

**Treasurer
Recruitment Process 2010
Monitoring Report**

Background Information

1. The Authority ran a recruitment competition for a Treasurer during the beginning of 2010.
2. The Authority is committed to promoting equality and diversity and this report has been prepared and will be published as part of that commitment.
3. This report contains analysis of applicants at different stages of the recruitment processed based on the themes of age, ethnicity, gender, sexual orientation and disability. The analysis is based on information provided on Monitoring Forms completed by applicants at the time their application was submitted.
4. Further information and analysis from that provided in this report may be requested by contacting the Police Authority office.

Advertising

5. The position was advertised internally on the Constabulary's Expert Intranet website.
6. The position was advertised externally in the Public Finance Magazine.
7. The advert and associated information was displayed on the Authority's website.

Response to Advertising

8. 45 requests for application packs were received.
9. Each application pack included information about the Police Authority and benefits of working for the organisation, job description and person specification, and details of the salary payable, the application form, and a separate monitoring form.

Recruitment Process

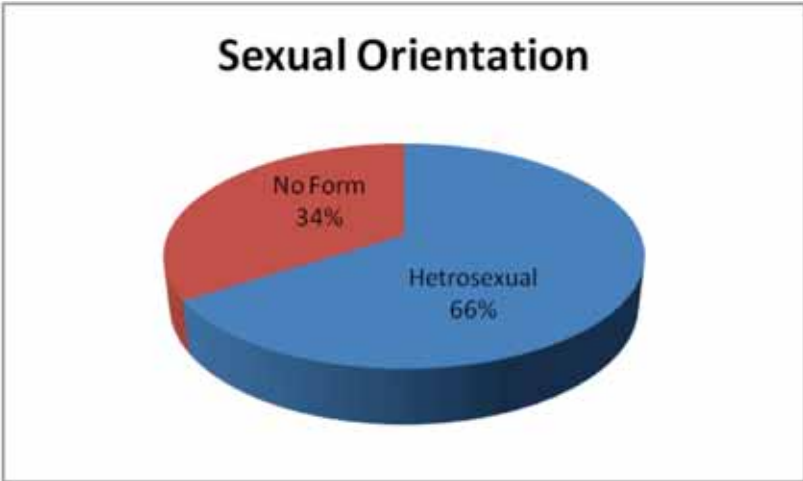
10. The Recruitment Process required every candidate to complete an application form. Each application form was then considered by the interviewing panel, which consisted of 3 Members, the Chief Executive and the Interim Treasurer and the skills, competencies and experience evidenced on the application form were assessed. A shortlist of candidates was invited to interview.

Data Collection

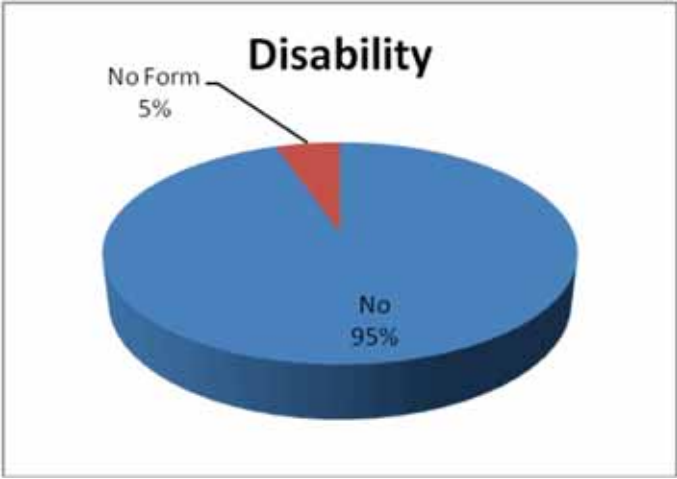
11. Every application pack contained a monitoring questionnaire which candidates were asked to complete and return with their application form. It was stated on the monitoring form that it would not form part of the selection process. A copy of the monitoring form is attached as Appendix 1 to this report.
12. When applications and monitoring forms were received in the office they were given matching reference numbers and then separated. The monitoring forms were kept by a member of the Administration Team and the application forms by the Office Manager who was co-ordinating the selection process. After the selection process was complete, the Administration Officer was able to compile this report by matching information to reference numbers.
13. 18 of the 19 applicants that returned applications completed a monitoring form.

All Applications Received

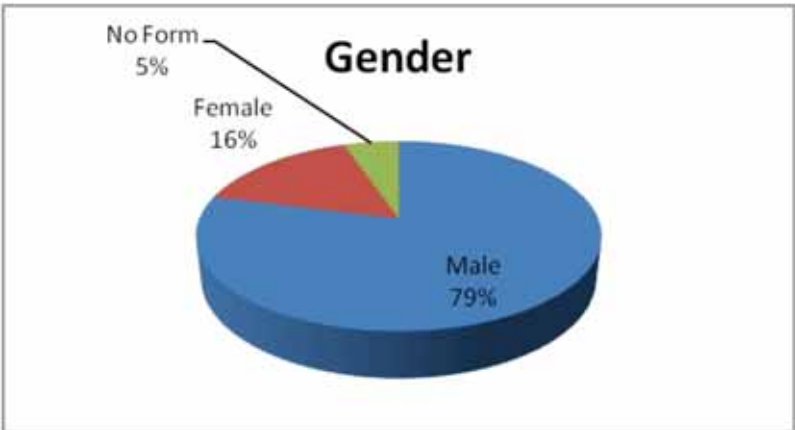
14. A total of 19 completed application forms were received.



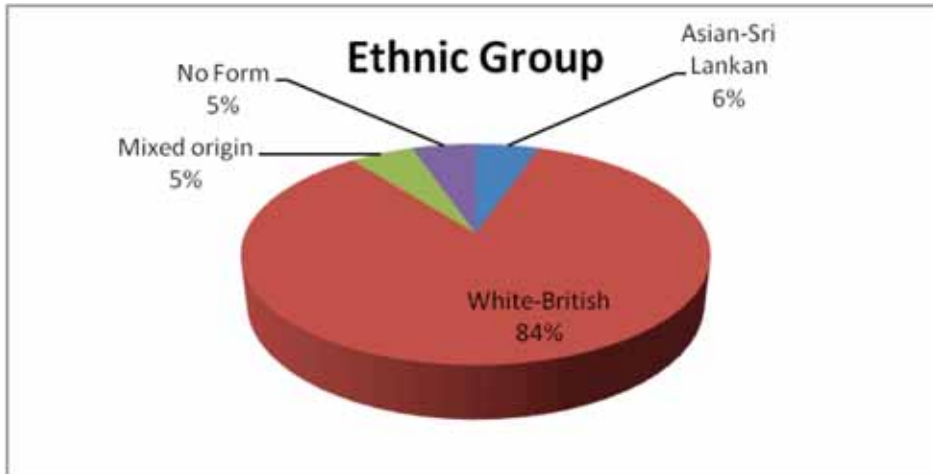
15. 18 of the applicants declared themselves as heterosexual and 1 did not return a form.



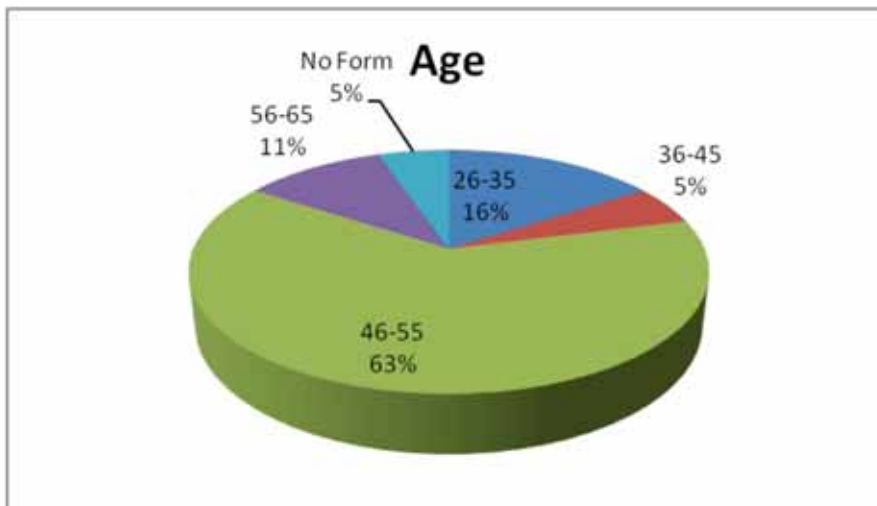
16. All 18 applicants who return forms considered themselves not to be disabled. 1 did not return a form.



17. The chart above which shows all the applications received analysed by gender shows that of those that completed a monitoring form, there were more male than female applicants.



18. Of those who applied, 84% defined themselves as White-British, 5% as mixed origin, 6% as Asian-Sri Lankan and 5% did not return the form. As 99% of people in Devon, Cornwall and the Isles of Scilly defined themselves as white in the 2001 census the comparison with the number of applicants is proportional.



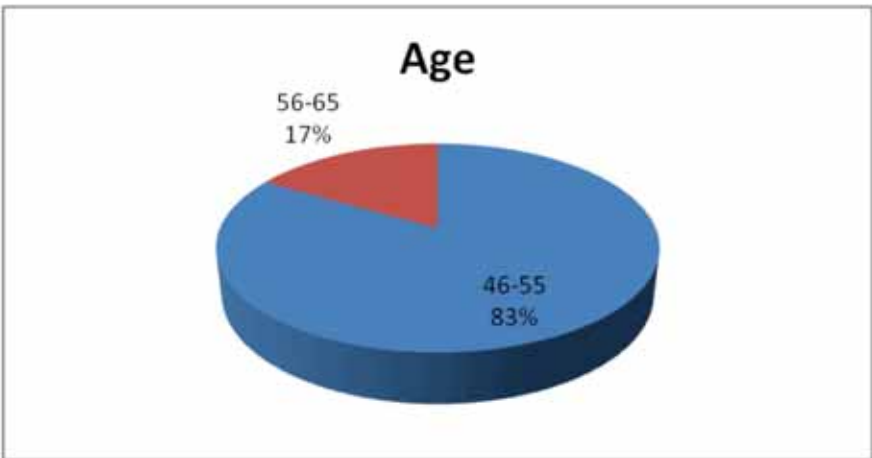
19. As can be seen from the chart above 63% of the applications received were from candidates aged between 46 years and 55 years.

Applicants Invited for Interview

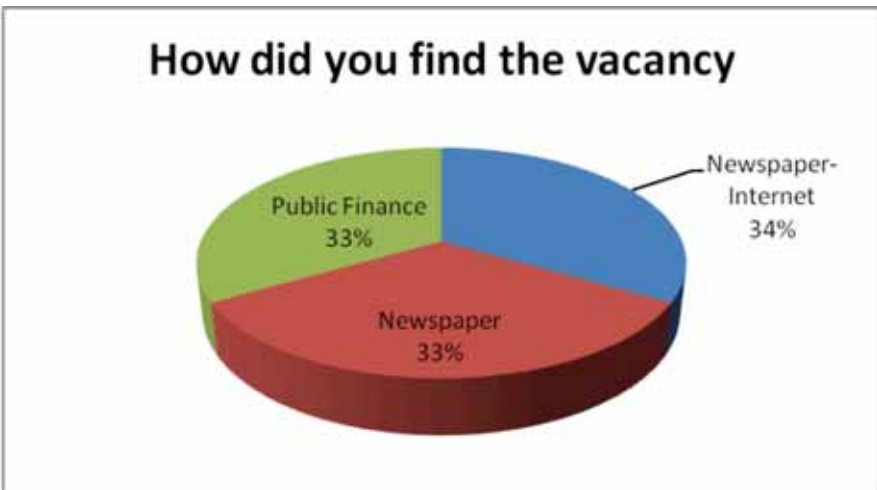
20. 6 candidates were invited for interview. On the day, 5 candidates presented themselves for interview. The data below is based on the 6 applicants invited.



21. All of the candidates selected for interview considered themselves not to be disabled.

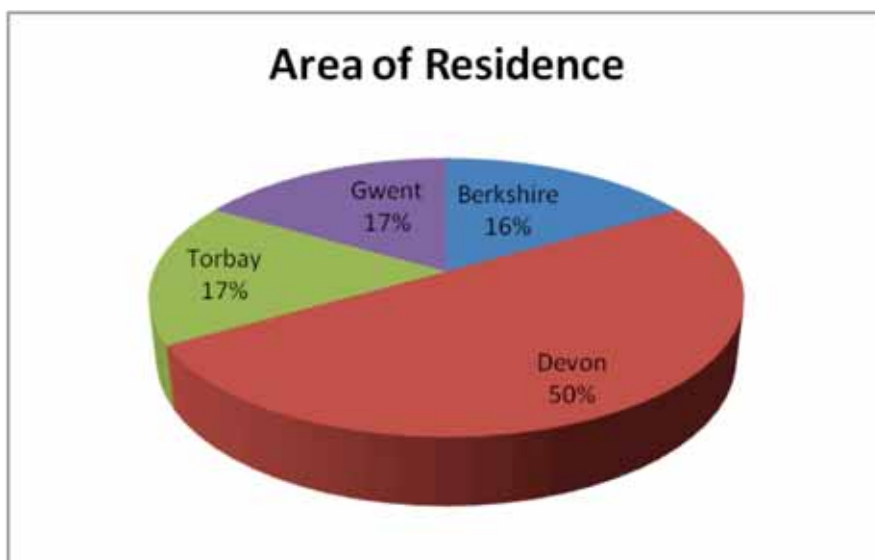


22. As can be seen from the chart above, 83% of applicants were aged 46-55 and 17% were 56-65.



23. The chart above shows the people invited for interview had seen the vacancy in Public Finance and newspapers both on the internet and in hard copy.

24. The chart below show that the candidates that were invited for interview were mainly from Devon.



Appointed Applicants

25. The applicant appointed was male and in the age range of 46-55.

Conclusions and Suggestions

26. All of the applicants that completed a form declared their sexuality as heterosexual. Consideration needs to be given as to how members of the LGBT community can be encouraged to apply for positions with the Authority.

27. No applications were received from anyone defining themselves as disabled. Consideration needs to be given as to whether people with a disability might perceive any barriers to employment with the Authority, and to promote the Authority as a considerate employer.

28. The majority of people who applied were aged between 46-55. This could be due to the level and qualifications required for the role.