



REPORT TO: Human Resources & Remuneration Committee
DATE: 1 September 2009
SUBJECT: Diversity Update
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1. PURPOSE OF PAPER

- 1.1 To provide an update on performance against the 2009-2010 Policing Plan targets.
- 1.2 To provide an update on performance management arrangements to support achieving the 2009-2010 targets.
- 1.3 To outline the preliminary planning process for proposing the 2010-2011 Policing Plan Targets.

2. 2009-2010 PERFORMANCE

- 2.1 Overall performance for the first quarter of 2009-2010 is shown at Appendix A.

Black Minority Ethnic (BME) Recruitment

- 2.2 British Transport Police (BTP) failed the BME recruitment target for 2008-2009. 9.6% (21) out of 218 officers recruited were BME against a target of 14%. BTP did recruit 8 (61.5%) more officers from a BME background in 2008-2009 than 2007-2008.
- 2.3 The target for 2009-2010 is to ensure 13% of new police officer recruits are from a BME background. As at 30 June 2009 (end of Quarter One) BTP was on target with currently 21.3% (13 of 61) student officers from a BME background.
- 2.4 BTP is currently predicted to meet the target at year end.



Female Recruitment.

- 2.5 BTP failed the female recruitment target for 2008-2009. 14.2% (31) out of 218 officers recruited were female, against a target of 25%. Female recruitment in 2008-2009 matched that for 2007-2008.
- 2.6 The target for 2009-2010 is to ensure 13% of new police officer recruits are female. As at 30 June 2009 (end of Quarter One) BTP was on target with currently 19.7% (12 of 61) student officers being female
- 2.7 BTP is currently predicted to meet the target at year end.

BME Progression

- 2.8 BTP achieved the 2008-2009 BME officer progression target. 13.3% (6) of 45 officers, promoted to a higher rank, were BME against a target of 6%.
- 2.9 The target for 2009-2010 is 9%. Currently, however, BTP is failing to achieve this with performance at the end of Quarter One standing at 5% (1 BME officer of the 20 promoted).
- 2.10 Although the target is currently not being met the overall margin for meeting or not meeting the target is small. The APPT Progression Sub-Group, in consultation with SAME, is considering options to encourage both BME application for promotion and actual achievement. The position is also being closely monitored by the force Workforce Planning Manager.

Female Progression



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- 2.11 BTP failed the female officer progression target for 2008-2009. 8.9% (4) of the 45 promoted to a higher rank were female against a target of 18%.
 - 2.12 The target for 2009/2010 is 12%. At the end of Quarter One BTP was exceeding the target with 25% (5) of officers promoted being female.
 - 2.13 BTP is currently expected to meet the target at year end.

Wellbeing

- 2.14 BTP achieved the wellbeing target for 2008-2009. Sickness days taken was less than the target 8 days for Police Officers (7.95 days), Police Staff (6.32 days) and Police Community Support Officers (6.36 days).
- 2.15 The Target for 2009-2010 is for sickness per person to be less than 8 days. At the end of Quarter One BTP remains on target. Against a milestone target of less than 2 days, current performance stands at 1.81 days (Police Officers), 1.43 days (Police Staff) and 1.92 days (PCSOs).
- 2.16 BTP is currently expected to meet the target at year end.
- 2.17 Current performance includes the impact of the influenza A (H1N1) pandemic. BTP systems have been configured to record absences relating to this condition.

3. PERFORMANCE MANAGEMENT ARRANGEMENTS

- 3.1 The recruitment and progression Policing Plan targets are now managed by the Achieving Policing Plan Targets (APPT) Group. This meeting, chaired by the Human Resources Director, includes representation from relevant HR units and from BTP support groups. Additional members can be co-opted as required.



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- 3.2 Within the group each policing plan target has a specific workstream lead who is a manager within the HR unit with lead responsibility for the policing plan target (e.g. the Workforce Planning Manager within recruitment). Each workstream is supported by a specific project plan. The APPT Group monitors the delivery of planned progress towards the overall workstream objective at each APPT Group meeting.
 - 3.3 Workstream plans and actions are developed in consultation with BTP support groups.
 - 3.4 The group also has input from the HR Performance Analyst to track the impact of activity.
 - 3.5 BTP support groups can use the group as a forum to bid for additional funding where the intended activity specifically supports the recruitment and progression targets. This also ensures any activity agreed is co-ordinated with the existing workstream plans.
 - 3.6 The APPT Group now meets once per quarter to monitor the delivery of workstream plans. Each workstream has a specific project group, led by a HR SMT member, which meets at least monthly to monitor progress against the objectives, assess key issues and take appropriate remedial action as needed. This can include co-ordination with Force and Area Diversity Action Groups.
 - 3.7 The structure for the APPT Group is shown at Appendix B.

4. 2010-2011 TARGETS

- 4.1 Outline proposals for diversity related Policing Plan Targets for 2010-2011 will need to be ready by October 2009 and will be reported to FDAG and the BTPA.



4.2 The proposals will be developed in consultation with the Workforce Planning Manager and the BTP Support Groups. This consultation will take place through August and September. It will also co-ordinate with BTP resource planning for the 2012 Olympics.

4.3 Leadership, supervisory roles and workforce mix are key aspects of the Equality Standard for the Police Service (currently being trialled in 11 forces), the national Equality and Human Rights Strategy for the Police Service and the proposed 2010 HMIC Working for the Public Workforce Inspection.

4.4 Combined, these will require consideration of extending existing measures to include other under represented groups (i.e. all diversity strands) as well as the potential development of further measures in respect of turnover, retention and specialist roles.

5. FINANCIAL IMPLICATIONS

5.1 None.

6. RISK IMPLICATIONS

6.1 None

7. DIVERSITY IMPLICATIONS

7.1 None

8. RECOMMENDATIONS

8.1 To note existing performance, revised performance management arrangements and outline plan for 2010-2011 target setting.



**APPENDIX A
POLICING PLAN TARGET UPDATES AT 30 JUNE 2009**

RECRUITMENT

BME Target:	13% of new police officer recruits excluding transferees, to be from a BME background.
At 31 May 2009:	ACHIEVING 13 out of 61 (21.3%) officers recruited are BME
Female Target:	13% of new police officer recruits excluding transferees, to be female.
At 31 May 2009:	ACHIEVING 12 out of 61 (19.7%) officers recruited are female

Target Monitoring Table: Student Officer Recruitment

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD total	TARGETS
Total recruited	2	35	24										61	
BME recruited	0	7	6										13	
%	0.0%	20.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.3%	13%
Female recruited	0	9	3										12	
%	0.0%	25.7%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.7%	13%

Data source: Discoverer report C - Starters headcount and details

PROGRESSION

BME Target:	At least 9% of police officers promoted to be from a BME background.
At 31 May 2009:	FAILING 1 out of 20 (5.0%) officers promoted are BME
Female Target:	At least 12% of police officers promoted to be female.
At 31 May 2009:	ACHIEVING 5 out of 20 (25.0%) officers promoted are female

Target Monitoring Table: Officers that pass Promotion Boards

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD total	TARGETS
Total promoted	0	0	20										20	
BME promoted	0	0	1										1	
%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	9%
Female promoted	0	0	5										5	
%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	12%

Data source: Bespoke Discoverer report incorporating SITs Promotion Boards

Further Planned Promotion Boards 2009/10:

- To be confirmed



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WELLBEING

SICKNESS ABSENCE

Target:	Average sickness absence per police officer / PCSO / police staff to be less than 8 days. <u>2.0 days</u> at 30 June 2009
Officers:	ACHIEVING with 1.81 days per officer
Staff:	ACHIEVING with 1.43 days per person
PCSOs:	ACHIEVING with 1.92 days per PCSO



APPENDIX B
POLICING PLAN TARGET GOVERNANCE ARRANGEMENTS 2009/2010

