

Using workforce data to make better informed decisions

Our aims today

- The benefits of good analysis
- Telling the story and developing analysis
- Workforce reporting example
- Presenting Information
- Further support

The benefits of good analysis

- **Improve understanding**
- **Identify existing and emerging risks**
- **Ask the right questions**
- **Inform decisions**
- **Provide confidence**
- **Improve performance**

Embracing your inner Socrates

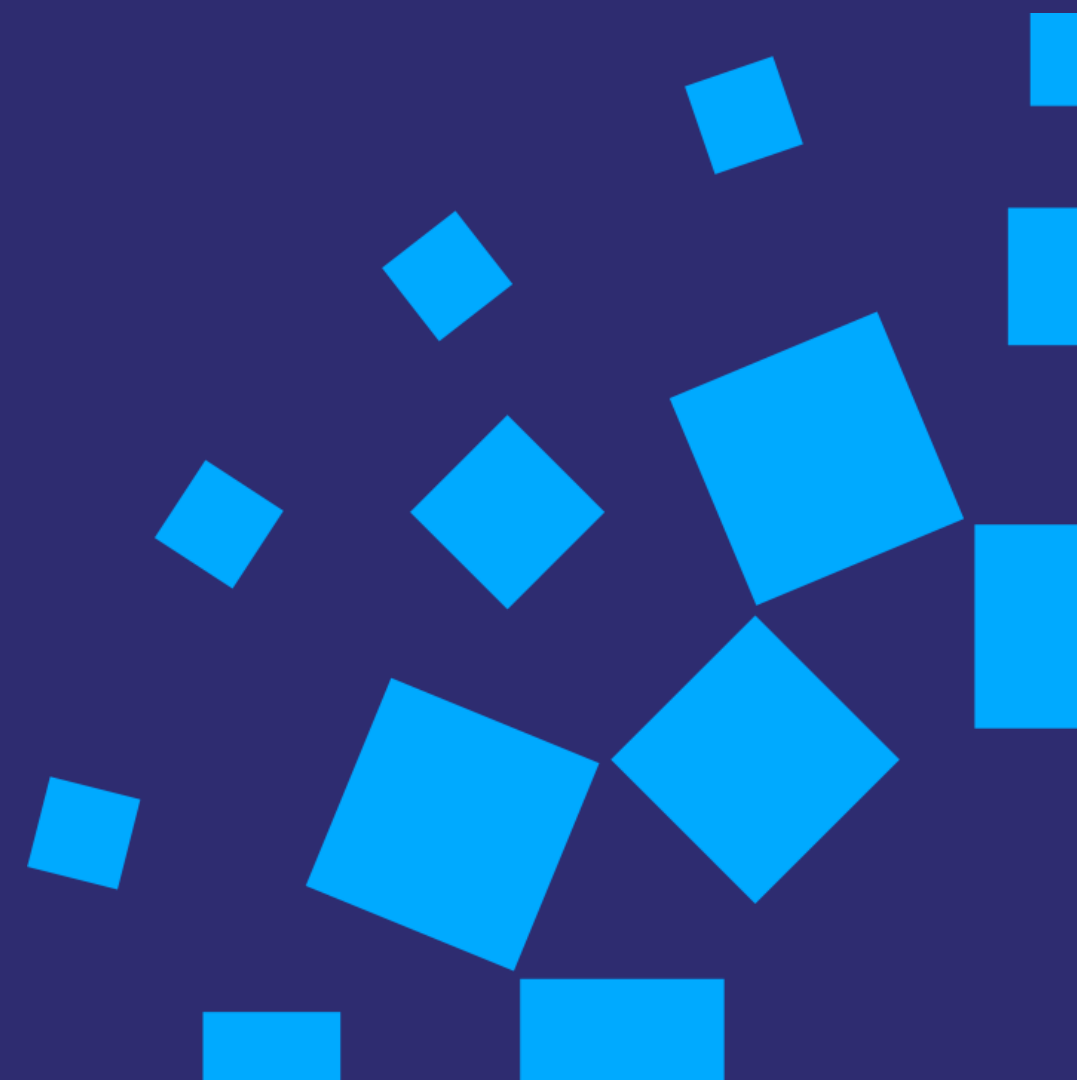
The Socratic approach to questioning is based on the practice of disciplined, thoughtful dialogue. ... In this technique, the analyst professes ignorance of the topic in order to engage in dialogue with the audience and business leads. With this “acting dumb,” the analyst develops the fullest possible knowledge about the topic.





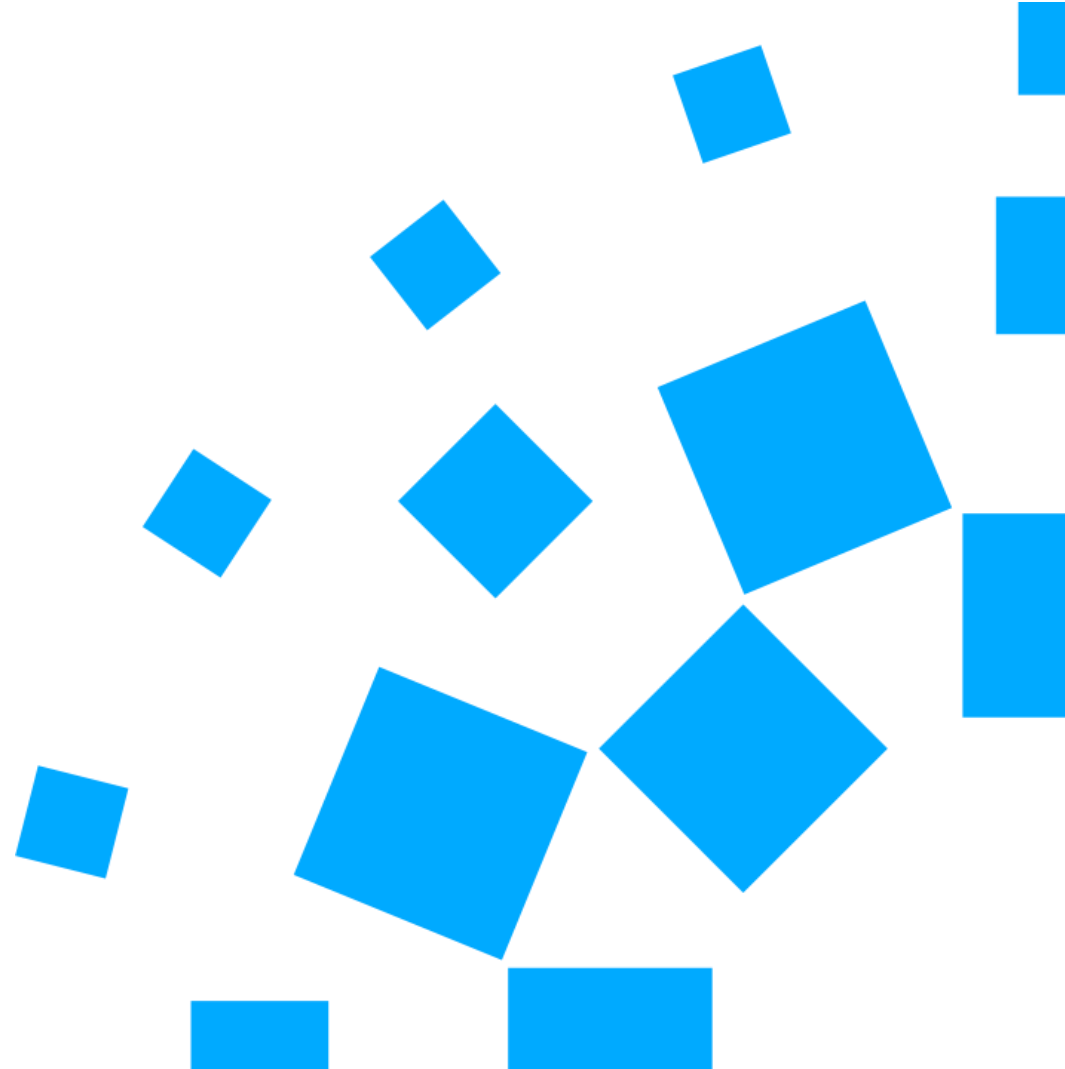
The Journey

- **Mining**
- **Cleaning**
- **Sorting**
- **Calculating and Processing**
- **Presenting**



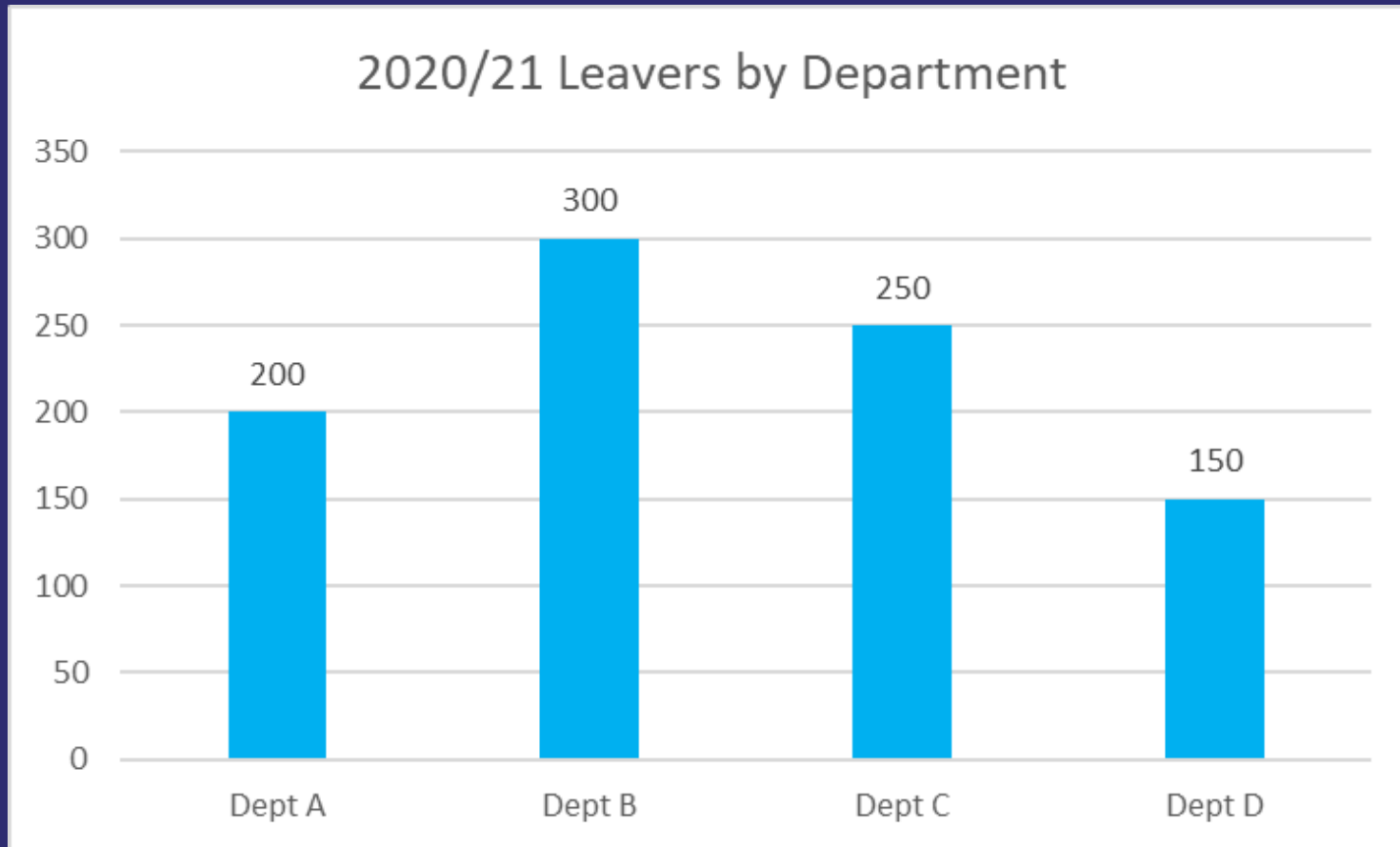
Telling the story

- Summary
- Summary and Context
- Summary, Context and Narrative



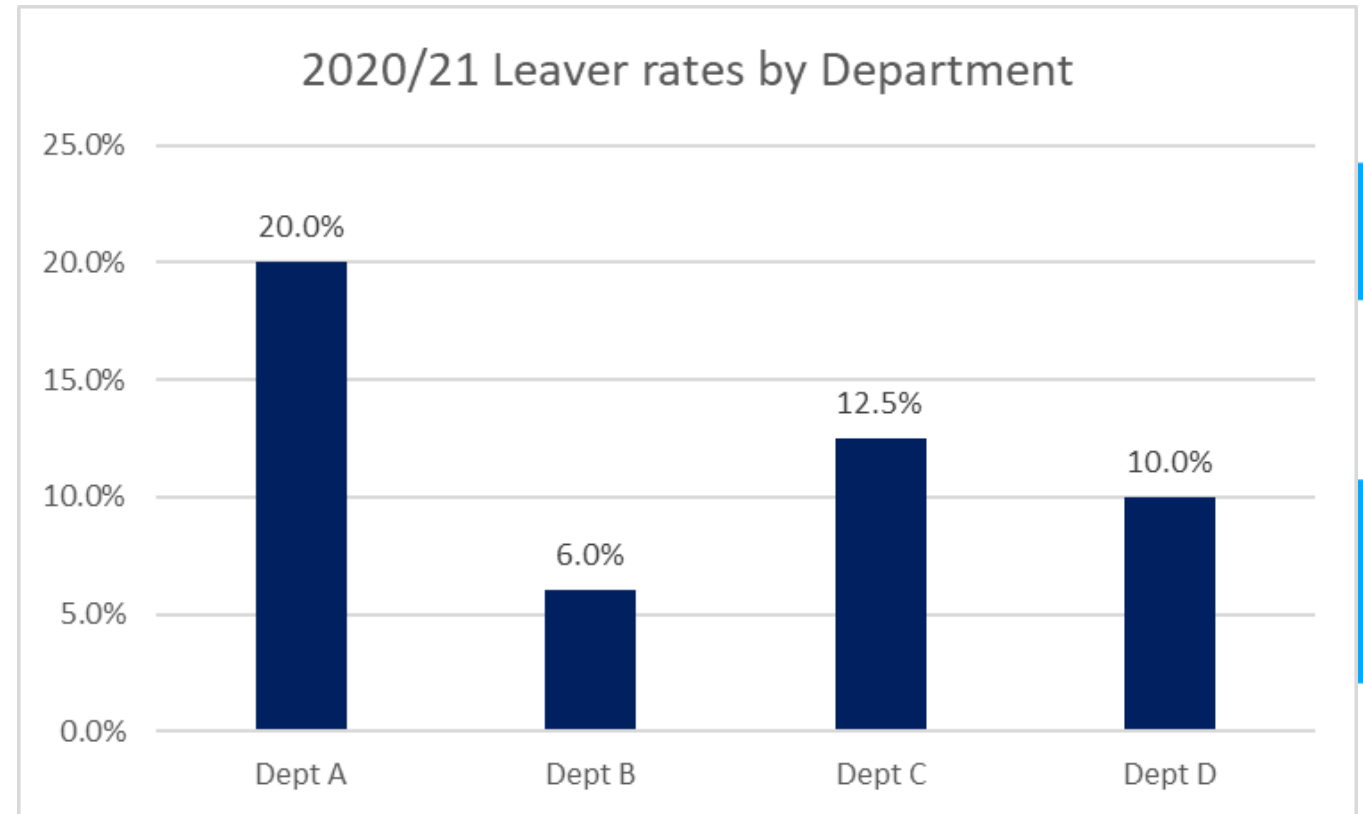


Summary



Summary and Context

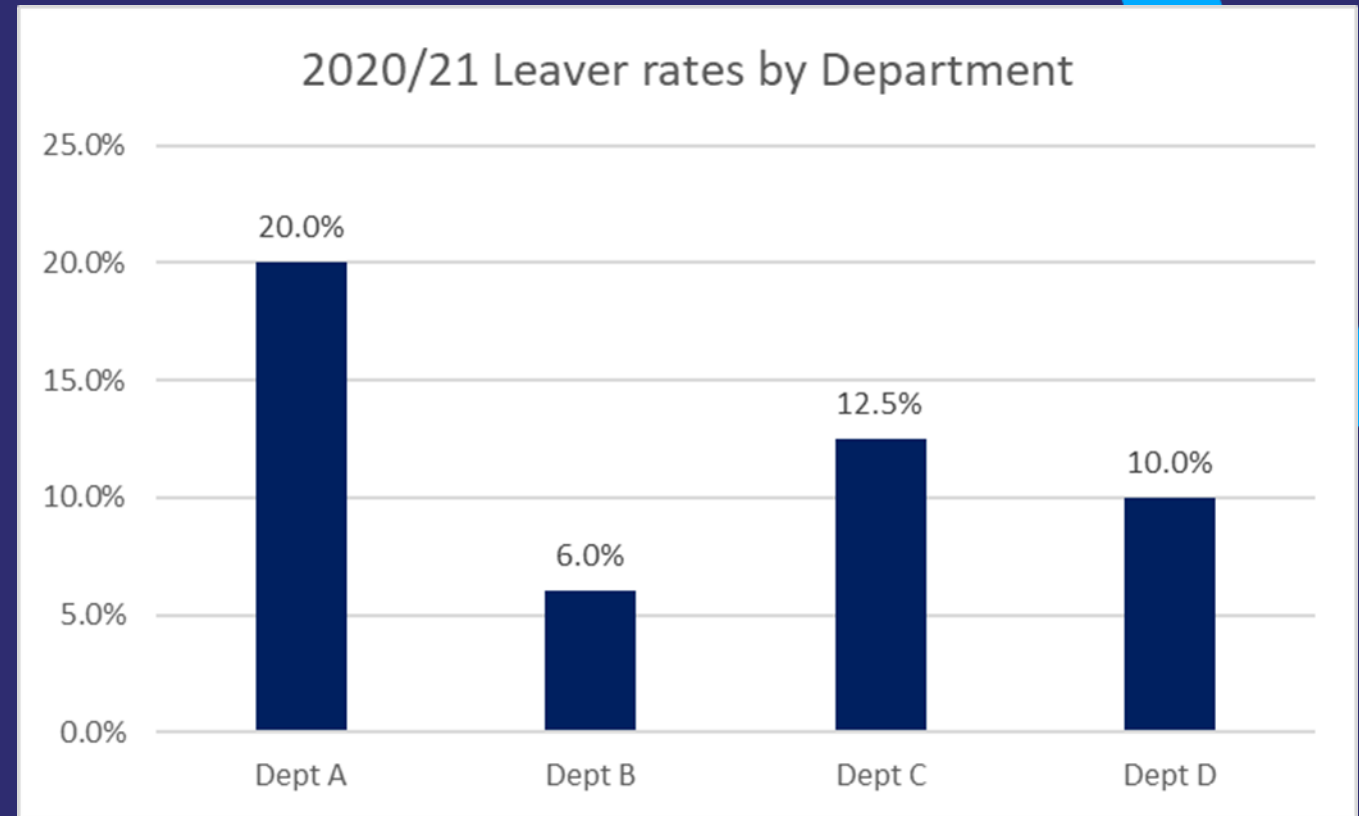
	Dept A	Dept B	Dept C	Dept D
Total Staff	1000	5000	2000	1500
Leaver Volume	200	300	250	150
Leaver rate	20.0%	6.0%	12.5%	10.0%



Summary, Context and Narrative

	Dept A	Dept B	Dept C	Dept D
Total Staff	1000	5000	2000	1500
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Leaver rate	20.0%	6.0%	12.5%	10.0%

- During the 2020/21 financial year, 20% of Dept A's workforce left the organisation compared to an average leaver rate of 9.5%.
- 95% of Dept A's leavers, during the period were resignations.
- Dept B had the highest column of leavers, but the lowest leaver rate all department. The majority (90%) of these leavers were planned, end of contracts.

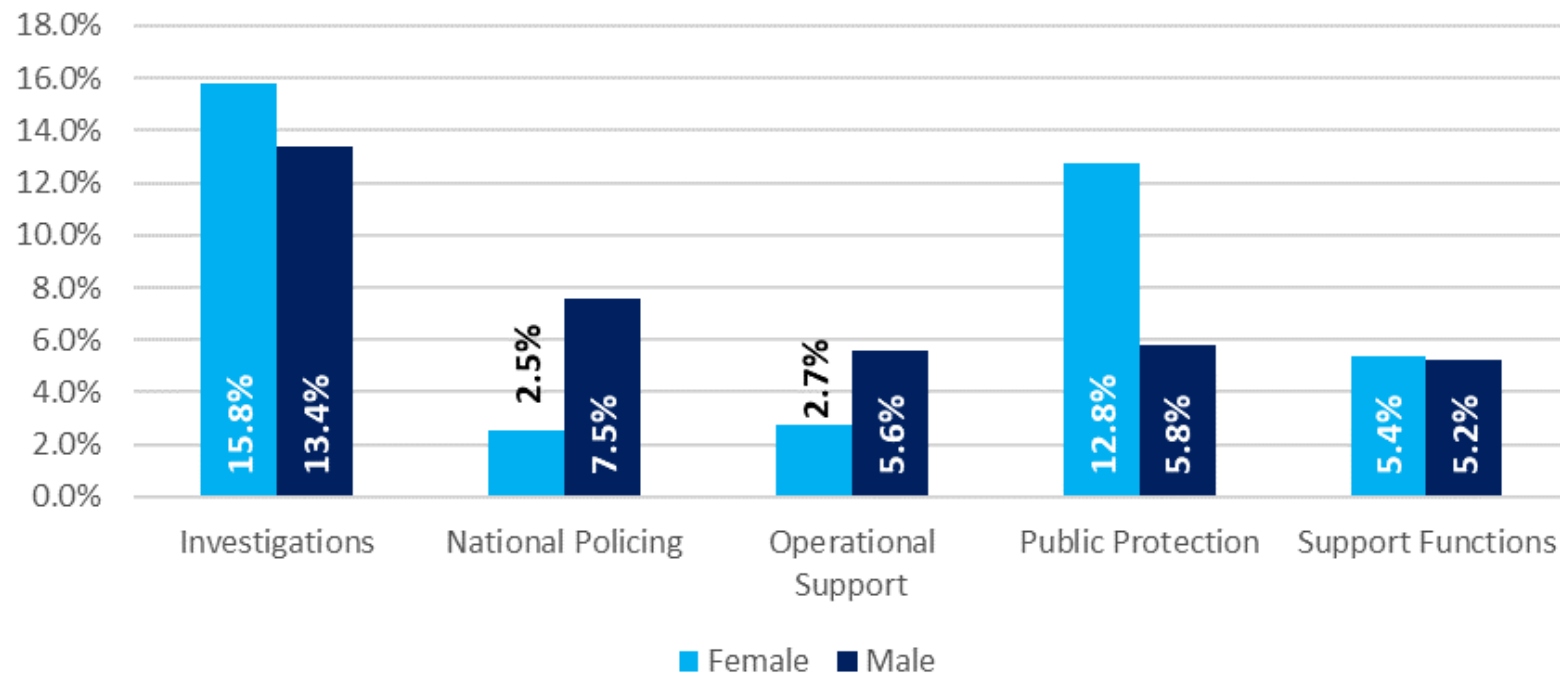


Presenting Information - Tables

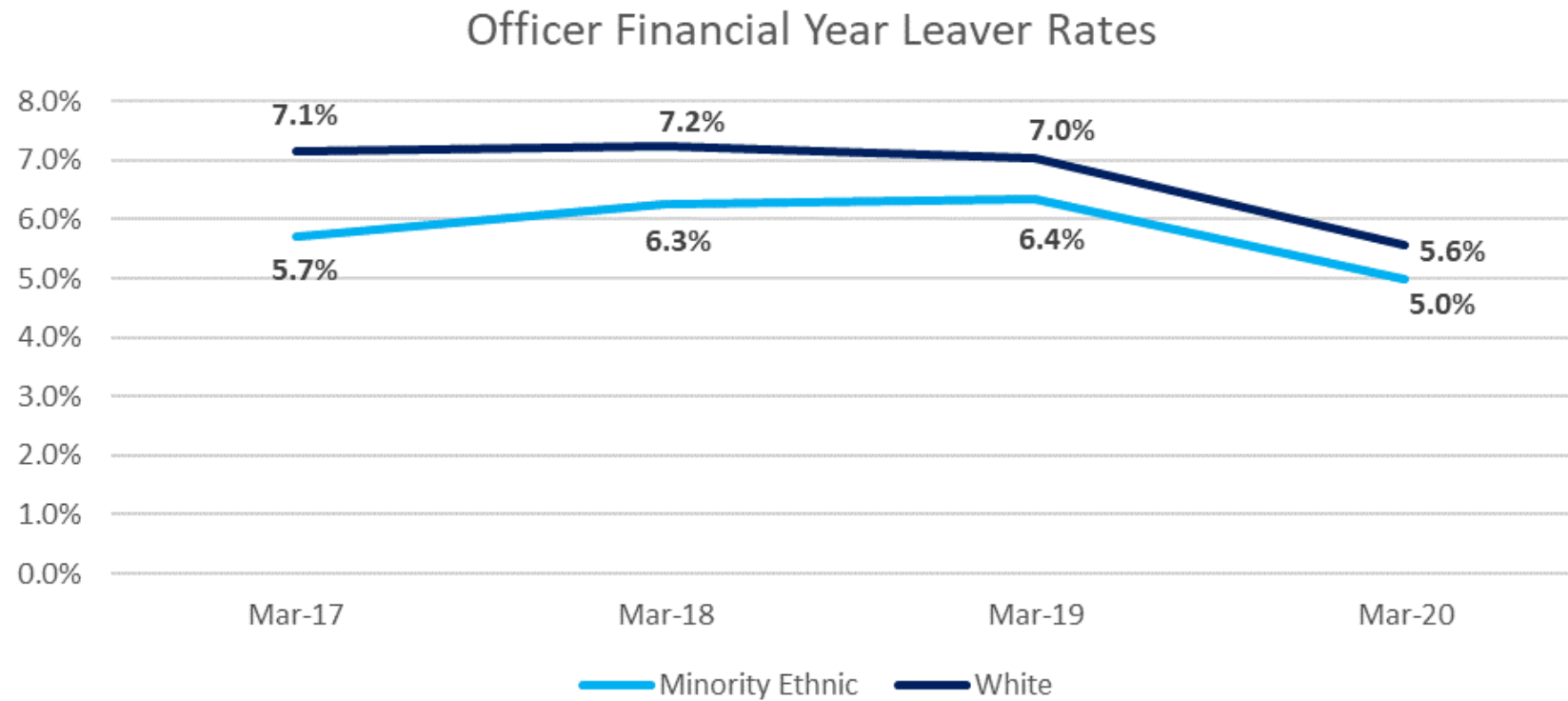
	CEO	Enabling Services	K&I	Policing Standards	WFD	TOTAL College of Policing
Volume - 18 to 29	6	25	13	1	23	68
Volume - 30 to 44	24	114	37	17	38	230
Volume - 45 to 59	12	123	74	40	80	329
Volume - 60 to 74	1	41	16	9	14	81
% Representation - 18 to 29	14.0%	8.3%	9.3%	1.5%	14.8%	9.6%
% Representation - 30 to 44	55.8%	37.6%	26.4%	25.4%	24.5%	32.5%
% Representation - 45 to 59	27.9%	40.6%	52.9%	59.7%	51.6%	46.5%
% Representation - 60 to 74	2.3%	13.5%	11.4%	13.4%	9.0%	11.4%

Presenting Information – Bar Charts

% of Officers in Specialist Posts - March 2021

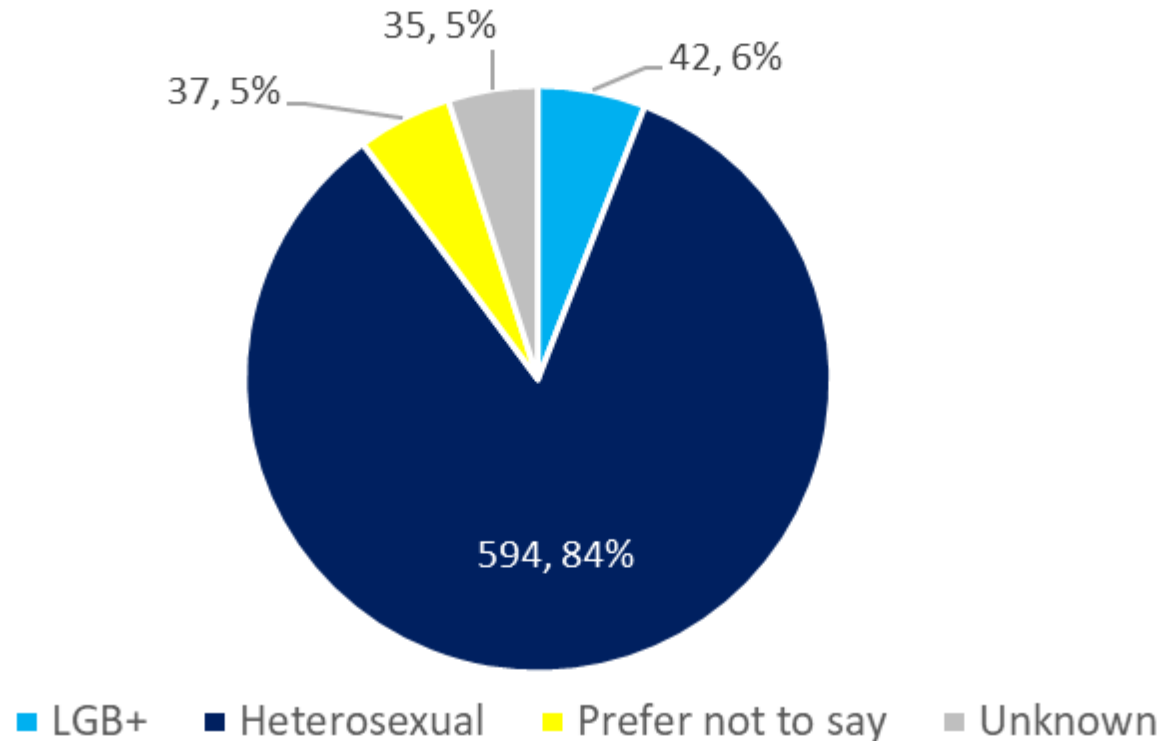


Presenting Information – Line Charts



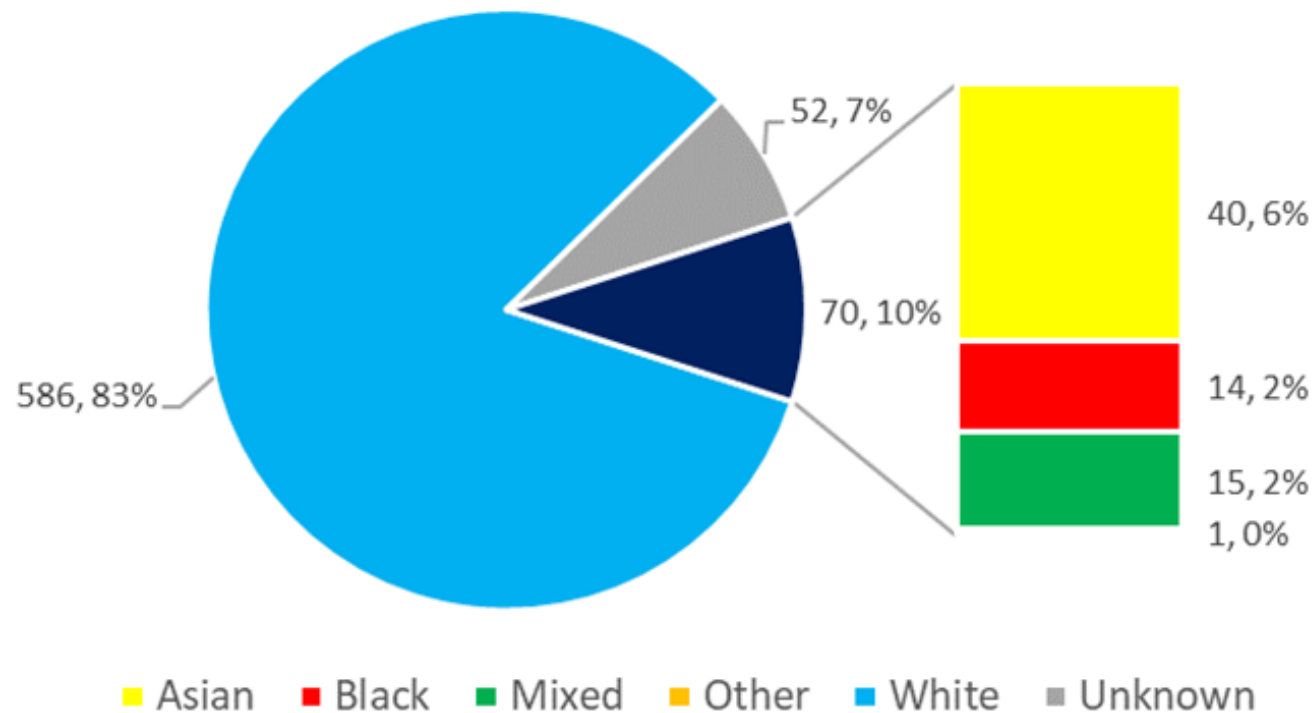
Presenting Information – Pie Charts

March 2021 Workforce by Sexual Orientation



Presenting Information – Pie Charts

March 2021 Workforce by Ethnicity



Further Support and Questions

Additional Paper with specifics

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Thank you for listening. Any Questions?