

SCOTTISH POLICE
AUTHORITY

Meeting	HRRC Public Session
Date	3 June 2016
Location	Pacific Quay Glasgow
Title of Paper	Work Force Diversity Strategy
Item Number	13
Presented By	Chief Inspector Bell
For Approval For Consultation	For Consultation
Appendix Attached:	NO

PURPOSE

The purpose of this paper is to provide members with an overview of the work undertaken by the Police Scotland to achieve a workforce that is more representative of our society.

1. BACKGROUND

- 1.1 The HMICS Joint Research Paper – Policing Ethnic Minority Communities in Scotland (January 2015) identifies that the Scottish minority population has almost doubled since the 2011 census and it is predicted that this figure will double again by the 2021 census. The ethnic minority communities of Scotland are concentrated around the four largest cities with 12% in Glasgow, 8% in Edinburgh and Aberdeen and 6% in Dundee with an overall average of 4%.
- 1.2 One of the key findings of this report was:
“Research participants felt that increasing the number of BME officers was seen as the most important equality outcome for Police Scotland, and saw addressing this as the single biggest factor which would help improve confidence and trust in policing amongst ethnic minority communities in Scotland.”
- 1.3 This research concluded that “the world of work is still not representative of the communities and peoples of Scotland” and urged the Scottish Government to demonstrate a long term commitment to tackling this.
- 1.4 In March 2016, the Scottish Government published its Race Equality Framework for Scotland (2016 – 2030). This has two specific goals for Police Scotland namely;
- Effective equality and intercultural competency training within initial training for the police workforce, combined with appropriate CPD for those already in post; and

- Positive action to increase the number of minority ethnic entrants to the police workforce and to improve opportunities for development and promotion, to reflect the minority ethnic population of Scotland.
- 1.5 In terms of training this is currently being considered with respect to the training and CPD already delivered by Police Scotland and will be progressed in due course. Progress on the recruitment/development goal is described below.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 Around 1% of Police Scotland Officers and staff are from BME background against a national average of 4% in the general population.
- 2.2 In 2013/14, 2% of applications received were from applicants who identified their ethnic origin as BME, a small reduction from the previous year. Less than 1% of newly appointed police officers have their ethnic origin recorded as BME again a small reduction from the previous year.
- 2.3 In 2013/14, 3% of applications received were from applicants who identified their ethnic origin as coming from a white minority background. There is no comparable data for the previous reporting period. 1% of applicants who were given an offer of employment during 2013/14 identified their ethnic origin as a White Minority background. Again, there is no available data relating to those who were appointed in 2012/13.
- 2.3 In 2015/16, there were 4809 applications to join Police Scotland of which 244 (5%) were from other ethnic backgrounds. Excluding white minority applications the total number of applications from other ethnic backgrounds was 127 (2.6%).
- 2.4 Based on these figures, it is clear to see that challenge Police Scotland faces. If the BME national average of 4% is to be met within the organisation an additional 650 BME recruits are required across all areas of the business. Considering current application trends this would appear to be unachievable.

RECRUITMENT STRATEGY

- 2.5 In August 2015 after approval of the recruitment strategy a Chief Inspector and a Constable were seconded to the proactive recruitment team with an initial remit of delivering a project on Localised Recruitment where Divisions would undertake their own recruitment activity supported by the central team. Further support was provided from a Sergeant and three Constables (one in Edinburgh, Aberdeen and Jackton) who were already based within the central recruitment team. In December 2015 a Temporary Inspector from a BME background joined the team improving the diversity of that group.
- 2.6 Initially the team focused on attending as many external recruitment events as possible to communicate to communities that Police Scotland were recruiting. Examples of this includes working in partnership with

organisations/events such as DWP, jobs fairs, Girls Day out, Skills Development Scotland, religious establishments, Careers Transition Partnership, Further and Higher Education, International Women's Day, and the Scottish Volunteering Fayre.

- 2.7 Through engagement with various groups across Scotland it was clear that to change the diversity of policing in Scotland would take time and that "quick fixes" were not the way to progress this. This led to a change in our approach moving to a three phase approach namely; outreach, engagement and recruitment.
- 2.8 As part of this process a positive contact slip was prepared and used at recruiting events. This allowed personal follow up contact with people who showed an interest in becoming a police officer. Between Sept 2015 and March 2016, 577 'contacts' were made with 28 applications being submitted.
- 2.9 Work has also been carried out with Scottish Police Muslim Association (SPMA) to design a questionnaire that SPMA can use to gauge peoples perceptions/concerns about policing.
- 2.10 Through the College of Policing it was identified that West Midlands Police were having success in their approach to recruitment from within BME communities and a benchmarking visit was organised. One element of good practice picked up was how the measures implemented by WMP had supported BME candidates through the recruiting process. (Closed Facebook, Positive Action Team radio interviews, Discovery Days and BME interview experience days).
- 2.11 Out of this meeting the Positive Action Practitioners Alliance was created and serves as a vehicle for UK police forces to share best practice. The most recent meeting of this group saw 7 Forces attend and was hosted by Police Scotland.
- 2.12 Picking up on the good practice learned in WMP, the existing Candidate Briefing Session which is delivered in police buildings across the country, was taken into the Southside of Glasgow as an initiative would increase the team's engagement with the BME community. These events were delivered in partnership with SPMA, BT and the Scottish Ambulance Service. As a result of this change in approach in Feb 2016 of the 139 people who attended candidate briefing sessions, 53 (38%) identified their ethnicity as BME and in March 2016 of the total of 199, 115 (57.7%) self declared their ethnicity as BME.
- 2.13 Work has also been undertaken with West of Scotland Regional Equality Council (WSREC) on the skills Police Scotland are looking for from prospective candidates and through their employability program a number of people have been identified. Additionally, in an effort to attract more Muslim women into policing a sample Hijab has been sourced and tested by national OST trainers. This prototype will now be presented to the Uniform Standards Working Group for their consideration.

- 2.14 In summary, Police Scotland is now working well within this area but has much to do to be fully representative of the communities served. The strategy, of a centralised team supporting Divisions to undertake their own recruitment activity appears to work well with general recruitment however if progress is to be made on underrepresented groups evidence suggests that continued investment is required in this area. The work done by the small proactive team in developing relationships with key stakeholders is starting to generate applications but this work requires to continue to achieve the long term goal.

3. FINANCIAL IMPLICATIONS

- 3.1 In order to facilitate ongoing engagement outwith police buildings, some additional funding may be required. This will be developed and discussed by the Police Scotland Finance & Investment Board.

4. PERSONNEL IMPLICATIONS

- 4.1 In relation to filling the posts, rotation of short term secondments would provide a wider skill set across local policing which would help with the delivery of the localised recruitment strategy. This will be progressed internally by the P&D function.

5. LEGAL IMPLICATIONS

- 5.1 There are legal implications associated with this paper.
- 5.2 On 6 April 2011 the new positive action provisions on recruitment and promotion contained in the Equality Act 2010 came into force.
- 5.3 Positive action is one way of trying to counteract deep-rooted or historic disadvantage by providing under-represented or disadvantaged groups with help to ensure they have the same chances as others.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There are reputational implications associated with this paper.
- 6.2 The effects of positive action are cumulative and reputation and relationships require ongoing organisational commitment and effort.

7. SOCIAL IMPLICATIONS

- 7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

- 8.1 There are community implications associated with this paper. In order to in still confidence in the community the Police Service must reflect the demographics of the communities we serve.

9. EQUALITIES IMPLICATIONS

9.1 This paper is about encouraging people from under represented groups to consider policing as a career.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no equality implications associated with this paper.

RECOMMENDATIONS

Members are requested to:

Members are requested to note the work ongoing in terms of recruitment from underrepresented groups.