

## **South Wales Police, Bursary Scheme for ethnic minorities for the Degree in Professional Policing**

### **Terms of Reference**

South Wales Police serves a local population of 1.3 million people, 6.7% of whom are from Black, Asian or Minority Ethnic backgrounds. However just 3.5% of our police officers are from ethnic minority backgrounds and across the force this representation is 2.9%. We are working to address this under-representation so that we can better serve our diverse communities.

To address this under representation, South Wales Police is working with local Welsh universities who deliver the Degree in Professional Policing (PPD) and will fund a bursary scheme to ethnic minority student(s) on the PPD course as part of a positive action initiative. This bursary support is only provided to those individuals that identify as ethnic minority.

The purpose of the South Wales Police bursary scheme is to encourage more applications from under-represented groups and make South Wales Police more representative of the community it serves and will provide financial support via the bursary scheme to any ethnic minority student(s) who register and complete the Degree in Professional Policing (PPD).

Where possible, students on this degree course, will apply (and be successful) in becoming a Special Constable during their study on the PPD course and on successful completion of their PPD course, they will transition (via an application and selection process) to become a Police Constable in South Wales Police.

### **Bursary criteria**

For any student to be accepted on to the South Wales Police Bursary Scheme, they must:

- Be Black, Asian or Minority Ethnic
- Be a student in one of the following universities registered or studying towards the Degree in Professional Policing:
  - University Wales, Trinity St David (UWTSD)
  - University South Wales (USW)
  - Cardiff Metropolitan university
- Meet the national minimum eligibility criteria to join the police service as a Police Constable. Such criteria include:
  - Be 18 or over
  - Be a British citizen or a citizen of a country that is a member of the European Economic Area ([https:// www.gov.uk/eu-eea](https://www.gov.uk/eu-eea)), or Switzerland. Commonwealth citizens and foreign nationals who are resident in the UK and free from restrictions are also eligible to apply.

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After 30 June 2021, nationals of the EEA or Switzerland will also need to provide evidence that their stay is free from restrictions.

- Be a resident in the United Kingdom for the past 3 years. The only exceptions are being stationed abroad through the Armed Forces or having taken extended holiday / travelled for a period of 12 months or less where your UK residency has been maintained.
- Not be subject to an outstanding County Court Judgment (CCJ), an Individual Voluntary Arrangement (IVA), or a Debt Relief Order (DRO).
- Not been registered bankrupt.
- Not a member or previous member of a proscribed terrorist organisation or group such as British National Party (BNP), Combat 18 or the National Front
- Tattoos do not automatically disqualify individuals from becoming a police officer. Members of the public are largely accepting of police officers and staff with visible tattoos. However, some tattoos could potentially offend members of the public or colleagues or could discredit the police service. All tattoos are reviewed on a case-by-case basis. Generally, visible tattoos are unacceptable if they could offend others and/or indicate discriminatory attitudes or views inconsistent with the College of Policing's Guidelines. Applicants whose tattoos are deemed racist, sexist or homophobic will not be accepted
- Any current or previous cautions or convictions, including cautions as a juvenile (eg traffic convictions such as speeding, drink-drive offences, anti-social behaviour orders and any appearances before a court martial). Any conviction or caution declared will be considered on a case-by-case basis.

All students will be expected to complete a bursary application form and agree for a South Wales Police vetting assessment to be undertaken.

This assessment will review the suitability of the individual to ensure they meet the eligibility criteria to become a Police Officer at the time of the inception of the bursary.

Where an initial vetting assessment cannot be completed or where an individual does not pass the initial vetting assessment, such individuals will not be accepted on to the South Wales Police Bursary scheme.

### **Bursary Funding**

Bursary funding for any ethnic minority student applying and commencing the Degree in Professional Policing will be provided each year with the following breakdown (effective from October 2022 intakes), subject to successfully passing all eligibility checks:

- £1000 on completion of sign up and commencement of PPD course

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- £500 on successful completion of year 1
- £500 on successful completion of year 2
- £500 on successful completion of year 3
- £1500 following participation at a Police Constable Assessment Centre to become a Police Constable in South Wales Police. (Registration at Assessment Centre must not exceed 24 months from graduation)

For any ethnic minority student studying the PPD course on an accelerated basis with USW, the following breakdown will be provided:

- £1000 on completion of sign up and commencement of PPD course
- £750 on successful completion of year 1
- £750 on successful completion of year 2
- £1500 following participation at a Police Constable Assessment Centre to become a Police Constable in South Wales Police. (Registration at Assessment Centre must not exceed 24 months from graduation)

Furthermore, any ethnic minority student currently registered on to the Degree in Professional Policing course (Year 1 or Year 2), they will receive a bursary payment and this will be paid on a pro rata basis and paid from the current study year (and thereafter), subject to successfully passing all eligibility checks.

### Time Period and support

- Ethnic minority students in possession of the Degree in Professional Policing from one of the aforementioned universities (graduated on or after October 2023), will receive £1500 following participation at a Police Constable Assessment Centre to become a Police Constable in South Wales Police. (Registration at Assessment Centre must not exceed 24 months from graduation).
- Ethnic minority students currently in Year 2 of the Degree in Professional Policing from one of the aforementioned universities, will receive:
  - £500 on successful completion of Year 2, and
  - £500 on successful completion of Year 3.
  - £1500 following participation at a Police Constable Assessment Centre to become a Police Constable in South Wales Police. (Registration at Assessment Centre must not exceed 24 months from graduation)
- Ethnic minority students currently in Year 1 of the Degree in Professional Policing from one of the aforementioned universities will receive:
  - £500 on successful completion of Year 1
  - £500 on successful completion of Year 2, and
  - £500 on successful completion of Year 3.

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- £1500 following participation at a Police Constable Assessment Centre to become a Police Constable in South Wales Police. (Registration at Assessment Centre must not exceed 24 months from graduation)
- Ethnic minority students who are yet to commence on the Degree in Professional Policing but do register and commence the Degree in Professional Policing from one of the aforementioned universities, will receive:
  - £1000 on registration and commencement of the PPD course
  - £500 on successful completion of Year 1
  - £500 on successful completion of Year 2, and
  - £500 on successful completion of Year 3.
  - £1500 following participation at a Police Constable Assessment Centre to become a Police Constable in South Wales Police. (Registration at Assessment Centre must not exceed 24 months from graduation)
- Ethnic minority students who sign up to and commence the accelerated Degree in Professional Policing at the USW, will receive:
  - £1000 on completion of sign up and commencement of the accelerated PPD course
  - £750 on successful completion of year 1
  - £750 on successful completion of year 2
  - £1500 following participation at a Police Constable Assessment Centre to become a Police Constable in South Wales Police. (Registration at Assessment Centre must not exceed 24 months from graduation)

### **Geographical considerations:**

The support of the bursary will be provided to all ethnic minority students registered at the following South Wales universities who deliver the Degree in Professional Policing:

- University Wales, Trinity St David (UWTSD)
- University South Wales (USW)
- Cardiff Metropolitan University

### **Application for bursary**

The application and funded bursary will be available to:

- Individuals who identify as Black, Asian or Minority Ethnic.
- Ethnic minority individuals successfully passing all eligibility criteria to become a Police Constable. This criterion is the minimum eligibility to apply to become a Police Constable in the future.

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For individual suitability for the bursary and potential future application(s) to become a Police Constable, all individuals must provide completed application form and provide personal information. The privacy notice is overleaf. You must read this before you provide any personal information in this form as this will explain why it is needed and how it will be processed by South Wales Police for the purpose of delivering and managing the scheme, including any sharing with third parties.

The information provided will be considered to ensure basic pre vetting checks can be satisfied and there is no automatic rejection to becoming a Police Constable in the future.

### **Cost considerations**

- A maximum amount of £4,000 per ethnic minority student per course. South Wales Police will arrange direct payment to the student(s) on commencement of the PPD course and at the end of each successfully completed year.
- The final payment will be paid by South Wales Police direct to the student following receipt of their participation at a Police Constable Assessment Centre to become a Police Constable in South Wales Police. (Registration at Assessment Centre must not exceed 24 months from graduation).

### **Review**

- The effectiveness of the bursary payment and transition to a Police Constable application will be measured after each Police Constable advertisement and assessment centre. Effectiveness should be measured in the following ways:
  - 90% of bursary students successfully complete the Degree in Professional Policing.
  - 90% of bursary students apply to become a Police Constable.
  - 80% of bursary students are successful in their application to become a Police Constable.

South Wales Police reserves the right to hold a selection process to accept applicants on to the bursary scheme. For any applicant numbers exceeding 12 in each course year, a selection process will be applied.



## **Privacy Notice**

### **Contact details**

South Wales Police will be the data controller for any information provided in this form. For information about how South Wales Police processes personal data please visit our website [Privacy Notice | South Wales Police \(south-wales.police.uk\)](https://www.south-wales.police.uk/privacy-notice). Please note that this also contains details of our Appropriate Policy Documents.

Our Contact Details and Data Protection Officer

Our Data Protection Team manages our data protection compliance. The Joint Data Protection Lead Officer for South Wales Police and Gwent Police can be contacted using the following details:

Data Protection Office  
South Wales Police Headquarters  
Cowbridge Road  
Bridgend  
CF31 3SU

Email: [Dataprotection@south-wales..police.uk](mailto:Dataprotection@south-wales..police.uk)

### **Purpose for processing**

The information requested will enable South Wales Police to manage the bursary scheme from assessment of eligibility, to provision and payment of the bursary and support to participants through to recruitment.

South Wales Police will process personal information as part of pre vetting checks to assess your eligibility to apply to become a Police Constable in the future.

This information will be processed under Part 2 of the UK General Data Protection Regulation -General Processing.

Our lawful bases for processing this information are:

Personal data:

Article 6(1)(e) processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller

### **Special category data:**

Article 9(2)(b) processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as it is authorised by UK law providing for appropriate safeguards for the fundamental rights and the interests of the data subject; and

Article 9(2)(g) processing is necessary for reasons of substantial public interest, on the basis of UK law which shall be proportionate to the aim pursued, respect the essence of the right to data protection and provide for suitable and specific measures to safeguard the fundamental rights and the interests of the data subject

Schedule 1 Part 1 Data Protection Act 2018 section 1(1) where the processing is necessary for the purposes of performing or exercising obligations or rights which are imposed or conferred by law on the controller or the data subject in connection with employment.

Schedule 1 Part 2 Data Protection Act 2018 section 8(1) Equality of opportunity or treatment

### **Sharing your information**

In order to check your eligibility, progress and to provide support we will share relevant information with some third parties, including participating universities, relevant references for vetting purposes and the South Wales Positive Action Team who may contact you to offer support and courses for ethnic minority applicants to the force.

### **What will we check:**

Your contact details and current addresses

This will enable us to contact you about your application and progress throughout the scheme.

### **Previous addresses (where applicable)**

These are necessary for the purpose of vetting checks.

### **Your National Insurance number**

This is provided to ensure reconciliation of your Degree in Professional Policing bursary application to any future application to become a Police Constable and assessment centre registration, on the South Wales Police Applicant Tracking system. Once reconciled, final payment of the bursary will be made.

### **Ethnicity**

This is required to assess eligibility for the scheme and for reporting obligations under the Equality Act.

### **Chosen university**

South Wales Police will need to contact your chosen university to seek confirmation of the following to ensure payment of the bursary can be made:

- Your confirmed ethnicity registered with the university
- Your confirmed commencement on the PPD course or Accelerated PPD course
- Your progress on the course at the end of each academic year to confirm successful completion
- Your confirmed conclusion and graduation date.

Your personal details will be retained for a period of 24 months following your graduation to ensure records can be reconciled for final payment of the bursary to be



paid to you, should you apply to a South Wales Police, Police Constable recruitment process.

### **Payment of bursary**

To ensure the payment of monies (if accepted on to South Wales Police Bursary Scheme for Ethnic Minorities for the Degree in Professional Policing), South Wales Policed will require at a future date your bank details to establish transfer of payment(s).

### **Eligibility and further information**

This information is necessary as part of the eligibility checks and pre-vetting checks which are carried out for all applicants to the force.

### **Transfers**

South Wales Police will not be transferring any personal information collected under this scheme outside of the UK.

### **Retention**

South Wales Police will not retain any personal information for longer than necessary for the purposes of checking eligibility, administering the scheme and recruitment depending on the applicant's time spent on the course. Information will be held for a minimum of 24 months to enable reporting and to prevent any abuse of the scheme.

No automated decision making will take place using this information.

If there are any queries or concerns about South Wales Police handling of personal data, you should contact us on the details provided at the start of this notice and we will endeavour to resolve any issues.

If you are still not satisfied with our processing of your personal data, you have the right to complain to the Information Commissioner's Office:

ICO.org.uk

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

**Telephone:** 0303 123 1113