

# Jennifer Jason Leigh

Return of the queen of American noir

→ weekend

### TRAIL

This panel helps to market the paper by tempting readers inside. It tells readers about stories in other parts of the paper.

From Ali Smith and AS Byatt to Irvine Welsh  
**The year ahead in books**

→ review

**Yotam Ottolenghi's** fresh start winter salads

→ weekend

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# the guardian

### MASTHEAD

The masthead is a specially designed logo that shows the name of the newspaper.

## Police failing on diversity, figures reveal

Minority ethnic applicants less likely to get job in more than two-thirds of forces

Kevin Rawlinson  
Helena Bengtsson  
Will Franklin

### BYLINE

Sometimes the writer's job title or where they are writing from is included. Staff writers are always credited.

White applicant to the police has a better chance than someone more than two-thirds of forces according to official figures. Under the Freedom of Information Act, the most common police service in England and Wales is represented in disproportionately low numbers and face less chance than their white counterparts of making it through the recruitment process when they do apply.

The data will put more pressure on police bosses to improve diversity. It comes after the home secretary, Theresa May, attacked Britain's forces for not employing enough black, Asian and minority ethnic (BAME) officers.

In a speech in October, May said four forces - Cheshire, North Yorkshire, Dyfed-Powys and Durham - did not have a single serving black officer. She also said that 11 forces had no ethnic minorities above the rank of chief inspector.

The newly published data shows that 31 of the UK's 45 territorial police forces appoint a greater proportion of white applicants for jobs than they do people

who identify themselves as BAME backgrounds. The Metropolitan Police, which has the most officers, displayed the lowest diversity. In the Met, 28.1% of appointments were made to ethnic minorities, compared with 17% of appointments.

The data also shows that more than four-fifths of UK police forces - 39 of the 45 - appoint a disproportionately low number of people from BAME backgrounds, when compared with the ethnic makeup of the areas they serve.

The Met, West Midlands and Bedfordshire police forces were among the least representative - followed by those serving the City of London, West Yorkshire, Greater Manchester and Surrey. In the area covered by the Met, 40.2% of the population are from BAME backgrounds.

Giles York of the National Police Chiefs' Council said that forces better reflecting the communities they served would improve ties with the public, but progress had been slower than he wanted.

He said: "The rate of officer recruitment from black and minority ethnic communities has risen from 3.6% in 2006 to 5.5% in 2015. Forces have encouraged more BAME people to join the police."

Continued on page 2 →

### HEADLINE

The biggest headline on the page is called the "main splash". This is a serious story so no jokes are made in the headline.

### STANDFIRST

A standfirst is used to add detail that was not included in the headline.



The singer Natalie Cole, daughter of Nat King Cole, has died aged 65 in a Los Angeles hospital Photograph: Georgios Kefalas/EPA

### CAPTION

Captions give a description of a photograph or graphic. Often they include the photographer's name.

## Terror alerts are Europe's 'new normal'

Matthew Taylor  
Ben Knight Berlin  
Angelique Chrisafis Paris

Terrorism experts have warned that Europe faces a "new normal" in the months ahead with the likelihood of more threats and disruption to major events amid heightened security fears.

The warning came as police in Munich reopened two railway stations in the German city yesterday after a terrorist alert on New Year's Eve in response to what they described as a concrete tipoff from foreign intelligence agencies.

Munich's police president, Hubertus Andrä, told a press conference yesterday that police had been warned at about 7.40pm the previous night that between five and 10 Islamic State fighters - were in the main railway station in the city.

But the alert was not acted elsewhere. The text is a note from the Guardian's Paris office that officers were alerted to the new year's Eve fireworks and revelry.

By 3.30am, however, the stations had been reopened and by the time the people of Munich were reappearing on the streets in the morning the terror alert had been downgraded to the level it was at before Thursday evening. "The alert, the police operations on the scale we saw last night, have been lifted," Andrä told reporters.

Events in other European cities on New Year's Eve were either cancelled or scaled down because of security concerns.

Analysts say security services are com-

### BODYTEXT

The main "body" of a news story. Often the only part written by the reporter. This text is the main body text. The font is the same as the headline.

### TURN

Often front page stories continue elsewhere in paper.

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### EDITION STARS

We normally print three different editions per night on weekdays, and sometimes more at the weekends. Three stars means this is the third edition.