

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

- The Constabulary has now appointed a Director of People and Organisational Development – Mark Milton. Mark joins Avon and Somerset from South Wales and Gwent Police, where he’s worked as Director of Support Services for the past six years. He is also Vice Chair of the Chartered Institute of Personnel and Development Police Forum and recently became a Fellow of the CIPD. He is the OPCC’s Chief Officer Group lead for the “Right People, right equipment and right culture” priority and means that someone at a strategic level within the organisation is leading this area of work.
- The new Director of People and the Deputy Chief Constable are holding a Diversity and Inclusion workshop next week to assess all of the Constabulary’s work on Equalities and Diversity including how to better engage the staff associations and the organisation around this priority. We welcome this move and the OPCC will be attending and contributing to the day.

Tactical level

Representative Workforce Team – day to day work on the representative workforce priority continues to be led by Esther Wride and newly appointed PC Kristian Harris as well as support from the Black Police Association. 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.

NEW Targeted Recruitment Launch

The biggest change ahead of opening police officer recruitment next month is the Targeted Recruitment Launch at the City Academy, November 2. Following success in Greater Manchester, Avon and Somerset will be holding a community event to help raise awareness and enable greater engagement in the recruitment process at a community level. *You should have both received an invitation to the event?*

HR

- Police officer recruitment – Since October 2016 – January 2018, it is predicted that BAME representation within new and ‘to be’ trained recruits is at approximately **17%**
- Police officer interview processes – Training is underway for new community assessors to join the interview panels of police officer recruitment. This is called ‘**Search Assessors**’. The



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accredited scheme is run by the College of Policing. Following this week's course and another course in January, if all candidates are successful (it's a pass/fail course) there will be 30% BAME assessors for future police officer interview processes.

- Diversity Champions – there are now 35 people within Avon and Somerset Police (ASP) who are diversity champions. This means they have received training to understand the complex recruitment processes within policing and received mentor training. The idea is that the champions will work with/mentor people (max 2) applying for police officer and staff roles.
- Registered Interest – people who are interested in becoming a police officer can now register for interest. The representative workforce team are holding 'keep in touch' workshops and running workshops with those who were unsuccessful to look at other options. There is currently over 90 BAME people on the interested register.
- The representative workforce team are currently working to divert people who were unsuccessful in their police officer process but passed their Specials Assessment to become Specials.
- **Stepping Up** – ASP would very much like to support Bristol City Councils Stepping Up programme and the opportunity has been advertised internally. Esther is currently working with a small number of colleagues who are considering applying. We are hopeful that at least one or two candidates will put themselves forward for the scheme.
- **Police Now** - Police Now recruits and trains outstanding graduates so they can become police officers. The recruitment process is a lot faster than the normal recruitment process and offers a better range of diversity of candidates. Following an intense summer programme, ten graduate Police Now candidates are working as Beat Managers across Avon and Somerset.
- **Babassa** – the Bright Ideas presentation event has been held and the police are supporting 4 young people with their pitches. This autumn a number of mentoring opportunities are being offered to young people across roles within ASP. Esther continues to be engaged with 'spotlight sessions' with young people who have been through their job awareness training. The project is at a midway point and it is being reviewed. It is fair to say that the PCC and Chief Constable were disappointed with the event and the support for the young people.

Community Engagement

- Greater promotion of community based projects such as: Ride Along is underway.
- The new Citizen Academy in Bristol which offers people an insight into policing in Avon and Somerset is being evaluated ready for a new programme next year
- Mini police has launched – The new scheme is an extension of the Volunteer Police Cadet scheme aimed at a younger age range. It launched last week for Year 5 pupils at Oasis Academy Connaught, Knowle West. Following evaluation of this scheme it is hoped to be rolled out to wider areas of the force.

What is the OPCC doing?

- Following a successful recruitment process the new **Scrutiny of Police Powers Panel** which reviews the use of Taser, stop and search, body worn video and the use of force and soon



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'spit guards,' is up and running. A key driver for the Panel is was to increase transparency and public knowledge about the safeguards and complexity in relation to the use of police powers and maintain public trust and confidence. There are 18 members and 50% are BAME. A Chair and two Vice Chairs have been appointed by the panel and a press release will go out shortly. Their next meeting is in December and they will discuss their role scrutinising the use of 'spit guards.'

- Following consultation with the new scrutiny panel and in relation to the OPCC's duties on stop and search we have refreshed the 'Know Your Rights' materials and introduced a new Z-card leaflet which has been circulated to the Local Policing Directorate. We have also taken on the responsibility for updating the new stop and search website www.stopandsearchthetruth.com created by the Constabulary and the previous Stop and Search Independent Advisory Group. Soon there will be information on here regarding body worn video, making complaints. We are also looking at opportunities to be more transparent with stop and search data on the site.
- Four people have begun shadowing the PCC, attending panels, events and having sessions with the OPCC to better understand the role of the PCC. The PCC is keen to enable the opportunity for people to shadow her to encourage a greater diversity of candidates at the next election in 2020. The scheme will be reviewed and evaluated next June following one whole year of engagement.
- Police Transformation Bid – we were unsuccessful in the Home Office Police Transformation Fund for our representative workforce proposal working with all partners from the Bristol Manifesto Strategic Leaders Group, however we will continue to look out for other funding streams and ways we can boost this important area of work.
- **Community Engagement** – Following the terror attacks in Manchester and London the PCC has continued to engage with local diverse communities particularly in Bristol. We have carried out some workshops with the Black South West Network, the Somali Forum and held a surgery at the Malcolm X Centre. Sue will hold her next surgery at Easton Community Centre on November 23. We are currently reviewing our approach to community engagement particularly our activities in relation to our harder to reach communities.

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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