

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 127-21
Classification (e.g. Not protectively marked/restricted): Not Protectively Marked
Title of report: Race at Work Charter
Area of county / stakeholders affected: Countywide
Report by : Darren Horsman Date of report: 18.8.2021 Enquiries to: Darren.Horsman@essex.police.uk

1. Purpose of the report

To gain agreement for the Police, Fire and Crime Commissioner to sign up to the Race at Work Charter.

2. Recommendations

That the Commissioner agrees to sign up to the Race at Work Charter.

3. Benefits of the proposal

Becoming a signatory of the Race at Work Charter will provide a visible statement of the Commissioner's intent to provide equality of opportunity in the workplace. This is in line with the Commissioner's Public Sector Equality Duty and their Equality, Diversity and Inclusion Strategy.

The Commissioner's commitment at the same time as the commitment by the Chief Constable on behalf of Essex Police will provide a strong and clear shared commitment to provide equality of opportunity, generate public confidence and help to position Essex Police and the Police, Fire and Crime Commissioner's office as favoured employers. This will provide a direct positive impact on public confidence.

Getting involved in the project will also provide a useful framework for the Commissioner to keep track of progress in this area and the opportunity to learn from other organisations and businesses who are committed to the same journey.

4. Background and proposal

The Race at Work Charter has been established by the Business in the Community (BITC) Charity. BITC is the largest and longest established business-led membership organisation dedicated to responsible business. They were founded by HRH The Prince of Wales 40 years ago.

BITC's vision is for the UK to lead the world in responsible business. To achieve this the Community focuses on [developing a skilled and inclusive workforce](#), [ensuring work is good for everyone](#), [innovating to sustain and regenerate the planet](#) and [building thriving communities](#).

The Race at Work Charter was established four years ago to provide businesses, organisations and partners the opportunity to make a visible commitment to improving equality of opportunity in the workplace.

Signatories to the Charter make the following commitments:

- **Appoint an Executive Sponsor for race**
Executive Sponsors for Race provide visible leadership on race and ethnicity in their organisation and can drive key actions such as setting targets for ethnic minority representation, briefing recruitment agencies and supporting mentoring and sponsorship.
- **Capture ethnicity data and publicise progress**
Capturing ethnicity data is important for establishing a baseline and measuring progress. It is also a crucial step towards an organisation being able to report on ethnicity pay.
- **Commit at Board level to zero tolerance of harassment and bullying.**
The Race at Work Survey revealed that 25% of ethnic minority employees reported that they had witnessed or experienced racial harassment or bullying from managers. Commitment from the top is needed to achieve change.
- **Make it clear that supporting equality in the workplace is the responsibility of all leaders and managers.**
Actions can include ensuring that performance objectives for leaders and managers cover their responsibilities to support fairness for all staff.
- **Take action that supports ethnic minority career progression**
Actions can include embedding mentoring, reverse mentoring and sponsorship in their organisations.

5. Alternative options considered and rejected

It was considered whether the Commissioner should not sign the Charter and simply state his support for Essex Police's commitment to it, or in fact do neither sign it or state support for Essex Police signing it. Neither option provided the opportunity for the Commissioner to have a positive impact on public confidence or engage in a process which will provide the opportunity to continually improve equality of opportunity with their team. Given the public leadership role of the Commissioner it was agreed that this

would be a lost opportunity and making the commitment to the Charter would be the best option.

6. Police and Crime Plan

This decision, if taken, will have a direct positive impact on the Commissioner's Public Sector Equality Duty. It will also contribute to improving public confidence, a key measure within the Police and Crime Plan.

7. Police operational implications

This decision is aligned to the same commitment being made by Essex Police but does not have any direct police operational implications.

8. Financial implications

This decision has no financial implications and activity can be undertaken within existing resources.

9. Legal implications

This is a voluntary commitment and does not hold any legal requirement.

10. Staffing implications

There is a commitment within the Charter to appoint an executive sponsor for race and it is proposed that this would be taken by the Police, Fire and Crime Commissioner's current lead on equality and diversity matters.

11. Equality and Diversity implications

This decision will have a positive impact on the Commissioner's Public Sector Equality Duty and in particular will help support their drive to provide equality of opportunity between people with protected Characteristics.

The decision is also well aligned to the Commissioner's current Equality, Diversity and Inclusion Strategy.

12. Risks

There is the risk that having made this public commitment that the Commissioner does not fulfil its requirements. Given the nature of the commitment and the existing commitments under the Public Sector Equality Duty this risk is seen as small.

Also, the structure of the Charter and the fact that it provides a mechanism for organisations to share best practice means that the Commissioner and his team will benefit from additional support to develop and progress this area of work.

13. Governance Boards

This decision has not been discussed at a governance board given the timing of the decision, however, it has been discussed at length with the Deputy Police, Fire and Crime Commissioner outside of the normal Senior Management Team meetings.

14. Background papers

N/A

Report Approval

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

Chief Executive / M.O.

Sign: 

Print: Darren Horsman - Deputy MO

Date: 18/8/2021

Chief Finance Officer / Treasurer

Sign: 

Print: Julia Berry

Date: 18 August 2021

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)

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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 y

NO

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

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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: 

Print: Jane Gardner

PFCC/Deputy PFCC

Date signed: 18 August 2021

I do not agree the recommendations to this report because:

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Sign:

Print:

PFCC/Deputy PFCC

Date signed: