

ACHIEVING A REPRESENTATIVE WORKFORCE

POLICE AND CRIME PANEL MEMBERS UPDATE

The objective set in the Police and Crime Plan is:



Diverse communities will be engaged, well-understood and represented in the workforce

Strategic level

- A new dedicated Diversity Steering Group has been set up chaired by the new Director of People and Organisational Development – Mark Milton. It is predominantly looking at police officer recruitment, the barriers and the progress of the positive action. It has participation from all the staff associations including the Black Police Association.
- ASP is currently considering whether they will participate in Superintendents Direct Entry next year as well as the Fast Track scheme which they would focus on BAME recruits.
- PCSO recruitment will change as ASP join the National Framework developed by the College of Policing for PCSO recruitment. This should be more objective and fair.
- First new Diversity and Inclusion Board will take place on January 8, 2018.

Tactical level

Representative Workforce Team – day to day work on the representative workforce priority continues to be led by Esther Wride and PC Kristian Harris as well as support from the staff associations. There is continued engagement by the team and a growing number of ASP supporters at events and initiatives across the force from football matches to careers fairs.



Targeted Diverse Recruitment Launch

The Diverse Recruitment Launch was held at the City Academy, Bristol on November 2. There was excellent police representation from the Deputy Chief Constable, Assistant Chief Constable, Director of People and Bristol Area Commander, all staff associations and BAME officers and staff, as well as the PCC who closed the event. There was a good mixed representation although there were less **20 people** from the community. The aim of the event was to explain to the community why it's important for Avon & Somerset Constabulary to have a representative workforce. Discussing how it makes the police service more effective and builds trust and confidence and enables a greater understanding of wider policing issues. The event was also the chance to involve communities in the recruitment of police officers.



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HR

- **Police officer recruitment** – Police officer recruitment opened externally on Thursday, December 7 and closes on **December 18, 2017**.

<https://www.avonandsomerset.police.uk/about-us/recruitment/police-officer/>

The opening of this recruitment has been more low-key than previous years to enable the Constabulary to concentrate on the under-represented groups and target those who have attended events and workshops. We will be able to report on this last quarter of recruitment at the next PCP.

- Seven Discovery workshops have been held for 60-70 under-represented people who have expressed an interest in policing through engagement with Esther and Kris. Application workshops are also underway to help candidates from under-represented groups.
- **Stepping Up** – 4x BAME staff from ASP have expressed an interest in applying of the scheme. Esther is working with Christine to talk through the changes in dates and the requirements for interviewers and mentors.
- **Babbasa** – Dedicated **Police Spotlight** sessions have been held with young people from Babbasa who have been through their job awareness training in November. One comment said: “The team really put their all in to telling their stories and ways they got in to the police, I think the conversational and informal shape the evening took was really beneficial. Everyone who attended showed interest in ride alongs, police workshops and/or roles within the police”



- The Representative Workforce Team visited Easton Jamia Mosque where they discussed the various employment opportunities, available within the Constabulary. As a result of attending at the Easton Jami Mosque, a number of other local mosques, many worshippers attended their recent Recruitment Discovery Workshops, with several now in the application stages.



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Diverse Communities Engaged and Understood? Community Engagement

- A number of initiatives are underway including mini police (a younger age version of Police Cadets run with Year 5-6), as well as Ride-Alongs and Citizen Academy.
- The Representative workforce team attended the City of Bristol College, to speak to students on the English for Speakers of Other Languages (ESOL) course. The 60+ students came from different countries throughout the world including the Democratic Republic of Congo; Afghanistan; Iran; Iraq; Egypt; Nigeria; Vietnam; Czech Republic; and many more. 12 students will be visiting HQ for a visit to Communications/Firearms/ and other departments, to learn more about ASP. The above pictures from the event #selfiewithacop were shared across the young people's social media.

What is the OPCC doing?

- **Community Engagement** – The PCC held a successful public surgery at Easton Community Centre on November 23. Sue will be holding her next public surgery at the **Malcom X Centre on Thursday, 14 December 1245 – 1415**. The PCC will also hold her community day in Bristol meeting with Integrate and talking to workers and survivors of forced marriage/honour based abuse (HBA). This will coincide with the announcement that Sue will represent PCC's nationally on matters of forced marriage, HBA and FGM.



The PCC will hold her next forum in South Bristol on February 1 and another public surgery at Easton Community Centre on March 6.

- The next scrutiny of police powers panel will be held at Patchway Police Centre on **December 19, 2018**. The panel will review the police use of Taser, Stop & Search, Use of force and discuss how they will monitor the use of spit guards.



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- We have held the next scoping meeting to scrutinise this priority and we are seeking assurances from the Constabulary on some of the following areas: status of diversity and inclusion strategy? Analysis of the recent staff wellbeing survey from diversity perspective – what actions being carried out? Forecasting future reductions – what being done to assist retention of those with diverse backgrounds? EIA of plans to change? What assurance that diversity is being valued by leaders? And other questions. A report will come to the Police and Crime Board in March, 2018.
- We supported the new Targeted Diverse Recruitment Launch in November with Sue closing the events and outlining to communities why she set the Constabulary the ambition to become more representative of the communities it serves. We are also seeking assurances around the learning of this event and how this is used going forward.
- We are attending the new Constabulary Diversity and Inclusion Boards which begins in 2018. The board brings together many strands of this priority from an internal perspective.

How you can help?

We welcome input from you and if you are thinking of ways you can help with this priority please let us know.

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