



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2008-05046

Keyword: Human Resources

Subject: TACTICAL SUPPORT GROUP COMPOSITION

Request:

Under the Freedom of information Act I request a copy of all correspondence (internal and external) relating to the gender, racial and religious composition of the Tactical Support Group within the PSNI, especially statistics.

Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Statistics

Racial, Religious and Gender Breakdown of Full Time Police Officers
Attached to the Tactical Support Group within the PSNI

Category	TSG Breakdown
	01/11/2008
Protestant	78.70%
Catholic	18.30%
Not Determined	3.00%
Male	91.98%
Female	8.02%
White	95.49%
Ethnic Minority	0.50%
Not Determined	4.01%

Please find attached correspondence, Appendix A, that was issued to the Northern Ireland Policing Board in response to their request for a breakdown of Tactical Support Groups by community background.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psnipolice.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Your reference:

Our reference:

Date:

Dear

COMPOSITIONAL BREAKDOWN OF OFFICERS IN PSNI TSG BY GENDER, RELIGION AND RACE

Your letter of 29 August 2008 regarding the above subject refers.

The table below depicts the composition of Operational Command Unit (OCU) [of which Tactical Support Groups are a part] within the PSNI by gender, community background and ethnic background, in percentage terms.

Category	OCU Breakdown 01/10/08	Regular Officers Composition 01/10/08	Regular Officers Composition 01/10/06
Protestant	83.81%	72.42%	76.73%
Catholic	13.55%	25.09%	20.58%
Not Determined	2.64%	2.49%	2.69%
Male	90.89%	76.92%	79.28%
Female	9.11%	23.08%	20.72%
White	96.16%	97.13%	96.91%
Ethnic Minority	0.24%	0.40%	0.28%
Blank	3.60%	2.47%	2.81%

For comparison purposes statistics have also been provided for Regular officers on the same date. Also provided is a breakdown of Regular officers as at 1st October 2006, the rationale being that from the inception of the PSNI in November 2001, all new recruits are allocated to response policing for approximately 2 years once they graduate. Therefore, they are unable to apply to specialist units such as TSG's for this period of time, thus delaying any effect the new 50:50 recruiting arrangements may have.

Appendix A

Comparing the OCU breakdown with the October 2006 breakdown both Catholic and female representation is below the Regular officers composition and the Ethnic Minority representation is just slightly below.

The PSNI has endeavoured to rectify this under-representation by implementing various methods such as:

- Welcoming statements for females/Catholics on vacancy bulletins where under-representation exists
- Targeting female officers who attained a high score in the push/pull element of the fitness test whilst in the Training College, encouraging them to apply to TSG vacancies
- Organising familiarisation days for female officers
- Organising meetings with serving female TSG officers
- Viewing the Physical Competence Assessment

These measures have been put in place to increase the number of Catholics and females applying to specialist posts and subsequently increase their representation in these roles.

Yours Sincerely