

SECONDMENT TO THE TYNE AND WEAR EMPLOYER COALITION

Joint Report of the Chief Constable and Personnel Adviser

1 PURPOSE OF THE REPORT

The purpose of this report is to seek approval for the secondment of the Force Equal Opportunities Adviser to the Tyne and Wear Employer Coalition.

2 BACKGROUND

The Tyne and Wear Employer Coalition is part of the National Employment Panel established to maximise employment opportunities for people from all sections of the community, by bringing public and private sector employers together to more actively participate in making training and employment opportunities available.

Assistant Chief Constable, Management Services, has over the course of the last year played an active role in the activities of the Coalition as a board member, and the Force Chief Personnel Officer has also been involved in implementing some of the Coalition's aims.

As a result of this partnership working the Regional Chair of the Coalition suggested a funded secondment could be made available to someone with the appropriate skills to enhance the workings of the Coalition. She is anxious to involve the major employers within Tyne and Wear in the Coalition's development and Northumbria Police is considered an employer which the Coalition would like to have more central to its activities. It has been recognised that a secondee with strong links to a range of public and private sector bodies, as well as experience of working with organisations such as Learning Skills Councils, the Council for Racial Equality and local ethnic minority groups, would be beneficial to the organisation. Large local organisations were therefore asked to consider whether they had such a suitable person who could benefit from this form of attachment, and following interviews, the Coalition has asked that the Northumbria Police nominee, the Force Equal Opportunities Adviser, be allowed to take up a secondment with them with effect from 17 February 2003. This would lead to the creation of an opportunity for another member of Northumbria Police staff to undertake the role of Equal Opportunities Adviser within the Force for a 12 month period.

3 EQUAL OPPORTUNITIES IMPLICATIONS

The interviews for this secondment were conducted by the Coalition in line with their Equal Opportunities policy. The opportunity will allow both the secondee and her replacement to be actively involved in a wider range of diversity issues than their normal posts permit.

4 HUMAN RIGHTS IMPLICATIONS

Nil.

5 FINANCIAL IMPLICATIONS

The Coalition will meet all of the salary and related on-costs for this secondment.

The Treasurer confirms there are no other costs arising from this report

6 CONCLUSION

The Equal Opportunities Adviser has introduced a range of initiatives into Northumbria Police over the course of almost 10 years within her post. She has built a range of external networks which would be useful in promoting and stimulating wider involvement in the activities of the Tyne and Wear Employer Coalition. For the individual secondee there is an opportunity to sample the culture of another organisation, to acquire new skills and knowledge and to bring these benefits back into Northumbria Police at the end of the secondment period. In the interim period another member of support staff will have the opportunity to take on a Headquarters post, to bring a fresh approach to the area of diversity.

7 RECOMMENDATION

That members approve the secondment of the Equal Opportunities Adviser to the Tyne and Wear Employer Coalition for a twelve month period, with effect from 17 February 2003.