

Setting Employment Targets for Under Represented Groups

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Focus for next hour



- Welcome
- Scene setting and progress to date
- Sharing Experiences
 - What works?
 - Where are the gaps?
- Way forward and conclusions

Background



- McPherson 10 year target – some progress
- Policing Green Paper
- HO Assessment of BME Policing Employment
- Ministerial Ethnic Minority Steering Group (MEMS)

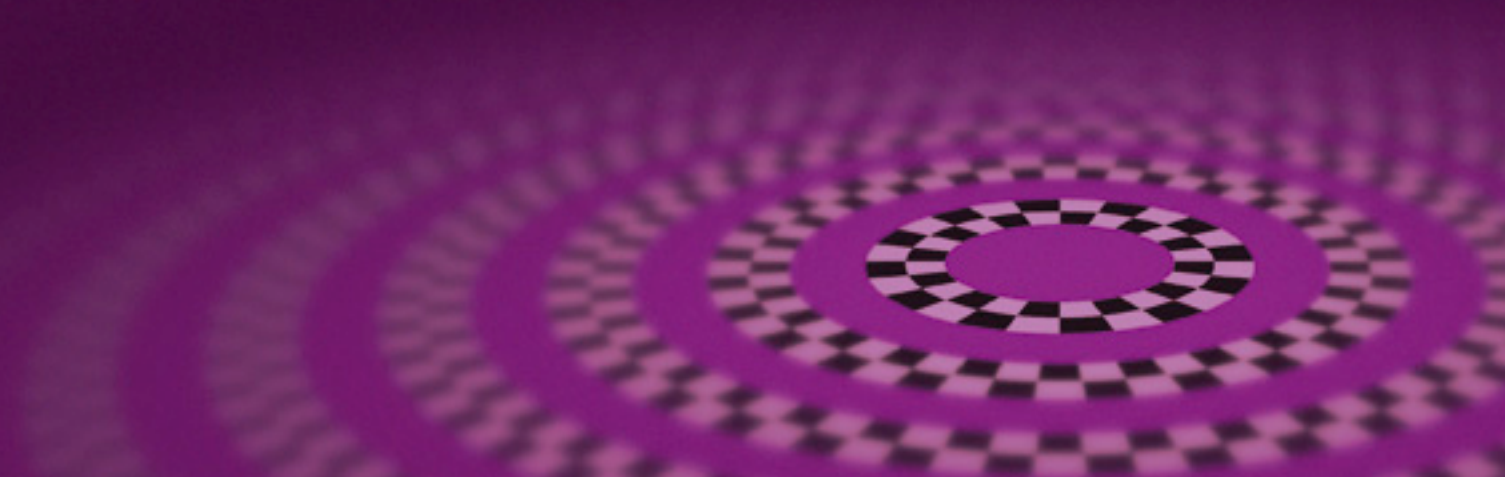
Time lines to date



- HO Confirm intent – December 08
- APA Develop Interim Guidance endorsed by MEMS on 9 March
- APA survey of progress
- Currently consulting key stakeholders
- Plan to publish revised guidance by end of October

APA Guidance.....

.....6 Steps to delivery!



APA Recommendations .i.



1. Understand your community

- Relevant Data

2. Understand your workforce

- Look to HO assessment

3. Effective consultation – GP was clear!

- Internal and External
- At start of process as well as in setting targets

APA Recommendations .ii.



4. Appropriate Target Setting

- Staff as well as officers
- Recruitment
- Retention (family friendly/positive action)
- Progression (lateral as well!)
- Race & Gender – as a minimum!
- Longer term strength aspirations
- ...WLA!

APA Recommendations .iii.



5. Regular monitoring

- Identify barriers and find solutions
- Equality Duty
- Beyond race and gender...NAMP/GPA...

6. Communications

- Both internal and external
- Promote success!

Progress to Date



- 34 of 43 2009-10 LPPs in England and Wales included appropriate targets.
 - All 43 will include in 2010-11
 - Recruitment, strength – yes
 - Retention and progression – limited

Where next?



- Update APA Guidance
 - Retention
 - Progression
- EDHR Strategy
 - Annual Survey and Ministerial Report
- White Paper?

OVER TO YOU!



- Sharing Experiences
 - What works?
 - Where are the gaps?
- What would you like to see in guidance?

Thank you

....and Good luck!

