

Diversity & Inclusion Report January 2019

<p>Disability Confident Scheme.</p> <p>Lead: PS Pursey</p>	<p>Leadership status was met in March 2018. (Validated until Feb 2021) Meetings will be held with PLUSS (our validators) with Sgt Pursey to progress next steps:</p> <ul style="list-style-type: none"> • Maintaining our status • Leading the way locally and regionally • Working with Department of Works and Pension • Implementing best practice in supporting disabled employees • Best practice for future employees (recruitment & retention)
<p>3x Mosques - Partnership</p>	<p>The Positive Action Officers have built strong relationships with 3 mosques:</p> <ul style="list-style-type: none"> ➤ Salisbury ➤ Trowbridge ➤ Swindon <p>The relationships are such that the Inman's will be supporting the Community Ambassadors Scheme when it goes live</p>
<p>Community Ambassadors</p> <p>Lead: PS Pursey</p>	<p>The community Ambassadors scheme was due to be signed off by CC Mike Veale prior to him leaving and then delayed due to Op Fairline and Fortis.</p> <p>The project involves community leads and partners becoming Ambassadors for Wiltshire Police. We currently have 15 people from the community whom have been working with the positive Action officers and myself whom has expressed their wish to volunteer as ambassadors.</p> <p>Their role would be:</p> <ul style="list-style-type: none"> • To support future engagement with Wiltshire police (especially during times of critical incidents) • To support the force in checking and testing processes around Diversity & Inclusion • To support and advice staff and new recruits from diverse backgrounds (supporting retention) • To be a point of contact to engage the community in recruitment campaigns • To offer support during interviews giving transparency and independent view points • To link and 'support protected characteristic' groups within the organisation • To link in with IAG meetings giving views of the local community • To help build relationships with hard to reach groups • To assist in campaigns such as 'Hate Crime and Stop & Search

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<p>LGBT Community up date</p> <p>LGBT Lead: Lee Hare</p>	<p>February 2019 if LGBT Month – presentation stands will be put up @ HQ Devizes and Swindon.</p> <p>2018 An LGBT Association was set up in Wiltshire</p> <p>500 LGBT Wiltshire Pins ordered for LGBT Month</p> <p>Rainbow Lanyards also available</p> <p>Local Schools in Swindon have been supported by Lee in helping young people raise their gender identity</p> <ul style="list-style-type: none"> • LGBT History Month February 2019 – 1st of February the Chief Constable, PCSO Kate Jackson and PCSO Lee Hare will be raising the LGBT flag at HQ – The usual comms will go out on this including ebrief, tweets, community messaging • W/c 4 February will see the launch of the Wiltshire Police LGBT+ network which again will have comms pieces • PCSO Kate Jackson and PCSO Lee Hare will be hosting 2 events (Gablecross and Devizes HQ) to raise the awareness of the LGBT+ support network–stands including rainbow cake sales and information on the purpose of the support network • During February we will also be launching the NPCC Transgender guidance and tool kit
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<p>Events and Workshops through 2019</p>	<p>Diversity & Inclusion team attend regular events across the force area to Attract and Recruit officers and staff from 'Protected Groups' specifically BME, Disability and LGBT. Already the team are booking a busy events calendar for 2019. Including employment fairs and centres, community fairs and events, colleges and Universities, Mosque's and religious locations.</p> <p>In June we have a 3 day event with the National Armed Forces event. Both a member of the Royal Family and the Prime minister is reported to be attending.</p> <p>The positive action officers work closely with recruitment in running workshops to support candidates wishing to join Wiltshire Police.</p>
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<p>Diversity Delivery Plan</p> <p>Lead: Sarah King and DS Campe</p>	<ul style="list-style-type: none"> • Plan and consultation (ComTAS) • Tool Kits • Team away day (Sarah King)
<p>2018/19 Reports from DS Campe</p>	<p>Since September my time has been focussed on the delivery of the following-</p> <ul style="list-style-type: none"> • EDI Strategy design and Consultation and evaluation/assessment of findings – design, promotion and consultation events • Collation, review and production of the Statutory Information Report 2017 to 18 • Review, assessment and evaluation of force Equality Objectives 2018 – these also formed part of the EDI strategy consultation which was used as a method of engaging with the public / staff • Review of HMICFRS Hate Crime recommendations following the release of the first Hate Crime HMICFRS Inspection across forces • Delivery of a series of Hate Crime awareness sessions to staff from CCC throughout the month of October and November 2018 to raise awareness, highlight HMICFRS recommendations and refresh knowledge and understanding • Adaption of a series of lesson plans for local officers/PCSO's/schools to use to support them in educating students on hate crime (for Hate Crime Awareness week) • Promotion of national Hate Crime Awareness week with a poster competition for schools and survey on the service offered to victims of hate crime by Hate Crime Advisors (HCA's)
<p>Force Comms – Liz Cook and support from Positive Action Officer.</p>	<p>Marcin Kozak joined Wiltshire Police as a PSCO and was recruited and supported through the Diversity & Inclusion Team. Comms have undertaken work with PCSO Marcin Kozak around media opportunities with Radio Polski. Marcin has a 2 hour slot on a monthly basis in which he discusses policing matters relevant to the local community; content is planned with Liz Cook. In December 2018 Marcin was invited by the Foreign Secretary to attend a reception at Lancaster House, London, in recognition of the work he was involved in to assist his equivalent in Poland with missing people from Poland and intelligence gathering. This was a significant event and was attended by the Prime Minister.</p> <p>Liz work with the diversity & Inclusion team has supported significant comm articles that has demonstrated achievement's and have represented Wiltshire Police as being Inclusive Equal Opportunity Employers. Thank you Liz</p>

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<p>Internal Diversity & Inclusion Portal</p>	<p>PS Pursey & DS Campe working with Liz Cook (Corp Comms) to set up the internal Diversity & Inclusion site- Work in progress. Attached link below showing first Draft</p> <p>The site will include force policies, update, data, Legislation, Q&A email port, links to other groups relating to Diversity & Inclusion, IAG link to support greater contacts with community leads and Positive Action officers</p> <p>Link below will take you to the portal</p> <p>http://firstpoint/deptinfo/diversityandinclusion/default.aspx</p>
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<p>Home Office update of the Definition of the meaning of BME</p>	<p>It will be that a person will be regarded as being BME if he or she <u>defines</u> his or her ethnicity as Black, Asian, Mixed, Chinese or other. Other added to demonstrate the reflection of change within the UK communities, with the Polish community now being the second largest ethnic group as of December 2017.</p>
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<p>Military: Lead Mandie Ball</p>	<ul style="list-style-type: none"> • Attends Allied services meetings • Work with Tedworth House • Advertise all roles/jobs with the HIVE • Attend the South/West Recruitment Fair • Have a Recruitment Stand @ Tidworth covering all South Wilts Military bases, every 3 months. Also covers Spouses
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<p>Looking forward First quarter of 2019</p>	<ul style="list-style-type: none"> • The focus for March will be 'Gender' and the Gender PayGap report and the He for She Campaign which is supported by the Chief Constable • The launch of the D&I portal site will also be fitted in around this time as it is almost ready now. • Events are building within the calendar for the Diversity team supporting our ongoing work for Attraction & Recruitment • Ongoing support through positive action officer with candidates wishing to work for Wiltshire Police in various roles • Diversity Training for new Sgt and Insp course • Ongoing review of polices and processes that relate to positive
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	<p>changes through the Equality Act/ supporting 'Protected Characteristic groups</p> <ul style="list-style-type: none"> • Working with Comms (Liz Cook) to go live with the Diversity & Inclusion Portal • Positive Action Officers are running workshops to support candidates wishing to join Wiltshire Police in various job roles • Work to get the Diversity Ambassadors scheme live • Sharing best practice through DWP regarding the Disability Confident Scheme as 'Leaders' • Meetings with local partners regarding Diversity & Inclusion to share best practice i.e. Transgender Dorset, Wiltshire Council Equality Group • Continual development and support from Stonewall (LGBT) • Team events planning, partnership and community focus
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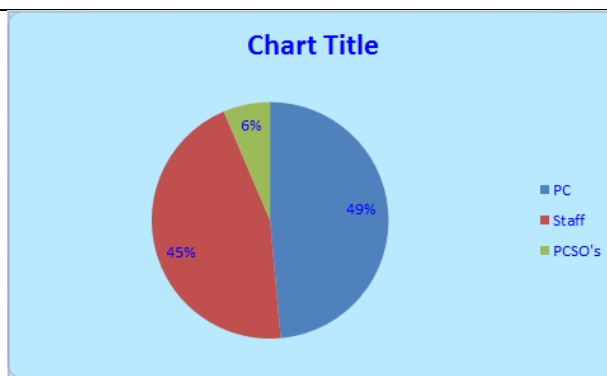
Disability Confident Scheme	<p>During 2018 Wiltshire Police achieved Leadership status with the Disability Confident Scheme (DWP) This scheme replaced the two ticks scheme</p> <p>The scheme allows us to showcase our good practices to both regional and National companies through the DWP site. We were the first Police Service in the UK to reach Leadership status</p>
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Force Data stats with percentages

<p>Force Data</p> <p>Data reported from the Diversity & Inclusion team since starting in April 2017</p> <p>Reported BME staff data was at 1.3% when the team started in 2017</p>	<p>As from 03/12/2018</p> <p>The Payroll numbers as at November 2018 payroll in FTE (not headcount) were:</p> <p>Officers 959 Officers seconded out (excluded above) 26 Total Officers = 985 FTE</p> <p>Staff 825 LCI 74 OPCC (excluded above) 14 Total Staff = 913 FTE</p> <p>PCSO 130</p> <p>Total Payroll FTE = 2,028 Full Time Equivalents</p>
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Data Figures/first quarter of 2019



We currently employ 2028 Staff/Police:

Our current percentage of BME = **2.6%**

Ethnic Other = **0.4%**

Combined overall figure = **3.0%**

Data January 2019

Protected characteristic data

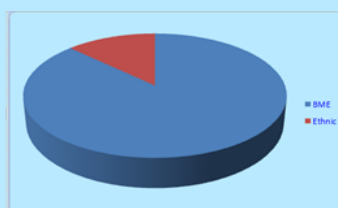
	Collar Number	Employee	First Name	Last Name	Nationality	Ethnic Origin	BME	Ethnic Other	Disability	Employed OR supported through Diversity & Inclusion team – since Jan 2017
1	3666	CIV	Mamata	Rai	Other	Asian or Asian Ethnicity	Yes			Yes
2	1245	Pol	Neil	Le'Maire	British	Asian or Asian Ethnicity	Yes			
3	2765	Pol	Kishor	Shahi	Other	Asian or Asian Ethnicity	Yes			Yes
4	2349	Pol	Edward	Sundarajoo	British	Asian or Asian Ethnicity	Yes			
5	8855	CIV	Neelam	Bagga	British	Asian or Asian Ethnicity	Yes			
6	9463	CIV	Samson	Fernandes	Other	Asian or Asian Ethnicity	Yes			Yes
7	9179	CIV	Alvina	Kumar	British	Asian or Asian Ethnicity	Yes			
8	6291	CIV	Elroy	Rodrigues	Other	Asian or Asian Ethnicity	Yes			Yes
9	1709	POL	Conrad	Ball	British	Asian or Asian Ethnicity	Yes			
10	9494	CIV	Mathew	Jacob	NULL	Asian or Asian Ethnicity	Yes			Yes
11	2638	POL	Simon	Sanghera	British	Asian or Asian Ethnicity	Yes			
12	8234	CIV	Mahammad	Hamid	Other	Asian or Asian Ethnicity	Yes			Yes
13	8172	CIV	Anthony	Inch	British	Black or Black Ethnic	Yes			
14	6333	CIV	Matoyizi	Katsande	Other	Black or Black Ethnic	Yes			Yes
15	7512	CIV	Andrea	Lloyd	British	Black or Black Ethnic	Yes			Yes
16	7441	CIV	Elizabeth	Ngero	Other	Black or Black Ethnic	Yes			
17	1829	POL	Walter	Amos	British	Black or Black Ethnic	Yes			
18	1787	POL	Ronnie	Lungu	British	Black or Black Ethnic	Yes			
19	2960	POL	Daniel	Barreto	British	Black or Black Ethnic	Yes			Yes
20	2904	POL	Karoline	Borralho	Other	Black or Black Ethnic	Yes			Yes
21	7173	CIV	Veneta	Hannibal	British	Black or Black Ethnic	Yes			
22	9397	CIV	Claudia	McKenzie	Other	Black or Black Ethnic	Yes			Yes
23	9469	CIV	Roland	Revers	British	Black or Black Ethnic	Yes			Yes

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24	3868	CIV	Sandra	Samuel	Other	Black or Black Ethnic	Yes			
25	7364	CIV	Hassan	Seggari	Other	Black or Black Ethnic	Yes			
26	4179	SPC	Gerard	Antoine	British	Black or Black Ethnic	Yes			Yes
27	7083	CIV	Anna	Tian	Other	Chinese or Other	Yes			
28	2887	POL	Mark	Sin	Null	Chinese or Other	Yes			
29	2233	POL	Ho	Tsang	Other	Chinese or Other	Yes			
30	7726	CIV	Farzana	Saker	British	Asian - Asian Ethnicity	Yes			
31	2599	POL	Mathew	Baker	British	Mixed – Any Other	Yes			Yes
32	2224	POL	Megan	Kenzie	British	Mixed – Any Other	Yes			
33	2613	POL	Dawn	Rowan	British	Mixed – Any Other	Yes			
34	7784	CIV	Tanya	Robinson-Collis	British	Mixed – White & Asian	Yes			
35	2565	POL	<u>Kelham</u>	Shearing	British	Mixed – White & Asian	Yes			
36	2441	POL	<u>Nisar</u>	Sultan	Other	Mixed – White & Asian	Yes			
37	2869	POL	Simon	<u>Tuong</u>	British	Mixed – White & Asian	Yes			
38	4011	SPC	<u>Jayston</u>	Bundhoo	British	Mixed – White & Asian	Yes			
39	3723	CIV	Sian	Ongley	British	Mixed – White & Asian	Yes			
40	2827	POL	Joseph	Rees	Null	Mixed – White & Asian	Yes			
41	6520	CIV	Alison	Andre	Other	Not Stated	N/K			
42	7841	CIV	Katherine	Baker	Null	Mixed	Yes			
43	9164	CIV	<u>Fadwa</u>	Booth	British	North African	Yes			Yes
44	4460	SPC	Salah	<u>Elkady</u>	British	Black or Black Ethnicity		Yes		Yes
45	9556	CIV	<u>Pritika</u>	Patel	British	Indian	Yes			Yes
46	9384	CIV	Sam	Brooks				Yes		Yes
47	8173	CIV	Jessica	Walton	British	Mixed – Any Other	Yes			Yes
48	2969	POL	<u>Kyeian</u>	Thompson	British	Mixed – Any Other	Yes			Yes
49	9246	CIV	<u>Senoah</u>	<u>Nathali</u>		Indian	Yes			Yes
50	2999	POL	Sheena	King		Indian	Yes			Yes
51	7815	CIV	<u>Kavi</u>	<u>Ramsewack</u>	Muslim	Mixed - Asian	Yes			Yes
52	6834	POL	<u>Ashim</u>	Rai		Asian Or Asian Ethnicity	Yes			Yes
53	9031	POL	Luke	George		Mixed	Yes			Yes
54	5421	SPC	Anthony	Dias		<u>Goan</u>	Yes			Yes

Protected characteristic data

55	9014	CIV	Marcin	Kozak		Polish		Yes		Yes
56	2921	POL	<u>Sherene</u>	Clarke		W/S/African		Yes		Yes
57	6719	CIV	Ludimila	De Andrea	Brazilian	White - Other		Yes		Yes
58	9636	CIV	<u>Chahida</u>	<u>Boutarfas</u>	Moroccan	Black or Black Ethnic	Yes			Yes
59	9490	CIV	Adam	<u>Gutowski</u>	Polish	White Other		Yes		Yes
60	9492	CIV	<u>Gelu</u>	Danila	Romanian	White Other		Yes		Yes
61	7273	CIV	<u>Maciej</u>	<u>Wojewodka</u>	Polish	White Other		Yes		
62	3663	CIV	Natasha	<u>Mwila</u>	British	Black- Black Ethnic	Yes			
							Total 53	Total 8		Total 32



53 people who are BME are employed within Wiltshire Police
 8 people from Ethnic other background are employed within Wiltshire Police
 32 people from the above were either employed through Positive Action Team or Supported by the team – Totalling over 50%

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Successful candidates waiting vetting, medicals start dates: All were Attracted and supported by the Positive Action Team

1		POL	Peter	Burden	Filipino	Asian Or Asian Ethnicity	Yes		Yes
2		POL	Veronica	Hamid	Portuguese Muslim	White Other		Yes	Yes
3		CIV	Charlotte	Watson	British	Mixed any other	Yes		Yes
4		POL	<u>Oktay</u>	<u>Ozturk</u>	Turkish Muslim	White Other		Yes	Yes
5		CIV/Vol	<u>Zekiye</u>	<u>Dingol</u>	Turkish Muslim	Asian or Asian Ethnicity	Yes		Yes
6		POL	Leigh	Holcombe	British	White British		Yes	Yes
7		POL	Becky	Walsh	British	White British		Yes	
8		POL	Jasmine	Games	British	White British		Yes	Yes
9		POL	Kirsty	James	British	White British		Yes	Yes
10		POL	David	<u>Pinnegar</u>	British	White British		Yes	Yes
11		POL	Andrew	<u>Lietch</u>	British	White British		Yes	Yes
12		POL	Alexander	Long	British	White British		Yes	Yes
								Total	12

Successful employment: Disability: All Attracted through working with Employment partners and Supported by the Positive Action Team

1	Collar number	employee	First name	Last Name	Nationality	Ethnic Origin	BME	Ethnic Other		
2		CIV	Leyton	Jones	British	White British			Yes	Yes
3	9495	CIV	Thomas	<u>Scourfield</u>	British	White British			Yes	Yes
4	9362	CIV	Johnathan	<u>Akehurst</u>	British	White British			Yes	Yes
5	7981	CIV	Jody	<u>Kinge</u>	British	White British			Yes	Yes
6	7802	CIV	Richard	Marchese	British	White British			Yes	Yes
7	9486	CIV	David	Mullins	British	White British			Yes	Yes
8	9386	CIV	Alison	<u>Cobbing</u>	British	White British			Yes	Yes
9	9131	CIV	Daniel	Dix	British	White British			Yes	Yes
10	3078	CIV	Craig	IZATT	British	White British			Yes	Yes
									Total	10

Successful Employment Ex-Military: All Attracted and Supported By Mandie Ball – Positive Action Officer

1	2957	POL	Sam	Bridgeman	British	White British				Yes
2	2972	POL	Rory	Myers	British	White British				Yes
3	2920	POL	Geoff	Stephens	British	White British				Yes
4	2934	POL	George	Turner	British	White British				Yes
5	2896	POL	Jack	<u>Cassell</u>	British	White British				Yes
6	2923	POL	Jordan	<u>Gratton</u>	British	White British				Yes
									Total	6

Protected characteristic data

Positive Action Officers	All from Protected Characteristic Groups	60 People whom were recruited through Positive Action are now in Employment with Wiltshire Police in various roles
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Positive Action Officer:	Currently working with positive action team for all roles, looking for Employment with Wiltshire Police from - BME, Ethnic Group, Disability and Ex-Military	49 People from protected groups under the Equality Act 2010
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