

WARWICKSHIRE POLICE AUTHORITY – 19 APRIL 2010

**Local Employment Targets for Under - Represented Groups in
Warwickshire Police**

**Joint Report by the Chief Constable and the Chair of the Equality,
Diversity and Human Rights Panel**

Summary

This report proposes the adoption of local employment targets for the Force.

Recommendation

That approval be given to the local employment targets as set out in paragraph 5 of the joint report.

1. Introduction

1.1 Since 1999 the police service has worked on national stretch targets set by the Home Office to recruit more Black and Minority Ethnic (BME) officers and staff. The targets, which were put in place for a ten-year period, came to an end in 2009. Over that period Warwickshire Police doubled its numbers of BME officers and staff and achieved much higher proportions reaching supervisory and senior posts.

1.2 It became clear, however, that **local** targets, reflecting local circumstances and community needs would, from 2009 onwards, be more beneficial. The Government green paper '*From the neighbourhood to the national: policing our communities together*' (Home Office, 2008) proposed that local employment targets for under-represented groups should be agreed locally by police authorities and forces. Guidance was issued by the Association of Police Authorities on the process that should be followed in setting suitable targets.

2. Establishing proposed employment targets for Warwickshire Police

2.1 The work to establish suitable targets has been led by the chair of the Police Authority's Equality Diversity and Human Rights Panel, working closely with the Force's Equality, Diversity and Human Rights Unit. The work has included a community mapping exercise and analysis of Force employment data, considering all equality strands, to establish priority areas for the force to more reflect the community it serves. An in-depth review of the force's progress on the Macpherson recommendations has also informed this work.

2.2 The proposed targets were approved by the Police Authority Equality, Diversity and Human Rights Panel at its meeting on 24th march 2010 and have been presented

and discussed at Force Executive Board. The proposed employment targets are now presented for consideration of formal adoption by the Authority.

3. Achievability of the proposed employment targets

3.1 The employment targets that are proposed, taken together, are considered to be very challenging for the Force within the current climate. Nonetheless they have been carefully selected to be achievable provided there is good planning by the Force. The adoption of these targets will ensure that the Force moves forward in this vital area and that the excellent work achieved over the previous ten-year period is sustained and developed further. The setting of targets, in accordance with APA guidelines, should be an essential component part of the force's overall plan to achieve its statutory equality duties and lawful responsibilities, across all equality strands.

4. An over-arching strategy

4.1 The over-arching strategy should be for the Authority and Force to identify and remove barriers to the recruitment, retention and progression of all under-represented groups and in so doing, utilise positive action, eliminate discrimination and offer equality of opportunity. This should be monitored and measured through employment data reports (which should be made available to the Authority) and through sound progression, by the Force, of the Combined Equality Scheme 2009-2012. It is vital that the Force identifies a clear plan to support and deliver the successful outcome of the proposed employment targets.

5. The proposed employment targets

5.1 The following specific stretch targets are proposed. Figures shown are full-time equivalent (FTE).

- To increase the overall percentage of Black and Minority Ethnic officers and staff to 4.5% in 2010/11 and 5% by 2011/12.
[Proposal equates to an increase of 9 in 2010/11 and a further 10 in 2011/12]
- To increase the percentage of Black and Minority Ethnic officers at substantive Sergeant rank to 5.75% in 2010/11 and 7% in 2011/12.
[Proposal equates to an increase of 1.6 in 2010/11 and a further 1.6 in 2011/12]
- To increase the overall percentage of Black and Minority Ethnic officers at the rank of Inspector and above to 5.5% in 2010/11 and 7% in 2011/12.
[Proposal equates to an increase of 0.73 in 2010/11 and a further 1.29 in 2011/12]
- To increase the percentage of Black and Minority Ethnic police staff at Scale 4 and above to 4.5% in 2010/11 and 6% in 2011/12.
[Proposal equates to an increase of 9 in 2010/11 and a further 11 in 2011/12]
- To increase the percentage of female police officers to 26% in 2010/11 and to 27% by 2011/12.
[Proposal equates to an increase of 5.92 in 2010/11 and a further 9.8 in 2011/12]
- To increase the percentage of officers at Sergeant rank who are female to 11% in 2010/11 and 12% in 2011/12.
[Proposal equates to an increase of 2.07 in 2010/11 and a further 1.3 in 2011/12]

- To increase the overall percentage of officers at the ranks of Inspector and above who are female to 12% in 2010/11 and 13% in 2011/12.
[Proposal equates to an increase of 1.1 in 2010/11 and a further 0.8 in 2011/12]
- To increase the percentage of new starters in the force who have a declared disability for which a reasonable adjustment can be made, to at least 2% in 2010/11 and to maintain this rate in 2011/12.
[During 2008/09 out of 192 new starters, 1 had a declared disability (0.5%). Based on this, a similar recruitment rate would mean an increase of 3 new starters as a minimum in 2010/11 with a declared disability and a further 3 in 2011/12]

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