



Race Equality Scheme Monitoring Information 2005/06

Background

In 2000 the Race Relations (Amendment) Act was passed in response to the report by the McPherson inquiry into the death of Stephen Lawrence. The Act made it unlawful for the police service and other public authorities to do any act that constitutes racial discrimination.

In addition a number of legal duties were placed upon public authorities as a consequence of the Act. These included the "employment duty", as well as a duty to publish a race equality scheme by 31 May 2002.

The "employment duty" requires the 43 police services in England and Wales, as well as many other public authority employers, to have in place arrangements, before 31 May 2002, for fulfilling as soon as reasonably practicable their duty to:

- (2)monitor, by reference to the racial groups to which they belong,
 - (a) the numbers of -
 - (i) staff in post, and
 - (ii) applicants for employment, training, promotion, from each such group, and
 - (b) where that person has 150 or more full-time staff, the numbers of staff from each such group who -
 - (i) receive training;
 - (ii) benefit or suffer detriment as a result of its performance assessment procedures;
 - (iii) are involved in grievance procedures;
 - (iv) are the subject of disciplinary procedures; or
 - (v) cease employment with that person
- (3).... To publish annually the results of its monitoring under paragraph (2)

Gwent Police's Monitoring Information for the year 2005/06

For these purposes BME means Black and Minority Ethnic and covers all Minority Ethnic Groups other than White.

1. Numbers of Staff in post at 31 March 2006

	BME	White	Total
Police Officers	18	1466	1484
Police Staff	8	875	883

2. Numbers of applicants for employment, training and promotion

a) employment

Police Staff

	Total number of White candidates	Total number of BME Candidates	Total
Application Stage	2057	38	2095
	98.18%	1.83%	
Interview Stage	482	4	486
	99.17%	0.82%	
Appointed	110	0	110
	100%	0%	

Police Officers

The table below shows figures for the applicants who applied and were assessed in financial year 2005 - 2006:

	White	BME	Total
Applied 04 – 05	890	28	918
Passed Paper Sift	249	11*	260
Passed Assessment	47	1	48

Centre			
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*1 BME candidate did not show up for interview, 1 BME candidate withdrew their application form to apply for a different force, 1 BME candidate applied in 2004 – 2005

b) training

Number of staff who have applied for but not received training 2005/2006

B1	BLACK - CARIBBEAN	1
W1	WHITE - BRITISH	44
W9	ANY OTHER WHITE BACKGROUND	3

c) Promotion processes held in 2005

Police Constable to Police Sergeant Promotions				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	45	1	0	46
	97.9%	2.1%	0.00%	
Interview Stage	45	1	0	46
	97.9%	2.1%	0.00%	
Appointed	35	0	0	35
	100.00%	0.00%	0.00%	
Police Sergeant to Inspector Promotions				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	26	1	0	27
	96%	3%	0.00%	
Interview Stage	26	1	0	27
	96%	3%	0.00%	
Appointed	8	0	0	8
	29%	0.00%	0.00%	
Inspector to Chief Inspector Promotions				

	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	14	0	0	14
	100.00%	0.00%	0.00%	
Interview Stage	10	0	0	10
	100.00%	0.00%	0.00%	
Appointed	4	0	0	4
	100.00%	0.00%	0.00%	
Chief Inspector to Superintendent Promotions				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	3	0	0	3
	100.00%	0.00%	0.00%	
Interview Stage	3	0	0	3
	10.00%	0%	0%	
Appointed	2	0	0	2
	100.00%	0.00%	0.00%	

3. Numbers of staff who received training

01	OLD CODE WHITE	2
A2	ASIAN - PAKISTAN	4
A3	ASIAN - BANGLADESHI	5
A9	ANY OTHER ASIAN BGRD	3
B1	BLACK - CARIBBEAN	25
B2	BLACK - AFRICAN	4
B9	ANY OTHER BLACK BGRD	4
M1	WHITE+CARIBBEAN	17
M2	WHITE+BLACK AFRICAN	32
M3	WHITE+ASIAN	0
M9	ANY OTHER MIXED RACE	21
NS	NOT STATED	89
O1	CHINESE	1
09	ANY OTHER ETHNIC GROUP	14
W1	WHITE - BRITISH	4780

4. Numbers of staff who benefited or suffered detriment as a result of its performance assessment procedures

A new national computerised performance assessment system, known as PDR, was introduced on a phased basis for police officers from December 2004 and for police staff from February 2005. The computer system holds records of race, gender and disability. Take up of the scheme at 28 April 2006 was running at 93% of those eligible.

5. Numbers of staff involved in grievance procedures

White-British	24
White-Other	2
Black Minority Ethnic	1
Total	<u>27</u>

6. Number of staff who were the subject of disciplinary procedures

	BME's	White	Total
Police Officers	01	10	11
Police Staff	0	11	11

7. Numbers of staff who ceased employment

	BME's	White	Total
Police Officers	1	89	90
Police Staff	0	81	81