



EQUALITY IMPACT ASSESSMENT CONSULTATION DOCUMENT

**PHYSICAL COMPETENCE ASSESSMENT
WITH RECOMMENDATIONS**

NOVEMBER 2020

1. EXECUTIVE SUMMARY

1.1 This Equality Impact Assessment (EQIA) examines the likely impact of Physical Competence Assessments (PCAs) on the nine categories of people set out in Section 75 of the Northern Ireland Act 1998. The exercise was considered necessary by the Police Service of Northern Ireland (PSNI), as there was some consensus that there was potential for differential impact on the basis of gender.

1.2 The EQIA considers the impact on each category in turn and the findings for each as follows:

Gender	<p>There may be some risk of adverse differential impact specifically in relation to the number of female applicants to PSNI and Specialist Units within PSNI. Additional mitigations could be considered and implemented in conjunction to the current appropriate measures which are, for example, information, advice, familiarisation events and specific training programmes.</p> <p>With regard to the application of PCAs within PSNI Recruitment and Specialist Unit Selection Processes, there is some risk of indirect discrimination. Given that PCAs are an accurate reflection of genuine occupational requirements and an appropriate means of achieving a legitimate aim, their inclusion can be justified. The current positive action measures, including PCA Support Sessions and PCA Re-tests, could be supplemented by additional appropriate mitigations to further reduce any risk.</p>
Age	<p>There may be some risk of adverse differential impact specifically in relation to the number of older applicants to PSNI and Specialist Units within PSNI. Appropriate mitigations could be put in place.</p> <p>With regard to the application of PCAs</p>

	within PSNI Recruitment and Specialist Unit Selection Processes, there is some risk of indirect discrimination. Given that PCAs are an accurate reflection of genuine occupational requirements and an appropriate means of achieving a legitimate aim, their inclusion can be shown as justifiable. Appropriate mitigations and positive action measures could be put in place to further reduce any risk.
Disability	No adverse differential impact
Religious Belief / Community Background	No adverse differential impact
Political Opinion	No adverse differential impact
Racial Group	No adverse differential impact
Marital Status	No adverse differential impact
Sexual Orientation	No adverse differential impact
Dependants	No adverse differential impact

1.3 The EQIA identifies a series of measures to manage the potential risks identified during the analysis and these include the following recommendations:

Recommendation.1.

Physical & Health Education (P&HE) should continue to use the current PCA Positive Action Measures, which are in place within PSNI's Recruitment process and build upon success by considering additional appropriate measures. Current PCA Positive Action Measures include PCA Familiarisation Sessions, Information and Advice on PCA and Training Programmes, PCA Support Sessions and PCA Re-tests.

Recommendation.2.

In order to ensure physical competence is maintained by Police Officers throughout their police career, PSNI should ensure appropriate support is available through physical health promotion and regular physical assessments are in place.

Recommendation.3.

PSNI should use lessons learned from Police Recruitment PCA Positive Action Measures in order to increase female pass rates during Specialist Unit Selection processes. PSNI Specialist Units include Armed Response Unit, Dog Unit, Close Protection Unit, Special Observation Branch and Tactical Support Group.

Recommendation.4.

In order to ensure physical competence is maintained by Police Officers within Specialist Units, appropriate support should be made available particularly for female officers with dependants.

Recommendation.5.

In order to increase the number of females reaching and then successfully completing the Physical Competence Assessment element of the Recruitment Process, the PSNI should complete a review and implement further appropriate positive action measures in an effort to maximise female application rates within future PSNI Recruitment processes.

Recommendation.6.

In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should review the positive action measures implemented in Campaign 4 to understand the reasons for increased female application rates. In addition, research should be conducted to ascertain possible reasons for the lower application rates during Campaign 1, Campaign 2 and Campaign 3. This information should be used to inform future PSNI Recruitment processes.

Recommendation.7.

In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should gather information in relation to best practice within police recruitment globally in order to attract applications from under-represented groups. This information should be used to inform future PSNI Recruitment processes.

Recommendation.8.

In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should conduct research into possible reasons for females not applying for the police officer role and use this to inform future PSNI Recruitment processes.

Recommendation.9.

In order to increase the number of females reaching and then completing the Physical Competence Assessment successfully as part of a Specialist Unit Selection Process, PSNI should conduct research into possible reasons for females not applying for Specialist Unit roles within PSNI and use this to inform future Specialist Unit Selection Processes.

Recommendation.10.

In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should aim to increase female representation in initial PSNI Recruitment processes.

In conclusion and on the basis of the above information, the use of Physical Competence Assessments by PSNI should operate without any adverse differential impacts or indirect discrimination subject to the implementation of the mitigations recommended.

2. AIMS OF THE POLICY

BACKGROUND TO PCAs WITHIN PSNI

2.1 The practice of assessing the physical competence of police officers has a long history particularly in North America (Hoover, 1992 ; Hughes et al., 1989). Within the UK, it has been the Royal Ulster Constabulary (RUC) and more latterly the Police Service of Northern Ireland (PSNI) that is often credited with pioneering the design and implementation of the Physical Competence Assessment (PCA) for Police Officers. Indeed, it was the Physical Education Unit of the RUC that first introduced PCAs in 1995 and these have continued to play a significant role in the assessment of recruits and serving officers since that time. While often not without controversy and in particular in the early years, there is now widespread agreement that PCAs play an important and integral role in establishing the ability of a police officer to perform his or her duties.

2.2 In 2013, a review of the equality considerations surrounding the PSNI's PCAs was commissioned by PSNI's Equality and Diversity. Dr John Kremer, an equality subject matter expert, conducted the review and in many respects the climate that prevailed at that time was quite different from that of today. In April 2013, various employers in the UK and beyond, especially uniformed public services, were facing significant challenges regarding the use of tests of physical competence. Typically these challenges sought to assert that a particular test may have an adverse impact on certain individuals because of their identity (e.g. gender, age, disability) and critically, that this adverse effect was not justifiable and hence could potentially constitute unfair indirect discrimination. In the case of *Dougan v Chief Constable of the RUC (03244/97SD & 01734/98SD)*, for example, it was argued that a test of strength or endurance could potentially constitute unfair indirect discrimination against women unless the test could be shown to be strictly job related. The Tribunal did accept that the RUC was justified in having a physical test (comprising a push/pull test and a circuit) but then focused attention on the pass level that had been set not for the push/pull test but for the circuit and whether the pass time was strictly related to job performance.

2.3 In order to successfully defend a challenge of indirect discrimination where a PCA is shown to have had an adverse effect on certain groups, the employer must prove that the assessment procedure accurately reflects genuine operational requirements or is in legal terminology, 'a proportionate means of achieving a legitimate aim'.

2.4 In September 2012, the Police Department of Corpus Christi, Texas settled a class sex discrimination action brought by women who had failed its physicality test between 2005 and 2011. In this instance it was determined that the tests had an adverse impact, were not job related nor consistent with business need.

2.5 In addition, in January 2018 it was ruled that Gloucester, Wiltshire, Avon and Somerset Constabularies indirectly discriminated against a female Constable while she participated in a Dog Handler selection process fitness test. The fitness test required all officers to carry an object weighing 5 stone following a 10 mile run. It was argued that the test indirectly discriminated against females as they were placed at a disadvantage due to the nature of the test. The judge ruled that where a standard test had negative impacts on members of a protected group then it should be either changed or objectively justified.

2.6 In England and Wales, a number of physical assessment procedures have been in place from the late 1990s, often borrowing heavily from the experience gained in Northern Ireland. For example, in 2003 the Police Advisory Board for England and Wales commissioned a working group to advise on the development of national job related fitness tests (JRFTs) for recruits, specialist roles and officers in service. This resulted in the introduction of an assessment procedure for recruits based on a shuttle run test and a push/pull test, with a shuttle run alone for serving officers, tests that are still in use today.

2.7 Although the JRFT has not been considered by a Tribunal to date, the Police Advisory Board of England and Wales (PABEW) adopted it as the job related fitness standards for specialist policing posts in January 2010. In April 2011 the Association of Chief Police Officers (ACPO) issued Implementation Guidance on Job Related Fitness Tests for Specialist Post in the Police Service based on the JRFT.

2.8 In 2012, the Winsor Review, an independent review of police officer and staff remuneration and conditions, was commissioned by the Home Secretary. One of many recommendations relating to the Health and Fitness of Police Officers was that from September 2018 the existing national police recruitment test should be replaced by the more demanding PCA, as used by PSNI.

2.9 Since 1995 and further to the work of Dr Robert Gamble, the RUC has been using PCAs to assess potential police officer recruits. The original, 'Basic' PCA consisted of tasks related to the work of a typical 'beat and patrol' officer. In 1998/99, these tests were formally validated and in 2003 PSNI engaged the Centre for Sport and Exercise Science at Sheffield Hallam University to conduct an independent review of the existing PSNI PCA.

2.10 This review had five aims to determine:

1. The validity of the assessment
2. The appropriateness of standards
3. The efficacy of the PCA process as a whole
4. The potential discriminatory or other impact effects

5. The pros and cons of adopting the JRFT as an alternative to the PCA

2.11 The report examined each element of the PCA (i.e. crawling, jumping, stair climbing, body drag, aerobic/anaerobic demands) to determine operational relevance, before setting appropriate standards for the overall circuit time and a separate push/pull test to be completed following the circuit test. Should an officer fail, either the circuit or push/pull element of the PCA, then s/he was required to retake the entire test.

2.12 The degree of scientific rigour attached to this review process was considerable and resulted in the confirmation of both independent elements of the PCA namely, the circuit test and the push/pull test. The protocols attached to these tests during the recruitment process were also examined to establish where, when and how the tests should be administered and including opportunities for familiarisation, practice and retesting as and when necessary.

2.13 Subsequent to that report, a further supplementary report was produced in February 2004 to review and validate the push/pull element of the PSNI PCA. This research report examined specific factors identified in the original report including handle height, slide length, isokinetic test speed and the test standard in order to identify if height could potentially impact on test performance. The research concluded that stature was not significantly related to test scores and so recommended that the existing push-pull test speed of 40Hz should be retained.

2.14 During 2007, PSNI built on this work by commissioning the review and validation of physical competence tests for Specialist Units in the PSNI. Working to the model established by the original PCA, each review followed an identical 5-stage process for establishing protocols and standards:

1. Conduct a job analysis with subject matter experts to identify key tasks
2. Review the PCA with the expert panel to ensure it was evidence based
3. Administer questionnaires to representative samples of the workforce to establish the relevance of each event in the PCA along with the frequency and criticality of performance of the tasks operationally
4. Collect normative data to establish performance levels and seek participants' opinions on where the standards should be set
5. Recommend a performance standard, following consideration of the opinions of the expert panel, the opinions of the participants and the normative data collected

2.15 Subsequent to this work, five Specialist Unit Review and Validation Reports were published, together with pass standards:

- Close Protection Unit (CPU) 05.01.2007
- Tactical Support Group (TSG) 17.01.2007
- HQ Mobile Support Unit (HMSU) 17.01.2007
- Dog Section 25.07.2007
- Armed Response Unit (ARU) 01.12.2012

2.16 In November 2011, a service procedure was issued (Health Patrol [Specialist Unit] SP 23/2011). The purpose of this procedure was to establish a health and physical competence surveillance and support programme for police officers and staff already in specialist support units. This was designed to complement existing selection procedures by establishing that officers and staff could continue to meet the physical competences attaching to that specialist role. All officers in specialist units were routinely tested on an annual basis to confirm physical competence standards.

2.17 Following the initial selection process and successful completion of the role related PCA, if an officer was unable to meet the required standard then procedures were put in place to help him/her. Two further attempts to successfully complete the role related PCA were offered within a six month period.

2.18 In addition to the above, those officers who plan to participate in the Method of Entry Course must pass a specific role related PCA as a pre-entry criterion for the course.

2.19 Furthermore, where an officer who is not attached to a specialist unit has been injured or has suffered an illness, on the advice of Occupational Health and Wellbeing (OHW), he/she may be required to take a PCA in order to assess fitness to work.

2.20 Replacing the Service Procedure 23/2011, in April 2018 guidance was produced entitled "Role Specific Physical Competence Assessments within PSNI – Instructions". This document sets out testing processes, protocols and explains in detail how the PSNI will deliver PCAs for officers applying to join specified roles and for annual in-service testing of officers already in post.

2.21 The guidance includes specific reference to reasonable adjustments (see p.6[3]):

'PSNI are bound under equality legislation to make reasonable adjustments to assist officers in attaining and maintaining physical competence. If a Police Officer falls under the Disability Discrimination Act (DDA) the PCA may not be appropriate. In such circumstances a DDA Case Conference will be convened, as is currently the policy.'

2.22 Application forms for specialist roles also make reference to the need for specific arrangements or reasonable adjustments to be taken into consideration during the assessment process.

2.23 In relation to PSNI police officer recruits, candidates are given the opportunity to request reasonable adjustments at application stage. In addition, in issuing the PCA invitations for Campaign 4 candidates (September 2015 – present), any candidates requiring a reasonable adjustment to undertake the PCA are advised to contact police recruitment who will consider what reasonable adjustments are appropriate on a case by case basis.

2.24 Following the recommendations within Dr John Kremer's PCA Equality Review of 2013 it was agreed that all PCAs were to be reviewed on a rolling basis and a provisional programme was set out over the coming years. The provisional and achieved review schedule is shown below:

-	Basic PCA - December 2013	10.11.2013
-	Close Protection Unit (CPU) - September 2013	26.08.2015
-	Tactical Support Group (TSG) - November 2013	11.03.2014
-	Dog Section - January 2014	28.04.2015
-	HQ Mobile Support Unit (HMSU) - March 2014	22.01.2016
-	Armed Response Unit (ARU) – 2017	25.01.2018

2.25 The six reviews were carried out by an independent professional research firm (Excel Fitness), with the aim of scientifically and objectively reviewing and revalidating all physical components of the relevant PCA. Each review broadly followed the format as summarised below (and broadly in line with the five-stage process outlined previously):

1. A Steering Group of subject experts was established to agree the parameters of the investigation and to provide ongoing feedback throughout the review
2. A survey, based on the frequency, intensity, type and criticality of role-related tasks was developed and piloted with the Steering Group

3. A survey was administered to a representative sample of relevant PSNI officers
4. The results were used to establish content validity for the PCA and to identify the need for changes
5. Normative data was collected from PCA participant volunteers to establish new pass criteria
6. A second survey was administered to the same participant sample to determine the appropriateness of the revised assessment and role relevance
7. New performance standards were established, based on normative data from participants, population studies, expert panel and participant feedback

2.26 On the basis of the research attached to each review and cognisant of changes to policing roles over the intervening years, a number of recommendations for change were made to each of the role related PCAs. The various adjustments and changes to the PCAs were introduced to ensure, not only that the assessment reflects the current demands of the role in question but also that the underlying rationale behind each PCA is equivalent and justifiable. For example, while the reviews were carried out independently, each Steering Group was in agreement that serving PSNI officers should display aerobic ability that is no less than that of the 'typical' or average member of the population.

2.27 Currently, research has confirmed that the median (50th percentile) value of aerobic ability for men and women aged between 20 and 60 years is 37.8 ml.kg-1.min-1 of oxygen consumption (ACSM, 2013). The 20m Shuttle Run included in each PCA does not ask the officer to run to the maximum aerobic ability of the population but to 85%. This is to allow the subsequent competence based circuit to be completed and research has confirmed that no extra aerobic capacity is required.

PCA EQUALITY SCREENING – 2013 AND 2017

2.28 In 2013, Dr John Kremer was commissioned by PSNI's Equality and Diversity to complete an Equality Screening in relation to the PCA. Full statistics relating to the PSNI's PCA were provided and analysed for the period 2008 to 2012. An interrogation of PSNI in-house data was undertaken to determine application and pass/fail rates for Student Officer and Probationer Training in addition to Specialist Roles specifically by gender, community background, age and disability.

2.29 The findings of the Equality Screening were summarised within the report entitled “PSNI Physical Competence Assessment (PCA) - Review of Equality Considerations – 11th March 2013”. As a result of his review, Dr Kremer stated that PCAs used to assess police officer candidates and to select serving officers for specialist roles were based on rigorous, scientific job analyses and in turn to physical competences that are closely related to operational duties.

2.30 While the analysis confirmed that overall women require more attempts to pass the PCA during Student Officer and Probationer Training, PSNI was committed to the protocols attaching to the PCAs and was acutely conscious of the potential claims of direct sex discrimination (by male officers) should it choose to deviate from these procedures.

2.31 To ensure the continued status and validity of each PCA, PSNI was also committed to an ongoing process of PCA review based on a five yearly cycle for each PCA currently in place.

2.32 At the same time, the Equality Screening of PCAs identified a number of areas where there may be opportunities to consolidate procedures. These opportunities include:

- There was evidence that fewer women officers are applying for roles in specialist units, despite the recognised need for women in these roles. For example, the G8 summit in Fermanagh has highlighted the urgent need for more women officers in personal protection and surveillance roles. It is suggested that positive action and outreach measures should be considered to encourage applications from serving women officers and to determine whether there are any gender ‘chill factors’ associated with PCAs that may act as a deterrent to applying.
- To address the immediate shortfall of female officers in CPU, targeted recruitment, familiarisation and training programmes have been initiated for serving women officers. These positive action measures are designed both to increase the number of female applicants for CPU and to improve their chances of passing the PCA. These positive action measures have been introduced with immediate effect given the considerable and pressing operational need for women officers in these roles. It would be interesting to understand why the eleven females who successfully completed all elements of the CPU Selection Process, training and were deployed during G8 did not subsequently apply for a permanent position within the Specialist Unit.
- In the medium to longer term, with so few women applying for and/or in post within specialist units, it was difficult to include women on PCA review/assessment panels. The proposed review of all PCAs would ensure that this deficit is addressed as soon as possible.

- Further to Health Patrol (Specialist Unit)(SP 23/2011) and similar initiatives, PCAs are now routinely used in all specialist roles not only during recruitment but also as an annual screening procedure to identify those who still have the necessary physical competences.
- It is clear that serving women officers are not only more likely to fail a PCA for a specialist role but are less willing to apply for testing. To encourage higher application rates among women officers, it is suggested that further research be carried out to identify any potential chill factors that serve to discourage applications and identify ways of overcoming these barriers.

2.33 Given Dr Kremer’s above listed suggested opportunities, Physical & Health Education(P&HE) conducted a review of their processes and protocols in relation to PCAs and consequently implemented the following:

- Completion of five yearly reviews of all PCAs to ensure they remain an accurate reflection of genuine occupational requirements.
- Recognising the low numbers of female officers in specialist roles, P&HE have worked alongside the research team attached to each PCA to ensure fair representation on steering groups and among research participants.
- To give some idea of the scale of the problem, at the time of the respective Specialist Unit PCA Reviews since 2012, the number of serving women officers in each specialist role was as shown below, together with the number of men and women officers who completed the survey element of the PCA Review and the number who took part in the trial PCA:

Specialist Unit	PCA Review Year	Serving Female Officers	Survey		Trial PCA	
			F	M	F	M
ARU	2012	2	0	19	2	19
TSG	2014	n/a	5	74	7	63
DOG UNIT	2015	3	3	15	3	18
CPU	2015	2/3	2	21	2	23
HMSU	2016	0	3	28	3	34
ARU	2017	2	1	45	2	29

- The table reveals not only the under-representation of women officers within these units but, also how almost all these women have been actively engaged with during the PCA Review Process through both surveys and trial PCAs.
- To date a number of positive action measures have been introduced to address potential gender deficits within the PCA Review process. As one example, the HMSU PCA Review in 2016 took place at a time when there were no serving women officers in the unit. To ensure adequate female representation on the Steering Group, three female officers were recruited - one from ARU, one from the Metropolitan Police and one from West Yorkshire Police.
- In common with other Steering Groups, attempts were also made to ensure the group included a number of women. The HMSU PCA steering group comprised the external consultant, two chief inspectors, two inspectors, two sergeants, nine constables (5 operational HMSU, 3 female officers, 1 HMSU trainer, the Head of PSNI P&HE and a Physical Training Instructor plus representatives from the Police Federation NI. Other Steering Groups would also routinely include representatives from the Women's Police Association NI, PSNI HR and PSNI Equality Unit. This ensures that women's voices are heard during deliberations, although not all members necessarily attend all meetings but they do receive copies of all documentation.
- Implement PCA Familiarisation Sessions (including female only sessions) for all police recruitment and specialist unit selection processes.
- Provision of information, advice and training programmes to assist individuals to prepare for all police recruitment and specialist unit selection processes (online and face-to-face).
- Health Patrol (Specialist Unit)(SP 23/2011) was replaced by "ROLE SPECIFIC PHYSICAL COMPETENCE ASSESSMENTS WITHIN PSNI – INSTRUCTIONS" in April 2018. This document provides considerable detail in relation to the protocols that are attached to role specific PCAs within PSNI. These explain, for example, steps that should be taken if an officer does not pass a role specific PCA, including the opportunity for two re-tests within six months, each three months apart and the support available primarily through PSNI Physical Training Instructors (PTIs).
- In 2013 it was recognised that, with the forthcoming G8 Summit Meeting in Fermanagh, there would be a shortfall of female officers available in the Close Protection Unit (CPU) to guard international women politicians attending the event. To remedy the deficit at short notice, a four week programme was made available to female PSNI officers who wished to apply for the role and 11 of the 12 female officers who applied were subsequently successful in the CPU PCA at the end of that

period. Please note that the twelfth female sustained an injury therefore, could not complete the course for this reason. None of these female officers stayed within CPU after the conference but instead returned to their former roles within districts, where they maintained the appropriate fitness levels in order to allow them to be used as CPU Officers if/when required.

- Since Dr Kremer’s Equality Review in 2013, there have been five police officer recruitment campaigns into PSNI, two of which are ongoing:

Campaign 1	September 2013	Closed
Campaign 2	May 2014	Closed
Campaign 3	September 2015	Closed
Campaign 4	November 2017	Ongoing
Campaign 5	October 2018	Ongoing

- Since the time of the 2013 Equality Review some of the most significant changes to PCA procedures occurred in 2015, during Campaign 2. These were primarily in response to longstanding concerns over the low success rate of female applicants to PSNI. For example, of the 353 successful candidates in Campaign 1 (September 2013 – April 2015), only 67 (18.9%) were female.
- Set against these female recruitment figures, in April 2015 a decision was made by the P&HE to implement further positive action measures in an effort to increase success rates.
- With this in mind, all candidates who did not pass the initial PCA were offered a Re-test after a 12-week period, together with five PCA Support Sessions prior to the Re-test. This rule change came into effect immediately and impacted on those who completed the Basic PCA with police recruitment from May 2015 onwards.
- It was agreed by Senior Management that further measures would also be afforded due consideration should this be necessary in order to increase the number of women candidates passing the PCA, while maintaining the integrity of the process. Through these actions it was hoped that residual factors that could have contributed to the under-representation of women applying to be police officers within PSNI would be removed or ameliorated.

- One element of the Basic PCA, the push/pull test, had been subject to close scrutiny over many years, given the wide disparity in success rates between men and women. On average, just over 30% of female candidates passed the test in comparison with around 90% of their male counterparts. Mindful of this difference and despite the acknowledged validity of the test, in September 2015 the push/pull test was duly removed from a number of selection processes with immediate effect.
- In line with this recommendation and mindful of the impact of the test on female recruitment and during training generally, the push/pull element of the PCA was removed from recruitment exercises (i.e. Candidate, Student Officer and Probationer Training PCAs) but was retained for use during pre-selection and in-service PCAs for all Specialist Units and including those which relied on the elements of the Basic PCA.
- Given that police officers are required to apply reasonable force as part of the normal duties of an officer, there remains some concern that the removal of the push/pull element of the PCA may serve to weaken the job relatedness of the PCA itself. For this reason, the push/pull test is still routinely used during training, no longer as part of the selection process but, as an informative index of the student officer's level of physical fitness.
- It is encouraging to note that an extremely high percentage of Student Officers now successfully complete the push/pull element of the PCA by Week 10 of the Student Officer Training Programme. With the benefit of hindsight, this perhaps shows that more proactive support may have been sufficient to increase the female pass rates of candidates rather than removing the push/pull element of the PCA entirely.
- What has become apparent during this period is that the majority of candidates and officers can pass the PCA if they are afforded sufficient time and support prior to taking the Re-test.

2.34 In 2017, Dr John Kremer was commissioned by PSNI's Occupational Health and Wellbeing (OHW) to complete further Equality Screening in relation to the PCA. Full statistics relating to the PSNI's PCA were provided and analysed for the period 2013 to 2017. An interrogation of PSNI in-house data was undertaken to determine application and pass/fail rates for Police Officer Recruitment, Student Officer Training Programme, Probationer Training, Pre-selection Specialist Unit and Annual In-service Specialist Unit Roles by gender, community background, age and disability.

2.35 The findings of the Equality Screening were summarised within the report entitled "PSNI Physical Competence Assessment (PCA) - Review of Equality Considerations – 23rd May 2018".

2.36 With his conclusion, Dr Kremer states:

“In comparison with 2013, the present review reveals a radically changed landscape. In particular, the historically high attrition rate among female applicants and recruits to PSNI as a result of not passing the PCA has reduced dramatically. In the latest recruitment campaigns, around 85% of female candidates passed the PCA and there were almost no failed PCAs at either Week 21 of training or during Stage 2 or Stage 3 of probation.

This turnaround is exceptional and testifies to the immediate and positive impacts which the measures introduced during 2015 have brought, together with the actions that P&HE continue to apply at an individual level to ensure that applicants are given every chance to succeed.

For applicants, trainees, probationers and serving officers a range of appropriate and sensitive measures are now in place to help prepare for the PCA and to remedy failed attempts. These include PCA familiarisation sessions (including women-only sessions), role specific training programmes and specialist unit information days, along with further information and advice being made available on the PSNI’s in-house Wellbeing Hub. The instruction guide, “Role Specific PCAs within PSNI” also stands as an example of good practice setting out clearly the protocols that must be adhered to in order to ensure fairness.”

2.37 With regard to the PCA data, Dr Kremer states:

“The data does not reveal any significant issues attaching to community background, disability or age. Indeed the absence of significant issues is probably more striking and is again very positive.”

2.38 With regard to the review and research which underpins each of the PSNI’s PCAs, Dr Kremer adds:

“The present research has confirmed that the PCAs used to assess applicants and PSNI serving officers have been stringently reviewed on a regular basis (typically around five years) and these reviews are based on thorough scientific job analyses and do indeed measure physical competences that are closely related to operational duties.

Recent attempts to standardise attainment levels across PCAs, while maintaining the independence of each review process, are to be commended. As one example, all aerobic fitness standards are now benchmarked against current population norms.”

2.39 With regard to gender, Dr Kremer comments that despite the positive actions which have been implemented, the number of women officers not putting themselves forward for specialist roles or then failing the PCA attached to one or more of those roles, remains disproportionate and is worrying. In his opinion, it is not a reflection of the PCAs or their review processes but instead is more ingrained within the fabric of the organisation.

2.40 Consequently, Dr Kremer provided the following conclusions:

- There are only a finite number of steps or positive actions that P&HE itself can take to ameliorate this problem and instead there may be a need to consider the issue at a wider cultural level within PSNI.
- There would be a concern that a culture may prevail within certain specialist units which is perhaps not overtly hostile to women but could be more welcoming and could do more to attract and recruit women.
- Specialist role assessments and in particular roles associated with high levels of physicality may actually highlight or play up the physical demands of the work. This is a matter that may warrant further investigation before definitive conclusions can be drawn.
- There is also evidence to suggest that the protocols attaching to PCAs are being ignored or waived when operational demands dictate.
- In terms of the PCA review process, while in the main these are fair and objective, there may be missed opportunities for ensuring that gender issues are identified and addressed more clearly and explicitly within the process.

PSNI's CURRENT POSITION WITH REGARD TO PCAs

2.41 The Police Service of Northern Ireland (PSNI) accepts that Police Officers need to be fit, healthy and well in order to perform their duties safely and effectively.

2.42 The PSNI have a duty to protect life and maintain the peace which can often expose Police Officers to high levels of risk.

2.43 There are many and varied roles within the PSNI, each requiring a certain level of physical and mental well-being and resilience. In addition, for safety and effectiveness, physical competence is necessary to carry out the police role.

2.44 Physical Competence Assessments (PCAs) are widely used to determine whether an individual possesses the necessary physical attributes to safely and efficiently perform the important, physically demanding and frequently occurring on-the-job tasks encountered in public safety occupations, (Jamnik et al, 2008, p46). In order to ensure physical competence within PSNI, a number of role related Physical Competence Assessments (PCAs) have been developed using rigorous, evidence based and scientific research. The PSNI's PCAs are utilised during:

- Police Officer Selection Process
- Student Officer Training Programme
- Probationer Training Programme
- Specialist Unit Selection Processes
- Annual In-service Specialist Unit Assessments

2.45 All individuals applying for the Police Officer role are required to pass the Basic PCA as an integral element of the selection process and prior to being appointed to the Police College.

2.46 The Basic PCA reflects the physical operational role requirements of a Local Policing Team Officer and comprises of a number of physical activities such as running, crawling, climbing, balancing, lifting, carrying, dragging and weaving. These activities are incorporated into a circuit or obstacle course which needs to be completed three times within 3 minutes and 54 seconds.

2.47 Foundation Training supports the development of Student Officers and Probationary Constables within the Police College with the aim of maximising the potential of every officer within the first two years of service.

2.48 Within the Student Officer Training Programme learning is structured under six compulsory modules including Officer Safety and Wellbeing. This module provides an in depth understanding of the organisational policy on 'use of force' in addition to effective application of the conflict management model and risk assessment. A Personal Safety Programme provides training in the practical use of police issue equipment. This module also includes a Physical Education Programme as well as training in Firearms, First Aid and

tactical patrolling. All training is operationally relevant providing Student Officers with the understanding, knowledge and skills required of a Police Constable.

2.49 Once Student Officers begin their Student Officer Training Programme, they are provided with regular updates on progress and feedback on their fitness levels prior to taking the PCA during Week 21. Should a student officer show indications that his/her fitness levels are not likely to be adequate to pass the PCA then P&HE staff will work with him/her to remedy the problem and a Re-test is made available in Week 22.

2.50 On completion of the twenty-three week Student Officer Training Programme and prior to attestation, all Student Officers are required to successfully complete the Basic PCA.

2.51 A Probationary Constable's continuous professional development commences after Student Officer Attestation and ends following formal 'confirmation' in the rank of Constable. During the two year development programme Probationary Constables will return to the Police College on two occasions to undertake additional training and assessment designed to further enhance knowledge and ensure continued development and competence. During Phase 2 and Phase 3 of Probationer Training, each Probationer Officer is required to successfully complete the Basic PCA.

2.52 For those officers on Probation, should an officer fail the PCA then the local Physical Training Instructor (PTI) will provide support and a Re-test is made available on a five-week cycle (to a maximum of two re-tests) .

2.53 With this type of intervention in place, pass rates for the PCA both during Student Officer Training Programme and Probation have risen dramatically, to the point where almost all those who take the PCA, irrespective of identity, now pass.

2.54 It is also accepted that when allocating operational duties, Police Managers have a duty of care to ensure that all Officers are fit for their assigned role. In particular, Officers should not be tasked to perform duties if a doubt exists around their health and/or physical competence which could result in placing the officer, colleague or a member of the public at risk.

2.55 The PSNI recognises the contribution of all Police Officers and the number of varied role requirements. Consequently, P&HE has used rigorous, evidence based and scientific research to develop a number of role related Specialist Unit PCAs to ensure appropriate physical competence is maintained. Specialist Unit PCAs have been developed for:

- Armed Response Unit
- Close Protection Unit
- Dog Unit

- Special Observation Branch
- Tactical Support Group

OBJECTIVES OF THE PCA WITHIN PSNI

2.56 The specific aim of PSNI's PCA Procedures is set within the broader context of PSNI's purpose and guiding principles.

2.57 The overarching purpose of PSNI is to keep people safe and Policing with the Community is how this is achieved. Policing with the Community is about understanding and responding to the human impact of policing. It is about creating real participation between police and the community – a partnership in which policing reflects and responds to the community's needs and in which the community plays an active part in delivering a solution.

2.58 The PSNI's guiding vision is to help build a safe, confident and peaceful Northern Ireland by Policing with the Communities which are served and by treating all members of the public with courtesy, respect and fairness. PSNI will work collaboratively with communities and those in the public, private and voluntary sectors to achieve the vision, being fully accountable to those being served.

2.59 Given the above information, there is an onus on PSNI to ensure that Police Officers are physically competent to carry out their specific role therefore, with regard to the implementation of PCAs, following objectives have been identified:

- To ensure each Police Officer appointed into a specific role has the physical competence to complete the required tasks both safely and effectively
- To ensure Police Officers maintain the physical competence required within each specified role
- To provide Line Managers with objective information on the physical competence of Police Officers under their command
- To support the organisational strategy to provide a Police Service which "Keeps People Safe"

2.60 The PSNI utilise and administer PCAs in order to ensure the protection and preservation of health and is supported by the Health and Safety at Work (NI) Order 1978 and subsequently the Management of Health and Safety at Work Regulations NI (2000).

2.61 Associated policies include:

- Guidance for Selection Competitions and Appointments
- Transfer Guidance for Police Officers
- Guidance for Managing Staff with Disabilities
- Service Policy 10/16 – Health and Safety Policy
- Service Instruction 03/17 Health and Safety Roles and Responsibilities
- PSNI Equality Scheme (Equality, Diversity and Good Relations Strategy 2017-2022)

2.62 PSNI's Occupational Health and Wellbeing (OHW) currently own, manage and administer all PCAs however, there are a number of main stakeholders who are also involved in the consultation process including:

- Superintendents' Association
- The Police Federation of Northern Ireland
- Health and Safety Branch
- Human Resources
- Legal Department
- Equality and Diversity
- Women in Policing NI
- Combined Operational Training
- Operational Support
- Crime Operations Department

2.63 The use of PCAs by PSNI impacts on a wide range of individuals who are required to complete assessments during the police officer selection process, Student Officer Training Programme, Probationer Training, Specialist Unit Selection Processes and incumbent

officers within Specialist Units. In addition, PCAs impact on individuals both within PSNI and in the wider community. The application of PCAs within PSNI ensures that police officers are physically competent to perform the role required physical tasks therefore, are capable of keeping themselves, their colleagues and the public safe. This meets the main aim of the PSNI.

3. DATA AND RESEARCH

INTRODUCTION

3.1 This EQIA uses a mixture of quantitative and qualitative data from a number of internal sources.

3.2 Full statistics will be considered for the period 2013 – 2018 and these form the basis of the subsequent analyses.

3.3 An interrogation of in-house data was undertaken to determine application and PCA pass/fail rates for police officer candidates, Student Officer Training Programme, Probationer Training, Pre-selection Specialist Units and Annual In-service Specialist Units.

3.4 In brief, the following sources were employed:

1. Data from Basic Physical Competence Assessment Review 2013
2. Data from TSG Physical Competence Assessment Review 2014
3. Data from Dog Unit Physical Competence Assessment Review 2015
4. Data from CPU Physical Competence Assessment Review 2015
5. Data from HMSU Physical Competence Assessment Review 2016
6. Data from ARU Physical Competence Assessment Review 2018
7. Data from Basic Physical Competence Assessment Review 2019
8. Data provided by PSNI's Human Resources in relation to Recruitment Campaigns 1 to 5
9. Data from P&HE records relating to Candidate Physical Competence Assessment results
10. Data from P&HE records relating to Candidate Physical Competence Assessment Familiarisation Sessions
11. Data from P&HE records relating to Candidate Physical Competence Assessments Support Sessions
12. Data from P&HE records relating to Candidate Physical Competence Assessment Re-tests
13. Data from P&HE records relating to Student Officer Training Programme Physical Competence Assessments - dates

14. Data from P&HE records relating to Probationer Training Physical Competence Assessments - dates
15. Data from P&HE records relating to Specialist Unit Selection Processes - dates
16. Data from P&HE records relating to Specialist Unit Annual In-service Physical Competence Assessments - dates
17. Data provided by PSNI's Human Resources in relation to PSNI Police Officers currently employed (Dated 2.7.19)
18. Northern Ireland Census Data 2011
19. Census for England and Wales Data 2011
20. Central Statistics Office, Ireland – Census 2016
21. Freedom of Information Data from An Garda Siochana - In order to understand and compare PSNI data to other similar organisations, Freedom of Information Requests were submitted to the Metropolitan Police, West Midland Police, Greater Manchester Police and An Garda Siochana. The Freedom of Information Requests sought data in relation to the number of individuals applying for the police officer role, the current police officer numbers and fitness test success rates during the police application process.

4. ASSESSMENT OF IMPACTS

INTRODUCTION

4.1 This section considers the PSNI's Physical Competence Assessments (PCAs) in the context of each the nine categories in Section 75. It uses the data set out in the previous section to assess the likely impact on the individuals in each group.

4.2 The exercise examines whether, based on the available evidence, there is, or is likely to be, a differential impact on any of these groups caused by the application of the PCA. This includes impacts which are indirect as well as direct.

4.3 The nine categories are as follows:

1. Gender
2. Age
3. Disability
4. Religious Belief/Community Background
5. Political Opinion
6. Racial Group
7. Marital Status
8. Sexual Orientation
9. Dependants

4.4 We will consider each category in turn below.

GENDER

4.5 The PSNI's Physical Competence Assessments (PCAs) are, by design, gender neutral. Each specific PCA is created to reflect the physical tasks associated with the specific role in order to ensure each individual possesses the physical ability to complete the role related physical competences.

4.6 During the PCA Equality Screening in 2013 and 2018 however, it was found that females were less likely to apply for the Police Officer role and Specialist Unit roles.

4.7 In addition, the PCA Equality Screening documents highlighted that females were less likely to successfully complete the PCA during the police recruitment and Specialist Unit selection processes.

4.8 The PCA Equality Screening (2018) did indicate however, that positive action measures implemented during the police officer selection process were instrumental in improving female PCA pass rates and this turnaround was exceptional.

4.9 The PCA Equality Screening (2018) also highlighted that female Student Officers and Probationer Officers were just as likely to successfully complete the PCA than their male counterparts.

4.10 It is also noteworthy that, with regard to Annual In-service Specialist Unit PCAs, there is little difference in PCA pass/fail rates between males and females.

4.11 The most striking difference relates to the number of female police officers within Specialist Units in comparison to males.

4.12 With this in mind, while it is possible that PCAs are impacting on individuals differently on the basis of their gender, there is clear evidence to suggest that positive action measures and the implementation of regular testing would increase success rates for females.

4.13 Given this information, it would be helpful to consider:

- Will a person be less likely to apply for the Police Officer role as a result of their gender?
- Will a person be less likely to become a Police Officer as a result of their gender?
- Will a person be less likely to apply for a Specialist Unit role as a result of their gender?
- Will a person be less likely to successfully complete the PCA as a result of their gender?

Will a person be less likely to apply for the Police Officer role as a result of their gender?

4.14 The previous Northern Ireland Census conducted in 2011 indicates that 49% of the population are male while 51% are female. The percentage of candidates who were female and applied for the Police Officer role does not reflect population norms as is evident from the table below.

	Male		Female		Total
	Nos	%	Nos	%	
Campaign.1.	4855	64.79%	2638	35.21%	7493
Campaign.2.	3781	64.57%	2075	35.43%	5856
Campaign.3.	3539	64.37%	1959	25.63%	5498
Campaign.4.	4677	60.77%	3019	39.23%	7696
Total	16852	63.49%	9691	36.51%	26543

4.15 While efforts have been made to maximise female application rates following the report produced by Deloitte in 2016 which concentrates on Barriers to Recruitment, there is little evidence to suggest that the positive action measures which were implemented by PSNI from Campaigns 1 to 4, have impacted sufficiently on the number of women actually applying for the role. In Campaign 1 and Campaign 2 for example, female application rates remained steady at 35% while in Campaign 3, female application rates reduced to 25% before increasing to 39% in Campaign 4.

Recommendation

In order to increase the number of females reaching and then successfully completing the Physical Competence Assessment element of the Recruitment Process, the PSNI should complete a review and implement appropriate positive action measures in an effort to maximise female application rates within future PSNI Recruitment processes.

4.16 If females are significantly under-represented in the initial selection process, this will have a direct impact on the number of female candidates processed and ultimately the female police officers appointed.

4.17 It should be noted however, that the percentage of candidates who applied for the Police Officer role and were female during Campaign 4 is higher than previous Recruitment

Campaigns. It would be helpful to understand therefore, reasons for the increase in female applications in Campaign 4.

Recommendation

In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should review the positive action measures implemented in Campaign 4 to understand the reasons for increased female application rates. In addition, research should be conducted to ascertain possible reasons for the lower application rates during Campaign 1, Campaign 2 and Campaign 3. This information should be used to inform future PSNI Recruitment processes.

4.18 Female application rates recorded for West Midlands and Greater Manchester Police over the previous five years have been 30.8% and 27.4% respectively. In comparison, it would appear that while in Campaign 1, Campaign 2 and Campaign 4, PSNI attracted a much higher percentage of females, Campaign 3 shows lower rates when compared to West Midlands and Greater Manchester Police.

Will a person be less likely to become a Police Officer as a result of their gender?

4.19 The Northern Ireland Census 2011 indicates that 51% of the population in Northern Ireland are female while 49% are male.

4.20 PSNI currently employs 6807 Police Officers, 2013 female and 4794 male, which equates to 29.5% of the PSNI population being female and 70.5% male. The percentage of female officers employed by PSNI is therefore, 21.5% lower than the population norm of 51% as outlined within the Northern Ireland Census 2011.

4.21 The Central Statistics Office, Ireland – Census 2016 indicates that 51% of the population in Ireland is female and 49% male which is similar to the Northern Ireland Census data.

4.22 An Garda Síochána currently employ 14009 officers, 3780 who are female and 10319 male, which equates to 27% of the organisation being female and 73% male. Similar to the PSNI, the percentage of female officers currently employed by An Garda Síochána is therefore, lower than the population norms by 24%.

4.23 The 2011 Census for England and Wales indicates similar male to female ratios as is evident in the Northern Ireland Census in 2011 and the Ireland Census of 2016 in that 51% of the population are female and 49% are male.

4.24 In England, 32.2% of Police Officers employed by the West Midland Police are female and 31.4% of all Police Officers in Greater Manchester Police are female. While the these two police services perform slightly better than that of the PSNI and An Garda Siochana, the percentage of female officers still falls short of the population norms by 19-20%.

4.25 The percentage of female police officers in the West Midland Police and Greater Manchester Police is slightly higher than in PSNI and 4% higher than in An Garda Siochana.

Recommendation

In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should gather information in relation to best practice within police recruitment to attract applications from under-represented groups. This information should be used to inform future PSNI Recruitment processes.

4.26 Of who applied for the Police Officer role, the following percentages represent the number of candidates who were male and female reaching the Physical Competence Assessment element of the selection process:

	Male		Female		Total
	Nos	%	Nos	%	
Campaign.1.	424	64.05%	238	35.95%	662
Campaign.2.	422	69.98%	181	30.02%	603
Campaign.3.	407	67.95%	165	29.41%	572
Campaign.4.	551	68.36%	255	31.64%	806
Campaign.5.	698	66.3%	355	33.7%	1053
Total	1804	68.25%	839	31.74%	2643

4.27 During Campaign 1, the percentage of female applicants reaching the PCA stage is 35.95%, which is the highest when compared to all other of the five recruitment processes which have taken place since 2012.

4.28 In addition, during Campaign 1 the percentage of female candidates remains steady between application and the PCA stage of the selection process. In Campaign 2, the

percentage of candidates reaching the PCA stage reduces by 5% while in Campaign 3, it increases by 4%. During Campaign 4, the percentage of female candidates reduces by 8% and throughout all Campaigns there is a 5% reduction in female candidates entering the PCA element of the selection process.

4.29 Data provided by An Garda Siochana via a Freedom of Information Request and in relation to their recruitment process reflects a similar pattern in Ireland when compared to PSNI. The percentage of applicants to An Garda Siochana who were female and reached the physical element of the selection process between 2014 and 2018 was 35%. Similar to Northern Ireland, the number of females reaching the physical element of the selection process is much less than the population norms therefore, impacts on the number of female officers currently employed within An Garda Siochana.

4.30 During the period 2014-18, a total of 1272 Student Officers completed the Basic PCA during Week 22 of Student Officer Training Programme. The male and female Student Officers numbers along with percentages are as follows:

PCA Review Year	Male		Female		
	Nos	%	Nos	%	
2014	204	80%	50	20%	254
2015	221	74%	77	26%	298
2016	168	71%	67	29%	235
2017	161	67%	77	33%	238
2018	179	72%	68	28%	247

4.31 The above data indicates that in 2014, only 20% of all Student Officers were females, which is an extremely low percentage in comparison to the N.Ireland Census figure of 51%. As P&HE implemented and rolled out positive action measures from 2015, an increase in the number of females becoming Student Officers is evident which reaches a high in 2017 with 33% of all Student Officers being female. Unfortunately, 33% again falls short of the 51% population norms as outlined in the Northern Ireland Census therefore, it is clear that females are less likely to become Police Officers.

4.32 With regard to Probationer Training, the data indicates that between 2014 and 2017, a total of 955 Probationer Officers completed Stage 2 and a further 743 Probationer Officers

completed Stage 3. At Stage 2, 25.8% of all Probationer Officers were female while at Stage 3, 22% of Probationer Officers were female. Again, the number of female Probationer Officers within PSNI does not reflect the population norm of 51% as recorded by the previous Northern Ireland Census in 2011.

4.33 Given the above information which relates to Student Officers, Probationer Officers and Police Officers within PSNI, it is clear that less females are likely to become Police Officers than males.

Recommendation

In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should conduct research into possible reasons for females not applying for the police officer role and use this to inform future PSNI Recruitment processes.

Will a person be less likely to apply for a Specialist Unit role as a result of their gender?

4.34 The table below shows the total number of Police Officers completing Pre-selection Specialist Unit PCAs namely, Close Protection Unit (CPU), Tactical Support Group (TSG), HQ Mobile Support Unit (HMSU), Dog Section and Armed Response Unit (ARU), together with the number of males and females each year.

Year	Total	Total Females		Total Males	
		Nos	%	Nos	%
2013	205	22	10.7	183	89.3
2014	518	78	15.1	440	84.9
2015	652	79	12.1	573	87.9
2016	204	31	15.2	173	86.8
2017	300	38	12.6	262	87.4
2018	228	19	8	209	92
TOTAL	2107	267	12.6	1840	87.4

4.35 It is noteworthy that the number of female officers presenting for Pre-selection PCAs is very small in comparison with male officers. Of the total number of candidates (n = 2107) across the six year period, only 267 or 12.6% were female.

4.36 This information can be compared with the Northern Ireland Census Data which indicates that 51% of the population are female therefore, a similar percentage of females would be expected to apply for Specialist Roles within PSNI.

4.37 Given that only 30% of Police Officers within PSNI are female however, it could also be argued that 30% of specialist unit applications should be female. Only 13% of applications are female which is extremely low in comparison therefore, the reasons for low female applications would warrant further investigation.

4.38 Finally, the percentage differential between males and females of 74.8% is extremely high indicating that female officers are much less likely to apply for a Specialist Unit role in comparison to their male counterparts.

Recommendation

In order to increase the number of females reaching and then completing the Physical Competence Assessment successfully as part of a Specialist Unit Selection Process, PSNI should conduct research into possible reasons for females not applying for Specialist Unit roles within PSNI and use this to inform future Specialist Unit Selection Processes.

Will a person be less likely to successfully complete the PCA as a result of their gender?

Police Recruitment PCA Results

		Gender					
Campaign	Result	Male		Female		Total	
		Nos	%	Nos	%	Nos	%
Campaign 1	Sat PCA	424	100.0	238	100.0	662	100.0
	Pass	398	93.9	85	35.7	483	72.9
	Fail	26	6.1	153	64.3	179	27.1
Campaign 2	Sat PCA	422	100.0	181	100.0	603	100.0
	Pass	414	98.1	153	84.5	567	94

	Fail	8	1.9	28	15.5	36	6
Campaign 3	Sat PCA	407	100.0	192	100.0	599	100.0
	Pass	396	97.3	165	85.9	561	93.6
	Fail	11	2.7	27	14.1	38	6.4
Campaign 4	Sat PCA	496	100.0	209	100.0	705	100.0
	Pass	489	98.5	175	83.7	664	94.1
	Fail	7	1.5	34	16.3	41	5.9

4.39 The table above reveals differences over time. In Campaign 1, for example, while 94% of male candidates passed the PCA, only 36% of female candidates were successful presenting a percentage differential of 58%.

4.40 Following the introduction of a number of positive measures by P&HE during 2015, female pass rates increased dramatically to around 85% and have remained steady throughout Campaigns 2, 3 & 4.

4.41 The male pass rate for Campaign 1 was 94% however, since Campaign 2 pass rates of approximately 98% have been maintained. The rise in pass rates for males in Campaign 2 could suggest that some of the positive action measures are yielding benefits for both males and females alike, as would be expected.

4.42 The male/female percentage differential currently lies at 14%.

4.43 During Campaign 5, a number of further Positive Action Measures were implemented by PSNI relating to the pass standards of the Basic PCA. Following a review of the most recent Basic PCA research (2019), a decision by PSNI's Senior Management to amend the pass standard to 4.00 minutes reflecting the average aerobic capacity of the female population rather than the general population.

4.44 In addition, the Police College Senior Management requested that a statistical review of the Police Recruitment PCA Support Sessions was completed in order to ascertain the average improvements in PCA times during the twelve week period between PCA Test and Re-test. Given that the average improvement during Campaign 4 was 30 seconds, the Police College Senior Management and Human Resources introduced a 30 second developmental threshold which was applied to all Candidate PCAs in Campaign 5. All Candidates however,

are required to complete the Basic PCA within 4.00 minutes prior to attestation during Student Officer Training Programme.

4.45 Given the recent changes, to date the percentage of Campaign 5 Candidates successfully completing the Basic PCA during Police Recruitment has increased to 98.7%. All 534 (100%) male applicants reaching the PCA Stage of the process were successful while 228 females were successful out of 238 female applicants reaching the PCA Stage. To date, 95.8% of female Candidates have successfully complete the PCA during Campaign 5.

4.46 The male/female percentage differential within Campaign 5 currently lies at 4.2%.

4.47 While the increase in pass rates for female candidates in Campaign 5 is positive, concerns have been raised regarding the possibility of increased fail rates prior to attestation during the Student Officer Training Programme. In order to counteract this possibility, further support in the form of additional physical training input into the Student Officer Training Programme would be beneficial.

4.48 The dramatic rise in pass rates for female candidates since 2015 will have ensured a healthier flow of female Police Officers into the PSNI generally but, this will continue to be restricted as long as females are significantly under-represented in the initial applicant pool itself.

4.49 By way of example, while women made up only 17.6% of those passing the PCA in Campaign 1 (85 of 483 candidates), this figure increased but only to 26.9% in Campaign 2 (153 of 567 candidates), 29.5% in Campaign 3 (165 of 561), 26.3% in Campaign 4 (175 of 664) and 29.6% in Campaign 5 to date (228 of 762).

Recommendation

In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should aim to increase female representation in initial PSNI Recruitment processes.

4.50 If data obtained via a Freedom of Information Request relating to the physical element of An Garda Síochána's recruitment process is considered, it is evident that the current PSNI female pass rates and percentage differential between females and males are extremely positive.

4.51 An Garda Síochána utilise a fitness test initially during their recruitment process. Throughout the previous 5 years a total of 4296 individuals completed the fitness test of which 3312 or 77% were successful. This is in stark contrast to the PSNI's current pass rate of 94%.

4.52 On closer inspection of An Garda Síochána’s data, only 62% of females successfully complete the Fitness Test in comparison to PSNI’s 84%. In addition, 85% of males successfully complete the An Garda Síochána Fitness Test in comparison to 98% of males completing the PSNI’s PCA.

4.53 The percentage differential between male and female fitness test pass rates within the An Garda Síochána recruitment process is 23%. In PSNI, the percentage differential between male and female PCA pass rates is currently 14%.

4.54 When comparing An Garda Síochána’s Fitness Test results with those of the PSNI’s PCA, it is clear that a person (male or female) is more likely to be successful when completing the PCA.

4.55 PSNI’s recruitment campaign results, particularly since the introduction of positive action measures in 2015, are extremely encouraging, could be described as a “good news story” and many lessons could be learned going forward.

Recommendation

P&HE should continue to use the current PCA positive action measures which are in place within PSNI’s Recruitment process and build upon success by giving further consideration to additional appropriate measures.

4.56 Candidate PCAs are completed by both male and female, with and without dependants, it is useful also to look at these two Section 75 categories in conjunction. The tables below set out the statistics for those males and females with or without dependants along with the relevant pass/fail rates.

	Females			
	Yes		No	
	Nos	%	Nos	%
Pass	105	69.1%	500	70%
Fail	47	30.9%	214	30%
Total	152		714	

	Males			
	Yes		No	
	Nos	%	Nos	%
Pass	190	92.2%	1444	97.1%
Fail	16	7.8%	42	2.9%
Total	206		1486	

4.57 As is clear, a comparison of the data indicates that while having dependants does not impact on the ability of females to successfully complete the Candidate PCA, there appears to be a difference when considering the male applicants. For example, the overall pass rate for males without dependants is 97.1% compared to males with dependants having a pass rate of 92.2%.

Student Officer Training Programme

Student Officer Training Programme							
Year	Result	Male		Female		Total	
		Nos	%	Nos	%	Nos	%
2014	Sat PCA	204	100	50	100	254	100
	Pass	204	100	50	100	254	100
	Fail	0	0	0	0	0	0
2015	Sat PCA	221	100	77	100	298	100
	Pass	221	100	77	100	298	100
	Fail	0	0	0	0	0	0
2016	Sat PCA	168	100	67	100	235	100
	Pass	168	100	67	100	235	100
	Fail	0	0	0	0	0	0

2017	Sat PCA	161	100	77	100	238	100
	Pass	161	100	77	100	238	100
	Fail	0	0	0	0	0	0
2018	Sat PCA	179	100	68	100	247	100
	Pass	179	100	68	100	247	100
	Fail	0	0	0	0	0	0
	TOTALS	933		339		1272	

4.58 Over the five year period from 2014 to 2018, all Student Officers who completed the PCA (n = 1,272) were successful. This is an extremely positive outcome which is evidence that females and males are equally capable of successfully completing the PCA.

Probationer Training

Stage 2 Probationer Training Programme							
Year	Result	Male		Female		Total	
		Nos	%	Nos	%	Nos	%
2014	Sat PCA	202	100	47	100	249	100
	Pass	202	100	47	100	249	100
	Fail	0	0	0	0	0	0
2015	Sat PCA	209	100	75	100	284	100
	Pass	208	100	74	100	282	100
	Fail	1	0.4	1	1	2	0.7
2016	Sat PCA	153	100	57	100	210	100

	Pass	153	100	56	100	209	100
	Fail	0	0	1	1.7	1	0.4
2017	Sat PCA	144	100	68	100	212	100
	Pass	144	100	68	100	212	100
	Fail	0	0	0	0	0	0
	TOTALS	708		247			955

Stage 3 Student Officer Training Programme							
Year	Result	Male		Female		Total	
		Nos	%	Nos	%	Nos	%
2014	Sat PCA	197	100	43	100	240	100
	Pass	197	100	43	100	240	100
	Fail	0	0	0	0	0	0
2015	Sat PCA	198	100	69	100	267	100
	Pass	198	100	69	100	267	100
	Fail	0	0	0	0	0	0
2016	Sat PCA	12	100	4	100	16	100
	Pass	12	100	4	100	16	100
	Fail	0	0	0	0	0	0
2017	Sat PCA	167	100	53	100	220	100
	Pass	167	100	53	100	220	100
	Fail	0	0	0	0	0	0
	TOTALS	574		169		743	

4.59 During the period 2014 to 2017, a total of 955 officers completed the Basic PCA at Stage 2 of Probationer Training (2014 = 249; 2015 = 284; 2016 = 210; 2017 = 212) while 743 completed the Basic PCA at Stage 3 of Probationer Training (2014 = 240; 2015 = 267; 2016 = 16; 2017 = 220).

4.60 At Stage 2, only three officers failed the PCA while at Stage 3, no officers failed. Of the three officers who did not pass, two were female.

4.61 This is a positive outcome and again is evidence that females and males are equally capable of successfully completing the PCA particularly when regular screening is applied.

Recommendation

In order to ensure physical competence is maintained by Police Officers throughout their police career, PSNI should ensure appropriate support is available and regular physical assessments are in place.

Pre-selection Specialist Unit

Year	Total	Total Females		Total Males		Total Fails		Female Fails		Male Fails	
		Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
2013	205	22	10.7	183	89.3	16	7.8	6	27.3	10	5.4
2014	518	78	15.1	440	84.9	56	10.8	30	38.5	26	5.9
2015	652	79	12.1	573	87.9	51	7.8	24	30.4	27	4.7
2016	204	31	15.2	173	86.8	19	9.3	10	32.3	9	5.2
2017	300	38	12.6	262	87.4	36	12.0	14	36.8	22	8.4
2018	228	19	8	209	92	17	7.5	4	21	13	6.2
TOTAL	2107	267	12.6%	1840	87.4%	195	9.2%	88	32.9%	107	5.8%

4.62 The above table shows the total number of Pre-selection Specialist Unit PCAs completed by year, the overall fail rate, together with the number of women and men taking the pre-selection PCAs in that year and their respective fail rates.

5.63 The data indicates that while female applications to Specialist Units remains extremely low (12.6%) of those who are applying, their success rate is also much lower than their male counterparts.

4.64 Over the five year period from 2014 to 2018, 67% of females successfully completed the Specialist Unit PCA in comparison to 94% of males which is a percentage differential of 27%. This statistic in itself confirms that females are less likely to successfully complete the PCA for Specialist Units.

4.65 As Pre-selection Specialist Unit PCAs are completed by both male and female, with and without dependants, it is useful also to look at these two Section 75 categories in conjunction. The tables below set out the statistics for those males and females with or without dependants along with the relevant pass/fail rates.

	Females					
	Yes		No		Blank	
	Nos	%	Nos	%	Nos	%
Pass	72	71.3%	98	64.1%	9	69.3%
Fail	29	28.7%	55	35.9%	4	30.7%
Total	101		153		13	

	Males					
	Yes		No		Blank	
	Nos	%	Nos	%	Nos	%
Pass	961	93.2%	551	94.5%	221	98.2%
Fail	71	6.8%	32	5.5%	4	1.8%
Total	1032		583		223	

4.66 As is clear, a comparison of the data indicates that having dependants does not impact on the ability of both males or females to successfully complete the Specialist Unit PCA within a Pre-selection Specialist Unit Selection Process. For example, the overall pass

rate for females is 67%, while 71% of females with dependants pass and 64% of females without dependants pass. Similarly, the overall pass rate for males is 94%, while 93% of males with dependants pass and 94% of males without dependants pass.

Recommendation

PSNI should use lessons learned from Police Recruitment PCA Positive Action Measures in order to increase female pass rates during Specialist Unit Selection processes.

Specialist Unit Annual In-service PCAs

Year	Total	Total Pass		Total Fail		Total
		Nos	%	Nos	%	
2013	C4A	70	92%	6	8%	76
	CPU	102	98%	2	2%	104
	Dog Section	31	100%	0	0%	31
2014	ARU	53	100%	0	0%	53
	C4A	86	100%	0	0%	86
2015	ARU	37	100%	0	0%	37
	C4A	29	97%	1	3%	30
	Dog Section	28	100%	0	0%	28
2016	ARU	56	100%	0	0%	0
	C4A	43	91%	4	9%	47
	CPU	159	99%	2	1%	161
	Dog Unit	27	100%	0	0%	27
	HMSU	85	99%	1	1%	86
	TSG	289	97%	10	3%	299
2017	ARU	51	100%	0	0%	0
	C4A	11	100%	0	0%	0
	CPU	152	100%	0	0%	0
	Dog Unit	36	100%	0	0%	0

	TSG	334	100%	0	0%	0
2018	ARU	60	98%	1	2%	61
	Air Support Unit	15	88%	2	12%	17
	C4A	10	100%	0	0%	10
	CPU	137	99%	2	1%	139
	Dog Unit	35	100%	0	0%	35
	HMSU	55	100%	0	0%	55
	TSG	280	99%	1	1%	281
		2157	98.5%	32	1.5%	2189

4.67 The above data confirms that pass rates for Annual In-service Specialist Unit PCAs are extremely high, with only 32 officers failing their respective Annual In-service PCAs between the six year period from 2013 to 2018.

4.68 Pass rates range from 100% across all specialist roles in both 2014 and 2017 to 96.2% in 2013, 98.9% in 2015 and 97.4% in 2016.

4.69 With regard to gender, of the 32 individuals who were not successful, 11 (8%) were female and 21 (1%) were male.

4.70 The above data is extremely positive regarding success rates within Annual In-service Specialist Unit PCAs, which once again is evidence that females and males are equally capable of successfully completing the PCA.

4.71 As Specialist Unit Annual In-service PCAs are completed by both male and female, with and without dependants, it is useful also to look at these two Section 75 categories in conjunction. The tables below set out the statistics for those males and females with or without dependants along with the relevant pass/fail rates.

	Female					
	Yes		No		Blank	
	Nos	%	Nos	%	Nos	%
Pass	22	71.5%	47	98%	44	89.8%
Fail	5	18.5%	1	2%	5	10.2%
Total	27		48		49	

	Male					
	Yes		No		Blank	
	Nos	%	Nos	%	Nos	%
Pass	975	99%	380	99.5%	740	99%
Fail	10	1%	2	0.5%	9	1%
Total	985		382		749	

4.72 A comparison of the data indicates that having dependants does not impact on the ability of males to successfully complete the Specialist Unit Annual In-service PCA. For example, the overall pass rate for males is 99%, while 99% of males with dependants pass and 99.5% of males without dependants pass.

4.73 With regard to females, while the overall Specialist Unit Annual In-service PCA pass rate is 8% and the pass rate for those without dependants is 98%, only 71.5% of females with dependants pass.

Recommendation

In order to ensure physical competence is maintained by Police Officers within Specialist Units, appropriate support should be made available particularly for female officers with dependants.

Age

4.74 Within this section, the central issue is whether PCAs are likely to impact on individuals differently on the basis of their age.

4.75 During the PCA Equality Screening in 2013 and 2018, it was found that overall age differences are not noteworthy, although small numbers place restrictions on the inferences that can be drawn from the data.

4.76 It was also found that during Police Recruitment and specifically in relation to Campaign 1, Campaign 2 and Campaign 3, the differences across age bands were not marked.

4.77 Within Police Recruitment, the PCA Equality Screening highlighted a possible trend that older applicants, (i.e. over 36 years) may be somewhat less likely to pass the PCA.

4.78 The PCA Equality Screening also found that older officers applying for specialist roles were less likely to be associated with successful PCA attempts. Once again, the number applying for the specialist roles limited the quality of data assessment.

4.79 A comparison by age within the PCA Equality Screening revealed a trend suggesting that older officers, and in particular those over the age of 40 years, may have somewhat higher rates of failure but the differences are often marginal.

4.80 Some consideration was also given to the possible interaction effects between age and community background. The PCA Equality Screening noted that officers are predominantly Protestant but this imbalance reduces significantly among younger officers.

4.81 Given this information, it would be helpful to consider:

- Will a person be less likely to apply for the Police Officer role as a result of their age?
- Will a person be less likely to be a Police Officer as a consequence of their age?
- Will a person be less likely to apply for a Specialist Unit role as a result of their age?
- Will a person be less likely to successfully complete the PCA as a result of their age?

Will a person be less likely to apply for the Police Officer role as a result of their age?

Police Recruitment PCAs

Age									
Campaign	17 – 25		26 – 35		36 – 45		46+		Total
	No.	%	No.	%	No.	%	No.	%	
1	327	49%	288	43%	44	7%	3	1%	662
2	276	46%	268	45%	52	8%	6	1%	602
3	294	49%	254	43%	42	7%	7	1%	597
4	350	49%	286	41%	61	9%	8	1%	705
Total	1247	49%	1096	43%	199	7%	24	1%	2566

4.82 The above table provides data in relation to the ages of individuals applying for the Police Officer role during Campaign 1, Campaign 2, Campaign 3 and Campaign 4 (to date) reaching the PCA Stage of the recruitment process.

4.83 As is apparent from the data, the vast majority of individuals (92%) applying for the Police Officer role are 35 years old or under. Only 7% of all Police Officer applications come from individuals aged between 36 and 45 years old while less than 1% of those applying to PSNI are aged 46 or over.

4.84 Given this information, as age increases the likelihood of individuals applying for the Police Officer role will decrease.

Will a person be less likely to be a Police Officer as a consequence of their age?

	19-29		30-39		40-49		50-59		60+		Total
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	
Students	855	67%	357	28%	54	4%	6	1%	0	0%	1272
Probationer 1	654	69%	242	26%	40	4%	3	1%	0	0%	939
Probationer 2	485	65%	225	30%	31	4%	2	1%	0	0%	743
Police Officers	934	14%	2265	33%	2454	36%	1115	16%	39	1%	6807

4.85 The above table provides information regarding the number of Student Officers and Probationer Officers who completed the PCA from 2014 until present thus giving an indication of the age profile during the first two years of service. In addition, the current composition of Police Officers is detailed above specifically in relation to age.

4.86 The data relating to Student Officers and Probationer Officers is reflective of the previous police recruitment information which indicates that 95% are under the age of 39.

4.87 Incumbent Police Officer data however, appears quite different with 33% in the 30 to 39 age bracket, 36% aged between 40 and 49 and 17% who are 50 years old or above. Currently, 53% of Police Officers within PSNI are over the age of 40 years old.

4.88 While it is clear from this data that PSNI currently have an aging population, the recruitment of younger individuals will improve this picture over time.

Will a person be less likely to apply for a Specialist Unit role as a result of their age?

	19-29		30-39		40-49		50-59		Total
	Nos	%	Nos	%	Nos	%	Nos	%	
Total PCAs Completed	364	17%	1055	51%	636	30%	42	2%	2097

4.89 The above table provides data in relation to the ages of individuals applying for Specialist Units within PSNI from 2013 until 2018, reaching the PCA Stage of the specific selection process.

4.90 It would appear that those between the ages of 30 and 39 are most likely to apply for a Specialist Unit accounting for 51% of applicants. Those officers aged between 50 and 59 are least likely to apply with only 2% of applicants coming from this age bracket. Officers aged between 40 and 49 are also likely to apply for a Specialist Unit with 30% of applicants and 17% of Specialist Unit applicants are aged between 19 and 29.

4.91 Given this information, it would appear that officers who are older or who may have more service are less likely to apply for a Specialist Unit in comparison to the police officer age profile.

4.92 Those officers aged between 30 and 50 years old account for 81% of all applicants which is a higher proportion than the police officer age profile.

4.93 Officers under the age of 30 are also more likely to apply for a Specialist Unit in comparison to the police officer age profile.

4.94 Given the above information, it would appear that a person would be less likely to apply for a Specialist Unit role as a result of their age and especially, if they are over the age of 50.

Will a person be less likely to successfully complete the PCA as a result of their age?

Police Recruitment

Age										
Campaign	Result	17 - 25		26 - 35		36 - 45		46+		Total
		No.	%	No.	%	No.	%	No.	%	
Campaign 1	Total	327	100	288	100	44	100	3	100	662
	Pass	242	74.0	211	73.3	28	63.6	2	66.7	483
	Fail	85	26.0	77	26.7	16	36.4	1	33.3	179
Campaign 2	Total	276	100	268	100	52	100	6	100	602
	Pass	258	93.5	256	95.5	46	88.5	6	100	566
	Fail	18	6.5	12	4.5	6	11.5	0	0.0	36
Campaign 3	Total	294	100	254	100	42	100	7	100.0	597
	Pass	283	96.3	235	92.5	37	88.1	5	71.4	560
	Fail	11	3.7	19	7.5	5	11.9	2	28.6	37
Campaign 4	Total	350	100	286	100	61	100	8	100	705
	Pass	331	94.6	272	95.2	55	90.2	6	75	664
	Fail	19	5.4	14	4.8	6	9.8	2	25	41

4.95 The above table provides data in relation to the ages of individuals participating in Campaign 1, Campaign 2, Campaign 3 and Campaign 4 (to date) who completed the PCA as part of the selection process along with pass/fail rates.

4.96 The data indicates that differences across age bands are not dramatic.

4.97 Numbers in the oldest age group (46+ years) are low (n = 24), with five candidates having failed (20%).

4.98 The number of those aged 36 – 45 is greater (n = 199) and among these the pass rate of 84% is still respectable.

4.99 Given the above information and specifically in relation to PCAs within the Police Recruitment process, there is little evidence to suggest that a person will be less likely to successfully complete the PCA as a result of their age.

Student Officer Training Programme

	19-29		30-39		40-49		50-59		Total
	Nos	%	Nos	%	Nos	%	Nos	%	
Student Officers	855	66%	357	27%	54	4%	6	1%	1272

4.100 With regard to the PCAs completed at Week 22 of Student Officer Training Programme, over the five year period from 2014 to 2018, all Student Officers who completed the PCA (n = 1272) were successful.

4.101 This is an extremely positive outcome which is evidence that age is not a consideration in the successful completion of the PCA.

Probationer Training

	19-29		30-39		40-49		50-59		Total
	Nos	%	Nos	%	Nos	%	Nos	%	
Pass	1137	68%	466	28%	71	4%	5	0.2%	1679
Fail	2	66%	1	33%	0	0%	0	0%	3
Total	1139		467		71		5		1682

4.102 With regard to the PCAs completed during Stage 2 and Stage 3 of Probationer Training, over the four year period from 2014 to 2017, all except three Probationer Officers who completed the PCA (n = 1682) were successful.

4.103 Of the three Probationer Officers who failed the PCA, two were aged between 19 and 29 while the other was aged between 30 and 39.

4.104 While the data does indicate that younger individuals (aged between 19 and 39) are more likely to fail the PCA, the number of Probationers recorded as failing is extremely low. This is a positive outcome which is evidence that age is not a consideration in the successful completion of the PCA.

Pre-selection Specialist Unit

	19-29		30-39		40-49		50-59	
	Nos	%	Nos	%	Nos	%	Nos	%
Pass	337	92%	968	92%	564	89%	33	79%
Fail	27	8%	87	8%	72	11%	9	21%
Total	364		1055		636		42	

4.105 The above table provides data in relation to the pass/fail rates of individuals applying for Specialist Units within PSNI from 2013 until 2018, which have been categorised by age.

4.106 The percentage of officers successfully completing the PCA within Pre-selection Specialist Unit processes is extremely high at 92% for those between the ages of 19 and 39. A slightly lower pass rate of 89% is evident for 40 to 49 year olds which is positive.

4.107 Those officers who are aged between 50 and 59 appear less likely to apply and reach the PCA stage of the selection process. In addition, these older officers have a 79% pass rate therefore, appear less likely to successfully complete the PCA.

Annual In-service

	19-29		30-39		40-49		50-59	
	Nos	%	Nos	%	Nos	%	Nos	%
Pass	63	100%	671	99%	1075	99%	345	95%
Fail	0	0%	6	1%	9	1%	16	5%
Total	63		677		1084		361	

4.108 The above table provides data in relation to the Annual In-service Specialist Unit pass/fail rates within PSNI from 2013 until 2018 which have been categorised by age.

4.109 The percentage of officers successfully completing the Annual In-service Specialist Unit PCA is extremely high at 98%.

4.110 For those officers aged between 19 and 29, there is a 100% pass rate. A slightly lower pass rate of 99% is evident for 30 to 49 year olds which again, is extremely positive.

4.111 Those officers who are aged between 50 and 59 appear less likely to pass their role specific PCA with a 95% pass rate but, once again the number of officers failing the PCA is minimal.

4.112 While the data indicates that a person is less likely to be successful when complete the PCA as a result of their age, the evidence shows that the differences are minimal.

DISABILITY

4.113 Some individuals participating in the PCA may have a disability. The disability may be declared, it may be apparent, it may be identified at a later stage or it may not be identified at all.

4.114 At present within PSNI, there are 349 (5.13%) Police Officers who have a disability, 5818 (85.49%) without a disability and 639 (9.39%) who have not declared a disability.

4.115 During the PCA Equality Screening in 2013 the data analysis found that only a small number of officers with a declared disability completed the PCA which is perhaps not surprising given the physical demands of a PCA. Given the low numbers, a meaningful analysis of these statistics was not possible.

4.116 It was also noted that fewer officers with a disability put themselves forward for PCA across PSNI but this was considered understandable if the nature of the disability relates to physical mobility or aptitude.

4.117 The PCA Equality Screening in 2018 highlighted that, despite the low number of individuals declaring a disability and participating in the PCA, the percentage pass rate for those with a disability was higher than those without a disability.

4.118 In April 2018, guidance was produced to provide instructions for role-specific PCAs within PSNI. This document sets out the testing processes, protocols and explains in detail how the PSNI will deliver PCAs for officers applying to join specified roles and for annual in-service testing of officers already in post.

4.119 The guidance includes specific reference to reasonable adjustments (see p.6[3]) which is as follows:

“PSNI are bound under equality legislation to make reasonable adjustments to assist officers in attaining and maintaining physical competence. If a Police Officer falls under the Disability Discrimination Act (DDA) the PCA may not be appropriate. In such circumstances a Disability Adjustment Panel will be convened, as is currently the policy.”

4.120 Application forms for specialist roles also make reference to the need for specific arrangements or reasonable adjustments to be taken into consideration during the assessment process. To date, no such requests have been received.

4.121 In relation to the PSNI Police Officer selection process, candidates are given the opportunity to request reasonable adjustments at application stage. In addition, in issuing the PCA invitations for Campaign 4 candidates (September 2015 – present), any candidates requiring a reasonable adjustment to undertake the PCA are advised to contact police

recruitment who will consider what reasonable adjustments are appropriate on a case by case basis. To date, no such requests have been received.

4.122 Given this information, it would be helpful to consider:

- Will a person be less likely to apply for the Police Officer role as a consequence of a disability?
- Will a person be less likely to be a Police Officer as a consequence of a disability?
- Will a person be less likely to apply for a Specialist Unit role as a result of a disability?
- Will a person be less likely to successfully complete the PCA as a result of a disability?

Will a person be less likely to apply for the Police Officer role as a consequence of a disability?

4.123 The number of candidates with a declared disability across the four campaigns is extremely low with only 36 or 1.4% of those reaching the PCA stage of the recruitment process declaring a disability. It is encouraging to note however, that while small this number has risen steadily over time.

Will a person be less likely to be a Police Officer as a consequence of a disability?

4.124 Of those candidates with a disability, only 2 of the 27 (7%) did not pass, a lower percentage than those without a disability (13%). This may suggest yet again that a more significant issue lies at the stage of initial recruitment or encouraging those with a disability to apply to be PSNI officers in the first place.

Disability						
Comp	Result	Yes		No		Total
		No.	%	No.	%	
Campaign 1	Sat PCA	5	100.0	657	100.0	662
	Pass	5	100.0	478	72.8	483
	Fail	0	0.0	179	27.2	179

Campaign 2	Sat PCA	9	100.0	593	100.0	602
	Pass	8	88.9	558	94.1	566
	Fail	1	11.1	35	5.9	36
Campaign 3	Sat PCA	13	100.0	584	100.0	597
	Pass	12	92.3	548	93.8	560
	Fail	1	7.7	36	6.2	37
Campaign 4 (to date)	Sat PCA	10	100.0	695	100.0	705
	Pass	9	90	655	94.3	664
	Fail	1	10	40	5.7	41

Will a person be less likely to apply for a Specialist Unit role as a result of a disability?

4.125 The number of officers with a disability who applied for specialist roles is extremely low across all years. Between 2013 and 2018 a total of 45 Police Officers with a disability applied for a Specialist Unit role which equates to 1.9% of all applications.

4.126 Given that 349 Police Officers (5.13%) are disabled, it is evident that a person will be less likely to apply for a Specialist Unit role as a result of a disability.

4.127 The previous PCA Equality Screening concluded that officers with a disability are under-represented in all cells but, these figures are not unexpected given the physical demands of each PCA.

Will a person be less likely to successfully complete the PCA as a result of a disability?

	Pass		Fail		Total
	Nos	%	Nos	%	
Candidate	34	92%	3	8%	37
Student Officer	21	100%	0	0%	21

Probationer 1	15	100%	0	0%	15
Probationer 2	17	100%	0	0%	17
Pre-selection Specialist Unit	40	89%	5	11%	45
Annual In-service Specialist Unit	58	98.5%	1	1.5%	59

4.128 The table above gives an overview of the number of police officers with a disability who completed a PCA either during the police recruitment process, as a Student Officer, Probationer Officer, within a Specialist Unit Selection Process or as part of their Annual In-service PCA for a Specialist Unit.

4.129 With the exception of Pre-selection Specialist Unit PCAs, all individuals are equally likely to successfully complete the PCA therefore, no negative impact has been identified for officers with a disability.

4.130 With regard to Pre-selection Specialist Unit PCAs, the success rate throughout PSNI is 90.8% in comparison to 89% for those officers with a disability. Given the extremely low application rates, the 1.8% differential would equate to one individual.

RELIGIOUS BELIEF / COMMUNITY BACKGROUND

4.131 At present within PSNI, 4532 (66.58%) Police Officers are Protestant, 2183 (32.07%) are Catholic and 93 (1.35%) are Undetermined.

4.132 The central question to consider is whether the religious belief or community background of an individual will impact on their ability to successfully complete the PCA. With this in mind, there are three key questions to consider:

- Will a person be less likely to successfully complete the PCA during the police selection process and consequently become a Police Officer as a consequence of their religious belief or community background?
- Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their religious belief or community background?
- Will a person be less likely to successfully complete the PCA as a result of their religious belief or community background?

Will a person be less likely to successfully complete the PCA during the police selection process and therefore, become a Police Officer as a consequence of their religious belief or community background?

Campaign	Result	Protestant		Roman Catholic		Undetermined		Total
		No.	%	No.	%	No.	%	
Campaign 1	Total	498	100%	152	100%	12	100%	662
	Pass	364	73%	112	73%	7	60%	483
	Fail	134	27%	40	27%	5	40%	179
Campaign 2	Total	474	100%	119	100%	9	100%	602
	Pass	446	94%	112	94%	8	89%	566
	Fail	28	6%	7	6%	1	11%	36
Campaign 3	Total	454	100%	133	100%	10	100%	597
	Pass	429	94%	122	92%	9	90%	560
	Fail	25	6%	11	8%	1	10%	37
Campaign 4	Total	610	100%	182	100%	14	100%	806
	Pass	561	92%	165	91%	14	100%	740
	Fail	49	8%	17	9%	0	0%	66

4.133 Of those candidates who reached the PCA Stage of the Police Recruitment Process, the percentage pass rates for the PCA between those from the two main communities are almost identical across the four Campaigns.

4.134 During Campaign 1, 73% of Protestants and 73% of Roman Catholics successfully completed the PCA. In Campaign 2, 94% of individuals from the Protestant and Roman Catholic Communities passed the PCA, in Campaign 3, 94% of Protestants and 92% of Roman Catholics were successful while in Campaign 4 (to date) 92% of Protestants and 91% of Catholics were successful.

4.135 Given this information, individuals from different community backgrounds and with diverse religious beliefs will be equally likely to successfully complete the PCA during the police selection process and consequently become a Police Officer.

Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their religious belief or community background?

4.136 Between the years 2013 and 2018, a total of 1955 individuals from the Protestant and Roman Catholic Communities reached the PCA Stage of a Specialist Unit Selection Process. Of that number, 1087 (55.6%) were Protestant while 868 (44.4%) were Roman Catholic.

4.137 It is evident therefore, that in comparison to Protestant applications, the number of Roman Catholic applicants to Specialist Units is lower, especially in the earlier years. With time however, the number of Roman Catholics applying for a Specialist Unit role has risen which may be a result of the increased number of Roman Catholics within PSNI.

4.138 In comparison to the percentage of Roman Catholics within PSNI at present (32.07%), the percentage of Roman Catholics applying for a Specialist Unit role is higher than expected at 44.4%.

4.139 It would appear therefore, that while the number of Roman Catholics applying for a Specialist Unit role is lower than their Protestant counterparts, in percentage terms, Protestants are less likely to apply for a Specialist Unit role within PSNI.

Will a person be less likely to successfully complete the PCA as a result of their religious belief or community background?

4.140 Given that 100% of Student Officers successfully complete the PCA, both Protestants and Catholics are equally likely to pass. An individual's religious belief or community background therefore, is not relevant.

4.141 Similarly, due to the extremely high PCA percentage pass rates during Probationer Training, religious belief and community background are not impacting on pass rates.

4.142 Between 2013 and 2018 a total of 1087 individuals from the Protestant Community reached the PCA stage of a Specialist Unit Selection Process. As a consequence, 971 (89.3%) individuals were successful and 116 (10.7%) were unable to pass.

4.143 With regard to the Roman Catholic Community, a total of 868 Police Officers applied for a Specialist Unit role between 2013 and 2018. As a result, 803 (92.5%) successfully completed the PCA while 65 (7.5%) were unsuccessful.

4.144 Given this information, it is clear that the relative pass rates for Protestants and Roman Catholics between 2013 and 2018 are closely matched, despite the fact that the number of Roman Catholic applicants is significantly lower.

4.145 Again, the percentage pass rates for Annual In-service PCAs are extremely high therefore, the same can be said when analysing the data relating to religious belief and community background.

4.146 With regard to the Protestant Police Officers within the PSNI's Specialist Units, 98.1% successfully complete the Annual In-service Specialist Unit PCA.

4.147 Similarly and with regard to Catholic Officers, 99.6% successfully complete the Annual In-service Specialist Unit PCA.

4.148 It is interesting to note that the percentage of Protestant Police Officers within Specialist Unit roles reflects the percentage of Protestant Police Officers within the PSNI in general. The same can be said of Catholic Police Officers. Again, this reinforces the statement that a person is equally likely to successfully complete the PCA and this is not dependant on their religious belief or community background.

POLITICAL OPINION

4.149 Within PSNI at present, the Political Opinion of Police Officers can be summarised as follows:

Unionist		Nationalist		Other		None		Not say		Blank	
Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
1239	18.2%	295	4.3%	270	3.9%	3025	44.4%	1044	15.3%	934	13.7%

4.150 In this case, the key question is whether an individual's political opinion will influence their ability to successfully complete the PCA.

4.151 If there are differences, there are three issues to consider:

- Will a person be less likely to successfully complete the PCA during the police selection process and consequently become a Police Officer as a result of their political opinion?
- Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their political opinion?
- Will a person be less likely to successfully complete the PCA as a result of their political opinion?

Will a person be less likely to successfully complete the PCA during the police selection process and therefore, become a Police Officer as a consequence of their political opinion?

4.152 Of those candidates who reached the PCA Stage of the Police Recruitment Process, the percentage pass rates for the PCA between those who have a Unionist and Nationalist political opinion are similar across the four Campaigns.

4.153 During Campaign 1, 81% of Unionists and 84% of Nationalists successfully completed the PCA. In Campaign 2, 95% of individuals with a Unionist political opinion and 97% of those with a Nationalist political opinion passed the PCA, in Campaign 3, 95% of Unionists and 94% of Nationalists were successful while in Campaign 4 (to date) 94% of Unionists and 90% of Nationalists were successful.

4.154 Given this information, individuals with differing political opinions appear equally likely to successfully complete the PCA during the police selection process and consequently become a Police Officer.

		Unionist		Nationalist		Other		None		Not say		Total
		Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos
C1	Total	162		32		40		370		58		662
	Pass	127	81%	27	84%	28	70%	258	70%	43	60%	483
	Fail	32	19%	5	16%	12	30%	112	30%	15	40%	179
C2	Total	175		33		12		341		42		603
	Pass	167	95%	32	97%	12	100%	319	93%	37	88%	567
	Fail	8	5%	1	3%	0	0%	22	7%	4	12%	36
C3	Total	158		35		9		355		42		599
	Pass	150	95%	33	94%	8	89%	332	94%	38	90%	561
	Fail	8	5%	2	6%	1	11%	23	6%	4	10%	38
C4	Total	202		50		11		477		66		806
	Pass	190	94%	45	90%	9	82%	434	91%	62	94%	740
	Fail	12	6%	5	10%	2	18%	43	9%	4	6%	66

Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their political opinion?

Unionist		Nationalist		Other		None		Not say		Blank		Total
Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	
349	16.5%	128	6.1%	105	4.9%	950	45.1%	289	13.7%	286	13.5%	2107

4.155 The data presented above illustrates the percentage of individuals applying for a Specialist Unit role by their own political opinion. The Political Opinion of 63.3% of applicants is categorised as either None, Not Say or Blank with the other 37.7% state that their Political Opinion is Unionist (16.5%), Nationalist (6.1%) or Other (4.9%). Individuals with a Unionist Political Opinion therefore, are 10% more likely to apply for a Specialist Unit role within PSNI.

Will a person be less likely to successfully complete the PCA as a result of their political opinion?

	Unionist		Nationalist		Other		None		Not say		Blank	
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
Pass	310	89%	119	93%	100	95%	858	90%	249	86%	276	96%
Fail	39	11%	9	7%	5	5%	92	10%	40	14%	10	4%
Total	349		128		105		950		289		286	

4.156 Given that 100% of Student Officers successfully complete the PCA an individual’s political opinion does not influence success or failure rates and is not relevant.

4.157 Similarly, due to the extremely high PCA percentage pass rates during Probationer Training, political opinion does not impact on pass rates.

4.158 Between 2013 and 2018 a total of 2107 individuals reached the PCA stage of a Specialist Unit Selection Process. Failure rates between the various categories range from 4% for those who left this section blank to 14% of those who preferred not to say.

4.159 If we look at failure rates between the individuals who define themselves as having a Unionist and Nationalist political opinion, Unionists are more likely to fail a Pre-selection Specialist Unit PCA (11%) as opposed to 7% of Nationalists.

4.160 Given this information, it is clear that the relative Pre-selection Specialist Unit PCA pass rates across political opinions are closely matched between 2013 and 2018.

Unionist		Nationalist		Other		None		Not say		Blank		Total
Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	
347	15.9%	62	2.8%	65	2.9%	564	25.9%	332	15.2%	804	36.9%	2174

4.161 With regard to political opinion within Specialist Units, the table above provides appropriate information. It is clear that individuals with a Unionist political opinion make up 15.9% of Specialist Units which is similar to the overall PSNI composition of 16.5%.

4.162 Individuals however, with a Nationalist political opinion however, are less represented within Specialist Units (2.8%) when compared to the overall PSNI population statistics (6.1%).

	Unionist		Nationalist		Other		None		Not say		Blank	
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
Pass	341	98%	62	100%	64	99%	556	99%	330	99%	791	98%
Fail	6	2%	0	0%	1	1%	8	1%	2	1%	13	2%
Total	347		62		65		564		332		804	

4.163 The percentage pass rates for Specialist Unit Annual In-service PCAs are extremely high and are similar across all political opinions as is evident from the above table. Again, this reinforces the statement that an individual is equally likely to successfully complete the PCA and this does not differ with political opinion.

RACIAL GROUP

4.164 Within PSNI at present, the racial group of Police Officers can be categorised as follows:

White		Ethnic Minority		Blank		Total
Nos	%	Nos	%	Nos	%	
6728	98.84%	36	0.53%	43	0.63%	6807

4.165 The issue here is whether the implementation of PCAs is likely to result in different application and success rates for individuals of different racial groups.

4.166 In considering this, there are three key questions:

- Will a person be less likely to successfully complete the PCA during the police selection process and consequently become a Police Officer as a consequence of their racial group?
- Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their racial group?
- Will a person be less likely to successfully complete the PCA as a result of their racial group?

Will a person be less likely to successfully complete the PCA during the police selection process and consequently become a Police Officer as a consequence of their racial group?

Campaign	Result	White		Ethnic Minority	
		No.	%	No.	%
Campaign 1	Pass	480	73%	3	75%
	Fail	178	27%	1	25%
Campaign 2	Pass	564	94.4%	2	50%
	Fail	34	5.6%	2	50%
Campaign 3	Pass	556	93.8%	4	100%
	Fail	37	6.2%	0	0%
Campaign 4	Pass	731	92%	9	82%
	Fail	61	8%	2	18%

4.167 Of those candidates who reached the PCA Stage of the Police Recruitment Process, the percentage pass rates for the PCA between those from the two main racial groups are quite diverse due to the extreme difference in the number of applicants from the white racial group (658/598/593/792) applying for the police officer role compared to ethnic minority individuals (4/4/4/11).

4.168 For this reason the statistical analysis will be limited and often skewed.

4.169 During Campaign 1, for example, 73% of the white racial group successfully completed the PCA in comparison to 75% of the ethnic minority group.

4.170 In Campaign 2, 94.4% of individuals from the white racial group passed the PCA in comparison to 50% from the ethnic minority group however, this equates to two individuals passing and two individual failing.

4.171 In Campaign 3, 93.8% of the white racial group passed the PCA in contrast to 100% of individuals from ethnic minorities. Again, this equates to four individuals.

4.172 In Campaign 4, 92% of individuals from the white racial group were successful in passing the PCA while 82% of those from the ethnic minority group were successful.

4.173 Given the lack of data relating to ethnic minorities, it is difficult to ascertain whether individuals from diverse ethnic backgrounds will be equally likely to successfully complete the PCA during the police selection process and consequently become a Police Officer.

Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their racial group?

4.174 With regard to the breakdown of officers applying for Specialist Unit roles within PSNI, there are 98.7% white, 0.85% ethnic minority and 0.37% blank. This data illustrates that percentage of individuals applying for a Specialist Unit role within PSNI is not influenced by their racial group as those applying for Specialist Unit roles generally reflects the racial groups of the PSNI in general.

Will a person be less likely to successfully complete the PCA as a result of their racial group?

4.175 Given that 100% of Student Officers successfully complete the PCA an individual's racial group does not influence success or failure rates and is not relevant.

4.176 Similarly, due to the extremely high PCA percentage pass rates during Probationer Training, racial group does not impact on pass rates.

4.177 Between 2013 and 2018 a total of 2107 individuals reached the PCA stage of a Specialist Unit Selection Process. If PCA failure rates are compared between the various racial groupings they appear to differ from 0% for ethnic minority to 9% for white. Individuals classed as white therefore, are more likely to fail a Specialist Unit PCA.

4.178 It is also evident however, that the number of individuals from ethnic minority groups is small in comparison to those who are classified as white and this will, in turn, impact on the strength of the statistical analysis.

	White		Ethnic Minority		Blank	
	Nos	%	Nos	%	Nos	%
Pass	1886	91%	18	100%	8	100%
Fail	195	9%	0	0%	0	0%
Total	2081		18		8	

4.179 The percentage pass rates for Specialist Unit Annual In-service PCAs are extremely high and are similar across all racial groups as is evident from the above table. Again, this reinforces the statement that an individual is equally likely to successfully complete the PCA and this does not differ between racial groups.

	White		Ethnic Minority		Blank	
	Nos	%	Nos	%	Nos	%
Pass	2137	99%	44	100%	48	98%
Fail	30	1%	0	0%	1	2%
Total	2167		44		49	

MARITAL STATUS

4.180 The following table provides an overview of the marital status of Police Officers within PSNI at present:

Single		Married/ Civil Part/ Co-Habit		Sep/ Divorce/ DCivil Part		Widowed		Withheld	
Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
1898	27.88%	4313	63.36%	576	8.46%	3	0.14%	17	0.25%

4.181 The issue to be discussed below relates to how the marital status of an individual may impact on their willingness to apply for the PSNI and its various Specialist Units. In addition, the PCA pass/fail rates will be considered to understand if marital status has an impact.

4.182 It is therefore important to consider whether:

- A person will be less likely to successfully complete the PCA during the police selection process and consequently become a Police Officer as a consequence of their marital status?
- Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their marital status?
- Will a person be less likely to successfully complete the PCA as a result of their marital status?

A person will be less likely to successfully complete the PCA during the police selection process and consequently become a Police Officer as a consequence of their marital status?

4.183 The table below illustrates that there is very little difference between percentage pass/fail rates for those who are single, married, in civil partnerships or co-habiting throughout Campaigns 1 to 4.

4.184 The fail rate for those who are separated, divorced or dissolved civil partnership however, is higher. While this may warrant some further analysis, it should be noted that the numbers are much smaller therefore, the percentage pass/fail rates may be skewed.

4.185 Given this information, marital status does not appear likely to influence PCA success rates during the police selection process.

		Single		Married/ Civil Part/ Co-Habit		Sep/ Divorce/ DCivil Part		Widowed	
		Nos	%	Nos	%	Nos	%	Nos	%
C1	Pass	322	72%	153	76%	7	54%	1	100%
	Fail	126	28%	47	24%	6	46%	0	0%
	Total	448		200		13		1	
C2	Pass	418	94%	139	96%	10	91%	0	
	Fail	29	6%	6	4%	1	9%	0	
	Total	447		145		11		0	
C3	Pass	400	94%	152	93%	9	100%	0	
	Fail	26	6%	12	7%	0	0%	0	
	Total	426		164		9		0	
C4	Pass	485	92%	235	93%	19	73%	1	100%
	Fail	42	8%	17	7%	7	27%	0	0%
	Total	527		252		26		1	

Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their marital status?

4.186 As is evident from the table below, with regard to the breakdown of officers applying for Specialist Unit roles within PSNI 27.8% are single, 64.3% are married/in a civil partnership/co-habiting, 7.5% are separated/divorced/dissolved civil partnership and 0.1%

are widowed. This data illustrates that the percentage of individuals applying for a Specialist Unit role within PSNI is not influenced by their marital status as the data relating to those applying for Specialist Unit roles generally reflects PSNI in general.

Single		Married/ Civil Part/ Co-Habit		Sep/ Divorce/ DCivil Part		Widowed		Withheld	
Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
583	27.8%	1346	64.3%	159	7.5%	3	0.1%	0	0%

Will a person be less likely to successfully complete the PCA as a result of their marital status?

4.187 Given that 100% of Student Officers successfully complete the PCA, marital status does not appear to influence success or failure rates therefore, is not relevant.

4.188 Similarly, due to the extremely high PCA percentage pass rates during Probationer Training, marital status does not impact on pass rates.

4.189 With regard to Pre-selection Specialist Unit PCAs, the following table provides an overview of numbers and percentages of those passing and failing the PCA.

	Single		Married/ Civil Part/ Co-Habit		Sep/ Divorce/ DCivil Part		Widowed		Withheld	
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
Pass	542	92.9%	1238	91.9%	129	81.1%	3	100%	0	0%
Fail	43	7.1%	108	8.1%	30	18.9%	0	0%	0	0%
Total	583		1346		159		3		0	0%

4.190 While there is very little difference between percentage pass/fail rates for those who are single, married, in civil partnerships or co-habiting, the fail rate for those who are

separated, divorced or dissolved civil partnership is higher. Some further analysis may be useful to understand the reasons for this.

	Single		Married/ Civil Part/ Co-Habit		Sep/ Divorce/ DCivil Part		Widowed		Withheld	
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
Pass	394	99.5%	1621	98.6%	182	96.9%	6	100%	6	100%
Fail	2	0.5%	23	1.4%	6	3.1%	0	0%	0	0%
Total	396		1644		188		6		6	

4.191 With regard to Specialist Unit Annual In-service PCAs, it is interesting to note that the percentage of those officers participating and who are single is much less than the general PSNI percentage by 10%.

4.192 In addition, the number of those participating in the Specialist Unit Annual In-service PCAs who are married, in civil partnerships or co-habiting is 9% higher than the general PSNI population.

1.193 The percentage pass rates for Specialist Unit Annual In-service PCAs are extremely high and are similar across all marital status groupings as is evident from the above table. Again, this reinforces the statement that an individual is equally likely to successfully complete the PCA and this does not differ between groups.

SEXUAL ORIENTATION

4.194 The table below provides information in relation to sexual orientation within PSNI at present:

Heterosexual		Gay/Lesbian		Bi-sexual		Not Say		Withheld	
Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
5453	80.11%	127	1.87%	35	0.51%	352	5.17%	840	12.34%

4.195 While there is a relatively small proportion of the PSNI population who have identifying as Lesbian, Gay or Bi-sexual, it is important to consider whether PCAs have a differential impact on the basis of sexual orientation.

4.196 There are three key issues which require attention including:

- Will a person be less likely to successfully complete the PCA during the police selection process and consequently become a Police Officer as a consequence of their sexual orientation?
- Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their sexual orientation?
- Will a person be less likely to successfully complete the PCA as a result of their sexual orientation?

Will a person be less likely to successfully complete the PCA during the police selection process and therefore, become a Police Officer as a consequence of their sexual orientation?

4.197 The number of Candidates identifying as Gay, Lesbian and Bi-sexual who have applied for the Police Officer role during Campaigns 1 to 4 is extremely low.

4.198 It is encouraging to note however, that there has been a steady increase in applications from the Gay, Lesbian and Bi-sexual community from Campaign 1 (22) to Campaign (52).

4.199 In addition, it should be noted that while the percentage PCA pass rate of Candidates who are Gay, Lesbian and Bi-sexual was extremely low in Campaign 1 (46%-56%) this has increased dramatically and is now similar to those Candidates who identify as Heterosexual.

4.200 Given this information, sexual orientation does not appear likely to influence PCA success rates during the police selection process.

		Heterosexual		Gay/Lesbian		Bi-sexual		Not Say	
		Nos	%	Nos	%	Nos	%	Nos	%
C1	Pass	470	74%	6	46%	5	56%	2	50%
	Fail	166	26%	7	54%	4	44%	2	50%
	Total	636		13		9		4	
C2	Pass	547	95%	13	72%	2	100%	5	63%
	Fail	28	5%	5	18%	0	0%	2	37%
	Total	575		18		2		8	
C3	Pass	527	94%	18	90%	7	88%	9	90%
	Fail	34	6%	2	10%	1	12%	1	10%
	Total	561		20		8		10	
C4	Pass	677	92%	30	94%	17	90%	16	94%
	Fail	60	8%	2	6%	3	10%	1	6%
	Total	737		32		20		17	

Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their sexual orientation?

Heterosexual		Gay/Lesbian		Bi-sexual		Not Say		Withheld	
Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
1703	83.6%	41	2.01%	10	0.49%	82	4.02%	199	9.77%

4.201 When compared to the population within PSNI, it is clear from the data presented in the table above, that individuals applying for Specialist Unit roles within PSNI are equally as likely to apply despite their sexual orientation.

4.202 For example, 83.4% of applications for Specialist Unit roles are from heterosexual individuals. This figure is slightly higher than 80.11% for the PSNI in general.

4.203 Similarly, 2.01% of applications for Specialist Unit roles are from gay/lesbian individuals, which again is marginally higher than the 1.87% in PSNI.

4.204 Applications from bi-sexual individuals represent 0.49% which is less than the 0.51% population within PSNI.

Will a person be less likely to successfully complete the PCA as a result of their sexual orientation?

4.205 Given that 100% of Student Officers successfully complete the PCA, sexual orientation does not appear to influence success or failure rates therefore, is not relevant.

4.206 Similarly, due to the extremely high PCA percentage pass rates during Probationer Training, sexual orientation does not impact on pass rates.

4.207 With regard to Pre-selection Specialist Unit PCAs, the data analysis of PCA results is unavailable due to the low numbers involved.

4.208 With regard to Specialist Unit Annual In-service PCAs, it is interesting to note that the percentage of those officers participating and who are heterosexual is dramatically less than the general PSNI percentage by 21.7% (80.11% compared to 58.5%).

4.209 Similarly, the percentage of those completing an Annual In-service Specialist Unit PCA who are gay, lesbian and bi-sexual are also less than the PSNI norms by 1.47%.

4.210 The percentage of officers within Specialist Units who have withheld information in relation to their sexual orientation however, is much higher than expected (35.6%) when compared to the PSNI general population (12.34%). Given this information, care should be taken when reaching conclusions in relation to this data.

4.211 The percentage pass rates for Specialist Unit Annual In-service PCAs are extremely high and are similar across all groupings as is evident from the table below. Again, this reinforces the statement that an individual is equally likely to successfully complete the PCA and this does not differ with sexual orientation.

	Heterosexual		Gay/Lesbian		Bi-sexual		Not Say		Withheld	
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
Pass	1271	99.7%	10	100%	3	100%	114	97.4%	763	98.5%
Fail	4	0.3%	0	0%	0	0%	3	2.6%	12	1.5%
Total	1275		10		3		117		775	

DEPENDANTS

4.212 The table below provides information in relation to Police Officers with dependants within PSNI at present:

Yes		No		Blank	
Nos	%	Nos	%	Nos	%
3364	49.42%	2609	38.33%	834	12.25%

4.213 Many Police Officers will have caring responsibilities such as, they may have children or they may care for a relative. In practice, this may mean that they are likely to have less flexibility or time than those without dependants.

4.214 In this section, consideration will be given to the following:

- Will a person be less likely to successfully complete the PCA during the police selection process and consequently become a Police Officer as a consequence of them having dependants?
- Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their dependants?
- Will a person be less likely to successfully complete the PCA as a result of their dependants?

Will a person be less likely to successfully complete the PCA during the police selection process and therefore, become a Police Officer as a consequence of them having dependants?

4.215 The table below illustrates that there is very little difference between percentage pass/fail rates for Candidates who have dependants and those who do not have dependants.

4.216 In Campaign 1, the percentage pass rate for those with dependants was the same as those without dependants at 73%. In Campaign 2 those with dependants had a 100% pass rate in comparison to 94% for those without dependants. In Campaign 3, 92% of those with dependants passed the PCA compared to 94% of those without dependants and finally, in

Campaign 4 91% of Candidates with dependants successfully completed the PCA in comparison to 91% of those without dependants.

4.217 Given this information, those with dependants are equally as likely to pass the PCA during the police selection process as those without dependants.

		Yes		No	
		Nos	%	Nos	%
C1	Pass	97	73%	386	73%
	Fail	35	27%	144	27%
	Total	132		530	
C2	Pass	19	100%	548	94%
	Fail	0	0%	36	6%
	Total	19		584	
C3	Pass	125	92%	436	94%
	Fail	11	8%	27	6%
	Total	136		463	
C4	Pass	166	91%	574	92%
	Fail	17	9%	49	8%
	Total	183		623	

Will a person be less likely to apply for a Specialist Unit role within PSNI as a result of their dependants?

4.210 When compared to the population within PSNI, the percentage of individuals applying for Specialist Unit roles is similar. For example, 53.8% of applicants for Specialist Unit roles have dependants in comparison to 49.4% within PSNI.

4.211 Again, those without dependants are equally as likely to apply for Specialist Unit roles with 34.9% of applicants in comparison to 38.33% within PSNI in general.

Yes		No		Blank	
Nos	%	Nos	%	Nos	%
1133	53.8%	735	34.9%	239	11.3%

Will a person be less likely to successfully complete the PCA as a result of their dependants?

4.212 Given that 100% of Student Officers successfully complete the PCA, the fact that individuals have dependants does not appear to influence success or failure rates therefore, is not relevant.

4.213 Similarly, due to the extremely high PCA percentage pass rates during Probationer Training, there does not appear to be an impact on pass rates resulting from dependants.

4.214 With regard to Pre-selection Specialist Unit PCAs, the following table provides an overview of numbers and percentages of those passing and failing the PCA.

4.215 When completing a Pre-selection Specialist Unit PCA, those with dependants are more likely to be successful (91.2%) when compared to those without dependants (88.2%).

	Yes		No		Blank	
	Nos	%	Nos	%	Nos	%
Pass	1033	91.2%	648	88.2%	231	96.7%
Fail	100	8.8%	87	11.8%	8	3.3%
Total	1133		735		239	

4.216 With regard to Specialist Unit Annual In-service PCAs, it is interesting to note that the percentage of those officers participating and who have dependants is much less than the general PSNI percentage by 8%.

4.217 Similarly, the number of those participating in the Specialist Unit Annual In-service PCAs who do not have dependants is 19.2% compared to the general PSNI population (34.9%).

4.218 The number of Specialist Unit Officers who have left this blank however, is 35.6% compared to 11.03%. This difference must be considered when attempting to analyse the data.

4.219 The percentage pass rates for Specialist Unit Annual In-service PCAs are extremely high and are similar whether individuals have dependants or not. This is evident from the table below which reinforces the statement that an individual is equally likely to successfully complete the PCA and is not influenced by dependants.

	Yes		No		Blank	
	Nos	%	Nos	%	Nos	%
Pass	997	98.6%	427	99.3%	784	98.3%
Fail	14	1.4%	3	0.7%	14	1.7%
Total	1011		430		798	