



## **NBPA response to Winsor Review – Part II**

**Date: 10 September 2011**

### **1 Introduction**

The National Black Police Association [NBPA] comprises of 46 Affiliated Associations established within Police Constabularies and Agencies across England, Wales, Scotland and Northern Ireland.

As a Charity, our objective is to promote good race relations and equality of opportunity within the Police Services of the United Kingdom and the wider community.

We work in the interest of the UK Police Services as an integral partner to ensure equitable service for all and for the Black and minority staff whom we represent. We also advocate the needs and expectations of Black and minority ethnic communities by delivering and supporting strategies and initiatives which have a positive impact on all.

The NBPA welcome the opportunity to contribute to this review particularly as we have a proven track record of supporting policing with innovation and creativity.

### **2 Background**

This document is submitted for the purposes of Part 2 of the review of the pay and conditions of service of police officers and police staff, which the Home Secretary has appointed Tom Winsor to carry out.

In our initial response to Winsor Part I we indicated our support for multi-point entry into the police service, this document gives greater clarity and a rationale which supports our position

### **3 Initial police entry requirements**

The current academic entry requirements for joining the police service are on existent, there being no formal qualifications required.

This process creates opportunity for all to apply which is open, fair and equitable, however, this may cause an additional administrative burden.

A recruitment process for North Yorkshire Police (Feb 2010) for 60 new recruits, drew an excess of 200 000 calls for 1000 applications.

In order to allow the best of these applicants to navigate their way through application process, the NBPA believes that there should be a more robust filter than what currently exists.

The NBPA supports the notion of introducing a minimum level of academic standard as a requirement to enter the police service. We acknowledge that academia is not the be all and end all for operational policing, we do however expect that the standard set will be higher than the current level and accept that overseas qualifications will be accepted and mapped across the agreed standard.

The interim report from the CRE formal investigation into the police service 2004 and Home Office research paper 107 (Career progression of ethnic minority officers) identify that minority ethnic officers are better qualified than their counterparts. The increase in academic standards will therefore be an opportunity to increase diversity at the point of recruitment.

### **4 Multi point entry**

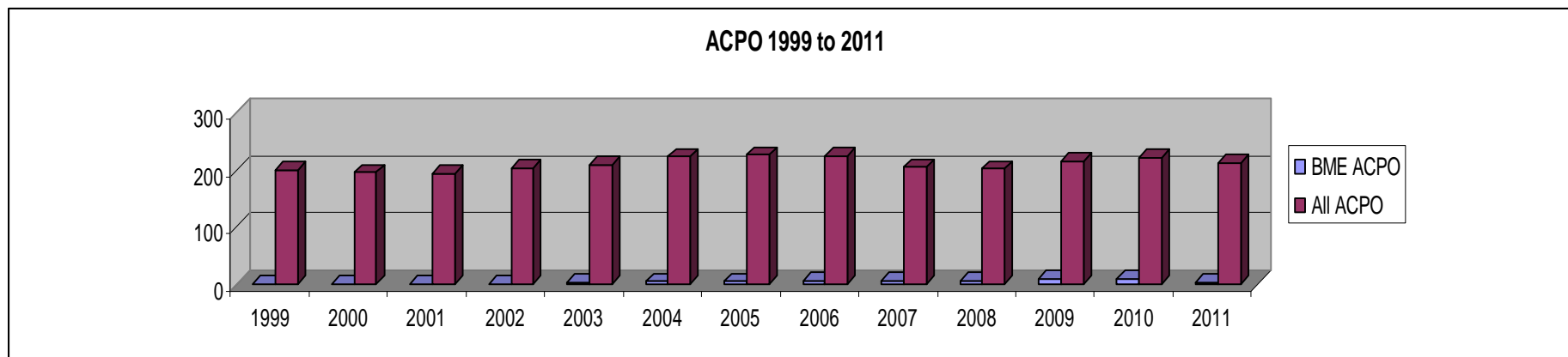
The police service has often discussed the idea of multi-point entry into the police service, however, anecdotal comment from officers across the country indicates that this may not work due the lack of operational understanding of senior officers who had not started at the ground floor.

Recommendation 4 of the Butts (2010) *Race and Faith Inquiry report*

Suggests a more flexible approach to recruitment, to increase diverse representation at senior ranks and develop the entire organisation and its performance.....to explore the benefits and practicality

of multi-point entry for police officers, removing the requirement to progress through every rank; and • instigating discussions with the Government on the issue of multi-point entry.

The NBPA invites the review team to study the profile of ACPO officers from 1999 to 2011.



	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
BME ACPO	0	0	0	1	3	5	5	7	7	7	9	9	3
All ACPO	200	196	195	204	210	224	227	226	206	202	217	223	214

Source; Police service strength data 1999-2011

We note the poor representation of BME officers within ACPO since our inception, and have supported initiatives from NPIA and wider stakeholders to develop a stronger applicant base via the Strategic Command Course (SCC), National Senior Careers Advisory Service (NSCAS), extension of NSCAS to Chief Inspectors, High Potential Development Scheme (HPDS) and Positive Action Leadership Programmes (PALP).

There are a total of 3 BME ACPO officers in England and Wales out of 214 (as 31 March 2011).

We believe that the only way that we will be able to create the necessary diversity across policing ranks within a reasonable time frame is to introduce a system of multi point entry.

Although fairly new to the current policing recruitment framework, multi point entry is a concept that is familiar with the British military where the armed services use an officer class recruitment process which introduces officers to management following an extensive knowledge and operational training regime. This system works (for the military), it allows officers to rise through the ranks to management levels as well as having commissioned officer direct entrants. The British army is reputed to be the best in the world, and it manages this by using a process that would benefit the police service.

18. Private
17. Lance Corporal
16. Corporal
15. Sergeant
14. Staff Sergeant
13. Warrant Officer Class 2
12. Warrant Officer Class 1
11. Second Lieutenant
10. Lieutenant
9. Captain
8. Major
7. Lieutenant-Colonel
6. Colonel
5. Brigadier
4. Major-General
3. Lieutenant-General
2. General
1. Field Marshall

**Military ranks**

<http://www.armedforces.co.uk/army/listings/10140.html>

The NBPA put forward a paper in 2004 that supported the notion of “Affirmative Action” which mirrored the paper by the BAWP which highlights the use of the legal process used in Northern Ireland following the Patten report. This approach would be innovative, a step change for current recruitment in England and Wales, additionally this has proven demographic results in Northern Ireland.

We suggest that if “Affirmative Action” or multipoint entry were to be introduced, the police service would need to ensure that support measures are put in place to assist the individuals and their supervisors, not because candidates would not be able cope but because of the inevitable controversy surrounding the proposals.

We welcome the opportunity to participate in the construct of a scheme/system that will change and improve the policing landscape forever.