

## **POSITIVE ACTION RECRUITMENT**

### **INTRODUCTION**

1. This report updates the Members of the Committee with regard to the initiatives being taken to recruit staff from the minority groups within our Community.

### **BACKGROUND**

2. The Home Office target is to have 1.6% minority ethnic staff representation by 2009, to reflect the make up of the Humberside Community. This target equates to 37 Police Officers, 21 Police Staff, 8 Special Constables and 3 Police Community Support Officers, (PCSOs) by 2009.
3. At the current time the number of minority ethnic staff is as follows:
  - Police Officers - 23
  - Police Staff - 12
  - Special Constables -1
  - PCSOs - 2

### **INFORMATION**

4. The recruitment of minority ethnic staff suffered in 2004-2005 with the Home Office National Recruiting Campaign, "Could You". In terms of attracting applicants from minority groups the Force only received 5 applications and from women, 90 applications.
5. The Force subsequently appointed a Positive Action Officer, adopted a local recruitment campaign and staged numerous positive action events, for example women's only days, minority ethnic days, visits to Sikhs, Temples and Mosques. In 2005-2006 over 390 applications were received from women and 17 from the visible ethnic population. This represented a 430% increase in applicants. In terms of Police Officer numbers this resulted in 5 applicants attending the Assessment Centre. Only 1 was successful in meeting the standard to join as a Police Officer. However the 4 that were unsuccessful have continued to be mentored by the Positive Action Officer on a one to one basis and have been encouraged to reapply.

6. This Force along with many others is currently hampered in its recruitment by the Home Office raising the "pass mark" at the National Recruitment Centre from 50% to 60%. This has resulted in 96 candidates not meeting the standard in the past 12 months who would otherwise have been successful. Of this number 4 have been from a visible minority ethnic background. At the last Assessment Centre in January, 2007, 34 candidates scored between 50% and 59%. This alone resulted in the loss of 3 potential officers from a visible minority ethnic background.
7. A letter has been sent to the Home Office with regard to the issue of the pass mark and how it is hampering our ability to recruit. Other Forces are experiencing similar problems.
8. Whilst not wishing to depart from the National standard the Force view is that there should be some local management allowed in these difficult circumstances, by reinstating the threshold pass mark at 50%. A reply is awaited.
9. The Positive Action Attraction Strategy for 2007/2008 is attached as an Appendix.

#### **RECOMMENDATION**

10. It is recommended that Members:
  - i. note the issues and activity outlined in the Report ;
  - ii. support the Force in its dialogue with the Home Office with regard to the reinstatement of the original pass mark of 50%.

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#### **Background Papers:**

Ref: PERS/DLM/SM/CM  
Date 20.03.07

### **POSITIVE ACTION OBJECTIVES 2007/2008**

1. Recruit 4 VME Police Officers by March 2008.
2. Recruit 3 VME Police Support Staff by March 2008.
3. Recruit 1 VME PCSO by March 2008.

#### **Positive Action Attraction Strategy 2007/2008**

- Identify key networking contacts & build effective relationships to enable the promotion of Humberside Police as an employer.
- Review success of awareness events already held & recommend improvements/modifications based on feedback.
- Develop links and liaise with Positive Action Officers from other local Forces.
- Promote the Lay Recruit Assessor Course within the VME communities and to Women in the Force area. Recruit 12 applicants to attend a 5 day course w/c 19<sup>th</sup> March 2007.
- Co-ordinate and run Recruitment Events in line with the overall Recruitment Strategy. The purpose being to raise awareness of the types of roles available and the career progression for police officers.

Events will be supported by visible minority ethnic officers who are Able to answer questions on what it is like to work as a Police Officer or Support Staff member in Humberside Police.

- Continue to hold preparation for assessment days. To include as a minimum, the process, completing the application form, what is a competency based questionnaire and practice session, practice psychometric test, mock interactive exercises
- Women Only events to be held North and South Bank throughout the year promoting police officer and support staff opportunities for women to include representatives from Dog section, Specials, PCSO all support staff posts, Public Order, Fingerprint bureau, SOCO
- Police Community Support Officer roles to be promoted as careers for Females and members of VME groups. Information booklet developed with frequently asked questions. Application forms to be issued at all events and names and addresses of those interested will be taken in preparation for future recruitment campaigns. Positive Action Officer to act as co-ordinator at all assessment centres.

- Consider each potential candidate's concerns on an individual basis and where possible develop innovative solutions to overcome barriers and promote Humberside.
- Continue work started with partnerships to provide English language classes to Humberside Police applicants.
- Liaise with Fitness Instructor to provide practice fitness test sessions, ensure appropriate changing room facilities are available.
- Provide opportunities to invite possible candidates to observe situational training events.
- Prepare accurate up to date impactive information to be made available at police station foyers with contact numbers.
- Develop poster campaign for inclusion in Mosques.

### **Positive Action Selection Strategy**

- The Police Recruit Mentoring Programme will be extended to members of VME groups who apply for support staff vacancies in an effort to reduce the high number of applicants lost at shortlist stage
- Develop information booklet for all new staff and applicants explaining the internal and external support networks available