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**PSNI**  
**EQUALITY IMPACT ASSESSMENT**  
**RECRUITMENT OF POLICE OFFICERS**  
**EQIA REPORT**

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Published March 2008

**POLICE SERVICE OF NORTHERN IRELAND**

**EQUALITY IMPACT ASSESSMENT OF THE  
POLICY FOR RECRUITING PSNI REGULAR  
TRAINEES**

**REPORT**

**Original research June 2005**

**Updated to include equality data on Disability and  
Sexual Orientation Jan 2007.**

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## 1. INTRODUCTION

### 1.1 Introduction

This document represents the outcome of an Equality Impact Assessment (EQIA) on the Police Service of Northern Ireland (PSNI) arrangements for selection and recruitment of regular PSNI Trainees. This assessment includes the following stages as set out in the Equality Commissions “*Practical Guidance on Equality Impact Assessment*”:

- definition of policy aims and objectives;
- consideration of available data and research;
- assessment of impacts; and
- consideration of measures.

### 1.2 Methodology

The methodology used to carry out the EQIA included:

- **desk research:** documentation relating to the design, objectives and operation of the policy for recruiting PSNI regular trainees was reviewed. In addition data was gathered from the Consensia Partnership’s equality monitoring systems in relation to the characteristics of initial applicants and those that are successful at each stage of recruitment;
- **key informant interviews:** interviews were conducted with key Consensia and PSNI representatives to inform the EQIA as agreed at Project Initiation;
- **data analysis:** information gathered from key informants and from desk research was analysed to identify the impact of the PSNI Trainee Recruitment Policy on the nine Section 75 categories;
- **policy analysis:** the aims and objectives of each stage of the policy were analysed to identify the potential options for delivering the policy; and
- **reporting:** this report details the processes and findings of the EQIA

### 1.3 Section 75 of the Northern Ireland Act

Section 75 of the Northern Ireland Act (1998) (Section 75) aims to increase participation and inclusion, to change the culture of public decision making, and to place a more proactive approach to the promotion of equality of opportunity at the heart of public policy.

Public authorities are required, in carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

The legislation requires public authorities to identify where a policy has a differential impact upon the relevant groups, the nature and extent of the differential impact and whether any differential impact found is justifiable.

PSNI was designated for the purposes of Section 75 in November 2001. Their Equality Scheme was approved by the Equality Commission in March 2003 following a period of public consultation.

PSNI decided to carry out an EQIA on the policy for recruiting regular PSNI Trainees, which is an outsourced arrangement currently delivered on behalf of PSNI by The Consensia Partnership.

#### **1.4 Purpose of Equality Impact Assessment**

The purpose of this assessment is to identify those categories of people for whom the policy may have a differential impact, the extent of this and if identified whether the aims of the policy justify the differential impact(s) identified.

#### **1.5 Report Structure**

The remainder of this report is set out as follows:

- Section 2** Background and Policy Context;
- Section 3** Policy Aims and Objectives;
- Section 4** Consideration of available data and research;
- Section 5** Assessment of Impacts;
- Section 6** Summary of Impacts and Consideration of Measures to Mitigate
- Section 7** Key Findings.
- Section 8** Consultation
- Section 9** Decisions
- Section 10** Concluding Comments

## 2. BACKGROUND AND POLICY CONTEXT

### 2.1 Introduction

The purpose of this section is to detail the background to the procedures for recruiting PSNI Regular Trainees.

### 2.2 Background to Recruitment of PSNI Trainees - the Patten Report

The Independent Commission on Policing for Northern Ireland (Patten Commission) was established as a result of the Belfast Agreement. The role of the Commission as set out in its Terms of Reference, included:

- taking account of the principles on policing as set out in the agreement, the Commission will inquire into policing in Northern Ireland and, on the basis of its findings, bring forward proposals for future policing structures and arrangements, including means of encouraging widespread community support for those arrangements; and
- proposals on policing should be designed to ensure that policing arrangements, including composition, recruitment, training, culture, ethos and symbols, are such that in a new approach Northern Ireland has a police service that can enjoy widespread support from, and is seen as an integral part of, the community as a whole.

The report of the Commission reflected that:

*'only about eight per cent of [PSNI] officers are Roman Catholics while more than 40 per cent of the population of Northern Ireland is Roman Catholic. Only 12.6 per cent of its officers are women (a third of who are in the Part Time Reserve). We received many submissions from all parts of the community arguing that there should be more Catholics/Nationalists and more women in the police. The RUC is widely seen as overwhelmingly Protestant and male'.*

The Commissions report made a total of 175 recommendations in relation to Policing in Northern Ireland and Chapter 15 of the report detailed sixteen recommendations in relation to recruitment. Key among these recommendations was:

- the police should contract out the recruitment of both police officers and civilians into the police service and that there should be lay involvement, including community representatives, on recruitment panels;
- the recruitment agency should advertise imaginatively and persistently, particularly in places likely to reach groups who are under-represented in the police;
- the agency should advertise beyond Northern Ireland, in the rest of the United Kingdom and in the Republic of Ireland;
- all candidates for the police service should continue to be required to reach a specified standard of merit in the selection procedure.



Candidates reaching this standard should then enter a pool from which the required number of recruits can be drawn; and

- an equal number of Protestants and Catholics should be drawn from the pool of qualified candidates.

### **2.3 Police (Northern Ireland) Act 2000**

The legislative provision for contracting out elements of PSNI recruitment is contained within Sections 44 and 45 of the Police (Northern Ireland) Act 2000 which provides that:

- the Chief Constable may, in accordance with regulations made by the Secretary of State, appoint a person to exercise prescribed functions of the Chief Constable in connection with the recruitment of persons; and
- that anything done or omitted to be done by or in relation to a person appointed (or an employee of his) in, or in connection with, the exercise or purported exercise of any prescribed functions of the Chief Constable shall be treated for all purposes as done or omitted to be done by or in relation to the Chief Constable.

In accordance with these provisions, the Chief Constable invited suitable person(s) in October 2000, to provide a Recruitment and Selection Service for Police Trainees to enter the Police Service of Northern.

### **2.4 Role of Consensia Partnership**

The Consensia Partnership (which comprises Deloitte MCS, Pearn Kandola, AV Browne and BMI Health Services) was awarded the contract by the Chief Constable to provide a recruitment and selection service for Police Trainees to enter PSNI. The first recruitment of Trainees under this system was in February 2001. Applications are invited twice a year and the ninth Recruitment Campaign has just been launched.

The PSNI Terms of Reference for the contract indicated that the overarching purpose of the recruitment process is

*“to design and administer an effective, efficient and fair recruitment and selection process for the police service of Northern Ireland. This process must produce a precise number of police trainees to an agreed standard and at a predetermined time. These trainees, in turn, will be responsible for delivering a quality police service to all the people of Northern Ireland”.*

In line with the recommendations of the Patten Report, the Chief Constable of PSNI retains responsibility and accountability for recruitment although the technical work of recruitment is now carried out by the Consensia Partnership rather than PSNI officers or officials.

## 2.5 Actual v Projected Recruitment Check data – if we have appointed from six campaigns should we not only have data for three years?

The Independent Commission on Policing envisaged that 370 Regular Trainees would be recruited each year on a 50:50 (Roman Catholic: Non Roman Catholic) basis. Table 2.1 illustrates the actual number of trainees recruited against projections

**Table 2.1**  
**Number of Recruits envisaged by Patten compared with Actual**

Year	Patten Projections	Actual Recruits
Base Year	0	0
Year One	370	260
Year Two	370	414
Year Three	370	528
Year Four	370	108 (to date)

*Source : Patten Report and PSNI*

There have been two recruitment campaigns for PSNI Trainees each calendar year since 2001. In the first year of recruitment, 260 Trainees were appointed (110 less than projections). However, by the end of year three of recruitment the actual number of Trainees appointed exceeded projections by 92. This year to date, 108 Trainees have been appointed by PSNI and further appointments will be made from both Campaign Six which is nearing completion and Campaign Seven which has recently commenced.

## 2.6 Summary of Policy Context

The implementation of the Patten Recommendations is an integral part of the wider Northern Ireland political context, since the signing of the Belfast Agreement and the setting up of the Northern Ireland, Cross-Border and East-West Institutions.

The contracting out of arrangements for the recruitment of PSNI Trainees and the recruitment of Trainees on a 50:50 basis between Roman Catholic and other applicants are key recommendations of the Patten Report. These aim to ensure that the recruitment process is and is seen to be independent, objective and transparent and that PSNI is reflective of the community which it serves.

## **3. POLICY AIMS OBJECTIVES AND PROCESSES**

### **3.1 Introduction**

The purpose of this section is to detail the policy aims, objectives and processes of each stage of the PSNI Trainee recruitment and selection process, which are administered by the Consensia Partnership.

### **3.2 Overall Aim**

As detailed above, the primary aim of the recruitment and selection process for PSNI Trainees, detailed by PSNI is:

*to design and administer an effective, efficient and fair recruitment and selection process for PSNI to produce a precise number of police trainees to an agreed standard and at a predetermined time.*

### **3.3 Summary of Policy**

Table 3.1 overleaf summarises the aims and objectives of the policy, in the format set out in the Equality Commission “*Practical Guidance on Equality Impact Assessment*”.

**Table 3.1**

**Summary of the Recruitment and Selection Policy for PSNI Trainees**

<p><b>What is the policy?</b></p>	<p>Recruitment of PSNI Trainee Police Officers</p>
<p><b>What is the aim, objective and purpose of the policy?</b>          To recruit competent trainees for PSNI Regular Force;          To implement the recommendations contained within the Patten Report in relation to recruitment; by helping PSNI better reflect the community it serves by attracting groups historically under-represented in PSNI;</p>	<p><b>How do these outcomes meet or hinder other policies, values or objectives of the public authority or of Government?</b>          The desired policy outcomes are an integral part of the overall strategy which emerged from the Belfast Agreement and as such support the aims of a range of other policies including PSNI reform, development of the Northern Ireland Institutions and setting up of Cross border and East West Institutions.</p>
<p><b>Who implements the policy?</b>          PSNI (the Consensia Partnership carry out the technical work of Recruitment on behalf of PSNI)</p>	<p><b>What factors/forces could contribute/ detract from the outcomes?</b>          Low levels of applicants with a Roman Catholic Community background.</p>
<p><b>What outcomes do we want to achieve with the policy? For whom?</b>          PSNI to better reflect the community that it serves for the benefit of all sections of society. Attract higher number of Roman Catholic and women trainees than has historically been the case;          Ensure that the recruitment process results in the identification of those applicants that meet the required standard; and          Ensure that the recruitment process produces a specific number of trainees at an agreed time.</p>	<p><b>How does the public authority interface with other bodies in relation to the implementation of this policy?</b>          There are a range of organisations and agencies with whom PSNI Interface in relation to Implementation of this Policy. These are:          The <b>Consensia Partnership</b>, made up of four independent firms: (Deloitte MCS, Pearn Kandola, AV Browne and BMI Health Services) manages and delivers the recruitment on behalf of PSNI;          The <b>Oversight Commissioner</b>, currently Mr. Hutchinson, is responsible for overseeing implementation of the recommendations of the Independent Commission, including those relating to recruitment          The <b>Policing Board</b> is an independent public body established to secure for all the people of Northern Ireland an effective, efficient and impartial police service which has the confidence of the whole community; and          The <b>Northern Ireland Office</b> supports the Secretary of State for Northern Ireland in securing a lasting peace, in which the rights and identities of all traditions in Northern Ireland are fully respected and safeguarded and in which a safe, stable, just, open and tolerant society can thrive and prosper</p>
<p><b>Who are the main stakeholders in relation to this policy?</b>          Applicants and Potential Applicants for PSNI Trainee posts; and          Northern Ireland public.</p>	<p><b>Are there any groups that might be expected to benefit from the intended outcomes but do not?</b>          No.</p>

### 3.4 Changes to Recruitment Processes

At the time this EQIA was commenced the ninth recruitment campaign for PSNI Trainees had just been launched and the sixth recruitment campaign was not yet completed. Therefore this EQIA considers the seventh recruitment campaign in detail, being the most recently completed recruitment campaign.

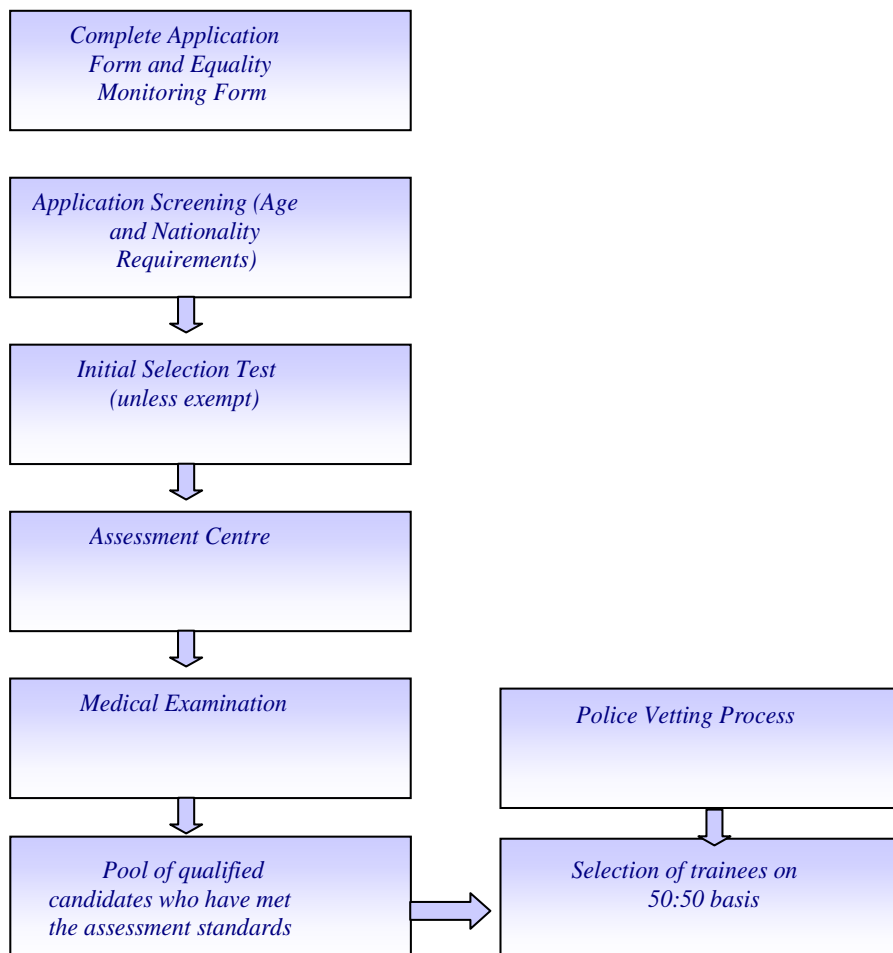
Figures 3.1, overleaf details the processes of the recruitment for Campaign Seven leading to an offer of appointment as a PSNI Trainee.

Equality monitoring in respect of disability was introduced for campaigns 8 – 10 and sexual orientation for campaign 10.

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**Figure 3.1**  
**Recruitment Processes for the Seventh Recruitment and Selection for PSNI Trainees**

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### 3.5 Appointment from Merit Pool

The appointment of Trainees from the Merit Pool aims to ensure that 50 per cent of Trainees appointed are from a Roman Catholic Community

Background, in line with the recommendations of the Independent Commission on Policing.

The Police (Northern Ireland) Act 2000 introduced a change to domestic law which provided that in making appointments as PSNI Trainees, the Chief Constable shall appoint from the pool of qualified applicants an even number of persons, one half of whom are from a Roman Catholic community background one half who are not.

Given these arrangements, which were put in place to address an historic imbalance and were not instituted by PSNI or the Consensia Partnership, the EQIA considers only those stages, up to and including the formation of the merit pool.

### **3.6 PSNI Vetting Procedures**

PSNI carry out background checks on all those that meet the requirements of the medical assessment, prior to offers of appointment being made. Such checks are confidential and aim to ensure that those appointed do not pose a threat to security. In Campaign One to Four, a total of 71 candidates did not meet the requirements, either because they failed to meet the required standards or they failed to disclose fully a material item on their application. The impact of the PSNI vetting is not considered within this EQIA.

### **3.7 Underlying Principles of Recruitment**

There are a number of key principles which underpin the recruitment and selection for PSNI Trainees. These are:

**Involvement of Lay Assessors:** Lay Assessors have been recruited and participate in delivery of both the Initial Selection Tests and Assessment Centres. Their participation aims to ensure that the process is fair and independent.

**Involvement of Independent Community Observers (ICO's):** ICO's have also been recruited and do not play an active part in the assessment process. Their role is to observe randomly selected IST s and AC's and to comment on the extent to which assessments are standardised and results are analysed in a fair and transparent manner. The participation of ICO's aims to ensure the fairness and independence of the recruitment and selection process.

**Independent and Robust Equality Monitoring:** Equality Monitoring forms submitted by applicants are opened, recorded and analysed independently from the assessment process. This ensures that the equality impacts of the process can be monitored effectively to ensure that the process is fair, transparent and credible.

**Guarantee of Security and Confidentiality:** In recruiting and selecting PSNI Trainees, it is recognised that security and confidentiality of personal information will be an important consideration for applicants. Extensive security protocols have been put in place to safeguard candidate's security

and to ensure that personal information is confidentially held at all stages of the process.

**Charter Commitments to Candidates:** A Candidates Charter sets out the standards, which applicants can expect throughout the recruitment process. A copy of this charter is attached at [Appendix I](#).

### 3.8 Aims and Objectives of Recruitment Stages

Table 3.2 details the aims and objectives of each of the stages of recruitment set out in Figure 3.1 above which are administered by the Consensia Partnership. This is based on interviews with Consensia and PSNI Personnel and a review of key policy documents, contract documents and application and guidance material.

**Table 3.2**  
**Aims and Objectives of Campaign Five Recruitment Stages**

Stage	Criteria for Moving to Next Stage	Overall Aim(s) of Stage	Ancillary Aims and Objectives
Awareness Raising and Advertising	Request application form	To encourage eligible people to request an application pack and apply to become PSNI Trainees by challenging existing perceptions of PSNI and by repositioning PSNI using the most effective brand building media available.	To influence opinion formers and community leaders to support and endorse the campaign. To address a number of target audiences, including young people and women. To target people primarily from Northern Ireland but also from the Republic of Ireland and Great Britain, with particular focus on the Irish community in Great Britain. To select media which reach the entire community and which can be weighted in nationalist areas in order to increase applications from this community and address the religious imbalance in the make-up of PSNI.

Application Stage	Submit application form by required date and demonstrate that age and nationality requirements are met.	<p>To allow screening of applicants to ensure that they meet the required age and nationality criteria (this is set down by PSNI and is common to Police Services across the UK).</p> <p>To ensure that applicants are aged between 18 and 52 at expected date of appointment.</p> <p>To ensure that applicants are either from a country which is a member of a European Union or have leave to remain in the UK for an indefinite period of time.</p>	<p>To obtain contact details and equality monitoring information in respect of applicants.</p> <p>To ensure that the application form is as user-friendly as possible to encourage applications from eligible candidates.</p>
Initial Selection Test (IST)	Meet/exceed IST minimum pass mark or be exempt from the IST (exemptions are granted to re-applicants from C3 onwards who have passed the IST in previous campaigns)	To ensure that successful applicants have the numeracy, literacy and logical reasoning skills required to effectively carry out the duties of a PSNI officer.	<p>To ensure that the IST is seen to be open, transparent and fair and that there is local access to the process and Neutral venues for the IST.</p> <p>To meet PSNI operational and organisational needs.</p> <p>For IST's to enjoy maximum public confidence.</p>



Assessment Centre (AC)	Meet or exceed required minimum pass marks for AC.	<p>To ensure that successful applicants have the skills required to perform effectively as a police officer and meet a minimum standard in each of the following competences:</p> <ul style="list-style-type: none"> <li>■ Respect for Others;</li> <li>■ Community Focus;</li> <li>■ Effective Communication;</li> <li>■ Problem Solving;</li> <li>■ Personal responsibility;</li> <li>■ Resilience; and</li> <li>■ Teamworking</li> </ul>	<p>To ensure that the AC is seen to be open, transparent and fair and that there is local access to the process and neutral venues for the AC.</p> <p>To meet PSNI operational and organisational needs.</p> <p>To effectively simulate situations that PSNI trainees may actually face and assess candidate responses.</p> <p>For AC's to enjoy maximum public confidence.</p>
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Medical Examination	Meet required medical standards.	<p>To ensure that successful applicants are medically fit to carry out the duties of a PSNI Officer over the next 30 years (or until expected retirement age if earlier) with particular reference to the following medical areas:</p> <ul style="list-style-type: none"> <li>■ Eyes and Eyesight;</li> <li>■ Metabolic;</li> <li>■ Hearing, Ears, Nose and Throat;</li> <li>■ Cardiovascular;</li> <li>■ Neurological;</li> <li>■ Respiratory;</li> <li>■ Muscular-Skeletal;</li> <li>■ Mouth;</li> <li>■ Gastro-Intestinal;</li> <li>■ Mental Health;</li> <li>■ Genito-Urinary; and</li> <li>■ Skin.</li> </ul> <p>Each applicant's medical situation is considered independently according to standards produced by PSNI.</p>	<p>To ensure that applicants eyesight meets the necessary requirements for carrying firearms. (in this area Northern Ireland requirements are more stringent than for other Police Services in the United Kingdom).</p> <p>It should be noted that the Medical Standards in force are based on those set by the Home Office for Police Services across the UK. These are currently under review and the review is due to report later this year.</p>
Formation of Merit Pool	Pass (or be exempt) from all preceding stages	Identify all candidates who meet the required standard to become PSNI trainees from which to appoint on a 50:50 basis.	Ensure that sufficient numbers of trainees come through from merit pool to meet PSNI operational needs.

*Source: Consensia Partnership*

### 3.9 Changes to Selection Process

Over the course of the nine recruitment campaigns, changes have been made to different stages of the recruitment process. Table 3.3 below details the changes that have been made to the selection process since Campaign One and details the rationale for these changes.

**Table 3.3**  
**Changes to Selection Process**

<b>Campaign First Implemented</b>	<b>Change</b>	<b>Rationale for Change</b>
Campaign Two	Comprehensive practice IST forwarded to candidates	In Competition 1 there appeared to be a differential impact between Catholics and non-Catholics. As research has shown that comprehensive briefing can reduce differential impact, a practice test was designed to be forwarded to all candidates
	AC exercises were shortened in length	Analysis of Campaign 1 found that the role-plays were losing consistency because of their length. Therefore the time available for each was reduced
	Medical Questionnaire – was incorporated into medical assessment and the timing of the Medical Assessment moved to after AC.	To ensure that only those candidates that met the required IST and AC standards were required to attend the medical assessment.
Campaign Three	New IST developed and a Single Pass Mark Required	A new IST was developed because significant numbers had already sat version 1 and a new test was felt to be needed. With regard to the pass mark, piloting of the new version showed a high correlation between success in two parts of the test, which pointed towards using a single pass mark for the overall test rather than for each separate component.
	New AC developed and number of competences reduced from 9 to 7.	A significant number of candidates had been through the same AC. As the number of competencies nationally was also changing a 'menu' of AC exercises that could be changed for each competition going forward was produced to ensure some variety between ACs. The reduction in the number of competences reflected the production of a new National Competence Framework.
Campaign Four	Physical assessment removed as a stage of recruitment process.	Concern that process impacted differentially on women resulted in this aspect of the selection being dropped.
	Firearms handling assessment removed as a stage of recruitment process.	Concern that process impacted differentially on women resulted in this aspect of the selection being dropped.

### 3.10 Action to Promote Equality of Opportunity

This section details how the PSNI Trainee recruitment and selection policy has aimed to take account of the needs of different equality groupings.

#### 3.10.1 Awareness and Advertising Activities

Advertising and awareness activities are a pivotal part of recruitment and aim to encourage applications from all sections of the community, particularly from Roman Catholics and women, whilst also challenging community perceptions of PSNI. To this end a range of media including print, television, cinema and website have been used to publicise recruitment and these have included a range of images which aim to challenge pre-existing stereotypes of people that make for suitable officers. Specific equality groupings have been targeted in the following ways:

- **Roman Catholics**-through geographical targeting of advertisements, including through Newspapers and Cinema advertising and through focus groups which aim to inform assessment of barriers to this community.
- **Women**-through ensuring that promotional material reflect images of women and by targeted advertising in women's magazines;
- People from **Black and Minority Ethnic Communities**-through asking representative agencies to put up advertising posters and through sending copies of application packs to such agencies, advertising in local publications aimed at these communities and on-line advertising in selected relevant sites;
- People from **Republic of Ireland** and **Great Britain**-through media advertising in these areas;
- **Gay, Lesbian and Bisexual People:** Through media advertising in press which targets this group and through on-line advertising on websites for Gay, Lesbian and Bisexual people; and
- **Younger People:** through on-line advertising in selected sites, radio advertising on stations with a youth audience and by placing adverts in entertainment magazines:

It should be noted that the range of awareness and advertising activities, (billboard, radio, television, newspaper, magazine, cinema and on-line) aims to reach all sections of the community. Advertising which is targeted at specific groups aims to reach under-represented groups but applications are sought and welcomed from all sections of the community.

### **3.10.2 Application Form**

The Application Form has been designed to be user-friendly and easy to complete. No formal qualifications are required for appointment as a PSNI Trainee and the application form is comprised of just two A4 pages, one of which records equality monitoring information.

### **3.10.3 Initial Selection Test**

ISTs are held in hotel venues across Northern Ireland, the Republic of Ireland and Great Britain to facilitate attendance. Selection of venues takes account of potential barriers associated with individual venues for specific communities and aims to ensure that there are a range of acceptable venues. ISTs are held over a number of weeks, with slots available during the day, evening and at weekends, to facilitate people with commitments such as work or dependants.

The IST process is completely standardised with assessors following a script to ensure that all applicants experience similar conditions while sitting the test. Lay assessors are involved in delivering the IST and Independent Community Observers randomly attend ISTs to report on the administration process and ensure that agreed protocols are being followed.

Along with their invitation to IST, candidates are provided with practice exercises to allow them to familiarise themselves with the IST approach prior to sitting the test.

All those that attend IST are invited to complete an anonymous feedback form to identify if they feel that the test was fair and to record whether there were any environmental conditions of which assessors should be aware.

### **3.10.4 Assessment Centre**

AC's are held in hotel venues across Northern Ireland to facilitate attendance. Selection of venues takes account of potential barriers associated with individual venues for specific communities and aims to ensure that there is a range of acceptable venues. Due to the time required to complete the AC (one day) AC's are not offered at evenings or weekends.

The AC process is standardised with assessors following a standard timetable and script to ensure that all applicants have the same preparation time and time to complete the required activities. Lay Assessors are involved in delivering the AC and ICO's randomly attend AC's to report on the process and ensure that agreed protocols are being followed.

All those that attend AC are invited to complete an anonymous feedback form which asks if there are any particular issues in relation to the AC and whether candidates feel that the AC was a fair assessment.

### **3.11 Summary of Policy Aims and Objectives**

The recruitment and selection policy for PSNI Trainees aims to ensure that the process is open, transparent and fair and has widespread support. The policy also aims to increase the extent to which historically under-represented groups apply, including Roman Catholics and women. It should be noted however that the primary aim of the policy for recruitment and selection aims to assess the skills and competences of applicants and to ensure that those candidates who are successful in entering the merit pool are able to carry out the full range of duties required of a PSNI officer.

A range of steps have been put in place to safeguard equality of opportunity throughout the process including widespread awareness and advertising activities, awareness activities targeted at specific groups, standardisation of IST and AC procedures, issuing practice tests to candidates and seeking candidate feedback on the process.

## 4. CONSIDERATION OF AVAILABLE QUANTITATIVE DATA AND RESEARCH

This section identifies the data sources used in conducting the equality assessment of the policy and procedures for recruiting PSNI Trainees.

### 4.1 Key Information Sources

A variety of data was collected for the purposes of the equality assessment through desk research and key informant interviews. Table 4.1 details the main sources used to inform this review.

**Table 4.1**  
**Summary Review of Available Information Sources**

Source	Data
PSNI Human Resources	Numbers of Trainees Appointed. Background to Police Vetting Policies. Number of Candidates failing to meet Vetting Requirements Campaign One to Campaign Four.
Consensia Partnership	Equality Monitoring Data for Campaign Five on candidates at each stage of the process by Age, Gender, Community Background, Marital Status and Racial Background. Feedback from IST and AC attendees on Fairness of Campaign Five Selection process. Feedback and Complaints from Individual candidates for Campaign Five. Feedback from candidates who were un-notified withdrawals from ISTs for Campaign Five. Feedback from Candidates on Fairness of IST and AC for Campaign Five. Qualitative Feedback from Outreach Focus Groups. Analysis of candidates failing to pass the Medical Assessment by Gender for Campaign Five. Equality Monitoring Data from Campaigns One to Four on candidates at each stage of the process by Age, Gender, Community Background, Marital Status and Racial Background.
PSNI Occupational Health	Qualitative data relating to the impact of VSS criteria on equality categories. Background information on PSNI Medical Requirements.

## **4.2 Quality of Monitoring Information Available**

### **4.2.1 Introduction**

This section sets out the type and quality of information that is available to assess the impact of the policy on the nine different equality categories.

### **4.2.2 Equality Monitoring Information**

In 2005 all applicants for posts as PSNI Trainees were asked to complete an equality Monitoring Form. This asked candidates to record their:

- age
- gender;
- marital status;
- ethnic origin; and
- community background.

The above information allows an assessment of successful candidates at each stage of the competition to be made by:

- religious belief (using community background as a proxy);
- gender;
- racial background; and
- marital status.

Equality monitoring data is not available to permit quantitative analysis of candidate's success by:

- Political opinion
- whether they have dependant responsibilities.

While this EQIA is based on Campaign 7 equality monitoring has taken place in respect of persons with disability and those without for campaigns 8, 9 and 10 and for persons with a different sexual orientation for campaign 10. This data has been included where appropriate and used to inform the EQIA.

### **4.2.3 Feedback from Candidates on the Fairness of the Assessment**

All candidates at IST and Assessment Centre are invited to complete a survey indicating whether or not they believe the assessment was fair. Feedback cannot be attributed to candidates by equality category, as they are not asked to provide this information on the survey. This



feedback, however, does provide a useful overall analysis of candidates' perceptions of the recruitment and selection process.

#### **4.2.4 Feedback on Un-notified withdrawals at IST**

Applicants that fail to turn up to IST's, without notifying the Consensia Partnership that they are withdrawing, receive a letter inviting them to indicate their reason for failing to attend. This provides useful information to assess whether the reason for failure to attend the test is related to the process or whether there are other factors. This information also cannot be analysed by equality category as this information is not requested.

## 5. ASSESSMENT OF IMPACTS

### 5.1 Introduction

This section details the assessment of impacts of the recruitment and selection of PSNI Trainees on Section 75 groups, using the data and information sources detailed in Section 4. The raw data used to inform this analysis is attached at [Appendix II](#)

### 5.2 Approach to Analysis.

For each of the categories for which equality monitoring data is available, we have analysed each of the following areas in respect of **Campaign Seven**, which is the most recent completed campaign:

- Proportions of overall applications received compared with Census 2001 working age population statistics;
- Un-notified withdrawals at IST (as a proportion of those invited);
- Success rates at IST (as a proportion of those sitting);
- Un-notified withdrawals from AC (as a proportion of those invited);
- Success rates at AC (as a proportion of those attending);
- Success rates at medical assessment (as a proportion of those attending); and
- Overall success in entering merit pool (as a proportion of applications received).

Analysis in this form allows assessment of the impacts at each stage of the population to be made and facilitates identification of potential differential impacts on Section 75 categories.

We have also assessed, for each Section 75 category, trends from Campaign One to Campaign Seven with particular reference to:

- applications received;
- success rates at IST and AC;
- un-notified withdrawal rates at IST and AC; and
- representation in the merit pool (as a proportion of total merit pool).

In addition the equality monitoring data in respect of Disability and Sexual Orientation from campaigns 8 – 10 has been added to that assessment.

### 5.3 Volume of Applications

Four thousand, nine hundred and seventy seven applications for positions as PSNI Trainees were received in Campaign Seven. Table 5.1 illustrates how the volume of total applications has varied across campaigns.

Table 5.1  
**Number of Applications Campaign One to Campaign Seven**

<b>Campaign</b>	<b>Date</b>	<b>Total Applications</b>
<b>C1</b>	<b>Apr-01</b>	7518
<b>C2</b>	<b>Sep-01</b>	4910
<b>C3</b>	<b>Apr-02</b>	4674
<b>C4</b>	<b>Sep-02</b>	4379
<b>C5</b>	<b>Apr-03</b>	6032
<b>C6</b>	<b>Sep-03</b>	5419
<b>C7</b>	<b>Apr-04</b>	4977

*Source: Consensia Partnership*

The highest number of applications was received in Campaign One (7518). Total applications fell in each subsequent campaign with 4379 applications in Campaign Four being the lowest number of applications for any campaign. The total number of applications (4977) received in Campaign Seven is the lowest for the last three Campaigns. Applications for Campaign Six and Campaign Seven show consecutive declines from Campaign Five.

## **5.4 Age**

This section sets out our assessment of the impacts of the PSNI recruitment and selection policy on people of different ages.

### **5.4.1 Application**

There is a clear age restriction on applicants, as they must be aged between 18 and 52 at the expected time of appointment. The qualifying dates of birth are clearly set out for each competition.

In Campaign Seven, 52 per cent of applicants were between the ages of 21 and 29, 15 per cent aged 18-20 and 17 per cent aged 30-34. Ten per cent of candidates were aged between 35 and 39 and the remaining 6 per cent were aged above 40. Table 5.2 illustrates applications received from different age groups and their proportions in the working age population for Campaign Seven.

Table 5.2  
**C7 Applications received by Age Groups and NI Working Age Population (no. and % of applications)**

Age Group	Applications received (no.)	Working Age Population (no.)	Applications %	Working Age %
0-17	7	26276	0.1%	3.0%
18-20	702	71430	14.57%	8.2%
21-24	1312	86594	26.79%	9.9%
25-29	1295	114704	25.82%	13.1%
30-34	836	127517	16.55%	14.6%
35-39	535	129639	10.49%	14.8%
40-44	215	117335	4.3%	13.4%
45-49	66	102464	1.2%	11.7%
50-57	9	98426	0.2%	11.3%
	<b>4977</b>	<b>874385</b>	<b>100.0%</b>	<b>100.0%</b>

*Source: Consensia Partnership and Census 2001*

A higher proportion of applications were received in Campaign Seven from people between 18 and 34 than the average of the working age population and a lower proportion of applications were received from age groups above the age of 40 than the average in the working age population.

#### **5.4.2 Initial Selection Test-Attendance and Success Rates**

On average, 61 per cent of those invited to the IST attended. There is little variation among age groups in relation to attendance, although those aged 25-29 and 45-54 were slightly less likely to attend than candidates in all other age groups. The highest attendance rate was among those aged 18-20 (68.8 per cent).

The average success rate at IST was 60 per cent. Candidates aged 50-54 had the greatest success at IST with 75 per cent of those sitting the test passing. Candidates in the 18-20 and 45-49 age groups were most likely to fail the IST with a success rate each of 47 per cent. Pass rates for candidates aged 21-44 ranged between fifty-seven per cent to sixty-seven per cent.

#### **5.4.3 Assessment Centre-Attendance and Success rates**

There was a significant difference in withdrawal and attendance rates at AC between different age groups and this is illustrated in Table 5.3.

**Table 5.3**  
**Attendance at C7 Assessment Centre by Age Group (percentage of those in category invited)**

Age	Attended	Notified Withdrawal	Un-notified Withdrawal	Total
	%	%	%	%
<b>18-20</b>	86	1	13	100
<b>21-24</b>	79	1	20	100
<b>25-29</b>	80	2	18	100
<b>30-34</b>	80	2	18	100
<b>35-39</b>	83	3	14	100
<b>40-44</b>	84	3	13	100
<b>45-49</b>	86	14	0	100
<b>50-54</b>	67	0	33	100
<b>All</b>	81	2	17	100

*Source: Consensia Partnership*

The highest attendance rate at AC was among those aged 18-20 and 45-49 with 86 per cent of those invited attending. Those aged between 50 and 54 had the highest un-notified withdrawal rates with 33 per cent of those aged 50-54 failing to attend the AC that they were invited to.

Candidates aged between 25 and 49 had a higher than average rate of success at AC with candidates below and above this age group performing below the overall average of 54% per cent success. Of those passing AC, candidates aged 18-20 had the lowest overall rate of success. Only 32 per cent of candidates sitting the IST in this group, passed.

#### **5.4.4 Medical Assessment**

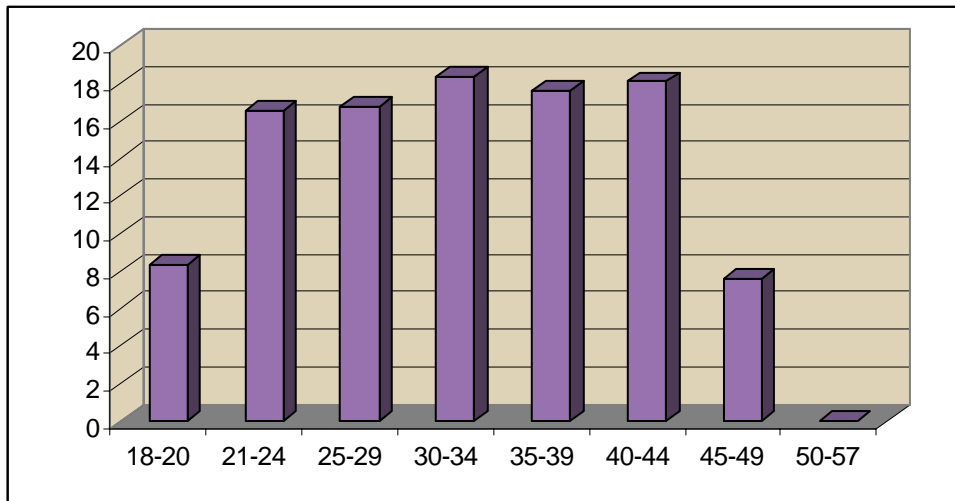
There was no significant difference among candidate attendance at medical assessment across different age groups. All age groups had a medical assessment attendance rate of ninety per cent or over.

The average success rate for the medical assessment was 79 per cent with candidates aged 21-24 and 30-34 more likely to meet the requirements (ranging from a success rate of 83 per cent for 31-34 and 80 per cent for 21-24), those aged 18-20 and 35-44 are less likely to meet the requirements (74 per cent for 18-20, 76 per cent for 35-39 and 75 per cent 40-44). The lowest success rate at medical assessment was among those aged 45-49 with 50 per cent of these candidates meeting the requirements.

#### **5.4.5 Overall Success**

Of all those that applied, Figure 5.1 highlights the proportion of applicants by each age group that entered the merit pool.

**Figure 5.1**  
**Successful Candidates in Campaign 7 by Age Group (% of applications from group)**



*Source: Consensia Partnership*

Figure 5.1 illustrates that candidates aged 30-34 are most likely to be successful, with 18 per cent of the applicants in this age group entering the merit pool. Aside from the 50-57 age group, where none of the 9 candidates that applied were successful, 45-49 year olds are least successful with 7.6 per cent of the applicants in this category entering the merit pool.

#### 5.4.6 Inter-Campaign Trends

This section highlights key trends from Campaigns Two to Seven in respect of people of different ages. It should be noted that equality monitoring data in relation to age was not recorded for Campaign One. The number of applications by age group for each campaign is illustrated in Table 5.4

**Table 5.4**  
**Number of Applications Received by Age Group (C2-C5)**

C	0-17	18-20	21-24	25-29	30-34	35-39	40-44	45-49	50+	All <sup>1</sup>
2	23	709	1330	1399	813	412	172	40	1	4910
3	13	711	1259	1185	831	435	178	55	7	4674
4	12	517	1059	1176	841	468	212	65	11	4379
5	20	817	1613	1518	1034	645	284	77	24	6032
6	5	775	1404	1386	929	564	267	80	9	5419
7	7	702	1312	1295	836	535	215	66	9	4977

*Source: Consensia Partnership*

<sup>1</sup> It should be noted that on a number of applications the age of applicants was not recorded. Therefore this figure will be slightly greater than the sum of all the age categories

Over each campaign the highest number of applications has come from either those in the 21-24 age group (Campaign Three, Five, Six and Seven) or those in the 25-29 age group (Campaign Two and Campaign Four). Small numbers of applications have consistently been received from those aged below 18 (who are not eligible), those aged 45-49 and those over the age of 50.

### Applications

Table 5.5 illustrates how the proportions of applications from each age group have varied from Campaign Two to Campaign Seven.

**Table 5.5**  
**Applications Received by Age Group (C2-C7) (% of total applications)**

	0-17	18-20	21-24	25-29	30-34	35-39	40-44	45-49	50-54
<b>C1</b>	-	-	-	-	-	-	-	-	-
<b>C2</b>	0.5	14.5	27.1	28.6	16.6	8.4	3.5	0.8	0.0
<b>C3</b>	0.3	15.2	26.9	25.4	17.8	9.3	3.8	1.2	0.1
<b>C4</b>	0.3	11.8	24.2	26.9	19.2	10.7	4.8	1.5	0.3
<b>C5</b>	0.3	13.5	26.7	25.2	17.1	10.7	4.7	1.3	0.4
<b>C6</b>	0.1	14.3	25.9	25.6	17.1	10.4	4.9	1.5	0.2
<b>C7</b>	0.1	14.1	26.4	26	16.8	10.7	4.3	1.3	0.2

*Source: Consensia Partnership*

There have been no significant variations in the proportion of applications from different age groups in each campaign, (more than 50 per cent of applications have consistently been made by applicants aged between 21 and 29 years). A small number of applications have been received from applicants over the age of 45 (a total of 383 from those aged between 45 and 49 and 61 from those aged above the age of 50 over the six campaigns).

### Initial Selection Test

Table 5.6 details the proportions of applicants by age that have withdrawn at IST stage, without prior notification, from Campaign Two to Five.

**Table 5.6**  
**Un-notified withdrawals by Age Group (C2-C7) (% of total un-notified withdrawals)**

	0-17	18-20	21-24	25-29	30-34	35-39	40-44	45-49	50-54	Total
<b>C1</b>	-	-	-	-	-	-	-	-	-	-
<b>C2</b>	0.0%	14.4%	28.8%	28.1%	16.4%	8.0%	3.7%	0.5%	0.1%	100.0%
<b>C3</b>	0.0%	14.4%	25.9%	27.2%	19.1%	8.5%	3.4%	1.2%	0.2%	100.0%
<b>C4</b>	0.0%	13.3%	23.3%	26.1%	20.0%	9.5%	5.8%	1.8%	0.1%	99.8%
<b>C5</b>	0.0%	14.4%	25.1%	26.7%	17.9%	9.8%	4.2%	1.4%	0.6%	100.0%
<b>C6</b>	0%	14.3%	25.3%	27.1%	16.6%	9.8%	5.0%	1.7%	0.2%	100.0%
<b>C7</b>	0%	12.3%	26.6%	29.5%	16.8%	9.4%	3.5%	1.6%	0.2%	100.0%

*Source: Consensia Partnership*

Of total un-notified withdrawals at IST, the proportions by age group have remained largely consistent from Campaign Two to Campaign Seven and these reflect the proportion of applications from each age category.

### **Assessment Centre**

Table 5.7 illustrates how the success rates at AC have varied according to age group over the seven campaigns.

**Table 5.7**  
**Success rates at AC by Age group (C2-C7) (% of those attending AC in each group)**

	18-20	21-24	25-29	30-34	35-39	40-44	45-49	50-54	Total
<b>C2</b>	43.3%	60.5%	66.4%	65.3%	68.6%	60.7%	83.3%	0.0%	62.4%
<b>C3</b>	44.7%	54.4%	56.7%	56.2%	55.8%	62.2%	37.5%	0.0%	54.4%
<b>C4</b>	56.7%	67.8%	71.7%	75.2%	76.7%	78.9%	76.2%	25.0%	70.6%
<b>C5</b>	50.4%	67.8%	73.5%	71.6%	71.9%	75.0%	54.2%	50.0%	68.8%
<b>C6</b>	50.4%	65%	69.1%	72.1%	68.9%	70.5%	66.7%	100%	66.4%
<b>C7</b>	32.4%	53.8%	57.7%	59.7%	56.6%	60.4%	57.9%	0.0%	53.7%

*Source: Consensia Partnership*

The success rates at AC were lower across all age groups in Campaign Seven than in Campaign Six. Campaign Seven recorded the lowest average AC success rate across all campaigns. With the exception of Campaign Two and Campaign Six, those in the 40-44 age group have had the highest average success rate at AC in each campaign except Campaign six.

### **Merit Pool**

Table 5.8 illustrates the composition of the merit pool by age group since Campaign Two.



**Table 5.8**  
**Composition of Merit Pool by Age Group (C2-C7) (% of total merit pool)**

	18-20	21-24	25-29	30-34	35-39	40-44	45-49	50-54	Total
<b>C1</b>	-	-	-	-	-	-	-	-	-
<b>C2</b>	6.6%	30.1%	32.5%	20.2%	8.1%	2.2%	0.2%	0.0%	100.0 %
<b>C3</b>	8.2%	29.1%	31.5%	18.6%	8.4%	3.5%	0.7%	0.0%	100.0 %
<b>C4</b>	8.7%	26.4%	28.1%	20.7%	11.1%	4.1%	0.5%	0.0%	99.5%
<b>C5</b>	8.5%	27.8%	28.1%	20.1%	10.3%	4.4%	0.7%	0.0%	100.0 %
<b>C6</b>	9.1%	27.4%	28.4%	18.8%	11.8%	4.2%	0.3%	0.0%	100.0 %
<b>C7</b>	7.4%	27.8%	27.5%	20%	12.0%	4.7%	0.6%	0.0%	100.0 %

*Source: Consensia Partnership*

The proportion of each age group represented in the merit pool has remained broadly consistent across each campaign. The proportion of those aged 35-39 in the merit pool has risen from 8 per cent in Campaign Two to 12 per cent in Campaign Seven and the proportion of those aged 40-44 has risen from 2 per cent in Campaign Two to 5 per cent in Campaign Seven. The proportion of those aged 21-29 in the merit pool has fallen over the period since Campaign Two to Campaign Seven.

## **5.5 Gender**

This section sets out our assessment of the impacts of the PSNI recruitment and selection policy on people of different genders.

### **5.5.1 Applications**

Of the total applications for Trainee positions in Campaign Seven, fewer women than men applied (35 per cent compared with 65 per cent). Women make up 49 per cent of the Northern Ireland working age population.

### **5.5.2 Initial Selection Test-Attendance and Success rates**

A higher proportion of female applicants than male applicants were exempt from IST (22 per cent compared with 20 per cent). Men and women were equally likely to withdraw from IST either by prior notification or by failing to show up on the day (39 per cent of men and women either notified of withdrawal or did not show up on the day).

Female candidates sitting the IST were more likely to pass the IST (66 per cent of women compared with 57 per cent of men).

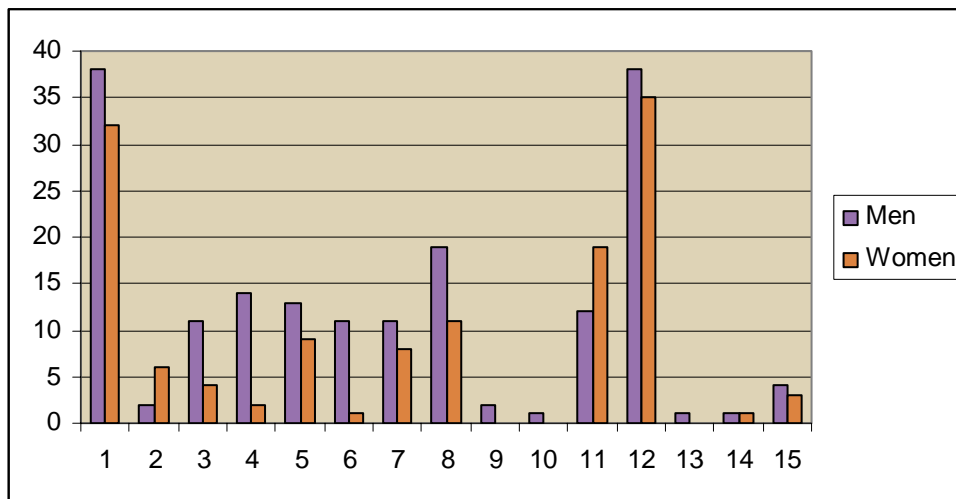
### 5.5.3 Assessment Centre-Attendance and Success Rates

Of those candidates invited to the AC (those that pass the IST and those candidates that were exempt), the attendance rate was slightly higher for men than for women (81.5 per cent for men compared with 80 per cent for women). Women and men attending the AC were equally likely to be successful, 54 per cent of those invited passed.

### 5.5.4 Medical Assessment

Of those that passed the AC, 96 per cent of men and 94 per cent of women attended the medical examination. Men were more likely to meet the requirements of the medical examination than women with 81 per cent of men succeeding compared with 74 per cent of women. An analysis of reasons for medical failure is detailed in Figure 5.2.

**Figure 5.2**  
**Reasons for Medical failure Campaign Seven by Gender (no. of applicants)**



#### Key for Figure 5.2

Code	Reason	Code	Reason
1	Eye Conditions	9	Skin Diseases
2	Nervous System	10	Connective Tissue Disease
3	Ear, Nose and Throat	11	Mental Health
4	Cardiovascular	12	Metabolic Diseases
5	Respiratory	13	Mouth
6	Gastro-Intestinal	14	Blood Disorders
7	Genito Urinary	15	General
8	Muscular-Skeletal		

Source: Consensia Partnership

Figure 5.2 illustrates that there are slight variances between men and women in relation to the grounds for medical failure. More men than women failed to meet the requirements in relation to all medical criteria, with the exception of nervous system and mental health criteria, where women were most likely to fail.

### 5.5.5 Overall Success

Women and men were equally likely to make it through to the merit pool in Campaign Seven having applied, 16 per cent of all applicants were successful. When NI candidates only are considered the success rates are 17 per cent for men and 16 per cent for women.

### 5.5.6 Inter-campaign trends

This section highlights key trends from Campaigns Two to Seven in respect of people of different genders.

#### Applications

The number and proportions of total applications by gender in each campaign is detailed in Table 5.9

**Table 5.9**  
**Applications by gender from C1 to C5 (number and percentage of applicants)**

	<b>Male (no.)</b>	<b>Female (no.)</b>	<b>Total (no.)</b>	<b>Male (%)</b>	<b>Female (%)</b>	<b>Total (%)</b>
<b>C1</b>	4347	2988	7335	59.3%	40.7%	100
<b>C2</b>	3035	1856	4891	62.1%	37.9%	100
<b>C3</b>	2913	1761	4674	62.3%	37.7%	100
<b>C4</b>	2949	1430	4379	67.3%	32.7%	100
<b>C5</b>	3842	2190	6032	63.7%	36.3%	100
<b>C6</b>	3505	1914	5419	64.7%	35.3%	100
<b>C7</b>	3240	1737	4977	65.1%	34.9%	100

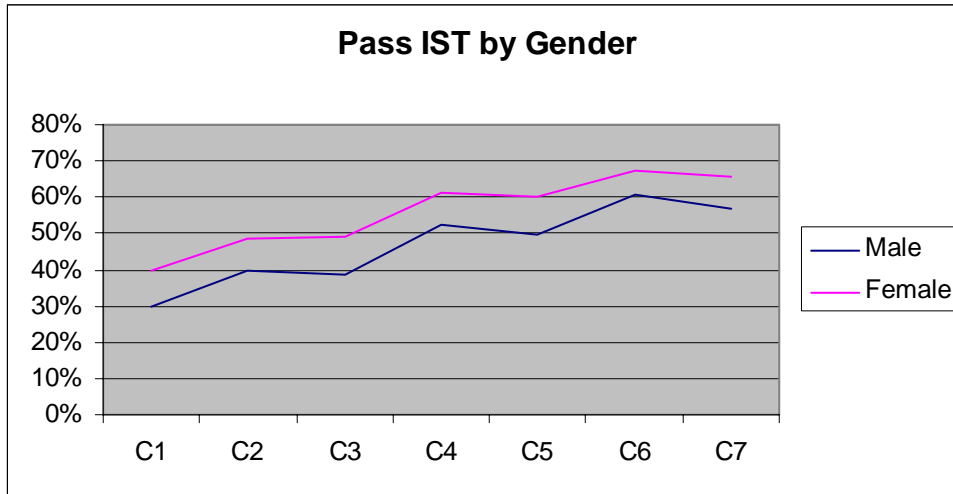
*Source: Consensia Partnership*

More applications have been received from men than women in each recruitment campaign to date, with the highest proportion and number of applications from women being received in Campaign One (2988 applications representing 40.7 per cent of the total).

#### Initial Selection Test

Figure 5.3 illustrates the performance of candidates at IST by gender in each campaign.

**Figure 5.3**  
**Success rates at IST by Gender (percentage of candidates sitting IST)**



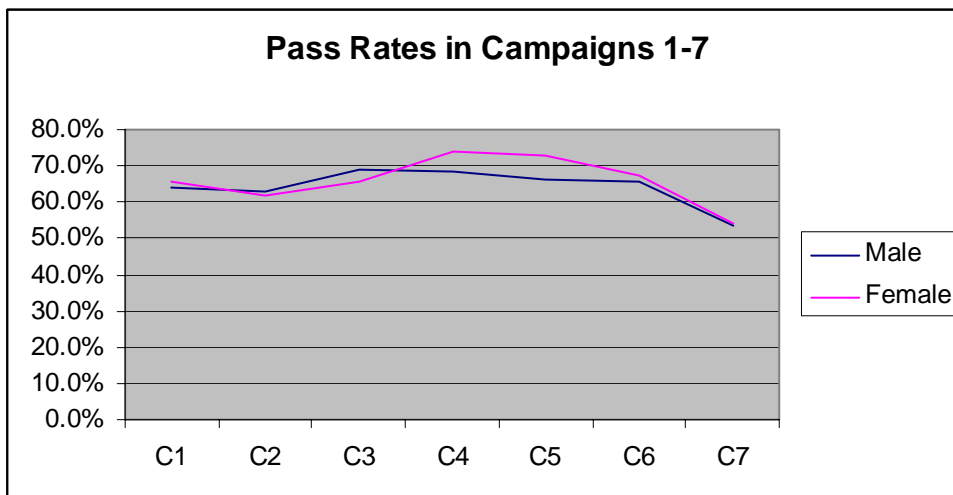
*Source: Consensia Partnership*

Female candidates have, on average, consistently performed better than male candidates at IST. The success rates for both male and female candidates have increased at IST between Campaign One and Campaign Seven (from 30 per cent to 57 per cent for men and from 40 per cent to 66 per cent for women).

**Assessment Centre**

Figure 5.4 illustrates the performance of candidates at AC by gender in each campaign.

**Figure 5.4**  
**Success rates at AC by Gender (percentage of candidates attending AC)**



*Source: Consensia Partnership*

There has been little difference between the performance of male and female candidates at AC over the seven Campaigns. In Campaigns two and three male candidates had slightly higher success rates (63 and 69 per cent compared with 62 and 66 per cent for female candidates) while female candidates had slightly higher success rates in Campaigns One, Four, Five and Six (66, 74, 73, and 68 per cent compared with 63, 69, 67 and 66 per cent for males). In campaign seven both male and female success rates were similar at 54%, representing a significant reduction in overall success rates.

### Merit Pool

Table 5.10 illustrates the composition of the merit pool by gender in Campaigns One to Seven.

**Table 5.10**  
**Composition of Merit Pool by Gender (percentage of total pool)**

	Male	Female	Total
<b>C1</b>	67.2%	32.8%	100.0%
<b>C2</b>	72.4%	27.6%	100.0%
<b>C3</b>	76.5%	23.5%	100.0%
<b>C4</b>	62.9%	37.1%	100.0%
<b>C5</b>	60.7%	39.3%	100.0%
<b>C6</b>	64.2%	35.8%	100.0%
<b>C7</b>	65.5%	34.5%	100.0%

*Source: Consensia Partnership*

The proportion of the merit pool made up by women was highest in Campaign Five (39 per cent) and lowest in Campaign Three (24 per cent). The overall trend shows an increase in the proportion of the merit pool made up by women from Campaign One, but this proportion has declined over Campaign Six and Seven.

## 5.6 Religious Belief

This section sets out our assessment of the impacts of the PSNI recruitment and selection policy on people of different religions. It should be noted that applicants for PSNI Trainee positions are not asked to indicate their religious background. The equality monitoring form asks applicants to indicate whether their perceived religious background is Roman Catholic (RC) or Non-RC. This information can be used as a proxy to assess the impact of the recruitment and selection process on people of different religious belief and political opinion.

### 5.6.1 Applications

According to the 2001 Census, forty-four per cent of the Northern Ireland population have a Roman Catholic Religious Belief.

Significantly more people from non-RC community background applied to become PSNI Trainees in Campaign Seven. Sixty-four per cent of all applicants in campaign Seven were from this group, with thirty-four per cent of applicants from a RC community background. In two per cent of cases the community background of applicants could not be determined.

When considering only applicants from Northern Ireland, seventy per cent of Northern Ireland applicants to Campaign Seven were from a non-RC community background and 30 per cent from an RC community background.

### **5.6.2 Initial Selection Test-Attendance and Success Rates**

Across both groups, there were similar levels of notified withdrawals from IST (one per cent); however un-notified withdrawals were higher among Roman Catholics than among Protestants (41 per cent for Catholics compared with 35 per cent for Protestants).

Of those candidates sitting the IST in Campaign Seven, those from non-RC community backgrounds were more likely to pass the test (63 per cent compared with 55 per cent of those from RC community backgrounds). When only candidates from Northern Ireland are considered, 64 per cent of those from non-RC community background and 57 per cent of those from RC community background succeed at IST.

### **5.6.3 Assessment Centre-Attendance and Success Rates**

Levels of notified and un-notified withdrawals were also broadly similar at AC for both groups (in the region of 2-3 per cent notified and 17 per cent un-notified). Again pass rates for those sitting the AC in Campaign Seven were higher for those from non-RC community backgrounds (56 per cent pass rate for non-RC compared with 48 per cent for those from RC background). The same is true when only candidates from Northern Ireland are considered (AC pass rates among Non-RC was 56 percent compared with 49 per cent for RC).

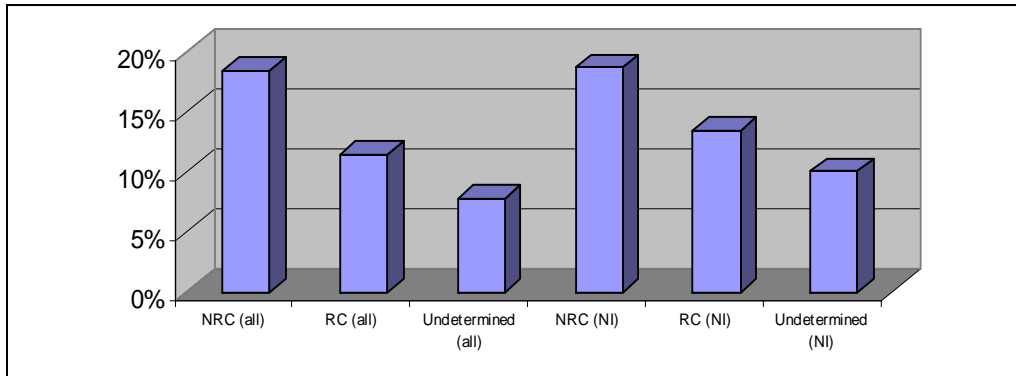
### **5.6.4 Medical Assessment**

Of those attending the medical, people from non RC community background were more likely to meet the requirements (80 per cent) than those from an RC community background (75 per cent). These figures were consistent when all candidates and NI only candidates were considered.

### **5.6.5 Overall Success**

Figure 5.5 illustrates the number of non-Catholic, Catholic and undetermined applicants entering the merit pool in campaign Seven as a percentage of total applicants from each religious grouping.

**Figure 5.5**  
**C7 Applicants Entering Merit Pool by Community Background**  
**(percentage of applicants)**



*Source: Consensia Partnership*

When all applicants are considered, 18 per cent of those from a non-RC community background entered the merit pool compared with 11 per cent of those from a RC community background. When NI applicants only are considered these figures are 18 per cent and 13 per cent respectively.

### 5.6.6 Inter-Campaign Trends

This section highlights key trends from Campaigns One to Seven in respect of people of different community backgrounds.

#### Applications

The number of applications by community background for each campaign is illustrated in Table 5.11.

**Table 5.11**  
**Applications by Community Background (C1-C7) (number and percentage of total)**

	Non RC (%)	RC (%)	Non RC (no.)	RC (no.)	Other	Unknown	Total
<b>C1</b>	63.1%	35.2%	4630	2583	44	78	7335
<b>C2</b>	60.3%	38.7%	2951	1892	-	47	4890
<b>C3</b>	63.8%	35.2%	2971	1640	-	48	4659
<b>C4</b>	64.6%	33.7%	2827	1477	15	60	4379
<b>C5</b>	62.1%	36.4%	3744	2196	-	92	6032
<b>C6</b>	62.9%	35.2%	3407	1908	-	104	5419
<b>C7</b>	63.5%	34.4%	3162	1712	-	103	4977

*Source: Consensia Partnership*

The highest proportion of applications from people with an RC community background was received in Campaign Two (39 per cent of applications) and the lowest in Campaign Four (34 per cent).

**Initial Selection Test**

Table 5.12 illustrates the un-notified withdrawal rates at IST for each campaign by Community Background.

**Table 5.12**

**Un-notified Withdrawal Rates at IST by Community Background (as a percentage of those invited to IST less exemptions)**

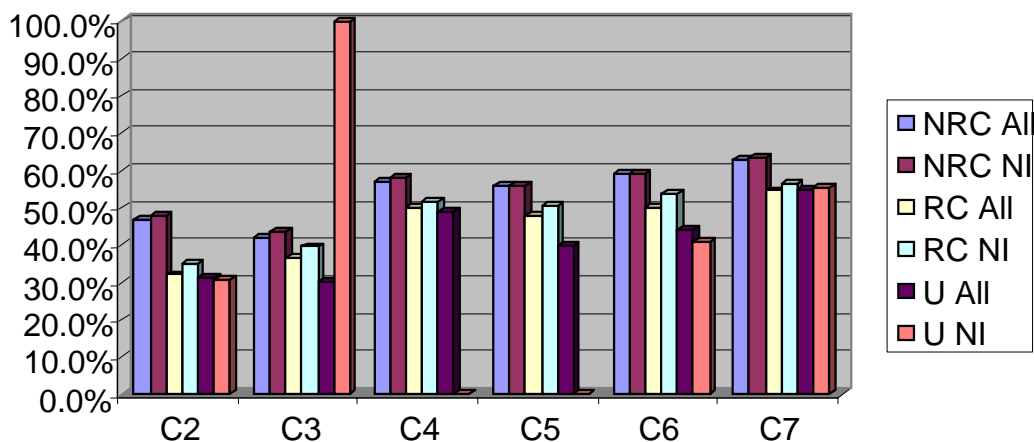
	Non Catholic	Catholic	Undetermined
<b>C1</b>	24.4%	30.3%	39.2%
<b>C2</b>	22.9%	30.4%	20.0%
<b>C3</b>	23.1%	29.6%	25.6%
<b>C4</b>	21.3%	27.4%	37.1%
<b>C5</b>	31.0%	32.0%	35.7%
<b>C6</b>	27.5%	37.0%	52.0%
<b>C7</b>	35.0%	41.0%	57.6%

The proportion of un-notified withdrawals at IST for people from an RC background is consistently higher than the proportion of un-notified withdrawals at IST for people from a non RC community background.

Figure 5.6 illustrates the success rates of candidates at IST by community background from Campaign One to Campaign Five.

**Figure 5.6**

**Pass Rates at IST by Community Background (percentage of those in group sitting IST)**



*Source: Consensia Partnership*

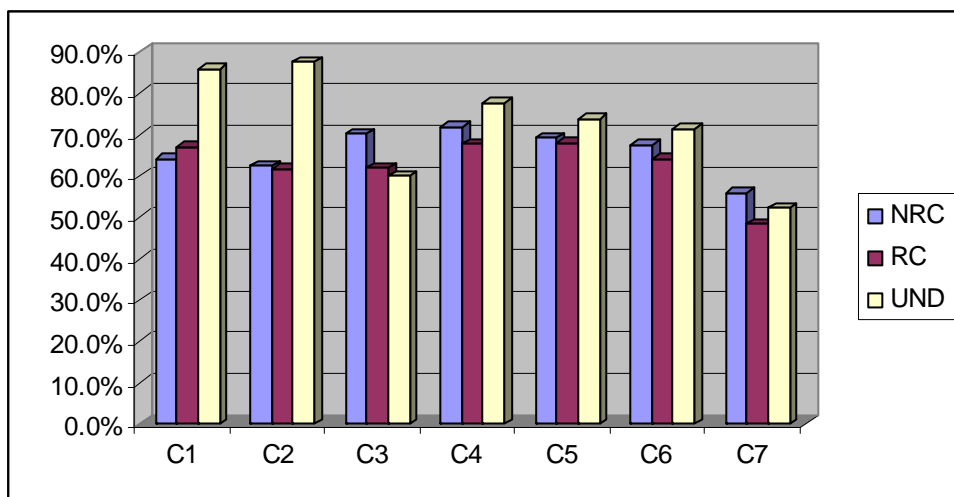


Applicants from non-RC community backgrounds have, on average, had higher success rates at IST than applicants from RC Backgrounds. The overall trend indicates an increased success rate from Campaign two to Campaign Four with a slightly lower success rate in Campaign Five. The trend in success did however increase again over Campaigns Six and Seven. The success rates for applicants from an RC community background has varied across Campaigns from 24 per cent in Campaign One to 54per cent in Campaign Seven and for those from a Non-RC community background from 32 per cent in Campaign One to 63 per cent in Campaign Seven.<sup>2</sup>

### Assessment Centre

Figure 5.7 illustrates the success rates from Campaign One to Campaign Seven by community background.

**Figure 5.7**  
**Pass Rates at AC by Community Background (percentage of those in group attending AC)**



*Source: Consensia Partnership*

The difference in success rates for applicants from RC and non-RC community backgrounds is significantly less at AC than IST. The largest difference in success rates between the two groups was in Campaign Three (success rate of 70 per cent for non-RC candidates and 62 per cent for RC candidates). In Campaigns Four, Five, Six and Seven non-RC candidates had slightly higher success rates (72, 69, 67 and 56 per cent) than RC candidates (68, 68, 64 and 48 per cent). In Campaign One candidates from an RC community background had a higher success rate (67 per cent compared with 64 per cent for those from non-RC backgrounds). The success rate at AC in Campaign Two was broadly

<sup>2</sup> It should be noted that the introduction of IST exemptions has impacted on success rates.

similar for both groups. The success rates across all candidates sitting an AC showed a significant reduction in Campaign Seven.

### Merit Pool

Table 5.13 illustrates the composition of the merit pool by community background from Campaigns One to Seven.

**Table 5.13**  
**Composition of Merit Pool by Community Background (C1-C7)**  
**(percentage of merit pool)**

	Non-Catholic	Catholic	Undetermined	Total
C1	63.1%	35.2%	1.7%	100.0%
C2	60.4%	38.7%	0.7%	99.7%
C3	63.77%	35.20%	1.03%	100.0%
C4	64.56%	33.73%	1.71%	100.0%
C5	62.10%	36.41%	1.53%	100.0%
C6	62.90%	35.20%	1.90%	100.0%
C7	63.50%	34.40%	2.10%	100.0%

*Source: Consensia Partnership*

The proportion of people from an RC community background remains broadly the same over all campaigns. The highest proportion of applications from a Roman Catholic background was received in Campaign Two (39 per cent).

## 5.7 Racial Group

This section sets out our assessment of the impacts of the PSNI recruitment and selection policy on people of different racial backgrounds.

### 5.7.1 Applications

According to the 2001 Northern Ireland Census, 99.2 per cent of the population are white and just 0.8 per cent are from other racial backgrounds.

In comparison, 98 per cent of applications in Campaign Seven were received from white applicants with two per cent (93 applications) were received from applicants from other racial backgrounds, slightly higher than their proportions in the population.

When applicants from Northern Ireland only are considered, 99.3 per cent of applications came from people of white ethnic origin with only 0.7 per cent from other ethnic backgrounds.

Ninety-six per cent of ethnic minority applicants submitted eligible applications compared with 99.5 per cent of white candidates. When Northern Ireland only candidates are considered, all ethnic minority candidates submitted eligible applications while for white applicants, the figure remained at 99.5 per cent.

### **5.7.2 Initial Selection Test-Attendance and Success Rates**

The rates of un-notified withdrawal among ethnic minority applicants from Northern Ireland were slightly higher in C7 than for white applicants (37 per cent compared with 34.5 per cent). When all candidates are considered, the rate of un-notified withdrawal among ethnic minority candidates increases to 72 per cent, but remains at 37 per cent for all white applicants.

White applicants sitting the IST were much more likely to pass than ethnic minority applicants (60 per cent compared with 37.5 per cent). The difference in pass rates is even more extreme when only Northern Ireland candidates are considered with 62 per cent of white candidates sitting the IST passing and only 29 per cent of ethnic minority NI applicants sitting the IST passing.

### **5.7.3 Assessment Centre-Attendance and Success Rates**

A higher proportion of white candidates withdrew from the AC without notification compared with ethnic minority candidates (17 per cent compared with 3 per cent). Non-white candidates were more likely to pass the AC than white candidates (81 per cent compared with 52 per cent).

### **5.7.4 Medical Assessment**

Ethnic minority candidates were more likely to withdraw from medical assessment without any notification than white candidates (17 per cent compared with 4 per cent). The pass rate at medical assessment was similar for both white and ethnic minority candidates (79 per cent and 80 per cent respectively).

### **5.7.5 Overall Success**

Four per cent of all ethnic minority applicants entered the merit pool. When NI only candidates are considered this figure falls to only three per cent. This compares with 16 per cent of all white applicants entering the merit pool. The merit pool in Campaign Seven included four applicants from ethnic backgrounds other than white, which represents approximately 0.5 per cent of those candidates in the merit pool.

### **5.7.6 Inter-Campaign Trends**

This section highlights key trends from Campaigns One to Seven in respect of people of different racial backgrounds.

#### **Applications**

The small number of applications from people of racial backgrounds other than white makes analysis of trends difficult as small fluctuations in numbers can substantially affect trends. The number of applications from people with racial backgrounds other than white varied from 71 in campaign one to 35 in campaign four, but has increased again to 93 in

Campaign Seven. Table 5.14 illustrates the racial backgrounds of applicants from Campaign One to Campaign Five.

**Table 5.14**  
**Composition of Merit Pool by Community Background (C1-C7)**  
**(percentage of merit pool)**

	White	Chinese	Indian	Pakistani	Black <sup>3</sup>	Mixed	Irish Traveller	Other	Total
1	7256	5	4	5	13	35	9	0	7327
2	4852	0	7	2	8	13	6	0	4910
3	4609	4	6	3	6	13	10	2	4653
4	4342	3	2	2	6	9	6	7	4377
5	5965	5	7	3	28	7	4	7	6026
6	5327	1	4	4	40	9	2	11	5398
7	4866	5	5	3	44	18	0	18	4959

*Source: Consensia Partnership*

### Merit Pool

Campaign Five saw the highest number of applicants from ethnic minority backgrounds entering the merit pool (6 people). The figures for other campaigns were:

- Campaign One: Two candidates;
- Campaign Two: Two candidates;
- Campaign Three: Three candidates;
- Campaign Four: Three candidates;
- Campaign Six: Four candidates; and
- Campaign Seven: Four candidates.

This illustrates a positive trend in relation to more people from minority ethnic communities joining PSNI, although it is still a small proportion of the overall numbers.

## 5.8 Marital Status

This section sets out our assessment of the impacts of the PSNI recruitment and selection policy on people of different marital status.

### 5.8.1 Applications

Seventy per cent of applications in Campaign Five were made by single people. 24.5 per cent were from married people, three per cent

<sup>3</sup> Includes Black African, Black Caribbean and Black Other

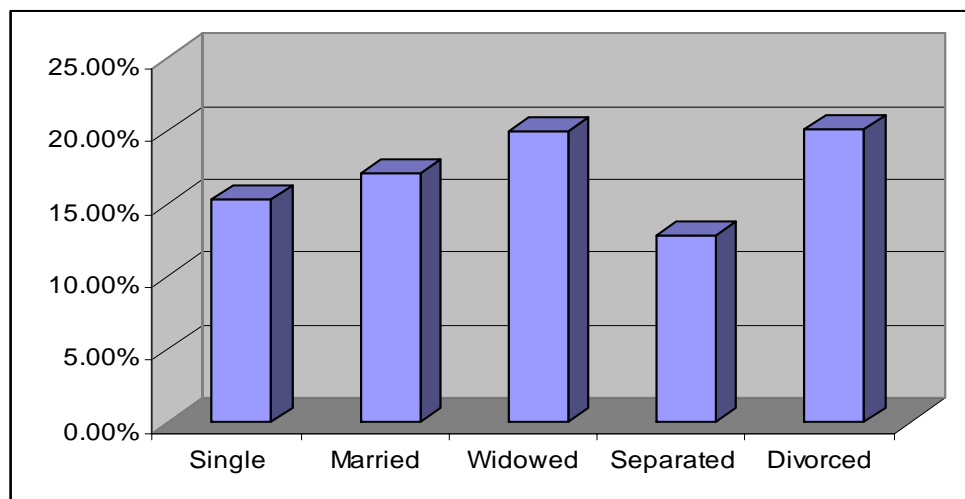
separated, two per cent were from divorced people and a negligible percentage was made by widows. This does not vary significantly between all applicants and NI only applicants.

In comparison single people comprise 38 per cent of the Northern Ireland working age population and married people comprise a further 48 per cent. Separated and divorced people make up four and five per cent of the population respectively.

### 5.8.2 Overall Success

Figure 5.8 below presents numbers entering the merit pool in Campaign Seven as a percentage of the total number that applied.

Figure 5.8  
**Candidates Entering the Merit Pool in C7 by Marital Status (percentage of applicants)**



*Source: Consensia Partnership*

Twenty per cent of widowed and divorced applicants progressed to the merit pool making them the most successful groups while separated applicants were the least successful with seventeen per cent of them progressing to the merit pool.

### 5.8.3 Inter-Campaign Trends

This section highlights key trends from Campaigns One to Seven in respect of people of different marital status. The number of applications by marital status for each campaign is illustrated in Table 5.15.

**Table 5.15**  
**Applications in C1- C7 by Marital Status (percentage of applicants)**

	Single	Married	Widowed	Separated	Divorced	Total
<b>C1</b>	69.6%	25.1%	0.2%	2.6%	2.5%	100.0%
<b>C2</b>	70.5%	24.2%	0.1%	2.7%	2.6%	100.0%
<b>C3</b>	69.8%	24.8%	0.1%	3.1%	2.2%	100.0%
<b>C4</b>	65.2%	28.5%	0.1%	3.3%	2.8%	100.0%
<b>C5</b>	68.8%	25.4%	0.1%	3.1%	2.6%	100.0%
<b>C6</b>	69.2%	25.2%	0.1%	3.0%	2.5%	100%
<b>C7</b>	70.1%	24.5%	0.1%	3.1%	2.2%	100%

*Source: Consensia Partnership*

The proportion of applications by people of different marital status has not varied significantly over the seven campaigns. Nearly 70 per cent of all applications in each campaign have been from single people and around 25 per cent have been from married people in each campaign.

### **Merit Pool**

Table 5.16 illustrates the composition of the merit pool by marital status from Campaigns One to Seven.

**Table 5.16**  
**Composition of Merit Pool by Community Background (C1-C7 (percentage of merit pool)**

	Single	Married	Widowed	Separated	Divorced	Total
<b>C1</b>	68.1%	28.7%	0.2%	0.9%	2.1%	100.0%
<b>C2</b>	66.2%	29.1%	0.0%	2.0%	2.6%	100.0%
<b>C3</b>	70.0%	27.2%	0.0%	1.2%	1.7%	100.0%
<b>C4</b>	64.6%	30.4%	0.2%	1.6%	3.1%	100.0%
<b>C5</b>	66.2%	27.6%	0.1%	2.6%	3.5%	100.0%
<b>C6</b>	66.9%	28%	0.1%	2.4%	2.4%	100%
<b>C7</b>	68.0%	26.5%	0.1%	2.6%	2.8%	100%

*Source: Consensia Partnership*

The composition of the merit pool for each campaign by marital status has broadly reflected the breakdown of applications. Married applicants are slightly more likely to get through to the merit pool having applied than other groups.

## 5.9 Persons of Different Political Opinion, Sexual Orientation, Persons with Dependents and those without and Persons with a Disability and those without

As previously stated at Section 3.4 equality monitoring from recruitment campaigns 8, 9 and 10 have been collated in respect of disability. Data in respect of sexual orientation was only collected in campaign 10. Those findings are shown in the Tables 5.17 to 5.20 below. No data is available in respect of political opinion or dependents from any campaign.

**Table 5.17**  
**Competition 8 Applicants/Appointees who declared they had a disability**

<b>Applicants</b>	103	1.81%	<b>Appointees</b>	3	1.39%
<b>Total Applicants</b>	5695		<b>Total Appointees</b>	216	

*Source: Equality and Diversity, PSNI*

This competition is practically complete with only 3 more appointments to be made. There are no more applicants, who declared they had a disability, who are eligible to be appointed.

**Table 5.18**  
**Competition 9 Applicants/Appointees who declared they had a disability**

<b>Applicants</b>	104	1.70%	<b>Appointees</b>	4	1.86%
<b>Total Applicants</b>	6106		<b>Total Appointees</b>	215	

*Source: Equality and Diversity, PSNI*

**Table 5.19**  
**Competition 10 Applicants/Appointees who declared they had a disability**

<b>Applicants</b>	157	2.04%	<b>Appointees</b>	3	1.94%
<b>Total Applicants</b>	7690		<b>Total Appointees</b>	155	

Source: Equality and Diversity, PSNI

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**\* With regards to the figures for appointees, recruitment is ongoing for both competitions and these figures will change.**

The data indicates an average of 1.85% of applicants is identifying with a disability and an average of 1.73% is successful in being appointed. It should be remembered that not all campaigns monitored have been fully appointed.

Table 5.20

**Competition 10 Applicants/Merit Pool/Appointees by Sexual Orientation**

	<b>Applicants</b>	<b>%</b>	<b>Merit Pool</b>	<b>%</b>	<b>Appointees</b>	<b>%</b>
<b>Heterosexual</b>	6783	89.38%	627	93.44%	149	96.13%
<b>Bi-Sexual</b>	60	0.78%	5	0.75%	0	
<b>Gay/Lesbian</b>	140	1.82%	16	2.38%	3	1.93%
<b>Do not wish to answer</b>	412	5.36%	21	3.13%	3	1.93%
<b>Missing</b>	205	2.66%	2	0.30%	0	
<b>Total</b>	<b>7690</b>		<b>671</b>		<b>155</b>	

Source: Equality and Diversity, PSNI

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The percentage of bi-sexual in the merit pool is comparable to the percentage who applied, however the percentage of gay/lesbian in the merit pool is greater than the percentage who applied.

### **5.10 Other Information**

This section details data and information which cannot be attributed to specific equality categories but which provides useful feedback from candidates in relation to the recruitment and selection process.

#### **5.10.1 Initial Selection Test**

Eighty two per cent of candidates sitting the IST in Campaign Seven completed candidate satisfaction surveys. The survey asked questions concerning candidates' satisfaction with the IST, the Consensia Partnership and the recruitment process.

Ninety-nine per cent of candidates found Consensia staff polite and ninety-eight per cent found them helpful. Ninety-five per cent of candidates felt that the IST was a fair test, and 99 per cent felt that Consensia staff was fair.



There were similarly high levels of satisfaction concerning pre-test information and administrative test procedures and a ninety three per cent satisfaction rate with the suitability of venue.

### 5.10.2 Assessment Centre

Ninety-five per cent of candidates attending the AC in Campaign 7 completed candidate satisfaction surveys. Satisfaction levels were broadly similar to those at IST in relation to the administration of the AC, the fairness/helpfulness of Consensia staff and satisfaction with venues. There was a lower level of satisfaction at AC concerning suitability of location, 85 per cent compared with 95 per cent at IST. In respect of dates and times, 93 per cent of candidates agreed that these were suitable. Ninety four per cent of AC candidates felt that the process was a fair one.

The majority of candidates considered each stage of the AC to be “*neither easy nor hard*”, although between 21 and 41 per cent of candidates felt that individual activities were difficult.

### 5.10.3 Analysis of Un-notified Withdrawals

Candidates that failed to attend IST without prior notification were asked to complete a postal questionnaire indicating their reasons for non-attendance. Responses were received from 335 candidates, representing 23 per cent of the total group. Eighty-eight per cent of respondents indicated that they would be interested in applying to PSNI in the future. Table 5.17 details responses from candidates in relation to reasons for non-attendance.

**Table 5.17**  
**Reason for Un-notified withdrawal at IST Campaign Seven**

<b>Reason for not attending (Multiple responses)</b>	<b>Number</b>	<b>Per cent</b>
Difficulty in getting time off work	97	29%
Unable to reschedule	40	12%
Domestic/personal reasons	35	10%
No chance of success – too many candidates	30	9%
Illness - self	27	8%
Put off by political climate	22	7%
Illness - family	22	7%
Obtained other employment	21	6%
No longer interested	19	6%
Difficulty getting time off school/college	12	4%
Away on holiday	12	4%
Put off by practice questions	11	3%
Cost of travel to IST centre too high	8	2%
Other	72	21%

*Source: Consensia Partnership*

Other reasons given by candidates for non-attendance included:

- did not receive notification of the test (23);
- 50/50 rule (10); and
- unable to produce ID (6).
- The response to the questionnaire indicates that the main reasons for candidates failing to attend the IST were not because of the existence of “chill” factors related to the political climate or 50:50 recruitment although this was a factor for 10 applicants.

## 6. SUMMARY OF IMPACTS AND STEPS TO PROMOTE EQUALITY OF OPPORTUNITY

### 6.1 Introduction

This section aims to summarise the impacts that have been identified as a result of the analysis in Section 5.

### 6.2 Summary of Impacts

Table 6.1 summarises the impacts across the nine Section 75 categories taking account of the relevant qualitative and quantitative data, with particular reference to equality monitoring data from Campaign Seven. The data collated in respect of disability and sexual orientation from campaigns 8 – 10 is reflected in this assessment.

There being no data available for political opinion and dependents no assessment is provided.

**It should also be remembered that, in respect of disability, only campaign 8 is accurate as to figures for applicants and those appointed. The other campaigns 9 and 10 have yet to be fully appointed. For that reason and the fact that the basis for this EQIA is based on Campaign 7 assessment in respect of these categories has only been made in regards to *application* and *success*.**

**Table 6.1  
Summary of Impacts of Recruitment and Selection Policy on Section 75 Groups**

Stage	Gender	Religion	Age	Racial Background	Marital Status	Disability	Sexual orientation
Application	Fewer female candidates apply than male, although advertising and awareness specifically seeks to target women applicants	Fewer applications are received from candidates with RC community background.	The age criteria explicitly rules out candidates below the age of 18 and above the age of 52. People aged 21-29 are most likely to apply and those aged over 40 least likely to apply.	Applications are received from people of different racial backgrounds broadly in line with their proportions in the population	Single people are most likely to apply to become PSNI trainees.	An average of 1.85% of applicants declared a disability.	A significant number of applicants identified with the heterosexual population (89.3%) while only a small number identified with the LGBT population (2.6%).
IST	Women candidates are more likely to be successful at IST than men.	People from a RC community background are more likely to withdraw without notification at IST. People from non-RC backgrounds are more likely to pass the IST than those from non-RC community backgrounds.	There are no significant differences between proportions of applications and proportions of unnotified withdrawals across age groups.	People from white racial backgrounds were more likely to pass the IST than non-white applicants in C7.	Married, separated and divorced applicants were less successful at IST than single applicants in C7.	As highlighted at section 6.2 no assessment provided.	As highlighted at section 6.2 no assessment provided.

**Table 6.1**

**Summary of Impacts of Recruitment and Selection Policy on Section 75 Groups (cont'd)**

<b>Assessment Centre</b>	The success rate at AC is broadly similar between men and women.	Both groups have similar levels of attendance, but candidates from a non RC background are more likely to be successful.	Candidates aged between 40 and 44 are most likely to succeed at AC with those aged 18-20 performing least well.	People from minority ethnic backgrounds were more likely to pass the AC than those from white backgrounds (C7).	Married and divorced applicants were more likely to pass the AC in C7 than single applicants.	As highlighted at section 6.2 no assessment provided.	As highlighted at section 6.2 no assessment provided.
<b>Medical</b>	Women candidates are significantly less likely to meet medical requirements than men. (C7).	People from a RC community background are less likely to pass the medical than those from a non RC community background (C7).	All candidates have similar levels of attendance, however those aged 45 and above are less likely to be successful than other candidates.	The impact of the medical on people of racial backgrounds cannot be determined because of low levels of non-white applicants.	In contrast to previous campaigns, widowed candidates performed the best will all candidates attending the medical, passing. Separated candidates were least likely to pass.	As highlighted at section 6.2 no assessment provided.	As highlighted at section 6.2 no assessment provided.

Overall Success	Women candidates are equally likely to be successful as men, having applied.	Applicants with a RC community background are less likely to be successful than those from a non-RC community background.	Once inside the process, candidates aged 21-44 had broadly similar levels of overall success in C7. No candidate aged 50 or above entered the merit pool.	The overall success rate is higher for white applicants than non-white applicants (C7). This is also true when only Northern Ireland candidates are considered also.	Widowed candidates were most likely to enter the merit pool having applied. Separated candidates were least likely to be successful having applied.	Across all the campaigns monitored, the variance between the average of applicants and appointees identifying with a disability is only 0.12%. Campaign 8, which has appointed all those who have identified with a disability, indicates a variance of 0.42%.	The percentage of bi-sexual in the merit pool is comparable to the percentage who applied, however the percentage of gay/lesbian in the merit pool is greater than the percentage who applied.
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## **6.3 Consideration of Options to Mitigate Potential Impacts**

### **6.3.1 Advertising and Awareness**

Advertising and awareness activities currently aim to encourage invitations from all sections of the community. The following groups are currently specifically targeted:

- Roman Catholics;
- Women;
- People from Minority Ethnic Communities;
- Gay, Lesbian and Bisexual People; and
- Younger People.

### **6.3.2 Initial Selection Test**

Assessment of the impacts of the IST indicate that women, people from non RC community backgrounds, younger people and single people are more likely to be successful than other groups.

The IST is based on an assessment of the required levels of numeracy, literacy and logical reasoning required to effectively perform the duties of a PSNI officer and it would therefore not seem possible or desirable to mitigate any impacts by amending the standard of the test.

The arrangements for administering the test aim to standardise the environment, instructions and conditions for all IST candidates so far as is possible.

It does not therefore seem feasible to amend the test to mitigate any identified impacts.

### **6.3.3 Assessment Centre**

Assessment of the impacts of AC indicate that women are slightly more likely to be successful than men and that there are broadly similar success rates across other groups.

The AC is built around a National Competency Framework, which aims to assess the skills and qualities of applicants, and the extent to which they are suited to perform the duties of a PSNI officer. In ensuring that all applicants enter the merit pool based on merit it would not seem possible or desirable to amend this standard as a result of any identified impacts.

### **6.3.4 Medical Assessment**

- Based on data from C7 the following groups are less likely to meet the medical requirements than others: women; and
- people from an RC community background.

It is not possible to identify any trends in relation to the reasons why higher proportions of these groups failed.

### **6.3.5 Equality Monitoring**

The current equality monitoring system is comprehensive and facilitates detailed analysis of candidates by:

- Religion
- Gender;
- Age
- Racial background; and
- Marital status.
- Disability (Campaign 8 onwards)
- Sexual orientation (Campaign 10 onwards)

It should be remembered that this EQIA is mainly based on the data available from campaign 7 though the data from campaigns 8 – 10 have been included in respect of disability (campaigns 8 – 10) and sexual orientation (Campaign 10).

Candidate satisfaction surveys at IST and AC are a very useful tool for gaining feedback from candidates. However, results cannot be analysed by community background, gender or age.



## 7. SUMMARY OF EQIA FINDINGS

### 7.1 Introduction

This section presents overall findings in relation to the equality implications of the recruitment and selection of PSNI Trainees.

### 7.2 Summary of Findings

The policy for recruitment and selection of PSNI Trainees is part of a wider set of policies, which aim to promote equality of opportunity and peace in Northern Ireland.

The policy to date has resulted in an increase in the number of applications from women and Roman Catholics, which were key recommendations of the report of the Independent Commission on policing.

In relation to the nine Section 75 equality categories, Table 7.3 details the key findings of this EQIA.

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**Table 7.1**

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#### **Key Findings of EQIA in Relation to Equality Categories**

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<b>Category</b>	<b>Findings</b>
Gender	There has been a specific effort to target women, which has resulted in increased applications and increased proportions of women coming through the competition. Overall this policy has had a positive impact on equality of opportunity for women by increasing the number of female officers within PSNI, however the lower success rates of women at medical should be further considered.
Age	Candidates in the 30-34 age group were most likely to be successful, with the oldest and youngest candidates least likely to be successful. There is evidence to suggest that this pattern is repeated through IST and AC although at medical the youngest candidates also have high levels of success and the oldest candidates are least likely to pass.
Religion	There has been a specific effort to target advertising at Roman Catholics, which has resulted in increased applications from this group. While Roman Catholics are still less likely to apply than non Roman Catholics and are slightly less likely to be successful the overall impact of the policy has been to promote equality of opportunity for Roman Catholics.
Political Opinion	Political opinion is not sought by PSNI and there is no plan to seek such information in the future. No specific data is available to assess political opinion in regards to recruitment. While it could be assumed by proxy from

	community background, such data would be inaccurate and invalid.
Marital Status	People of different marital status perform differently throughout the different stages. However, overall the proportion of people that are successful is broadly similar for separated, widowed, married and single people. This suggests that the policy impacts equitably across these groups.
Racial Background	People from minority ethnic backgrounds make up less than one per cent of the Northern Ireland population. Advertising and awareness activities have particularly targeted this group. The data for Campaign seven suggests that when people from minority ethnic backgrounds apply they were much less successful on average than other groups. This suggests that the policy may have a differential impact on people of different racial backgrounds.
Dependants	No data is available to assess the impact of the policy on this group. This should be addressed by reviewing the equality monitoring procedure.
Sexual Orientation	The monitoring data from competition 10 indicates that people from the LGBT community are applying and being successful in gaining access to the PSNI. While not all appointments have been made for this competition the data to date indicates consistent or higher numbers of this population being appointed to the merit pool. It could be construed that this indicates an increasing trust in the process on the basis that the identification of sexual orientation does not appear to be perceived as a hindrance to application.
Disability	The data relating to disabilities from competition 8 indicated that out of the 1.81% of all applicants identifying themselves as having a disability 1.39% of all appointees had a declared disability. This is only a variance of 0.42% and there are only three appointees left, none of whom have declared a disability. While not all appointments have been made for competitions 9 and 10 the variance to date is 0.16 and 0.1% variance respectively from applicants to appointees declaring a disability. This reflects a positive outcome in that the declaration of a disability does not preclude appointment.

## 8. CONSULTATION

A consultation process was employed which attempted to reach and engage not only those the policy impacts on but those who had an interest in and direct involvement with Section 75 categories. A twelve-week period of consultation was set-aside for this EQIA, which ran from the 2<sup>nd</sup> February 2007 to 27<sup>th</sup> April 2007.

The following actions were taken:

- Letters were distributed to 500 individuals and organizations informing them of the consultation and availability of relevant consultation documents.
- Public notices were placed in the *Belfast Telegraph*, *Irish News* and *News Letter* newspapers, inviting comment in accordance with good practice.
- Direct accessibility to IT formats via the Home Page was offered on the PSNI's website.
- Offers for individual consultation meetings were made available. One request was made.
- PSNI offered the availability of suitable copies of documents in diverse formats and in a timely manner. No requests were made.
- A number of meetings/interviews (12) and focus groups (2) were sought and arranged involving various individuals and organizations etc. that represent Section 75 categories. The following organisations were represented at meetings/interviews:

Islamic Centre  
Chinese Welfare Association  
Indian Community Centre  
Polish Welfare Association  
Youthnet  
Youth Action  
The Rainbow Project  
Lesbian Advocacy Services Initiative  
Craigavon Travellers Support Community  
Ethnic Minority Police Association  
Gay Police Officers Association  
Department of Employment and Learning  
Committee for the Administration of Justice  
Equality Commission for Northern Ireland

The focus groups involved two groups of people who had experienced the recruitment process and been successful. One group was made up of nine female participants while the other was made up of seven male and two

female participants. In addition to the meetings and focus groups, the EQIA was referred to the Independent Advisory groups representing the minority ethnic population and the Lesbian, Gay, Bi-Sexual and Transgender (LGBT) community.

**The submissions made by respondents both written and findings from meetings/interviews are attached at [Appendix III](#) of this document. PSNI responses to the written responses are also included.**

## **8.1 Consultation Key Findings**

While the Equality Commission made specific comment and suggestions in respect to the methodology applied to the EQIA and the potential to provide more data/information, the key findings of the consultation process were as follows:-

- Monitoring - Full monitoring of all Section 75 categories should be undertaken. More analysis could take place of feedback data if Section 75 monitored.
- Gender Differences -The EQIA has shown that there are variances in respect of success rates between males and females.
- Vetting - Some concerns were raised in respect of vetting and its impact on recruitment with specific reference to the length of process.
- Under-representation -There were a number of issues and concerns which were common to all groups who could be considered as under-represented. It was suggested that there was a lack of knowledge of recruitment process, criteria etc across most under represented categories. The lack of profile of under-represented categories among police officers was identified as an influencer on potential candidates. The general image of police and public perception was identified as an influencing factor.
- Medical Assessment - The poor success rates of medical assessment for females were raised. The lower rates of application in comparison to males were also identified.
- Age - Concerns were raised in relation to the application of a restrictive upper age criteria.
- 50/50 Rule - Some respondents felt the 50/50 rule affected their success in gaining appointment. Others felt the vetting process caused problems for candidates due to length of process. Factors which affected the success rate in passing the IST were identified.
- Dependents - The need for support for applicants with dependents was highlighted.

- Trends - One respondent felt there may be a bias within the test and assessment process which caused the lower success rates for applicants of Catholic background. It was also felt that trends of success rates should be carried out.

## 9. DECISIONS

This EQIA was based on analysis of recruitment campaigns 1 – 7 with specific examination of campaign 7, at the time of analysis the most recent complete campaign. Generally much of what has been raised by the EQIA and the respondents to the consultation are already being addressed. Actions to address others will be taken where considered necessary. Having considered the findings from the consultation PSNI will take the following actions:

### 9.1 Monitoring

Reference was made by some respondents to the lack of full data in respect of Section 75 categories. Some categories have been analysed as a result of available data/information recorded upon application. The need for full recording is recognised within the organisation and PSNI are taking steps to rectify this.

Action - From 2007 all applicants and appointees, both police and police staff, have been requested to provide data/information in respect of all nine Section 75 categories. This will form part of their personal record, if successful, and steps are being taken to allow all employees to access and update their personal record including information in respect of equality. This will also allow all nine Section 75 categories to be monitored and potential impacts identified.

Action - PSNI will examine the possibility of instigating a system to monitor feedback forms in terms of Section 75 categories which will provide the capacity to carry out analysis.

### 9.2 Vetting

Vetting along with medical assessment is in line with current legislation and applied to all those who achieve entry to the merit pool regardless of appointment or not. It is a separate process which is utilised and required by the recruitment process. However, some respondents made reference to issues around vetting.

That legislation is now being changed to require only those who are offered appointment to undergo medical assessment and vetting. This should reduce the length of the overall recruitment process. The vetting is necessary again to ensure only those suitable for the role are appointed. There is an independent appeal system available for the vetting process.

The vetting of EU Citizens and other foreign nationals is difficult to apply due to lack of appropriate mechanisms or protocols with other jurisdictions. PSNI are taking steps to instigate a robust and comprehensive vetting policy which will also address these problems.

Action – PSNI will seek to establish a robust and comprehensive vetting policy which will co-ordinate the vetting process and address issues such as the vetting of EU citizens and foreign nationals as potential

appointees to the PSNI. This policy will be audited to ensure Section 75 compliance.

### 9.3 PSNI Image, Profile and Communication

There were a number of issues and concerns which were common to all groups who could be considered as under-represented. These can be grouped into the following areas:-

- **Image and Branding** – A number of respondents have referred to the branding and image factors which can have an impact on under-represented groups considering police as a career. This is often the result of lack of information or a perceived profile of police within those groups. The perception of police by all groups was felt to be particularly relevant to all categories when considering policing as a career choice. The historical influence was recognised by all groups and with the recent political advancement it is anticipated that the negative aspects of policing will diminish as relationships improve with various communities.

There is evidence of this in the survey findings of the Policing Board Omnibus Survey for April 2007<sup>4</sup>. Statistically significant results were found in response to questions in respect of the performance of the police, e.g.

To the question “*How much confidence do you have in the PSNI’s ability to provide an ordinary day to day policing service for all the people of Northern Ireland?*” more than four out of five respondents (83%) had some, a lot, or total confidence in the police’s ability to provide a day to day policing service for everyone in Northern Ireland. This compared to 79% in October 2006.

While the survey was restricted to analysis based only on a Catholic and Protestant background all respondents to the EQIA referred to how these perceptions had an influence on how they perceived the police. The results therefore show that public perception in this area is changing in a positive direction. This should help in enhancing the perception of police across all categories.

- **Profile** – All of PSNI’s recruitment campaign advertisements feature officers from minority ethnic backgrounds. Publication of advertisements to coincide with holidays or festivals, e.g. Diwali Festival – advert in Zee TV, readership across UK and Ireland. Attendance at ethnic minority festivals, i.e. Indian Mela, Chinese New Year and Polish Community Festival, attendance at Gay Pride festival. “Round table” talks with senior members of the Islamic Community in regards to recruitment issues have been held and similar ones with the Chinese Community are being sought. The recognition and

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<sup>4</sup> [http://www.nipolicingboard.org.uk/omnibus\\_survey\\_july\\_2007.pdf](http://www.nipolicingboard.org.uk/omnibus_survey_july_2007.pdf)

consultation with internal staff associations, Ethnic minority and Gay, also help inform the organisation's relationship with these groups and the regular Independent Advisory Group meetings in respect of age, disability, ethnic minority and LGBT add to that process.

- **Lack of Knowledge of Recruitment Campaigns and Process** – A wide ranging media plan attempts to reach all Section 75 Categories through the use of extensive distribution via local/national press (NI, ROI and UK) and minority publications and web magazines. A DVD which sets out the requirements of the role and what can be expected of trainees is being prepared and will be accessible through the PSNI website. The concerns raised in respect of some female's awareness etc of the recruitment process are known by the organisation and the offers made by some groups to assist in communicating such knowledge will be acted upon. In the last campaign there were several publications in the LGBT community including specific female lesbian web magazine (diva.co.uk) which were used to advertise the recruitment campaign. The raising of the profile of females has been noted by the organisation.

PSNI will take account and share with its recruitment agency the findings from this EQIA and the communication suggestions and take the following actions:-

Action – PSNI in liaison with its recruitment partner agency will continue to review the content of its communication mediums to ensure information is accurate, understandable (font, etc.) and informative for all categories.

Action – PSNI will continue to liaise with ethnic minority, female and LGBT categories to ensure appropriate publications, mediums and content are used to reach and inform potential applicants from all categories. The offers to assist in distribution of relevant material offered during this EQIA will be discussed and appropriate action taken.

Action – PSNI will actively seek to raise the profiles of officers from ethnic minority, female and LGBT backgrounds through articles in relevant publications and joint strategies with relevant representative groups and organisations to inform members of these groups.

Action – PSNI in partnership with its recruitment agency will continue to meet and engage with all categories to ensure data/information is accurate and the views and needs of underrepresented groups inform the recruitment process.

**In regards to issues specific to Section 75 categories which appear to be affected by the recruitment process, PSNI would comment as follows:**



## 9.4 Men and Women Generally

The EQIA has shown that there are variances in respect of success rates between males and females in regards to the medical assessment.

The Visual Acuity criteria for eligibility at entry level for a trainee Police Constable/Patrol Probationer are based, in part, on the requirement for officers to use firearms. Visual Acuity is the most common reason for rejection at the medical stage for both males and females. The review of the statistics over 11 recruitment campaigns shows that this is a consistent finding. There are some gender differences for rejection with males more likely to fail the colour vision test. This is reflected in the analysis of the pre-employment screening data and is the result of a genetic pre-disposition with up to 8% of men but only 0.5% of females having some degree of colour defect.

Analysis also shows that females are more likely than males of the same age group, to have experience of Mental Health problems and are more likely to be rejected from the process than males. This has been demonstrated in General Practice scientific studies of morbidity in the community, e.g. a longitudinal study of the mental health of adults living in private households in Great Britain indicated that women were more likely to have received treatment for a mental health problem or used services of all types than men: 29 per cent of women had either received treatment or services compared with 17 per cent of men (Singleton and Lewis, 2003).<sup>5</sup> The outcome of the pre-entry medical assessment process reflects the findings of those studies. When the all female focus group was provided with the reasons for failure of medical they all thought the higher than male failure in the mental health and nervous system areas was understandable. Each candidate is assessed on their own merit against the Home Office pre-employment medical standard and the PSNI Role Profile for Police Constable/Patrol Probationer.

Like all assessments there is an element of subjectivity but that is applied by a registered medical practitioner and set against the criteria. Provision is made for appealing the medical assessment.

PSNI feels the present medical criteria reflect the standard required for the role and does not propose taking any action in this area. The physical and medical assessment is continually monitored and has been altered where physical tests etc have been found to discriminate against some categories, e.g. gender. It will continue to monitor the assessment process and seek views of the medical profession on its validity.

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<sup>5</sup> Better or worse: a longitudinal study of the mental health of adults living in private households in Great Britain: Report based on surveys carried out by the Office for National Statistics in 2000 and 2001 for the Department of Health and the Scottish Executive Health Department, Singleton, N and Lewis, G, (2003) Crown Copyright

Females are still under-represented but more are applying for the police than previous and the percentage of female appointees increased to 20.4% in 2005/06 an increase from 18.8% the previous year. The Most Similar Force (MSF) average is 23.4% but it is anticipated that PSNI will achieve this percentage by 2008. The rate of applications from females has increased up to its present rate of approximately 36%.

The findings from this public consultation go some way in helping to identify reasons for the differential in applications from females. There is some evidence that the branding and image of PSNI is a pertinent factor e.g. perceived military image (uniform cited as an example) and male dominance of the organisation. It was suggested that the profile of females in advertising may not be significant enough to attract females. Some LGBT respondents suggested that female lesbians may not be accessing information about the role of a police officer and the recruitment process.

It is clear that the females applying and being appointed reflect a range of backgrounds. The majority of females appointed are single and in the age group of 21-29 and just under 30% indicate they have dependents. When compared with males it indicates that a higher number of females in the age group of 21-24 (31.37% of females) apply than their male counterparts of this age group (14.88% of males) a variance of 16.49.

Examination of campaign 7 indicated that 28.43% of the females appointed from this campaign indicated they had dependents. In Campaign 8, the first campaign in which applicants were asked to record disability, 23% of female applicants indicated they had a disability.

In relation to potential barriers and adverse impacts for females the medical criteria was identified as reflecting a variance between males and females being successful in passing the medical. This has been referred to above.

In 2003 PSNI introduced a Gender Action Plan which is directed towards:

- To investigate and address existing and future policies, procedures and practices which inhibit or exclude females from playing a full role within the Police Service of Northern Ireland.
- To examine the working practices of the organisation and propose actions which will enhance the work/life balance while ensuring operational effectiveness.

Since its inception the plan has been progressed with the establishment of a Women's Police Association, the PSNI joining the British Association of Women Police (BAWP) and the introduction of a flexible working policy. These are examples of how the organisation is addressing a number of the issues which can affect the decision of females to apply for the PSNI. There are a number of other programmes and policies which will add to these, e.g. the provision of a Child Care Voucher Scheme due to commence in September 2007.

In addition to this a Shared Future Strategy targets women's needs and sets targets which the organisation is committed to achieving.

Action – PSNI in liaison with its recruitment agency partner will continue to review and assess the medical assessment process to ensure it reflects the requirements of the role and is conducted fairly and equally.

Action – PSNI will monitor the Gender Action Plan and Shared Future Strategy to ensure their progress is in regards to female career development and support is maintained.

## 9.5 Religion

Reference was made by one respondent to the possible bias of the process due to lower success rates for Catholic background applicants. PSNI ensure that the recruiting agent takes great care in the design of tests and assessments to ensure that there is no community background bias present, and all assessors are trained in equality and diversity issues. In addition, the independent nature of the process with oversight from independent observers etc. helps ensure this. PSNI will research the possible trends in respect of success rates to identify reasons for any potential difference in this area.

The application of the 50/50 rule is directed towards addressing the under-representation of Roman Catholics in the organisation. It is clear that this is correcting this imbalance with the expectation that the targets set will be addressed by 2012. This may now be accelerated by the all inclusive political climate which is beginning to formulate and its benevolent impact on the community/police compact. PSNI are now being invited to attend career fairs in nationalist areas where previously not invited, i.e. Newry, Londonderry/Derry, Magherafelt and have been well received. Generally links are being enhanced and further developed with Catholic maintained academic institutions. As recruitment continues to apply the 50/50 rule and more officers from a Catholic background are promoted the profile and image in this respect will improve. Positive action may not need to be applied though this will be decided by robust and effective monitoring and evaluation.

It is also clear that there is an anomaly with retention of Roman Catholics either during training or in the probation period. This is at present being researched by an Occupational Psychologist and the PSNI Equality and Diversity Unit in liaison with the Northern Ireland Equality Commission.

Action – PSNI will continue to process appointments on a 50/50 basis in line with required legislation.

Action – PSNI will act on the findings of the research into retention.

Action – PSNI in partnership with its recruitment agency will research and analyse any trends in regards to success rates for Catholic, Non-Catholic community and unknown backgrounds.

## 9.6 Racial Background

When compared with the ethnic minority representation in the general NI population ethnic minority groups are under-represented by a small percentage (0.46% of NI Economically Active Population - 0.32% of PSNI). While this is not a significant variance PSNI is keen to recruit more members of ethnic minority groups. There are a number of factors which this EQIA has identified as potential barriers to members of ethnic minority groups applying to join PSNI. There is anecdotal evidence that some of these are related to socio/cultural variables which include the perception of police as a career and a profession by the family, the community and culture. The image of the police and the lack of ethnic officer profile within the PSNI are also suggested as reasons for low application rates by some ethnic minority groups.

The EQIA identified a potential differential impact on people of different racial backgrounds by reason of their lower success rates. While ethnic minority applicants have achieved good success rates in the Assessment Centre their success rate in the Initial Selection Test success is not as good. PSNI is satisfied that the actual test or assessment process is not biased against ethnic minority applicants. It does, however, recognise that applicants from this background may have difficulty in achieving the necessary knowledge and awareness of the requirements of these tests etc.

Despite a high application rate of Polish applicants in the last campaign none of them were successful in achieving entry to the PSNI. The need for a working knowledge of English, both written and spoken, appears to be a major factor. This was referred to be some respondents who suggested that a pre-test training may help. Other UK police organisations have introduced recruitment initiatives directed towards increasing ethnic minority applications. While many are targeted towards enhancing profile and outreach with these groups specific strategies are focused on aiding access to and success in the recruitment process, e.g.

- Access Courses - directed towards minority applicants already short-listed through paper sifting stage these courses help candidates prepare for the assessment centre and identify particular police competencies that candidates need to focus on.
- Recruitment Support Officers – Full-time these officers work with both LGBT and ethnic minority applicants to assist them with concerns regarding the application process.

Problems associated with vetting some applicants from this category have been referred to in the vetting section above.

In addition to the attendance at festivals and meetings with ethnic minority groups as reflected in the Image, Profile and Communication section a number of strategies, programmes, seminars and campaigns in liaison with representatives of ethnic minority groups have been organised. These help raise the profile of how PSNI address the needs of the ethnic minority community. The introduction of an Independent Advisory Group with whom the organisation can consult also reflects this commitment.

Internally the establishment of an ethnic minority coordinator is being progressed and this will raise the profile of ethnic minority officers from an organisational perspective.

Action - PSNI will continue to liaise with ethnic minority representatives and examine strategies etc. to improve the application rates of ethnic minority applicants.

Action – PSNI in partnership with its recruitment agency will actively research the use of additional recruitment initiatives to improve application rates and success rates for candidates with specific focus on the Initial Selection Test. A definitive initiative will be established for the next recruitment campaign and results of its effect analysed.

Action – PSNI will continue to seek ways in which to raise awareness of the needs and concerns of ethnic minority groups both internal and external to the organisation. The success of these will be monitored through the various formal and informal contacts with individuals and organisations within those groups.

## **9.7 Persons of different sexual orientation**

While the EQIA did not identify anything which was felt to impact adversely on members of the Lesbian, Gay, Bisexual and Transsexual community the consultation did highlight some issues for this community. These mostly related to issues around information and communication. Actions referred to in respect of Image, Profile and Communication address most of these. In respect of the concerns regarding the LGBT community perspective of police response a number of strategies, programmes, seminars and conferences established in liaison with representatives of the LGBT community have been organised to address issues around hate crime and police response. The success of many of these has been highlighted by the LGBT community, e.g. the recognition of Foyle District Command Unit's response strategy to hate crime in Londonderry/Derry.

In addition to the informal contact that takes place on a regular basis Independent Advisory Groups (IAGs) have also been established which are consulted on issues relevant to the groups they represent.

The provision of a coordinator to advise and assist with the LGBT community within the organisation is being progressed and this will assist in raising the profile of the organisation.

## **9.8 Persons with Dependents and Persons without**

The references made in respect of potential impact on those with dependents generally related to gender and marital status. The introduction of schemes, e.g. Child Care Vouchers, Flexible Working Policy, Work Life Balance programme is directed towards provision of support for those with dependents. The provision of Child Care Vouchers will also be made available to trainees.

Action – The strategies/programmes planned and initiated to assist those with dependents will be monitored and assessed as to the benefits or otherwise on this category of applicant.

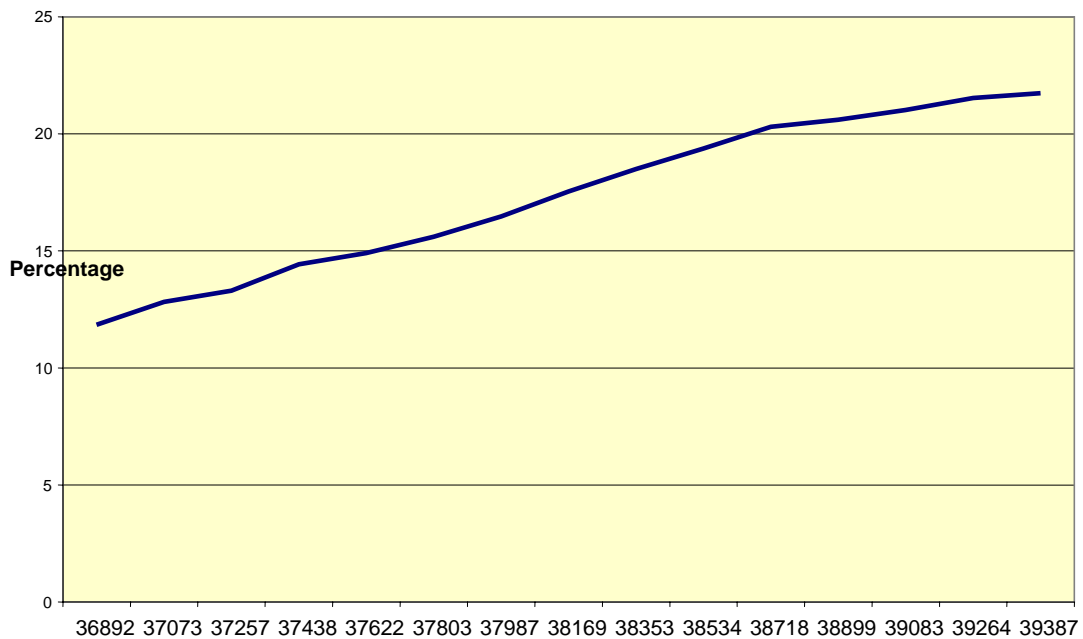
## **9.9 Persons with a disability.**

Reasonable adjustments can be made for those who reach a position suitable for appointment and indicate they have a disability. A Disability Discrimination Panel examines the disability and assesses how it will impact on the individual's ability to perform the core requirements for a police constable/probationer. The panel will consider whether any adjustments are reasonable. Examples of adjustments made have related to applicants with diabetes and physical impairment. These applicants were successful in achieving appointment.

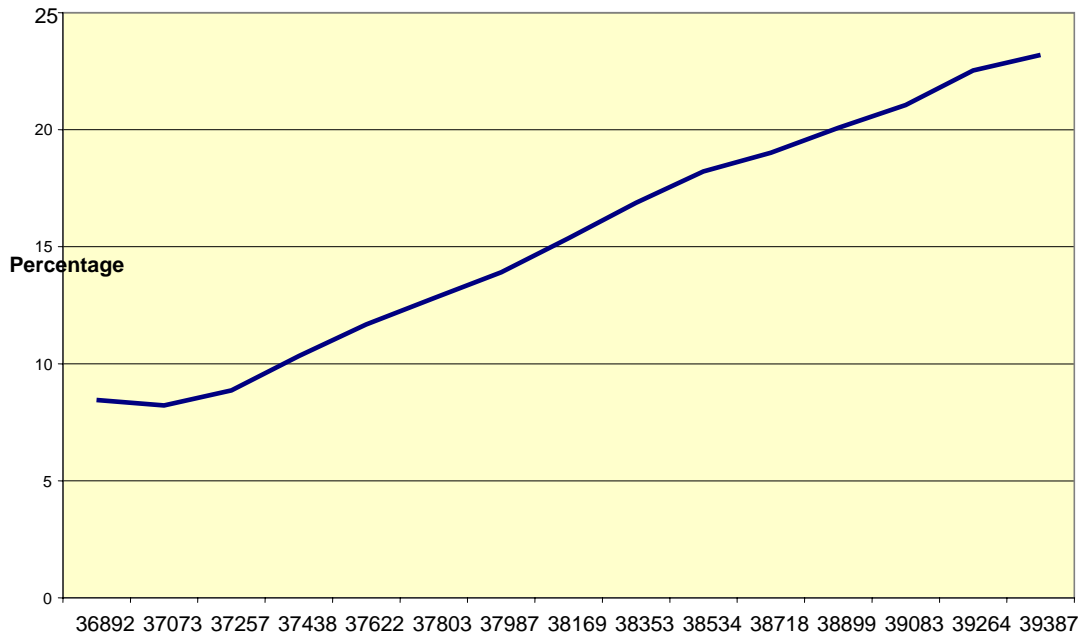
## 10. CONCLUDING COMMENTS

The PSNI feels this EQIA should be placed into context. Since 2001 the organisation has undergone and is still undergoing unprecedented change and is now one of the most accountable organisations in Europe. The change programme has had significant impact on the area of police recruitment; following implementation of recommendations contained in the report of the Independent Commission on Policing in Northern Ireland and continues to focus on the areas of addressing under representation, equality and diversity. The present workforce composition reflects an increase in females, people from a Catholic and ethnic minority community backgrounds and application of employment related legislation, e.g. the Disability Discrimination Act. The charts below reflect the increase in female and catholic workforce representation.

**Percentage Female Strength January 2001 to Date**



**Percentage Catholic Strength January 2001 to Date**



At present the recruitment process is required to appoint 440 officers per year. This is done so through a twenty-six week cycle and logistics dictate a rolling 5 week induction programme which the training centre can accommodate. Whenever the organisation has reached a level whereby it is no longer replenishing officers who leave by reason of severance, and numbers recruited will be smaller in number, then the process can be examined and potentially more specific needs based training can be assessed. At present plans are being implemented which will provide a child care voucher system for all employees requiring such a service and this will apply to trainees.

It is anticipated that many of the concerns made in respect of problems with the process such as length of process, etc. will be addressed as a result of the above actions, i.e. vetting and medical for potential appointees rather than all in the merit pool has the potential to impact directly on length of process.

Specific organisational policies and strategies which deal with enhancing equality of opportunity are also being progressed and it is anticipated that these will have a particular impact on the image and profile of the PSNI in terms of a career choice. The Shared Future Strategy will provide an overarching and comprehensive guide to ensure the PSNI progresses such policies and strategies.

It should also be noted that these actions are set against the improving police/public compact, other actions and internal and external policies the service is establishing to enhance their relationship with all groups within the Northern Ireland community.





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**APPENDIX I**

**CHARTER FOR CANDIDATES**

**PSNI**

**EQUALITY IMPACT ASSESSMENT**

**RECRUITMENT OF POLICE OFFICERS**

**EQIA REPORT**

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## **CHARTER FOR CANDIDATES**

**The Consensia Partnership is the independent agency recruiting trainee police officers for the Police Service of Northern Ireland (PSNI).**

This charter tells you:

- the standard of service you can expect from The Consensia Partnership;
- what you can do to help us to help you.

**We will help you by:**

- ✓ dealing with your application as quickly as possible and keeping you informed about progress and decisions;
- ✓ giving you accurate information throughout the recruitment process;
- ✓ being polite and easy to talk to - our staff are specially trained to meet your needs; they will treat you with respect and will do their best to understand your personal circumstances;
- ✓ being fair - your community background, gender, race, ethnic origin, sexual orientation, marital status, political or religious beliefs will not affect how we treat you during the recruitment process;
- ✓ treating everything you say to us as confidential;
- ✓ following the requirements of the Data Protection Act; and
- ✓ asking for your views and using them to improve the service we provide.

**To help us we need you to:**

- ✓ give us complete and accurate information;
- ✓ tell us about changes in your circumstances as soon as possible, such as a change of address;
- ✓ give the correct UID number if you contact us about your application; and
- ✓ provide photographic identification when attending for tests, assessments and examinations – please note that only a driving licence, passport or Electoral Office ID card will be accepted.

**Your application**

- We aim to deal with your application as quickly as possible. If there is a delay we will put things right as quickly as we can.
- We shall not discuss your performance in the recruitment process with you or give our results over the telephone.
- All correspondence with you shall be dealt with in a confidential and secure manner.

**Monitoring**

- The Equality & Monitoring Form will be held securely outside the administration unit. Neither administration staff nor assessors will have access to these forms. This information will not be used in deciding your progress through the recruitment process or in determining your suitability to enter the pool of qualified candidates.

**Scheduling**

- We shall endeavour to schedule appointments so that they are convenient for you. For some parts of the process we may offer evening and Saturday morning test or assessment appointments. These will be allocated on a first come, first served basis. If requested, we will try to reschedule appointments but this may not always be possible. We shall not reschedule appointments more than once at each stage. It will **not** be possible to reschedule your appointment for the medical examination.

**Initial Selection Test**

- The test will comprise a number of sub-tests and you will be required to pass the test as we define. The tests will be marked twice by trained staff to ensure the accuracy of the marking. The decision of the test markers will be final.

**Assessment Centres**

- At the Assessment Centre, professional assessors and lay assessors will assess you for defined competencies during exercises. They will independently mark and agree your rating for the competency being examined. Their decision is final.

### **Vetting**

- Candidates who successfully complete the Assessment Centre will be contacted directly by the PSNI and will be required to complete, and return to them, a vetting questionnaire.

### **Medical Examination**

- You will be examined by fully qualified Occupational Health Doctors and Nurses. They will determine whether you meet the medical standards established by the PSNI for entry into training.
- You can help our medical advisers by providing to them all information and documentation relevant to any current or previous medical condition.
- If you are advised that you do not meet the standards specified by the PSNI then you will have the opportunity to supply additional medical evidence. You will have four weeks from the date on your notification letter to provide additional medical evidence.
- The decision by our medical staff on whether you meet the medical standards will be final.
- Our medical staff will maintain the confidentiality of your medical condition.

### **Physical Competence and Other Tests**

- A PSNI Physical Competence Assessment will take place during training as a Police Officer.
- You may undertake such other tests, as may be defined, in order to assess you for meeting the standards for entry as a trainee to the PSNI.
- The decision of assessors and test markers in assessments and tests will be final.
- We will provide to you as much information as possible in advance of any physical competence or other tests that you may be required to undertake.

### **Getting things right**

- If you think we have made a mistake please contact us. We will look into matters straight away and correct anything that is wrong.
- We shall investigate any complaints, which must be in writing, arising from your application and respond accordingly. Your complaint will be reviewed by the Recruitment Manager and if required by the Head of Operations or the Director.
- You can help by giving us the information we ask for as quickly as you can. Our staff are always willing to explain procedures and to tell you what is happening to your application.
- Independent Community Observers will attend various stages of the process to ensure that it is fair and equitable. They will report to the Northern Ireland Policing Board.

### **Contacting us**

- Our switchboard is open from 0900 to 1700, Monday to Friday excluding Public Holidays. When you call us, please have your UID number available otherwise we will not be able to deal with your enquiry.
- We will only deal with people who call on your behalf for rescheduling tests/assessments if they have your UID number and date of birth. We will not discuss your results with anyone but you.
- Staff will give their names when you call, in case you need to contact them again. Staff will be polite and helpful, and give you as much information as they can. If we cannot deal with your query over the phone, we will explain why and tell you what you need to do. We will note any information you give us by phone, and act on it.
- If we receive a letter we will reply to you fully within 10 working days. If we cannot deal fully with your letter within 10 working days of receiving it, we will tell you why, and tell you if there is anything you need to do.
- When you deal with us by phone, by letter or in person you can expect to receive information that is accurate, clear and helpful. Please address all correspondence to the Recruitment Manager.

### **Help us to improve our service**

- We will ask you for feedback on the service that we provide and we value your comments. Your views are taken into account as we continuously seek to improve our service. The comments that you make are not used to assess your suitability to progress through the recruitment process.
- We will ask you to complete feedback questionnaires at each stage of the recruitment process. You can complete them anonymously and your comments will not affect your application.

## **Committed to Best Practice in Recruitment**

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**APPENDIX II**

**TABLES**

**PSNI  
Equality Impact Assessment  
Recruitment  
EQIA REPORT**

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## APPENDIX II

### TABLES

**Table 1a**  
**Age Summaries by Stage – All Applicants**

<b>All Applicants</b>	<b>0-17</b>	<b>18-20</b>	<b>21-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-60</b>	<b>61-64</b>	<b>65+</b>	<b>Total</b>
Applications	0.02%	14.12%	26.39%	26.05%	16.82%	10.76%	4.33%	1.33%	0.16%	0.02%	0.00%	0.00%	100.00%
Applicants Invited to IST	0.00%	14.12%	26.43%	26.05%	16.79%	10.77%	4.34%	1.33%	0.14%	0.00%	0.00%	0.00%	100.00%
Exempt from IST	0.00%	9.39%	26.27%	26.77%	19.48%	12.89%	4.60%	0.60%	0.00%	0.00%	0.00%	0.00%	100.00%
Sit IST (Excludes IST Exempts)	0.00%	17.28%	26.33%	23.75%	15.70%	10.63%	4.73%	1.41%	0.17%	0.00%	0.00%	0.00%	100.00%
Pass IST (Excludes Exempt)	0.00%	13.69%	28.42%	26.83%	14.94%	10.10%	4.70%	1.11%	0.21%	0.00%	0.00%	0.00%	100.00%
Invite AC (Pass and IST Exempt)	0.00%	11.93%	27.54%	26.81%	16.80%	11.24%	4.66%	0.90%	0.12%	0.00%	0.00%	0.00%	100.00%
Attend Assessment Centre	0.00%	12.63%	26.67%	26.62%	16.67%	11.52%	4.85%	0.96%	0.10%	0.00%	0.00%	0.00%	100.00%
Pass Assessment Centre	0.00%	7.61%	26.69%	28.57%	18.52%	12.12%	5.45%	1.03%	0.00%	0.00%	0.00%	0.00%	100.00%
Attend Medical	0.00%	7.71%	27.17%	27.96%	18.87%	12.15%	5.14%	0.99%	0.00%	0.00%	0.00%	0.00%	100.00%
Pass Medical	0.00%	7.28%	27.73%	27.85%	19.82%	11.79%	4.89%	0.63%	0.00%	0.00%	0.00%	0.00%	100.00%
Enter Merit Pool	0.00%	7.28%	27.73%	27.85%	19.82%	11.79%	4.89%	0.63%	0.00%	0.00%	0.00%	0.00%	100.00%
Withdraw Merit Pool	0.00%	0.00%	27.27%	36.36%	36.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Final Merit Pool	0.00%	7.38%	27.74%	27.74%	19.59%	11.96%	4.96%	0.64%	0.00%	0.00%	0.00%	0.00%	100.00%

**APPENDIX II**

**TABLES**

**Table 1b**  
**Age Summaries by Stage – NI Only Applicants**

<b>NI Only Applicants</b>	<b>0-17</b>	<b>18-20</b>	<b>21-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-60</b>	<b>61-64</b>	<b>65+</b>	<b>Total</b>
Applications	0.16%	14.57%	26.79%	25.82%	16.55%	10.49%	4.31%	1.18%	0.14%	0.00%	0.00%	0.00%	100.00%
Applicants Invited to IST	0.02%	14.59%	26.86%	25.85%	16.54%	10.49%	4.33%	1.18%	0.14%	0.00%	0.00%	0.00%	100.00%
Exempt from IST	0.00%	9.32%	25.74%	26.91%	19.92%	13.03%	4.56%	0.53%	0.00%	0.00%	0.00%	0.00%	100.00%
Sit IST (Excludes IST Exempts)	0.00%	17.49%	26.70%	23.88%	15.32%	10.27%	4.86%	1.30%	0.19%	0.00%	0.00%	0.00%	100.00%
Pass IST (Excludes Exempt)	0.00%	14.09%	28.86%	26.90%	14.39%	9.80%	4.75%	0.98%	0.23%	0.00%	0.00%	0.00%	100.00%
Invite AC (Pass and IST Exempt)	0.00%	12.11%	27.56%	26.90%	16.69%	11.14%	4.67%	0.79%	0.13%	0.00%	0.00%	0.00%	100.00%
Attend Assessment Centre	0.00%	12.76%	26.54%	26.76%	16.76%	11.35%	4.81%	0.92%	0.11%	0.00%	0.00%	0.00%	100.00%
Pass Assessment Centre	0.00%	7.75%	26.56%	28.47%	18.81%	11.87%	5.63%	0.91%	0.00%	0.00%	0.00%	0.00%	100.00%
Attend Medical	0.00%	7.81%	26.93%	27.98%	19.22%	11.93%	5.28%	0.84%	0.00%	0.00%	0.00%	0.00%	100.00%
Pass Medical	0.00%	7.26%	27.42%	27.96%	20.16%	11.56%	4.97%	0.67%	0.00%	0.00%	0.00%	0.00%	100.00%
Enter Merit Pool	0.00%	7.26%	27.42%	27.96%	20.16%	11.56%	4.97%	0.67%	0.00%	0.00%	0.00%	0.00%	100.00%
Withdraw Merit Pool	0.00%	0.00%	27.27%	36.36%	36.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Final Merit Pool	0.00%	7.37%	27.42%	27.83%	19.92%	11.73%	5.05%	0.68%	0.00%	0.00%	0.00%	0.00%	100.00%

## APPENDIX II

### TABLES

**Table 2a**  
**Age Summaries by Group – All Applicants**

<b>All Applicants</b>	<b>0-17</b>	<b>18-20</b>	<b>21-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-60</b>	<b>Total</b>
Applications	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Applicants Invited to IST	100.00%	99.57%	99.70%	99.54%	99.40%	99.63%	100.00%	100.00%	87.50%	0.00%	99.56%
Exempt from IST	0.00%	13.39%	20.05%	20.69%	23.33%	24.11%	21.40%	9.09%	0.00%	0.00%	20.14%
Notified Withdrawal (of those invited)	100.00%	0.99%	1.44%	0.98%	1.42%	1.98%	1.78%	3.33%	0.00%	0.00%	1.37%
Un-notified Withdrawal (of those invited)	0.00%	30.25%	37.89%	43.00%	39.15%	34.65%	30.77%	40.00%	42.86%	0.00%	37.64%
Sit IST (Invited less exempts)	0.00%	68.76%	60.67%	56.02%	59.43%	63.37%	67.46%	56.67%	57.14%	0.00%	60.99%
Exempt from IST (of those invited)	0.00%	13.45%	20.11%	20.79%	23.47%	24.20%	21.40%	9.09%	0.00%	0.00%	20.23%
Pass IST (of those sitting)	0.00%	47.60%	64.83%	67.83%	57.14%	57.03%	59.65%	47.06%	75.00%	0.00%	60.05%
Pass Rate	0.00%	47.60%	64.83%	67.83%	57.14%	57.03%	59.65%	47.06%	75.00%	0.00%	60.05%
Fail IST (of those sitting)	0.00%	52.40%	35.17%	32.17%	42.86%	42.97%	40.35%	52.94%	25.00%	0.00%	39.95%
Invite AC (of all applicants)	0.00%	41.60%	51.37%	50.66%	49.16%	51.40%	53.02%	33.33%	37.50%	0.00%	49.23%
Notified Withdrawal (of those invited)	0.00%	1.03%	1.48%	2.29%	1.70%	2.91%	2.63%	13.64%	0.00%	0.00%	2.00%
Un-notified Withdrawal (of those invited)	0.00%	13.36%	20.18%	17.38%	18.00%	14.18%	13.16%	0.00%	33.33%	0.00%	17.08%
Attend Assessment Centre (of those invited)	0.00%	85.62%	78.34%	80.34%	80.29%	82.91%	84.21%	86.36%	66.67%	0.00%	80.92%
Pass Assessment Centre (of those invited)	0.00%	32.40%	53.79%	57.69%	59.70%	56.58%	60.42%	57.89%	0.00%	0.00%	53.74%
Failed AC (of those who sat)	0.00%	67.60%	46.21%	42.31%	40.30%	43.42%	39.58%	42.11%	100.00%	0.00%	46.26%
Attend Medical (of those invited)	0.00%	96.30%	96.83%	93.09%	96.95%	95.35%	89.66%	90.91%	0.00%	0.00%	95.11%
Pass Medical (of those attending)	0.00%	74.36%	80.36%	78.45%	82.72%	76.42%	75.00%	50.00%	0.00%	0.00%	78.75%
Withdrawal Merit Pool (of Medical Pass)	0.00%	0.00%	1.36%	1.80%	2.53%	0.00%	0.00%	0.00%	0.00%	0.00%	1.38%
Final merit Pool (of applications)	0.00%	8.26%	16.62%	16.83%	18.42%	17.57%	18.14%	7.58%	0.00%	0.00%	15.81%



**APPENDIX II**

**TABLES**

**Table 2b**  
**Age Summaries by Group – NI Only Applicants**

<b>NI Only Applicants</b>	<b>0-17</b>	<b>18-20</b>	<b>21-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-60</b>	<b>Total</b>
Applications	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%
Applicants Invited to IST	14.29%	99.68%	99.83%	99.64%	99.44%	99.50%	100.00%	100.00%	100.00%	0.00%	99.54%
Exempt from IST (of eligible applications)	0.00%	13.97%	20.95%	22.76%	26.33%	27.15%	22.99%	9.80%	0.00%	0.00%	21.86%
Notified Withdrawal (of those invited)	100.00%	0.95%	1.12%	0.63%	1.26%	1.55%	1.07%	1.96%	0.00%	0.00%	1.07%
Un-notified Withdrawal (of those invited)	0.00%	25.08%	28.19%	30.38%	26.05%	22.30%	19.79%	33.33%	33.33%	0.00%	27.03%
Sit IST (invited less exempts)	0.00%	69.74%	62.92%	59.86%	62.93%	67.27%	72.92%	60.87%	66.67%	0.00%	64.05%
Pass IST (of those sitting)	0.00%	49.47%	66.38%	6.19%	57.70%	58.56%	60.00%	46.43%	75.00%	0.00%	61.41%
Fail ST (of those sitting)	0.00%	50.53%	33.62%	30.81%	42.30%	41.44%	40.00%	53.57%	25.00%	0.00%	38.59%
Invite AC (of all applicants)	0.00%	43.51%	53.87%	54.55%	52.79%	56.60%	56.68%	35.29%	50.00%	0.00%	52.35%
Notified Withdrawal (of those invited)	0.00%	0.73%	1.44%	2.29%	1.32%	2.77%	2.83%	5.56%	0.00%	0.00%	1.81%
Un-notified Withdrawal (of those invited)	0.00%	13.45%	20.13%	16.69%	16.89%	14.23%	13.21%	0.00%	33.33%	0.00%	16.73%
Attend Assessment Centre (of those invited)	0.00%	85.82%	78.43%	81.01%	81.79%	83.00%	83.96%	94.44%	66.67%	0.00%	81.46%
Pass Assessment Centre (of those who sat)	0.00%	32.63%	53.77%	57.17%	60.32%	56.19%	62.92%	52.94%	0.00%	0.00%	53.73%
Failed AC (of those who sat)	0.00%	67.37%	46.23%	42.83%	39.68%	43.81%	37.08%	47.06%	100.00%	0.00%	46.27%
Attend Medical (of those invited)	0.00%	96.10%	96.59%	93.64%	97.33%	95.76%	89.29%	88.89%	0.00%	0.00%	95.27%
Pass Medical (of those attending)	0.00%	72.97%	80.00%	78.49%	82.42%	76.11%	74.00%	62.50%	0.00%	0.00%	78.56%
Withdrawal Merit Pool (of Medical Pass)	0.00%	0.00%	1.47%	1.92%	2.67%	0.00%	0.00%	0.00%	0.00%	0.00%	1.48%
Final Merit Pool (of applications)	0.00%	7.37%	27.42%	27.83%	19.92%	11.73%	5.05%	0.68%	0.00%	0.00%	100.00%

**APPENDIX II**

**TABLES**

**Table 3a  
Gender Summaries by Stage**

<b>Total Numbers</b>	<b>All</b>			<b>NI</b>		
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
CENSUS				48.74%	51.26%	100.00%
Applications	65.10%	34.90%	100.00%	62.98%	37.02%	100.00%
Applicants Invited to IST	65.10%	34.90%	100.00%	63.04%	36.96%	100.00%
IST Exempt	62.84%	37.16%	100.00%	62.29%	37.71%	100.00%
Sit IST	65.41%	34.59%	100.00%	64.00%	36.00%	100.00%
Pass IST	62.17%	37.83%	100.00%	60.81%	39.19%	100.00%
Invite AC (Pass and Exempt IST)	62.44%	37.56%	100.00%	61.43%	38.57%	100.00%
Attend Assessment Centre	62.88%	37.12%	100.00%	61.89%	38.11%	100.00%
Pass Assessment Centre	62.78%	37.22%	100.00%	61.57%	38.43%	100.00%
Attend Medical	63.24%	36.76%	100.00%	62.09%	37.91%	100.00%
Pass Medical Enter Merit pool	65.37%	34.63%	100.00%	63.98%	36.02%	100.00%
Pool Withdrawal	54.55%	45.45%	100.00%	54.55%	45.45%	100.00%
	65.52%	34.48%	100.00%	64.12%	35.88%	100.00%

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**TABLES**

**Table 3b  
Gender Summaries by Group**

	All			NI		
	Male	Female	Total	Male	Female	Total
CENSUS				48.74%	51.26%	100.00%
<i>Applications received</i>						
Eligible	99.44%	99.42%	99.44%	99.63%	99.38%	99.54%
Ineligible	0.56%	0.58%	0.56%	0.37%	0.62%	0.46%
<i>IST Stage (Eligible)</i>						
Invited	80.48%	78.46%	79.77%	78.40%	77.69%	78.14%
Exempt	19.52%	21.54%	20.23%	21.60%	22.31%	21.86%
<i>Attended IST (excludes exempts)</i>						
Notified Withdrawal	1.35%	1.40%	1.37%	1.36%	1.37%	1.36%
Un-notified Withdrawal	37.91%	37.12%	37.64%	33.83%	35.89%	34.59%
Attended IST	60.74%	61.48%	60.99%	64.81%	62.74%	64.05%
<i>Pass IST (excludes exempts)</i>						
Pass IST	57.08%	65.67%	60.05%	58.35%	66.84%	61.41%
Fail IST	42.9%	34.3%	40.0%	41.6%	33.2%	38.6%
<i>Attend Assessment Centre</i>						
Notified Withdrawal	2.16%	1.74%	2.00%	1.86%	1.71%	1.81%
Un-notified Withdrawal	16.36%	18.28%	17.08%	16.06%	17.81%	16.73%
Attend Assessment Centre	81.48%	79.98%	80.92%	82.08%	80.48%	81.46%
<i>Pass Assessment Centre</i>						
Pass	53.65%	53.88%	53.74%	53.45%	54.18%	53.73%
Fail	46.3%	46.1%	46.3%	46.6%	45.8%	46.3%
Attend Medical	95.81%	93.94%	95.11%	96.08%	93.98%	95.27%
Pass Medical Enter Merit Pool	81.41%	74.19%	78.75%	80.95%	74.65%	78.56%
Pool Withdrawal	1.15%	1.81%	1.38%	1.26%	1.87%	1.48%
Merit Pool (as a % of Applications)	15.90%	15.60%	15.79%	17.20%	16.38%	16.90%

**APPENDIX II**

**TABLES**

**Table 4a  
Ethnicity Summaries by Stage – All Applicants**

	<b>White</b>	<b>Chinese</b>	<b>Indian</b>	<b>Pakistani</b>	<b>Bangladeshi</b>	<b>Black African</b>	<b>Black Caribbean</b>	<b>Black Other</b>	<b>Mixed</b>	<b>Ethnic Other</b>	<b>Total</b>
<b>Applications</b>	98.12%	0.10%	0.10%	0.06%	0.02%	0.83%	0.04%	0.02%	0.36%	0.34%	100.00%
<b>Invited to IST</b>	98.20%	0.10%	0.10%	0.06%	0.02%	0.77%	0.04%	0.02%	0.34%	0.34%	100.00%
<b>IST Exempt</b>	99.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.40%	0.00%	100.00%
<b>Sat IST (excludes exempts)</b>	99.00%	0.21%	0.08%	0.08%	0.00%	0.00%	0.04%	0.04%	0.25%	0.29%	100.00%
<b>Pass IST (excludes exempts)</b>	99.38%	0.07%	0.07%	0.07%	0.00%	0.00%	0.07%	0.00%	0.28%	0.07%	100.00%
<b>Invited to Assessment Centre</b>	99.47%	0.04%	0.04%	0.04%	0.00%	0.00%	0.04%	0.00%	0.33%	0.04%	100.00%
<b>Attend AC</b>	99.44%	0.00%	0.05%	0.05%	0.00%	0.00%	0.05%	0.00%	0.35%	0.05%	100.00%
<b>Passed AC</b>	99.44%	0.00%	0.09%	0.09%	0.00%	0.00%	0.00%	0.00%	0.28%	0.09%	100.00%
<b>Attend Medical</b>	99.51%	0.00%	0.10%	0.10%	0.00%	0.00%	0.00%	0.00%	0.30%	0.00%	100.00%
<b>Pass Medical, Enter Merit Pool</b>	99.50%	0.00%	0.13%	0.13%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	100.00%
<b>Merit Pool Withdrawal</b>	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
<b>Final Merit Pool</b>	99.49%	0.00%	0.13%	0.13%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	100.00%

**APPENDIX II**

**TABLES**

**Table 4b  
Ethnicity Summaries by Stage – NI Only Applicants**

	<b>White</b>	<b>Chinese</b>	<b>Indian</b>	<b>Pakistani</b>	<b>Bangladeshi</b>	<b>Black African</b>	<b>Black Caribbean</b>	<b>Black Other</b>	<b>Mixed</b>	<b>Ethnic Other</b>	<b>Total</b>
CENSUS	99.25%	0.25%	0.09%	0.04%	0.01%	0.03%	0.02%	0.02%	0.20%	0.09%	100.00%
Applications	99.31%	0.12%	0.07%	0.02%	0.02%	0.02%	0.02%	0.02%	0.32%	0.09%	100.00%
Invited to IST	99.30%	0.12%	0.07%	0.02%	0.02%	0.00%	0.02%	0.02%	0.33%	0.09%	100.00%
IST Exempt	99.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.32%	0.00%	100.00%
% no show	34.49%	0.00%	66.67%	100.00%	100.00%	0.00%	0.00%	0.00%	54.55%	0.00%	34.51%
Sat IST (excludes exempts)	99.21%	0.23%	0.05%	0.00%	0.00%	0.00%	0.05%	0.05%	0.23%	0.19%	100.00%
Pass IST (excludes exempts)	99.62%	0.08%	0.00%	0.00%	0.00%	0.00%	0.08%	0.00%	0.23%	0.00%	100.00%
Invited to Assessment Centre	99.65%	0.04%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.26%	0.00%	100.00%
Attend AC	99.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.27%	0.00%	100.00%
Passed AC	99.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	100.00%
Attend Medical	99.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%	100.00%
Pass Medical, Enter Merit Pool	99.87%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	100.00%
Merit Pool Withdrawal	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Final Merit Pool	99.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%	100.00%

**APPENDIX II**

**TABLES**

**Table 5a  
Ethnicity Summaries by Group – All Applicants**

	<b>White</b>	<b>Chinese</b>	<b>Indian</b>	<b>Pakistani</b>	<b>Bangladeshi</b>	<b>Black African</b>	<b>Black Caribbean</b>	<b>Black Other</b>	<b>Mixed</b>	<b>Ethnic Other</b>	<b>Total</b>
Applications	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Eligible	99.53%	100.00%	100.00%	100.00%	100.00%	92.68%	100.00%	100.00%	94.44%	100.00%	99.46%
Ineligible	0.47%	0.00%	0.00%	0.00%	0.00%	7.32%	0.00%	0.00%	5.56%	0.00%	0.54%
Invited to IST	99.53%	100.00%	100.00%	100.00%	100.00%	92.68%	100.00%	100.00%	94.44%	100.00%	99.46%
IST Exempt	20.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	23.53%	0.00%	20.30%
Notified Withdrawal	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.09%
Un-notified Withdrawal	36.82%	0.00%	60.00%	33.33%	100.00%	100.00%	50.00%	0.00%	53.85%	58.82%	35.57%
Sat IST (excludes exempts)	61.78%	100.00%	40.00%	66.67%	0.00%	0.00%	50.00%	100.00%	46.15%	41.18%	61.05%
Pass IST (of those who sat)	60.27%	20.00%	50.00%	50.00%	0.00%	0.00%	100.00%	0.00%	66.67%	14.29%	60.04%
Fail IST (of those who sat)	39.73%	80.00%	50.00%	50.00%	0.00%	0.00%	0.00%	100.00%	33.33%	85.71%	39.96%
Invited to Assessment Centre	49.92%	20.00%	20.00%	33.33%	0.00%	0.00%	50.00%	0.00%	44.44%	5.88%	40.24%
Attend AC	99.44%	0.00%	0.05%	0.05%	0.00%	0.00%	0.05%	0.00%	0.35%	0.05%	100.00%
Passed AC (of those who sat)	53.77%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	42.86%	100.00%	53.77%
Failed AC (of those who sat)	46.23%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	57.14%	0.00%	46.23%
Attend Medical	95.27%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	95.20%
Pass Medical, Enter Merit Pool	75.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	74.95%
Merit Pool Withdrawal	1.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.38%
Final Merit Pool (% of applications)	16.05%	0.00%	20.00%	33.33%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	15.83%

**APPENDIX II**

**TABLES**

**Table 5b  
Ethnicity Summaries by Group – NI Only Applicants**

	<b>White</b>	<b>Chinese</b>	<b>Indian</b>	<b>Pakistani</b>	<b>Bangladeshi</b>	<b>Black African</b>	<b>Black Caribbean</b>	<b>Black Other</b>	<b>Mixed</b>	<b>Ethnic other</b>	<b>Total</b>
<b>CENSUS</b>	99.25%	0.25%	0.09%	0.04%	0.01%	0.03%	0.02%	0.02%	0.20%	0.09%	100.00%
<b>Applications</b>	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
<b>Eligible</b>	99.53%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	100.00%	99.54%
<b>Ineligible</b>	0.47%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.46%
<b>Invited to IST</b>	99.53%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	100.00%	99.54%
<b>IST Exempt</b>	21.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	21.43%	0.00%	21.84%
<b>Notified Withdrawal</b>	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.31%
<b>Un-notified Withdrawal</b>	34.49%	0.00%	66.67%	100.00%	100.00%	0.00%	0.00%	0.00%	54.55%	0.00%	34.51%
<b>Sat IST (excludes exempts)</b>	64.18%	100.00%	33.33%	0.00%	0.00%	0.00%	100.00%	100.00%	45.45%	100.00%	64.18%
<b>Pass IST (excludes exempts)</b>	99.62%	0.08%	0.00%	0.00%	0.00%	0.00%	0.08%	0.00%	0.23%	0.00%	100.00%
<b>Pass IST (excludes exempts)</b>	61.69%	20.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	60.00%	0.00%	61.44%
<b>Fail IST (excludes exempts)</b>	38.31%	80.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	40.00%	100.00%	38.56%
<b>Invited to Assessment Centre</b>	52.61%	20.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	42.86%	0.00%	52.43%
<b>Notified Withdrawal</b>	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.81%
<b>Notified Withdrawal</b>	16.74%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	16.77%
<b>Attend AC</b>	81.44%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	83.33%	0.00%	81.42%
<b>Passed AC</b>	53.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	53.77%
<b>Fail AC</b>	46.17%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	60.00%	0.00%	46.23%
<b>Attend Medical</b>	95.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	95.36%
<b>Pass Medical, Enter Merit Pool</b>	78.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	78.54%
<b>Merit Pool Withdrawal</b>	1.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.48%
<b>Final Merit Pool</b>	17.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	16.94%

**APPENDIX II**

**TABLES**

**Table 6a  
Community Background Summaries by Stage**

	ALL				NI			
	Non RC	RC	Undetermined	Total	Non RC	RC	Undetermined	Total
<b>Total Numbers</b>								
<b>CENSUS</b>					53.13%	43.76%	2.72%	100.00%
<b>Applications</b>	63.53%	34.40%	2.07%	100.00%	68.58%	30.50%	0.92%	100.00%
<b>Invite to IST</b>	63.55%	34.39%	2.06%	100.00%	68.50%	30.57%	0.93%	100.00%
<b>IST Exempt</b>	71.13%	28.57%	0.30%	100.00%	72.88%	26.80%	0.32%	100.00%
<b>Sit IST</b>	64.33%	33.93%	1.74%	100.00%	67.93%	30.82%	1.25%	100.00%
<b>Pass IST</b>	67.6%	30.8%	1.6%	100.0%	70.4%	28.5%	1.1%	100.0%
<b>Invited to Assessment Centre</b>	69.02%	29.91%	1.06%	100.00%	71.42%	27.79%	0.79%	100.00%
<b>Attend AC</b>	69.19%	29.65%	1.16%	100.00%	71.03%	28.16%	0.81%	100.00%
<b>Pass AC</b>	72.2%	26.7%	1.1%	100.0%	73.4%	25.9%	0.7%	100.0%
<b>Attend Medical</b>	72.53%	26.38%	1.09%	100.00%	73.60%	25.77%	0.63%	100.00%
<b>Medical Pass, enter Merit Pool</b>	73.8%	25.1%	1.1%	100.0%	74.9%	24.5%	0.7%	100.0%
<b>Merit Pool Withdrawal</b>	45.45%	45.45%	9.09%	100.00%	45.45%	45.45%	9.09%	100.00%
<b>Final Merit Pool</b>	74.58%	24.52%	0.90%	100.00%	75.76%	23.82%	0.42%	100.00%



**APPENDIX II**

**TABLES**

**Table 6b  
Community Background Summaries by Group**

	ALL				NI			
	Non RC	RC	Undetermined	Total	Non RC	RC	Undetermined	Total
CENSUS					53.13%	43.76%	2.72%	100.00%
Applications received	63.53%	34.40%	2.07%	100.00%	68.58%	30.50%	0.92%	100.00%
<i>Applications received</i>								
Eligible	99.46%	99.42%	99.03%	99.44%	99.43%	99.77%	100.00%	99.54%
Ineligible	0.54%	0.58%	0.97%	0.56%	0.57%	0.23%	0.00%	0.46%
<i>IST Stage</i>								
Invite	77.36%	83.20%	97.06%	79.77%	76.74%	80.83%	92.50%	78.14%
Exempt	22.64%	16.80%	2.94%	20.23%	23.26%	19.17%	7.50%	21.86%
<i>Attended IST</i>								
Notified Withdrawal	1.48%	1.27%	0.00%	1.37%	1.45%	1.22%	0.00%	1.36%
Un-notified Withdrawal	34.9%	41.0%	57.6%	37.6%	33.9%	36.4%	27.0%	34.6%
Attend IST	63.67%	57.70%	42.42%	60.99%	64.67%	62.42%	72.97%	64.05%
<i>Pass IST (excludes exemptions)</i>								
Pass	63.1%	54.6%	54.8%	172.4%	63.6%	56.8%	55.6%	175.9%
Fail	36.93%	45.41%	45.24%	39.95%	36.38%	43.24%	44.44%	38.59%
<i>Attend AC</i>								
Notified Withdrawal	1.60%	2.87%	3.85%	2.00%	1.60%	2.22%	5.56%	1.81%
Un-notified Withdrawal	17.29%	16.94%	7.69%	17.08%	17.39%	15.21%	11.11%	16.73%
Attend AC	81.11%	80.19%	88.46%	80.92%	81.01%	82.57%	83.33%	81.46%
<i>Pass AC</i>								
Pass	56.06%	48.38%	52.17%	53.74%	55.56%	49.33%	46.67%	53.73%
Fail	43.94%	51.62%	47.83%	46.26%	44.44%	50.67%	53.33%	46.27%
Attend Medical (% invited to Medical)	95.57%	94.01%	91.67%	95.11%	95.48%	94.94%	85.71%	95.27%
Pass Medical, enter Merit Pool	80.11%	74.91%	81.82%	78.75%	79.91%	74.59%	83.33%	78.56%
Merit Pool Withdrawal	0.85%	2.50%	11.11%	1.38%	0.90%	2.75%	20.00%	1.48%
Enter Merit Pool (% applications)	18.3%	11.1%	6.8%	15.6%	18.4%	13.0%	7.5%	16.6%

## APPENDIX II

### TABLES

**Table 7a**  
**Marital Status Summaries by Stage – All Applicants**

	<b>Single</b>	<b>Married</b>	<b>Widowed</b>	<b>Separated</b>	<b>Divorced</b>	<b>Total</b>
Applications	70.08%	24.49%	0.10%	3.13%	2.20%	100.00%
Applicants Invited to IST	70.02%	24.54%	0.10%	3.13%	2.21%	100.00%
IST Exempt	67.57%	27.23%	0.00%	2.60%	2.60%	100.00%
Notified Withdrawal	64.81%	24.07%	0.00%	1.85%	9.26%	100.00%
Un-notified Withdrawal	69.64%	24.88%	0.14%	3.45%	1.89%	100.00%
Sat IST	71.39%	23.22%	0.13%	3.17%	2.09%	100.00%
Pass IST	72.42%	23.26%	0.21%	2.58%	1.53%	100.00%
Invite to AC	70.43%	24.89%	0.12%	2.59%	1.97%	100.00%
Attend AC	70.27%	24.95%	0.10%	2.59%	2.08%	100.00%
Pass AC	67.46%	27.06%	0.09%	2.93%	2.46%	100.00%
Attend Medical	67.99%	26.44%	0.10%	2.98%	2.49%	100.00%
Pass Medical, Enter Merit Pool	68.06%	26.52%	0.13%	2.53%	2.78%	100.00%
Withdrawal from Merit Pool	72.73%	27.27%	0.00%	0.00%	0.00%	100.00%
Final Merit Pool	67.99%	26.50%	0.13%	2.56%	2.82%	100.00%

**APPENDIX II**

**TABLES**

**Table 7b**  
**Marital Status Summaries by Stage – NI Only Applicants**

	<b>Single</b>	<b>Married</b>	<b>Widowed</b>	<b>Separated</b>	<b>Divorced</b>	<b>Total</b>
Applications	69.69%	24.90%	0.12%	3.08%	2.22%	100.00%
Applicants Invited to IST	69.66%	24.92%	0.12%	3.07%	2.23%	100.00%
IST Exempt	66.45%	28.13%	0.00%	2.76%	2.65%	100.00%
Notified Withdrawal	65.22%	21.74%	0.00%	2.17%	10.87%	100.00%
Un-notified Withdrawal	69.73%	24.85%	0.17%	3.18%	2.06%	100.00%
Sat IST	71.12%	23.61%	0.14%	3.17%	1.96%	100.00%
Pass IST	72.21%	23.46%	0.23%	2.81%	1.29%	100.00%
Invite to AC	69.81%	25.41%	0.13%	2.79%	1.86%	100.00%
Attend AC	69.91%	25.24%	0.11%	2.77%	1.96%	100.00%
Pass AC	66.97%	27.36%	0.10%	3.14%	2.43%	100.00%
Attend Medical	67.48%	26.78%	0.11%	3.19%	2.44%	100.00%
Pass Medical, Enter Merit Pool	67.39%	26.93%	0.14%	2.71%	2.84%	100.00%
Withdrawal from Merit Pool	72.73%	27.27%	0.00%	0.00%	0.00%	100.00%
Final Merit Pool	67.31%	26.92%	0.14%	2.75%	2.88%	100.00%

**APPENDIX II**

**TABLES**

**Table 8a**  
**Marital Status Summaries by Group – All Applicants**

<b>Total Numbers</b>	<b>Single</b>	<b>Married</b>	<b>Widowed</b>	<b>Separated</b>	<b>Divorced</b>	<b>Total</b>
<i>Applications received</i>						
Eligible	99.34%	99.67%	100.00%	99.35%	100.00%	99.43%
Ineligible	0.66%	0.33%	0.00%	0.65%	0.00%	0.57%
<i>IST Stage (% of eligible applicants)</i>						
Exempt	19.57%	22.50%	0.00%	16.88%	23.85%	20.28%
Invited	80.43%	77.50%	100.00%	83.12%	76.15%	79.72%
<i>Attended IST</i>						
Notified Withdrawals	1.26%	1.08%	0.00%	0.65%	4.59%	1.10%
Un-notified Withdrawals	37.13%	39.27%	40.00%	39.84%	33.73%	37.66%
Attend IST	61.61%	59.34%	60.00%	59.38%	60.24%	60.96%
<i>Pass IST</i>						
Pass	60.85%	60.07%	100.00%	48.68%	44.00%	59.98%
Fail	39.15%	39.93%	0.00%	51.32%	56.00%	40.02%
<i>Attend AC</i>						
Notified Withdrawals	1.52%	3.30%	0.00%	4.76%	0.00%	2.01%
Un-notified Withdrawals	17.84%	15.68%	33.33%	14.29%	14.58%	17.17%
Attend AC	80.64%	81.02%	66.67%	80.95%	85.42%	80.82%
<i>Pass AC</i>						
Pass	41.57%	47.19%	33.33%	49.21%	54.17%	43.41%
Fail	58.43%	52.81%	66.67%	50.79%	45.83%	56.59%
Attend Medical	95.93%	93.01%	100.00%	96.77%	96.15%	95.18%
Pass Medical, enter Merit Pool	75.60%	73.43%	100.00%	64.52%	84.62%	74.93%
Withdraw Merit Pool	1.48%	1.43%	0.00%	0.00%	0.00%	1.39%
Final Merit Pool (% of applications)	15.29%	17.07%	20.00%	12.90%	20.18%	15.77%

**APPENDIX II**

**TABLES**

**Table 8b**  
**Marital Status Summaries by Group – NI Only Applicants**

	<b>Single</b>	<b>Married</b>	<b>Widowed</b>	<b>Separated</b>	<b>Divorced</b>	<b>Total</b>
<i>Applications received</i>						
Eligible	99.50%	99.63%	100.00%	99.25%	100.00%	99.54%
Ineligible	0.50%	0.37%	0.00%	0.75%	0.00%	0.46%
<i>IST Stage (% of eligible applicants)</i>						
Exempt	20.91%	24.74%	0.00%	19.70%	26.04%	21.92%
Invited	79.09%	75.26%	100.00%	80.30%	73.96%	78.08%
<i>Attended IST</i>						
Notified Withdrawals	1.00%	0.93%	0.00%	0.76%	5.21%	1.07%
Un-notified Withdrawals	34.25%	35.86%	40.00%	34.91%	33.80%	34.65%
Attend IST	64.48%	62.90%	60.00%	64.15%	59.15%	63.97%
<i>Pass IST</i>						
Pass	62.28%	60.95%	100.00%	54.41%	40.48%	61.34%
Fail	37.72%	39.05%	0.00%	45.59%	59.52%	38.66%
<i>Attend AC</i>						
Notified Withdrawals	1.27%	3.14%	0.00%	4.76%	0.00%	1.81%
Un-notified Withdrawals	17.25%	16.03%	33.33%	14.29%	14.29%	16.82%
Attend AC	81.48%	80.84%	66.67%	80.95%	85.71%	81.36%
<i>Pass AC</i>						
Pass	41.92%	47.04%	33.33%	49.21%	57.14%	43.69%
Fail	58.08%	52.96%	66.67%	50.79%	42.86%	56.31%
Attend Medical	96.07%	93.33%	100.00%	96.77%	95.83%	95.34%
Pass Medical, enter Merit Pool	75.34%	73.70%	100.00%	64.52%	87.50%	74.87%
Withdraw Merit Pool	1.61%	1.51%	0.00%	0.00%	0.00%	1.49%
Final Merit Pool (% of applications)	16.28%	18.23%	20.00%	15.04%	21.88%	16.86%

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**Table 9**  
**Disability Status by Campaign**

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<b>Campaign 8</b>	<b>Applicants</b>	103	1.81%	<b>Appointees</b>	3	1.39%
	<b>Total Applicants</b>	5695		<b>Total Appointees</b>	216	
<b>Campaign 9</b>	<b>Applicants</b>	104	1.70%	<b>Appointees</b>	4	1.86%
	<b>Total Applicants</b>	6106		<b>Total Appointees</b>	215	
<b>Campaign 10</b>	<b>Applicants</b>	157	2.04%	<b>Appointees</b>	3	1.94%
	<b>Total Applicants</b>	7690		<b>Total Appointees</b>	155	

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**Table 10**  
**Sexual Orientation by Campaign**

<b>Campaign 10</b>		<b>Applicants</b>	<b>%</b>	<b>Merit Pool</b>	<b>%</b>	<b>Appointees</b>	<b>%</b>
	<b>Heterosexual</b>	6783	89.38%	627	93.44%	149	96.13%
	<b>Bi-Sexual</b>	60	0.78%	5	0.75%	0	
	<b>Gay/Lesbian</b>	140	1.82%	16	2.38%	3	1.93%
	<b>Do not wish to answer</b>	412	5.36%	21	3.13%	3	1.93%
	<b>Missing</b>	205	2.66%	2	0.30%	0	
	<b>Total</b>	7690		671		155	

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**APPENDIX III**

**WRITTEN SUBMISSIONS  
AND  
FINDINGS FROM MEETINGS/INTERVIEWS**

**PSNI  
EQUALITY IMPACT ASSESSMENT  
RECRUITMENT OF POLICE OFFICERS  
EQIA REPORT**

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**Appendix III**  
**WRITTEN SUBMISSIONS AND FINDINGS FROM MEETINGS/INTERVIEWS**

<b>WRITTEN SUBMISSIONS</b>	
<b>Organisation/Individual</b>	<b>Submission/PSNI Response</b>
<p><b>EQUALITY COMMISSION</b></p> <p><b>FOR NORTHERN IRELAND</b></p> <p><b>(ECNI)</b></p>	<p><b>SUBMISSION:</b></p> <p><u><b>Background and Policy Context:</b></u>            More information should have been provided in relation to:</p> <ul style="list-style-type: none"> <li>• Current composition of the PSNI’s (non-civilian) workforce in terms of community background, sex, race, age and the other monitored equality categories;</li> <li>• Description of the PSNI’s view on the current provision of equal opportunities in the service as noted in its current Gender Action Plan, Diversity Strategy and most recent Article 55 Review.</li> <li>• Explanation of why the PSNI is taking action to promote equality of opportunity in respect of some groups of people but not for others</li> <li>• Description of what exactly are the “<i>pre-existing stereotypes of people that make suitable officers</i>”.</li> <li>• Point out that much of the appointments process is regulated by statutory regulations - <i>Police (Recruitment) (NI) Regulations 2001 (as amended)</i> – which set several of the criteria for entry.</li> </ul> <p><u><b>Monitoring:</b></u></p> <ul style="list-style-type: none"> <li>• The Commission notes that the PSNI does not collect monitoring data about applicants and employees in regard to the equality categories of persons with dependants and political opinion.</li> <li>• The Commission recommends that the PSNI ‘take steps’ to obtain relevant data about applicants and employees in those areas where none currently exists.</li> </ul>

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<p><b>EQUALITY COMMISSION</b></p> <p><b>FOR NORTHERN IRELAND</b></p> <p><b>(ECNI)</b></p>	<p><b>ECNI SUBMISSION (Continued):</b></p> <p><b><u>Methodology:</u></b></p> <p>The Commission feels that the analysis examines the process up to the formation of the merit pool and omits to examine the data for actual appointees. More data should have been provided in relation to appointees as it is their opinion that it is appointees who represent a reflection of the full equality impact of the current recruitment process. <b><u>Assessments of Impacts:</u></b></p> <p><b>Age</b></p> <ul style="list-style-type: none"> <li>• Age criteria as laid down by the Police (Recruitment) (NI) Regulations 2001 should be reviewed to determine whether they are objectively justifiable.</li> <li>• EQIA does not indicate why certain age groups are applying.</li> <li>• Since 1<sup>st</sup> October 2006 positive action advertising of younger people is only permissible in order to compensate for disadvantages linked to age suffered by members of the targeted group. Are younger people suffering disadvantages linked to age?</li> <li>• Commission believes that the analysis of impacts of the age category could have been more thorough and coherently linked to the current age composition of the workforce and to the section of the EQIA report on promoting equality of opportunity.</li> <li>• Relevance of some of the information, which is given, is very unclear. For example, what is the relevance of the detailed information on withdrawn applications? Why is it relevant to distinguish between withdrawals that were “notified” or “un-notified”?</li> </ul> <p><b>Gender</b></p> <ul style="list-style-type: none"> <li>• Women comprise 49% of Northern Ireland’s working age population then it appears that women are substantially under-represented within the police service and are likely to continue to be so for many years to come.</li> <li>• Can applications be increased and what is realistic female applicant rate. (Present rate approx. 36%)</li> </ul>

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<p><b>EQUALITY COMMISSION</b></p> <p><b>FOR NORTHERN IRELAND</b></p> <p><b>(ECNI)</b></p>	<p><b>ECNI SUBMISSION (Continued):</b></p> <p><b><u>Assessments of Impacts Gender (Continued):</u></b>            EQIA did not correlate data between equality categories that would have assisted in the consideration of these questions - i.e. what is the composition of women applicants in terms of age, marital status and dependency status? Are women applicants more likely to be single women who have no dependants? Are women applicants less likely to be married women with children? If so, what strategy could be adopted to attract more applications from this latter group of women? How does this correlate with other equal opportunities strategies? For example, the Gender Action Plan recommended that the PSNI should promote the role of females in policing through articles in media outlets and publish information on work/life balance opportunities.</p> <p><b>Religious belief</b>            PSNI should re-new its efforts to engage with the Roman Catholic community, particularly through its representatives, in order to attract more applications from members of the Roman Catholic community. The opportunities created by the new political environment ought to be exploited. The PSNI should aim to substantially increase the proportion of Roman Catholic applicants so that when the operation of the 50/50 arrangements expires the community background composition of applicants is in line with the relevant labour availability estimates at that time.</p> <p><b>Racial Background</b></p> <ul style="list-style-type: none"> <li>• IST pass rate for ethnic black minority applicants low compared to white applicants.</li> <li>• Are these applicants scoring lower in overall process and therefore lower in merit pool thereby affecting their selection as appointees.</li> <li>• PSNI must review the Initial Selection Test to ensure that it strikes the right balance in setting appropriate standards by which to measure the merit of applicants for service with the police whilst minimising the potential that those standards might be indirectly discriminatory on the grounds of race.</li> </ul>

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<p><b>PSNI RESPONSE</b></p> <p><b>EQUALITY COMMISSION</b></p> <p><b>FOR NORTHERN IRELAND</b></p> <p><b>(ECNI)</b></p>	<p><b>PSNI RESPONSE:</b></p> <p><b><u>Background and Policy Context:</u></b>            PSNI note the comments of the Commission in respect of the provision of more information in regards to these areas. The EQIA was written with the intention of providing the most relevant data/information utilised in its assessment.</p> <p><b><u>Monitoring:</u></b>            PSNI again note the comments of the Commission in respect of monitoring of applicants and employees. From June 2007 all applicants and appointees will be requested to provide data/information in respect of all nine Section 75 categories. This will form part of their personal record and steps are being taken to allow all employees to access and update their personal record including information in respect of equality. Completion will be voluntary and PSNI will consider the best option to access equality data and action this in the next twelve months.</p> <p><b><u>Methodology:</u></b>            PSNI notes the comments of the Commission in regards to provision of data/information in respect of appointees. In line with the recommendations of the Independent Commission on Policing for Northern Ireland the recruitment process is aimed at providing the best and most suitable candidates for the role of a police officer. The merit pool is the end of that process and reflects its effectiveness. The focus was therefore on the process in this EQIA. Appointees reflect the legislated ratio of catholic/non-catholic community background. Table 9 of the EQIA actually provided the disability status of all appointees for campaigns 8, 9 and 10 and the sexual orientation of appointees for campaign 10. While acknowledging this is a small sample the number appointed in these categories were higher than those recorded in the merit pool. With the monitoring of all Section 75 categories as referred to above all applicants and appointees will be monitored under Section 75 in future.</p>

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<b>PSNI RESPONSE</b>  <b>EQUALITY COMMISSION</b>  <b>FOR NORTHERN IRELAND</b>  <b>(ECNI)</b>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b>Assessments of Impacts: Age</b></p> <p>PSNI is reviewing its age criteria in consultation with legislators in the Northern Ireland Office, within the governing legislation at the time of the campaign launch, and on their advice have left the upper limit of the age criteria at 52 for the latest campaign. PSNI in liaison with legislators will continue to review the age criteria and take action as soon as reasonably possible to ensure compliance with age legislation.</p> <p>There is nothing to indicate why application rates from particular age groups are higher.</p> <p>The comment in relation to positive action advertising is noted. The reference in the EQIA to targeting advertising of young people related to some earlier campaigns. This EQIA deals with the identification of potential disadvantage and any positive advertising in respect of age will only take place as a result of identified disadvantage.</p> <p>While the commission may believe that the analysis could have been more thorough and coherently linked to the current age composition of the workforce the focus was on the recruitment process. It was felt this would identify any differential impacts within the process.</p> <p>The information provided in this EQIA may appear to be irrelevant in places but it reflects all the data/information collated by the organisation and Consensia from which trends and potential problems can be identified and resolutions provided. All the data/information was produced to allow respondents full access to what is being used by the organisation in monitoring the process.</p>

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<b>PSNI RESPONSE</b>  <b>EQUALITY COMMISSION</b>	<p><b><u>Assessments of Impacts: Gender</u></b></p> <p>The rate of applications from females has increased up to its present rate of approximately 36%. Research into reasons and barriers to females applying not only for entry to the organisation but also promotion to higher ranks is ongoing in many police organisations. It may well be that the role of a police officer does not appeal to all females and the 36% may be the most realistic ceiling of female applicants. The findings from this public consultation go some way in helping to identify reasons for the differential in applications from females. There is some evidence that the branding and image of PSNI is a pertinent factor e.g. Perceived military image and male dominance of the organisation. There is also some evidence that some female groups may not be accessing information about the role of a police officer and the recruitment process, e.g. female lesbians.</p> <p>Cross correlation</p> <p>While no figures are available to identify additional background information in respect of other categories for females there is information in regards to those appointed since the inception of the present recruitment process in 2001 as administered by an Independent Recruitment Agency indicates that the age group for females appointed as a percentage of females was as follows:</p>																																																																								
<b>FOR NORTHERN IRELAND</b>  <b>(ECNI)</b>	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #e6f2ff;">Age</th> <th style="background-color: #e6f2ff;">Male</th> <th style="background-color: #e6f2ff;">% of Appointees</th> <th style="background-color: #e6f2ff;">% of Males</th> <th style="background-color: #ffe6ff;">Female</th> <th style="background-color: #ffe6ff;">% of Appointees</th> <th style="background-color: #ffe6ff;">% of Females</th> <th style="background-color: #e6f2ff;">Total</th> </tr> </thead> <tbody> <tr> <td>18-20</td> <td>55</td> <td>69.92</td> <td>3.34</td> <td>24</td> <td>30.38</td> <td>2.61</td> <td>79</td> </tr> <tr> <td>21-24</td> <td>479</td> <td>59.28</td> <td>29.12</td> <td>329</td> <td>40.72</td> <td>35.80</td> <td>808</td> </tr> <tr> <td>25-29</td> <td>484</td> <td>61.11</td> <td>29.42</td> <td>308</td> <td>38.89</td> <td>33.51</td> <td>792</td> </tr> <tr> <td>30-34</td> <td>345</td> <td>69.56</td> <td>20.97</td> <td>151</td> <td>30.44</td> <td>16.43</td> <td>496</td> </tr> <tr> <td>35-39</td> <td>210</td> <td>72.66</td> <td>12.77</td> <td>79</td> <td>27.34</td> <td>8.60</td> <td>289</td> </tr> <tr> <td>40-44</td> <td>57</td> <td>71.25</td> <td>2.47</td> <td>23</td> <td>28.75</td> <td>2.50</td> <td>80</td> </tr> <tr> <td>45-49</td> <td>15</td> <td>75.00</td> <td>0.91</td> <td>5</td> <td>25.00</td> <td>0.54</td> <td>20</td> </tr> <tr> <td>Total</td> <td>1645</td> <td></td> <td></td> <td>919</td> <td></td> <td></td> <td>2564</td> </tr> </tbody> </table>	Age	Male	% of Appointees	% of Males	Female	% of Appointees	% of Females	Total	18-20	55	69.92	3.34	24	30.38	2.61	79	21-24	479	59.28	29.12	329	40.72	35.80	808	25-29	484	61.11	29.42	308	38.89	33.51	792	30-34	345	69.56	20.97	151	30.44	16.43	496	35-39	210	72.66	12.77	79	27.34	8.60	289	40-44	57	71.25	2.47	23	28.75	2.50	80	45-49	15	75.00	0.91	5	25.00	0.54	20	Total	1645			919			2564
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<b>PSNI RESPONSE</b>  <b>EQUALITY COMMISSION</b>  <b>FOR NORTHERN IRELAND</b>  <b>(ECNI)</b>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b><u>Assessments of Impacts: Gender (Continued)</u></b></p> <p>This indicates that since the inception of the present process the highest number of female appointees is from the 21- 29 age groups. When set against males appointees the same trend is reflected with slightly higher number of females appointed. There is a 6.68% variance in the 21-24 age groups and 4.09% variance in the 24-29 age groups.</p> <p>Examination of all appointees since 2001 indicates the following facts:</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th colspan="2"></th> <th style="background-color: #ffb6c1;">% of Females</th> <th style="background-color: #add8e6;">% of Males</th> </tr> </thead> <tbody> <tr> <td style="background-color: #d3d3d3;">Dependents</td> <td></td> <td style="background-color: #ffb6c1;">25.03% (230)</td> <td style="background-color: #add8e6;">42.61% (701)</td> </tr> <tr> <td rowspan="6" style="background-color: #d3d3d3;">Marital Status</td> <td style="background-color: #d3d3d3;">Co-habiting.</td> <td style="background-color: #ffb6c1;">0.33% (3)</td> <td style="background-color: #add8e6;">1.22% (20)</td> </tr> <tr> <td style="background-color: #d3d3d3;">Divorced.</td> <td style="background-color: #ffb6c1;">4.79% (44)</td> <td style="background-color: #add8e6;">1.95% (32)</td> </tr> <tr> <td style="background-color: #d3d3d3;">Married.</td> <td style="background-color: #ffb6c1;">26.33% (242)</td> <td style="background-color: #add8e6;">45.23% (744)</td> </tr> <tr> <td style="background-color: #d3d3d3;">Separated</td> <td style="background-color: #ffb6c1;">6.96% (64)</td> <td style="background-color: #add8e6;">2.80% (46)</td> </tr> <tr> <td style="background-color: #d3d3d3;">Single</td> <td style="background-color: #ffb6c1;">61.04% (561)</td> <td style="background-color: #add8e6;">48.45% (797)</td> </tr> <tr> <td style="background-color: #d3d3d3;">Widowed</td> <td style="background-color: #ffb6c1;">0.44% (4)</td> <td style="background-color: #add8e6;">0.36% (6)</td> </tr> <tr> <td></td> <td style="background-color: #d3d3d3;">Blank</td> <td style="background-color: #ffb6c1;">0.11% (1)</td> <td style="background-color: #add8e6;">0.00% (0)</td> </tr> </tbody> </table> <p>While these figures relate to the present position for appointees and not when they were appointed it does give a flavour of the status of recently appointed members. It does indicate that there are a higher number of females who are single, divorced or separated than males.</p>			% of Females	% of Males	Dependents		25.03% (230)	42.61% (701)	Marital Status	Co-habiting.	0.33% (3)	1.22% (20)	Divorced.	4.79% (44)	1.95% (32)	Married.	26.33% (242)	45.23% (744)	Separated	6.96% (64)	2.80% (46)	Single	61.04% (561)	48.45% (797)	Widowed	0.44% (4)	0.36% (6)		Blank	0.11% (1)	0.00% (0)
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<p><b>PSNI RESPONSE</b></p> <p><b>EQUALITY COMMISSION</b></p>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b><u>Assessments of Impacts: Religious belief</u></b>            PSNI note the comments of the Commission and is committed to addressing the religious differential in the organisation. It is anticipated that by 2012 the target will have been achieved. This may now be accelerated by the all inclusive political climate which is beginning to formulate and its benevolent impact on the community/police compact. PSNI are now being invited to attend career fairs in nationalist areas where previously not invited, i.e. Newry, Londonderry/ Derry, Magherafelt and have been well received. Generally links are being enhanced and further developed with Catholic maintained academic institutions.</p> <p><b><u>Assessments of Impacts: Racial Background</u></b>            When compared with the ethnic minority representation in the general NI population ethnic minority groups are under-represented by a small percentage (0.46% of NI Economically Active Population - 0.32% of PSNI). While this is not a significant variance PSNI is keen to recruit more members of ethnic minority groups. There a number of factors which this EQIA has identified as potential barriers to members of ethnic minority groups applying to join PSNI. There is anecdotal evidence that some of these are related to socio/cultural variables which include the perception of police as a career and a profession by the family, the community and culture. The image of the police and the lack of ethnic officer profile within the PSNI are also suggested as reasons for low application rates by some ethnic minority groups.</p> <p>While ethnic minority applicants have achieved good success rates in the Assessment Centre their success rate in the Initial Selection Test success is not as good. PSNI is satisfied that the actual test or assessment process is not biased against ethnic minority applicants. It does, however, recognise that applicants from this background may have difficulty in achieving the necessary knowledge and awareness of the requirements of these tests</p>
<p><b>FOR NORTHERN IRELAND</b></p> <p><b>(ECNI)</b></p>	

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<b>PSNI RESPONSE</b>  <b>EQUALITY COMMISSION</b>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b>Assessments of Impacts: Racial Background (Continued)</b></p> <p>The DVD being prepared which sets out requirements for the recruitment process will assist all applicants. Workshops that provide information relating to how the process works have been arranged for ethnic applicants.</p> <p>Attendance at festivals and meetings with ethnic minority groups as reflected the Image, Profile and Communication section a number of strategies, programmes, seminars and campaigns in liaison with representatives of ethnic minority groups have been organised. These help raise the profile of how PSNI address the needs of the ethnic minority community. The introduction of an Independent Advisory Group with whom the organisation can consult also reflects this commitment.</p>
<b>FOR NORTHERN IRELAND</b>  <b>(ECNI)</b>	<p>Internally the establishment of an ethnic minority coordinator is being progressed and this will raise the profile of ethnic minority officers from an organisational perspective.</p> <p>PSNI is committed to increasing application rates for ethnic groups and thereby reflect a more realistic representation of the Northern Ireland community. Affirmative action in regards to assisting ethnic applicants to understand the process is being examined and will be applied to future campaigns. These will be evaluated to assess effectiveness in increasing applications and success in the process.</p> <p><b>Assessment of Impacts: Disability</b></p> <p>Reasonable adjustments are made for those who reach a position suitable for appointment and indicate they have a disability. A Disability Discrimination Panel examines the disability and assesses how it will impact on the individual's ability to perform the core requirements for a police constable/probationer. The panel considers whether and adjustments are reasonable. Examples of adjustments made have related to applicants with diabetes and physical impairment. These applicants were successful in achieving appointment.</p>

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<b>THE COMMITTEE ON  THE ADMINISTRATION  OF JUSTICE (CAJ)</b>	<p><b>SUBMISSION:</b></p> <p><u>Executive Summary:</u></p> <ul style="list-style-type: none"> <li>• Regular assessments in respect of equality are the only way to positively promote equality and counter potential direct or indirect discrimination.</li> <li>• There should be focus placed on trying to determine why applicants from minority ethnic backgrounds are much less successful on average than other groups.</li> <li>• Further cross-sectoral analysis of age differences may provide reasons for misrepresentation in respect of other groups.</li> <li>• Analysis of gender differences in medical success provides data/information which allow for corrective measures to address them.</li> </ul> <p><u>EQIA Report:</u></p> <p><b>Vetting Procedures</b> – PSNI should examine impact of vetting procedures on recruitment process.</p> <p><b>Involvement of Lay Assessors and Independent Community Observers</b> – More information/data in relation to breakdown of these groups would be helpful.</p> <p><b>Monitoring</b> – CAJ are not clear why the monitoring of sexual orientation and disability were not carried out from the outset.</p> <p><b>Feedback Forms</b> – CAJ see no reason why provision for respondents to include equality data/information should not be included in feedback forms. This would allow for some form of equality breakdown of responses.</p>

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<b>THE COMMITTEE ON THE ADMINISTRATION OF JUSTICE (CAJ)</b>	<p><b>SUBMISSION (continued)</b></p> <p><b><u>EQIA Report - Gender Issues:</u></b></p> <p><b>Representation</b> - CAJ note 14% differential between female PSNI applicants and general working female population. CAJ presume that this is better statistic than neighbouring jurisdictions.</p> <p><b>Initial Selection Test</b> - Further analysis should be carried out in respect of differential success rates with female applicants being higher than male applicants.</p> <p><b>Medical Differential</b> – Full exploration of reasons for differential should take place with particular examination of weighting factors and how specific two criteria (mental health and nervous system) are assessed. Subjective nature of these medical assessments may have influence on results.</p> <p><b><u>EQIA Report - Religion:</u></b></p> <p><b>Comparative Records</b> – While general census records are used CAJ feel more targeted comparison should take place with population statistics for targeted recruitment age groups of 18 – 52 being used.</p> <p><b>Success Differentials</b> –</p> <ul style="list-style-type: none"> <li>• The differentials which reflect higher success rates for applicants from a non-catholic background seem quite marked.</li> <li>• The differential in regards to achievement for the merit pool where applicants from a catholic background is 10/1 in comparison to 5/1 for other applicants needs explored more fully.</li> <li>• Early campaigns appear to have reflected little difference between catholic and non-catholic backgrounds so is campaign seven reflecting a temporary aberration or a wider trend.</li> <li>• A typing error appears to exist in relation to success rate of non-catholic background applicants in Table 6.1.</li> </ul>

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<b>WRITTEN SUBMISSIONS</b>	
<b>Organisation/Individual</b>	<b>Submission/PSNI Response</b>
<b>THE COMMITTEE ON THE ADMINISTRATION OF JUSTICE (CAJ)</b>	<p><b>SUBMISSION (continued)</b></p> <p><b><u>EQIA Report - Mitigating Circumstances:</u></b></p> <p>CAJ feel the section dealing with mitigation of potential impacts is weak in the following areas:</p> <ul style="list-style-type: none"> <li>• <b>Initial Selection Test</b> – Questions if test is fair or has unintended bias as campaign seven reflected a differential in success rates in comparison to other campaigns. The test should be re-examined to determine if cultural/community bias is cause.</li> <li>• <b>Assessment Centre</b> – Again CAJ feel similar findings stand in respect of the assessment centre to those of the Initial Selection Test and a similar examination of assessment centre process should take place.</li> <li>• <b>Medical Assessment</b> – Similar to the comments made in respect of gender differential and rationales for this, religious differentials also exist. Examination of the assessment should also be carried out to remove any bias in both these areas. CAJ also welcome conclusion that lower success rates of women should be further considered.</li> <li>• <b>Candidate Satisfaction Surveys</b> – This process should be amended to allow for analysis by Section 75 categories.</li> <li>• <b>Religious Differentials</b> - CAJ feel differentials reflect more than “slightly less likely to be successful” as stated in EQIA. A more detailed analysis of differential success rates is required.</li> </ul>

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<b>WRITTEN SUBMISSIONS</b>	
<b>Organisation/Individual</b>	<b>Submission/PSNI Response</b>
<p><b>PSNI RESPONSE</b></p> <p><b>THE COMMITTEE FOR THE ADMINISTRATION OF JUSTICE (CAJ)</b></p>	<p><b>PSNI RESPONSE:</b></p> <p><u>Executive Summary:</u></p> <ul style="list-style-type: none"> <li>• Analysis of campaigns in terms of equality is carried out to identify distinctive trends. The results of this EQIA will inform future analysis.</li> <li>• Reasons for low success rates are constantly being examined and processes modified or formulated to deal with these in line with the criteria set for achieving success.</li> <li>• The potential for further analysis by cross-sectoral comparison is noted.</li> <li>• Medical criteria – Each candidate is assessed on their own merit against the Home Office pre-employment medical standard and the PSNI Role Profile for Police Constable/Patrol Probationer.</li> </ul> <p>The Visual Acuity criteria for eligibility at entry level for a trainee Police Constable/Patrol Probationer are based, in part, on the requirement for officers to use firearms. Visual Acuity is the most common reason for rejection at the medical stage for both males and females. The review of the statistics over 11 recruitment campaigns shows that this is as a consistent finding. There are some gender differences for rejection with males more likely to fail the colour vision test. This is reflected in the analysis of the pre-employment screening data and is the result of a genetic pre-disposition with up to 8% of men but only 0.5% of females having some degree of colour defect.</p> <p>Analysis also shows that females are more likely than males of the same age group, to have experience of Mental Health problems and are more likely to be rejected from the process than males. This has been demonstrated in General Practice scientific studies of morbidity in the community. The outcome of the pre-entry medical assessment process reflects the findings of those studies.</p>

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<b>PSNI RESPONSE</b>  <b>COMMITTEE FOR THE ADMINISTRATION OF JUSTICE (CAJ)</b>	<p><b>PSNI RESPONSE:</b></p> <p><u><a href="#">EQIA Report:</a></u></p> <p><b>Vetting Procedures</b> – Vetting is legislated for and an absolute requirement. There is a right of appeal to an independent body.</p> <p><b>Involvement of Lay Assessors and Independent Community Observers</b> – Independent Community Observers are appointed by the Policing Board. The lack of involvement in this process ensures no PSNI influence or bias.</p> <p><b>Monitoring</b> – The monitoring of disability only took place for campaigns 8, 9 and 10 while sexual orientation was only recorded for campaign 10. Full Section 75 monitoring will be implemented for the whole organisation from June 2007.</p> <p><b>Feedback Forms</b> – PSNI note the suggestion in respect of feedback forms for EQIAs and will examine this suggestion.</p>

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<b>PSNI RESPONSE</b>  <b>THE COMMITTEE FOR  THE ADMINISTRATION  OF JUSTICE (CAJ)</b>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b>EQIA Report - Gender</b></p> <ul style="list-style-type: none"> <li>• <b>Representation</b> - More females are applying for the police than previous and the percentage of female appointees increased to 20.4% in 2005/06 an increase from 18.8% the previous year. The Most Similar Force (MSF) average is 23.4% but it is anticipated that PSNI will achieve this percentage by 2008.</li> <li>• <b>Initial Selection Test</b> - Full analysis of each campaign is carried out and success rates such as that recorded for male/female categories are monitored for distinctive trends. The recorded 2% difference is not considered distinctive.</li> <li>• <b>Medical Differential</b> – The comments in response to medical criteria at executive summary above reflect the medical assessment process. The role profile dictates the requirements of a Police Constable/Patrol Probationer which includes the use of a firearm. All assessments have an element of subjectivity but the medical assessment is based on the criteria established and this is applied by medical professionals with knowledge and experience of that profession. PSNI is satisfied that the medical assessment is equally applied to all candidates.</li> </ul>




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<b>PSNI RESPONSE</b>  <b>COMMITTEE FOR THE ADMINISTRATION OF JUSTICE (CAJ)</b>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b><u>EQIA Report - Religion:</u></b></p> <p><b>Comparative Records</b> – PSNI note the comments of CAJ in relation to targeted age groups.</p> <p><b>Success Differentials</b> – There was a typing error in respect of success rate of non-catholic background applicants at Table 6.1. The reference to IST success rates should have stated “<i>People from non-RC backgrounds are more likely to pass the IST than those from RC community backgrounds</i>” rather than “<i>People from non-RC backgrounds are more likely to pass the IST than those from non-RC community backgrounds</i>”.</p> <p>PSNI note the comments of CAJ in respect of success differentials and will carry out analysis of other campaigns to identify whether these are a single campaign 7 anomaly.</p>


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<b>PSNI RESPONSE</b>  <b>COMMITTEE ON THE  ADMINISTRATION OF  JUSTICE (CAJ)</b>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b><u>EQIA Report - Mitigating Circumstances:</u></b></p> <ul style="list-style-type: none"> <li>• <b>Initial Selection Test; Assessment Centre; Medical Assessment</b> – PSNI note the comments in respect of possible bias in IST and AC but feel a further analysis of other campaigns should be carried out to ascertain if the success rates recorded are an anomaly of campaign seven. The comments made in relation to medical assessment answer the comment in regards to this area.</li> <li>• <b>Candidate Satisfaction Surveys</b> – The suggestion of analysis based on Section 75 categories will be examined.</li> <li>• <b>Religious Differentials</b> – Again further analysis will indicate if success rates are an anomaly of campaign seven. Assessment Centre success rates for all candidates were lower in campaign seven in comparison to other campaigns.</li> </ul>

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<b>Organisation/Individual</b>	<b>Submission/PSNI Response</b>
	<p><b>SUBMISSION:</b></p> <p><b>Aims and Objectives of Process</b> – PSNI should ensure students are both academically qualified and fit to practice. Basic entry requirements should require certified evidence of competence in IT and Maths or an alternative accredited pre-entry course. This should raise standards and manage expectations.</p> <p><b>Guidelines</b> – Provision of alternative formats should be provided.</p> <p><b>Steps to increase Section 75 category applications</b> – PSNI should advertise widely range of jobs available with specific targeting of relevant Section 75 category publications.</p> <p><b>Section 75 Needs</b> – More research should be carried out to determine reasons for low success rates for ethnic minority applicants and provide solutions. Medical assessment should be reviewed to ensure that older candidates are not discriminated against. Lower success rates of women should also be researched.</p>

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<p style="text-align: center;"><b>PSNI RESPONSE</b></p> 	<p><b>PSNI RESPONSE:</b></p> <p><b>Aims and Objectives of Process</b> – The recruitment process assesses a candidate’s ability to perform the role by testing competence against the National Competency Framework. While there are no academic entry requirements basic competencies are set and PSNI is confident that the process is robust and fit for purpose. Experience has shown that a set standard of academic qualifications are not necessary for the selection of people suitable for the role of a police officer. In addition the lack of set academic qualifications ensure a wider pool of applicants from which selection can be made.</p> <p><b>Guidelines</b> - Any request for alternative format material other than language is responded to and material provided in format requested.</p> <p><b>Suggestions to correct under-representation</b> – PSNI note suggestions which are in line with present out reach strategies. A wide ranging media plan includes advertisements in a number of publications which are representative of under represented groups within the police service. This is combined with work experience programmes, round table talks with groups, a DVD which sets out requirements of the role of police officer and expectations of training and role and focus group work with under-represented groups within the PSNI.</p> <p><b>Section 75 Needs</b> – PSNI note suggestions for further research with specific reference to categories who reflect lower success rates through process. Monitoring and evaluation of reasons for under-representation are ongoing and relative actions will be specifically formulated to deal with other issues and concerns raised.</p>

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	<p><b>SUBMISSION:</b></p> <p><b>Aims and Objectives</b> - The Board comments on their view that the recruitment process has been a significant success of the change management programme since its introduction in 2001. The recruitment process has continued to deliver the target number of student officers into PSNI and has continued to attract an increasing number of applicants every year, with the total number of applicants throughout the twelve campaigns at 73,000. The recruitment process ensures that PSNI recruit competent trainees who all must meet a very high standard to be successfully recruited. Members regard the recruitment process as robust and standardised and believe that the Independent Community Observers, who were appointed by the Board to observe the recruitment process, have contributed to the fairness and independence of the recruitment and selection process. Members welcome the fact that both PSNI and the Consensia Partnership continue to review the recruitment and selection process and make relevant amendments where necessary.</p> <p>Regarding the time taken from application to successful recruitment remains a concern of the Board and Members would like to see this decrease no more than six months as recommended by Patten.</p> <p><b>Guidelines</b> - The Board considers that the guidelines currently sent to applicants with the application form are comprehensive and informative. They provide information on each of the stages involved in the recruitment process, however further information could be provided on the complete set of competencies to be assessed throughout the recruitment process.</p> <p>On a practical note, it is considered that the text/font used in these guidelines should be increased and that it would be useful to offer the guidelines in other languages.</p>
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	<p><b>SUBMISSION (Continued):</b></p> <p><b>Suggestions to correct under-representation</b> - The Board feels every effort should be taken to increase applications from under-represented groups. In particular, the Board has stated that it would like to see an increase in the number of applicants from ethnic minority communities and the Board welcomes the ongoing efforts by PSNI to increase awareness of the recruitment campaigns with these groups. The Board would like to see this work continue and indeed broaden to include other ethnic minority groups new to Northern Ireland and other under-represented groups.</p> <p>The Board considers the newly established DCU structure as an important opportunity to increase this awareness at a local level. Both the Board and PSNI will engage locally with DPPs and PSNI representatives in the coming months regarding the recruitment of PCSOs. If successful, the Board believes that PSNI should build on this model for future regular recruitment campaigns.</p>
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<b>PSNI RESPONSE</b>	<p><b>PSNI RESPONSE:</b></p> <p><b>Aims and Objectives of Process</b> – PSNI note the comments in respect of the board’s view of the success of the process. PSNI are committed to reducing the length it takes from application to appointment of successful applicants. Current legislation requires medical assessment and vetting of all entrants to the merit pool regardless of whether they are appointed or not. That legislation is now being changed to require only those who are offered an appointment. This could potentially reduce the length of process.</p> <p><b>Guidelines</b> – PSNI take on board the comments in respect of ways to improve the guidelines and steps will be taken to restructure them in line with the suggestions. Guidelines are offered in various formats.</p> <p><b>Suggestions to correct under-representation</b> – Outreach strategies are constantly monitored and evaluated to ensure all minority ethnic groups are provided with awareness of the PSNI as a career. It also recognises that there are other factors which impact on the attractiveness of the police as a career choice. Some of those are outside the remit of the Human Resource Branch i.e. image and branding, but it is committed to informing the organisation of those factors. The recruitment process for PCSOs may provide data/information which the recruitment process for police officers can learn from.</p>
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<b>NORTHERN IRELAND ASSOCIATION FOR THE CARE AND RESETTLEMENT OF OFFENDERS (NIACRO)</b>	<p><b>SUBMISSION:</b></p> <p>NIACRO argue that offenders should be included as a tenth category under Section 75 NI Act 1998 due to the vast proportion of the population, i.e. in excess of 30,000. They also refer to potential discrimination of the ex-offender population related to other Section 75 categories as follows:</p> <p><b>Political Opinion</b> - Discrimination due to previous involvement with a paramilitary group.</p> <p><b>Gender</b> – Ex-offender population predominately male.</p> <p><b>Age</b> – Forty percent of those convicted relate to people age 25 and under.</p> <p><b>With or without dependents</b> – Families and dependents of people with a criminal conviction likely to face adverse impacts.</p> <p>NIACRO in general response to the EQIA calls upon PSNI to monitor how they deal with the issue of criminal convictions from a recruitment perspective.</p>



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<p><b>PSNI RESPONSE</b></p> <p><b>NORTHERN IRELAND ASSOCIATION FOR THE CARE AND RESETTLEMENT OF OFFENDERS (NIACRO)</b></p>	<p><b>PSNI RESPONSE:</b></p> <p>PSNI note the comments from NIACRO and their call for monitoring of how they deal with the issue of criminal convictions from a recruitment perspective.</p> <p>PSNI is committed to ensuring those most suited for the role of a police officer are recruited and a candidate's competence is set against criteria derived from the National Competency Framework. Each application is considered on individual merit and vetting is a legislative requirement. There is an independent appeal system available for the vetting process.</p>

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<b>British Irish  RIGHTS WATCH  (BIRW)</b>	<p><b>SUBMISSION:</b></p> <p>BIRW responded to the EQIA in terms of the following areas:</p> <p><b>Aims and Objectives</b> – BIRW feel the aims and objectives of the recruitment process have not been achieved for the following reasons:</p> <ul style="list-style-type: none"> <li>• While recognizing the fair and independent nature of the process BIRW feel the PSNI has not addressed the problem of sectarianism and under-representation of females in the senior ranks within the service. These contribute to the un-acceptance of the PSNI as an institution.</li> <li>• PSNI have not addressed the retention of minority recruits referring to the high ratio of Catholics to Protestant resigning or being dismissed.</li> <li>• BIRW argues that PSNI needs to finely target advertising campaign so the majority of those applying for a post are likely to be successful. Wide-ranging campaigns are limited due to those candidates who fail becoming disillusioned with the PSNI.</li> <li>• PSNI recruitment is based on the military model with cohorts of successful applicants being trained. This does not accommodate the needs of minorities or the disadvantaged particularly those with disabilities, women with young children and single parents who need some flexibility in their working hours. BIRW wonder if PSNI has examined other recruitment and training models of large organisations to see whether a different style of recruitment could increase both the recruitment and retention of under-represented groups.</li> </ul> <p><b>Guidelines</b> – BIRW does not see any substantive problems in the guidelines but assume that they are available in different languages and formats. It also draws attention to the absence of an independent complaints system. While there is some internal procedures BIRW feel it would be beneficial to develop external independent mechanisms for addressing complaints and grievances.</p>

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<b>British Irish RIGHTS WATCH (BIRW)</b>	<p><b>SUBMISSION (Continued):</b></p> <p><b>Suggestions to correct under-representation</b> – BIRW feel the following key issues prevent an increase in applications to the PSNI:</p> <ul style="list-style-type: none"> <li>• Failure of PSNI to address adequately the ongoing violence in Ballymurphy</li> <li>• The mixed impact of community restorative justice schemes</li> <li>• The public perception of the PSNI</li> <li>• The personal security of those who join the PSNI</li> <li>• The quality of the engagement between the nationalist community and the police</li> <li>• The under-representation of minorities</li> <li>• The impact of the legacy of sectarianism</li> <li>• The retention and promotion of minority staff</li> </ul> <p>BIRW recognise the improving relationships between PSNI and the nationalist community as a result of Sinn Féin commitment to policing. A more holistic approach to increasing applications which goes beyond advertising and guidelines in minority languages and goes towards addressing the crux of issues surrounding policing in Northern Ireland today.</p> <p>BIRW feels some fault may lie with the targeting of advertising, i.e. under 18s apply though the minimum age is 18 years provides evidence that criteria is not prominent in advertising. It also relates to the possible need to address issues such as child care provision for recruits which may impact on the decision of applicants to withdraw from the process. While those with disabilities are welcome BIRW feel there is little purpose in trying to attract candidates when there is little likelihood of them being successful, namely the medical assessment.</p>

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<b>British Irish  RIGHTS WATCH  (BIRW)</b>	<p><b>SUBMISSION (Continued):</b></p> <p><b>Under-represented groups needs, etc.</b> – Some section 75 categories do have different needs, experiences and issues in relation to recruitment, e.g. those with dependents may be put off as the hours they would be asked to work may create problems with accessing child care, while PSNI have made improvements in dealing with hate crime especially those within the LGBT community bridges still need to be built with these communities. BIRW feel PSNI needs to make the organisation more accessible to those with disabilities. Only when PSNI make a full commitment to the protection of these communities will numbers applying increase.</p> <p><b>Other Issues</b> – Media reports have highlighted the large number of poles applying for PSNI. BIRW has concerns that the recruitment of Catholics from this community will undermine the need to engage with the indigenous catholic nationalist community. BIRW encourage PSNI to monitor the number of poles recruited in comparison to the number of native born Catholics and adjust targets accordingly. BIRW feel Poles should be viewed as an ethnic minority category.</p>

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<p><b>PSNI RESPONSE</b></p> <p><b>British Irish RIGHTS WATCH (BIRW)</b></p>	<p><b>PSNI RESPONSE:</b>            PSNI note the comments from BIRW and would comment as follows:  <b>Aims and Objectives –</b></p> <ul style="list-style-type: none"> <li>• The PSNI is accountable to several oversight bodies which analyse several factors and concerns. The transition from RUC to PSNI was directed towards dealing with the perception of sectarianism and under-representation issues. The positive reports of many of those bodies indicate that such issues are being addressed. That does not necessarily mean that all such issues which inform the branding and image of the service is perfect. The increasing cooperation of groups and those in leadership roles throughout the province will help improve the branding and image of the service. This will enhance the organisations strategies to increase the performance and effectiveness of the service. The introduction of strategies and programmes such as the Gender Action Plan, Child Care Provision, and Flexible Working arrangements will also improve the perception of the organisation as a caring and understanding employer.</li> <li>• Research into retention and leaving of recruits with specific focus on under-represented groups, particularly recruits from a Catholic background is ongoing at this moment and the findings from this research will inform an action to address this anomaly.</li> <li>• A wide ranging media plan includes advertisements in a number of publications which are representative of under represented groups within the police service. This is combined with work experience programmes, round table talks with groups, a DVD which sets out requirements of the role of police officer and expectations of training and role and focus group work with under-represented groups within the PSNI. Where necessary these will be enhanced from the data/information captured from this public consultation.</li> <li>• At present the recruitment process is required to appoint 440 officers per year. This is done so through a twenty-six week cycle and logistics dictate a rolling 5 week induction programme which the training centre can accommodate. Whenever the organisation has reached a level whereby it is no longer replenishing officers who leave by reason of severance and numbers recruited will be smaller in number then the process can be examined and potentially more specific needs based training can be assessed. At present plans are being implemented which will provide a child care voucher system for all employees requiring such a service and this will apply to trainees.</li> </ul>

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<p><b>PSNI RESPONSE</b></p> <p><b>British Irish RIGHTS WATCH (BIRW)</b></p>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b>Suggestions to correct under-representation -</b>            The comments as the perceived key issues for influencing applications to PSNI are noted and recognised. PSNI acknowledge that there are issues and concerns within the community which impact on the public perception of the police. Relationships have been built up within the organisation with staff associations which represent under-represented groups, i.e. Minority Police officers Association, Gay Police Officers Association. The success of strategies to combat hate crime have been recognised by the LGBT community, e.g. Foyle District Command Unit’s recognition and response to hate crime in Londonderry/Derry. Independent Advisory Groups (IAGs) have been established which are consulted on issues relevant to the groups they represent.</p> <p>As recognised by BIRW the improving relationships between PSNI and the nationalist community is a key factor in progressing an improvement on how PSNI and policing is perceived in Northern Ireland. The development or enhancement of strategies which raise the profile and awareness of issues are ongoing and the help and assistance of any representative groups or individuals is welcome.</p> <p>Any advice on improving advertising is welcome and this will inform the actions which will be taken as a result of this EQIA. The provision of Child Care for recruits will be covered in a Child Care Voucher system and awareness of such resources will be included in information sheets etc. Applicants with a disability are considered by a DDA panel on the basis of reasonableness and suitability to perform the functions of a police officer.</p> <p><b>Guidelines</b>            The comments in regards to the guidelines are noted. The suggestions in respect of independent mechanisms for complaints are also noted.</p>

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<b>PSNI RESPONSE</b>  <b>British Irish RIGHTS WATCH (BIRW)</b>	<p><b>PSNI RESPONSE (Continued):</b></p> <p><b>Under-represented groups needs –</b>  The competencies required for a person to perform the role of a PSNI Police Constable/Patrol Probationer are taken from a National Competency Framework and candidates have to show that they have those competencies. As stated above issues such as disability are subject to reasonable adjustment under those competencies and the only fixed physical requirement relates to eyesight. Again the relationships made with staff associations, IAGs and representative groups inform strategies to provide for the needs of under-represented groups. There may be a need to ensure that awareness of these strategies etc. is provided for all potential applicants. PSNI is committed to protecting all the community and believe that as relationships improve between PSNI and all the community the perception of policing will improve in regards to this area.</p> <p><b>Other Issues –</b>  There is a legal requirement to apply affirmative action on the basis of religion, any other affirmative action is not provided for. The application of this action takes place at the Merit Pool stage and not before. Equality monitoring classifies applicants in terms of Section 75 categories but this is purely for monitoring purposes. The only legal approach to addressing under-representation is through classification as Catholic or Non-Catholic community background. Everyone whether from the Polish community or any other ethnic group is asked to identify themselves on the basis of religion on that basis.</p>

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<b>Ulster Unionist Party Co. Tyrone</b>	<p>The party is concerned in regards to the application of the 50/50 rule, the allocation of various groups as non-catholic background and the potential impact on protestant applicants.</p> <p>The identification of ethnic minority applicants as non-catholic background was particularly identified and queried.</p>



**Appendix III**  
**WRITTEN SUBMISSIONS AND FINDINGS FROM MEETINGS/INTERVIEWS**

<b>WRITTEN SUBMISSIONS</b>	
<b>Organisation/Individual</b>	<b>Submission/PSNI Response</b>
<p style="text-align: center;"><b>PSNI RESPONSE</b></p> <p style="text-align: center;"><b>Ulster Unionist Party Co. Tyrone</b></p>	<p><b>PSNI RESPONSE:</b></p> <p>The comments and queries generally relate to a legislative requirement established in line with the Independent Commission for Policing recommendations. PSNI are not in a position to deviate from these recommendations which were established to correct a religious under-representation. This is based on candidates being assigned as being from either a Catholic or Non-catholic community background. The allocation of background is based on information volunteered by the candidate. This means that many people from ethnic minority backgrounds will be allocated to the Non-catholic designation while those who identify with the Catholic faith will be designated as coming from the Catholic designation.</p> <p>The allocation of community background only impacts on those who reach the merit pool stage of the process, this is the only time it is considered.</p>

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<b>WRITTEN SUBMISSIONS</b>	
<b>Organisation/Individual</b>	<b>Submission/PSNI Response</b>
<b>K J Taylor Omagh</b>	<p><b>Submission:</b></p> <p>Mr Taylor believes that recruitment of personnel should be on the basis of merit, not religion nor ethnic creed. He believes that former RUC members who wish to continue a career in policing should be provided with the opportunity to do so. He believes the present structures discriminate against Protestants and former RUC members and these should halt. He feels that a fully resourced and fully staffed police force is the only way forward.</p>
<b>PSNI Response</b>	<p><b>PSNI Response:</b></p> <p>The selection of police officers is, as stipulated by the Independent Commission for Policing, based on merit. The application of a 50/50 assignment to either Catholic or Non-catholic designation is only applied at the merit pool stage. Every candidate including former RUC members who are no longer employed as officers, irrespective of their community background is treated and tested equally based on set criteria and a National Competency Framework. The application of the religious criteria at merit pool stage is a temporary measure in line with legislation and it is envisaged that this will be reviewed whenever the religious under-representation is corrected.</p>

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**Findings – Meetings/Interviews**

When asked respondents stated that they did not feel the actual elements of the recruitment process, i.e. Initial Selection Test, was unfair towards any individual or group. However, some comments were passed in respect to factors which they felt impacted on achieving success. These are referred to in the examination of each Section 75 category.

<i>Category</i>	<i>Comments Received</i>
<b>Men and Women in General</b>	The male dominated perspective of the police service was referred to with reference made to this being symbolised in the uniform. A female member of the mixed focus group referred to comments passed to her by a father of a male colleague on her induction who questioned her joining the PSNI. This was based on the fact she was a single mother. She highlighted this as an example of the general perspective held by the public. All the female members of both focus groups indicated that while they may have had that perspective prior to joining the PSNI they no longer held it. Female members of the focus group and some other respondents referred to the perceived limited profile of females in senior ranks of the PSNI. Some felt that more active targeting of females should be clearly stated in advertising campaigns. Suggestions included the ratio of male to female officers in advertising being loaded towards females and the inclusion of strap-lines which clearly stated the organisation was seeking female applicants.
<b>Age</b>	There was only direct reference to an age issue and that related to the customer service orientation of the assessment scenarios. One male member of a focus group felt it may prove difficult for a person aged 18 -21 perform well in the scenario situations. This would be due to them not having had the experience necessary to apply appropriate skills.
<b>Religious Background</b>	Reference was made to the perception of the public in relation to the affirmative action in regards to increasing catholic representation. A male Protestant member of a focus group stated that he had been actively discouraged by members of his family and community because of their perceived bias against Protestants as a result of this action. Catholic members of focus groups felt that community and family concerns about policing still existed and influenced Catholic applicants when considering the PSNI as a career.

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<b>Category</b>	<b>Comments Received</b>
<b>Marital Status.</b>	<p>While no direct comment was passed in regards to those married the reference to factors which could affect the recruitment of females was referred to. These related to working conditions, i.e. shift patterns, flexible working and child care provision. This could have an influence on single parents coming forward particularly females.</p>
<b>Racial background</b>	<p>Focus group studies directed to identifying factors which influence the attitudes of minority ethnic communities in Northern Ireland towards a career in the PSNI provided perspectives of potential applicants from these backgrounds. They included members of minority ethnic groups who described themselves as being from Indian, Chinese, Irish Traveller, Portuguese, African, Lithuanian and Brazilian backgrounds.</p> <p>The findings from these focus groups indicated that there were a number of factors which impacted on the perception of ethnic minority communities when considering PSNI as a career choice. Family and community influences in selecting a career were dominate in Indian and Chinese communities with professional and family businesses being preferred to a career in the police. The perception of police as a service provider was also a factor with some negative comment being made by Chinese and Portuguese respondents in particular. Handling of hate crimes at that time was specifically related to.</p> <p>A lack of knowledge of policing and the recruitment process were also indicated and the lack of an ethnic minority profile within the PSNI identified as being an influencer of career choice. Education and academic criteria were also an influencer which the travelling community feeling these were a barrier and the level of English required being another barrier for non-English speaking ethnic minority groups.</p> <p>The ethnic minority respondents consulted with in this EQIA considered the focus group findings and perspectives as still prevalent within their communities. Generally respondents felt there should be more outreach programmes with their communities.</p>

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**WRITTEN SUBMISSIONS AND FINDINGS FROM MEETINGS/INTERVIEWS**

<i>Category</i>	<i>Comments Received</i>
<p><b>Racial background (Continued)</b></p>	<p>The specific issues and points raised by ethnic minority respondents from the EQIA consultation are as follows:</p> <p><b><i>50/50 Rule</i></b></p> <p>The representatives of ethnic minority backgrounds felt there was an under representation of the categories they represented. They also felt the 50/50 application to the final selection of successful candidates had an adverse impact. This was particularly so with those from an ethnic minority background. The division purely on a religious background of Catholic/Non-Catholic placed many other religions/beliefs in what they considered an unfair position. One black minority ethnic representative referred to how some of his colleagues had been successful in achieving the merit pool but had not been appointed. He felt this was a result of being included in the non-catholic background category. The Indian community felt the 50/50 ratio had an impact on ethnic applicants with them being labelled as non-catholic background. They felt they should be recorded separately.</p> <p><b><i>Initial Selection Test</i></b></p> <p>Some respondents referred to perceived problems with the IST. Linguistic and cultural barriers were identified as issues for ethnic minority applicants. When English is a second language time is needed to interpret and when verbal reasoning tests are used local dialects, accents and pronunciation can add to the interpretation task. A member of the Independent Advisory Group felt that while some ethnic minority applicants were good at spoken English their knowledge and application of written English was possibly not as good. Pre-test training for ethnic minority applicants was suggested as was the provision of advice as to the level of English required for the test. One member asked if a pre-test training programme could be provided. Problems for applicants from the travelling community existed as education opportunities were limited due to lifestyle and culture of this community. This might change as the move from nomadic living to a settled living with children going to school on a regular basis would improve academic skills.</p>

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<i>Category</i>	<i>Comments Received</i>
<p><b>Racial background (Continued)</b></p>	<p><b>Process</b></p> <p>Specific reference was made by the Ethnic Police Officers Association to the time taken to complete vetting citing the experience of an ethnic applicant who had been successful in two campaigns achieving the merit pool but the vetting process meant they were not cleared for joining.</p> <p>A youth organisation representing and working with young people questioned whether the assessment element was representative and a true reflection of the community.</p> <p>Failure of the process had a bigger impact on ethnic minority applicants as they perceived it as a sign that the process was discriminatory.</p> <p>The Indian Community also felt that there was a lack of knowledge of the recruitment process which could be provided prior to application. The experience of ethnic minority officers would be helpful as the influences of family and culture often negatively influenced the choice of a career in the PSNI. A higher profile of ethnic officers would help counter these perceptions.</p> <p>The campaign which provided extensive outreach with the polish community was criticised for not providing sufficient information in regards to criteria required. The coverage of the recruitment campaign had given the impression that polish people were being recruited to police the polish community. On the other hand they were targeted for being catholic. The Polish Welfare Association indicated that if they had early knowledge of recruitment campaigns they could help promote the campaign among Polish people in Northern Ireland.</p>

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<i>Category</i>	<i>Comments Received</i>
<b>Political Opinion</b>	Nobody identified issues as a result of political opinion though a proxy connection could be made with religious background.
<b>Sexual orientation</b>	Lesbian Gay Bisexual Transgender (LGBT) respondents thought there was not enough emphasis placed on the need for specific groups from within the community to apply for entry to the PSNI. It was felt that information may not reach female lesbians as gay publications were not always read by them and they did not generally attend the same gay venues as male homosexuals. Association with LGBT events and the higher ratio of females to males in advertising would help PSNI reach more in the LGBT community. The active targeting of the LGBT community was suggested as a way of ensuring a better representation of this community. A higher profile of police during LGBT events or programmes highlighting hate crime issues and advice would offer such opportunities. Two of the LGBT organisations offered assistance in distribution of recruitment promotion material.
<b>Persons with a disability and persons without.</b>	None of those directly consulted referred to issues regarding disabilities. Reference was made to the differentials in regards to male/female in regards to medical assessment. Female members of the focus groups when provided with the reasons for failure thought they were understandable.
<b>Persons with dependents and persons without</b>	Reference was made to the potential impact for single parent families considering PSNI as a career. The barriers which could exist for female parents in particular were referred to with some female members of focus groups indicating the shift patterns, the availability of flexible working and child care provision as factors which they considered applying.

Generally all respondents indicated that the perception of PSNI was heavily influenced by the recent ‘troubles’ irrespective of what Section 75 category they came from. The religious and political beliefs of people were specifically referred to as being a primary driver for considering PSNI as a career. This was supported by focus groups held to identify career influencers from both ethnic minority and LGBT groups as part of normal recruitment monitoring during 2005 and 2007.