



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2018-00974

**Keyword:** Human Resources

**Subject:** Establishment of Staff by Ethnicity and Religion

### Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act I can confirm that the Police Service of Northern Ireland does hold information to which your request relates and the decision has been taken to disclose the following.

#### Request 1

Could you please provide me with the following information, giving your most recent figures for three calendar years (2015/16, 2016/17, 2017/18) where appropriate. Police Staff by Ethnicity and Religion.

No religion  
Buddhist  
Christian  
Hindu  
Jewish  
Muslim  
Sikh  
Spiritual  
Any other religion or belief  
Unknown

#### Answer

Enquiries made in relation to your request have failed to locate any records or documents relevant to your request based on the information you have provided. PSNI currently meets statutory monitoring obligations in line with the Fair Employment and Treatment Order (NI) 1998, the Fair Employment (Monitoring) Regulations (NI) 1999 and the Police (NI) Act 2000, by monitoring for community background. This in effect means that, it currently has data on those who are members of the Roman Catholic community, the Protestant community and on those who belong to neither community. The PSNI does not currently monitor beyond these categories. Accordingly, I have determined that the Police Service of Northern Ireland does not hold the information to which you seek access.

#### Request 2

White  
White and Black Caribbean  
White and Black African

White and Asian  
Any other Mixed/Multiple ethnic background, please describe  
Asian/Asian British  
Indian  
Pakistani  
Bangladeshi  
Chinese  
Other Background  
Black/ African/Caribbean/Black British  
African  
Caribbean  
Any other Black/African/Caribbean background

**Request 3**

Other ethnic group

**Request 4**

Total number of officers

**Request 5**

Total support staff

**Answer**

In response to Request 2 – 5 please see the table provided at the end of this correspondence.

**Request 6**

Total PCSOs

**Answer**

Enquiries made in relation to your request have failed to locate any records or documents relevant to your request based on the information you have provided. PSNI do not currently employ PCSOs. Accordingly, I have determined that the Police Service of Northern Ireland does not hold the information to which you seek access.

**Request 7**

Total BAME officers

**Request 8**

Total BAME support staff

**Answer**

In response to Request 7 and 8 please see the table provided at the end of this correspondence.

**Request 9**

Total BAME PCSOs

**Answer**

Enquiries made in relation to your request have failed to locate any records or documents relevant to your request based on the information you have provided. PSNI do not currently employ PCSOs. Accordingly, I have determined that the Police Service of Northern Ireland does not hold the information to which you seek access.

**Request 10**

Total Muslim officers

**Request 11**

Total Muslim support staff

**Answer**

In relation to Request 10 and 11, enquiries made in relation to your request have failed to locate any records or documents relevant to your request based on the information you have provided. PSNI currently meets statutory monitoring obligations in line with the Fair Employment and Treatment Order (NI) 1998, the Fair Employment (Monitoring) Regulations (NI) 1999 and the Police (NI) Act 2000, by monitoring for community background. This in effect means that, it currently has data on those who are members of the Roman Catholic community, the Protestant community and on those who belong to neither community. The PSNI does not currently monitor beyond these categories. Accordingly, I have determined that the Police Service of Northern Ireland does not hold the information to which you seek access.

**Request 12**

Total Muslim PCSOs

**Answer**

Enquiries made in relation to your request have failed to locate any records or documents relevant to your request based on the information you have provided. PSNI do not currently employ PCSOs. Accordingly, I have determined that the Police Service of Northern Ireland does not hold the information to which you seek access.

**Request 13**

Please include name of PAC (Positive Action Co-Ordinators) and a brief description (including its aim). [Aim: for example, increasing staff diversity, increasing inter-community trust, improving staff awareness/ knowledge of BAME cultures and needs, enabling community consultations, etc].

**Answer**

The Ethnic Minority Police Association (EMPA) founded in June 2006 is a Support Network group for Police Officers and Police Staff within the Police Service of Northern Ireland (PSNI) and in particular from :

- Black and Minority Ethnic (BME),
- different national backgrounds and
- different cultural traditions

Providing a support network and discussion forum for ethnic minority staff within the PSNI and generally representing the views of all members of the EMPA and wider BME Community. The EMPA strive to continually improve the existing good relationships between the PSNI and within the culturally diverse minority ethnic communities which are now increasing rapidly in Northern Ireland.

**EMPA Main Work streams:**

1. Community engagement
2. Mentoring
3. Organisational support
4. Recruitment and training
5. Reflective workforce and diversity management

The Positive Action Group (PAG) is a sub group of the Culture Ethics and Diversity Board (CEDB). The Positive Action Group exists to encourage trust and confidence in PSNI by promoting equality of opportunity

through recruitment, retention and selection processes. The committee also aims to build a service that represents the community we serve in order to build trust and confidence.

### **The key responsibilities of the PAG**

- To support delivery of the Equality, Diversity and Good Relations Strategy
- To promote compliance with the PSNI statutory obligations under Section 75 Northern Ireland Act 1998;

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](mailto: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](http://www.psni.police.uk)

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

Please see table below in response to Request 2 - 5, 7 & 8

Ethnic Background	01/04/2015		01/04/2016		01/04/2017	
	Police Officer	Police Staff	Police Officer	Police Staff	Police Officer	Police Staff
Black African	2	1	2	1	2	1
Black Other	0	2	0	2	0	2
Chinese	5	0	5	0	5	0
Indian	3	2	3	2	2	2
Irish Traveller	1	1	1	1	1	1
Mixed Ethnic	15	5	16	4	15	4
Other	10	2	9	2	9	3
Pakistani	1	0	1	0	1	0
White	7171	2362	7101	2190	7026	2027
No Information	110	84	99	77	87	70
<b>Total</b>	<b>7318</b>	<b>2459</b>	<b>7237</b>	<b>2279</b>	<b>7148</b>	<b>2110</b>