

# INCLUSION & DIVERSITY

## TEAM HIGHLIGHT REPORT



### ATTRACTION

QUARTER 4 2017 - QUARTER 2 2018



### Strategy

The attraction strategy is designed to encourage people from all backgrounds to consider a career with us.

### e-Marketing

The Representative Workforce Team have their own Twitter account @ASPoliceRepWork. Please follow us.

The team also manage and maintain a closed candidate support Facebook Group.

The team take part and support Facebook Live Sessions as part of the Constabularies ongoing recruitment campaigns. Our last Facebook Live Session, for the PCSO recruitment campaign in January 2018, had 19,430 views and reached over 43,474 people.

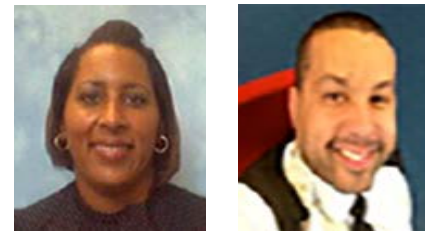
### Media

The Representative Workforce Team has recently been reported upon in the BBC Points West programme.

The team have commissioned and produced a diverse recruitment advert, which will be shown on the Made in Bristol TV channel, during our 2018 recruitment campaigns.

In May 2018, the team were interviewed on Local BBC Radio, in relation to their work of trying to increase diversity within the organisation's current workforce landscape, through the team's Recruitment Discovery Workshops.

### MEET THE TEAM



Pictured above, from left: Esther Wride – Inclusion and Diversity Lead, and PC Kris Harris - Inclusion and Diversity Officer.



### Disability confident employer scheme

The Representative Workforce Team were instrumental in providing evidence for the Constabularies Disability Confident Employer Scheme re-certification, in August 2017. Through the Disability Confidence Campaign, the Government is working with employers to remove barriers, increase understanding and ensure that disabled people have the opportunities to fulfil their potential and realise their aspirations. The Disability Confident Scheme replaces the Government Two Ticks positive action scheme.



## Community Engagement

The Representative Workforce Team have developed strong community partnership links and over the past few months have been involved in a number of engagement activities (eg Bobassa / Street 2 Boardroom / Stepping Up Bristol Leadership Challenge).

Together with the Bristol East Neighbourhood Policing Team, the team have visited a number of places of worship and community venues, to carry out recruitment activities. As a result of these activities, we currently have a register your interest of over 830 potential applicants.

Engagement within schools (i.e. pop up stalls, careers events, mentoring).

The team deliver 2 hour Police Service employability workshops to every FE/HE establishment within the force area, that offers a 'blue light' course. To date, over 360 students have received the employability workshop.



## Outreach

The team have designed a wide-reaching and co-ordinated programme of work to support our outreach activities.

This includes regular attendance at recruitment events, some of these are careers fair type events, where we have spoken with hundreds of potential applicants, taking this figure well into the thousands.

The Representative Workforce Team deliver Recruitment Discovery Workshops, Police Officer Pre-Application Workshops, Police Officer Pre-SEARCH Assessment Centre Workshops, and PCSO Pre-Application Workshops.

The team regularly support and signpost potential applicants to participate in the Ride Along Scheme.

The Representative Workforce Team supported the 2017 Citizen's Academy where 34 members of the public participated. 41% of this cohort were from a BME backgrounds, 18% were LGBT+ and 12% declared a disability.



The selection strategy is designed to ensure people from wider backgrounds are not disadvantaged by our selection processes. We have a wide reaching programme of work to support this theme.

### Internal & Community Assessors

The Representative Workforce Team have facilitated the training of 20 College of Policing SEARCH Recruit Assessment Centre Assessors. One course was run in October 2017 and another in January 2018. 60% of the Internal Assessors were from a BME background and 10% LGBT+. 15% of the Community Assessors were from a BME background.

### Diversity Champions



The Representative Workforce Team developed the role of Diversity Champion in September 2017. There are currently 50 Diversity Champions across various departments and roles within the Constabulary. The majority of which have received a half day introduction to the role and a half day mentoring/unconscious bias workshop. Our Diversity Champions offer 121 mentoring, prepare candidates through application to assessment centre. 57% of our Diversity Champions are male and 43% are female. 27% are from a BME background and 7% LGBT+. If you are interested in becoming a Diversity Champion, please contact the team.

### Police Now

The Representative Workforce Team support the Police Now Graduate Leadership Programme at a national level. Esther is one of their assessors and is regularly involved in assessments, whilst Kris is a Police Now Ambassador and attends Police Now University Roadshows, in order to promote the programme and signpost potential candidates.

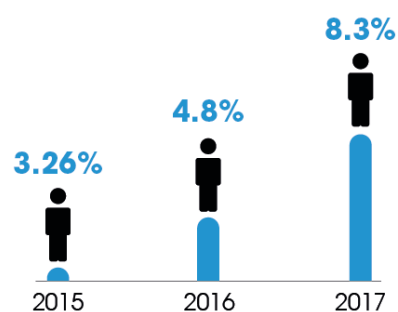
## Recruitment

The Representative Workforce Team have established that a barrier to our outreach work was infrequent recruitment. An agreed plan exists that maps out every campaign in all batch recruitment. This allows the team to plan outreach, e-marketing and offer potential candidates the opportunity to attend one of our workshops.

In response to feedback from community groups and candidates, we have recently reviewed our current police officer recruitment process. As a result we have now removed two of the Online Assessments (eg Behavioural Styles Questionnaire and Situational Judgement Test) from this process. We have also changed our SEARCH Assessment Centre Pass Mark, from 60%, and bought this inline with the national College of Policing pass mark, of 50%. As a result of these changes, the recruitment end to end process, is now approximately 9-12 months.

We are currently reviewing our recruitment process for the role of Police Community Support Officer (PCSO).

The success of the Representative Workforce Teams recruitment workshops are measured in the percentage of applicants that apply from under-represented communities. For example, the chart shows the results for the last 3 years of Police Constable recruitment campaigns. BME applications to Avon and Somerset Constabulary have risen by over 5% (now over 8% for Police Officer applicants), with a continuing upward trend year on year.



Between October 2016 and March 2018, 14% of all Student Officer cohorts have come from a BME background. Nationally, 11% of all police officer joiners, identified themselves as coming from a BME background, so our joining rate for police officers from a BME background, is higher than the national average. In Avon and Somerset Constabulary, the proportion of police officer joiners who are from a BME background, is higher than the proportion of current officers from a BME background (2.7%), indicating a trend towards increasing diversity.



This theme aims to build a working environment that includes everyone and encourages all staff to develop and make progress.

## Staff Support Groups

We don't have all the answers on diversity and inclusion ourselves and we work closely with all of our Staff Support Groups, in order to provide employees with a wealth of support. We have over 8 Staff Support Groups including: the Black Police Association; the Christian Police Association; the Disabled Police Association; the LGBT+ Association; the Pagan Police Association; the Women's Network; the Police Federation; and Unison.

## Staff Career Progression Workshops



The Representative Workforce Team provides support to our staff, in relation to their career progression. In December 2017, the team facilitated and delivered two Police Officer Pre-Application and Police Officer Pre-SEARCH Assessment Centre Workshops, for internal staff. 104 members of staff attended over the two days. In order to

accommodate those staff members who were unable to attend either of the workshops, the team arranged for one of the sessions to be filmed.

## Diversity & Inclusion Board

The Constabulary has recently setup the Diversity and Inclusion Board, which main aim is to provide a framework for Avon and Somerset Constabulary to be an outstanding force.

This is demonstrated by our Purpose, Vision and Values of (1) Safer Communities, (2) Outstanding Policing, and (3) Strong Values.



The Board meet quarterly to discuss a variety of core areas such as the D&I plan, environmental scanning, the National context, staff networks, operational reports, and to discuss measures, reporting and progress from previous meeting actions.

## Volunteer Police Cadet Progression Workshops

The Representative Workforce Team provides support to our Volunteer Police Cadets, in relation to their career progression. The Team is delivering two Recruitment Discovery Workshops, one at Trinity Road Police Station and another at Bridgwater Police Centre, to all Volunteer Police Cadets who turn 18 this year.

## National Day of Staff Networks



On 9 May 2018, along with the LGBT+, DPA and BPA Staff Support Groups, the Representative Workforce Team supported the National Day for Staff Networks.

## OUR WORK IN PICTURES



**Pictured left:**

The Diversity and Inclusion Team delivering one of our Recruitment Discovery Workshops at Trinity Road Police Station, in November 2017.



**Pictured left:**

PC Kris Harris - Inclusion and Diversity Team Officer, delivering one of our internal Police Officer Pre-Application and Pre-Assessment Centre Workshops, in December 2017.

## OUR WORK IN PICTURES



Pictured left:  
Esther Wride - Inclusion and Diversity Team Lead, with Jaya Mistry - Career Mentoring Co-ordinator, and Dr Zainab Khan of Bristol Law School, at the Rt Hon David Lammy MP Review event, held by UWE in January 2018.



Pictured left:  
The Diversity and Inclusion Team supporting our latest Citizen's Academy, in April 2018.

## OUR WORK IN PICTURES



Pictured left:

Chief Constable Andy Marsh with Clayton Planter, Street 2 Boardroom Founder and CEO.

Street 2 Boardroom is a project that was setup by Clayton Planter, to help teenagers involved in crime turn their lives around, and use those skills in the Boardroom.



Pictured left:

PC Kris Harris, Inclusion and Diversity Team Officer and Kernal Singh, Black Police Association, at the Cabot Circus Job Recruitment Fair.



## 2018-2019 AIMS

This coming year we aim to continue to improve our performance and ensure that our work is part of business as usual.

- We are currently developing an "Insight Programme" aimed at people who are interested in joining the organisation, from under-represented communities. The "Insight Programme" will enable individuals to learn more about the organisation, provide awareness of the process in relation to the recruitment of various roles, help instil confidence in the recruitment process, and help break down barriers between the community and police service.
- Promotion and progress support Workshops to be planned for 2018/19 across both Sergeants and Inspectors processes, including the introduction of development plans.
- Recruitment Workshops to support our unsuccessful candidates (e.g. Police Officer and Police Community Support Officer roles).
- Diversity pledge.
- Cultural awareness and cultural intelligence training.
- Community engagement and widening participation programmes.
- Supporting the Citizen Academy Programme.
- Achieving best practice through the Positive Action Practitioners Alliance (PAPA).
- Embedding the National Police Chiefs Council (NPCC) Diversity, Equality and Inclusion Strategy.
- Embedding the National Police Chiefs Council (NPCC) Workforce Representation, Attraction, Recruitment, Progression & Retention Toolkit.
- We are currently carrying out horizon scanning and reviewing best practice in order to update and re-launch our existing Summer Internship Programme for 2019.

## Find out more

Visit our website:

[www.avonandsomerset.police.uk/jobs-and-volunteering](http://www.avonandsomerset.police.uk/jobs-and-volunteering)

Follow us on Twitter:

@ASPoliceRepWork

Register your interest to join or contact us via email at:

[Representative.Workforce@avonandsomerset.police.uk](mailto:Representative.Workforce@avonandsomerset.police.uk)