

## **CHANGES TO EMPLOYMENT MONITORING DUTIES**

### **INTRODUCTION**

1. The Employment Monitoring Duty Guidance for Police Services in England, Wales and Northern Ireland, was recently issued to all Forces by the tripartite body known as the Police National Diversity Team (PNDT). The guidance outlines the changes to existing monitoring requirements which Forces will be required to implement to comply with employment law; it also contains PNDT recommendations for Forces with respect to best practice employment monitoring.
2. This report explains:
  - i. monitoring by diversity strands;
  - ii. employment monitoring required by law and home office recommendations for best practice;
  - iii. future action necessary to address gaps between the monitoring currently undertaken, the legal requirements and best practice.

### **INFORMATION**

#### **Monitoring by Diversity Strands**

3. Although not legally required to monitor in respect of the six strands of Diversity namely, Race, Disability, Gender, Sexual Orientation, Religious Belief and Age, best practice guidelines suggest that public authorities do so.
4. At present, in line with existing monitoring requirements Humberside Police monitor race, gender and to a lesser extent disability. It is our future aim to comply with all legal requirements within the set timescales and where possible monitor 5 of the 6 strands of diversity, omitting sexual orientation. The decision to omit sexual orientation at this stage was based on consultation with gay staff which concluded that further work would be necessary to address concerns and issues raised with respect to the self declaration of sexual orientation.

#### **Legal Requirement and Best Practice**

5. In order to comply with legislation and anti discrimination laws Humberside Police are required to produce the following Equality Schemes
  - i. Race (implemented May 2002);
  - ii. Disability (due December 2006)
  - iii. Gender (due April 2007).

Integral to each of the schemes is a requirement to gather data to monitor each stage of the employment activity and use the outputs to inform policy and strategy

6. As of April 2007 all Chief Officers and Police Authorities must monitor all staff by disability, gender (including transsexual staff) and race and this monitoring will form an integral part of the above equality schemes.
7. The monitoring should include all staff in post including volunteers and contracted staff with data captured in terms of full-time and part-time workers, rank/grade, time in rank/grade, length of service and Branch or Division and form of disability
8. Monitoring should cover as a minimum the following stages of employment:
  - i. Applicants for employment
  - ii. Applicants for and recipients of training
  - iii. Applicants for promotion
  - iv. PDR assessments
  - v. Grievance and Disciplinary Proceedings
  - vi. Allegations of sexual and sexist harassment, homophobic harassment and racial harassment
  - vii. Those who cease employment

The Home Office strongly suggests it is good practice to also monitor:

- viii. Employment tribunal cases  
Pay – All components of the pay package including special priority payments/bonus payments/competency related threshold payments, and overtime
- ix. All aspects of flexible working and part-time working
- x. Management of family friendly policies i.e. parental leave, adoption, maternity and paternity leave.

### **Future Action**

9. The additional monitoring requirements significantly increases the responsibilities on all Forces. On analysis of our current monitoring activity it is clear that there are a number of gaps between our current practice, that which we are legally required to conduct or are recommended to monitor in line with best practice.
10. It is our intention to prioritise the duties which are essential in order to comply with Legislation on Anti Discrimination laws and then take informed decisions with respect to our future monitoring strategy introducing best practice guidelines which will best contribute most effectively to fairness and equality in the workplace.

11. Further detailed analysis will be necessary, however it is anticipated that implementing the essential new requirements will increase the demand on existing personnel and technical resources. The increase in demand will be monitored during the implementation of the Disability monitoring duty which will commence in 2006

### **RECOMMENDATION**

12. It is recommended that Members consider the information and implications outlined in the report and note the work in progress to implement the changes to the employment monitoring duty.

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