

**Report of the Chief Constable to the Chair and Members
of the Human Resources & Diversity Panel
7th August 2009**

Executive & Presenting Officer: Mr Derek Bonnard, Deputy Chief Constable

Status: For information

Recruitment Update

1. Purpose

- 1.1 This report provides performance outturn information regarding recruitment activities carried out by the Force between March 2009 and June 2009.

2. Recommendations

- 2.1 That the contents of the report be noted.

3. Reasons

- 3.1 As part of the Long term Financial Plan a recruitment plan for 2009/10 was agreed, which results in a budgeted vacancy rate of 1% for Police Officers and to maintain PCSO numbers at current level of 197.
- 3.2 As previously reported the full compliment of PSCOs was achieved in October 2008. At June 2009 the Force PCSO strength was 194.
- 3.3 The Force is currently maintaining its commitment of a 1% vacancy rate for police officers. At June 2009 the Force vacancy factor rating will be 0.5% vacancy rate with an establishment of 1727 police officers. This vacancy factor will be monitored and reviewed throughout the course of the year in order to finish as close to 1% as practical.
- 3.4 Year to date the Force has engaged 5 Police Officers and 4 Police Staff. This is due to the successful recruitment drive delivered in the previous financial

year. The next intake of police officers is due to take place in July 2009. PCSO recruitment is under review as only one intake will be required during the financial year 2009/10. The breakdown of the Force equality and diversity statistics for Police Officers, PCSOs, and Police Staff employed 2009/10 is as follows:

	successful applicants		
	% white	% BME	% female
Police Officers	100%	0%	20%
PCSOs	N/A	N/A	N/A
Staff	75%	25%	75%

- 3.5 The figures from the 2001 census reported a local BME population of 2.93% and a gender balance. Nationally agreed targets for Police Officer BME recruitment were 7% by 2009 and locally 5% in 2008/9. Police Officer female recruitment targets have been set locally at 30% in 2008/9, against the national gender agenda target of 35% by 2009.
- 3.6 The Force is currently consulting upon BME recruitment local targets as the Home Office have agreed for Forces to move away from a national target. A paper will be presented to a future Human Resources & Diversity Panel to outline the proposed target and the actions to ensure its delivery.
- 3.6 In accordance with recent Home Office / APA guidance the Resourcing Team is working with the Diversity Unit and engaging with our local communities and other key stakeholders, in order to set and deliver local targets for police officer / police staff BME recruitment. An update upon this piece of work will be provided in the next quarterly update to the Panel.

4. Implications

4.1 Finance

The costs of recruitment were fully budgeted for within the Medium and Long Term Financial Plan against the agreed 2009/10 workforce planning model.

4.2 Diversity & Equal Opportunities

The Force aims to increase the number of successful BME and female applicants at the point of recruitment, retention and progression through the promotion process.

4.3 Human Rights Act

There are no Human Rights Act implications arising from this report.

4.4 Sustainability

The Force will ensure that for the financial year 2009/10 that it maintains and develops its recruitment model, which has proved successful during 2008/09.

4.5 Risk

The associated risks mentioned in previous reports have been minimised and are closely monitored by HR and Finance on a monthly basis.

5. Conclusion

- 5.1 This report provides performance outturn information regarding recruitment activities carried out by the Force in quarter 1 2009/10 and projected financial outturns on appropriate budgets. Further updates will be reported to the Human Resources & Diversity Panel.

Sean Price
Chief Constable