

GEMA

Gwent Police Ethnic Minority Association

Cymdeithas Lleiafrifoedd Ethnig Heddlu Gwent

BME Positive Action Initiatives



"[No police] profiles give force has BME representation that matches its local demographic."

Home Secretary Theresa May, National Black Police Association conference, Birmingham, 22 October 2015

Make a difference - Join us

Gwent Police are recruiting Police Officers soon.

To be kept informed please follow the Twitter account @gwentpoliceEMA and keep an eye on our recruitment pages: <https://corporate.gwent.police.uk/careers/policeconstable/>

What is Positive Action?

Positive Action refers to the initiatives that we will undertake to remove barriers and encourage under-represented groups to apply to join Gwent Police. There are several ways that we will do this, including:

- Targeting our advertising at communities that are currently under-represented
- Offering contact with an existing Police Officer to learn from their experiences

This does not mean giving a job to someone over someone else on the basis of their colour, race or ethnicity!

'Positive Action is when an employer takes steps to help or encourage certain groups of people with different needs or who are disadvantaged in some way, access work or training'

Police Forces can use positive action in deciding to appoint an applicant or candidate from a group which shares a protected characteristic if they reasonably believe that the group is disadvantaged or under-represented in the workforce, or if their participation in an activity is disproportionately low. However, Police Forces must not have a general policy of treating people with the relevant protected characteristic more favourably in connection with recruitment or promotion.

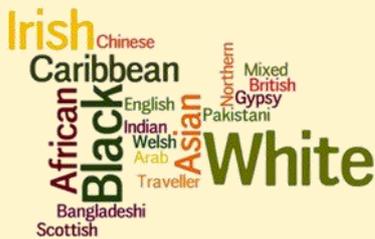
In Gwent, we have an ethnic minority population of around 3.9%, rising to 10% in Newport. However, our ethnic minority Police Officers only equate to 1.7% of the workforce. This means we have a particular responsibility to encourage and support applications from ethnic minority communities. We are also particularly interested in applications from people who identify as lesbian, gay, bisexual or transgender.

Positive Action Initiatives

Most police forces use Positive Action to increase their BME representation. Black, Asian or other ethnic minority background (including non-visible ethnic minorities such as Czech, Slovak, Polish, Gypsy/Traveller people) are represented in Gwent and Gwent Police has a strong commitment to valuing difference and encouraging inclusivity - both within our organisation and through the service we provide. One of the ways that we can ensure we deliver a service that meets the needs of the public is to have a workforce that is representative of our communities. This means ensuring that we recruit people that have different characteristics, whether that is gender, race, religion, disability, age, sexual orientation or gender identity. A diverse workforce means that Gwent Police can provide a better service to the public through officers that have a range of skills and life experiences.

In 2014 there were 6,715 BME officers in 43 forces (out of 127,909, a national representation of 5.2%). These were surveyed in 2014, 1,706 responded (24%). The majority, just over a third were looking to progress to a higher rank in the next ten years.

The three greatest barriers to BME recruitment identified by police forces were a lack of BME role models in senior positions, **policing not being seen as a viable career by the BME community**, and a perceived limitation to progress. Whereas the **least problematic areas were a lack of understanding of the selection process, a lack of appropriate skills, and a lack of relevant qualifications.**

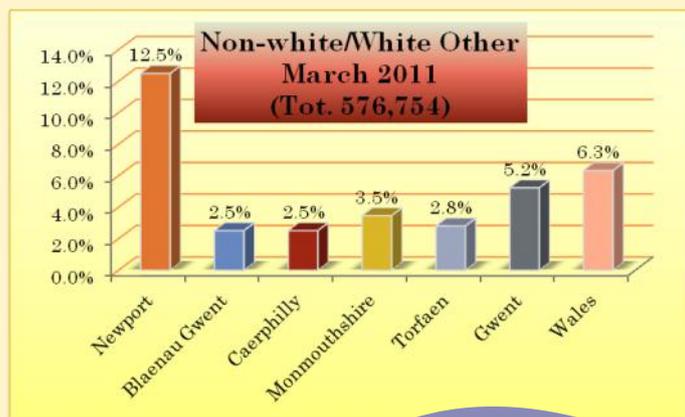


Building your evidence

- Understand your workforce
- Identify underrepresentation
- Engage your communities
- Identify barriers
- Analyse the process

General activities

- Inclusive imagery
- Mentor scheme
- Positive action statement/strategy
- Targeted advertising



References

Positive Action initiatives - <http://corporate.gwent.police.uk/careers/positiveaction>

How the ethnicity and gender profile of the police compares with the local population - <http://www.police.uk>

Home Office profiles of the proportion of BME and female officers in each of the 43 England and Wales police forces - <https://www.gov.uk/government/news/diversity-profiles-published-to-encourage-police-forces-to-become-more-representative>

Ethnicity and National Identity in England and Wales 2011- <http://www.ons.gov.uk/ons/rel/census/2011-census/key-statistics-for-local-authorities-in-england-and-wales/rpt-ethnicity.html#tab-Ethnicity-across-the-English-regions-and-Wales>



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