

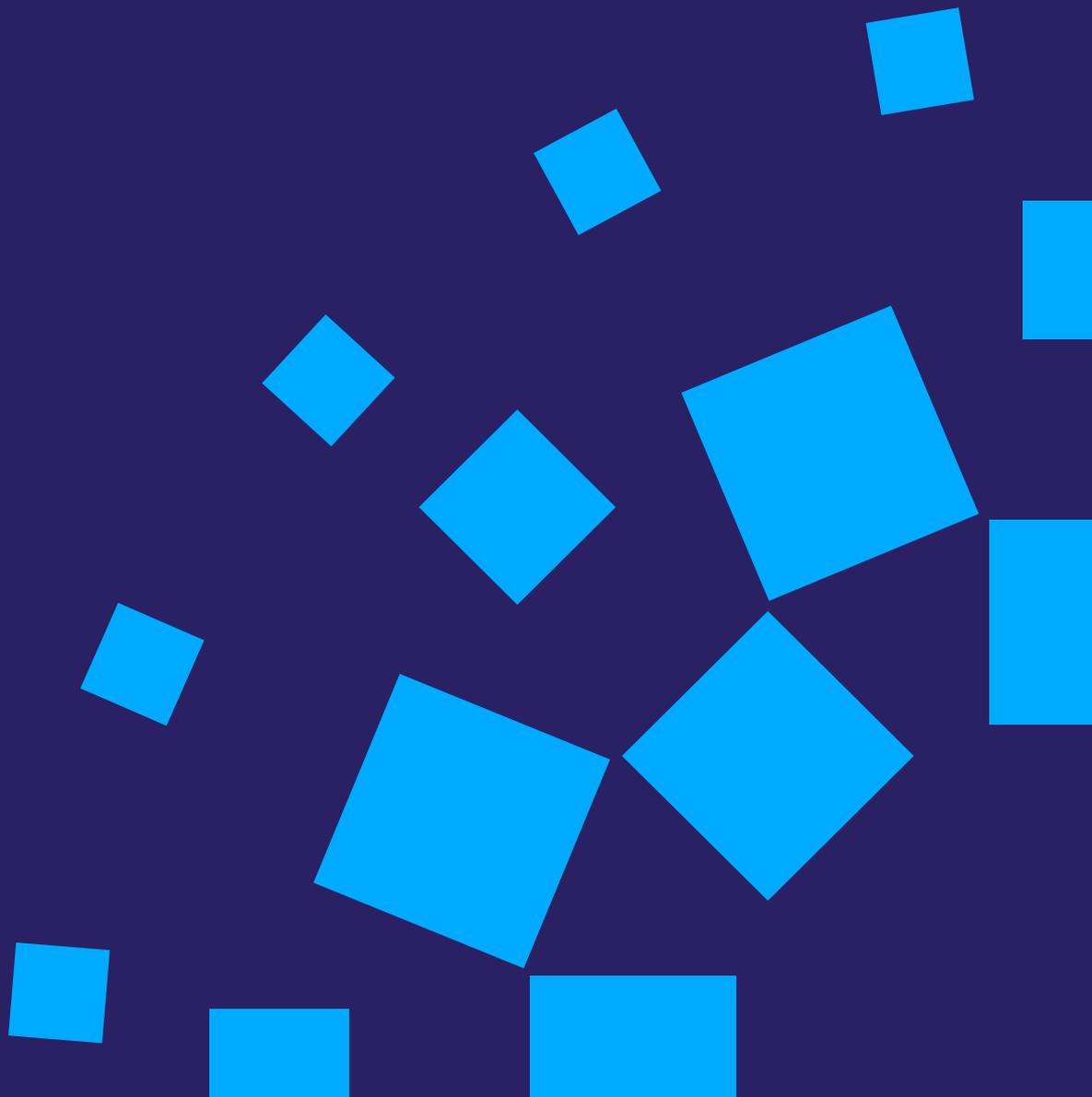


College of
Policing

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Public Sector Equality Duty (PSED) Report

March 2020



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College of Policing Limited
Leamington Road
Ryton-on-Dunsmore
Coventry
CV8 3EN

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1 Introduction from CEO

I am pleased to publish the 2019 workforce data and an update on our equality objectives.

As the CEO for the College of Policing, it is important to me that the organisation I lead fully embraces diversity, equality and inclusion. This is why I am proud to be the executive sponsor for our growing network of Diversity Champions. Reducing inequality in the workplace is essential. It is fundamental to the effective operation of the College, it improves wellbeing, staff commitment, enables us to be the best we can be.

We are committed to putting diversity, equality and inclusion at the heart of our policies to attract, retain and motivate our staff. Looking at the workforce data for our organisation is an important driver in this work. We want our staff to enjoy equality of opportunity regardless of rank, grade and specialism.

Our workforce data shows there is still work for us to do, including improving data collection to better understand our workforce and how to attract and retain talent. We also want to do more to listen to our staff, appreciate their varied experiences and be honest about the work we still have to do as we prepare our objectives for the next four years.

The College is delivering a programme to recruit an additional 20,000 officers over the next three years. This provides a huge opportunity for policing to bring in more officers, to equip them and to extend diversity across the service.

We are also changing the way we work in the College. Our transformation programme will encourage greater collaboration across our teams, including the sharing of our knowledge, expertise and best practice.

In the last year, we have seen the growth of eight staff networks. One in four of our staff is now a member or ally to one of the networks and each has an executive sponsor. This is allowing us to hear the employee voice and provide the platform for understanding the lived experience of our people and stimulating challenge and change.

2 Recognising success

Please see separate report.

3 Our workforce data

The data was collected through a voluntary online survey of all staff in 2019. The survey asked people to provide their diversity data. The data was used to update the College recording system and led to an increase in the information previously held on our workforce. Staff were given the option to respond “prefer not to say” for the categories or leave a response blank.

The diversity monitoring exercise saw an increase in the information shared by staff. We now hold data for sexual orientation and religion for over 80% of staff and 92% for ethnicity. Some information, such as age and sex, is required for payroll and recruitment purposes. There is 100% completion of data for these categories.

(a) Total numbers by directorate

As at 31 December 2019, we employed 676 people across five directorates

Headcount by directorate as at 31 December 2019 The total includes all staff on secondment, full-time and part-time staff, including staff on fixed-term contracts.

Directorate	No. of staff
CEO	52
Corporate Services	296
Knowledge & Innovation	150
Policing Standards	55
Workforce Development	123
Total	676

Observations

There has been a 3% increase in headcount this reporting period, with an increase of 21 staff from 31 December 2018.

The directorate structure was revised during this reporting period, with newly formed directorates named Policing Standards, Knowledge & Innovation and Workforce Development. The newly formed directorates incorporated existing business units realigned to strategic priorities.

(b) All staff by pay band

Grade as at 31 December 2019	Percentage	Total
1A	6%	43
1B	10%	66
2A	13%	89
2B	33%	226
T3	21%	140
T2	1%	10
Directors and CEO	<1%	2
Agency or Contractor	3%	18
Government secondee	1%	7
Police secondee	10%	65
Police staff secondee	1%	10
Total	10%	676

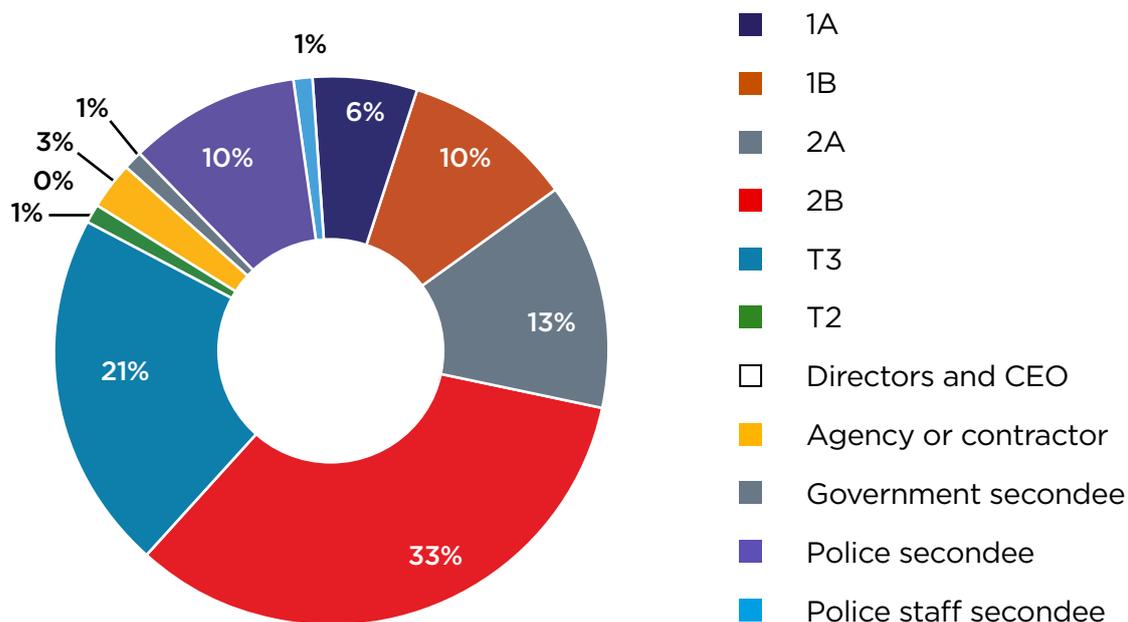
Breakdown by grade of 65 seconded police staff: 18 at 1B, 15 at 2A, 13 at 2B, 15 at T3, 4 at Dir/CEO.

Observations

The proportion of staff at each grade has remained similar to the 2018 reporting period. The biggest change has been at 2B, where the proportion of staff increased from 32% in 2018 to 35% in 2019.

Better data has allowed us to separate police officer and staff and government secondees. In line with our change programme, in 2018 we undertook a review of director posts, reflecting the newly formed directorates.

All staff by pay band



(c) All staff payband by gender

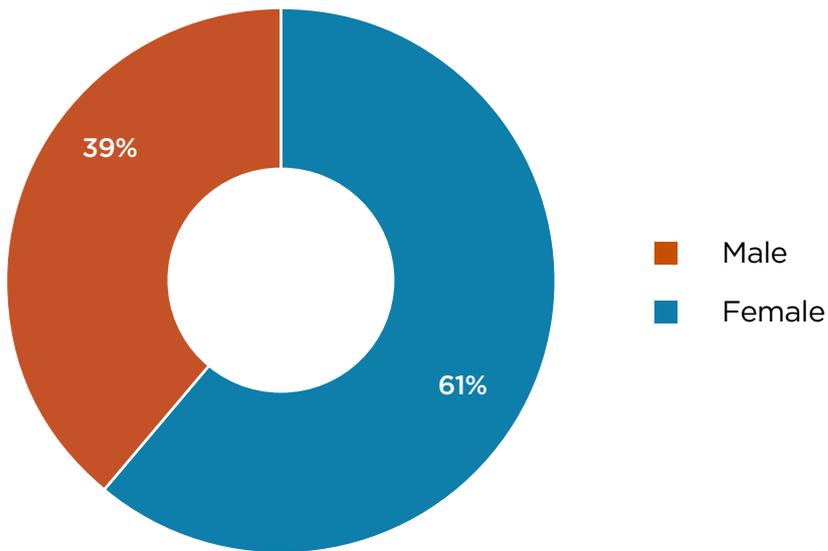
Grade as at 31 December 2019	Female	Male
1A	36	7
1B	56	10
2A	61	28
2B	127	99
T3	84	56
T2	4	6
Directors and CEO	2	
Agency or Contractor	11	7
Government secondee	3	4
Police secondee	21	44
Police staff secondee	6	4
Total	411	265

The structure for directors has changed since the data was taken.

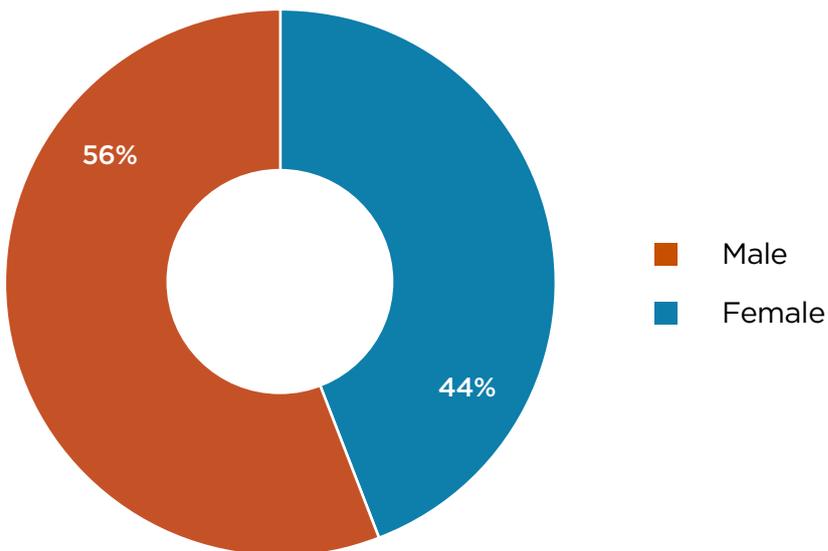
(d) All staff by gender, compared alongside senior managers

We consider senior managers to be our T2 level or above. This equates to 16 posts, or 3% of staff.

All staff by gender



Senior Managers by gender



We included an option for staff to self-describe, less than 1% of staff used this and we haven't included in the table

Observations

Over half our staff are female (61%) and 39% are male. This is similar to the gender split in 2018, when 58% of our staff were female and 42% male. Over half of all staff in the Civil Service are female (53%)

A higher proportion of our female staff (71%) are in the more junior grades 1A to 2B, compared to 66% of our male staff. A higher proportion of our managers are male (56%).

For this reporting period, we included a new category for staff to self-describe. We are looking at how to capture data on gender reassignment in future reports.

(e) All staff by age compared alongside senior managers

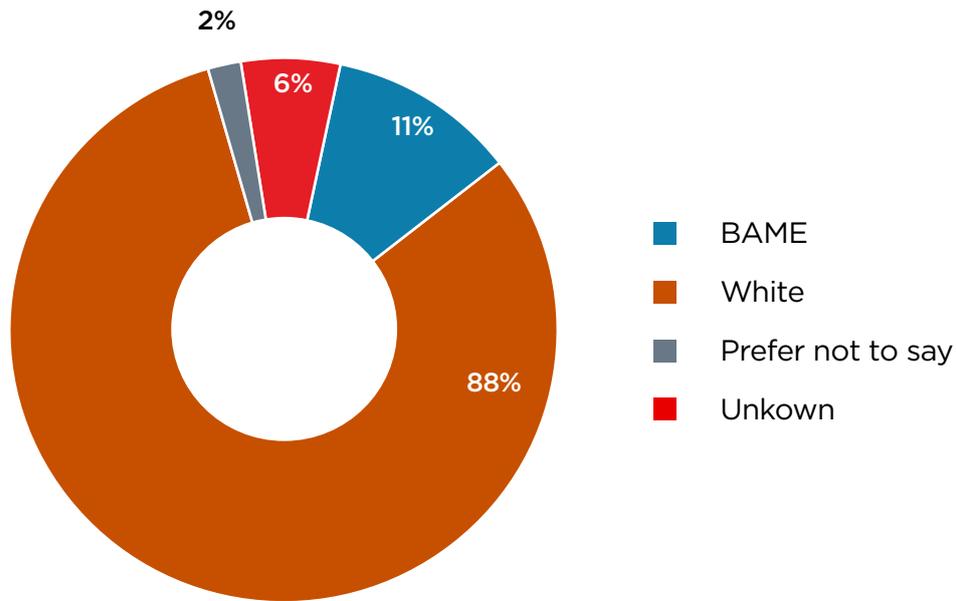
Age range as at 31 December 2019	All staff	Senior managers
20 and under	2	0
21-30	63	0
31-40	143	1
41-50	209	4
51-60	209	7
60 and over	50	1
Grand total	676	13

Observations

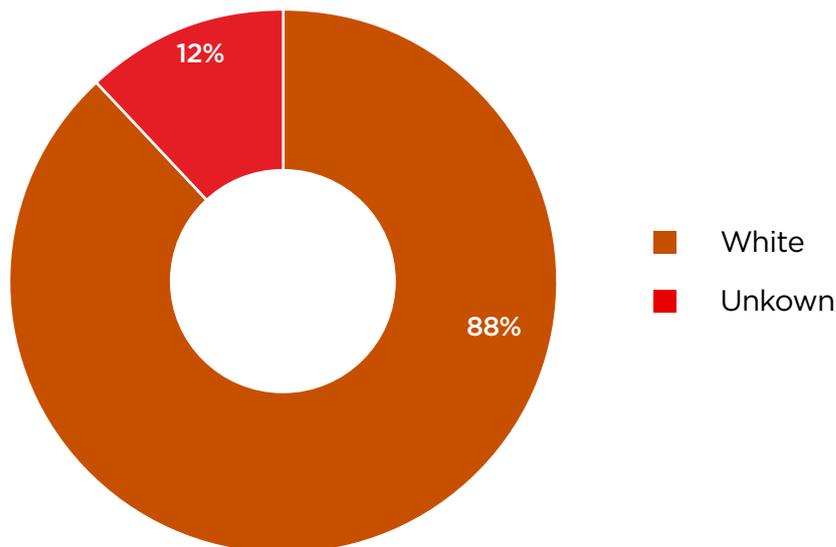
Over half (61%) of our staff are aged between 40 and 60 years, with 9% of our staff under 30.

(f) All staff by ethnicity compared alongside senior managers – as at 31 December 2019

All staff by ethnicity



Senior managers by ethnicity



Observations

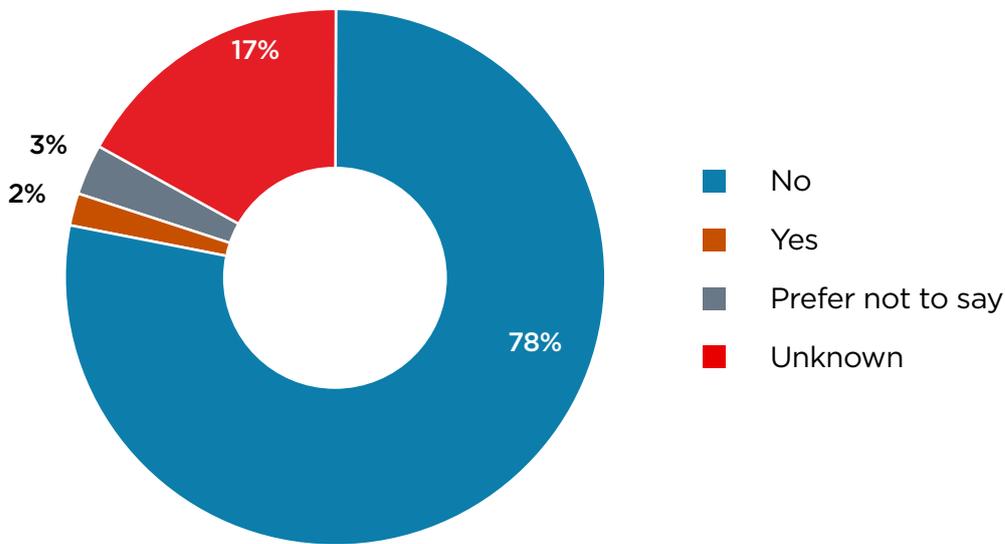
We record self-defined ethnicity using the Home Office code scheme which is also used by forces. It is worth noting the White category may contain people from minority groups, such as people with nationalities other than British.

The majority of our staff self-report as White (81%), with 11% self-reporting as from a Black, Asian or minority ethnic, (BAME) group, compared to 9% for the previous 2018 reporting period. The remaining eight percent of staff have not declared their ethnicity. The figure includes people in the “prefer not to say” and “unknown” categories, both are seen as a non-declaration.

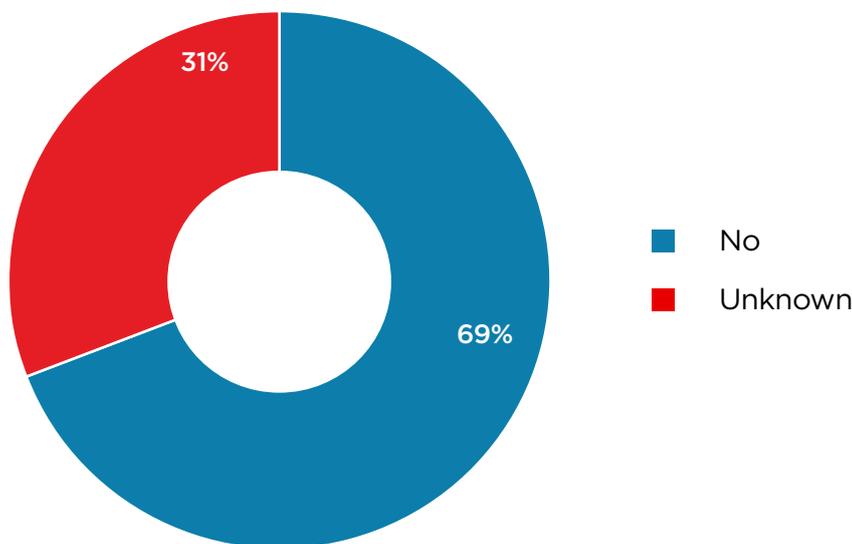
There were no senior managers who reported their ethnicity from a BAME background.

(g) All staff who consider themselves to have a disability or long-term condition compared alongside senior managers – as at 31 December 2019

All staff who consider themselves to have a disability or long term condition



Senior managers who considered themselves to have a disability or long-term condition



Observations

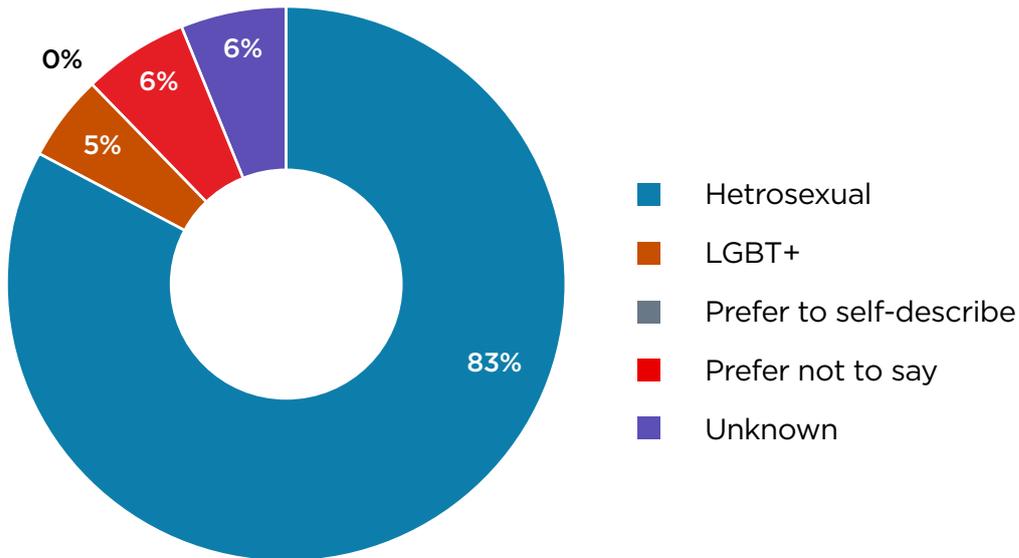
We have used the definition of disability outlined in the Equality Act 2010.

Following the diversity survey, we now have more complete data for 2019. We now have 80% of staff providing information, compared to 16% of staff who provided data in 2018.

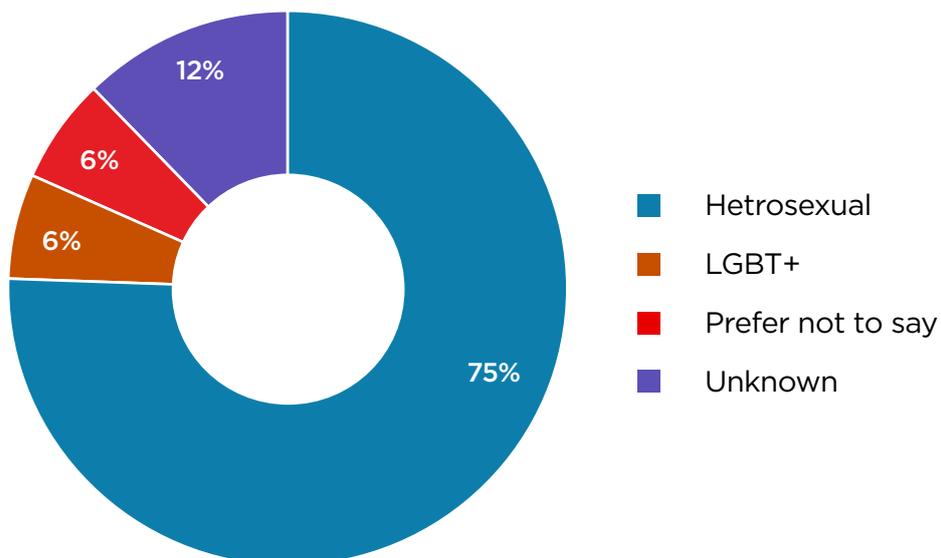
The proportion of staff declaring they have a disability (2%) is lower than the national working population (13%) and civil service average (12%). This is something we will monitor. We are keen to support staff and, where notified, have made reasonable adjustments to allow people to remain in and at work. Greater awareness will help us improve our estate accessibility and working environment, and create more inclusive products and services.

(h) All staff by sexual orientation compared with senior managers – as at 31 December 2019

All staff by sexual orientation



All staff by sexual orientation



Observations

In 2019, 88% of our staff provided information on sexuality through the diversity survey, compared to 10% of staff providing information in 2018. For 2019 we have included an option to self-describe in the data collection.

Representation of LGBT+ staff is 5% and reported across the organisation (including senior managers).

(i) Workforce diversity by religion – as at 31 December 2019

Religion*	Percentage of staff
Atheist	<1%
Buddhism	<1%
Christianity	44%
Hinduism	1%
Judaism	<1%
Muslim	1%
No religion	39%
Other	2%
Sikhism	1%
Unknown	11%

*We have used the Census 2011 religion and belief coding.

Observations

As a result of the diversity survey, 89% of our staff have now completed their information on religion. Prior to the survey, for the previous reporting period, 10% of staff had provided this information.

(j) Disclosure rates across all protected characteristics - as at 31 December 2019

Characteristic	Disclosure rate
Ethnicity	92%
Gender	100%
Sexual orientation	88%
Religion	89%
Disability or long-term condition	78%
Age	100%

Observations

Information on age and gender is required for our security vetting process, which gives us 100% declaration. All other information is optional so staff can choose to leave blank or respond with “prefer not to say”.

About the College

We're the professional body for the police service in England and Wales.

Working together with everyone in policing, we share the skills and knowledge officers and staff need to prevent crime and keep people safe.

We set the standards in policing to build and preserve public trust and we help those in policing develop the expertise needed to meet the demands of today and prepare for the challenges of the future.

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