



Police Uplift Programme

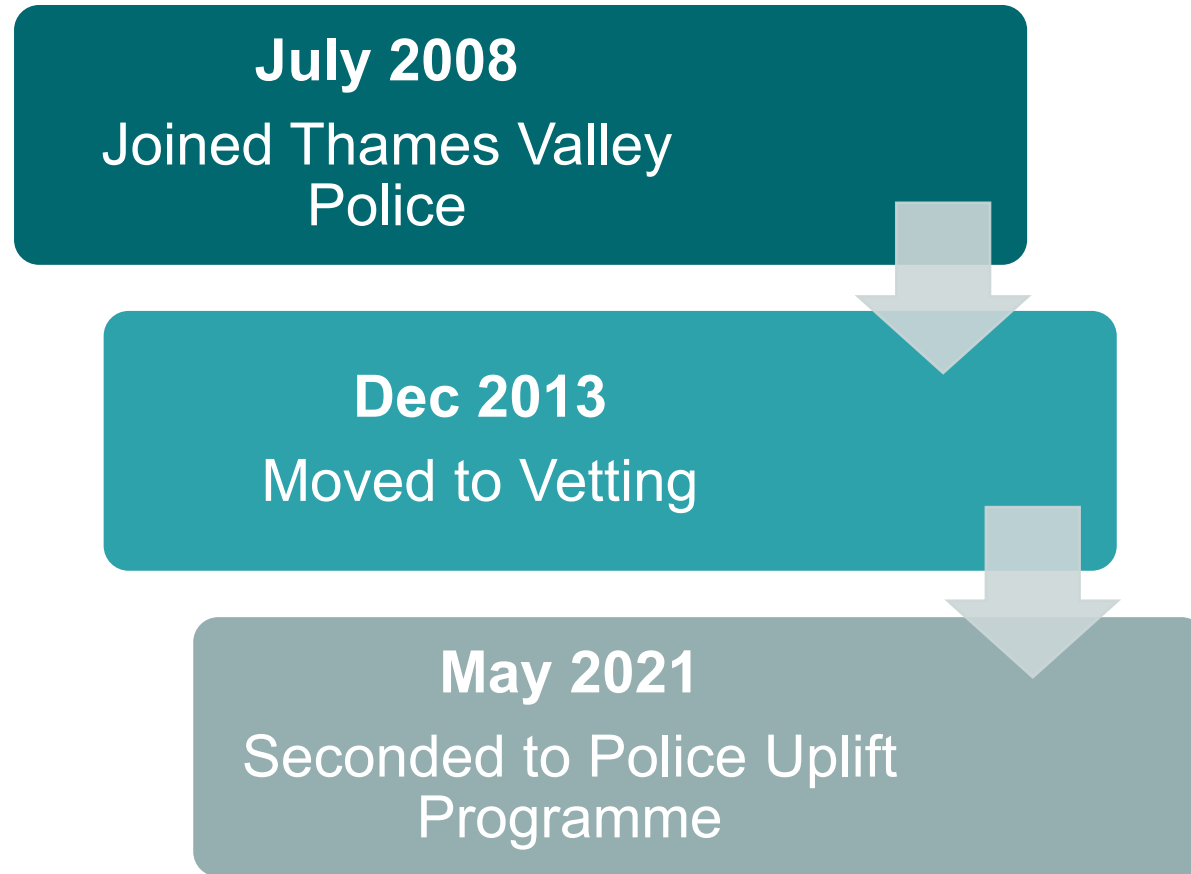
Disproportionality within Vetting

Understanding the 'As-Is'



Introduction

1. Introduction
2. Vetting Code of Practice
3. 'As Is' process
4. Obstacles
- 5-8 Findings
9. Good Practices
10. What next
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Vetting Code of Practice and APP

Where it can be accessed publically

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The screenshot displays the College of Policing website. The main navigation bar includes 'Contact us', 'Twitter', and 'Print'. A search bar is visible. The breadcrumb trail reads 'APP content > Professional standards > Vetting'. The page title is 'Professional standards Vetting'. The main content area features a heading 'Professional standards Vetting' and a sub-heading 'The College of Policing has authorised professional practice on the National Police Library'. A red arrow points from the text 'The College of Policing has authorised professional practice on the National Police Library' to the 'APP on Vetting 2021' document cover on the right. The document cover on the left is titled 'Vetting Code of Practice October 2017'. The document cover on the right is titled 'APP on Vetting 2021'. The footer includes the 'BetterStandards for Better Policing' logo and the text '© College of Policing (2021). All content (excluding logos and photographs) is available for re-use under the Non-Commercial College Licence except where otherwise stated.'

<https://www.app.college.police.uk/app-content/professional-standards/vetting/>

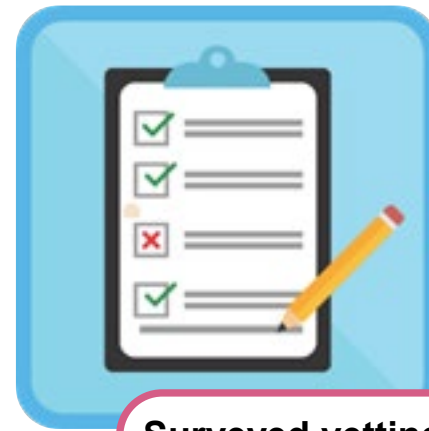
Disproportionality in Vetting

Understanding the 'As-Is': What has been done so far

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Reviewed previous research and reports that commented on Police Vetting outcomes



Surveyed vetting units to understand

- Current systems / planned upgrades
- What data is collected
- Ease of extracting data for reporting
- Activities to support increased diversity / reduce disproportionality



Obtained data sets from 16 vetting units

- Understand what & how data can be extracted
- Analyse to identify any areas that may currently be disadvantaged through vetting (i.e. lower pass rates)

Obstacles

Things to keep in mind with analysis results

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Disproportionality within Vetting Outcomes

Findings

Data Summary

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- For the purpose of PUP only applications for new Police Officers were analysed
- Only Age Group, Sex and Ethnicity protected characteristic groups had sufficient data to be analysed
- Applications withdrawn external to vetting were not included
- White and Unknown ethnicities made up around 75% of applications
- The majority of analysis was completed at 5+1 to keep sample sizes larger
- The Adverse Impact Ratio & Pass Rates were used as comparisons across the protected characteristic groups

Total Applications:
12244

Overall Pass Rates:
94.41%

Number of Appeals:
403

Appeal Success:
25.75%

Findings

Protected Characteristic group highlights

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Sex

Females generally more successful than males

Age Groups

Under 26 generally more successful

Ethnicity 5+1

Those of Asian (84%) or Black (87%) heritage have the lowest pass rates
Those of White heritage had a pass rate of 96%

Ethnicity 18+1

Pakistani candidates had the lowest pass rates overall – 82%.
In particular females aged under 26

Appeal Requests

More Black, Asian & Minority Ethnic candidates appealed vetting rejections

Appeal Outcomes

Those of Black heritage had more success with an appeal outcome

Failure Reasons

Majority of primary failure reasons were:

- Intelligence

- Associations

- Integrity

- Convictions & Cautions

Findings

Primary Rejection Reasons

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- Primary rejection reasons data was only available for 47% of the rejected applications
- Often there are multiple risk categories that lead to vetting clearance not being granted, but data was only available for those that presented as the highest risk

Reason Code	Asian/Asian British		Black/African/Carib./B. British		Mixed/Multiple ethnic groups		Unknown		White	
	Count	Proportion	Count	Proportion	Count	Proportion	Count	Proportion	Count	Proportion
Essential criteria	1	2.13%		0.00%	1	5.26%	2	3.39%	7	3.63%
PSD	4	8.51%	1	12.50%		0.00%		0.00%	10	5.18%
Convictions, cautions & impending cases	4	8.51%	1	12.50%	3	15.79%	16	27.12%	32	16.58%
TAINT	2	4.26%	1	12.50%		0.00%		0.00%	7	3.63%
Intelligence	16	34.04%	1	12.50%	5	26.32%	17	28.81%	52	26.94%
Associations	11	23.40%	2	25.00%	3	15.79%	10	16.95%	17	8.81%
Financial Vulnerability	2	4.26%	1	12.50%	2	10.53%	2	3.39%	16	8.29%
Integrity	7	14.89%	1	12.50%	5	26.32%	12	20.34%	51	26.42%
Abuse of Position		0.00%		0.00%		0.00%		0.00%	1	0.52%

Findings

Appeals

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- A greater proportion of ethnic applicants appeal their vetting result if it is an initial failure
- There is a higher percentage of success, particularly among the Black applicants. However, the sample size is small
- We know from the survey of vetting units that there are often pro-active steps taken to review failure decisions against ethnic minority groups, which could explain why more appeal
- There is potential that support given through the appeals process links to the higher success rate

Ethnicity 5+1	Unknown	No	Yes			Appeal Success	
			% Appealed	Unknown	Not Successful		Successful
Asian/Asian British	1	29	72.97%	2	60	19	24.05%
Black/African/Carib./B.British		2	88.24%	1	10	4	28.57%
Mixed/Multiple ethnic groups	2	11	59.38%	-	18	1	5.26%
Other ethnic group			100.00%	-	2	-	0.00%
Prefer not to say			100.00%	1	1	-	0.00%
Unknown	43	69	45.63%	6	52	36	40.91%
White	14	125	55.73%	9	137	29	17.47%

Good Practices

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Vetting units have reported multiple activities they are either conducting regularly or have implemented to identify and reduce disproportionality, which include themes along the lines of:

- Working together with the Equality & Diversity teams, staff support associations and other stakeholders (e.g. Federation, Unison, Welfare) for support, feedback & building better relationships on trust and confidence
- Improving areas of the vetting process, such as: reviewing the content, wording & format of vetting materials; arranging cultural awareness sessions for all vetting staff & incorporating knowledge into the decision process; and reviewing risk mitigation mechanisms (e.g. posting restrictions) to make them more effective
- Widening the review of vetting failures to identify any cultural competence issues, learning and transparency

What next?

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- Sharing findings with Senior Officers and Stakeholders
- Deep dive on rejected applications for Asian Pakistani candidates and those of Black Heritage, to see if there is any common factors or insights to inform earlier processes
- Create national vetting data frameworks to assist with the central collection, reporting & analysis of vetting decision outcomes for national monitoring
- Vignette study with the Met to understand any variations in the decision making process or risk acceptance with different scenarios
- Appeal workshops with force vetting managers to identify best principles
- Insights will be utilised for the development of a standard national recruitment vetting form and guidance advice

Resources

Website links

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<https://www.uplifthub.co.uk/>

<https://www.app.college.police.uk/app-content/professional-standards/vetting/>

<https://www.joiningthepolice.co.uk/how-to-apply/whats-involved-in-the-vetting-process>

Contact Details

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