

Keeping People Safe



FREEDOM OF INFORMATION REQUEST



Request Number: F-2021-01799

Keyword: Human Resources

Subject: PSNI Police Officer Diversity

Request and Answer:

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

Request 1

What is the total establishment of police officers in your force?

Answer

As at 01/09/2021 there were 7020 serving officers.

Request 2

In terms of police officers, what percentage of your force are ethnic minority men/women?

Answer

Ethnic Minority males – 0.47% Ethnic Minority females – 0.11%.

Request 3

What is your percentage split on male/female officers?

Answer

69.57% are male and 30.43% are female.

Request 4

What is your percentage split on ethnic diversity in your force?

Answer

0.58% of officers are from an ethnic minority background.

Request 5

What is your percentage split of diversity among women?

Answer

0.37% of females are from an ethnic minority background.

Request 6

What is your percentage split of diversity among men?

Answer

0.68% of males are from an ethnic minority background.

Request 7

How many police officers are the force intending to recruit in the next 3 years (2021,2022,2023)?

Answer

Police Officer Recruitment Forecast:

2021 – 320

2022 – 400

2023 – 314

Request 8

Please provide any evidence of positive action initiatives that your force may currently have in place?

Answer

The Police Service of Northern Ireland has undertaken a number of positive action initiatives, for example, we have engaged with ethnic minority communities to inform our advertising campaign and recruitment website, which include visible ethnic minority role models. We will also be undertaking a programme of outreach activities in local communities to encourage under-represented groups to consider a career in policing.

Request 9

Has your force made any commitment to recruiting certain numbers from ethnic minority communities?

Answer

The Police Service of Northern Ireland is committed to being representative of the community we serve and as such, seeks for our representation to reflect the working population of Northern Ireland (as recorded within the Northern Ireland Census).

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

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

If, following an Internal Review carried out by an independent decision maker, you remain dissatisfied with the handling of your request, you may make a complaint to the Information Commissioner's Office, under Section 50 of the Freedom of Information Act, and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at 'Information Commissioner's Office, Wycliffe House,

Water Lane, Wilmslow, Cheshire, SK9 5AF', or use the ICO self-service portal available at www.ico.org.uk/make-a-complaint/officialinformation-concerns-report/official-information-concern/

In most circumstances, the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out however, the Commissioner has the option to investigate the matter at their discretion.

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

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