



Force Diversity Monitoring 2010

Executive Summary

**Force Diversity Unit
Annual Report**

For any queries or help with anything within this document please contact the Diversity Unit – DiversityUnit@thamesvalley.pnn.police.uk

Introduction

The production of this document is a result of legislation that places a specific duty on all public sector organisations, including the police service, to monitor staffing functions in relation to the strands of diversity. This document will be produced annually with the aim of containing data and analysis for all of the six main strands of diversity. At present the document monitors staff groups by ethnicity, gender, age and where possible, disability. Work is presently ongoing with regard to capturing data on sexual orientation and faith with a view to monitoring these strands in future reports.

The 2010 publication contains data as at 1 September 2010 where appropriate. Otherwise the analysis is based on the previous financial year of April 2009 to March 2010. Key aims include increasing the number of BME people employed by Thames Valley Police while retaining those already a part of the organisation and increasing the diversity of our work force at all levels in order to achieve the aims of the Confidence and Equality Strategy.

This summary is provided to add some further context to the data published in the report and to highlight the work being progressed by Thames Valley Police, particularly around some of the key issues we have highlighted in the report.

Current Staff Levels

Ethnicity

- **The proportion of BME officers has increased by 0.9% since 2007 to 4.7%. In the past year BME officer representation has increased by 0.6%. The proportion of officers whose ethnicity is undisclosed has decreased by a further 2.0% to 0.1%. (Ref. p.9, 1.1.2)**
- There is no current target in place for representation but Thames Valley Police continue to monitor BME representation of police officers against the economically active population on a quarterly basis along with police staff and PCSO representation. Data produced by the [Diversity Unit](#) is circulated to local area Diversity Boards and Performance teams for scrutiny.
- **BME representation for police staff has increased by 0.8% since 2007 and 0.4% in the past year to 4.8%. There has been a reduction of 0.7% in the proportion of BME PCSOs. (Ref. p.9, 1.1.4-5).**
- Thames Valley Police are keen to develop and support staff to help encourage retention. The force supports a mentoring scheme as well as other support networks such as the Thames Valley Black Police Association (BPA).

Gender

- **The proportion of female police officers has increased by 1.2% from 27.6% in 2009 to 28.8% in 2010. (Ref. p10, 1.1.10)**
- **With increased rank the proportion of female officers falls well below the average for total female officer representation. There has been an increase however in the proportion of females ranked Inspector and above from 17.3% in 2009 to 18.6% in 2010. There has been a 3.8% increase since 2007. (Ref. p12, 1.1.21)**

Disability

- **According to the 2008 Annual Population Survey, 13.2% of the working age population has a disability of some kind in the Thames Valley area. As of September 2010, 0.6% of total TVP staff is recorded as having a disability, a decrease of 0.2% since last year. (Ref. p12, 1.1.22-24)**

The force has recently introduced a [Single Equality Scheme 2010-2013](#) that replaces the previous three key equality schemes on race, gender and disability. The Single Equality Scheme is accompanied by an Action Plan.

The force has a Disability Working Group and our force wide network of Diversity Advisors provide advice to individuals and feedback to the organisation on all strands of diversity including disability.

Flexible and Part-Time Working

Ethnicity

- **The proportion of officers with flexible working conditions has increase for white officers to a greater extent than that for BME officers. There is now a 3% difference compared to a 0.1% the previous year. Figures have doubled for BME officers though remain low, but have quadrupled for white officers. (Ref. p. 14, 2.1.3-5)**
- **The figures for white and BME police staff with flexible working arrangements has increased at similar rates but the low numbers for BME police staff have resulted in a wider gap between the proportions of white and BME staff with flexible working arrangements. (Ref. p.14, 2.1.4-5)**

Gender

- **As of September 2010, 13.9% of female officers and 2.3% of male officers had flexible working arrangements. This is a significant increase on the previous year. (Ref. p14, 2.1.6)**
- We encourage and support our staff by enabling part time and flexible working where possible. This is corroborated by the Force [flexible working guide](#).

Recruitment, Retention and Leavers

Ethnicity

- **During 09/10, 13.7% of officer applications were from BME individuals, an increase of 3.4% compared to 2008/09. (Ref. p16, 3.1.1)**
- **In the same time period, 11.0% of officer new starters were from BME backgrounds, a total of 33 individuals. This is a 5.5% increase compared to the previous year and means TVP has achieved the 10% recruitment target. (Ref. p18, 3.1.3)**
- During the past year the Thames Valley Police Community Recruiting Network have continued to offer support and advice to people. By using positive action we have increased the recruitment of black and minority ethnic groups within the work force.

- Positive action is defined as directing activity toward individuals of a particular group that is underrepresented, in an attempt to redress the balance relative to a dominant group.
- **In the same time period 16 BME officers left Thames Valley Police accounting for 6.3% of total leavers, up from 1.1% the previous year. (Ref. p28 5.1.1-2)**
- All members of staff who leave the organisation are invited to partake in an exit interview to help us identify organisational learning. Every new member of police staff/officer who has declared their ethnicity as black or minority ethnic is offered a contact link to a BPA member who will act as a buddy, particularly during their first few months.
- We have worked closely with other forces to review the migration of our staff to other police forces. The exit interview information is helpful in determining officers' personal and professional reasons for transferring to other forces.
- **For police staff, more BME staff were recruited in 07/08 than left the organisation and this trend has continued for 08/09 and 09/10, though the number of BME staff recruits has halved this year. (Ref. p28, 5.1.1-2)**

Gender

- **28.9% of officer applications were from female candidates, an increase of 1.8% in comparison to the previous year. (Ref. p19, 3.1.7)**
- **In the same period, 27.7% of new officers were female, a decrease of 6.2% compared to the same period last year. (Ref. p19, 3.1.6-9)**
- **57.5% of police staff new starters were female compared to 62.7% the previous year, a decrease of 5.2%. (Ref. p20, Table 3d)**
- **The number of female officer recruits continues to exceed the number of female leavers. (Ref. p.28, 5.1.3)**

Progression

Ethnicity

- **In 2009, 5.0% of OSPRE Sgt part 1 candidates were BME, an increase of 2.1%. The pass rate for BME candidates has increased for four years in a row to 50.0% in 2010. (Ref. p33, 6.1.1-4)**
- **The pass rate for BME officers interviewed for the PC to Sgt promotion board was 80.0% compared to 58.6% for white, though**

Gender

- **The success rate for OSPRE Sgt Part 1 and Insp. P1 is higher for females than males. 29.3% of total entrants for Sgt P1 were female, increase of 4.4% in comparison to 08/09. (Ref. p34, 6.1.9)**

We are looking closely at promotion and development trends of our staff and officers. All staff have the opportunity for a career interview and personal development is key to our annual appraisal scheme. We offer study 'crammer' courses for police promotion exams together with personal development programmes around leadership and achieving potential.

Performance

Ethnicity

- **The difference between the proportion of BME officers achieving highly effective and the proportion of white officers achieving highly effective has increased by 0.9% in 2009/10 to 10.1%. The proportion of both BME and white officers achieving highly effective has decreased by 11% in the past year. There continues to be no BME officers achieving exceptional. (Ref. p. 38, 7.1.1-3)**
- **The proportion of police staff, both BME and white that achieved each grade has remained at a similar level in the past year with a 3% reduction in the disparity (now 13.1%). There continues to be an increase in the proportion of BME staff achieving exceptional (up 0.8%) while there has been a 0.8% reduction in the proportion of white staff achieving this grade. (Ref. p. 39, 7.2.1-2)**

Gender

- **There has been a slight reduction in the proportion of staff both male and female achieving highly effective and an increase in the proportions achieving effective. There is no disparity between male and female staff achieving each grade. (Ref. p39, 7.2.4)**

Programmes we are currently implementing include the talent management scheme to help staff meet their potential and identify police leaders of the future and the high potential development scheme for police officers.

We have reviewed how other forces have been successful in recruiting and retaining female police officers. Although we are currently ranked 12th out of 43 forces we are keen to promote ourselves as an employer of choice for females. The ongoing work as described above for ethnic minority officer progression is shared across all minority groups and in the case of our female

officers and staff we have a female specific development programme (Springboard).

For our staff on maternity leave we use the option of Keep in Touch (KiT) days with line managers to help ease the return to work process. These are voluntary and can help reduce the apprehension and sense of isolation sometimes experienced.

We actively promote participation in the Women's Network Support Group to provide our female staff with support and development opportunities. The Network has recently introduced a maternity buddy scheme to complement the KiT day process. Expectant mothers can choose to be allocated a buddy for professional and personal support during their maternity leave.

Grievances and Complaints

- In 2009/10 there were less than five grievances or tribunals raised by BME officers and less than five BME officers subject to gross misconduct hearings. This was also the case for BME police staff.
- **58.8% of grievances raised by police officers during 09/10 were by female officers compared to 30.8% the previous year. (Ref. p44, 9.1.5).**

Conclusion

There are several areas for improvement for the 2011 document. These include:

- Incorporating where possible the remaining strands of sexual orientation and faith to the report.
- Further consideration around the inclusion of non-visible ethnic minorities in the figures for BME staff groups that currently account for 2.3% of all officers, staff and PCSOs.
- There is further research to be done on the requirements of this report following the anticipated introduction of new public sector equality duties under the Equality Act 2010.