

HUMAN RESOURCES AND DIVERSITY PANEL

A meeting of the Human Resources and Diversity Panel was held on Friday 7 August 2009 in the Members Conference Room at Police Headquarters.

PRESENT: Mr Aslam Hanif (Chair), Cllr Caroline Barker (Vice Chair), Mr Ted Cox JP, Cllr Ron Lowes, Mr Mike McGrory JP, Mr Chris Coombs, Mr Alf Illingworth, Cllr Paul Kirton, Cllr Hazel Pearson OBE, Cllr Victor Tumilty, Miss Pam Andrews-Mawer.

OFFICIALS: Mr Norman Wright, Mr John Bage and Mrs Sarah Wilson (CE)
DCC Derek Bonnard, Sgt Christian Ellis, Mrs Lynda Turnbull (CC).

APOLOGIES FOR ABSENCE

Apologies were received from Cllr Dave McLuckie (ex officio) and Mr Peter Race MBE (ex officio).

DECLARATIONS OF INTERESTS

There were no declarations of interests.

MINUTES OF THE PREVIOUS MEETING

This is the first meeting of this new Panel and as such there are no previous minutes.

BME RECRUITMENT & RETENTION

The Consultation and Performance Officer informed Members that the report was intended to outline the current and proposed processes in place for the recruitment and retention of BME Police Officers, PCSOs and police staff.

Members were informed that currently the local target in Cleveland is for 5% BME police officer representation, against a BME population of 2.93% in the 2001 census. From an establishment of 1727 there are currently 29 BME officers, which constitute 1.6% of Force strength. An additional 57 officers would need to be recruited to achieve the 5% target.

Members were informed that there are important diversity and equal opportunity implications arising from this report. It is essential that both the Force and Authority are seen to be employers that value diversity within their workforce. This is a core imperative in the new Equality Standard published by NPIA for the police service. However, it was also essential that any initiatives introduced are not seen to be unjustifiably discriminatory against those who are not from a BME community background.

ORDERED that:-

1. the report be noted.

RECRUITMENT UPDATE

The Deputy Chief Constable presented the report to Members which provided performance outturn information regarding recruitment activities carried out by the Force between March 2009 and June 2009.

Members were informed that the Force had currently maintained its commitment to a 1% vacancy rate for police officers. At June 2009 the Force vacancy rate was 0.5% with an establishment of 1727 police officers. This vacancy rate will be monitored and reviewed throughout the course of the year in order to finish as close to 1% as practical.

ORDERED that:-

1. the report be noted.

CHANGES TO THE MANAGEMNT STRUCTURE

The Deputy Chief Constable presented the report to Members which provided Members with an update to recent changes in management functions affecting People and Organisation Development (P&OD) now People and Diversity (P&D), Corporate Planning and Performance (CP&P) and Community Justice Unit (CJU).

Members were informed that a recent review of functionality across the Service Units within the portfolio of the Deputy Chief Constable identified the opportunity to restructure the Senior Management Team to allow the Force to move to the next stage of its development. Following wide consultation, changes were implemented as of 1st May 2009.

ORDERED that:-

1. the report be noted.