

PFCC Decision Report

Report reference number: PFCC/063/20

Classification: OFFICIAL

Title of report: Refurbishment of Faith Rooms

Area of county / stakeholders affected: Countywide

Report by: Patrick Duffy – Interim Head of Estates

Date of report: 19th June 2020 (received 11 August 2020)

Enquiries to: Patrick.Duffy@essex.pnn.police.uk

1. Purpose of the report

This Decision Report seeks approval for capital investment into upgrading and standardising the provision of Faith Rooms across the county.

2. Recommendations

To proceed with investment of £100,000 of capital funding for the design, upgrade and standardisation of Faith Rooms throughout the county across our estate.

3. Benefits of the proposal

This proposal supports the creation of a suitably equipped and appropriate environment where all employees can take part in reflection or observation of their faith within allocated facilities respected by all.

The proposal also supports our ambition to attract, recruit and retain a diverse workforce providing greater representation of our communities.

4. Background and proposal

The Faith Room facilities across the estate were previously sparse and, where there was provision for a Faith Room, the areas varied considerably in standard, fixtures and fittings. Although Faith Room accommodation has now been identified and the rooms allocated, the current condition of the facilities varies from building to building.

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The proposal allows for a standard to be achieved in order that we provide adequate facilities for staff to observe both religious and non-religious beliefs. This is in accordance with the Force Plan and Diversity and Inclusion Strategy as well as supporting the desire to work with each other to promote inclusivity, equality and diversity.

Providing Faith Rooms for officers and staff will allow them a space for quiet reflection or prayer whilst on duty. These facilities will support the force in recruiting those from more diverse communities, working towards the objective of aligning the workforce to reflect the diversity of the local community.

5. Alternative options considered and rejected

Do nothing – Our current faith room provision is limited and does not adequately support our ambition to recruit a diverse workforce representative of our communities.

6. Police and Crime Plan

The investment aligns and supports Priority 1 of the Police and Crime Plan – More Local, Visible and Accessible Policing – Ensuring communities have more confidence in Essex Police – Having suitable facilities supports us in recruiting from more diverse communities therefore promoting a trust and confidence within the communities we protect.

The investment fits with the Commissioner's Police and Crime Plan objective on Finance and Resources, with particular reference to *"Rationalise the police estate, making it fit for purpose for 21st century policing and drive out savings to reinvest back into local policing"*.

7. Police operational implications

There are no operational implications of this decision report. The funding will enable already identified space to be upgraded.

8. Financial implications

The upgrade of our Faith Rooms requires one-off capital funding of £100,000.

Funding has been identified within the capital programme which is incorporated in the Medium Term Financial Strategy.

9. Legal implications

There are no legal implications arising from this decision report.

10. Staffing implications

There are no staffing or resource implications arising from this decision report.

11. Equality and Diversity implications

The proposal positively supports the promotion of equality and diversity across the workforce.

12. Risks

If the faith rooms are not brought up to an acceptable standard this may have an adverse impact on our staff feeling valued, our recruitment and retention of a diverse workforce and providing adequate facilities under the Equality Act 2010.

13. Governance Boards

- Estate Change Board – 11th May 2020
- Chief Officer Group – 20th May 2020
- Strategic Board – 19th June 2020

14. Background papers

Stage 1 Capital Bid



Stage 1 Faith
Rooms.pdf

Stage 2 Capital Bid



Stage 2 Faith
Rooms v0.4.pdf

Estate Strategy

<http://www.essex.pfcc.police.uk/finance-reporting/publications/police-estates-strategy/>

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Report Approval

The report will be signed off by the PFCC Chief Executive and Chief Finance Officer prior to review and sign off by the PFCC / DPFCC.

Chief Executive / M.O.

Sign:

Print: P. Brent-Isherwood

Date: 3 September 2020

Chief Finance Officer / Treasurer

Sign:

Print: Elizabeth Helm

Date: 10 August 2020

Publication

Is the report for publication?

YES

NO

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'None' if applicable)

.....
.....N/A.....

If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

Redaction

If the report is for publication, is redaction required:

1. Of Decision Sheet?

YES

2. Of Appendix?

YES

NO

NO

If 'YES', please provide details of required redaction:

.....
.....N/A.....

Date redaction carried out:

Treasurer / Chief Executive Sign Off – for Redactions only

If redaction is required, the Treasurer or Chief Executive is to sign off that redaction has been completed.

Sign:

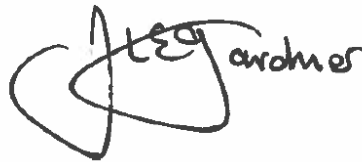
Print:

Chief Executive/Treasurer

Date signed:

Decision and Final Sign Off

I agree the recommendations to this report:



Sign:

Jane Gardner

Print:

Deputy PFCC

Date signed: 21 September 2020

I do not agree the recommendations to this report because:

.....
.....

Sign:

Print:

PFCC/Deputy PFCC

Date signed: