

KANTAR PUBLIC

'OUR BLACK WORKFORCE' SURVEY

Findings from a national survey tracking the attitudes and experiences of Black or Black-Heritage police officers and staff in service

Police Uplift Programme
Summer 2022



KANTAR PUBLIC

Why

- The Police Uplift Programme has the ambition to deliver an additional 20,000 police officers by March 2023.
- Strong desire to create a police force more reflective of the population and our communities.
- Workforce Data from March 2021 shows there has been little or no growth in the proportion of Black officers over the last five years.
- High profile worldwide events such as the death of George Floyd, Black Lives Matter protests and the use of Stop and Search powers continue to shine a spotlight on the relationship between policing and Black and Black-Heritage communities.
- Insight is key to listening, understanding and driving change to inform retention within forces, helping achieve and maintain Uplift numbers.

How

The 'Our Black Workforce' survey is designed to:

- Establish an accurate picture of the lived experiences of Black or Black-Heritage officers and staff in policing.
- Establish a baseline data series on the attitudes and experiences of Black or Black-Heritage officers and staff.
- Support the work of Uplift's retention strategy, Police Race Action Plan, the National Black Police Association and partners.
- Report findings on a National level to ensure anonymity

Analysis and collaboration with key audiences on this data continues so that we can draw as much insight as possible from responses

Response Rate

Sample files provided
by forces identified

6,291

police officers and
staff as eligible to
participate in the
survey*

After data cleaning and
quality control measures
applied

1,614

Interviews were included
in final data representing
response rate of **26%**

- 1736 interviews were completed (fully or mostly)
- 975 were incomplete (almost exclusively screened out at ethnicity question)
- 42 forces, College of Policing and BTP participated
- Survey lead in each force shared with eligible staff – those who had identified as Black or Black Heritage
- Demographic profile breakdown was representative
- Slightly out on age, but all within acceptable levels for weighting
- Unless called out in the insight provided here there were no specific differences between gender or other protected characteristics;

* One force did not provide an overall number of eligible officers and staff

Key Findings Summary:

- **Reasons for joining, then staying, are positive**, with ‘having the opportunity to help people’ or ‘make change from within’ strongest throughout; There is a clear sense of responsibility to represent the Black or Black Heritage minority in policing. This can be seen as empowering or as a burden by respondents.
- There are **very different lived experiences** between those from Black British, African and Caribbean backgrounds compared to those from mixed Black/White ethnicities
- **Half of respondents chose to hide attributes** such as music tastes, social or religious activities. For two-fifths this was their family heritage or origin.
- **Incidents of racial microaggressions, discrimination and harassment are common and prevalent** within the last year within the police force. These are often not acted upon and reporting of incidents is low. Line manager response appears to be largely considered supportive however, when reports are made, outcomes are highly dissatisfying and often lead to the complainant feeling further ostracised. These experiences have a strong affect on feelings of worth and belonging, perceived opportunity to progress and increase the desire of respondents to leave policing.
- **Positive Action initiatives are viewed in a good light when used**, but needs to be more awareness of them

Next steps

- Insight is being shared with a wide range of partners, networks, senior leaders, Equality Diversity and Inclusion leads, Police Crime Commissioner leads, National Black Police Association regional networks, those who identified as Black or Black heritage and more widely within forces;
- Detailed analysis continues – particularly the free text comments - to explore responses to maximum statistical effect;
- Key themes are being identified and actions are collaboratively being agreed;
- The report, outcomes and next steps will be published to the public before the end of the year.
- The survey will be run again as part of Police Race Action Plan to measure sentiment, attitudes and perceptions and inform further activity

Key Themes under consultation:

- How can policing harness and support this clear motivation to make a difference from within **without feeling the challenge is theirs to solve alone?**
- Bringing ones self to work – better understanding of the barriers to, and the impact of this, to facilitate change;
- Bullying, harassment and discrimination – how can we recognise and reduce this, improve reporting of and support those reporting more effectively?
- Embedding ‘opportunities’ available to support Black and Black Heritage colleagues throughout their policing career through greater availability of, awareness of and use of them.

Next steps will be working with groups across Chief Officers, first line leadership and force leads, as well as the National Black Police Association and volunteers from those who participated in the research, to identify the changes required, action needed and how progress can be tracked.

Insights: Ethnicity in the workplace

Moral ideals for joining the police decline with longer periods of service

Career aspects paint a varied picture – security and salary on one side and advancement on the other

Comparisons to whole workforce re family and friends

Reasons for wanting to first join the police (top 10)

Reasons for wanting to first join the police x length of service

		Less than a year	1 to 2 years	2 to 5 years	5 to 10 years	10 to 20 years	20+ years
The opportunity to help people in the community	40%	39%	42%	38%	45%	42%	29%
Job security	30%	15%	23%	28%	24%	37%	41%
To be part of changing perceptions of policing	28%	41%	37%	31%	38%	22%	19%
Opportunities for career advancement	22%	28%	28%	24%	20%	20%	19%
To become a positive role model in my community	21%	28%	18%	24%	21%	19%	16%
The excitement of the work	20%	20%	17%	22%	21%	20%	22%
Helping vulnerable people	17%	29%	21%	18%	14%	16%	11%
The variety of the role	17%	15%	16%	18%	23%	18%	15%
Intellectual curiosity/a desire to learn	14%	23%	25%	14%	16%	9%	9%
Salary prospects	13%	11%	10%	13%	9%	17%	11%

16%

of police officers and staff joined with a member of family working or having worked in policing

15%

had a friend in policing

71%

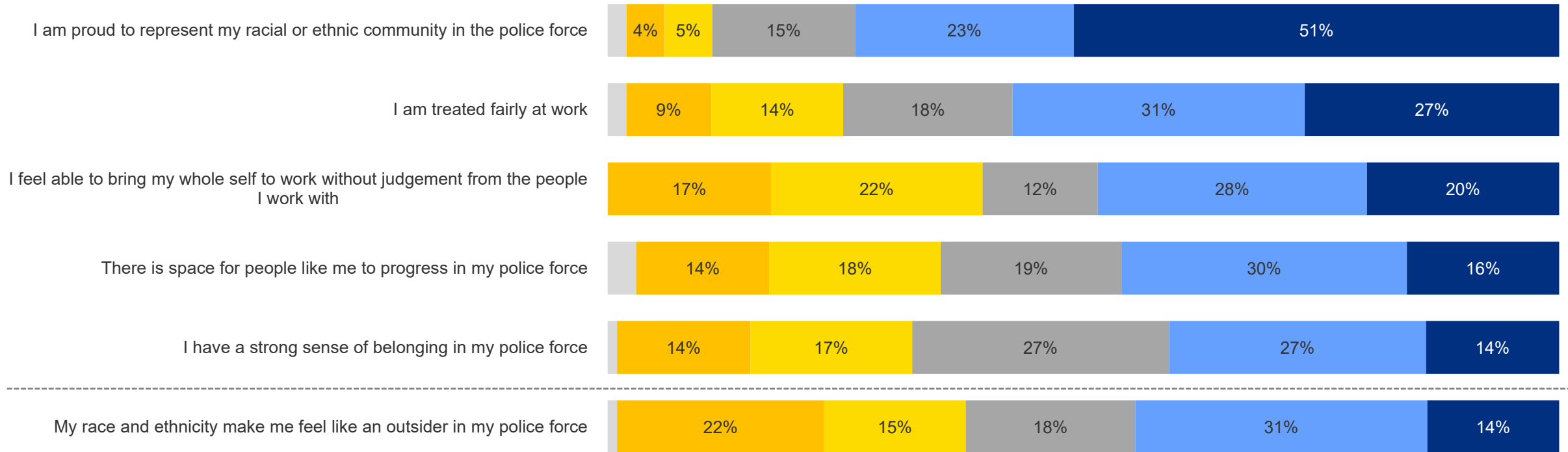
had no existing connection

Three quarters of respondents take pride in being Black/Black-heritage police workers

But fewer than half feel that there is room for people like themselves to progress in their force

Level of agreement with statements about police force

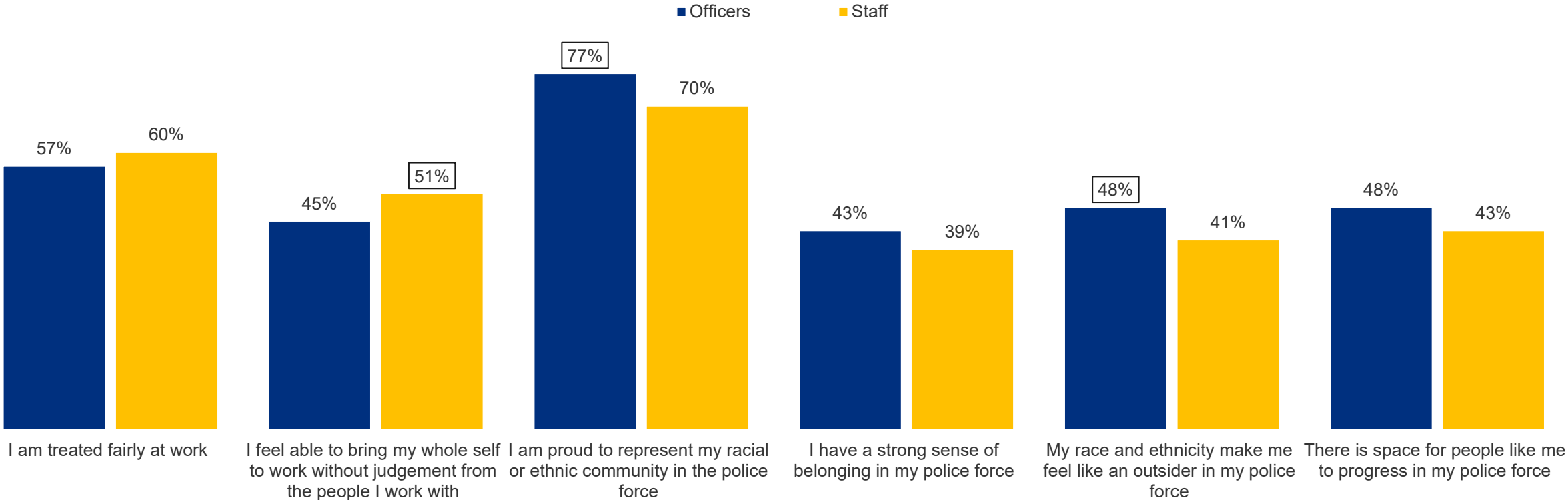
■ Don't know/Prefer not to say ■ Strongly disagree ■ Somewhat disagree ■ Neither agree nor disagree ■ Somewhat agree ■ Strongly agree



Officers seem to find their ethnicity more challenging in the workplace compared to staff

But they also have a greater sense of pride in representing their communities in policing

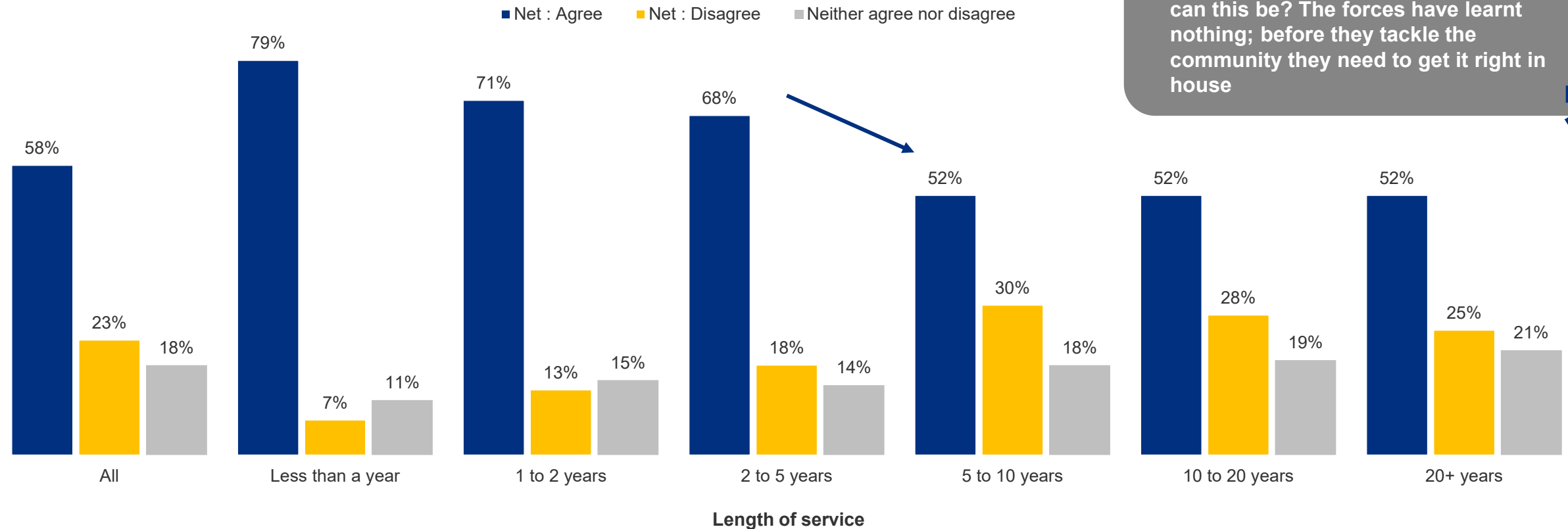
Proportion agree with statements about police force



The sense of being treated fairly at work seemingly erodes over time spent in service

There is a sizeable fall in this after five years in the police force

Level of agreement with statement: I am treated fairly at work x Length of service

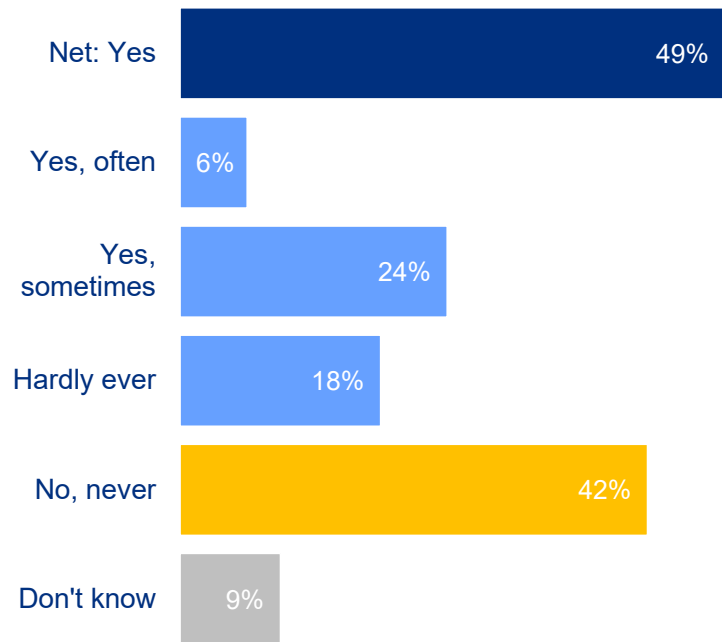


“ Nothing has really changed; same questions and issues 15 years on. How can this be? The forces have learnt nothing; before they tackle the community they need to get it right in house ”

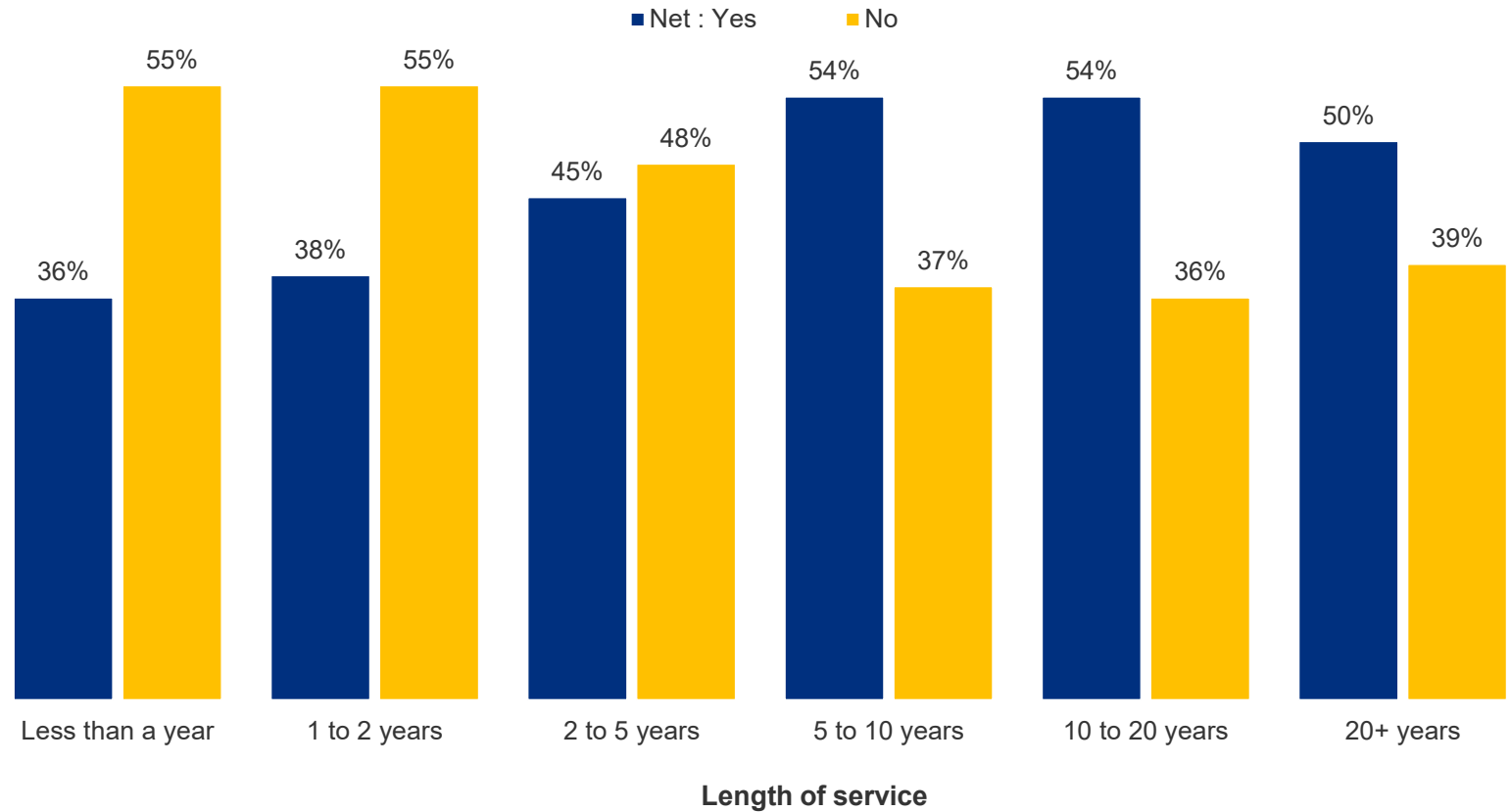
Almost half of police workers feel some form of exclusion at work, although not regularly

Somewhat surprisingly, length of service only increases this feeling of exclusion

Whether respondents feel excluded from social conversations/work activities because of race or ethnicity



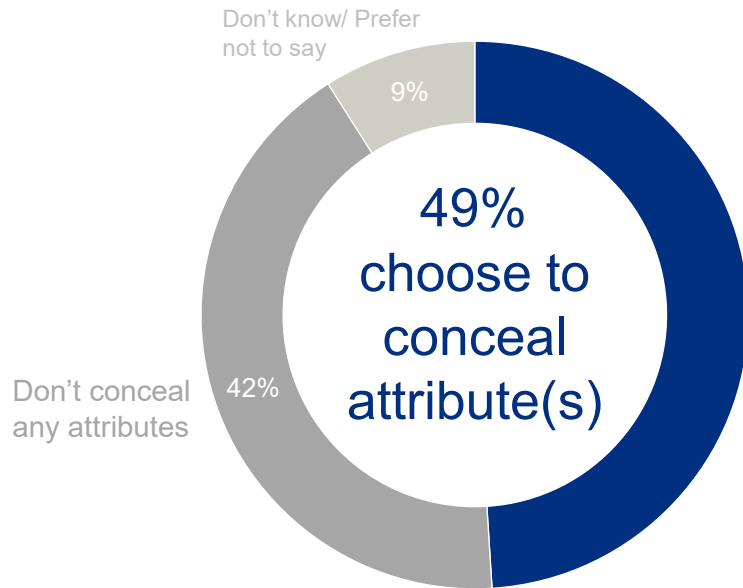
Feeling of exclusion x Length of service



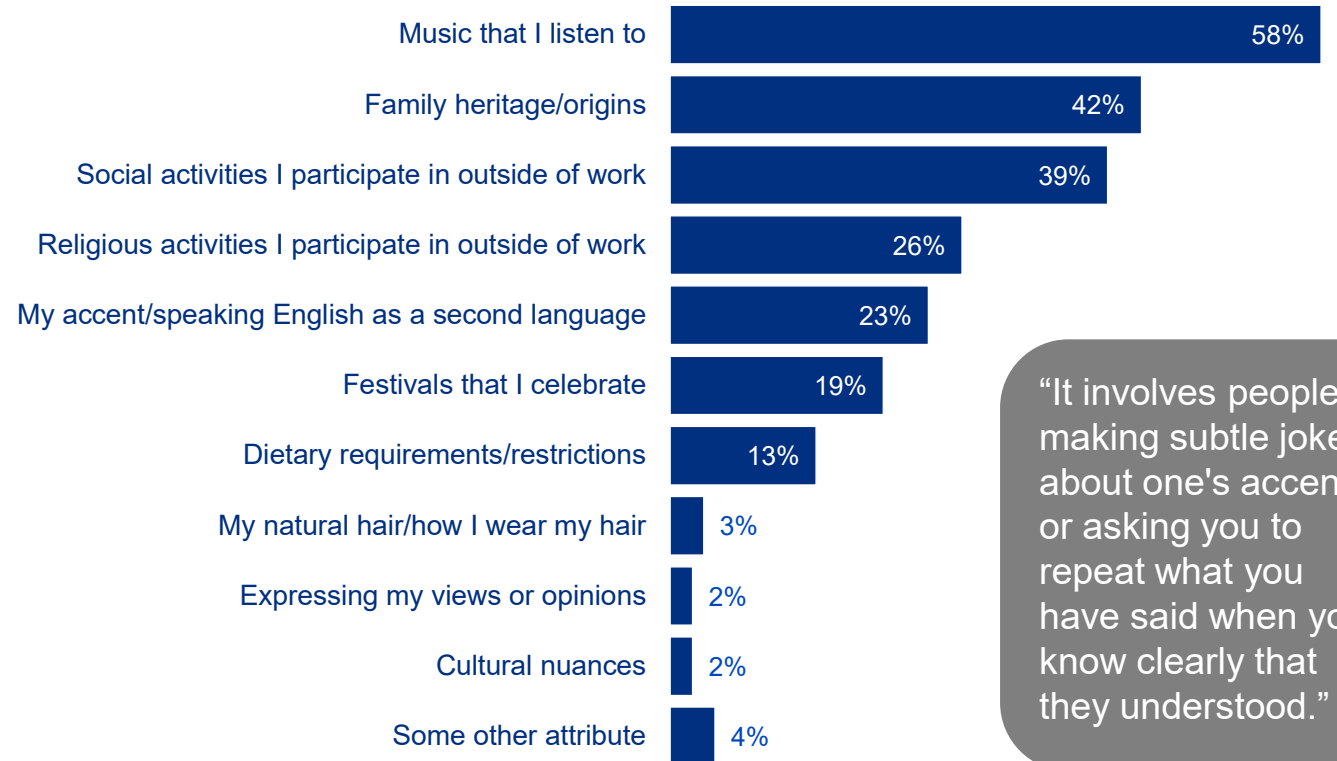
Half of Black/Black-heritage police workers choose to conceal attributes

For two-fifths of this group it is the family heritage/origin itself that they don't want reveal

Proportion concealing attributes of ethnic or racial identity at work



Attributes concealed (as proportion of all concealing)

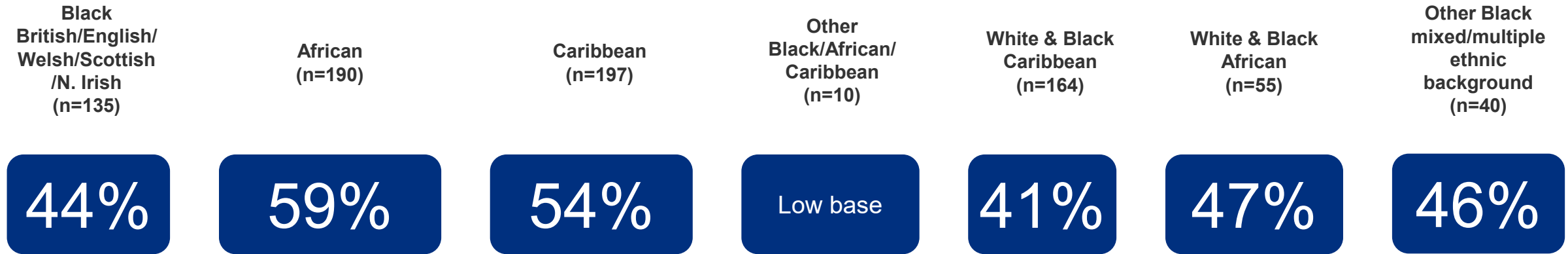


“It involves people making subtle jokes about one's accent or asking you to repeat what you have said when you know clearly that they understood.”

Some ethnic groups significantly more likely to hide attributes than others

Those from African backgrounds focus on religion and language, items which scarcely feature elsewhere

Proportion of ethnic groups concealing any attributes of race/ethnicity at work



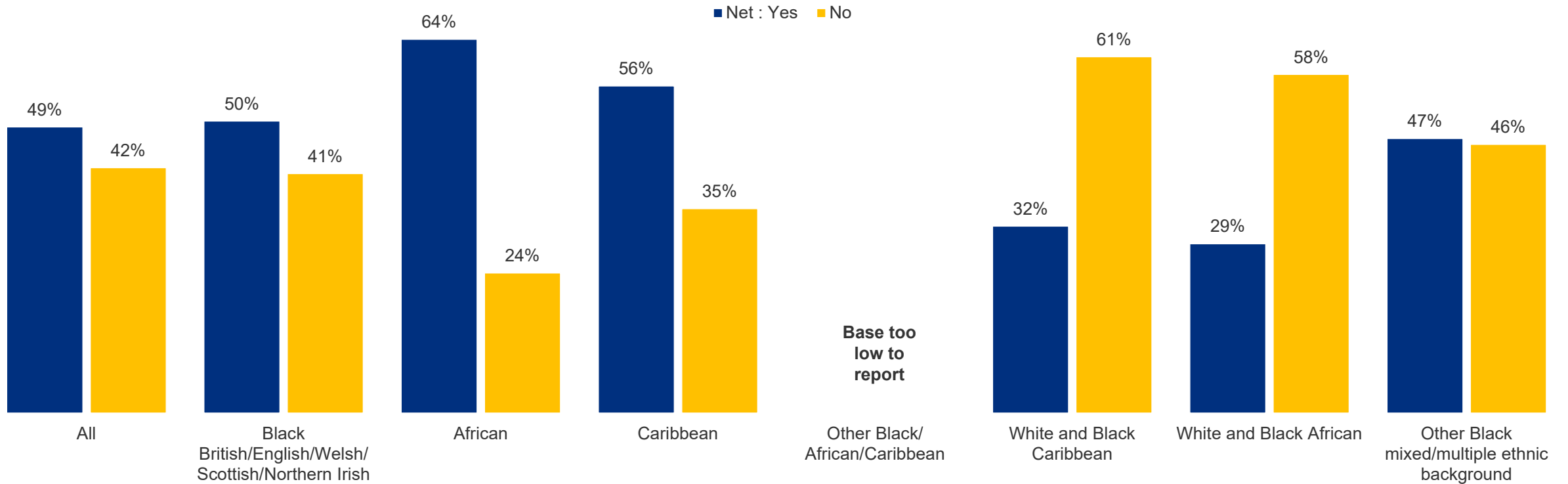
Top three attributes ethnic groups choose to conceal...

Ethnic Group	Attribute	Percentage
Black British/English/Welsh/Scottish/N. Irish (n=135)	Music I listen to	63%
	Social activities outside work	46%
	Family heritage/origins	40%
African (n=190)	Family heritage/origins	46%
	Accent/English as second language	45%
	Religious activities & Music I listen to	44%
	Family heritage/origins	44%
Caribbean (n=197)	Music I listen to	63%
	Social activities outside work	44%
	Family heritage/origins	36%
Other Black/African/Caribbean (n=10)	Base too low to report	-
White & Black Caribbean (n=164)	Music I listen to	66%
	Family heritage/origins	42%
	Social activities outside work	41%
White & Black African (n=55)	Music I listen to	57%
	Family heritage/origins	47%
	Social activities outside work	29%
Other Black mixed/multiple ethnic background (n=40)	Base too low to report	-

Experiences of exclusion also differ between groups of Black/Black-heritage

Those from White-Black mixed ethnic backgrounds significantly less likely to feel they are excluded in the workplace

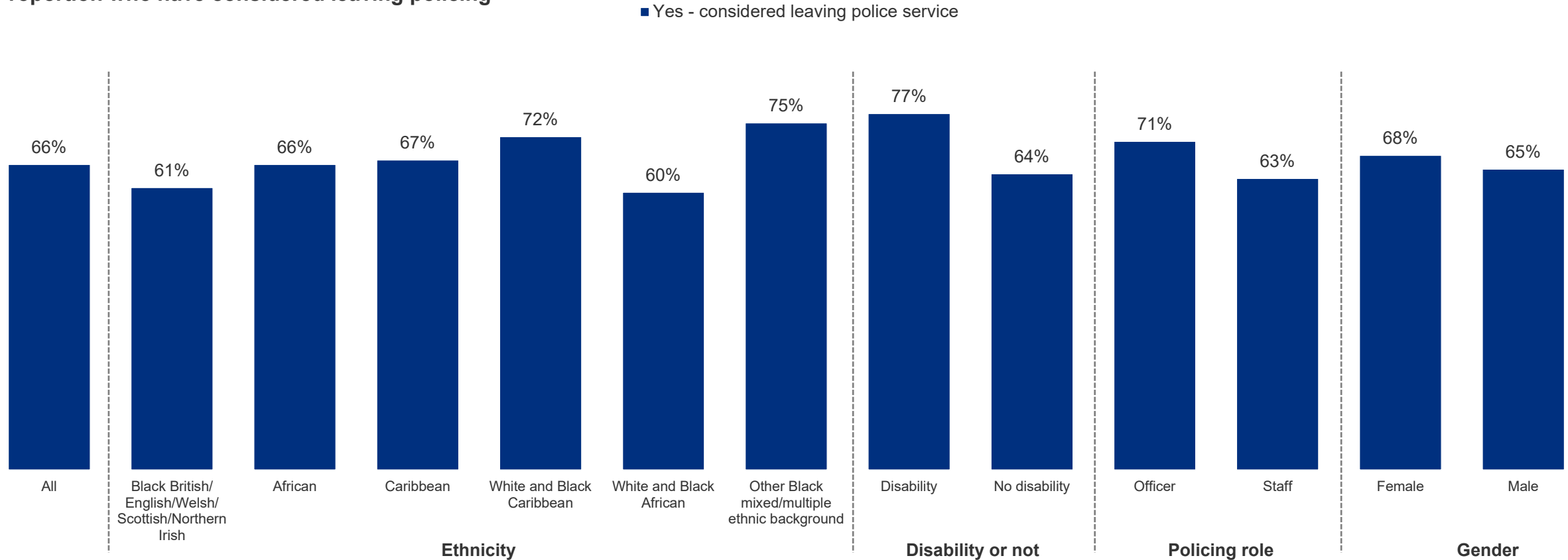
Whether respondents feel excluded from social conversations/work activities because of race or ethnicity x Ethnic groups



Two in three Black/Black-heritage police workers have considered leaving

This move towards the door increases for those who report having a disability

Proportion who have considered leaving policing

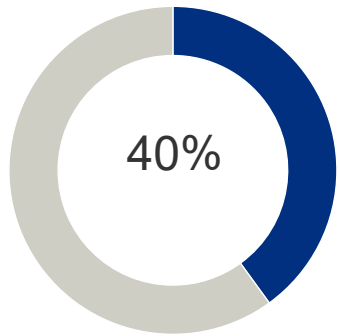


Most cited reason for staying in policing is to attempt to instigate change from within

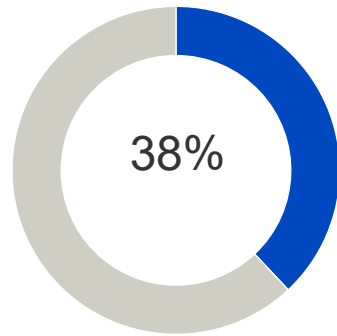
This comes ahead of stability or career-development reasons

Reasons for staying in policing (top 10)

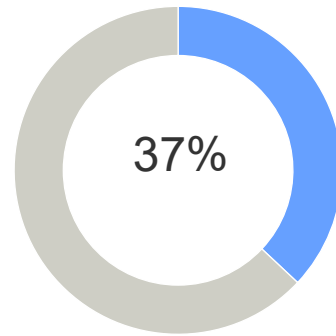
Because I feel if people like me don't stay in the police nothing will change



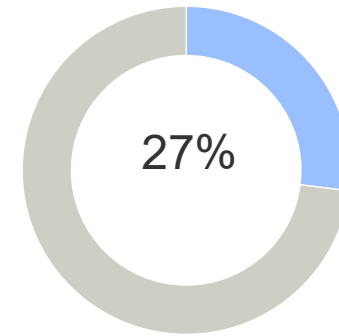
It's easier to stay than to start a new career



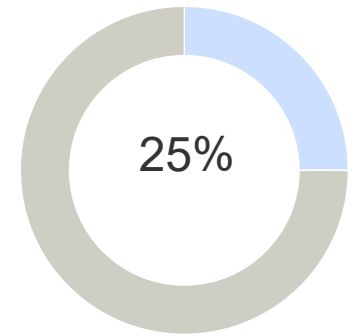
Financially it is better for me to stay



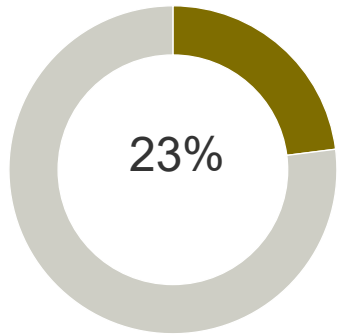
I feel a sense of commitment to the public



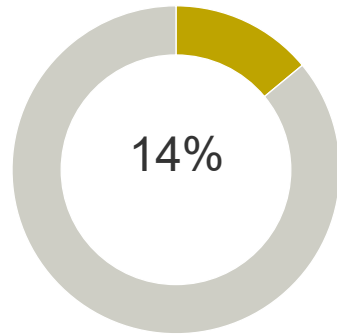
To develop my career or apply for a promotion



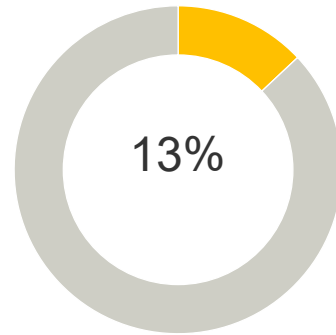
I feel a sense of commitment to the police service



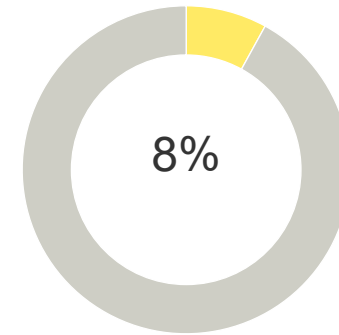
Due to a change in job role or a promotion



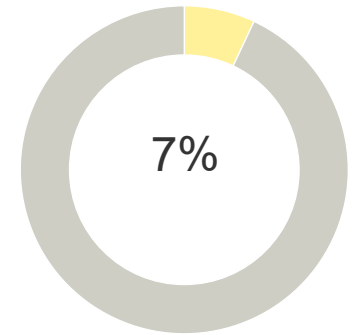
I feel a sense of commitment to my colleagues



To maintain relationships with work colleagues



Because I receive or have received good support from my force



Microaggressions, Discrimination and Bullying, and Harassment

Defining racial microaggressions, discrimination and bullying & harassment

Racial microaggressions is a term used to describe the everyday slights, indignities, put downs and insults, whether intentional or unintentional, that marginalised groups experience every day in their day-to-day interactions.

Racial discrimination occurs when a person is treated less favourably, or not given the same opportunities as others in a similar situation because of their race, the country where they were born, their ethnic origin or their skin colour. It can range from being undervalued and excluded to being treated differently to others and/or unfairly.

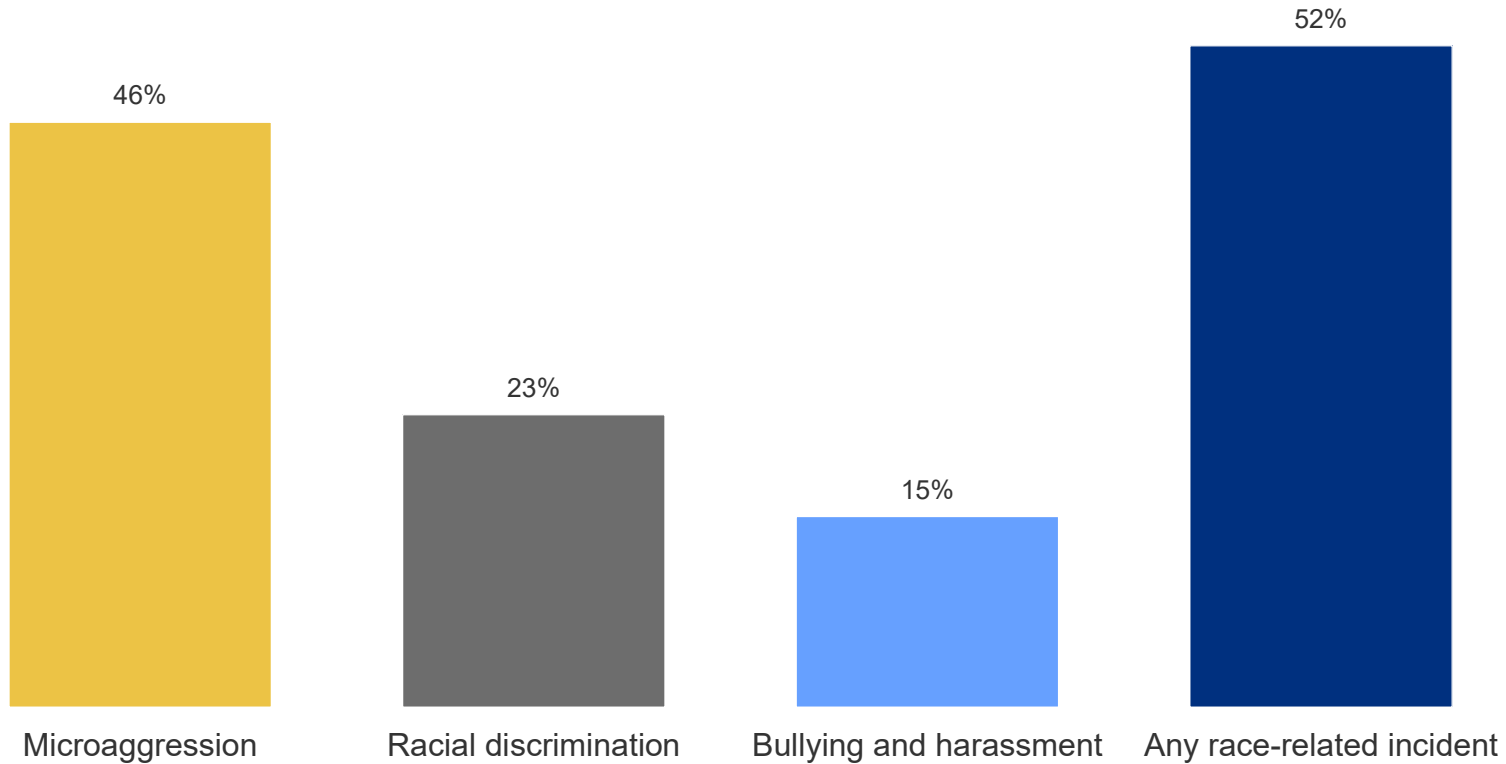
Bullying and harassment is behaviour that makes someone feel intimidated or offended. Examples of workplace bullying or harassing behaviour include:

- Spreading malicious rumours
- Directing offensive language or slurs at someone
- Picking on or regularly undermining someone
- Physically or emotionally threatening someone

Over half of the respondents experienced a negative race-related incident in the last 12 months

Microaggressions are the most frequent form of behaviour experienced

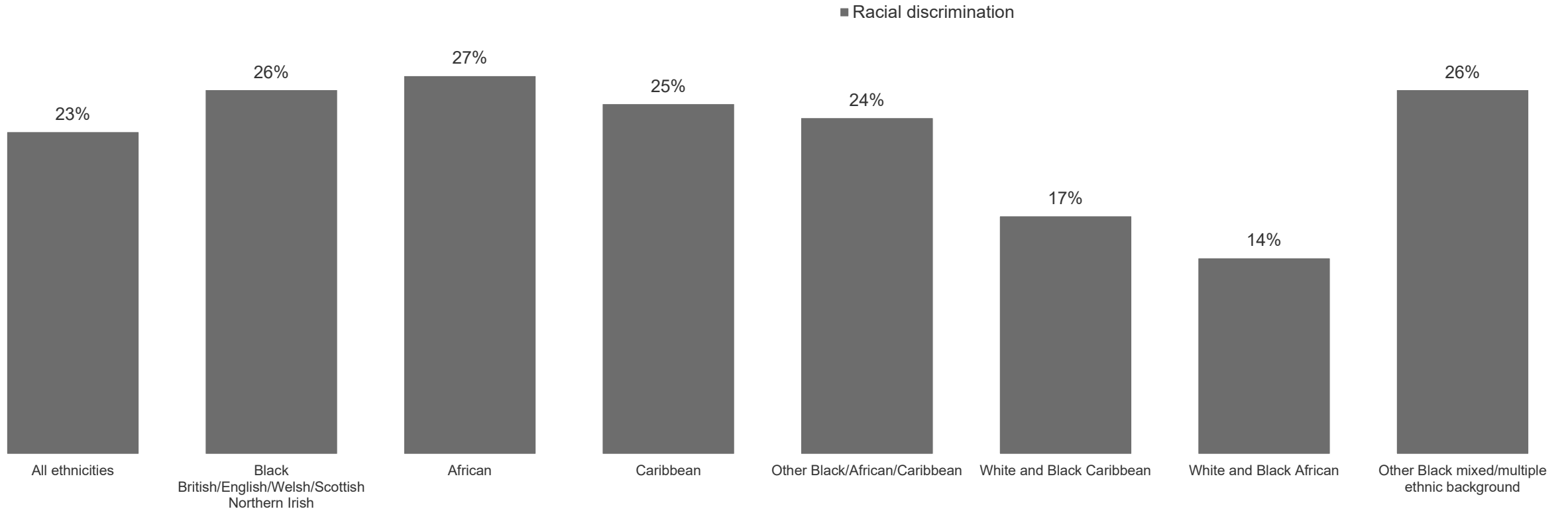
Personal experience of racial microaggression, discrimination and harassment.



White-Black mixed ethnic groups less likely to have experienced racial discrimination

Supports the view that in many ways their professional experiences are contrasting

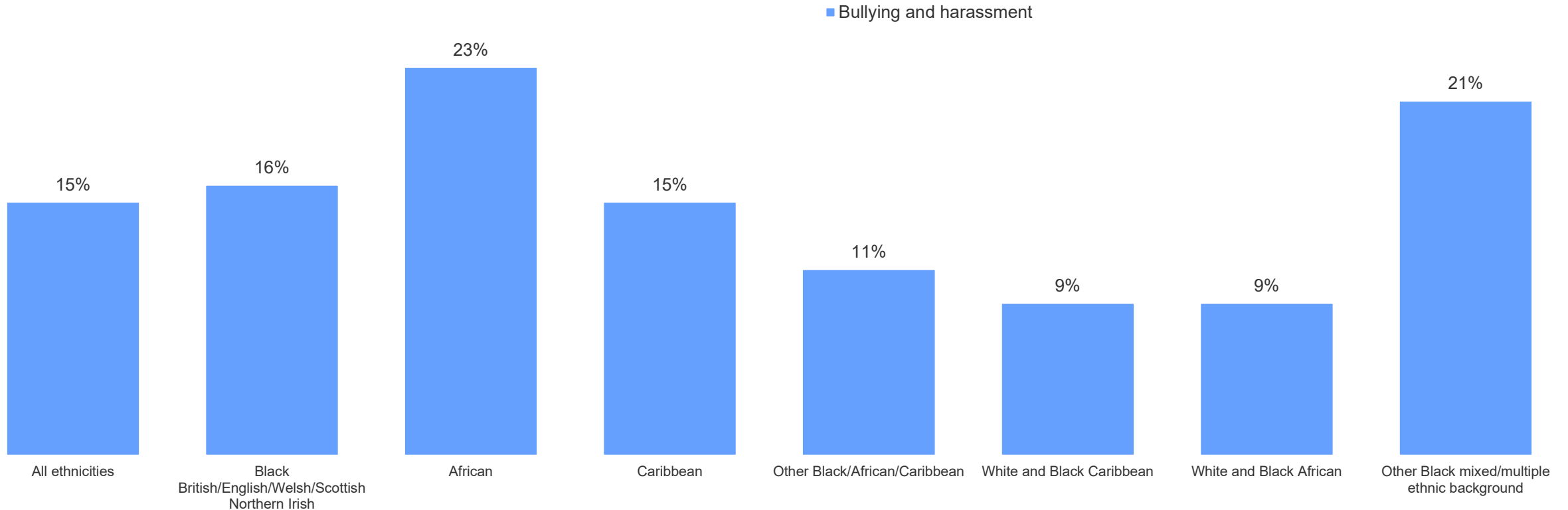
Ethnicity: Have experienced (x) in the past 12 months:



Racial harassment and bullying are most prevalent for those from African ethnicity

Mixed-black ethnicities are also quite affected by these experiences

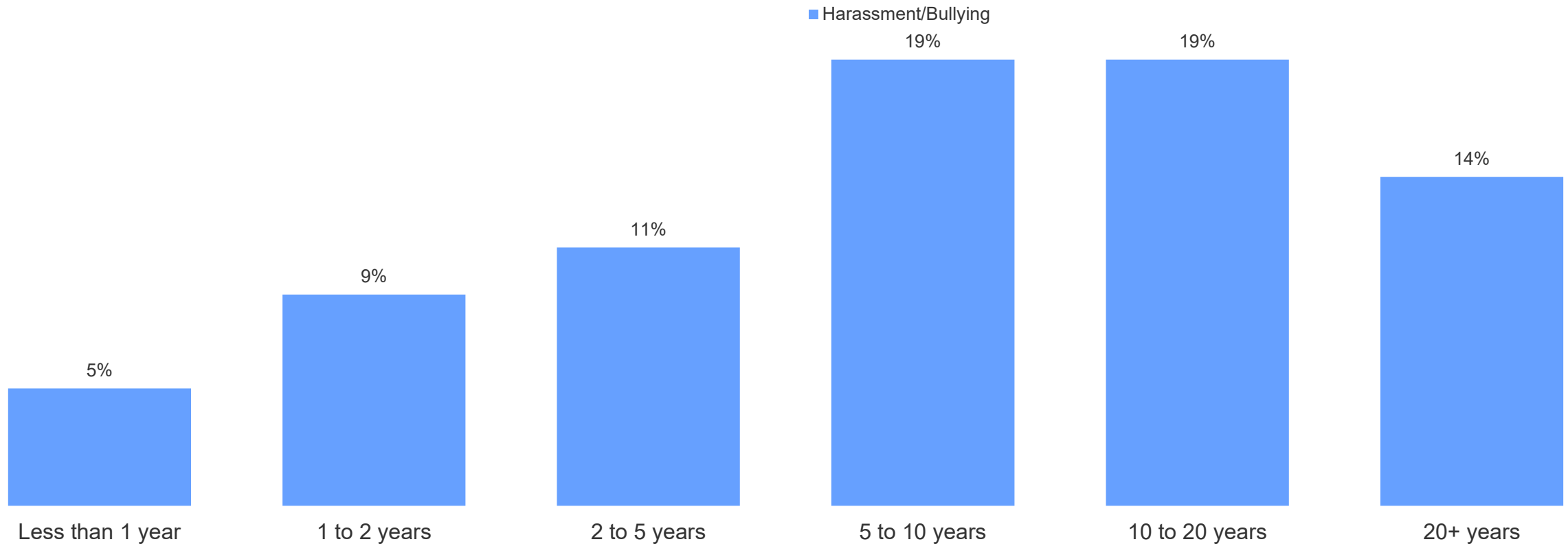
Ethnicity: Have experienced (x) in the past 12 months:



Experiences of racial harassment and bullying also vary by length of service

Respondents who had been in the police force for longer more likely to experience harassment in the past 12 months

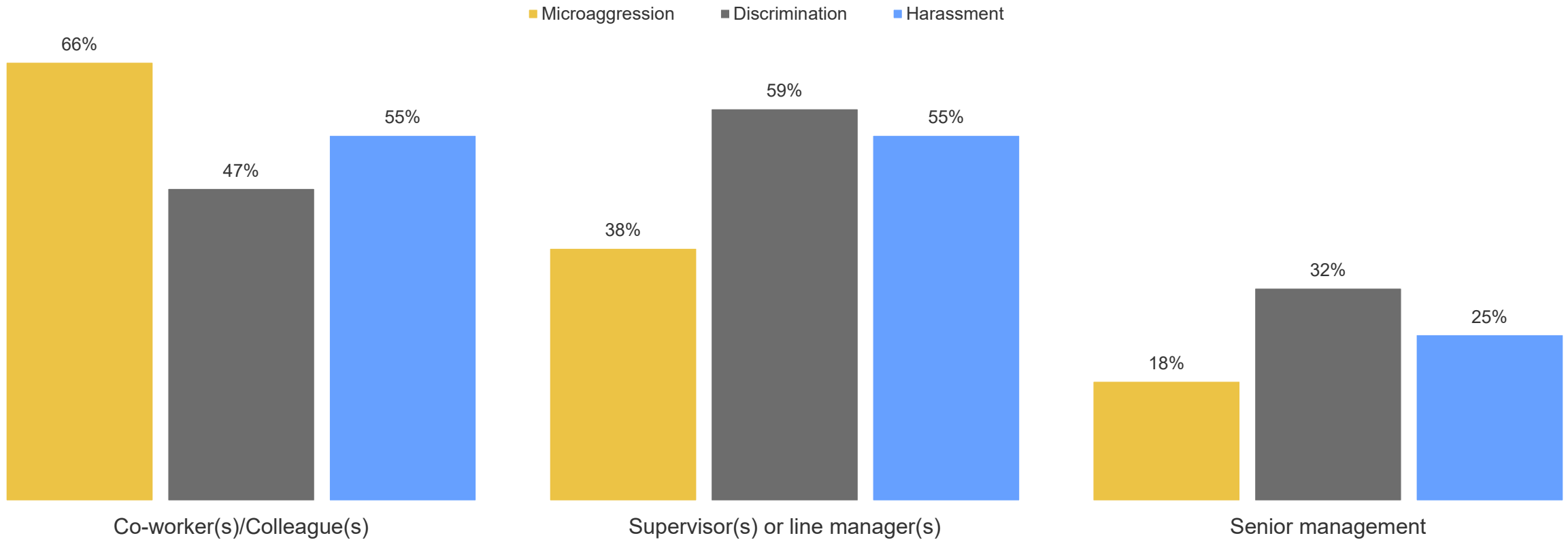
Length of service: Have experienced (x) in the past 12 months:



Who contributed to experiences of racially-motivated incidents

Two-thirds of microaggressions involve those from a similar level

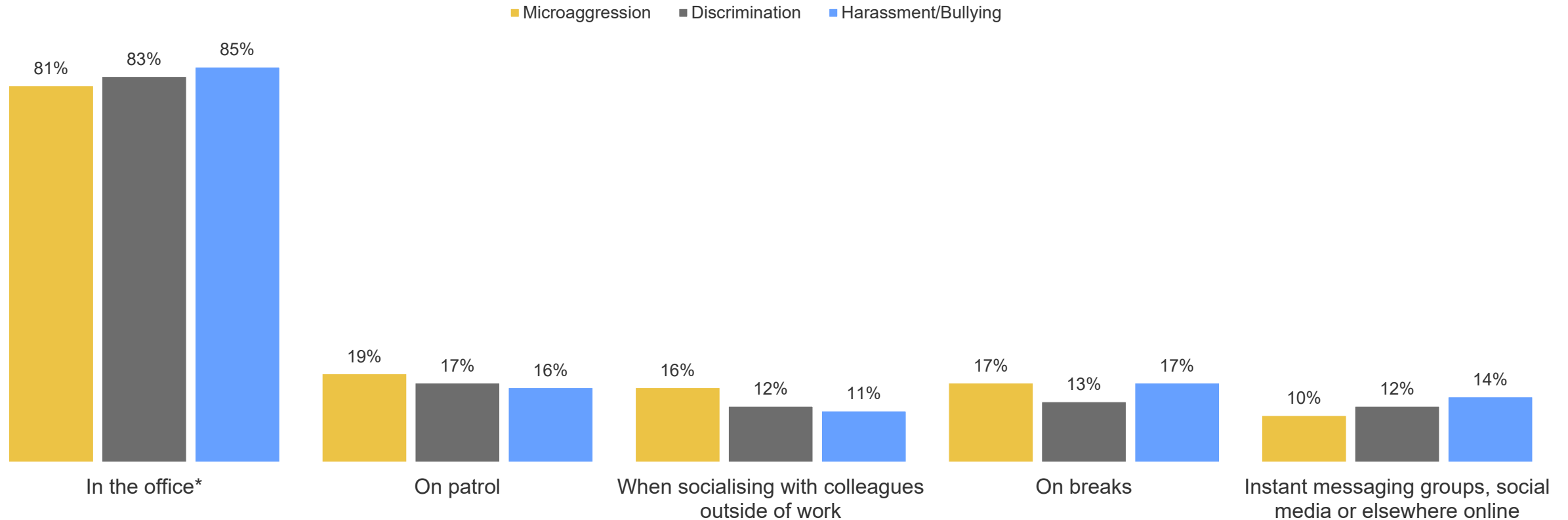
Who do you feel contributed to any of the (x) you experienced? Please select all that apply.



Negative racially-motivated incidents are predominantly office based

But there are issues being experienced in informal settings as well

Please can you select all the areas where you have personally experienced (x) from colleagues. Please choose all that apply.

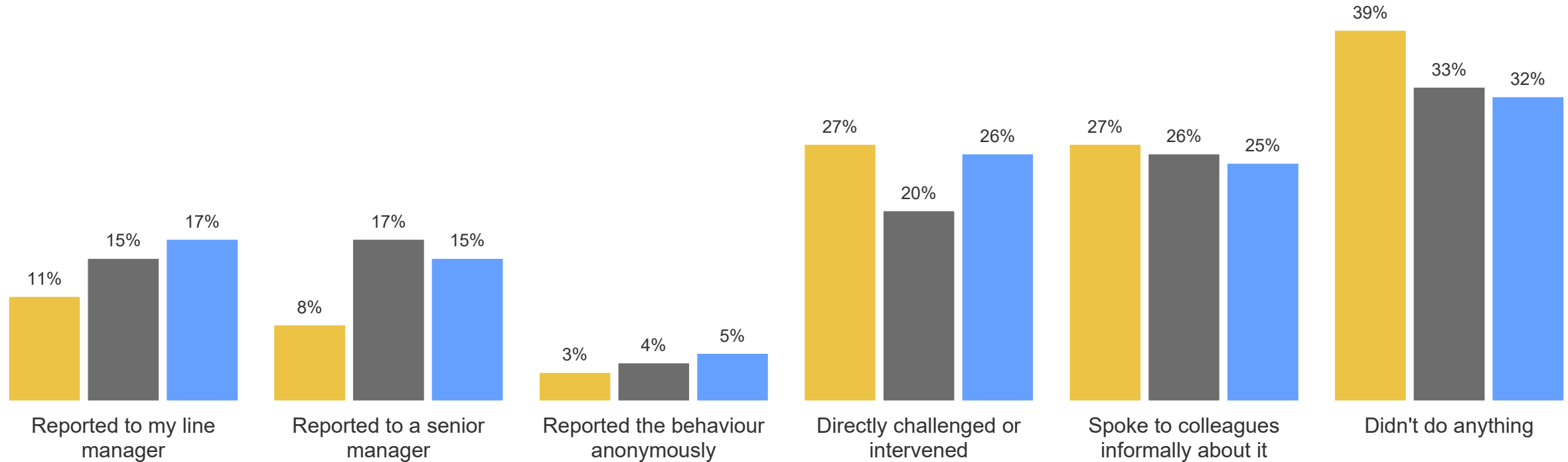


How did respondent's respond to racially-motivated incidents

The most common response is to do nothing – particularly after microaggression

Thinking about the last time you personally experienced racial (x) from a colleague, what actions, if any, did you take?
Please select all that apply.

■ Micro aggression ■ Discrimination ■ Harassment

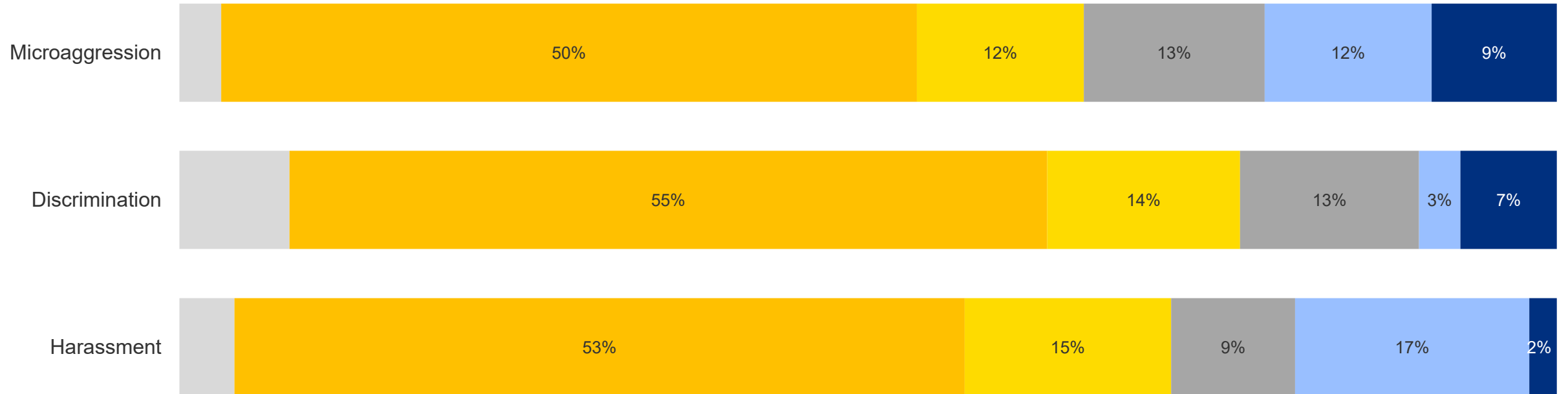


Over half of reported incidents are dealt with in a manner deemed very dissatisfying

This potentially explains the reason why people choose less formal actions after an incident

You said that you reported the incident. How satisfied would you say you were with the outcome of this?

■ Too early to say ■ Very dissatisfied ■ Somewhat dissatisfied ■ Neither satisfied nor dissatisfied ■ Somewhat satisfied ■ Very satisfied

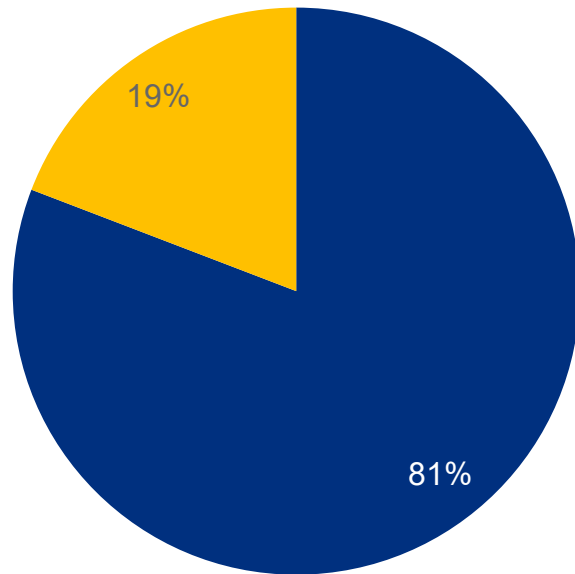


Impacts of racially-motivated incidents

Experiences of incidents have a detrimental effect on police workers' sense of belonging in their roles

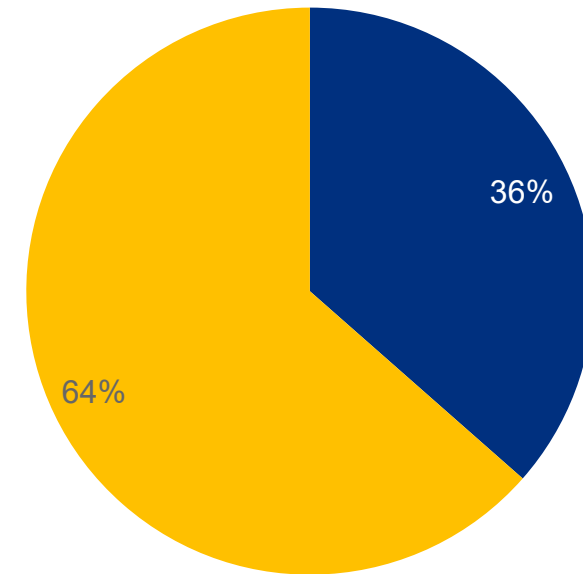
'I have a strong sense of belonging in my police force'

Not experienced any incidents



■ Agree ■ Disagree

Experienced incidents

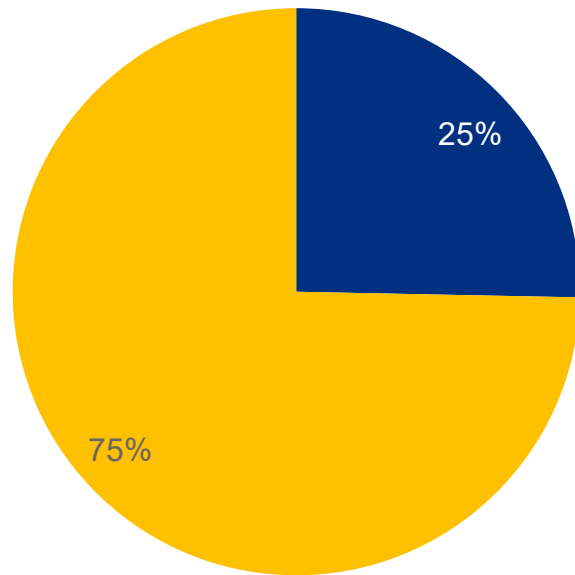


■ Agree ■ Disagree

People who experienced incidents are three times more likely to feel like an outsider as a result of their race or ethnicity

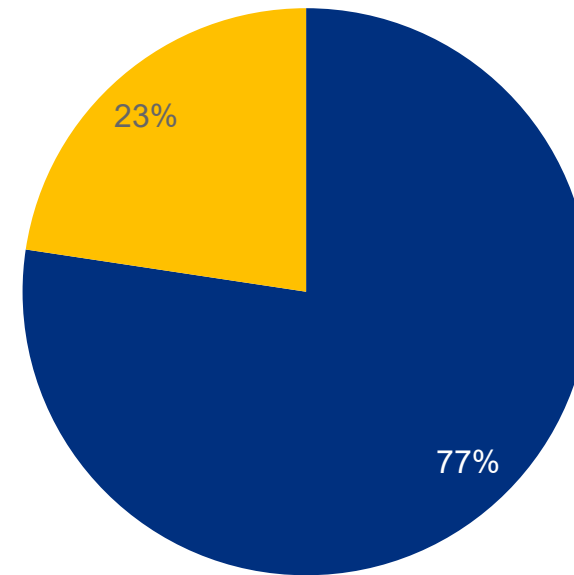
‘My race and ethnicity make me feel like an outsider’

Not experienced any incidents



■ Agree ■ Disagree

Experienced incidents

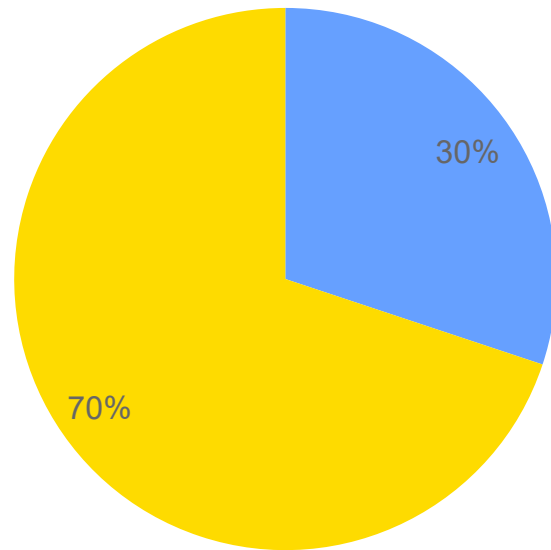


■ Agree ■ Disagree

Three-quarters of those who have experienced incidents feel socially excluded; a single incident can have a major knock-on effect

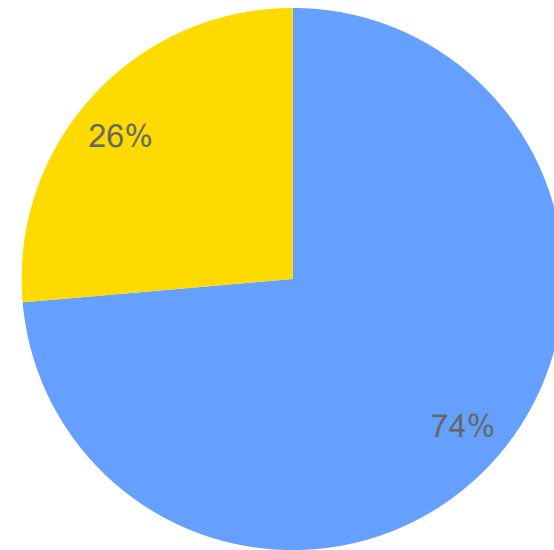
Do you ever feel that you are excluded from social conversations and/or activities because of your race or ethnicity?

Not experienced any incidents



■ Yes ■ No

Experienced any incidents

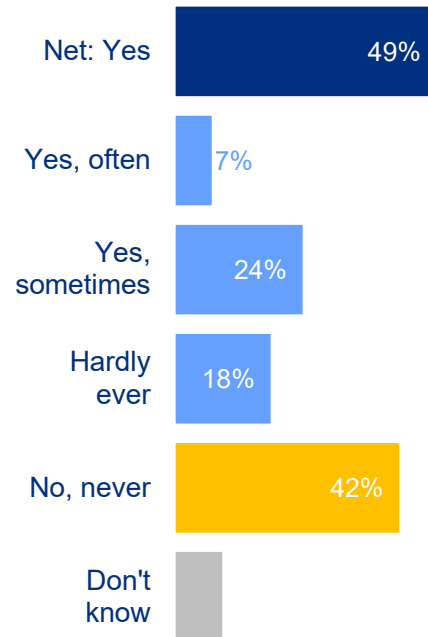


■ Yes ■ No

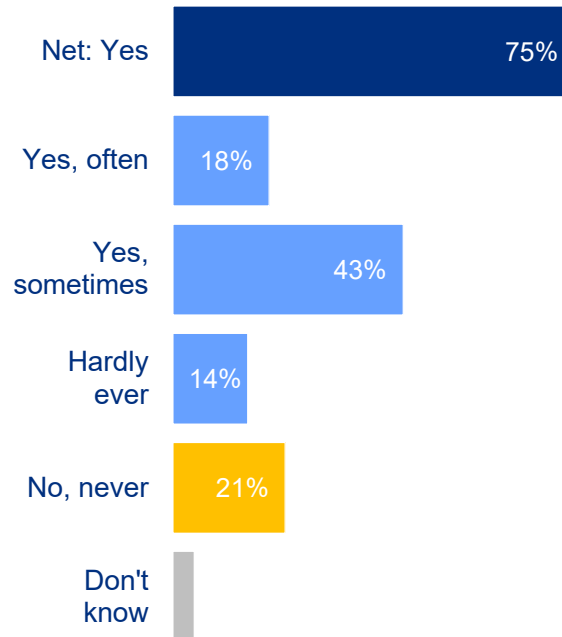
Intervening can lead to ostracisation as reported by a number of respondents

The feeling of exclusion is much stronger for those who have challenged negative behaviours

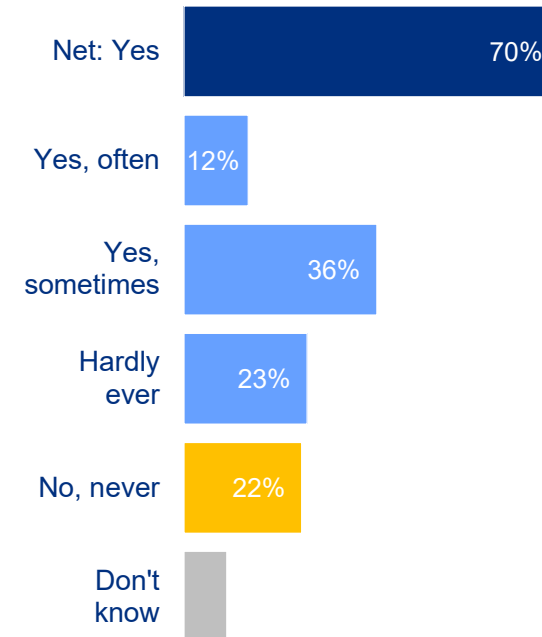
Whether respondents feel excluded from social conversations/work activities because of race or ethnicity



Feeling of exclusion x Reported incident (not anonymously)*



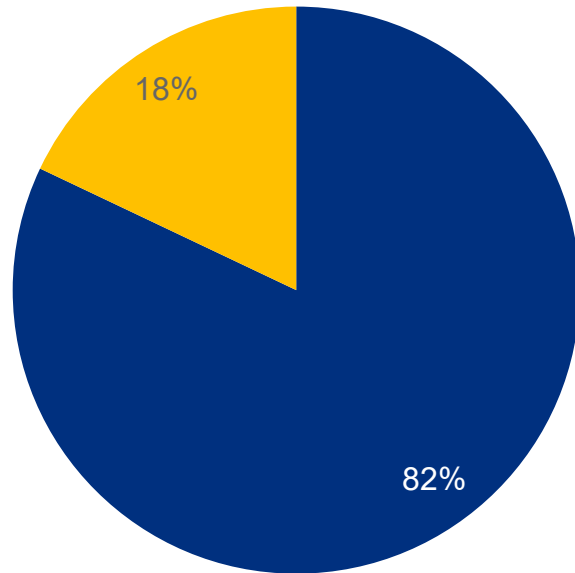
Feeling of exclusion x Directly challenged or intervened**



The impact of incidents are felt in areas of progression...

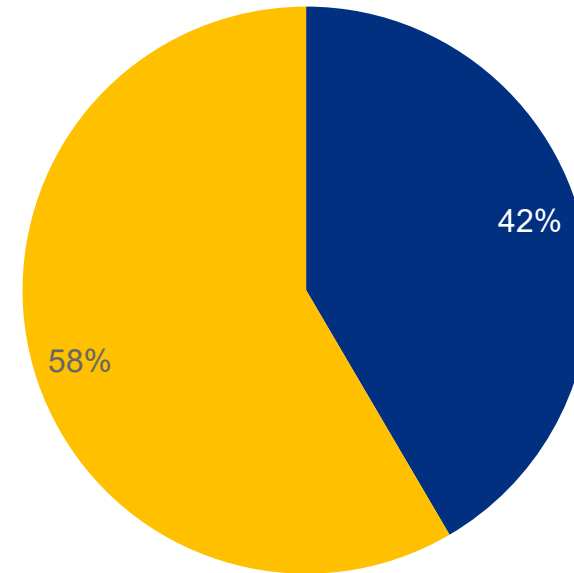
'There is space for people like me to progress in my police force'

Not experienced any incidents



■ Agree ■ Disagree

Experienced incidents

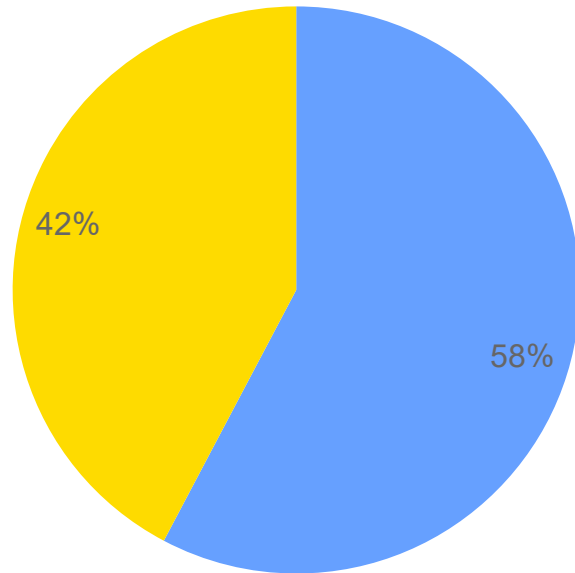


■ Agree ■ Disagree

...And can lead to feelings of wanting to look elsewhere to continue careers rather than staying in policing

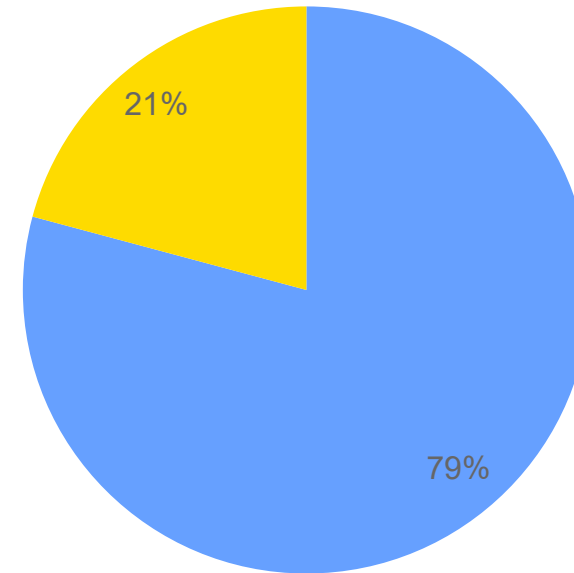
‘Have you ever considered leaving the police force?’

Not experienced any incidents



■ Yes ■ No

Experienced incidents

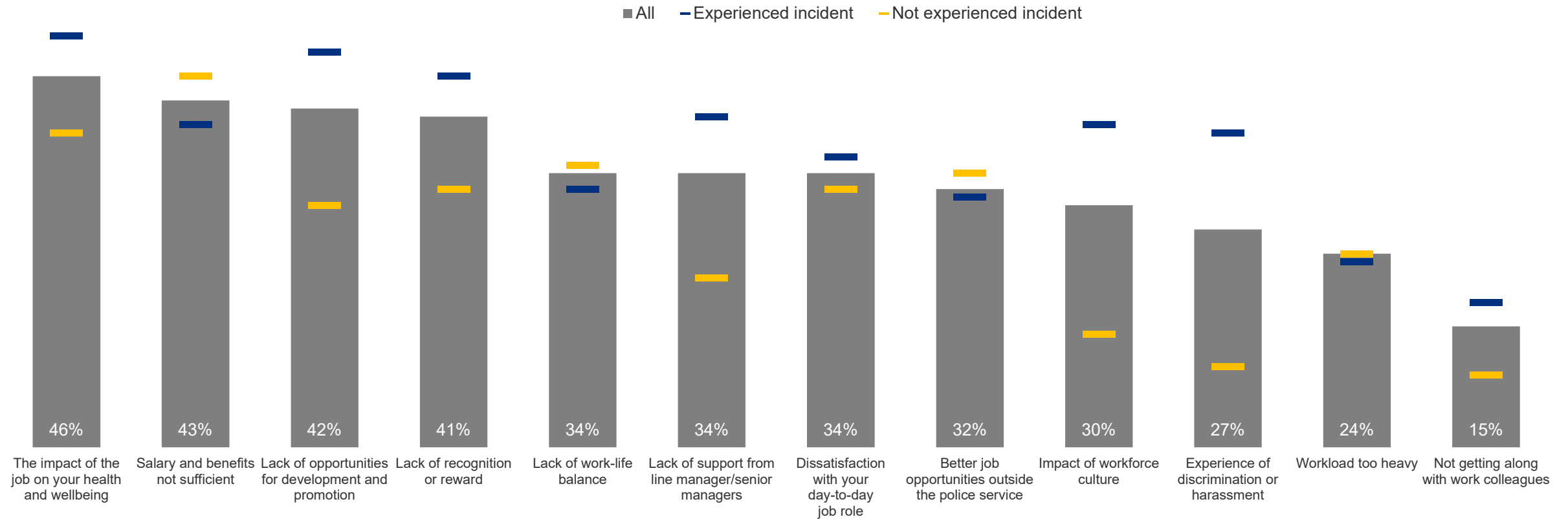


■ Yes ■ No

Experience of racially-motivated incidents also drives reasons for wanting to leave

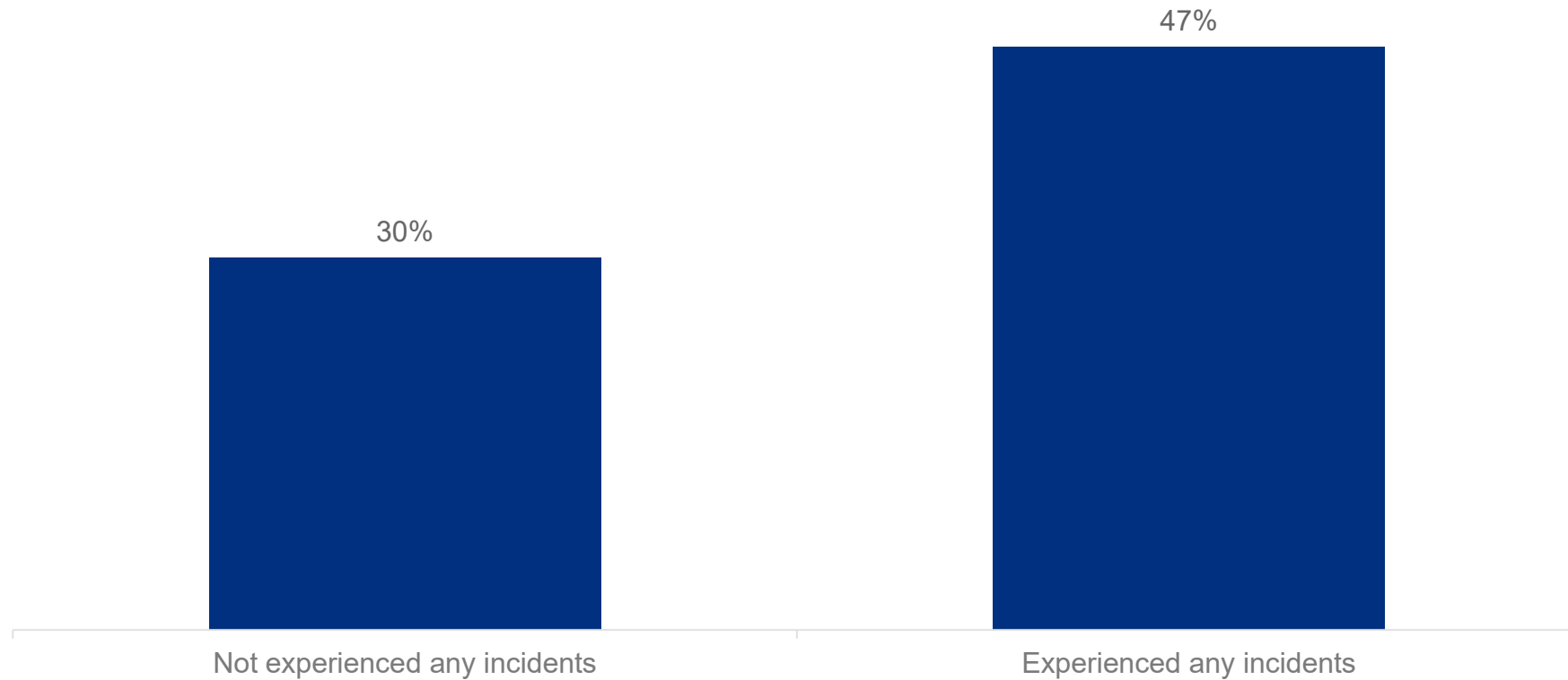
Lack of opportunities, colleague and leadership relationships all affected by these experiences

Reasons for wanting to leave policing (top 12) x Experience of racial incident



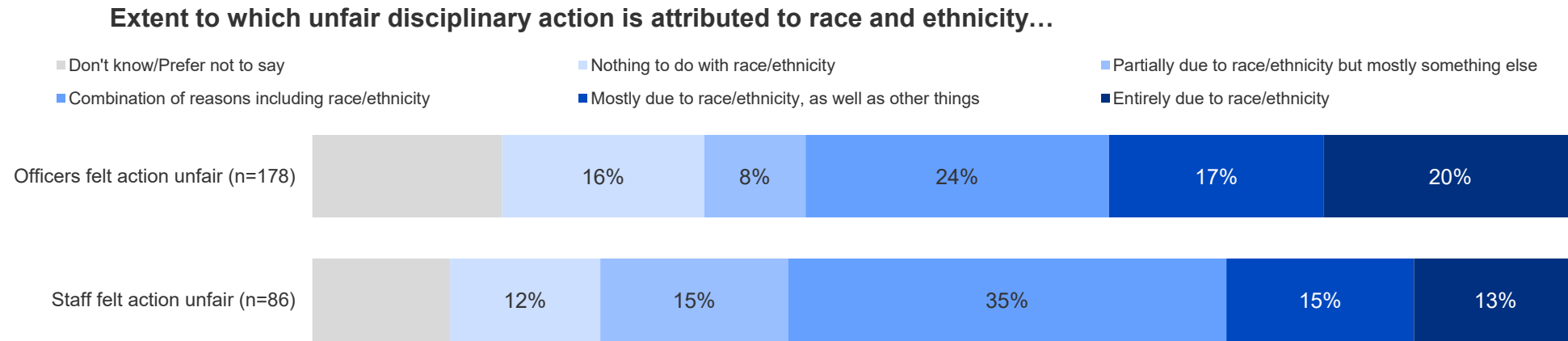
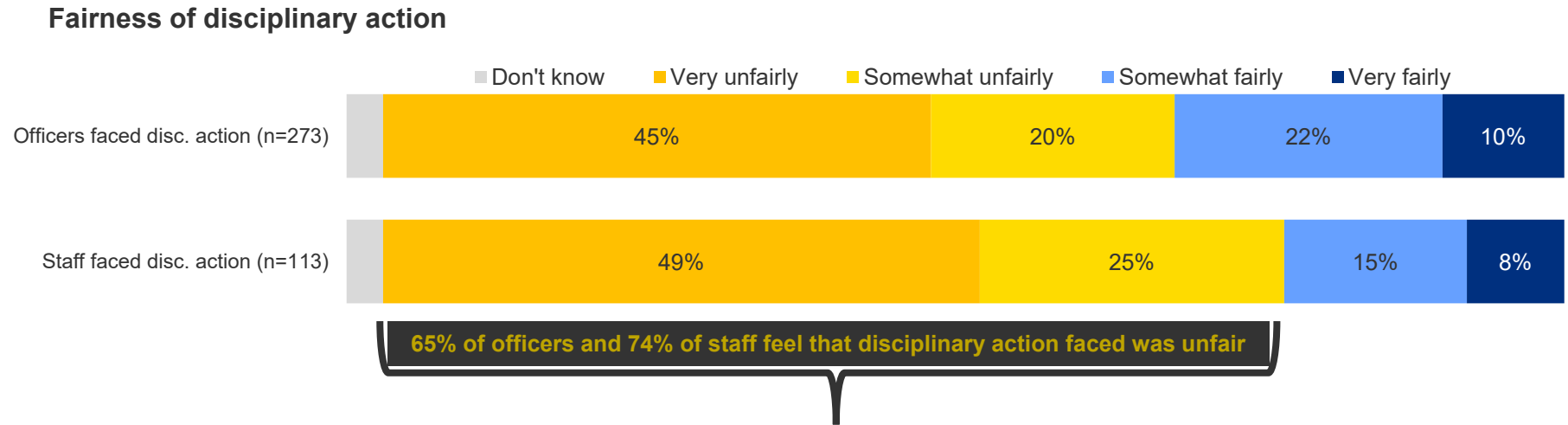
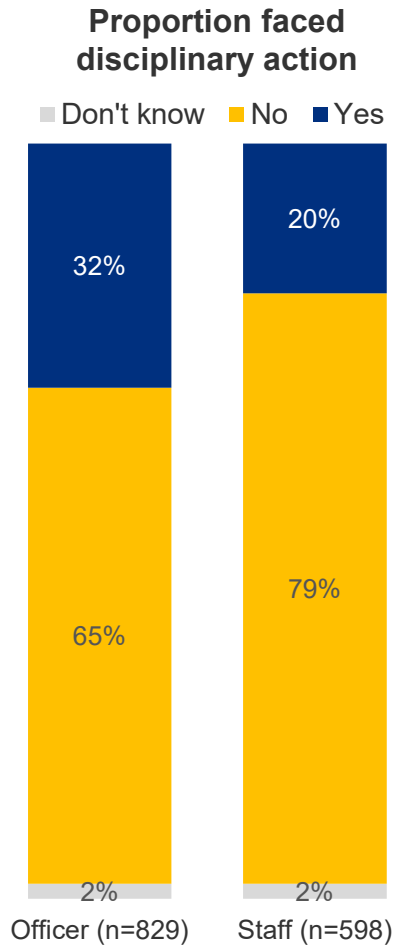
But for some, experiencing incidents can lead to a greater sense of obligation to stay in policing in order to facilitate change

Because if people like me don't stay in the police nothing will change



Officers are significantly more likely than staff to face disciplinary action

But staff are more likely to perceive these disciplinary procedures as unfair treatment

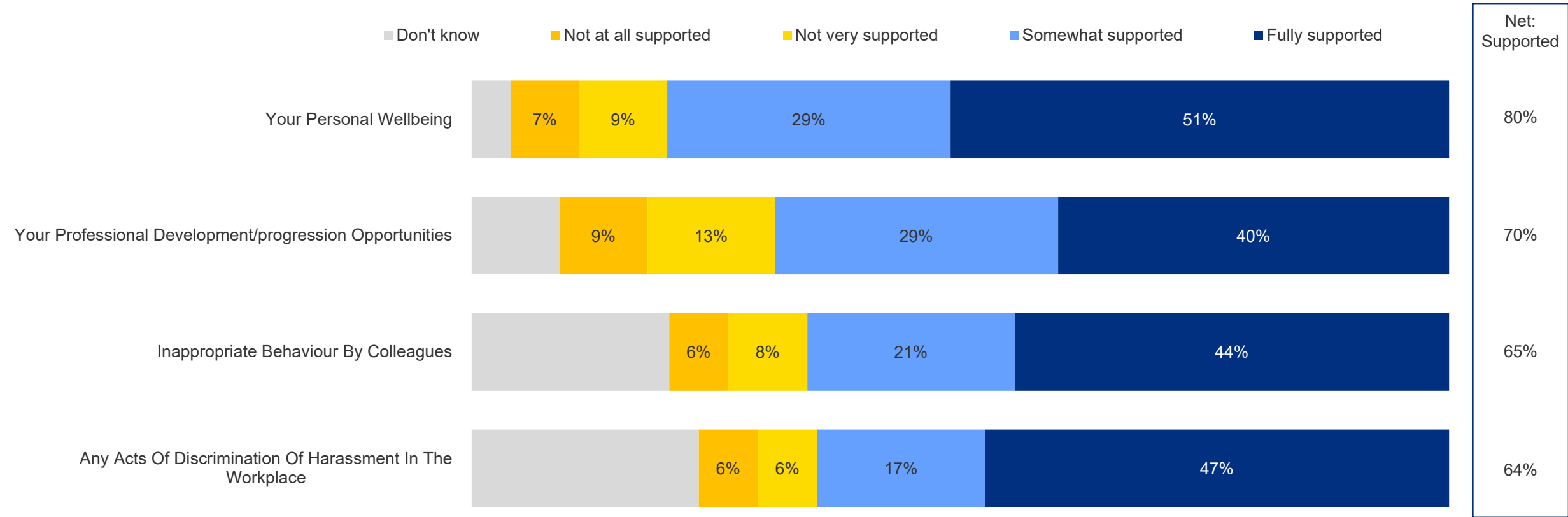


Support and Development

Police workers feel they receive good support from line managers

Consistently positive response across both officer and police staff respondents

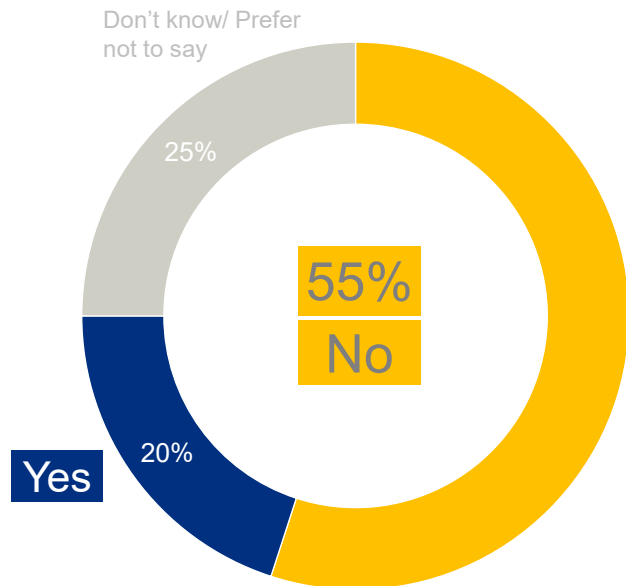
Level of support from line manger when discussing certain topics



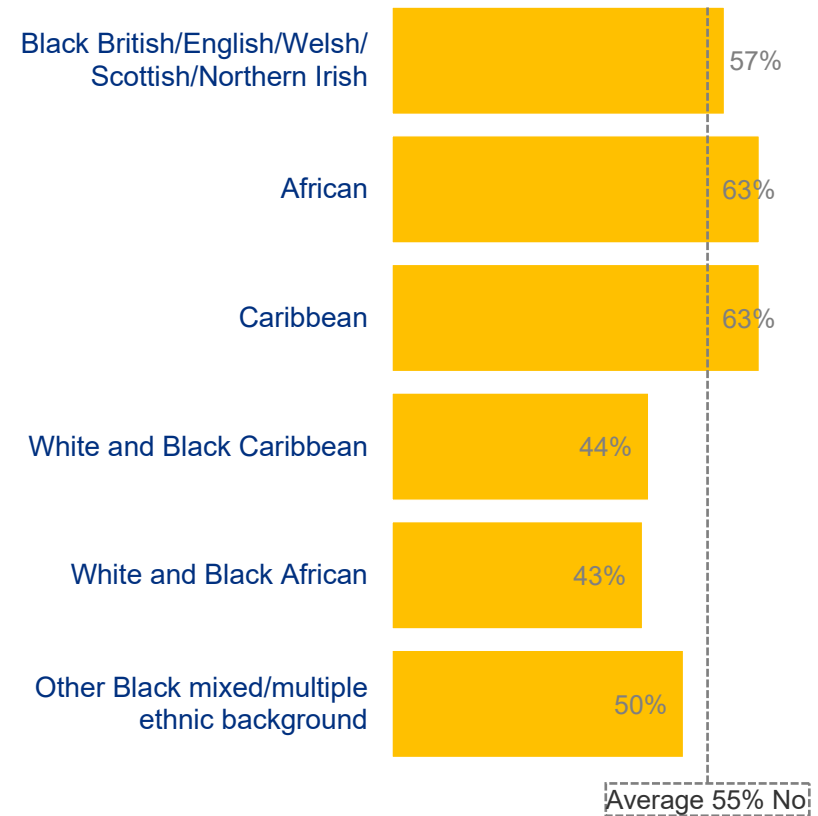
Over half of respondents don't believe they have the same promotion opportunities

However, the picture is less bleak when looking at White/Black mixed ethnicities in isolation

Same opportunities for promotion regardless of race or ethnicity



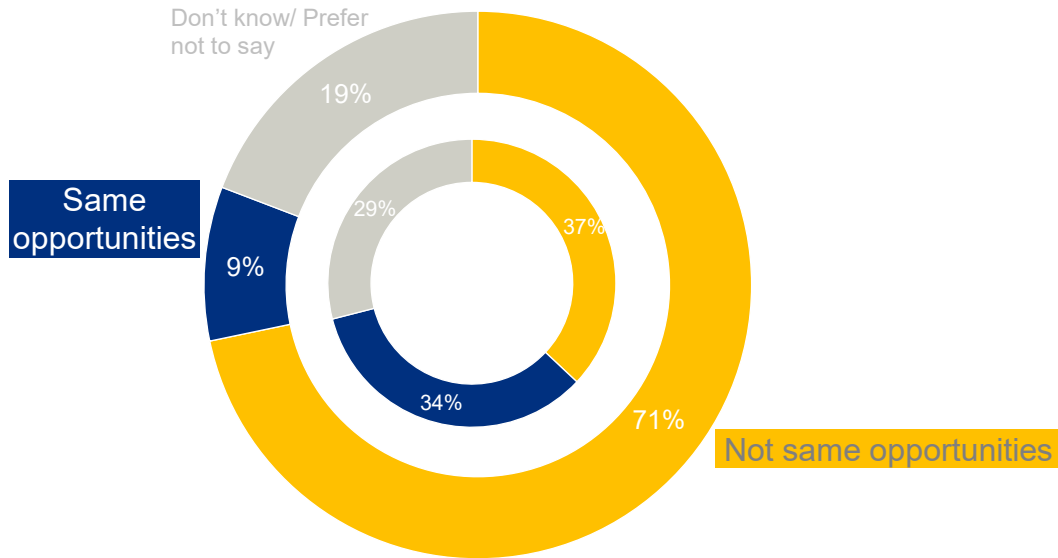
Same opportunity x Ethnic groups



Experience of incidents also drives perception that there are a lack of opportunities

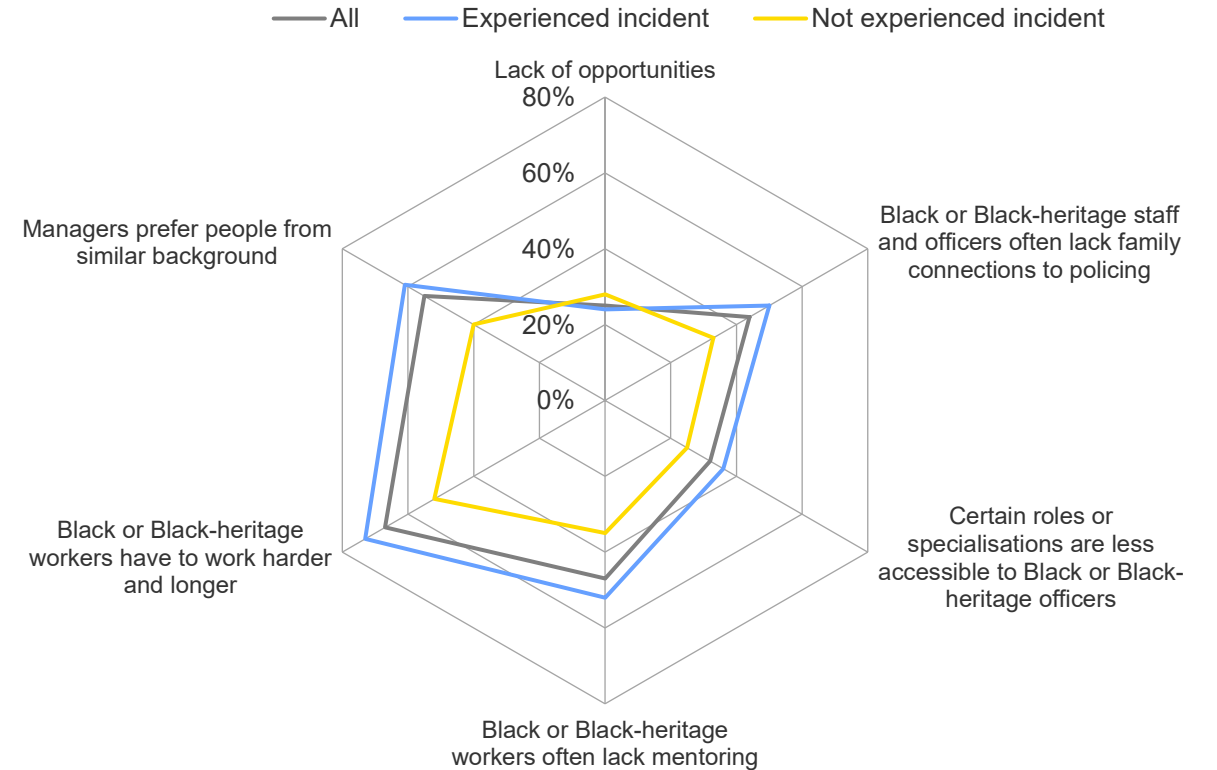
Reasons for this are often related to connections – either building them or having them from the beginning

Same opportunities for promotion regardless of race or ethnicity x Experienced Incident



Outer circle = Yes, experienced incident
 Inner circle = Not experienced incident

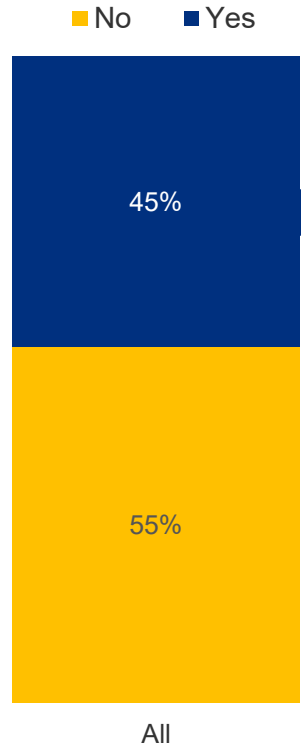
Reasons for promotion opportunities being limited by race or ethnicity



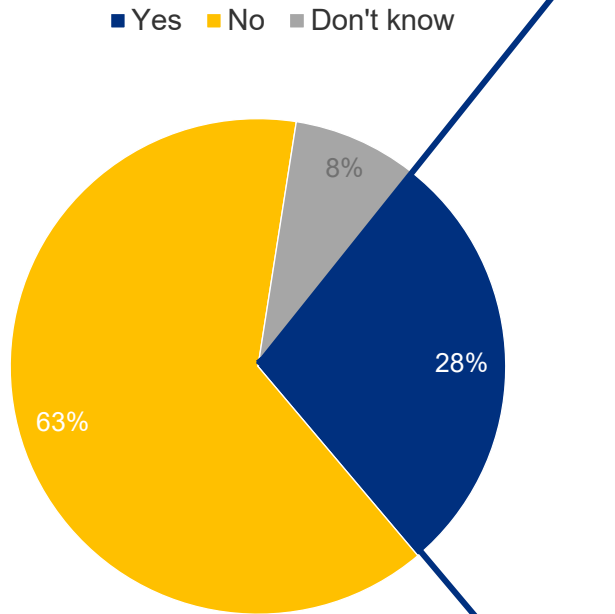
Where implemented, Positive Action Schemes are perceived as effective tools

The main issue is raising awareness of such schemes, with more than half of respondents not knowing of them

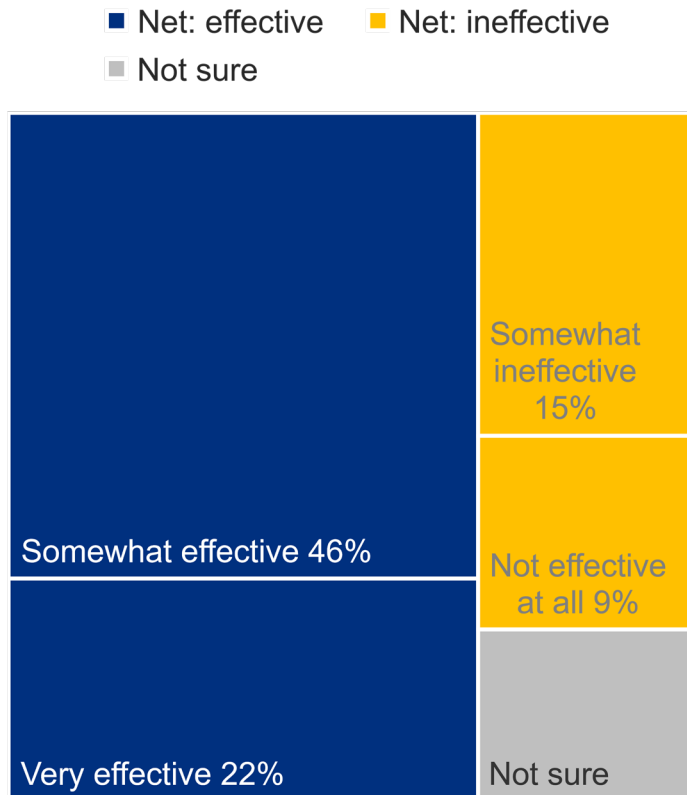
Awareness of Positive Action Schemes (PAS)



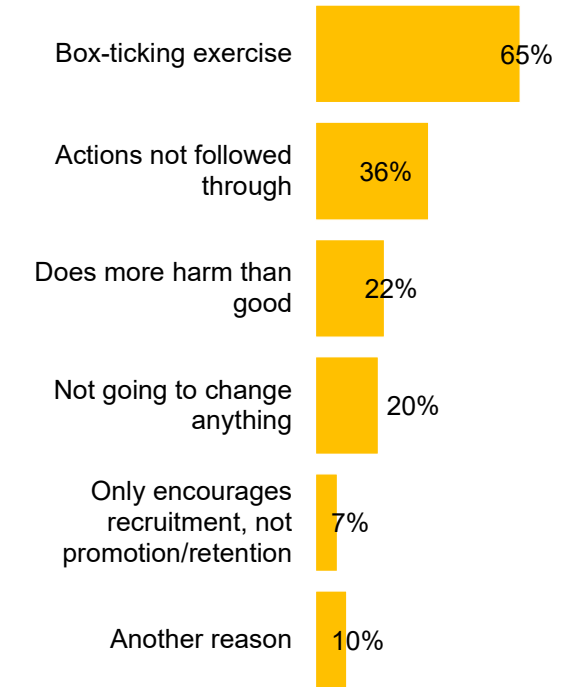
Whether received support from a PAS...



Effectiveness of force PAS



Reasons force PAS is ineffective (base <100)...



Similar picture of support groups and networks – general positivity where services accessed

The majority of respondents feel that these organisations are generally supportive when used

Accessed group/network...

National Black Police Association

31%

Local Black Police Association

35%

Police Federation of England and Wales

35%

Diversity & Inclusion Network

29%

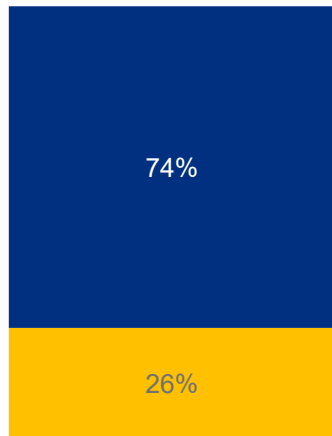
Work-based Peer-to-Peer Support Networks

29%

Level of support from group/network (rebased to those who have accessed)

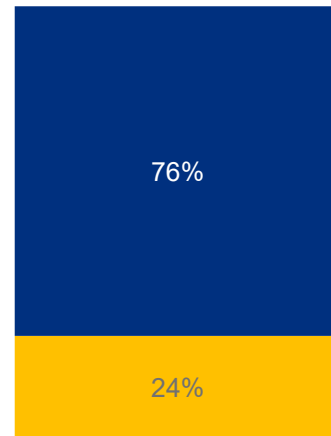
■ Net: Not supportive

■ Net: Supportive



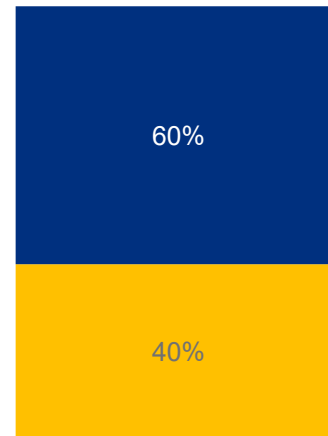
74%

26%



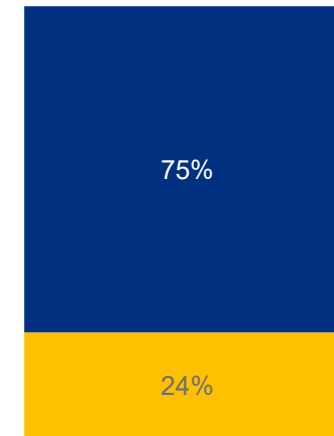
76%

24%



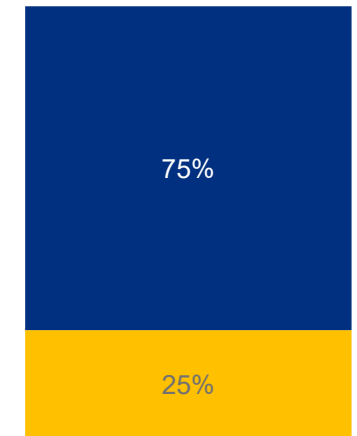
60%

40%



75%

24%



75%

25%

Summary and Next Steps

Summary of key findings

Very different lived experiences between those from Black British, African and Caribbean backgrounds compared to those from mixed Black/White ethnicities

How they are viewed by others – how isolated they consider themselves to be

What they choose to conceal at work

The sense of responsibility they have to represent their ethnic minority in policing

Incidents of racial microaggressions, discrimination and harassment in the police force are common and prevalent

Incidents have a strong affect on feelings of worth and belonging and increase desire to leave the police

Incidents are often not acted upon and reporting of incidents is low

When reports are made, outcomes are highly dissatisfying and often lead to the complainant being further ostracised

Line manager response to incidents appear to be largely considered supportive

Those with longer service seem to feel more alienated and side-lined. Could be related to their perception of negative experiences over time

Experience of a racially-motivated incident can have a considerable impact on attitudes towards a career in policing

Positive Action are viewed in a good light, but there is need to increase awareness of them

Next steps

- Insight is being shared with a wide range of partners, networks, senior leaders, Equality, Diversity and Inclusion leads, Police Crime Commissioner leads, National Black Police Association regional networks, those who identified as Black or Black Heritage and more widely within forces;
- Detailed analysis continues – particularly the free text comments - to explore responses to maximum statistical effect;
- Key themes are being identified and actions are collaboratively being agreed;
- The report, outcomes and next steps will be published to the public before the end of the year.
- The survey will be run again as part of Police Race Action Plan to measure sentiment, attitudes and perceptions and inform further activity

Key Themes under consultation:

- How can policing harness and support this clear motivation to make a difference from within without feeling they are theirs to solve alone?
- Bringing ones self to work – better understanding of the barriers to, and the impact of this to facilitate change;
- Bullying, harassment and discrimination – how can we recognise and reduce this, improve reporting of and support those reporting more effectively?
- Embedding ‘opportunities’ available to support Black and Black Heritage colleagues throughout their policing career through greater availability of, awareness of and use of them.

Next steps will be working with groups across Chief Officers, first line leadership and force leads, as well as the National Black Police Association and volunteers from those who participated in the research, to identify the changes required, action needed and how progress can be tracked.

Contact details

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Police Uplift Programme