



STRATEGIC POLICING AND CRIME BOARD
3 September 2013

BME Representation and Progression

PURPOSE OF REPORT

1. To provide an update on BME representation and progression within West Midlands Police.

INTRODUCTION

2. This report sets the context of current BME workforce representation in WMP and outlines how the Force proposes to increase the representation of BME officers and staff within the workforce.
3. The report compares the current position of the Force regarding BME representation with the wider West Midlands community, and highlights progress made to date in increasing representation levels. It draws favourable comparisons with other Forces but recognises that significant further work is required to develop a workforce which is more representative of local communities.

WEST MIDLANDS DEMOGRAPHIC

4. In the last 10 years the demography of the West Midlands has changed dramatically and BME representation now stands at 34% (census 2011). Birmingham in particular is very close to becoming a 'Minority Majority' city (42% BME) and two LPUs - Birmingham East (71% BME) and Birmingham West and Central (58% BME) are already 'Minority Majority' areas. The Institute for Research into Superdiversity (IRiS) at Birmingham University has measured the number of ethnicities in Birmingham alone at 187.

WEST MIDLANDS POLICE BME WORKFORCE PROFILE

5. Against this position BME representation within the workforce has grown year on year since 2001, with the BME workforce percentage currently standing at 12.95% of the total workforce, as shown in table 1 below.

Table 1 – Overall BME Workforce Representation

Gender	Police Officer	Specials	PCSO	Police Staff	Total BME %
Male	6.0%	15.2%	6.2%	3.4%	7.7%
Female	2.4%	4.8%	5.9%	7.9%	5.25%
Overall %	8.4%	20%	2.1%	11.3%	12.95%

6. These changes evidence work which has taken place both in relation to the recruitment and retention/progression of officers and staff over the last decade. The Force ceased police officer and the majority of police staff recruitment in 2010 and the increase in BME representation levels since that time largely reflects the impact of the workforce reduction programmes which have taken place over the last three years. These have had the effect of reducing the proportion of non BME groups within the Officer and Police Staff workforce. Appendix A shows the changes in workforce representation since 2001 across Police Officers, Staff, PCSOs and Special Constabulary.
7. In relation to the progression of BME Officers, the table below show the changes which have taken place since 2001. This reflects an increase across all ranks as illustrated in table 2 below.

Table 2 – Changes in BME Representation, by Officer Rank.

Police Officer Rank	PC	SGT	INSP	CH INSP	SUPT	CH SUPT
Post Macpherson Report (2001)	5.3%	4.4%	2.6%	1.9%	0.0%	0.0%
Current (2013)	8.6%	8.0%	6.2%	9.7%	12.9%	4.8%
Overall % increase	3.3%	3.6%	3.6%	7.8%	12.9%	4.8%

Table 3 - Changes in BME Representation by Police Staff Pay Band

	Band-A	Band-B	Band-C	Band-D	Band-E	M-Band	Chief Officer	Local Agreement	Other
2007	8.4%	13.2%	8.3%	6.3%	4.7%	4.9%	0.0%	7.8%	10.4%
2013	12.6%	17.8%	11.7%	8.2%	7.4%	5.4%	15.1%	8.5%	12.4%
OVERALL INCREASE	4.2%	4.6%	3.4%	2.0%	2.8%	0.5%	15.1%	0.7%	2.0%

8. Table 3 shows changes in BME representation within the Police Staff workforce since 2007, which is the date that the Widebanding pay structure was introduced. It shows a similar picture to changes within the Police Officer workforce, with a growth in representation across all pay bands, although again the Force is some way from reflecting community representation profiles.

9. WMP compares favourably with other Forces in terms of overall Police Officer representation reflecting work undertaken over the 12 years. However the challenge of working towards a workforce which is more representative of our local communities remains. The following table provides a comparison between West Midlands Police representation levels and those other similar forces

Table 3 – BME Police Officer Representation in Comparison with Other Forces (2012 Home Office data)

Force	BME %
Met	10.5
West Midlands	8.3
Leicestershire	7.0
Thames Valley	5.0
West Yorkshire	5.0
Greater Manchester	4.8
Merseyside	3.4
Cleveland	1.7
Northumbria	1.5

BME PROGRESSION STRATEGY AND DELIVERY PLAN

10. The Strategy and Delivery Plan, shown at Appendix B sets out the Force approach in relation to BME Progression. It is underpinned by the EDHR Strategic Objectives which were developed to discharge the Forces' Equality Duties under the Equality Act 2010.
11. Given the recruitment position the emphasis within the Delivery Plan remains on the progression of Officers and Staff. However work is also taking place to ensure that the Force is properly prepared in the event that Police Officer recruitment re commences at a future date.
12. In relation to workforce progression a number of key actions are being progressed. These include:
- On going work involves the EDHR Team in advising Functions and LPUs on representation issues, particularly where officers and staff are under represented. Recent initiatives include work undertaken with the Operations (Firearms) and Professional Standard Department. A key aspect of future work will be to support SLTs with necessary workforce data and analysis to help them target initiatives to increase representation
 - The 'Spring Forward' Positive Action initiative, which is aimed at under represented groups in the workforce has run 4 events since November 2012. In total 80 people have attended with 30% BME representation. A further dedicated BME session is planned for the autumn, specifically aimed at BME officers and staff.
 - A number of changes to Police Promotion Processes have been introduced to increase transparency and objectivity within these processes. These have included increased use of occupational testing, amonising application forms, more and better briefing of candidates before processes and the introduction promotion time tables to help candidate preparation. Linked to these changes specific development and briefing events are now run for BME candidates, through the Staff Support Associations. Further work is planned to develop Action Learning Sets, for and run by BME officers, to support officers considering promotion and/or posting to specialised departments. Recent consultation

with the BME Progression Group has included discussion on the impact of the changes made to police promotion processes, in relation to use of Occupational Tests and potential for more work based assessment.

- Work recently undertaken with BME Officers to prepare candidates for the current national HPDS intake, has resulted in 8 officers being shortlisted, of which 3 are from BME backgrounds. This indicates the benefits of using mentoring and related support to develop individuals.
- The Staff Support Associations regularly undertake initiatives to support their members' development for example the Association of Muslim Police's and Women in Policing tailored 'personal development days'. Recently the WMP Sikh Police Association has been formed, which will provide support to this group of Officers and Staff. Further work with the Support Associations is needed to see how they are best able to contribute to the Force Progression agenda

FUTURE AND PLANNED ACTIVITY

13. Future work in relation to BME representation will need to have greater focus on establishing links with communities across the West Midlands to increase the engagement of BME communities in Force recruitment processes. This will build on work taking place in relation to the current recruitment project for PCSOs and Specials. This has involved contact with LPU Partnerships Officers, Key Individual Networks (KINs) and Diversity Champions to ensure that they communicate key messages to BME community groups regarding the recruitment process. This process is being reinforced through contact with Staff Support Networks and the Voluntary Chaplains network. In addition local Neighbourhood Officers have been involved to support the community engagement process and the recruitment team are also working with Job Centres and their Partners to the support engagement with local communities.
14. Learning and experience from these recruitment campaigns will inform the Force's longer term approach to recruitment and community engagement. There may in future also be opportunities to work with our partners to publicise recruitment events and campaigns, in support of a joint positive action agenda. To support delivery of the current and future work programme a secondee has been recruited for 12 months, who will take the lead role in working with local SLTs, HR Managers and the Support Staff Associations. In addition they will work closely with colleagues working on the Succession Planning and Talent Development, to ensure representation issues are incorporated into this wider strand of work.

CONCLUSIONS

15. The BME Strategy/Delivery Plan seeks to address BME progression across both the Police Officer and Police Staff workforce. In the longer term it will be important to develop strong links with underrepresented communities by utilising opportunities available through local policing networks, KINs and with partner agencies. This aspect of the strategy will take longer to become established, but should provide a sustainable basis from which to make progress in relation to both BME progression and representation.

TIMELINE FOR DELIVERY

16. Delivery of the BME Progression Strategy and Delivery Plan is ongoing, however it is expected that through the implementation of the above activities that successful outcomes will be achieved over the next 12 months. Further reports will be presented to the Strategic Policing and Crime Board, as delivery of the Plan progresses

CONSULTATION

17. The content and recommendations in this paper have been formulated as a result of consultation with a range of stakeholders. These stakeholders review BME progression through the BME Progression Group however further consultation is undertaken through the EDHR and Corporate HR structure. The following are regular stakeholders; Staff Support Associations, EDHR team, Corporate HR, Federation, Unions, Professional Standards, Organisation and Service Development and Learning and Development.

FINANCIAL IMPLICATIONS

18. There are no direct financial implications arising from this report

LEGAL IMPLICATIONS

19. All legal implications resulting from this report are embodied within the Equality Act 2010 and the Human Rights Act 1998.

RECOMMENDATIONS

20. The Board notes the report.

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