

Essex Police Diversity Equality and Inclusion Strategy Update**Report to: the Office of the Police, Fire and Crime Commissioner for Essex**

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Chief Officer	ACO Richard Leicester
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1.0 Purpose of Report

This report by Essex Police provides an update on the revised Diversity, Equality and Inclusion Strategy 2020 – 2025. The strategy meets the requirements of the Equality Act 2010 and has been approved by the Force's Diversity and Inclusion Board on 7 September 2020. The strategy is aligned to the National Police Chiefs' Council's Diversity, Equality and Inclusion strategy and the key audiences are; police officers, police staff and volunteers, partner agencies, the public and workers, service users and potential recruits.

2.0 Recommendations

The PFCC is requested to note the revised strategy as set out in the attached appendix A.

3.0 Introduction and Background

The Essex Police Diversity, Equality and Inclusion strategy is underpinned by modern inclusive values and established 'policing by consent' ethics. It aims to promote dignity for the public and the wider workforce, regardless of; age, disability, gender reassignment, health status, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex/gender, sexual orientation, or socio-economic status.

The Diversity, Equality and Inclusion strategy sets out our Diversity and Inclusion vision, values and objectives, and has been developed in consultation with a wide range of internal and external interest groups. The Diversity and Inclusion Board chaired by the Chief Constable will oversee the implementation of the strategy, and practical implementation will involve Equality, Diversity, Inclusion and Cohesion task and finish working groups, and Strategy Implementation Briefings, which will be service-focussed and will support local implementation of the plan through the support of developing tactical delivery plans.

In summary, the purpose of our strategy is to:

- Reaffirm the Force's commitment to deliver measurable outcomes in respect of the Equality Act 2010, the Policing Code of Ethics, the National Police Chiefs' Council, and other strategic policies.
- Communicate the high expectation that everyone at Essex Police must take responsibility and be accountable for their part in our incremental journey towards greater diversity, equality and inclusion, for the benefit of colleagues and the communities we serve.
- Inspire an inclusive workplace culture, where police officers and police staff of all backgrounds, grades, and ranks can be themselves and have their differences positively acknowledged and aspirations enabled.
- Encourage a more representative workforce of the communities we serve by attracting and retaining diverse recruits and ensuring inclusive talent-based career progression.
- Share our inclusive 'protect and serve all' values, win the buy-in of internal and external stakeholders, and inspire partnership working to address inequalities and disparities.
- Encourage community cohesion through the building of positive interactive relationships, involving music, sport, cuisine, shared hobbies and skills, listening events and more.
- Improve general policing practice to ensure fairness, transparency, and dignity for all.

3.1 Essex Police Diversity, Equality and Inclusion Strategy Objectives, 2020 to 2025

1. Attract, recruit, progress and retain a **more diverse workforce** that better reflects our communities.
2. **Narrow the disparity** between protected groups and non-protected groups in respect of stop and search and other policing activities.
3. **Increase cooperation and satisfaction** levels among protected groups and wider communities in respect of hate crime reporting and other matters of concern.
4. **Adopt and advance** the National Police Chiefs' Council's Diversity, Equality and Inclusion Strategy 2018-2025 and accompanying Toolkits.
5. Improve **inclusive culture** and service delivery verified by mandatory Diversity and Inclusion training, equality data analysis, equality and health impact assessments, and effective community engagement.

4.0 Key Priorities - 2020 to 2025

- Diversity, Equality and Inclusion Strategy is launched.
- Diversity, Equality and Inclusion training content is mandatory for all police officers, police staff and volunteers.
- International Day of People with Disabilities event is planned.
- Managers ensure that a supportive, flexible and nurturing working environment exists where diverse colleagues can be themselves and achieve their full potential.
- Calendar of community cohesion and diversity events produced in conjunction with community groups.
- Pursue level 3 of the Disability Confident.
- Race@Work Charter signed.
- Service areas refresh plans to support the implementation of the strategy.
- Stonewall Charter evidence being gathered.
- Equal pay disparities are known and resolved.
- Publication of the Statutory Duty Information Report by the 31st January each year to show the work that has been undertaken by Essex Police in response to the Public Sector Equality Duty and the effect this has had on the workforce, public complaints and crime figures.

5.0 Staff Networks

Our various police officer and police staff networks are crucial to our listening and inclusion approach. For the sake of consistency and productivity, where possible and agreeable, they are encouraged to adopt the following terms of reference:

- Offer mutual support to network members.
- Identify any urgent issues relating to specific protected or network characteristics.
- Identify and recommend service improvements for consideration by the Diversity and Inclusion Board or the Equality, Diversity, Inclusion and Cohesion.
- Work to achieve relevant benchmarks such as Disability Confident Level 3.
- Stonewall Workplace Champions, Race@Work Charter, etc.
- Organise diversity events such International Disability Day, International Women's Day, Black History Month, Pride, etc.
- Produce and submit relevant content for the Diversity and Inclusion annual report.

6.0 Implications

The Essex Police Diversity, Equality and Inclusion strategy will have positive implications for workforce development, community relations, and legal compliance with the requirements of the Equality Act 2010.

7.0 Risks/Mitigation

The June 2020 Black Lives Matter protests which followed the death of George Floyd in America, exposed the United Kingdom policing's lack of progress regarding Black, Asian, Minority and Ethnic, as well as national, policing issues and prompted important internal discussions. If we fail to change, we risk a further loss of public and Black, Asian, Minority and Ethnic police officer and police staff confidence.

The Essex Police Diversity, Equality and Inclusion Strategy is a call for action to address these issues.

8.0 Equality and/or Human Rights Implications

The Essex Police Diversity, Equality and Inclusion Strategy is intended to deliver tangible outcomes in line with the Equality Act 2010.

9.0 Health and Safety Implications

The Essex Police Diversity, Equality and Inclusion Strategy promotes personal and community wellbeing and dignity for all. It will also make communities safer for minority groups.

10.0 Consultation/Engagement

Consultation and engagement took place internally and externally as set out in the introduction.

11.0 Actions for Improvement

The purpose of the strategy is to deliver service-wide incremental diversity and inclusion improvements over time.