



G669

## **POLICY FOR POSITIVE ACTION**

Nottinghamshire Police is committed to ensuring that its staff composition reflects the make-up of the local community.

Positive action covers a range of measures, which an organisation can lawfully take to assist women, members of minority ethnic groups and disabled people to compete for jobs on an equal footing. The relevant legislation under which positive action is allowed is the Sex Discrimination Act, Race Relations Act and the Disability Discrimination Act.

### Positive Action Means: -

- (a) Recognising and developing potential which has not been used because of past discrimination and disadvantage.
- (b) Encouraging applications from women, minority ethnic people and disabled people, so that they can be considered equally with other applicants.
- (c) Providing training for women, minority ethnic people and disabled people to help prepare them for particular work, so that they can be considered equally with other applicants.

Positive Action does not mean removing competition for jobs or discriminating in favour of any particular group at the point of selection, which would be unlawful.

### Positive Action Measures

Nottinghamshire Police will aim to improve the representation of women, minority ethnic people and disabled people through the following measures: -

1. Advertising
  - placing encouraging statements in job advertisements.
  - placing advertisements in particular media (newspapers, magazines, radio etc).
  - ensuring appropriate illustrations of women minority ethnic people and disabled people in recruitment literature.
  
2. Recruitment Initiatives
  - targeted recruitment events and advice surgeries.
  - liaison with schools and appropriate community groups
  - provision of feedback to unsuccessful applicants.
  - traineeship posts, provision of work experience/ work shadowing.
  
3. Retention/ Progression Initiatives
  - tracking applicants through the selection/ promotion process.
  - provision of feedback and encouragement to unsuccessful applicants.
  - mentoring scheme.
  - encouraging development of support networks.
  - provision of appropriate training.
  - attachments/secondments for female and minority ethnic staff.

The above mentioned is not an exhaustive list and further positive action measures will be developed and implemented on an ongoing basis.

Author: \_\_\_\_\_ Date: \_\_\_\_\_

Shakeel Khalil  
Personnel Officer  
Employee Relations and E qualities

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Steve Green  
Chief Constable

This policy should be read in conjunction with the appropriate Procedures, Guidance and Rules outlined below: -

Equal Opportunities Policy