



AUTHOR: Zoe Durrant

SPONSOR: DCC Jon Stratford

DECISION NUMBER: D14-2019

SUBMITTED TO: Martin Surl, Police & Crime Commissioner for Gloucestershire

SUBJECT: e-Recruit – request for funding

EXECUTIVE SUMMARY:

Gloucestershire Constabulary aspires to be an Employer of Choice. This approach reflects the aspiration of the Constabulary to attract the best and most diverse talent to the workforce.

Part of the approach to being an 'Employer of Choice' needs to include modern fit for purpose recruitment marketing and processes.

This paper requests support for the introduction of an E-Recruit solution, which will offer a significantly improved candidate experience, at a cost of £103,471.

RECOMMENDATION:

1. Note the contents of the attached business case which outlines the proposals in detail
2. Support the procurement of an E-Recruit Solution via direct procurement (sole source via G-Cloud) award – see section 5.3 of the business case (page 7)
3. To approve the cost of this solution which is anticipated to be £103,471.

OUTCOME/APPROVAL BY:

Signature: 

Date: 28 May 2019

Police and Crime Commissioner for Gloucestershire

Public Access to Information

Information in this form and associated reports is subject to the Freedom of Information Act 2000 and the Elected Local Policing Bodies (Specified Information) Order 2011. Where it has been indicated that this is a decision of significant public interest, all of this form except Part Two will be made available on the website of the OPCC.

Any information that should not be automatically available on request should not be included in Part One but instead on a separate Part Two form.

Is this a decision of significant public interest?

This includes a decision with any impact on the community, expenditure in excess of £50,000, or any decision that would be of obvious interest to the media or the general public

Yes expenditure of over £50,000**Is there a Part Two form?**

This section should only include information that, if published:

- a) would, in the view of the chief officer of the police, be against the interests of national security;*
- b) might, in the view of the chief officer of police, jeopardise the safety of any person;*
- c) might, in the view of the chief officer of police, prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, or the administration of justice; or*
- d) is prohibited by any enactment.*
- e) breaches commercial sensitivity*

NO

| ORIGINATOR CHECKLIST (MUST BE COMPLETED) | Comments including who has approved the report if applicable |
|---|---|
| Has legal advice been sought on this submission if required? | No |
| Has the Chief Finance Officer been consulted, if required? | Yes through the Modernising Services Programme Board and via Executive Board and CGB |
| Have equality, diversity and human rights implications been considered, as appropriate? | Yes |
| How is the recommendation consistent with the objectives of the Police and Crime Plan? | Yes Accessibility and Accountability. An improved and digitalised approach to recruitment supports the Constabulary's ability to fulfil its resource requirements. |
| Has consultation been undertaken with people or agencies likely to be affected by the recommendation? | Yes as part of stakeholder analysis and business process mapping. |

| | |
|---|-----------------------|
| Has communications advice been sought on areas of likely media, community, staff or partner interest and how they might be managed? | No |
| Have all relevant implications and risks been considered? | Yes see business case |

PART ONE – For publication

1. Purpose of the report

Gloucestershire Constabulary aspires to be an Employer of Choice. This approach reflects the aspiration of the Constabulary to attract the best and most diverse talent to the workforce.

The Constabulary does have significant competition within the local labour market with employers such as GCHQ also competing for skilled staff and the benefits of the county's transport links also provide opportunities for commuting out of the area.

Part of the approach to being an 'Employer of Choice' needs to include modern fit for purpose recruitment marketing and processes. The introduction of an E-Recruit solution supports this approach and will offer a significantly improved candidate experience.

The introduction of an E-Recruit solution supports the following specific programme objectives:

| Number | Objective description |
|---------------|--|
| 2 | To design and deliver options for a new HR Operating model which is agile, modern, efficient and reflects the defined role of HR within the Constabulary |
| 3 | To design and deliver fit for purpose People processes supported by appropriate technology which are digitally enabled |
| 7 | Improve the experience of service users – internal and external |

As part of the 'Discovery' phase of the programme, work with stakeholders was undertaken to identify stakeholder expectations from the People Services functions and supporting model.

There were extremely clear themes arising from the stakeholder feedback, in particular that the future service model should be:

- Proactive and underpinned by leading edge professional practice
- A service which supports leaders to lead with excellent tactical advice – but crucially not a service which replaces the role of the leader/manager
- Understanding of the operational context of policing and Gloucestershire Constabulary – and able to apply this pragmatically and innovatively to the design and development of policy and practice

- Available and agile – able to respond quickly to changing demand and organisational priorities
- Underpinned by good data and intelligent application of people data to problems
- Solution focused with minimal bureaucracy
- Digitally enabled
- Accountable – with clear performance metrics and measurable contribution to the Constabulary; clearly linked to the Corporate Strategy
- Integrated with a seamless approach to people management issues.

The proposal within the business case seeks to propose a solution which addresses all of these requirements.

2. Background

See attached business case for full details.

3. Recommendation(s)

PCC Governance Board is asked to approve the following recommendations:-

1. Note the contents of the attached business case which outlines the proposals in detail
2. Support the procurement of an E-Recruit Solution via direct procurement award (G-Cloud) – see section 5.3 of the business case (page 7)
3. To approve the cost of this solution which is anticipated to be £103,471.

In relation to (2) above, the request to procure through the G-Cloud framework should be considered as a sole-source request and approved as such.

4. Financial and resource implications

These are contained within the business case.

5. Risk assessment

These are contained within the business case.

6. Equality & Diversity impact assessment

Section 149 of the Equality Act 2010 states that a public authority should carry out an assessment prior to implementing a policy or initiative, with a view to ascertaining its potential impact on equality. By providing a recruiting system which is modern and accessible, the hope is that all sections of the community will be encouraged to consider applying for roles within the Constabulary.

7. Environmental impact assessment

None apparent.

8. Consultation

Consultation has taken place with the membership of CGB who supported the paper's recommendations.

Specific feedback from stakeholders was:-

- Finance are represented at the programme board and through the Modernising Services Portfolio Board and Executive Board.
- HR have been engaged throughout in the development of the business case.
- Learning and Development are represented through the People Services SLT and the Programme Board
- ICT have been engaged throughout in the development of the business case.
- Legal
- Staff Associations are part of the programme board and have had the outline business case.

9. Discussed with Communications & Engagement

Communications and Engagement were represented at the Constabulary Governance Board.

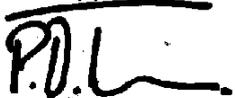
10. Conclusion

This proposal seeks to modernise and streamline the recruitment process for all applicants applying for roles within the Constabulary.

Providing an efficient e-recruit process will assist in delivering the Constabulary concept of being an Employer of Choice.

The paper and business case was discussed at Constabulary Governance Board (22/5/19) and the recommendations were approved with the request that the final decision be remitted to the PCC Governance board.

PCC Governance board is asked to support the recommendations.

| | |
|--|--------------------------|
| SPONSORING BOARD MEMBER APPROVAL | |
| Name: Jon Stratford | |
| Job title: Deputy Chief Constable | |
| Signature:  | Date: 22/5/19 |
| CHIEF EXECUTIVE APPROVAL | |
| I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC. | |
| Signature:  | Date: 24 May 2019 |

Appendix – Business Case for e-recruit