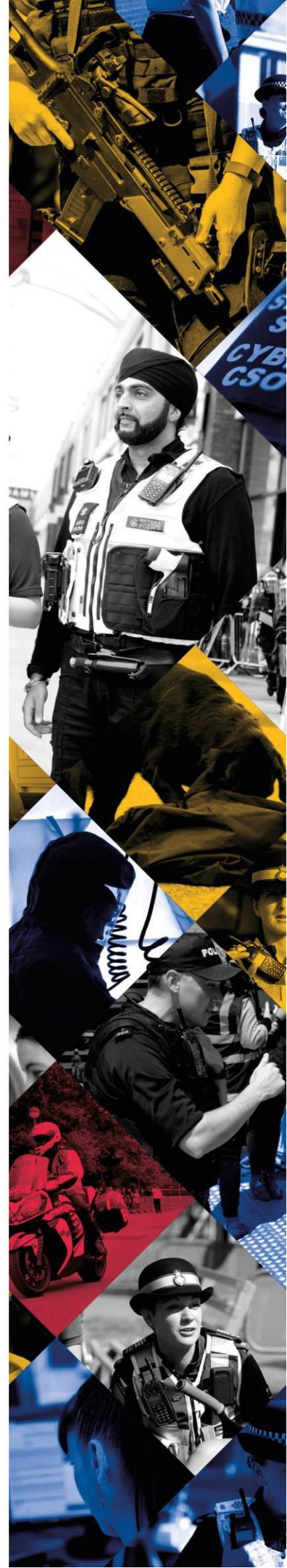


# CSO Uplift/Representative Workforce

24 November 2021



## 1. PURPOSE AND RECOMMENDATION

- 1.1 The purpose of this report is to provide an update on operational uplift in relation to community support officers (CSO's) and representative workforce in this role to ensure they reflect the community.
- 1.2 There are no recommendations made requiring a decision.

## 2. INTRODUCTION & BACKGROUND

Gwent Police have agreed an uplift of 75 community support officers by 2023/24. By the end of 2021/22 our baseline establishment is planned to be 172. The Welsh Assembly have funded an additional 20 community support officers and we have off set this with an increase also on Gwent funded posts.

Table below of budget and establishment.

Description		2021/22	2022/23	2023/24
Budgets	Welsh Government Funded	121	121	121
	Gwent Police Funded	51	61	75
	<b>Total Authorised Baseline</b>	<b>172</b>	<b>182</b>	<b>196</b>
Strength	<b>Current Strength FTE</b>	<b>165.6</b>	<b>177.6</b>	<b>191.6</b>
Predicted Leavers	Resignations or transfers internally	(28)	(26)	(26)
Recruitment	May each year	0	20	20
	January each year	40	20	20
Forecast	<b>Forecast Actual</b>	<b>177.6</b>	<b>191.6</b>	<b>205.6</b>
	<b>FTE Forecast - (Under)/Over</b>	<b>5.6</b>	<b>9.6</b>	<b>9.6</b>

The attrition rate has been built in as 17% based on attrition in the last 5 years.

We are aware of 19 current CSO's due to resign and join as police constables in Gwent by March 2021. 3 CSO's are due to join in October, 10 are due to join in January 2021 and 6 in March 2021.

We are currently nearly 7 under the budget of 172 and are aware of 19 leaving as above. The impact of this will be 26 FTE under the 172 base line authorised budget. It is highlight likely that there will also be other leavers due to resignation in the next 6 months.



We are therefore planning for a maximum capacity of 40 CSO's to join a course in January 2021.

This will place Gwent Police in a good position to ensure we are over the base line authorised posts and plan for an additional intake in 2022/23 to ensure the 182 FTE baseline. We can flex the number of intakes in 2022/23 deepening on the attrition rate.

We are in the middle of a live campaign which is due to close on Monday 27<sup>th</sup> September. We have extended the deadline for this campaign due to our applications received being quite low. We have worked with corporate communications to advertise these opportunities through social media. We have asked for additional support from communications leading up to the closing date to improve the number of applications.

We have all the interviews and pre-employment checked planned in order to deliver the uplift for a course to start in January 2021.

### **Representative workforce**

From a workforce representative agenda, we have worked with our partners and communities to attract candidates that are representative. We have had several recruitment engagement days in all five local policing areas and in particular focused on diverse areas.

The positive action team have networked to enhance the awareness of our positive action programme throughout the community and work closely with the local community policing teams. We have worked hard to share the message across neighbourhood teams regarding our positive action supportive journey and local teams are equipped with business cards with QR codes that take applicants straight to the positive action page of our website.

In May 2021, we also welcomed 17 new community support officers to the force. 11% of this intake were ethnic minorities new starters. We have had good diversity in our CSO intakes since Jan 2021 improving workforce representation with 13% of our 53 new starters being from ethnic minorities. There have been some positive news stories with the support and positive journey they have had from the positive action team. 6.25% of our current workforce of community support officers are from ethnic minorities.

Our gender split almost 50/50 and are working to support candidates with disabilities and those candidates who are neurodiverse.

### **3. ISSUES FOR CONSIDERATION**

We will continue to monitor workforce representation carefully. We are working closely to support applicants from ethnic minorities and those who are disabled We will continue to monitor any adverse impact on our recruitment processes.

### **4. COLLABORATION**

- 4.1 We will continue to work in collaboration with the Welsh forces with the use of Oleo and sifting process. We will continue to share best practice with the Welsh forces in the positive action arena.

### **5. NEXT STEPS**

- 5.1 We will monitor community support officer applications and plan future campaigns in line with training intakes.

### **6. FINANCIAL CONSIDERATIONS**

There are no financial implications in this report as this is an information sharing report.

## 7. PERSONNEL CONSIDERATIONS

7.1 There are no personnel considerations in this report.

## 8. LEGAL CONSIDERATIONS

8.1 There are no legal considerations in this report, and we continue to utilise positive action in a fair and legal capacity. We will continue to monitor any adverse impact on underrepresented groups.

## 9. EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

9.1 This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.

9.2 In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.

## 10. RISK

10.1 We need to continue to work with our communities to build trust. This is wider than positive action and the cohesion work and local policing play a pivotal role. We also need to ensure we attract enough candidates for each of our campaigns.

## 11. PUBLIC INTEREST

11.1 In producing this report, has consideration been given to 'public confidence'?  
**Yes**

11.2 Are the contents of this report, observations and appendices necessary and suitable for the public domain? **Yes**

11.3 If you consider this report to be exempt from the public domain, please state the reasons:

11.3.1 Not Applicable

11.4 Media, Stakeholder and Community Impacts:



## 12. REPORT AUTHOR

12.1 Amy John, Recruitment and Engagement Manager

## 13. LEAD CHIEF OFFICER

13.1 DCC Blakeman

## 14. ANNEXES

14.1 N/A

## 15. CHIEF OFFICER APPROVAL

15.1 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

15.2 I confirm this report is suitable for the public domain.

Signature: 

Date: 10.11.2021

<b>Police and Crime Commissioner for Gwent</b>
I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. The above request has my approval.
Signature:
Date:



