48	19	13	5	1	-	12	167
	Percentage	0%	1%	0%	0%	0%	0%	0%	-	0%	2%
Mixed	Volume	21	74	31	16	4	1	-	-	7	154
	Percentage	0%	1%	0%	0%	0%	0%	-	-	0%	2%
Other	Volume	1	11	9	7	1	1	-	-	3	33
	Percentage	0%	0%	0%	0%	0%	0%	-	-	0%	0%
White	Volume	26	531	336	113	34	4	1	-	46	1091
	Percentage	0%	5%	3%	1%	0%	0%	0%	-	0%	11%
Not Recorded	Volume	14	55	48	19	13	5	1	-	12	167
	Percentage	0%	1%	0%	0%	0%	0%	0%	-	0%	2%
Total	Volume	21	74	31	16	4	1	-	-	7	154

“VICTIMS AND WITNESSES ARE ABLE TO REPORT CRIMES VIA THIRD PARTIES AND OTHER PUBLIC SECTOR AGENCIES”

Call Data

Data shown below consists of calls made to 999 and 101 over a two-year period from 2020 – 2022

Call Data		
Call Type	April 2020 - March 2021	April 2021 - March 2022
101 Calls	625,484	616,454
999 Calls	242,968	293,833
Total	868,452	910,287

“VICTIMS AND WITNESSES RECIVE ACCURATE AND TIMELY INFORMATION ABOUT THEIR CASE AND A BETTER UNDERSTANDING OF THE CRIMINAL JUSTICE SYSTEM, INCLUDING WHAT THEY CAN EXPECT AND WHAT WILL BE EXPECTED OF THEM”

Volume – Primary Offences

The data listed below specifies the volume of crime over the past 2-year period. Data included numerical data from various offences.

Lancashire Constabulary’s Crime Commissioner aims to tackle crime and reoffending by:

- **Disrupting and dismantling organised crime**
- **Invest in Cyber-Crime to defend against online attacks by online criminals and take the fight to them**
- **Drive and support the implantation of the Violence and Intimidation against Women and Girls Strategy**
- **Tackle business and retail crime**
- **Back bids from the Home Office Safer Streets Fund**
- **Improve public confidence in the enforcement of dangerous driving**
- **Invest in a problem-solving approach to reduce crime and anti-social behaviour**
- **Targeting of repeat and persistent offenders**
- **Cracking down on Burglary and Robbery**

Crime Volume		
Crime Type	April 2020 - March 2021	April 2021 - March 2022
Arson & Criminal Damage	14,909	16,973
Burglary	8,270	7,736
Drug Offences	3,050	2,637
Miscellaneous Crime Against Society	3,053	3,375
Possession of Weapons	1,202	1,435
Public Order Offences	9,141	11,196
Robbery	910	1,029
Sexual Offences	3,867	5,147
Theft	16,675	20,491
Vehicle Offences	6,227	7,013
Violence Against the Person	51,407	60,090

“VICTIMS OF ALL CRIME TYPES, INCLUDING ANTI-SOCIAL BEHAVIOUR AND HATE INCIDENTS, HAVE ACCESS TO APPROPRIATE SERVICES AND SUPPORT”

Volume – Secondary Offences

The data below includes all secondary offences committed within the past 2 years. The data includes hate crime, knife crime and domestic abuse statistics.

Crime Type	April 2020 - March 2021	April 2021 - March 2022
Knife Crime	1,030	1,095
DA	23,628	26,111
Hate – Disability	931	1,077
Hate – Race/ Ethnicity	1,844	1,974
Hate – Religious	88	120
Hate – Sexual Orientation	478	523
Hate – Transgender	105	108

Workforce Monitoring Data

Our workforce monitoring data covers our entire workforce, all grades, ranks and roles. Monitoring information lets us understand:

- I. Our diverse workforce
- II. The spread of our people across our workforce at all levels
- III. The satisfaction levels of our workforce
- IV. How this links to the wider recruitment, retention, and development of our workforce.

LANCASHIRE WORKFORCE STATISTICS – OFFICIAL STATISTICS @ 31st March 2022

The data below includes statistics regarding the gender, ethnicity, self-declared disability, religion, sexual orientation and age of police officers and staff within Lancashire Constabulary.

Lancashire Constabulary Crime Commissioners Equality Objectives are:

- **We will provide a fair, responsive and effective service to every Lancashire community**
- **We will develop a diverse workforce which is reflective of our communities, where all staff feel valued, can thrive as individuals and achieve their full potential irrespective of background, culture or protected characteristics.**
- **We will work with our partners to develop joint strategies which enable a more tailored, effective, and equitable approach to public service provision in all Lancashire communities.**
- **Delivery against these objectives will be via a joint annual report and through holding the Chief Constable to account for performance on this agenda.**

Gender Groups by Rank 2022 - Police Officers and Staff

Rank	Female		Male		Prefer to self-describe		Prefer not to say		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Superintendent and above	14	37.84%	23	62.16%	-	0.00%	-	0.00%	37
Chief Inspector	12	25.53%	35	74.47%	-	0.00%	-	0.00%	47
Inspector	37	24.67%	112	74.67%	-	0.00%	1	0.67%	150
Sergeant	118	23.69%	378	75.90%	1	0.20%	1	0.20%	498
Constable	1003	39.74%	1423	56.38%	2	0.08%	96	3.80%	2524
Police Staff	1605	67.24%	741	31.04%	2	0.08%	39	1.63%	2387
PCSO	118	48.16%	106	43.27%	-	0.00%	21	8.57%	245
Total	2907	49.37%	2818	47.86%	5	0.08%	158	2.68%	5888

Ethnic Groups by Rank 2022 - Police Officers and Police Staff

Rank	White		BME		Prefer not to say		Not stated		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Superintendent and above	30	81%	3	8%	1	3%	3	8%	37
Chief Inspector	44	94%	1	2%		0%	2	4%	47
Inspector	135	90%	10	7%	2	1%	3	2%	150
Sergeant	449	90%	26	5%	3	1%	20	4%	498
Constable	2,300	91%	135	5%	49	2%	40	2%	2,524
Police Staff	2,212	93%	102	4%	50	2%	23	1%	2,387
PCSO	226	92%	15	6%	2	1%	2	1%	245
Total	5,396	92%	292	5%	107	2%	93	2%	5,888

Ethnic groups by Employment Type 2022 - Police Officers and Police Staff

Employment Type	White		Asian		Black		Mixed		Other		Prefer not to say		Not Stated		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Officer	2,958	91%	101	3%	4	0%	66	2%	4	0%	55	2%	68	2%	3,256
Staff	2,438	93%	81	3%	7	0%	25	1%	4	0%	52	2%	25	1%	2,632
Total	5,396	92%	182	3%	11	0%	91	2%	8	0%	107	2%	93	2%	5,888

Self-Declared Disability 2022 - Police Officers and Police Staff

Employment Type	Yes		No		Prefer not to say		Not Stated		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	126	3.87%	3,059	93.95%	55	1.69%	16	0.49%	3,256
Police Staff	168	6.38%	2,386	90.65%	64	2.43%	14	0.53%	2,632
Total	294	4.99%	5,445	92.48%	119	2.02%	30	0.51%	5,888

Ethnic Groups 2022 - Police Officers and Police Staff

Employment Type	White		BME		Prefer not to say		Not stated		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	2,958	90.85%	175	5.37%	55	1.69%	68	2.09%	3,256
Police Staff	2,438	92.63%	117	4.45%	52	1.98%	25	0.95%	2,632
Total	5,396	91.64%	292	4.96%	107	1.82%	93	1.58%	5,888

Sexual Orientation 2022 - Police Officers and Police Staff

Employment Type	Bi		Gay Man		Gay Woman/Lesbian		Heterosexual/Straight		Prefer to self-describe		Prefer not to say		Not Recorded		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Officer	60	1.84%	23	0.71%	48	1.47%	1,542	47.36%	2	0.06%	92	2.83%	1,489	45.73%	3,256
Staff	30	1.14%	24	0.91%	41	1.56%	1,716	65.20%	1	0.04%	83	3.15%	737	28.00%	2,632
Total	90	1.53%	47	0.80%	89	1.51%	3,258	55.33%	3	0.05%	175	2.97%	2,226	37.81%	5,888

Age Groups 2022 - Police Officers and Police Staff

Employment Type	16 – 25		26 – 35		36 – 45		46 – 55		56 – 65		66 - 75		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Officer	269	8.26%	938	28.81%	1,172	36.00%	835	25.64%	42	1.29%	-	0.00%	3,256
Staff	256	9.73%	561	21.31%	525	19.95%	739	28.08%	522	19.83%	29	1.10%	2,632
Total	525	8.92%	1,499	25.46%	1,697	28.82%	1,574	26.73%	564	9.58%	29	0.49%	5,888

Gender Groups 2022 - Police Officers and Police Staff

Employment Type	Female		Male		Prefer to self-describe		Prefer not to say		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	1,184	36.36%	1,971	60.53%	3	0.09%	98	3.01%	3,256
Police Staff	1,723	65.46%	847	32.18%	2	0.08%	60	2.28%	2,632
Total	2,907	49.37%	2,818	47.86%	5	0.08%	158	2.68%	5,888

Religious Groups 2022 – Police Officers and Police Staff

Employment Type	Buddhist		Christian		Hindu		Jewish		Muslim		Sikh		Other		None		Prefer not to say		Not stated		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Officer	7	0.21%	1,882	57.80%	4	0.12%	3	0.09%	93	2.86%	3	0.09%	66	2.03%	884	27.15%	147	4.51%	167	5.13%	3,256
Staff	5	0.19%	1,281	48.67%	11	0.42%	1	0.04%	61	2.32%	4	0.15%	47	1.79%	746	28.34%	93	3.53%	383	14.55%	2,632
Total	12	0.20%	3,163	53.72%	15	0.25%	4	0.07%	154	2.62%	7	0.12%	113	1.92%	1,630	27.68%	240	4.08%	550	9.34%	5,888