

Independent People to sit on Police Officer Misconduct Panels Recruitment Process 2008 Monitoring Report.

Background Information

1. The Devon and Cornwall Police Authority appoints Independent People to sit on Police Officer Misconduct Panels. A list is kept of appointees and there is no minimum or maximum number of people on the list. At the time of this recruitment process the list was empty.
2. Appointments are for a 4 year term of office.
3. The Authority is committed to promoting equality and diversity and this report has been prepared and will be published as part of that commitment.
4. 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.
5. Further information and analysis from that provided in this report may be requested by contacting the Police Authority office.

Advertising

6. The positions were advertised in the Western Morning News.
7. Information with a request to circulate details as appropriate was sent to the Clerk to the Courts, the Regional Chair of Industrial Tribunals, the independent members on the Authority's Standards Committee, Citizens Advice Bureaux and the General Commissioners of Income Tax.
8. The advert and associated information was displayed on the Authority's website.

Response to Advertising

9. 90 requests for application packs were received.
10. Each application pack included information about the Police Authority, role information, details of the allowances payable, the application form, and a separate monitoring form.

Recruitment Process

11. A Panel of 3 Members of the Authority was convened by the Authority Chair to consider the applications and conduct interviews.
12. The Recruitment Process required every candidate to complete an application form. Each application form was then considered by the Panel and the skills, competencies and experience evidenced on the application form were assessed. A shortlist of candidates were invited to interview.

Data Collection

13. 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.
14. 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 the selection process was complete, the Assistant Chief Executive was able to compile this report by matching information to reference numbers.

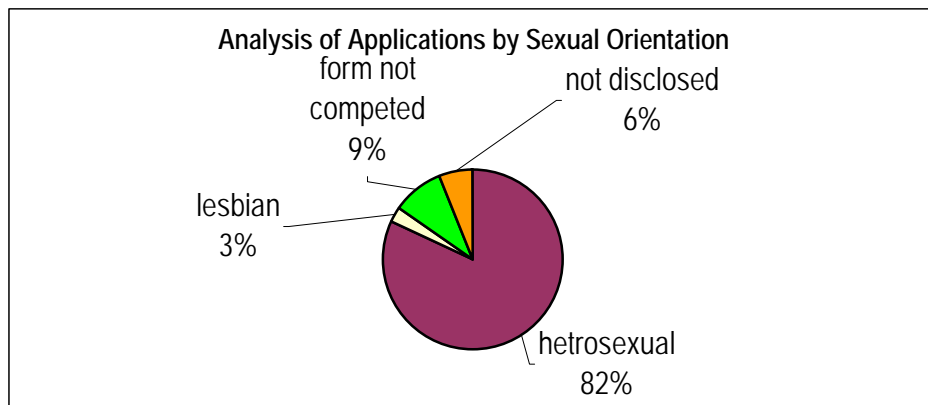
15. Not all applicants completed a monitoring form, this is indicated on the analysis charts in this report as "Monitoring Form not Completed"
16. Some applicants did not answer all the questions on the monitoring form this is indicated on the analysis charts in this report as "Not Disclosed".
17. In some cases the % figures given do not total 100% - this is due to rounding the figures to the nearest percentage.

Data Comparators

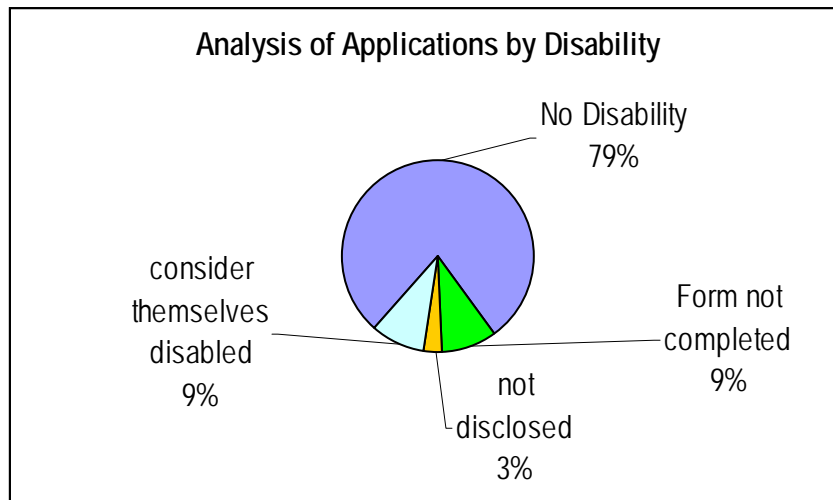
18. Data from the 2001 census for Devon, Cornwall and the Isles of Scilly was used to make general comparisons regarding gender ethnicity and age between the population of the area covered by the Police Authority and the applications received. (For the purposes of this report Devon includes the unitary Council areas of Plymouth and Torbay.)
19. 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

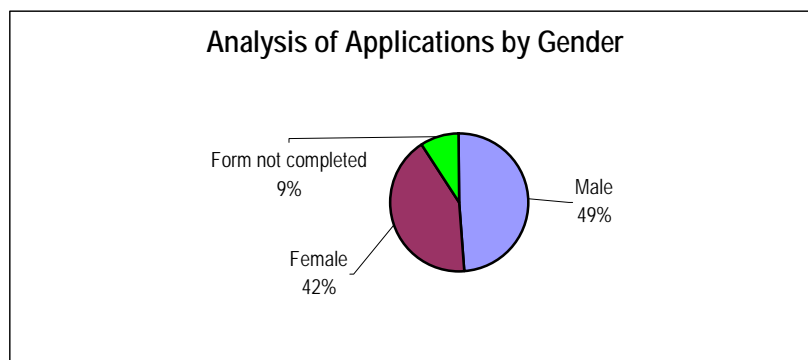
20. A total of 33 completed application forms were received.
21. 9% of applicants, that is 3 candidates did not complete a monitoring form.
22. 76% of applications were from candidates living in Devon and 18% from Cornwall and the Isles of Scilly, 3% (1 application) from Somerset and 1 applicant did not disclose their place of residence. This is not representative of the population split between Devon and Cornwall.



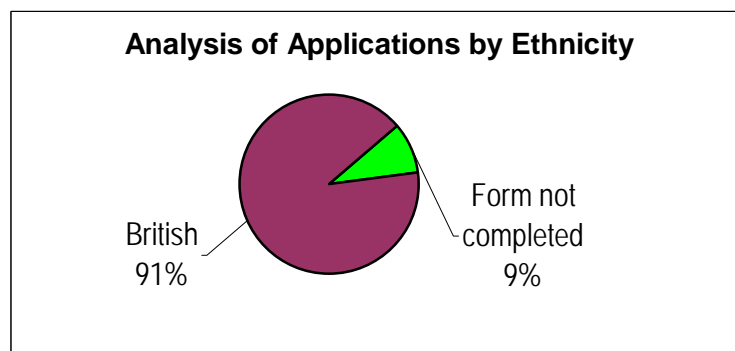
23. There is no comparative data from the 2001 census but there are active gay scenes throughout the Police Authority area and particularly in Devon.



24. As can be seen from the chart above 9% of applicants who responded to the question about disability considered themselves to be disabled. This equates to 3 candidates.

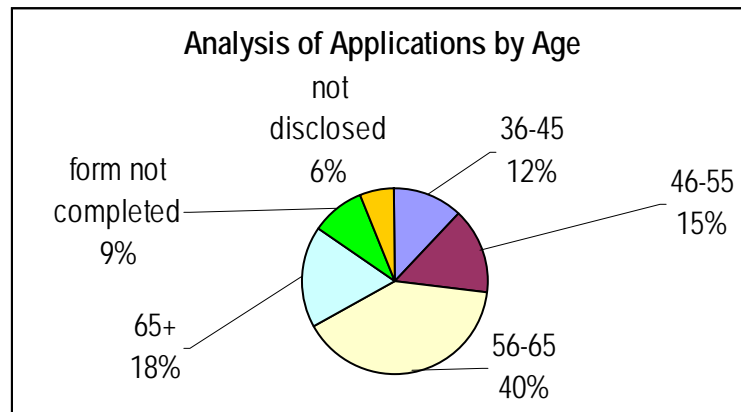


25. The chart above which shows all the applications received analysed by gender shows that there were more male than female applicants. Whilst the proportion of applications between the genders does not accurately reflect of the populations of Devon, Cornwall and the Isles of Scilly (where 48% of the total population are male and 52% are female) taking into account the actual numbers of applicants the gender split of applicants does not give any cause for concern.

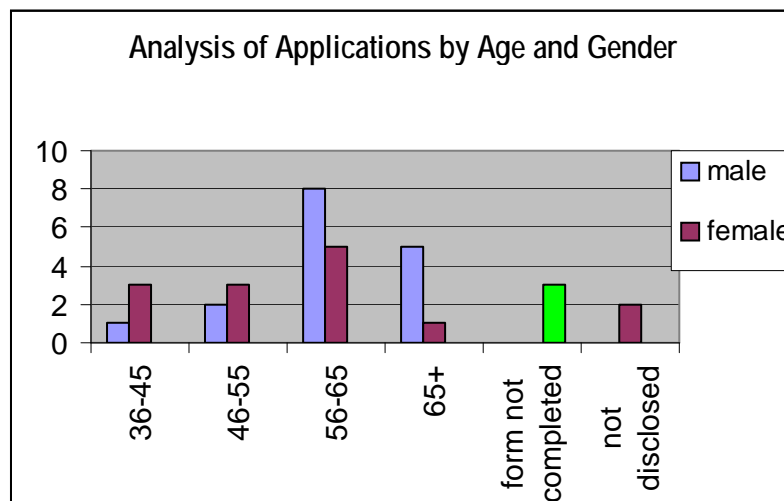


26. Of those who responded to the question regarding their ethnicity 91% of applicants defined themselves as white British as demonstrated in the chart above. As 99% of people in Devon, Cornwall and the Isles of Scilly defined themselves as white in the 2001 census the comparison with the number of applicants 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.



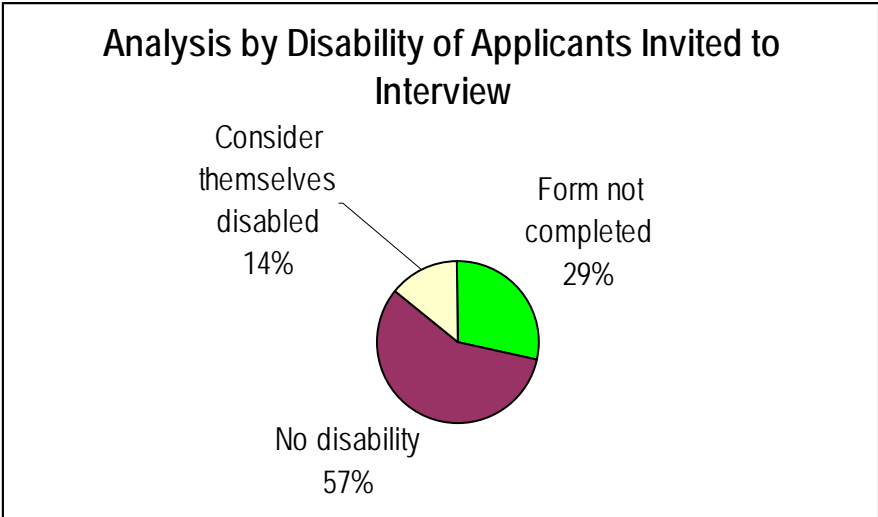
27. As can be seen from the chart above 67% of the applications received were from candidates aged between 26 years and 65 years, this is compared to 51% of population of Devon, Cornwall and the Isles of Scilly (from 2001 census data).
28. When consideration is given to the data regarding age it should 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.
29. When taking into account the information given in 28 above it significantly reduces the pool of people who are eligible or feel able to apply for roles with the Authority; the spread of applicants with regard to age is acceptable therefore, but it would be advantageous if younger applicants could be encouraged.



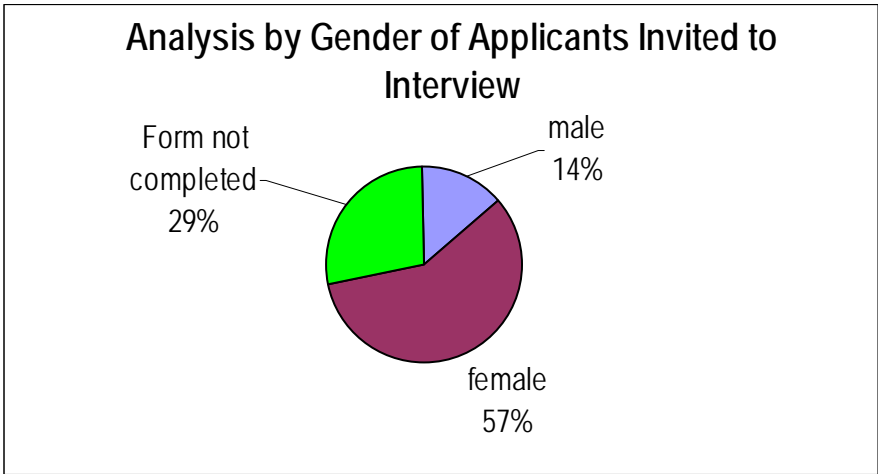
30. When the age and gender information is compared it is interesting that the majority of applicants aged under 55 years were female.

Applicants Invited for Interview

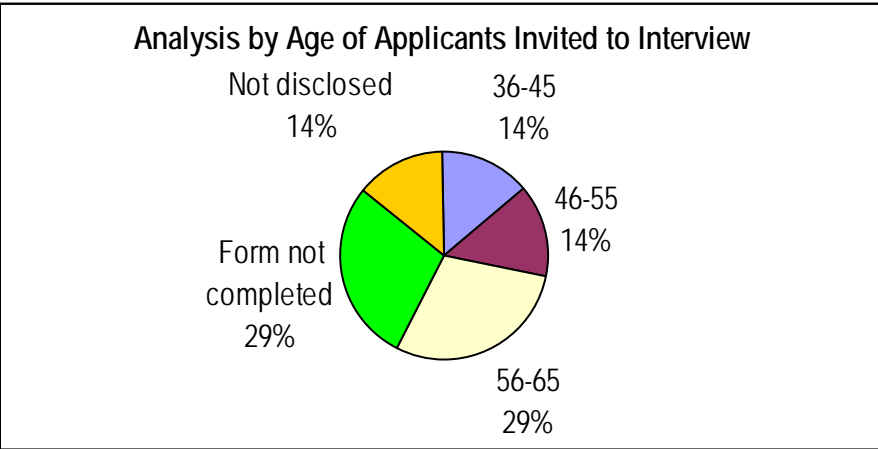
31. 7 candidates were invited for interview



32. One of the candidates selected for interview, who had responded to the question regarding disability, considered themselves to be disabled.



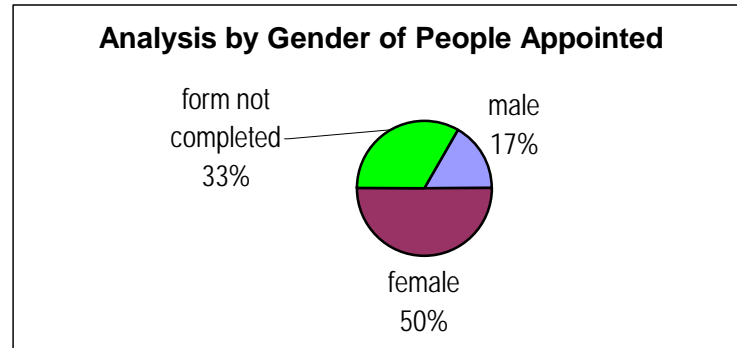
33. Significantly more female than male applicants were invited for interview.



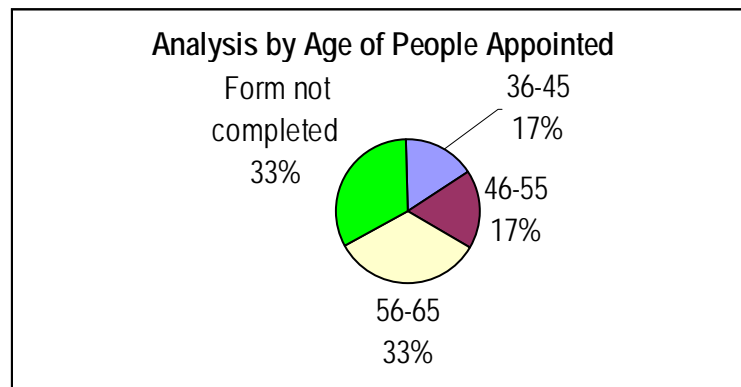
34. As can be seen from the chart above, applicants covering a wide age range were invited to interview however no applicant (who had declared their age) aged over 65 years received an interview invitation.

Appointed Applicants

35. 6 Applicants were appointed as Independent people to sit on misconduct panels.



36. From the completed monitoring forms the percentage of successful female applicants remained consistent with the percentage of female applicants invited for interview.



37. 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.

38. One of the appointed candidates considered themselves to be disabled.

Conclusions and Suggestions

39. The percentage of applications from the 2 counties compared to the population living in each place was not proportional. A future recruitment process for Independent People to sit on misconduct panels may wish to consider advertising more extensively in Cornwall than Devon in order to try and redress the balance. It will however need to be made clear in the application pack that most meetings / hearings will take place at police headquarters in Exeter.

40. The majority of 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 for positions with the Authority.

41. 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.