



## Equality Duty Data 2023/2024

### Background

On 5 April 2011, the public sector equality duty (the equality duty) came into force. The equality duty was created under the Equality Act 2010. The equality duty was developed to harmonise the equality duties and to extend across the protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The equality duty covers nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.

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

The data in this report relates to April 2023 to March 2024 unless otherwise stated. The report helps to inform Lancashire Constabulary’s strategy in relation to equality, diversity, and human rights. It also supports Lancashire Constabulary to identify how the workforce is changing, and whether we need to revise our procedures, policies, and learning interventions. Observing trend and patterns relating to operational policing helps the Force to develop objectives aimed at improving services to our communities.

Further statistical information is available from [www.gov.uk](http://www.gov.uk), [www.police.uk](http://www.police.uk) and [www.ons.gov.uk](http://www.ons.gov.uk)

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

### Census Data 2021

Area	White English, Welsh, Scottish, Northern Irish, British		Mixed/multiple Ethnic Group		Asian/Asian British		Black/Black British		Other Ethnic Groups	
	Number	%	Number	%	Number	%	Number	%	Number	%
Burnley	73,752	77.9	1,505	1.6	13,930	14.8	326	0.4	5,138	5.5
Chorley	109,449	93.0	1,773	1.5	2,204	1.9	653	0.6	3,654	2.9
Fylde	75,793	93.1	1,158	1.5	1,173	1.5	331	0.4	2,920	3.6
Hyndburn	65,471	79.6	1,091	1.3	12,401	15.2	224	0.2	3,050	3.7
Lancaster	125,552	87.8	2,204	1.5	5,155	3.5	1,215	0.8	8,813	6.2
Pendle	63,320	66.1	1,488	1.5	25,573	26.8	244	0.3	5,133	5.4
Preston	97,715	66.1	4,367	2.9	29,815	20.2	3,489	2.4	12,448	8.4
Ribble Valley	57,916	94.1	736	1.2	1,265	1.9	125	0.2	1,523	2.5
Rosendale	64,073	90.4	1,043	1.5	3,876	5.4	172	0.2	1,704	2.4
South Ribble	103,089	92.8	1,908	1.8	2,307	2.1	539	0.5	3,192	2.9
West Lancashire	108,998	92.8	1,547	1.3	1,232	1.0	388	0.3	5,264	4.5
Wyre	107,171	95.7	1,135	1.0	1,109	1.0	273	0.2	2,258	2.0
Blackburn with Darwen	87,997	56.9	2,596	1.6	55,178	35.8	1,406	0.9	7,564	4.9
Blackpool	127,445	90.4	2,210	1.7	3,676	2.6	711	0.5	6,997	5.0



Asian	1	2	11	10	7	6	1	2	0	0	0	0	0	0	0	0	0	0	20	5
Black	1	2	2	2	2	2	1	2	0	0	0	0	0	0	0	0	0	0	6	0
Didn't Wish To Say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100	0	0	1	0
Mixed	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	1	0
Other	1	2	2	2	1	1	1	2	0	0	0	0	0	0	0	0	0	0	5	1
White	60	95	99	87	103	91	46	92	43	100	19	100	1	100	0	0	0	0	371	92
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	63		114		113		50		43		19		1		1		0		404	

Domestic Abuse & Stalking Victim Satisfaction - Male																				
	16-24		25-34		35-44		45-54		55-64		65-74		75+		Do not wish to say		Not recorded		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Asian	1	10	0	0	0	0	2	12	0	0	0	0	0	0	0	0	0	0	3	3
Black	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Didn't Wish To Say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mixed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	9	90	17	100	28	100	15	88	14	100	7	100	4	100	0	0	0	0	94	97
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	10		17		28		17		14		7		4		0		0		97	

*“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 across several crime types. The data is based on recorded crimes between 01/04/2022 and 31/03/2023. Victim ages are based on recorded crime date and victim dates of birth.

Crime																				
	Under 16		16-24		25-34		35-44		45-54		55-64		65-74		75+		Not recorded		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Asian	444	4	1,044	7	1,631	7	1,685	8	968	7	355	4	140	4	23	1	0	0	6,290	6
Black	76	1	117	1	195	1	233	1	165	1	71	1	22	1	11	0	0	0	890	1
Mixed	151	1	199	1	263	1	199	1	101	1	42	0	17	0	7	0	1	1	980	1
Other	15	0	46	0	71	0	84	0	35	0	9	0	5	0	2	0	0	0	267	0
White	7,300	67	10,756	72	16,779	75	15,910	74	10,786	75	7,619	79	3,160	79	1,759	75	32	21	74,101	74
Not Recorded	2,849	26	2,790	19	3,440	15	3,336	16	2,266	16	1,589	16	645	16	556	24	116	78	17,596	18
Total Number	10,835		14,952		22,379		21,447		14,321		9,685		3,998		2,358		149		100,124	

## 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.

Stop & Search

	Under 16		16-24		25-34		35-44		45-54		55-64		65-74		75+		Not recorded		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Asian	85	4	887	16	591	16	228	9	96	7	16	4	6	9	0	0	215	10	2,124	12
Black	29	1	95	2	57	2	45	2	20	1	7	2	0	0	0	0	30	1	283	2
Mixed	29	1	71	1	41	1	17	1	8	1	1	0	0	0	0	0	20	1	187	1
Other	6	0	12	0	26	1	17	1	5	0	2	0	1	1	0	0	8	0	77	0
White	1636	78	3,561	65	2,372	65	1,999	75	1,145	78	336	83	57	81	11	100	1,321	60	12,438	69
Not Recorded	313	15	847	15	537	15	346	13	188	13	43	11	6	9	0	0	624	28	2,904	16
Total Number	2,098		5,473		3,624		2,652		1,462		405		70		11		2,218		18,013	

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

Data shown below consists of calls made to 999 and 101 over a two-year period from 2022 – 2024.

	Call Data	
	April 2022 – March 2023	April 2023 – March 2024
101 Calls	564,893	528,530
999 Calls	314,299	331,934
Total	879,192	860,464

*“VICTIMS AND WITNESSES RECEIVE 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”*

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

	Crime Volume	
	April 2022 – March 2023	April 2023 – March 2024
Arson & Criminal Damage	15,582	14,420
Burglary	7,454	7,324
Drug Offences	2,538	3,080
Miscellaneous Crime Against Society	2,906	2,967
Possession of Weapons	1,660	1,675
Public Order Offences	9,320	7,826
Robbery	1,039	1,130
Sexual Offences	4,889	4,910
Theft	22,197	23,221
Vehicle Offences	7,765	7,763
Violence Against the Person	55,546	54,359

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

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

	Crime Volume	
	April 2022 – March 2023	April 2023 – March 2024
Knife Crime	1,245	1,371
DA	23,431	22,969
Hate – Disability	161	140
Hate – Gender	0	0
Hate – Race / Ethnicity	1,958	1,775
Hate – Religious	111	125
Hate – Sexual Orientation	453	435
Hate – Transgender	93	103
Hate - Lifestyle/ Alternative	0	0

## Workforce Monitoring Data

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

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

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.

Gender by Employment Type					
	Female		Male		Total
	Volume	%	Volume	%	Volume
Police Officer	1424	40.20	2118	59.80	3542
Police Staff	1691	67.21	825	32.78	2516
Total	3115	54.41	2943	48.58	6058

Sex Group by Rank									
	Female		Male		Unknown		Prefer Not To Say		Total
	Number	%	Number	%	Number	%	Number	%	Number
Superintendent and Above	13	36.11	23	63.89	0	0	0	0	36
Chief Inspector	16	29.63	38	70.37	0	0	0	0	54
Inspector	44	27.85	114	72.15	0	0	0	0	158
Sergeant	148	28.41	373	71.59	0	0	0	0	521
Constable	1203	43.38	1570	56.62	0	0	0	0	2773
Police Staff	1691	67.21	825	32.78	0	0	0	0	2516
Total	3115	51.42	2943	48.58	0	0	0	0	6058

Ethnic Group by Rank									
	White		BME		Unknown		Prefer Not To Say		Total
	Number	%	Number	%	Number	%	Number	%	Number
Superintendent and Above	31	86.11	2	5.56	0	0	3	8.33	36
Chief Inspector	49	90.74	3	5.56	0	0	2	3.70	54
Inspector	146	92.41	9	5.70	0	0	3	1.90	158
Sergeant	476	91.36	29	5.57	0	0	16	3.07	521
Constable	2532	91.31	161	5.81	1	0.04	79	2.85	2773
Police Staff	2334	92.77	113	4.49	4	0.16	65	2.58	2516
Total	5568	91.91	317	5.23	5	0.08	168	2.77	6058

Ethnic Group by Employment Type															
	White		Asian		Black		Mixed		Other		Unknown		Prefer Not To Say		Total
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number
Police Officer	3234	91.30	118	3.33	4	0.11	74	2.09	8	0.23	1	0.03	103	2.91	3542
Police Staff	2334	92.77	80	3.18	7	0.28	25	0.99	1	0.04	4	0.16	65	2.58	2516
Total	5568	91.91	198	3.27	11	0.18	99	1.63	9	0.15	5	0.08	168	2.77	6058

Self-Declared Disability by Employment Type									
	Yes		No		Unknown		Prefer Not To Say		Total
	Number	%	Number	%	Number	%	Number	%	Number
Police Officer	132	3.73	3219	90.88	0	0	191	5.39	3542
Police Staff	174	6.91	2271	90.26	1	0.04	70	2.78	2516
Total	306	5.05	5490	90.62	1	0.02	261	4.31	6058

**Sexual Orientation by Employment Type**

	Bi		Gay Man		Gay Woman/Lesbian		Heterosexual/Straight		Prefer to self-describe		Unknown		Prefer Not To Say		Total
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Police Officer	106	2.99	34	0.96	71	2.00	1940	54.77	3	0.08	1282	36.19	106	2.99	3542
Police Staff	37	1.47	21	0.83	40	1.59	1733	68.88	2	0.08	599	23.81	84	3.34	2516
<b>Total</b>	<b>143</b>	<b>2.36</b>	<b>55</b>	<b>0.91</b>	<b>111</b>	<b>1.83</b>	<b>3673</b>	<b>60.63</b>	<b>5</b>	<b>0.08</b>	<b>1881</b>	<b>31.05</b>	<b>190</b>	<b>3.14</b>	<b>6058</b>

**Age Group by Employment Type**

	16 – 25		26 – 35		36 – 45		46 – 55		56 – 65		66+		Total
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Police Officer	453	12.79	1092	30.83	1125	31.76	825	23.29	47	1.33	0	0	3542
Police Staff	235	9.34	535	21.26	503	19.99	631	25.08	570	22.66	42	1.67	2516
<b>Total</b>	<b>688</b>	<b>11.36</b>	<b>162</b>	<b>26.86</b>	<b>1628</b>	<b>26.87</b>	<b>1456</b>	<b>24.03</b>	<b>617</b>	<b>10.18</b>	<b>42</b>	<b>0.69</b>	<b>6058</b>

**Religious Belief by Employment Type**

	Buddhist		Christian		Hindu		Jewish		Muslim		Sikh		Other		None		Prefer Not To Say		Not Stated		Total
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Police Officer	9	0.25	1914	54.04	3	0.08	4	0.11	114	3.22	4	0.11	62	1.75	1131	31.93	155	4.38	146	4.12	3542
Police Staff	5	0.20	1231	48.93	12	0.48	1	0.04	60	2.38	4	0.16	38	1.51	768	30.52	77	3.06	320	12.72	2516
<b>Total</b>	<b>14</b>	<b>0.23</b>	<b>3145</b>	<b>51.91</b>	<b>15</b>	<b>0.25</b>	<b>5</b>	<b>0.08</b>	<b>174</b>	<b>2.87</b>	<b>8</b>	<b>0.13</b>	<b>100</b>	<b>1.65</b>	<b>1899</b>	<b>31.35</b>	<b>232</b>	<b>3.83</b>	<b>466</b>	<b>7.69</b>	<b>6058</b>