



Heddlu
Gwent
Police

Race Equality Scheme Monitoring Information - 2007/08

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 2007/08

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 2008

	BME	White	Total
Police Officers	22	1483	1505
Police Staff	10	1049	1059

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	1438	33	1471
	97.8%	2.2%	
Interview Stage	357	8	365
	97.8%	2.2%	
Appointed	107	1	108
	99%	1%	

Police Officers

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

	White	BME	Total
Applied Sept 07	998	33	1031
*Passed Paper Sift	438	12	450

	White	BME	Total
Attending A/C February 2008	177	3	180
Passed Assessment Centre	143	2	145

***Note:** More candidates passed the paper sift than we could accommodate at the Assessment Centre. Allocation to assessment centre was based on merit and remaining spaces were allocated randomly, in line with guidance from the Equality and Human Rights Commission.

b) Training

Number of staff who have applied for but not received training 2007/08

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

Police Constable to Police Sergeant Promotions 2007				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	54	0	0	54
	100%	0%	0%	
Interview Stage	54	0	0	54
	100%	0%	0%	
Appointed	28	0	0	28
	100%	0%	0%	

Police Sergeant to Inspector Promotions 2007				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	24	0	0	24
	100%	0%	0%	
Interview Stage	24	0	0	24
	100%	0%	0%	
Appointed	9	0	0	9
	37.5%	0%	0%	
Inspector to Chief Inspector Promotions 2008				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	12	0	0	12
	100%	0%	0%	
Interview Stage	12	0	0	12
	100%	0%	0%	
Appointed	6	0	0	6
	50%	0%	0%	
Chief Inspector to Superintendent Promotions 2008				
	Total number of White candidates	Total number of BME candidates	Not Stated	Total
Application Stage	7	0	0	7
	100%	0%	0%	
Interview Stage	7	0	0	7
	100%	0%	0%	
Appointed	2	0	0	2
	28.6%	0%	0%	

3. Numbers of staff who received training

A1	Asian – Indian	5
A2	Asian – Pakistan	4
A3	Asian – Bangladeshi	22
A9	Any other Asian Background	6
B1	Black – Caribbean	18
B2	Black African	16
M1	White & Black Caribbean	11
M2	White & Black African	56
M3	White & Asian	1
M9	Any Other Mixed Race	46
NS	Not Stated	112
O1	Chinese	1
O9	Any Other Ethnic Group	5
W1	White – British	10464
W2	White – Irish	28
W9	Any Other White Background	204
	TOTAL	10999

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	53
White-Other	3
Total	56

6. Number of staff who were the subject of disciplinary procedures 07/08

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

7. Numbers of staff who ceased employment

	BME's	White	Total
Police Officers	2	86	89
Police Staff	0	199	99