



Report to: People and Standards Committee
Agenda item: 10
Date: 22 October 2014
Subject: People Quarterly Update
Sponsor: Head of People and Development
For: Information

1. PURPOSE OF PAPER

- 1.1 To inform the People and Standards Committee's (PSC) discussion on people & development matters.

2. PEOPLE STRATEGY

- 2.1 Effort continues at pace with considerable progress having been made in advancing the People Programme. A proposed approach to performance management having been reviewed by over 40 senior officers and staff as a component of a one-day workshop held on 1st October. The focus of which was the garnering of views and thoughts in order to further refine the approach for final endorsement. Simon Downey will provide insights into this and the wider People Programme to the Committee.

3. RECRUITMENT

- 3.1 **Fast Track Inspector Programme.** The PSC will recall the recent external Fast Track selection process. This identified 2 candidates that were progressed to the College of Policing (CoP) assessment centre, of which one was successful and has now joined BTP to begin training. The College has recently sent out a 'calling notice' for internal candidates to join the programme from its second year. The internal component of the Fast Track PC to Inspector programme is an opportunity for all high potential Police Constables to progress through the ranks at an accelerated rate. Selected constables will join the external candidates (after their first year) and be promoted to inspector after completing a two-year development programme. The application 'window' opens on 20th October 2014. Forces are limited to sending 2 times the number of candidates against



the number of places requested. For BTP this will be 2 candidates for a requested one place.

3.2 Direct Entry Superintendent. There is no information as yet from the CoP as regard the 2015 programme. The PSC will recall the most recent programme, the outcome of which was our nominated candidate being unsuccessful. Overall, across the Police Service 43 candidates were progressed to the CoP assessment centre of which 13 were successful (10 Met, 1 Sussex, 1 Avon & Somerset, and 1 North Yorkshire).

3.3 Recruitment update. There are currently 109 PC's (19 weeks training) and 20 PCSO's (seven weeks training) at various stages of initial training with the following intakes planned for the remainder of this FY:

Intake No	Intake start	Period	Date to Division	Proposed no to be recruited for C division.	Proposed no to be recruited for B division	Max Intake size
25	13 October 2014	8	1 Feb 2015	14	6 (including 2 x Fast Track)	20
26	17 November 2014	9	8 March 2015	12	0 (this is subject to change)	20
27	26 th January 2015	12	May 2015	4	14	20
28	March 2015 (Date TBC)	13	July 2015	4	8	40

The PSC may wish to note that the August recruitment campaign resulted in 1667 external applicants, which have been sifted to 111 and together with 21 internal applicants will be reviewed at assessment weekends 18/19 Oct and 1/2 Nov 14.



4. EQUALITY AND DIVERSITY

4.1 **BME Inspector “Releasing Potential Programme”.** The CoP is currently running a pilot “Releasing Potential Programme” development opportunity for BME substantive Inspectors. The BTP proactively advertised this opportunity to our qualifying officers, and 2 Inspectors have been selected by the CoP. This is all the more noteworthy given that there was a total of 16 places available across the Police Service. The programme began in September 2014 and will run through to March 2015.

4.2 **Pre-‘Fast Track’ Positive Action Programme.** To increase the number of Black & Minority Ethnic (BME) candidates onto the Fast Track programme the CoP ‘BME Progression 2018’ Team offered to support and coach any BME Constable deemed to possess the potential and talent to become an Inspector within two years’, through to the Fast-Track application stage; 23 BTP BME officers are participating.

5. STATISTICS

5.1 **Employment Tribunals (ET).** Below is an overview of ET cases. There are 5 claimants, two of which include more than one reason for their ET.

REASON FOR CLAIM	NUMBER
Sex (including pay) discrimination	1
Disability discrimination	1
Sexual orientation discrimination	1
Race discrimination	2
Religion or belief discrimination	1
Age discrimination	1
Unfair dismissal (including constructive dismissal)	0
Whistleblowing	0
Other payments owed	0
Other complaints	0

Of note, there is potential of further legal challenge relating to the BTP compulsory retirement age and approach to officers whom are legally defined as having a disability.

Work is ongoing with legal advisors to determine the BTP objective justification(s) for each.

5.2 **Grievance Resolution.** Year on year trends in recorded grievance volume has largely stabilised, with allegations moderately increasing from 48 to 58 but despite this only seven new grievance cases were recorded in Q2 2014/15, marking a significant decline compared to the 20 cases recorded in the first quarter of 2014/15. Both A and C Divisions have seen a notable increase in grievance cases while B and D Divisions recorded a decline; although there is no discernable rationale for this. The number of live cases has remained the same between quarterly periods at 18. Of these, six related to 'Bullying and Harassment', six to 'Discrimination', three to 'Pay, Conditions and Contract Terms', with two allegations recorded as 'Other – Whistle Blowing' and one 'Other – Data Protection Breach'. The table below displays recorded grievance allegations and cases by Division between 1st October 2013 and 30th September 2014 with a comparison to overall figures for the same period in 2012/13:

					Grand Total 2013/14	Grand Total 2012/13
Allegation Type Description	A Division	B Division	C Division	D Division		
Percentage of Force Staff	24%	43%	27%	5%		
Bullying and Harassment	5	9	9	0	23	13
Discrimination	4	2	5	2	13	15
No Grounds	1	1	0	0	2	5
Other - Data Protection Breach	0	0	1	0	1	0
Other - Whistle Blowing	1	0	2	0	3	0
Pay, Conditions, Contract Terms	8	5	3	0	16	18
Total Allegations	19	17	20	2	58	51
Total Cases	19	17	20	2	58	48
Percentage of Grievance Cases	33%	29%	34%	3%		

Key:



Red = Indicates area's who's percentage of grievance cases are more than two percentage points greater than their proportion of Force employees.

Blue = Indicates area's who's percentage of grievance cases are within two percentage points of their proportion of Force employees.

Green = Indicates area's who's percentage of grievance cases are less than their percentage of force personnel by more than two percentage points.

5.3 **Long-term Sickness.** Against a target of days lost per person not to exceed 3.65 the most recent statistics are as follows:

Long term sickness

Forcewide	Forcewide	Apr	May	Jun	Jul	Aug	Sep	Days lost YTD	Days Per Person YTD
Officers 2014/15	2945	0.48	0.46	0.42	0.55	0.50	0.48	8495	2.89
Staff 2014/15	1769	0.39	0.41	0.46	0.52	0.48	0.44	4792	2.71
PCSO 2014/15	352	0.35	0.42	0.43	0.31	0.21	0.23	685	1.95
Total 2014/15	5065	0.44	0.44	0.44	0.52	0.47	0.45	13972	2.76

A Division	Av. Headcount	Apr	May	Jun	Jul	Aug	Sep	Days lost YTD	Days Per Person YTD
Officers 2014/15	331	0.33	0.45	0.47	0.55	0.43	0.40	868	2.62
Staff 2014/15	899	0.55	0.53	0.51	0.56	0.57	0.54	2932	3.26
Total 2014/15	1231	0.49	0.51	0.50	0.56	0.53	0.50	3800	3.09

B Division	Av. Headcount	Apr	May	Jun	Jul	Aug	Sep	Days lost YTD	Days Per Person YTD
Officers 2014/15	1476	0.29	0.25	0.26	0.39	0.33	0.32	2721	1.84
Staff 2014/15	479	0.37	0.46	0.54	0.62	0.48	0.38	1362	2.85
PCSO 2014/15	227	0.44	0.49	0.45	0.30	0.23	0.26	495	2.18
Total 2014/15	2182	0.32	0.32	0.34	0.43	0.35	0.33	4578	2.10

C Division	Av. Headcount	Apr	May	Jun	Jul	Aug	Sep	Days lost YTD	Days Per Person YTD
Officers 2014/15	914	0.71	0.60	0.51	0.57	0.49	0.48	3066	3.36
Staff 2014/15	332	0.11	0.11	0.30	0.34	0.28	0.28	469	1.41
PCSO 2014/15	125	0.18	0.30	0.38	0.32	0.17	0.17	190	1.53
Total 2014/15	1370	0.51	0.45	0.45	0.49	0.41	0.40	3725	2.72

D Division	Av. Headcount	Apr	May	Jun	Jul	Aug	Sep	Days lost YTD	Days Per Person YTD
Officers 2014/15	223	1.00	1.26	1.08	1.47	1.80	1.65	1840	8.24
Staff 2014/15	59	0.00	0.00	0.00	0.00	0.00	0.39	29	0.49
Total 2014/15	282	0.79	0.99	0.86	1.16	1.45	1.39	1869	6.63

In regards to D Division sickness, the HR team have been proactive in dealing with sickness cases and ensuring that each is addressed according to extant policy. The outcome of which has seen a spike in ill-health dismissal cases though the converse of



which is in the longer-term improvement in D Div operational capability as each is either managed back into the workplace or assisted out of their role as a police officer.

6. RECOMMENDATION

6.1 The PSC is invited to note the above.