

An Garda Síochána

Oifig Saorála Fáisnéise,
An Garda Síochána, Teach áth Luimnigh,
Lárionad Gnó Udáras Forbartha Tionscail,
Baile Sheáin, An Uaimh,
Contae na Mí.
C15 ND62



Freedom of Information Office,
An Garda Síochána, Athlumney House,
IDA Business Park,
Johnstown, Navan,
Co Meath.
C15 ND62

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website:

www.garda.ie

Bí linn/Join us  

Ríomh-phoist:/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000123-2021 Request Part Grant

Dear

I refer to your request, dated and received on 23rd March and also further clarified on 23rd March, 2021 which you have made under the Freedom of Information Act 2014 (FOI Act) for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "insofar as it relates to administrative records relating to human resources, or finance or procurement matters". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request sought:

Request

- (a) the most recent statistical data held reflecting the composition of An Garda Síochána in terms of ethnic/racial and religious identities.*
- (b) a timetable of the current plans to implement the policies contained in the 2019 – 2021 Diversity and Integration Strategy 'to support the HRPD objective of attracting, developing and retaining talented individuals, representative of minority and diverse communities, within An Garda Síochána', and, where implementation of constituent parts has been achieved, the associated date(s).*

Clarified Request

Having consulted the Garda Síochána "Equality, Diversity & Inclusion Strategy Statement and Action Plan 2020-2021", the information I am seeking appears to fall within Strategic Goal 6.2 and Action Plan No 05. Indicator 05a, due for completion during Q4 2020 and 05b, due Q1-Q4 2021, would appear to relate to my enquiry. I'm happy to simplify and redefine my request (b) as seeking:

'A summary of achieved outcomes falling within the scope of Indicators 05a and 05b of the Equality, Diversity & Inclusion Strategy Statement and Action Plan 2020-2021. Where due dates have not been met or are likely not to be met, provision of revised target dates would be useful.'

I wish to inform you that I have decided to part grant your request on the 20th April, 2021.

The purpose of this letter is to explain my decision.

1. Findings, particulars and reasons for decision.

Upon receipt your request was forwarded to the relevant sections of An Garda Síochána where a search was conducted to establish if records were held in relation to your request.

The Public Appointments Service run the national competitions for Trainee Garda in An Garda Síochána of behalf of the Garda Commissioner. It is our understanding that there is a section on the application form for ethnicity but that it is not compulsory but voluntary to complete this section. The PAS do not as a matter of course share this information with An Garda Síochána. AGS is examining ways of gathering information in relation to the diversity of our staff on a voluntary basis and in compliance with GDPR principles.

On the basis of the above, it is not possible to produce a meaningful statistical breakdown of data on religious, ethnic or racial identities of personnel An Garda Síochána.

Therefore I am refusing Part A of your request in accordance with the requirements of Section 15(1)(a) of the Freedom of Information Act 2014, I am satisfied that all reasonable steps have been taken to identify and locate the records requested in relation to your request. As the records concerned do not exist I must therefore refuse Part A of your request on this basis.

Refusal on administrative grounds to grant FOI requests

15(1) A head to whom an FOI request is made may refuse to grant the request where –

(a) The record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken,

In relation to Part B of your request, I have been advised that progress is being made in the development of a Diversity Recruitment Roadmap for An Garda Síochána. In January 2021, a consultative exercise involving eight civil society organisations and serving personnel with diverse backgrounds within An Garda Síochána was completed. There was positive engagement with constructive feedback provided on the recruitment and retention barriers encountered by members of various minority groups. In February 2021, the Executive Director of HR&PD signed off on this report and planning is underway to implement a series of initiatives to address the barriers identified by the exercise.

Under the Diversity Recruitment Roadmap, An Garda Síochána will set diversity targets for applicants to the forthcoming Garda Trainee competition (anticipated to be launched in Q4, 2021). These will be contextualised against Irish demographic data, in keeping with our pledge to “reflect the communities we serve”. It is anticipated that targets will be set for ethnic minority and female recruits, as well as for members of the Traveller community. A series of positive action measures to support the organisation to achieve these targets are currently under review and will be finalised shortly.

An Garda Síochána will also support the effective induction and on-going retention of minority group personnel through the creation of Diversity Networks, EDI Champions, and the delivery of EDI training, as set-out in the organisation’s EDI Strategy 2020-2021.

As part as a longer-term effort to enhance the diversity profile of An Garda Síochána, the organisation will also undertake a comprehensive review of all entry requirements

2. Right of Appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000123-2021**.

Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Navan, Co. Meath. C15 DR90

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8.

Payment can be made by electronic means, using the following details:

Account Name: An Garda Síochána Imprest Account

Account Number: 30000302

Sort Code: 951599

IBAN: IE28DABA95159930000302

BIC: DABAIE2D

You must ensure that your FOI reference number (FOI-000123-2021) is included in the payment details.

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at www.garda.ie.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,



ASSISTANT PRINCIPAL

PAUL BASSETT

FREEDOM OF INFORMATION OFFICER

20th APRIL, 2021.