

## **Existing and planned measures on the promotion of equality for ethnic minorities**

### **Policing Services**

The Hong Kong Police Force (HKPF) is committed to promoting racial equality, fairness and respect. In delivering quality services, we will assess the impact of our policies to ensure impartiality in dealings with all members of the public, irrespective of their ethnic background.

#### **A. Dealing with the Members of the Public**

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| Service<br>Concerned | <ul style="list-style-type: none"><li>• To ensure racial equality in all our dealings with the public.</li></ul>   |
| Existing<br>Measures | <ul style="list-style-type: none"><li>• Since 2010, the HKPF has implemented the Police Community Liaison Assistant (PCLA) Scheme. Currently, 13 Police Districts are participating in the Scheme. These PCLAs are proficient in foreign languages such as Urdu, Thai or Hindi. The PCLAs assist the Police Districts to enhance engagement with the ethnic minority communities on matters of mutual interest.</li><li>• A Language Identifier poster, which contains 25 ethnic minority languages including Sinhala, Tagalog, Tamil, Urdu, Bengali etc, is provided at all police report rooms in order to help identify the language spoken by ethnic minorities in contact with the Police.</li><li>• The forms and notices for persons in custody (including 'Custody Search Form', 'Notice to Persons in Police Custody or Involved in Police Enquiries', 'Arrest and Detention Policy' and 'Treatment and Conditions in Police Detention Facilities') provided by the Police, have been translated into 15 ethnic minority languages in both written and audio forms to ensure that ethnic minorities in custody can understand the respective police policies which might affect them.</li><li>• Special measures are in place to cater for the religious needs of ethnic minorities under police custody, such as</li></ul> |

the provision of religious texts, directional sign for praying and special types of dietary needs.

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| Assessment of Future Work                 | <ul style="list-style-type: none"><li>• HKPF will review the services from time to time and make improvements where necessary.</li></ul>   |
| Additional Measures Taken/<br>to Be Taken | <ul style="list-style-type: none"><li>• HKPF has joined forces with an organisation funded by the Home Affairs Department and implemented a project called “TRANSLINK”. Under the project, instant telephone interpretation services in seven common non-ethnic Chinese languages, namely Urdu, Nepali, Punjabi, Hindi, Bahasa Indonesia, Thai and Tagalog, are provided in police report rooms. The scheme was first trial-run in three police report rooms in West Kowloon in November 2014, and then formally launched in ten police report rooms in June 2015. By November 2016, the project has been implemented Force-wide in all 67 police report rooms and reporting centres.</li><li>• HKPF will continue to keep in view the needs of ethnic minorities and put in place necessary measures to ensure all services are provided to all members of the public equally, regardless of racial background.</li></ul> |

## **B. Employment Opportunity**

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| Service Concerned | <ul style="list-style-type: none"><li>• To provide equal employment opportunity to all applicants for jobs of HKPF.</li></ul>  |
| Existing Measures | <ul style="list-style-type: none"><li>• The job vacancies of HKPF are open to all applicants meeting the basic entry requirements.</li><li>• For police recruitment, Police has modified the Practical Incident Handling Test for recruiting Police Constable (PC) since mid-2011, such that candidates will be required to write both English and Chinese in situations that simulate police operations. Additional scores would be awarded to candidates with foreign language skills, whose written and oral proficiency will be tested with the help of an interpreter during the selection process.</li></ul> |

- Starting from mid-2015, Recruitment Division has also introduced ‘Non-Ethnic Chinese (NEC) Referral System’. NEC applicants who failed in the Police recruitment selection process would be referred to community engagement projects of Police districts as appropriate upon their consent. The referral aims to enhance their Chinese language proficiency and preparation for interview so that they are better equipped in future recruitment assessments.

Assessment of  
Future Work

- HKPF will continue to implement the existing measures.

Additional  
Measures Taken/  
to Be Taken

- HKPF will work in partnership with educational institutions, non-government organisations (NGOs) and schools, including those with ethnic minority students, to encourage students to join the HKPF.

### **C. Training of Staff**

Service  
Concerned

- To enhance officers’ awareness of racial sensitivity and understanding of racial equality.

Existing  
Measures

- All officers are trained on the content of the Race Discrimination Ordinance and related guidelines on racial equality during foundation and in-service training at Police College.
- From time to time, workshops, seminars and experience-sharing sessions are provided for officers to enhance their understanding and awareness on the languages and cultures of ethnic minorities.

Assessment of  
Future Work

- HKPF will liaise with other government departments and NGOs to arrange suitable training on racial equality issues for officers.

Additional  
Measures Taken/  
to Be Taken

- The existing training programme will continue to be held.
- Feedback and comments from officers, other government departments and NGOs will be collected for enriching the content of the training programmes.

## **Enquiries/complaints**

If members of the public have any enquiries/complaints relating to racial equality issues, they can contact any police report rooms, where round-the-clock service will be provided. The information of report rooms can be found by the link below:

[http://www.police.gov.hk/ppp\\_en/contact\\_us.html](http://www.police.gov.hk/ppp_en/contact_us.html)

Enquiries on the above measures can also be directed to Police Hotline at 2527 7177.

**Hong Kong Police Force**  
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