

## **Race Equality Scheme Monitoring Information 2006/07**

### **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)

**Race Equality Scheme Monitoring Information  
2006/07**

**Gwent Police's Monitoring Information for the year 2006/07**

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 2007**

	BME	White	Total
Police Officers	22	1490	1512
Police Staff	10	990	1000

**2. Numbers of applicants for employment, training and promotion**

**a) employment**

**Police Staff**

	Total number of White candidates	Total number of BME Candidates	Total
<b>Application Stage</b>	1338	19	<b>1357</b>
	98.6%	1.4%	
<b>Interview Stage</b>	339	1	<b>340</b>
	99.7%	0.3%	
<b>Appointed</b>	83	0	<b>83</b>
	100%	0%	

**Police Officers**

The table below shows figures for the applicants who applied and were assessed in financial year 2006 - 2007:

	White	BME	Total
Applied 06 - 07	911	20	931
Passed Paper Sift 06/07	366	10	376

	White	BME	Total
Passed Assessment Centre 06/07	67	1	68
Attending A/C 07-08	130	6	136

### b) training

Number of staff who have applied for but not received training 2006/07

Information regarding ethnicity is not requested at application stage, only when attendance at training courses. Therefore, this information is not available

### c) Promotion processes held in 2006

<b>Police Constable to Police Sergeant Promotions</b>				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	70	0	0	70
	100%	0%	0%	
Interview Stage	70	0	0	70
	100%	0%	0%	
Appointed	39	0	0	39
	55.7%	0%	0%	
<b>Police Sergeant to Inspector Promotions</b>				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	28	0	0	28
	100%	0%	0%	
Interview Stage	28	0	0	28
	100%	0%	0%	
Appointed	13	0	0	
	46.4%	0%	0%	

<b>Inspector to Chief Inspector Promotions</b>				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	0	0	0	0
<b>Chief Inspector to Superintendent Promotions</b>				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	5	0	0	5
	100.00%	0.00%	0.00%	
Interview Stage	5	0	0	5
	10.00%	0%	0%	
Appointed	0	0	0	2
	0.00%	0.00%	0.00%	

### **3. Numbers of staff who received training**

A1	Asian – Indian	20
A2	Asian – Pakistan	6
A3	Asian – Bangladeshi	15
A9	Any other Asian Background	12
B1	Black – Caribbean	20
B2	Black African	16
M1	White & Black Caribbean	4
M2	White & Black African	42
M3	White & Asian	2
M9	Any Other Mixed Race	43
NS	Not Stated	128
O1	Chinese	2
O9	Any Other Ethnic Group	4
W1	White – British	9811
W2	White – Irish	25
W9	Any Other White Background	245
	<b>TOTAL</b>	<b>10395</b>

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

Take up of the scheme at 4 April 2007 was running at 91.4% of those eligible.

## **5. Numbers of staff involved in grievance procedures**

White-British	52
White-Other	1
Total	53

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

	BME's	White	Total
Police Officers	0	4	4
Police Staff	0	11	11

## **7. Numbers of staff who ceased employment**

	BME's	White	Total
Police Officers	0	70	70
Police Staff	0	106	106