



FREEDOM OF INFORMATION REQUEST



Request Number: F-2011-01795

Keyword: Human Resources

Subject: Disabled Job Applicants

Request and Answer:

This is to inform you that the Police Service of Northern Ireland (PSNI) has now completed its search for the information you requested and the answers to your questions are as follows.

Question

I am writing to request information under the Freedom of Information Act in relation to employment by the PSNI from 2006 to present. Specifically I seek answers to the following questions:

1. How many people applying for jobs with PSNI described themselves as 'disabled' in the application process?
2. Of this group, how many were interviewed for the position for which they were applying?
3. Of this group, how many received job offers?

Answer

The PSNI Equality and Diversity unit have provided the table on page 1 below in response to your questions.

For your information there were occasions when interviews were not carried out as it was not a requirement of a particular recruitment process. In order to assist Equality and Diversity have used the category "invited to assessment centre/initial selection test, merit pool etc" to provide a response to question 2.

Question

4. From 2006 to present what percentage of people involved in employee selection have had disability awareness and equality training?

Answer

The Police Service of Northern Ireland outsourced the recruitment function for the provision of police trainees in 2001, and police staff in 2002, acting on, and implementing, the recommendations relating to recruitment contained in the Report of the Independent Commission on Policing in Northern Ireland, published in 1999.

These recommendations were primarily to address historic compositional imbalance within the Royal Ulster Constabulary, and therefore to create a police service which is more representative of, and more acceptable to, the community as a whole in Northern Ireland. Specific recommendations governing appointment were later enshrined in the temporary provisions of The Police (Northern Ireland) Act 2000, and became commonly known as '50/ 50'.

The Police Recruitment contract has been managed by Deloitte, over two terms, on behalf of the PSNI. The assessment of candidates is undertaken by Lay Assessors, and overseen by Independent Community Observers appointed by the Northern Ireland Policing Board.

All Deloitte Assessors and Lay Assessors have been given Disability Awareness and Equality training as part of the assessor training in advance of each recruitment campaign for the period 2006 – to date in the query.

The Police staff contract has been managed by Grafton ESP, again over two contract terms, on behalf of the PSNI.

All Grafton staff involved in employee selection have been given disability awareness and equality training, and all staff hold professional qualifications such as Chartered Institute Personnel Development whereby disability awareness and equality awareness are aspects of this study.

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.psni.police.uk

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

POLICE STAFF

Year	Applicants who declared a disability	Applicants who did not declare a disability	Applicants who declared a disability interviewed		Applicants who did not declare a disability interviewed		Applicants who declared a disability appointed		Applicants who did not declare a disability appointed	
	No.	No.	No.	%	No.	%	No.	%	No.	%
2006	180	6176	103	57.22	4219	68.31	2	1.11	181	2.93
2007	76	3060	5	6.58	397	12.97	2	2.63	80	2.61
2008	40	1004	30	75.00	581	57.87	1	2.50	83	8.27
2009	187	6789	182	97.33	6420	94.56	3	1.60	74	1.09
2010	13	827	3	23.08	302	36.52	0	0.00	8	0.97

POLICE OFFICERS

Year	Applicants who declared a disability	Applicants who did not declare a disability	Applicants who declared a disability in merit pool		Applicants who did not declare a disability in merit pool		Applicants who declared a disability appointed		Applicants who did not declare a disability appointed	
	No.	No.	No.	%	No.	%	No.	%	No.	%
2006	358	15235	14	3.91	1112	7.30	6	1.68	360	2.36
2007	232	7186	27	11.64	1000	13.92	5	2.16	407	5.66
2008	262	8101	24	9.16	1265	15.62	8	3.05	426	5.26
2009	234	9591	17	7.26	1048	10.93	5	2.14	259	2.70
2010	247	8740	39	15.79	1500	17.16	8	3.24	198	2.27

NB The percentages are calculated as a percentage of those who applied for each group