

Independent Member Recruitment Process 2006/07, Monitoring Report.

Background Information

1. The composition of Devon and Cornwall Police Authority is 19 Members comprising 10 Councillors, 3 Lay Justice, and 6 Independent Members.
2. Independent Members are appointed for a 4 year term of office.
3. There was one independent member vacancy due to the resignation of an Independent Member in July 2006, and the appointment of 3 other Independent members expired 31 March 2007, therefore there were 4 positions for which recruitment was required.
4. The Authority is committed to promoting equality and diversity and this report has been prepared and will be published as part of that commitment.
5. This report contains analysis of applicants at different stages of the recruitment process based on the themes of age, ethnicity, gender, sexual orientation and disability. The analysis is based on information provided on Monitoring Forms completed by applicants at the time their application was submitted.
6. Further information and analysis from that provided in this report may be requested by contacting the Police Authority office.

Advertising

7. The Independent Member positions were advertised in 8 local newspapers covering all of Devon, Cornwall and the Isles of Scilly.
8. All Parish / Town Councils were notified and requested to display posters on their noticeboards.
9. A number of local (to Devon and Cornwall) special interest groups were notified including Racial Equality Councils, faith, LGBT and disability support groups.
10. The advert and associated information was displayed on the Authority's website and a generic advert for all police authorities was displayed on the website of the Association of Police Authorities.
11. A local press release was issued and as a result local radio stations requested information and provided the opportunity for interviews.

Response to Advert

12. As a result of advertising and other publicity 212 requests for application packs were received.
13. Each application pack included information about the police authority, the APA guide to becoming an Independent Member, the competency framework for Members of Police Authorities, the Authority's Race Equality Scheme notes on completing the applications form, the application form and a separate monitoring form.

Recruitment Process

14. The Recruitment Process for Independent Members is set out in the Police Act 196 and related Statutory Instruments. There is also joint guidance issued by the Home Office and the Association of Police Authorities.
15. The recruitment process is structured and complex and takes several months for completion.
16. The main steps in the process adopted for this recruitment competition at Devon and Cornwall Police Authority were:
 - An advert must be placed in at least 2 newspapers circulating in the area
 - All applicants must complete an application form
 - All applications are considered by a Selection Panel comprising a Home Office nominee, a member of the Police Authority (either a Councillor or Lay Justice

Member) and a third person agreed upon by the other 2 members of the Selection Panel. The application forms are provided to the Selection Panel without any personal data such as name, date of birth, names of referees etc. The Competency Framework for Members was used to assess the suitability of applicants, the Selection Panel compiles a list of applications where the candidate is to be invited for an initial interview

- The initial interview took the form of a practical assessment relating to the role of a Police Authority Member. The Selection Panel assessed candidates against the Competency Framework for Members and the 16 highest scoring candidates were submitted to the Home Office as a Long List.
- The Home Office reviewed the Long List submitted by the Selection Panel and informed the Police Authority of the 8 candidates to be invited for final interview.
- The Interview Panel consisted of 5 Members of the Authority (Councillors and Lay Justices). The Final Interview process consisted of a 10 minute presentation from a choice of topics and a traditional question / answer session. Assessment of candidates was made against the Competency Framework for Members and the highest scoring candidates were those selected for appointment.

Data Collection

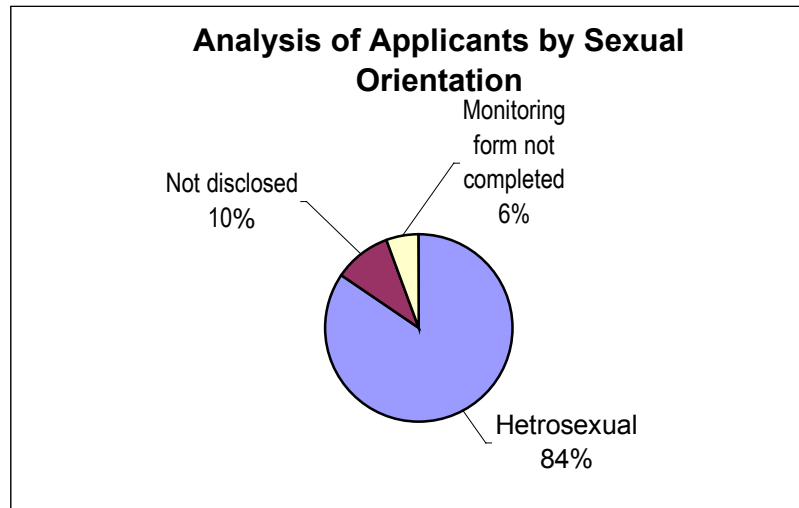
17. Every application pack contained a monitoring questionnaire which candidates were asked to complete and return with their application form. It was stated on the monitoring form that it would not form part of the selection process. A copy of the monitoring form is attached as Appendix 1 to this report.
18. When applications and monitoring forms were received in the office they were given matching reference numbers and then separated. The monitoring forms were kept by a member of the Administration Team and the application forms by the Assistant Chief Executive who was co-ordinating the selection process. After each part in the selection process the Assistant Chief Executive would inform the admin team of the applicant numbers who were progressing to the next stage. By following this procedure it has been possible to provide monitoring information for every stage of the recruitment process.
19. Not all applicants completed a monitoring form, this is indicated on the analysis charts in this report as "Monitoring Form not Completed"
20. Some applicants did not answer all the questions on the monitoring form this is indicated on the analysis charts in this report as "Not Disclosed".
21. In some cases the % figures given do not total 100% - this is due to rounding the figures to the nearest percentage.

Data Comparators

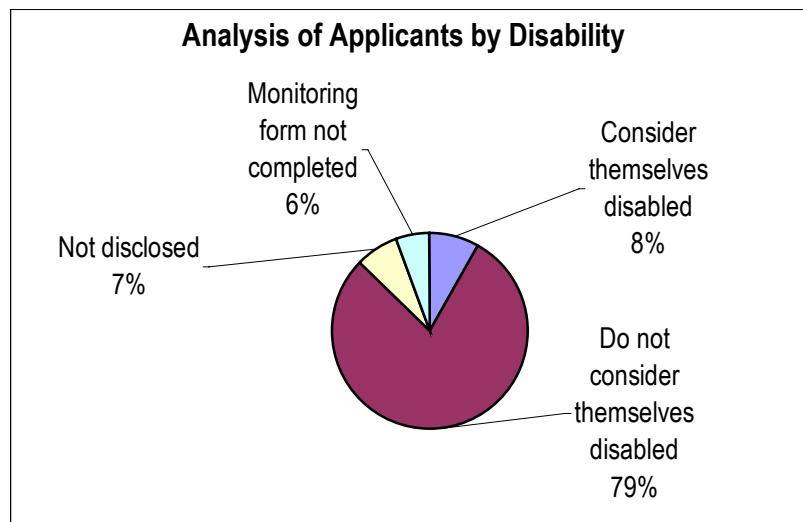
22. Data from the 2001 census for Devon, Cornwall and the Isles of Scilly was used to make general comparisons regarding gender ethnicity and age between the population of the area covered by the Police Authority and the applications received. (For the purposes of this report Devon includes the unitary Council areas of Plymouth and Torbay.)
23. Key statistics relating to the population of Devon, Cornwall and The Isles of Scilly are given below:
 - the total population is 1,576,186 of whom 68% live in Devon and 32% in Cornwall and the Isles of Scilly
 - 48% of the total population are male and 52% are female
 - 99% of the population are white
 - 51% are aged between 26 and 65 years

All Applications Received

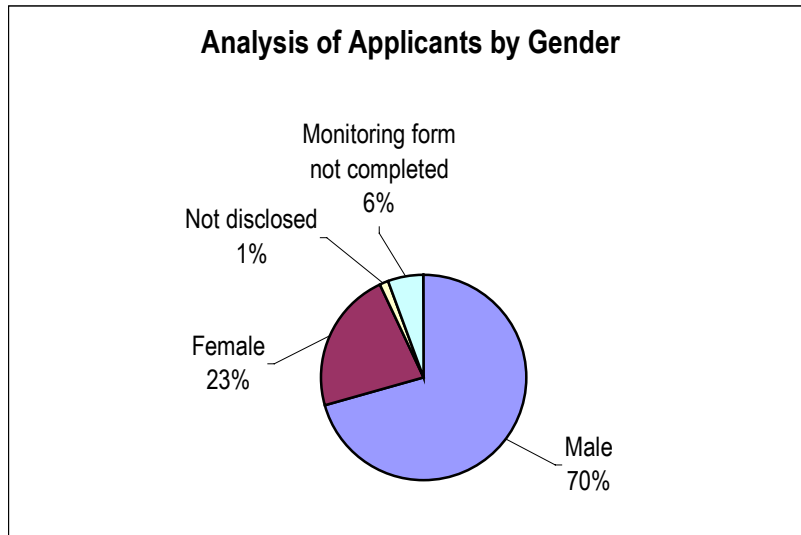
- 24. A total of 72 completed application forms were received.
- 25. 6% of applicants, that is 4 candidates did not complete a monitoring form.
- 26. 57% of applications were from candidates living in Devon and 37% from Cornwall and the Isles of Scilly. If this is compared to the population figures for each area Cornwall had a higher application percentage than Devon



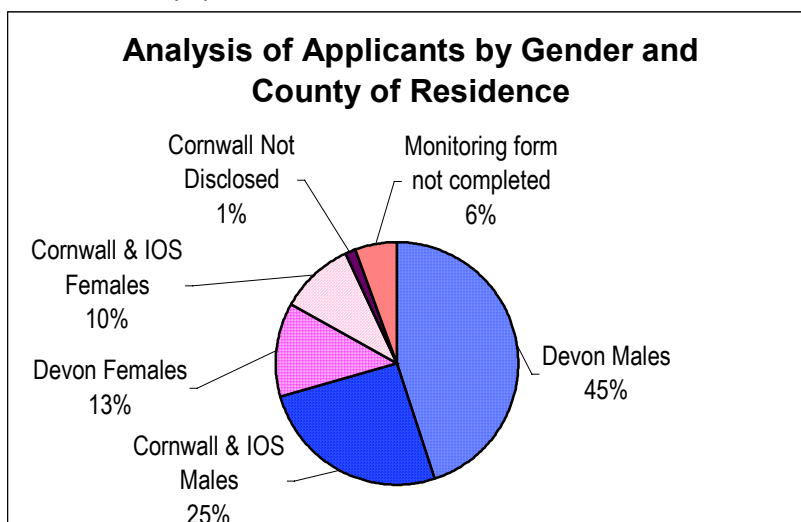
- 27. As can be seen from the chart above all the applicants who completed a monitoring form and disclosed their sexual orientation were heterosexual. Whilst there is no comparative data from the 2001 census there are active gay scenes throughout the Police Authority area and particularly in Devon.



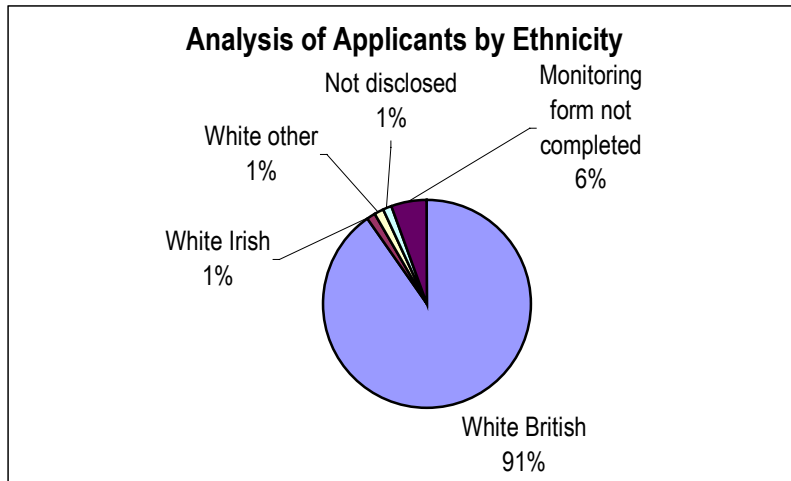
- 28. As can be seen from the chart above 8% of applicants who responded to the question about disability considered themselves to be disabled. This equates to 6 candidates.



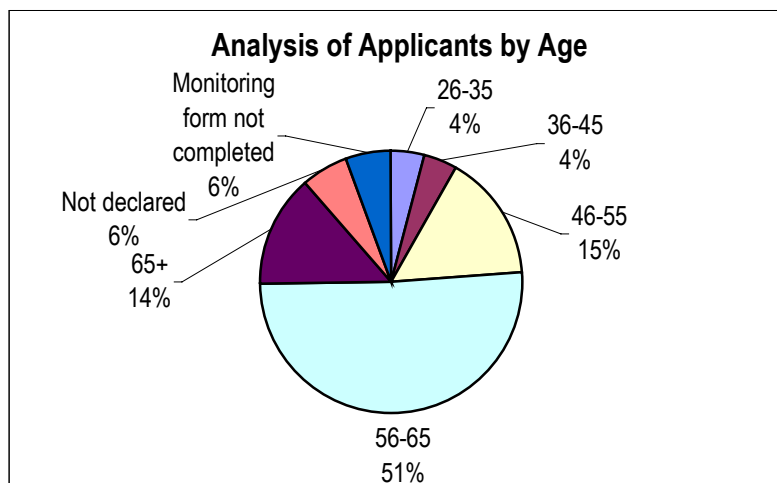
29. The chart above which shows all the applications received analysed by gender shows that there were more male than female applicants. The proportion of applications between the genders is not representative of the populations of Devon, Cornwall and the Isles of Scilly where 48% of the total population are male and 52% are female.



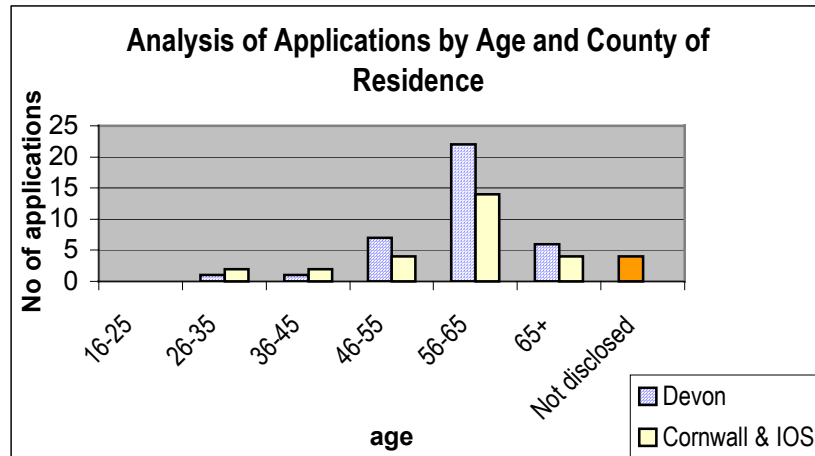
30. When the information about the gender and place of residence is combined, as shown in the chart above it shows that the greatest disproportionality between the gender of applicants was in the applications received from residents of Devon.



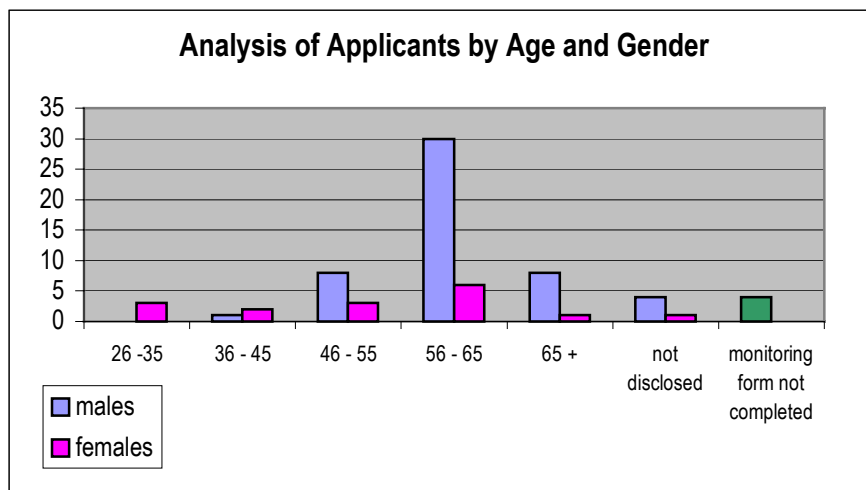
31. Of those who responded to the question regarding their ethnicity 91% of applicants defined themselves as white British as demonstrated in the chart above. As 99% of people in Devon, Cornwall and the Isles of Scilly defined themselves as white in the 2001 census the comparison with the number of applicants is proportional. It is however a cause for concern that no applications were received from anyone defining themselves as being from any other ethnicity than white.



32. As can be seen from the chart above 74% of the applications received were from candidates aged between 26 years and 65 years, this is compared to 51% of population of Devon, Cornwall and the Isles of Scilly (from 2001 census data).
33. It should be noted that the eligibility criteria for Police Authority Members, set out in statute, requires that applicants must be over the age of 21 years.
34. When consideration is given to the data regarding age it should be noted that according to the census data 28% of people living in Devon, Cornwall and the Isles of Scilly are 25 years of age or younger. The census data shows the population aged between 66 and 100+ years accounts for a further 21% of the population.
35. When taking into account the information given in 31 and 32 above it significantly reduces the pool of people who are eligible or feel able to apply for membership of the Authority; the spread of applicants with regard to age is acceptable therefore, but it would be advantageous if more applicants under the age of 56 could be encouraged.



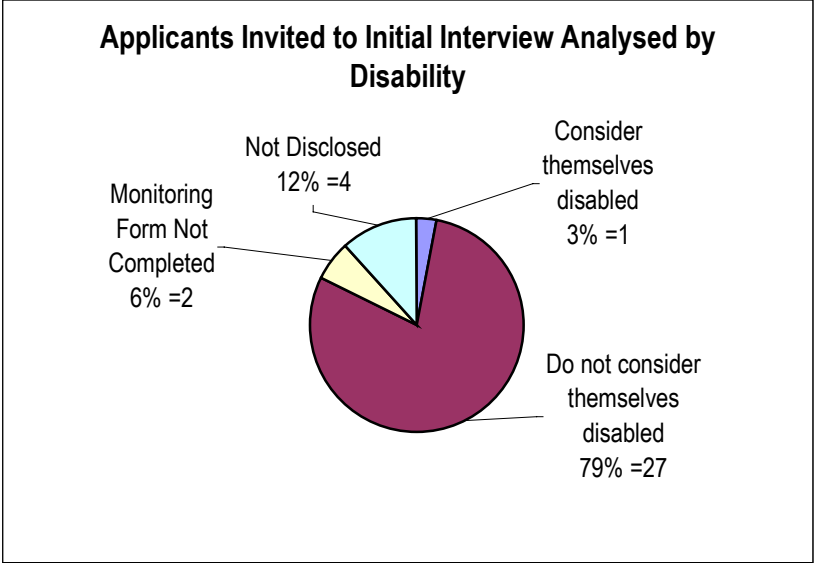
36. When the data for age and place of residence is combined, as in the above chart there are no significant differences in the applicants from each county.



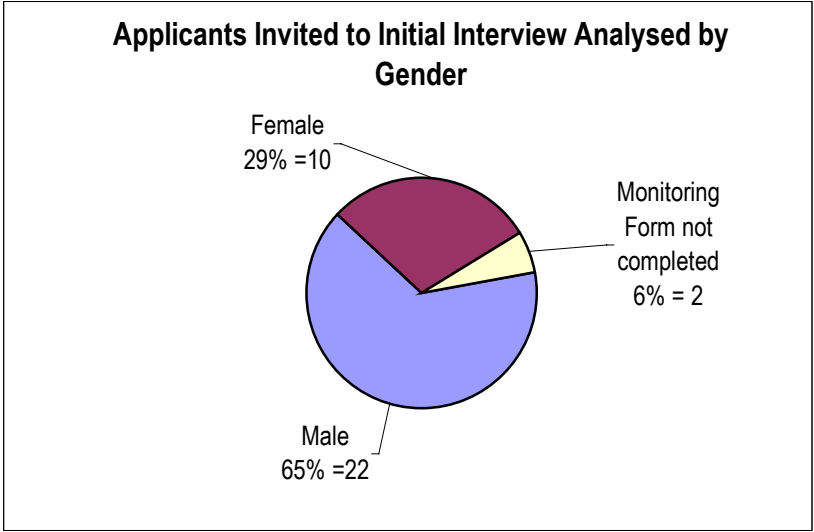
37. When the age and gender information is compared it is interesting that the youngest applicants were female.

Applicants Invited to attend for Initial Interview

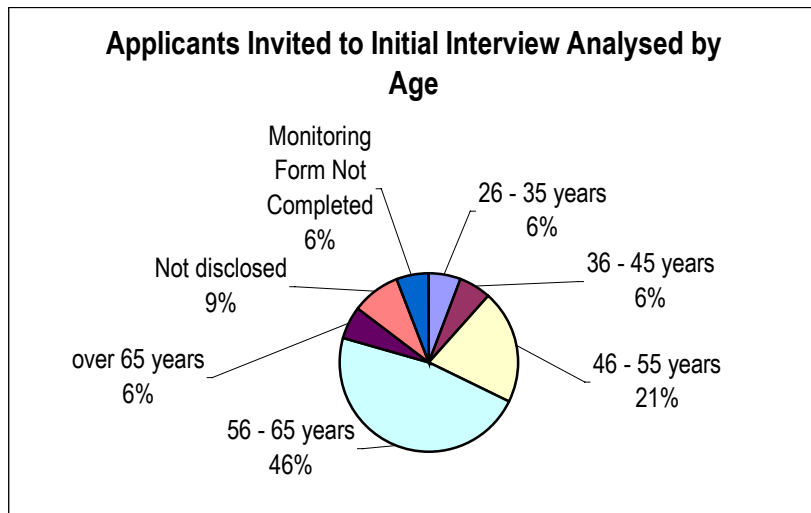
38. Following consideration of all the applications, 34 candidates were invited to an initial interview with the Selection Panel.



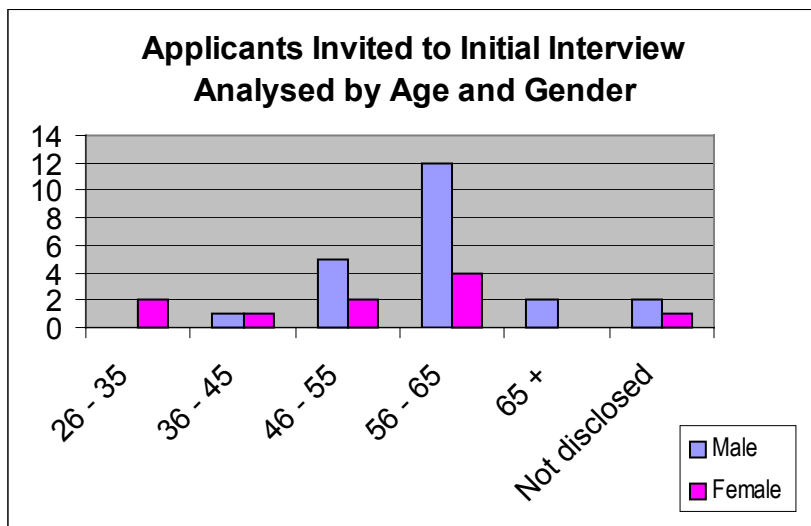
39. Of those people invited to an initial interview one person who had completed the monitoring form considered themselves to be disabled. The comparison with all applications is that 8% (6 applicants) considered themselves to be disabled.



40. The proportions of applicants invited to initial interview when considered by gender is comparable to that of the proportions of all the applicants.



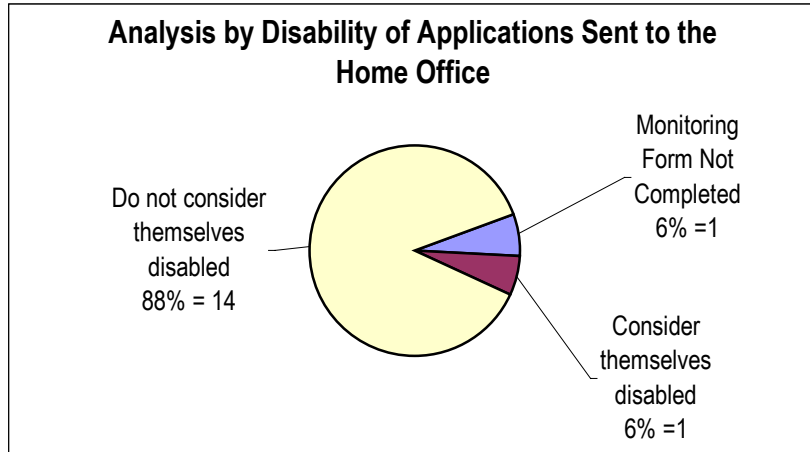
41. When comparing the age of applicants invited to an initial interview with all applications received it does appear that older applicants were less successful in obtaining an initial interview. It is not really possible to conclude this as a significant fact however due to the numerically small number of applications received in each age group.



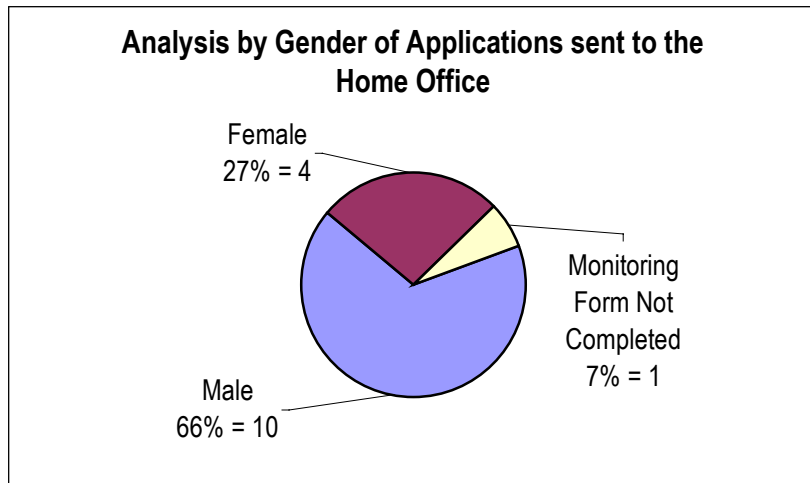
42. This analysis shows no significant pattern differences when compared to the age and gender analysis of all the applications received.

Applicants Long-Listed for Referral to the Home Office

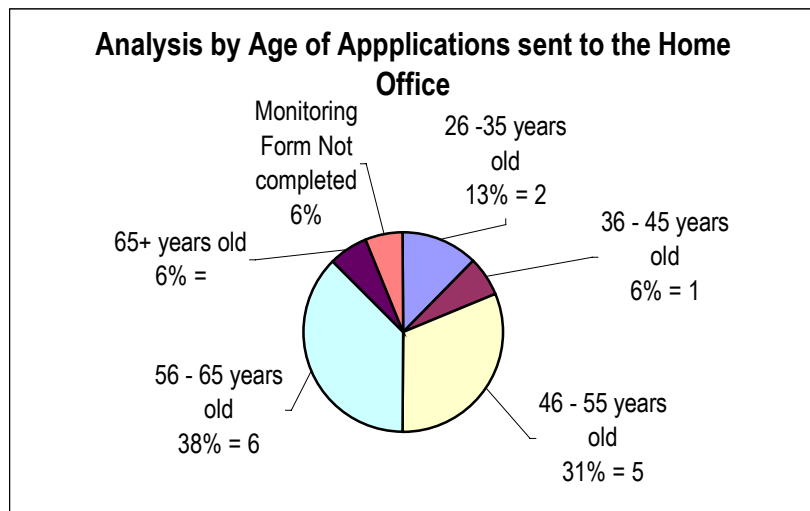
43. In accordance with the statutory requirements 16 applicants were long listed for referral to the Home Office.



44. The candidate who considered themselves to be disabled and was selected for initial interview was successful in gaining a place on the long-list.



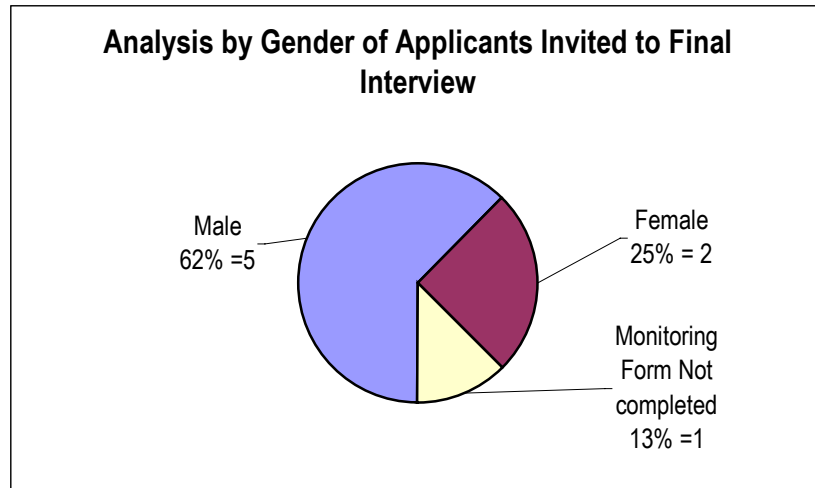
45. The proportion of male to female applicants selected for the long-list remained consistent with the gender split for all applications received and those selected for initial interview.



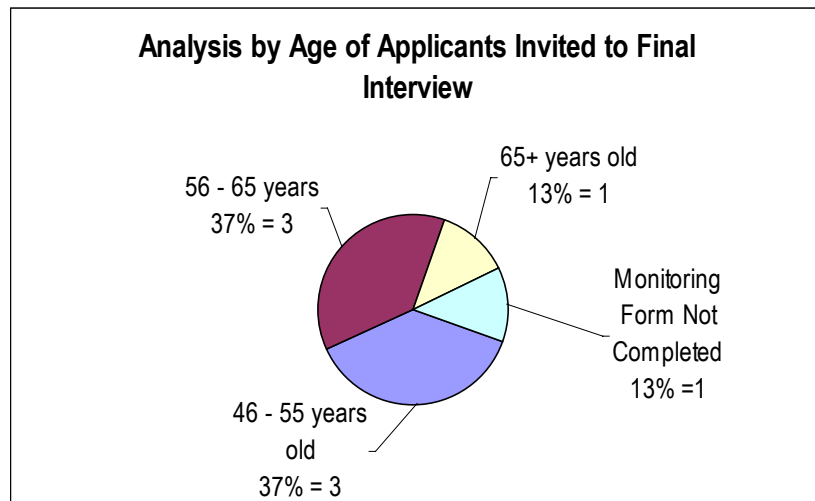
46. This chart shows that the observations regarding younger candidates being more likely to remain in the recruitment process referred to in 39 and 40 above held true at the long-listing stage.

Applicants Invited for Final Interview

47. The Home Office selects the candidates to be invited for a final interview. The analysis of the applications selected at this stage is included here in order to show a complete picture of the selection process.
48. None of the candidates selected for final interview, who had responded to the question regarding disability, considered themselves to be disabled.



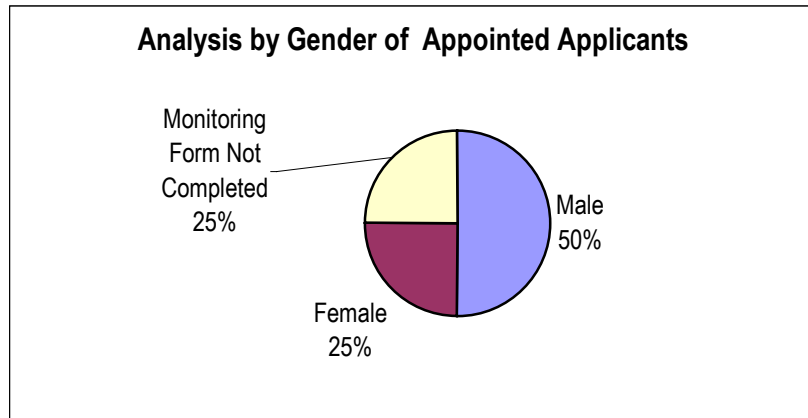
49. The gender split of candidates invited to a final interview continued to reflect the proportions of the all the applications received.



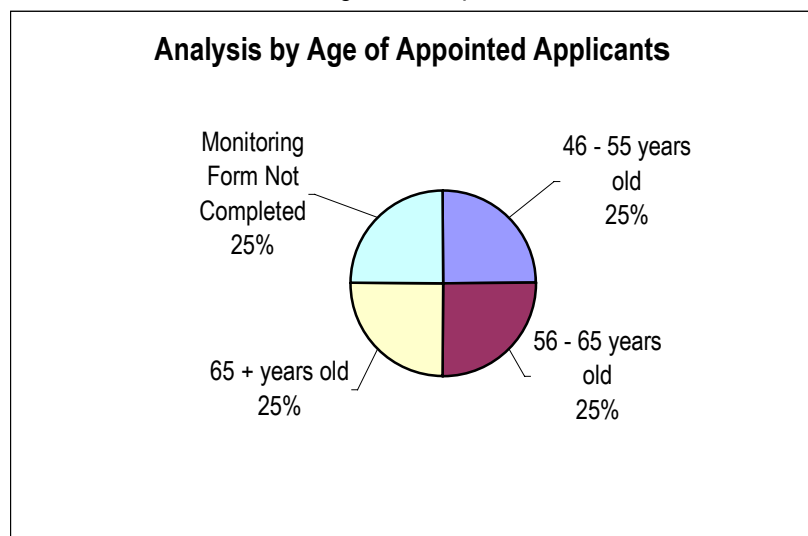
50. At the selection for final interview stage the youngest candidates were not successful.
51. The percentage split between 46-55 and 56-65 remained consistent with the long-listing stage.
52. It should be noted that the percentage of 46-55 year olds successful in gaining a final interview (37%) was double the percentage (15%) of the applications received from that age group.

Appointed Applicants

53. 4 Applicants were appointed as members of the Authority.



54. From the completed monitoring forms the percentage of successful female applicants remained consistent with all other stages of the process.



55. From the completed monitoring forms the age range of the appointed candidates was evenly split between the ages-ranges represented, this was not however consistent with the proportions of the age-range of all the applications received.

Conclusions and Suggestions

56. The percentage of applications from the 2 counties compared to the population living in each place was fairly balanced with no major deviations to cause concern. It is worth noting that the figures suggest that applicants from Cornwall provided a higher representation compared to the population than those from Devon,.
57. All the applicants who declared their sexuality on the monitoring form said that they were heterosexual. Consideration needs to be given as to how members of the LGBT community can be encouraged to apply.
58. People who considered themselves to be disabled did submit applications but the majority were not successful at obtaining an initial interview. The reasons for this lack of success have not been investigated and this is an area of work that the Authority may like to consider for the future.
59. The gender split throughout all stages of the recruitment competition remained consistent. In order to reflect the composition of the population in the Authority area it is necessary to attract more female applicants.
60. Despite efforts to inform people from an ethnic background other than white British about the role of the Authority and the recruitment process no applications were received from anyone defining themselves as being from a minority ethnic community. Consideration

needs to be given as to how people from minority ethnic communities can be encouraged to apply.

61. The age range of applicants was good and candidates from the youngest and eldest age categories did progress through the recruitment process.