

Ethnicity Analysis (November 2008)

The counties of Devon & Cornwall have a combined black and minority ethnic (BME) population of 1.1%. (This is ethnicity classifications other than Irish, White British and Other White Background)

One of the aims of the organisation is to have a workforce that reflects this diversity.

Currently, the different groups within the workforce have the following BME staffing rates:

- Police officers – 0.8%
- Police staff – 0.5%
- Specials – 0.4%
- PCSOs – 1.5%

“Not Stated” classification

Over 650 staff of all types within the organisation (about 10.7% of the overall workforce) have a recorded ethnicity classification of “Not stated”. One reason for this maybe that these people have chosen not to state their ethnicity for reasons of privacy. However, a large proportion of employees within the “Not Stated” category have relatively short service with the organisation. This suggests that in some cases, ethnicity information might either not have been requested or not recorded. The ‘not stated’ rates are currently:

- Police officers – 10.2%
- Police staff – 9.5%
- PCSOs – 28.6%
- Specials – 5.8%

There is significant probability that some of the people currently classified as ‘not stated’ are from a minority ethnic background. Therefore it is likely that we are understating our BME employee rate which in turn negatively impacts upon the public perception of the Constabulary as an employer that seeks to take diversity seriously.

Differences between the BCUs and departments

Some of the BCUs and departments achieve or surpass the forcewide BME representation level, but unfortunately, some departments have a 0% rate. These rates are indicated below. NB. Due to the low number of staff involved, the smaller HQ based departments have been combined.

BCU/department	Police officers (BME rate)	Police officer "Not stated"	Police staff (BME rate)	Police staff "Not stated"
Cornwall & IoS	0.7%	85	0.4%	17
Plymouth	1.3%	75	0%	4
Devon	1.7%	155	0.4%	26
Crime	0%	21	0.7%	24
Criminal Justice	0%	4	0%	37
Operations	0.7%	6	0%	6
Territorial Policing	0%	1	0.4%	45
HQ based depts	2.9%	9	0.9%	39

Joiners

The current rates of BME joiners and leavers is indicated below:

	Joiners (% BME)	Leavers (% BME)
Police Officers	1.7%	0.8%
Police Staff	1.1%	0.6%
PCSOs	0.0%	0.0%
Specials	0.0%	0.0%
Totals	0.9%	0.6%

Data refers to period 1/04/08 to 30/09/08

As can be seen for both police officers and police staff, there is a net gain to the organisation in terms of BME people.

Actions, which are being progressed

- Ensure that local teams understand the importance of requesting and reporting ethnicity data relating to new joiners.
- Encourage all BCUs and departments to monitor their local staffing situation and to work with HR in identifying corrective actions as appropriate.
- A forcewide data cleansing exercise being worked up to maximise the accuracy of people data.