

2007-2008 Statistical Tables

Group 1	CENTRAL DIVISION				EASTERN DIVISION				WESTERN DIVISION				TAYSIDE POLICE			
Classification of Crimes and Offences	April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008	
Group 1 – Crimes of Violence	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up
Murder	3	3	2	1	0	0	1	1	1	1	3	3	4	4	6	5
Attempted Murder	33	28	18	18	16	16	21	21	18	17	17	17	67	61	56	56
Culpable Homicide	0	1	0	0	0	0	1	1	0	0	1	1	0	1	2	2
Serious Assault	125	100	103	74	51	49	63	57	65	57	52	50	241	206	218	181
Robbery (incl attempts)	134	75	121	53	22	16	15	12	31	21	40	28	187	112	176	93
Child Cruelty/Neglect	36	34	40	39	30	30	24	24	11	12	10	10	77	76	74	73
Others	55	49	48	38	19	17	17	15	12	12	11	11	86	78	76	64
Table 1	386	290	332	223	138	128	142	131	138	120	134	120	662	538	608	474

Group 1

The table above indicates there was one crime of murder undetected at the end of the year. After the year-end statistics were extracted the crime was detected and this will reflect in the published results next year.

Group 2	CENTRAL DIVISION				EASTERN DIVISION				WESTERN DIVISION				TAYSIDE POLICE			
Classification of Crimes and Offences	April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008	
Group 2 – Crimes of Indecency	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up
Rape	30	30	37	27	13	19	10	15	15	14	8	9	58	63	55	51
Assault with intent to Rape	3	4	3	2	1	2	0	0	6	6	2	1	10	12	5	3
Indecent Assault	66	58	59	34	24	19	46	36	35	30	23	14	125	107	128	84
Lewd & Libidinous Practices	77	78	40	37	75	106	53	51	36	41	27	13	188	225	120	101
Indecent Exposure	22	12	15	8	11	7	7	4	10	5	6	5	43	24	28	17
Others	28	23	49	49	15	12	15	12	15	20	5	3	58	55	69	64
Table 2	226	205	203	157	139	165	131	118	117	116	71	45	482	486	405	320

Group 3	CENTRAL DIVISION				EASTERN DIVISION				WESTERN DIVISION				TAYSIDE POLICE			
Classification of Crimes and Offences	April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008	
Group 3 – Crimes of Dishonesty	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up
Th. HB w.i. & att ~ Dom. Dwelling	724	202	678	167	104	56	77	38	173	60	156	59	1001	318	911	264
Th. HB w.i. & att ~ Dom. Non-Dwelling	197	37	219	43	99	40	87	25	65	19	100	33	361	96	406	101
Th. HB w.i. & att ~ Commercial	280	74	201	67	131	58	108	33	151	64	144	45	562	196	453	145
Th. by O.L.P. etc.	386	222	250	99	122	67	72	30	244	149	184	73	752	438	506	202
Th. by O.L.P. to a Motor Vehicle etc.	490	87	692	112	83	28	65	24	186	64	249	76	759	179	1006	212
Th./Att. Th. Of M.V. (inc. T.A.D.A.)	449	195	445	185	128	86	110	65	194	123	173	95	771	404	728	345
Sec. 57/Vagrancy Act etc.	126	105	140	124	31	31	16	13	65	52	71	55	222	188	227	192
Theft	4184	2331	4189	2407	1546	851	1528	852	1984	1038	1903	908	7714	4220	7620	4167
Theft from a Motor Vehicle	175	21	213	37	80	33	75	16	140	27	132	33	395	81	420	86
Reset	63	61	59	59	27	26	12	12	16	15	21	20	106	102	92	91
Embezzlement	14	11	13	10	5	4	3	3	4	6	5	3	23	21	21	16
Fraud	506	423	469	373	157	109	135	91	249	175	242	215	912	707	846	679
Others	116	56	34	27	41	31	14	11	60	29	19	11	217	116	67	49
Table 3	7710	3825	7602	3710	2554	1420	2302	1213	3531	1821	3399	1626	13795	7066	13303	6549

Group 4	CENTRAL DIVISION				EASTERN DIVISION				WESTERN DIVISION				TAYSIDE POLICE			
Classification of Crimes and Offences	April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008	
Group 4 – Crimes of Vandalism, Malicious and Reckless Conduct	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up
Fireraising	121	51	110	43	71	31	67	32	68	26	59	24	260	108	236	99
Malicious Damage/Vandalism	3551	906	3252	853	1831	639	1823	574	1942	693	1729	605	7324	2238	6804	2032
Others	135	85	109	69	56	50	75	61	52	38	53	47	243	173	237	177
Table 4	3807	1042	3471	965	1958	720	1965	667	2062	757	1841	676	7827	2519	7277	2308

Group 5 Classification of Crimes and Offences	CENTRAL DIVISION				EASTERN DIVISION				WESTERN DIVISION				TAYSIDE POLICE			
	April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008	
	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up
Group 5 – Other Crimes																
Public Mischief/Wasting Police Time	178	175	144	144	67	67	55	54	54	53	64	63	299	295	263	261
Escape and Rescue	26	23	7	7	9	9	11	11	52	50	41	41	87	82	59	59
Resisting Arrest & Obstruct. Constable	277	273	233	233	131	129	109	109	194	187	172	172	602	589	514	514
General Attempts to Pervert	94	90	78	77	44	42	34	33	65	64	68	68	203	196	180	178
Sex offenders	1	1	1	1	0	0	0	0	0	0	0	0	1	1	1	1
Bail ~ Fail to keep Conditions	1085	1079	877	871	302	301	202	201	298	297	209	206	1685	1677	1288	1278
Offensive Weapons etc	190	187	179	177	72	71	71	70	84	83	70	67	346	341	320	314
Drugs ~ Supply, Possession w.i. etc	325	284	243	244	166	163	139	142	289	266	205	211	780	713	587	597
Drugs ~ Possession	1107	1071	987	983	482	475	350	350	723	699	590	590	2312	2245	1927	1923
Drugs ~ Others	13	13	22	20	10	9	5	5	9	8	6	5	32	30	33	30
Others	87	84	88	83	27	26	31	32	18	17	20	18	132	127	139	133
Table 5	3383	3280	2859	2840	1310	1292	1007	1007	1786	1724	1445	1441	6479	6296	5311	5288

Groups 1 to 5 Classification of Crimes and Offences	CENTRAL DIVISION				EASTERN DIVISION				WESTERN DIVISION				TAYSIDE POLICE			
	April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008	
	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up
Group 1	386	290	332	223	138	128	142	131	138	120	134	120	662	538	608	474
Group 2	226	205	203	157	139	165	131	118	117	116	71	45	482	486	405	320
Group 3	7710	3825	7602	3710	2554	1420	2302	1213	3531	1821	3399	1626	13795	7066	13303	6549
Group 4	3807	1042	3471	965	1958	720	1965	667	2062	757	1841	676	7827	2519	7277	2308
Group 5	3383	3280	2859	2840	1310	1292	1007	1007	1786	1724	1445	1441	6479	6296	5311	5288
TOTALS	15512	8642	14467	7895	6099	3725	5547	3136	7634	4538	6890	3908	29245	16905	26904	14939

Group 6																
	CENTRAL		CENTRAL		EASTERN		EASTERN		WESTERN		WESTERN		FORCE		FORCE	
Classification of Crimes and Offences	April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008	
	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up
Betting, Gaming and Lotteries	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1
Petty Assault	2752	2,013	2400	1685	1,358	1,144	1336	1075	1,451	1,165	1288	1040	5,561	4,322	5024	3800
Breach of the Peace	3,371	3,371	2906	2906	1,683	1,683	1488	1488	1,646	1,646	1503	1503	6,700	6,700	5897	5897
Racially Agg. Harassment/Conduct	176	135	179	149	44	39	36	28	54	49	64	55	274	223	279	232
False Calls and Bomb Hoaxes	13	13	4	4	1	1	1	1	5	5	5	5	19	19	10	10
Children and Young Persons Act	4	4	9	9	1	1	9	9	2	2	0	0	7	7	18	18
Cruelty to Animals (except Dogs)	0	0	9	9	2	2	0	0	2	2	5	5	4	4	14	14
Offences involving Animals and Birds	2	2	1	1	2	1	1	2	3	2	5	0	7	5	7	3
Dogs Act and Orders	24	24	24	24	65	65	39	39	24	24	22	22	113	113	85	85
Explosives and Firearms	19	19	20	20	12	12	22	22	15	15	7	7	46	46	49	49
Fishery Laws	0	0	3	3	0	0	1	1	1	1	9	9	1	1	13	13
Game Laws	0	0	0	0	0	0	0	0	3	3	3	3	3	3	3	3
Deer (S) Act Offences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Laws - Drunkenness	661	661	544	544	127	127	89	89	281	281	255	255	1,069	1,069	888	888
Liquor Laws - Licensees	10	10	13	13	11	11	5	5	1	1	1	1	22	22	19	19
Liquor Laws – Other Offences	34	34	39	39	25	25	25	25	17	17	19	19	76	76	83	83
Civic Govt. (S) Act and Similar Provs.	13	13	6	6	10	10	15	15	4	4	2	2	27	27	23	23
Public Health	106	106	67	67	31	31	36	36	29	29	15	15	166	166	118	118
Bicycle Offences	16	16	14	14	40	40	19	19	3	3	3	3	59	59	36	36
Obstruction on Roads and Bridges	1	1	5	5	3	3	5	5	3	3	2	2	7	7	12	12
Trespass Acts, etc	0	0	6	6	9	9	1	1	0	0	2	2	9	9	9	9
Other Group 6 Offences	935	935	747	747	342	342	318	318	282	282	308	308	1,559	1,559	1373	1373
Table 6	8,137	7,357	6996	6251	3,766	3,546	3446	3178	3,826	3,534	3519	3257	15,729	14,437	13961	12686

Group 7	CENTRAL		CENTRAL		EASTERN		EASTERN		WESTERN		WESTERN		FORCE		FORCE	
Classification of Crimes and Offences	April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008		April 2006 to March 2007		April 2007 to March 2008	
	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up	Made Known	Cleared Up
Dangerous and Careless Driving	334	334	240	240	339	339	295	295	269	269	209	209	942	942	744	744
Road Traffic Act 1988, Section 4	34	34	20	20	21	21	7	7	16	16	19	19	71	71	46	46
Road Traffic Act 1988, Section 5	271	271	227	227	208	208	193	193	246	246	232	232	725	725	652	652
*Vehicle Excise Act Offences	535	535	388	388	255	255	216	216	248	248	283	283	1038	1038	887	887
*Speeding in Built-up Areas	4,215	4,215	3290	3290	495	495	594	594	570	570	786	786	5,280	5,280	4670	4670
*Speeding outwith Built-up Areas	581	581	576	576	3,557	3,557	5345	5345	12,583	12,583	10375	10375	16,721	16,721	16296	16296
*Other Motor Vehicle Offences	8,275	8,275	5867	5867	4,639	4,639	3925	3925	5,695	5,695	3744	3744	18,609	18,609	13536	13536
Table 7	14,245	14,245	10608	10608	9,514	9,514	10575	10575	19,627	19,627	15648	15648	43,386	43,386	36831	36831
*Including Conditional Offers																

Complaints against the police ~ number and disposal	2006/2007	2007/2008
Number of complaint cases received during the year	352	373
Number of complaint cases outstanding from the previous year	60	87
Total number of complaint cases to be processed	412	460
Complaint allegations disposed of during the year as follows:		
Withdrawn by complainer	4	5
Abandoned due to non co-operation of the complainer	5	9
Found to be unsubstantiated	2	17
Resolved by explanation to the complainer	239	126
Reported to the Procurator Fiscal and leading to 'No Proceedings' decision	109	47
Reported to the procurator Fiscal and leading to criminal proceedings	2	1
Resulting in action in terms of misconduct regulations	4	5
Resulting in Corrective Advice	3	29
Total	368	239
Number of complaint cases outstanding at 31 st March as follows:	51	109

The figure for 2007/08 of 373 sees an increase of 6% from 352 in 2006/07. This increase is primarily due to a change in recording procedures with Quality of Service complaints now being formally included in complaint statistics for the first time.

Number of Working Days Lost	2006/2007		2007/2008	
	Police Officers	Police Staff	Police Officers	Police Staff
Central	6111	716	5140	1027
Eastern	2972	558	3098	734
Western	3030	1274	2615	576
Headquarters	636	6299	979	5304
Total	12749	8847	11832	7641
Percentage	4.8%	5.5%	4.6%	5.6%

Authorisation of officers and issue of firearms	
As at 31 March 2008	
Number of officers authorized by Chief Constable as firearms users	59
Number of operations against persons known or believed to be armed in which firearms were issued	35
Number of occasions on which firearms were issued for protection purposes	20
Number of persons who received specific armed protection during the year	21
Number of times firearms were issued to destroy crazed animals	0
Number of incidents where firearms were discharged by the police	0

Racist Incident Reports	Incidents Reported		Number of cases where persons apprehended, reported or warned	
	2006/2007	2007/2008	2006/2007	2007/2008
Central	242	244	175	177
Eastern	56	50	50	37
Western	79	86	69	76
Total	377	380	294	290
Breakdown of Types of Incidents				
Abuse/Breach of the Peace	315	312		
Vandalism	19	27		
Assault	37	36		
Others	6	5		
Total	377	380		

Table of comparison ~ Road Collisions and Casualties	2006/2007	2007/2008	Increase/Decrease	% Change
Central Division ~ Dundee District				
Total collisions	1497	1518	21	1.4%
Persons killed	1	2	1	100%
Persons seriously injured	77	48	-29	-37.7%
Persons slightly injured	298	267	-31	-10.4%
Overall total ~ killed and injured	376	317	-59	-15.7%
Eastern Division ~ Angus District				
Total collisions	1123	1229	106	9.4%
Persons killed	14	12	-2	-14.3%
Persons seriously injured	76	74	-2	-2.6%
Persons slightly injured	281	310	29	10.3%
Overall total ~ killed and injured	371	396	25	6.7%
Western Division ~ Perth & Kinross				
Total collisions	1799	1713	-86	-4.8%
Persons killed	19	15	-4	-21.1%
Persons seriously injured	141	109	-32	-22.7%
Persons slightly injured	391	380	-11	-2.8%
Overall total ~ killed and injured	551	504	-47	-8.5%
Tayside				
Total collisions	4419	4460	41	0.9%
Persons killed	34	29	-5	-14.7%
Persons seriously injured	294	231	-63	-21.4%
Persons slightly injured	970	957	-13	-1.3%
Overall total ~ killed and injured	1298	1217	-81	-6.2%

Table of road users killed and injured	Killed		Injured		Totals	
	2006/2007	2007/2008	2006/2007	2007/2008	2006/2007	2007/2008
Central Division ~ Dundee District						
Pedestrians	1	2	102	80	103	82
Pedal Cyclists	0	0	26	17	26	17
Motor Cyclists	0	0	16	26	16	26
Motor Cycle Passengers	0	0	1	0	1	0
Drivers	0	0	136	123	136	123
Passengers	0	0	94	69	94	69
Totals	1	2	375	315	376	317
Eastern Division ~ Angus District						
Pedestrians	1	3	43	56	44	59
Pedal Cyclists	0	0	21	15	21	15
Motor Cyclists	1	1	19	26	20	27
Motor Cycle Passengers	1	0	1	1	2	1
Drivers	8	6	171	196	179	202
Passengers	3	2	102	90	105	92
Totals	14	12	357	384	371	396
Western Division ~ Perth & Kinross						
Pedestrians	3	4	47	42	50	46
Pedal Cyclists	0	0	16	16	16	14
Motor Cyclists	3	2	54	42	57	44
Motor Cycle Passengers	0	0	3	3	3	3
Drivers	7	6	263	256	270	262
Passengers	6	3	149	130	155	133
Totals	19	15	532	489	551	504
Tayside						
Pedestrians	5	9	192	178	197	187
Pedal Cyclists	0	0	63	48	63	48

Motor Cyclists	4	3	89	94	93	97
Motor Cycle Passengers	1	0	5	4	6	4
Drivers	15	12	570	575	585	587
Passengers	9	5	345	289	354	294
Totals	34	29	1264	1188	1298	1217

Performance Indicators

Tayside Police	2007/2008 Target	2007/2008 Result	2006/2007 Result
Crimes (Groups 1 to 5) % cleared up	55%	56%	58%
Serious Violent Crime ~ crimes made known	700	651	718
Serious Violent Crime ~ % cleared up	88%	79%	83%
Domestic Housebreaking ~ crimes made known	1000	911	1001
Domestic Housebreaking ~ % cleared up	30%	29%	32%
Car Crime ~ crimes made known	2000	2154	1925
Car Crime ~ % cleared up	32%	30%	35%
Racist Crime ~ % cleared up	85%	83%	81%
Vandalism ~ crimes made known	7700	6804	7324
Vandalism ~ % cleared up	30%	30%	31%
Drugs: Number of crimes made known ~ supply, possession with intent etc. Class A	300	267	322
Roads Policing Unit ~ a) Number of people killed/seriously injured	305	260	328
Roads Policing Unit ~ b) Number of children killed/seriously injured	39	25	36
Roads Policing Unit ~ c) Number of slight casualties	1138	957	970
999 Calls	90%	88%	91%
Reports sent to the Procurator Fiscal within 28 days	80%	78%	72%
Reports sent to the Children's Reporter within 10 days	80%	72%	81%
Sickness Absence. Time at work - a) Police Officers	96%	95%	95%
Sickness Absence. Time at work - b) Police Staff	96%	94%	95%

*Percentage results have been rounded up or down to the nearest whole number

POLICE RANK PROFILE (as at 31 March 2008)

RANK	TOTAL	%	FEMALE	%	MALE	%	TOTAL MINORITY ETHNIC	%
Chief Constable	1	0.08	0	0.00	1	100.00	0	0.00
Deputy Chief Constable	1	0.08	0	0.00	1	100.00	0	0.00
Assistant Chief Constable	2	0.17	0	0.00	2	100.00	0	0.00
Chief Superintendent	6	0.51	1	16.67	5	83.33	0	0.00
Superintendent	10	0.85	2	20.00	8	80.00	0	0.00
Chief Inspector	17	1.44	4	23.53	13	76.47	0	0.00
Inspector	50	4.24	5	10.00	45	90.00	1	2.00
Sergeant	174	14.76	19	10.92	155	89.08	1	0.57
Constable	918	77.86	260	28.32	658	71.68	11	1.20
TOTALS	1179	100.00	291	24.68	888	75.32	13	1.10
Promoted Posts	261	100.00	31	11.88	230	88.12	2	0.77
Officers working Part-Time	38	100.00	37	97.37	1	2.63	0	0.00
Special Constables	176	100.00	61	34.66	115	65.34	4	2.27

COMMENTS:

Gender Breakdown - see attached graph.

The above figures include officers who are on central service, whose posts are externally funded and those who are on career breaks. The above figures also include the following temporary promotions and individuals who are Acting Up to Sergeant rank on a temporary basis.

2 Temporary Assistant Chief Constables (Male)
 3 Temporary Inspectors (Male)
 2 Temporary Sergeants (Male)
 13 Acting Sergeants (2 Female, 11 Male)

Note: The figures reported for Minority Ethnic Staff are based upon staff who have self classified themselves in one of the following categories: Bangladeshi, Black African, Black Caribbean, Chinese, Indian, Mixed, Other Asian Background, Other Black Background, Other Ethnic Background, Pakistani.

Since March 2007, the number of minority ethnic police officers has increased by 6 to 13 (1.1%).

Since March 2007, the total number of female officers has increased by 4 to 291 (24.7%), whilst the total number of male officers has increased by 1 to 888 (75.3%). The number of promoted posts held by women has increased by 3 to 31 (11.9%) and the number of promoted posts held by men increased by 9 to 230 (88.1%).

The total number of police officers who work on a part-time basis within the force is 38 (3.2%).

Since March 2007, the number of minority ethnic special constables has decreased by 1 to 4 (2.3%). 1 male special constable joined the force as a regular police officers.

Since March 2007, the total number of special constables has increased by 3 to 176. The total number of female special constables has increased by 5 to 61 (34.7%), whilst the total number of male special constables has decreased by 2 to 115 (65.3%).

POLICE STAFF PROFILE (as at 31 March 2008)

GRADE	TOTAL	FEMALE	%	MALE	%	TOTAL MINORITY ETHNIC	%
Chief Officers (CO)	4	2	50.00	2	50.00	0	0.00
Professional (PO)	28	13	46.43	15	53.57	0	0.00
Technical (TE)	33	8	24.24	25	75.76	0	0.00
Administrative (AP)	260	181	69.62	79	30.38	2	0.77
Clerical (GS)	203	135	66.50	68	33.50	1	0.49
Other	74	50	67.57	24	32.43	2	2.70
TOTALS	602	389	64.62	213	35.38	5	0.83

COMMENTS:

Since March 2007, the number of minority ethnic police staff has decreased by 3 to 5 (0.83%). This is due to the transfer of staff to the Scottish Police Services Authority (SPSA) on 01 April 2007.

Since March 2006 the ratio of female and male police staff has seen a 0.3% increase to 64.6% for female police staff and 0.3% decrease to 35.9% for male police staff.

A total of 34.1% of police staff work on a job-share or part-time basis. This has increased by 4.6% since March 2007.

POLICE SERVICE PROFILE (as at 31 March 2008)

LENGTH OF SERVICE	TOTAL	%	FEMALE	%	MALE	%
Under 2 years' service (Probationers)	96	8.14	32	33.33	64	66.67
2-5 years' service	176	14.93	54	30.68	122	69.32
6-10 years' service	226	19.17	85	37.61	141	62.39
11-15 years' service	220	18.66	59	26.82	161	73.18
16-20 years' service	165	13.99	37	22.42	128	77.58
21-25 years' service	154	13.06	15	9.74	139	90.26
26-30 years' service	126	10.69	8	6.35	118	93.65
30 years' plus service	16	1.36	1	6.25	15	93.75
TOTALS	1179	100.00	291	24.68	888	75.32

POLICE STAFF SERVICE PROFILE (as at 31 March 2008)

LENGTH OF SERVICE	TOTAL	%	FEMALE	%	MALE	%
0-2 years' service	138	22.92	82	59.42	56	40.58
3-5 years' service	101	16.78	60	59.41	41	40.59
6-10 years' service	135	22.43	87	64.44	48	35.56
11-15 years' service	74	12.29	45	60.81	29	39.19
16-20 years' service	69	11.46	50	72.46	19	27.54
21-25 years' service	56	9.30	43	76.79	13	23.21
26-30 years' service	17	2.82	11	64.71	6	35.29
30 years' plus service	12	1.99	11	91.67	1	8.33
TOTALS	602	100	389	64.62	213	35.38

SPECIAL CONSTABLE SERVICE PROFILE (as at 31 March 2008)

LENGTH OF SERVICE	TOTAL	%	FEMALE	%	MALE	%
0-2 years' service	102	57.95	46	45.10	56	54.90
3-5 years' service	21	11.93	8	38.10	13	61.90
6-10 years' service	15	8.52	2	13.33	13	86.67
11-15 years' service	20	11.36	5	25.00	15	75.00
16-20 years' service	9	5.11	0	0.00	9	100.00
21-25 years' service	1	0.57	0	0.00	1	100.00
26-30 years' service	4	2.27	0	0.00	4	100.00
30 years' plus service	4	2.27	0	0.00	4	100.00
TOTALS	176	100.00	61	34.66	115	65.34

COMMENTS**Police Officers**

The service band with the largest number of officers is 6-10 years'. This is also the service band with the largest number of female officers, whereas the largest number of male officers are within the 11-15 years' service band. There are currently 5 minority ethnic police officers within their probationary period (0-2 years' service).

Police Staff

The service band with the largest number of police staff is 0-2 years'. This is also the service bracket with the largest number of male police staff, whereas the largest number of female police staff are within the 6-10 years' service band. 0-2 years' service is the most common length of service for police staff from a minority ethnic background.

Special Constables

The most common length of service is 0-2 years' service, which is also the most common length of service for both female and male special constables. 4 minority ethnic special constables have 5 years' service or less.

POLICE AGE PROFILE (as at 31 March 2008)

AGE GROUP	TOTAL	%	FEMALE	%	MALE	%
16-24	29	2.46	9	31.03	20	68.97
25-34	372	31.55	144	38.71	228	61.29
35-44	470	39.86	113	24.04	357	75.96
45-54	303	25.70	25	8.25	278	91.75
55-64	5	0.42	0	0.00	5	100.00
65+	0	0.00	0	0.00	0	0.00
TOTALS	1179	100.00	291	24.68	888	75.32

POLICE STAFF AGE PROFILE (as at 31 March 2008)

AGE GROUP	TOTAL	%	FEMALE	%	MALE	%
16-24	22	3.65	17	77.27	5	22.73
25-34	121	20.10	82	67.77	39	32.23
35-44	181	30.07	131	72.38	50	27.62
45-54	168	27.91	108	64.29	60	35.71
55-64	105	17.44	47	44.76	58	55.24
65+	5	0.83	4	80.00	1	20.00
TOTALS	602	100.00	389	64.62	213	35.38

SPECIAL CONSTABLE AGE PROFILE (as at 31 March 2008)

AGE GROUP	TOTAL	%	FEMALE	%	MALE	%
16-24	54	30.68	20	37.04	34	62.96
25-34	48	27.27	20	41.67	28	58.33
35-44	37	21.02	14	37.84	23	62.16
45-54	27	15.34	7	25.93	20	74.07
55-64	10	5.68	0	0.00	10	100.00
65+	0	0.00	0	0.00	0	0.00
TOTALS	176	100.00	61	34.66	115	65.34

COMMENTS

Police Officers

The age group 35-44 has the largest number of police officers, accounting for 39.8% of police officers within the force. This is also the age group which has the largest number of male police officers, accounting for 40.2% of male police officers. The age group 25-34 has the largest number of female police officers accounting for 49.5% of female police officers. The age group 25-34 has the largest number of minority ethnic police officers accounting for 1.6% of the age group. The average age of police officers on recruitment to the force during the period April 2007-March 2008 was 28.5 years.

Police Staff

The age group 35-44 is also the age group which has the largest number of police staff, accounting for 30.1% of police staff within the force. This is also the age group which has the largest number of female police staff, accounting for 33.7% of female support staff. The age group 45-54 has the largest number of male police staff with 28.2% of all male police staff. The age group 25-34 is also the age group which has the largest number of minority ethnic police staff, accounting for 1.7% of the age group.

Special Constables

The age group 16-24 has the largest number of special constables, accounting for 30.7% of special constables within the force. The 16-24 age group also has the highest number of male special constables, accounting for 29.6% of male special constables. The largest number of female special constables are in the age groups 16-24 and 25-34. These age groups together account for 65.6% of female special constables.

POLICE PROMOTIONS (April 2007 to March 2008)

RANK	TOTAL	FEMALE	%	MALE	%
Constable to Sergeant	7	1	14.29	6	85.71
Constable to Temporary Sergeant	5	0	0.00	5	100.00
Temporary Sergeant to Sergeant	10	2	20.00	8	80.00
Sergeant to Inspector	2	0	0.00	2	100.00
Sergeant to Temporary Inspector	2	0	0.00	2	100.00
Temporary Inspector to Inspector	1	0	0.00	1	100.00
Inspector to Chief Inspector	4	0	0.00	4	0.00
Inspector to Temporary Chief Inspector	1	1	0.00	0	0.00
Temporary Chief Inspector to Chief Inspector	1	1	100.00	0	0.00
Chief Inspector to Superintendent	3	1	0.00	2	0.00
Chief Inspector to Temporary Superintendent	1	0	0.00	1	100.00
Temporary Superintendent to Superintendent	1	0	0.00	1	100.00
Superintendent to Chief Superintendent	1	0	0.00	1	0.00
Superintendent to Temporary Chief Superintendent	2	0	0.00	2	100.00
Temporary Chief Superintendent to Chief Superintendent	2	0	0.00	2	100.00
Chief Superintendent to Temporary ACC	2	0	0.00	2	100.00
Chief Superintendent to ACC	0	0	0.00	0	0.00
ACC to Temporary DCC	0	0	0.00	0	0.00
TOTALS	45	6	13.33	39	86.67

COMMENTS:

Between April 2007 and March 2008, 45 police officers were promoted, 6 female officers (13.3%) and 39 male officers (86.2%). Of the police officers promoted 13 (28.9%) were promoted on a temporary basis (1 female, 12 males).

There were no minority ethnic officers who were eligible to apply for promotion during this period. Note: The figures reported for Minority Ethnic Staff are based upon staff who have self classified themselves in one of the following categories: Bangladeshi, Black African, Black Caribbean, Chinese, Indian, Mixed, Other Asian Background, Other Black Background, Other Ethnic Background, Pakistani.

Officers who are interested in promotion and who meet the criteria, must make a formal application and go through an assessment process to check competence for the next rank.

POLICE STAFF PROMOTIONS (April 2007 to March 2008)

GRADE	TOTAL	FEMALE	%	MALE	%
Chief Officers (CO)	0	0	0.00	0	0.00
Professional (PO)	0	0	0.00	0	0.00
TE Grades (TE)	1	1	100.00	0	0.00
AP Grades (AP)	16	12	75.00	4	25.00
GS Grades (GS)	5	2	40.00	3	60.00
TOTALS	22	15	68.18	7	31.82

COMMENTS:

Between April 2007 and March 2008, 15 Police Staff were promoted into higher graded posts, 15 females and 7 males. 36.4% of those were promoted on a temporary basis.

There were no minority ethnic police staff promoted into higher graded posts during this period. The figures reported for Minority Ethnic Staff are based upon staff who have self classified themselves in one of the following categories: Bangladeshi, Black African, Black Caribbean, Chinese, Indian, Mixed, Other Asian Background, Other Black Background, Other Ethnic Background, Pakistani.

Police Staff can apply for a higher graded advertised post within the organisation. This involves going through the same recruitment and selection process as any other applicant who does not currently work for Tayside Police.

RECRUITMENT (From April 2007 to March 2008)

POLICE OFFICER	TOTAL	FEMALE	%	MALE	%	TOTAL MINORITY ETHNIC	%
Application Forms Received	431	131	30.39	300	69.61	9	2.09
Recruited	70	20	28.57	50	71.43	3	4.29

SPECIAL CONSTABLE	TOTAL	FEMALE	%	MALE	%	TOTAL MINORITY ETHNIC	%
Application Forms Received	126	58	46.03	68	53.97	3	2.38
Recruited	49	22	44.90	27	55.10	0	0.00

POLICE STAFF	TOTAL	FEMALE	%	MALE	%	TOTAL MINORITY ETHNIC	%	TOTAL GJIS	%
Application Forms Received	1720	897	52.15	811	47.15	46	2.67	46	2.67
Recruited	54	34	62.96	20	37.04	1	1.85	0.00	0.00

COMMENTS:

2007/08 has been an extremely busy time for recruitment within Tayside Police with applications for the role of police officer again being accepted, the introduction of many of the recommendations of the recruitment review being implemented and the cessation of assistance from Jobcentre Plus.

Police Officers

Tayside Police recommenced accepting applications during this financial year after a two year period where there were sufficient applications in the process to meet requirements. In the period from July 2007 (when recruitment recommenced fully) until the end of March, over four hundred applications were received. Given current fail rates throughout the process the amount of applications received on a monthly basis will allow the Force to meet current intake requirements whilst continuing to accept applications on an ongoing basis. There has been a significant improvement in the time taken to progress the applications with average time reducing from over twelve months to a period of three to six months, with one application being processed in two months. Although there appeared to be a short term drop in the applications from women this trend does appear to have been reversed and this should be reflected in next year's figures.

2007/08 also saw the first transferees at Sergeant rank join Tayside Police with two sergeants appointed during this period.

Special Constables

Tayside Police has made significant improvements in the way Special Constables are recruited with a full intake of thirty commencing in March 2008. Although there has been a substantial drop in the number of applications received due to applications again being accepted for the post of Police Officer, the Recruitment Officer has worked closely with divisional trainers and Specials Co-ordinator to market the role of Special Constable more effectively.

Police Staff

With the changes in the way people job hunt it has become harder to advertise effectively and this appears to have had an affect on the numbers of applications received. Tayside Police also no longer has the assistance of Jobcentre Plus in the administration and issue of application packs which has impacted on the processes. It has been noted that there has been a 10% increase in male applicants for posts during the past year, however this has not translated over to the actual numbers recruited. A review of police staff recruitment will be taking place in 2008/09 to assess if there are better methods of recruitment.

POLICE OFFICER LEAVERS (April 2007 to March 2008)

REASON FOR LEAVING	TOTAL	FEMALE			TOTAL MINORITY ETHNIC	%	
			%	MALE			%
DEATH IN SERVICE	1	0	0.00	0	0.00	0	0.00
DISMISSALS	1	0	0.00	1	0.00	0	0.00
RESIGNATIONS	17	10	58.82	7	41.18	0	0.00
RETIRALS	41	3	7.32	38	92.68	0	0.00
TRANSFERS	3	2	66.67	1	33.33	0	0.00
TOTALS	63	15	23.81	47	74.60	0	0.00

POLICE STAFF LEAVERS (April 2007 to March 2008)

REASON FOR LEAVING	TOTAL	FEMALE			TOTAL MINORITY ETHNIC	%	
			%	MALE			%
DISMISSALS	2	1	50.00	1	50.00	0	0.00
END OF TEMPORARY CONTRACT	5	3	0.00	2	0.00	0	0.00
RESIGNATIONS	33	24	72.73	9	27.27	0	0.00
RETIRALS	16	7	43.75	9	56.25	0	0.00
TRANSFERS	0	0	0.00	0	0.00	0	0.00
OTHER	6	3	50.00	3	50.00	0	0.00
TOTALS	62	38	61.29	24	38.71	0	0.00

SPECIAL CONSTABLE LEAVERS (April 2007 to March 2008)

REASON FOR LEAVING	TOTAL	FEMALE			TOTAL MINORITY ETHNIC	%	
			%	MALE			%
APPOINTED TO REGULARS	13	5	38.46	8	61.54	1	7.69
RESIGNATIONS	26	11	42.31	15	57.69	0	0.00
TRANSFERS	0	0	0.00	0	0.00	0	0.00
OTHER	2	0	0.00	2	100.00	0	0.00
TOTALS	41	16	39.02	25	60.98	1	2.44

COMMENTS:

Between April 2007 to March 2008, a total of 63 police officers left the force (15 females, 47 males).

Between April 2007 to March 2008, a total of 62 police staff left the force (38 females, 24 males).

Between April 2007 to March 2008, a total of 41 special constables left the force (16 females, 25 males). 1 minority ethnic male Special Constable joined the force as a police constable during this period.